



PERTUBUHAN KESELAMATAN SOSIAL
SOCIAL SECURITY ORGANISATION



L A P O R A N
T A H U N A N
Annual Report

20
23

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PERKESO ITU PRIHATIN,
PRIHATIN ITU PERKESO



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

Diterbitkan oleh

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Annual Report

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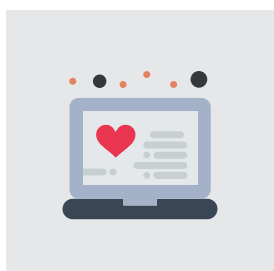
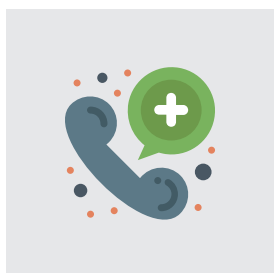
1 Oktober 1st October

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

2 April 2nd April

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

1969



1971



1974

2 April 2nd April

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



1 Oktober 1st October

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

1980



1 Januari 1st January

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

1 Julai 1st July

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

1985



1984

1 November 1st November

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



2005

1 Mei 1st May

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

2000

1 Januari 1st January

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

1997

2 Mei 2nd May

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

1 Oktober 1st October

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

1996



1999

2 Mei 2nd May

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



1998

1 Januari 1st January

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





1 April 1st April

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

1993



10gos 1st August

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

1987



1992

1 Januari 1st January

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

1 Julai 1st July

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

2006

1 Mac 1st March

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

2007

1 Mac 1st March

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

1 Januari 1st January

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

15 Julai 15th July

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

2009

1 Januari 1st January

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

2013

1 Julai 1st July

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

10 September 10th September

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

2015



2014

1 Oktober 1st October

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

24-27 Ogos 24th - 27th August

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



1 Jun 1st June

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

25 Oktober 25th October

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

1 Januari 1st January

- Akta Sistem Insurans Pekerjaan 2017 (Akta 800) dikuatkuasakan.
- The Employment Insurance System Act 2017 (Act 800) was enforced.

1 Oktober 1st October

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

2-4 Oktober 2nd – 4th October

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

24 Oktober 24th October

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

2016

2018



2017

21 April 21st April

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

19 Mei 19th May

- Kadar amaun Faedah Pengurusan Mayat dinaikkan daripada RM1,500 kepada RM2,000 berkuat kuasa mulai 1 Julai 2016 (tarikh ke belakang).
- The Funeral Benefit rate was increased from RM1,500 to RM2,000 with effect from 1st July 2016 (backdated).

22 Mei 22nd May

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

1 Jun 1st June

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

1 Ogos 1st August

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



17 Mac 17th March

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

1 Mac 1st March

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

18 Januari 18th January

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

1 Oktober 1st October

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

23 September 23rd September

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

28 Jun 28th June

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

1 Jun 1st June

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

2021





1 Januari 1st January

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

1 Februari 1st February

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



28 Oktober 28th October

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

2019



2020

1 Januari 1st January

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

1 Mac 1st March

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

1 April 1st April

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

5 Jun 5th June

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



2022

11 Jun 11th June

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

17 Mei 17th May

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

8 Mac 8th March

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

19 Februari 19th February

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

1 Disember 1st December

- Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838) telah dikuatkuasakan.

29 Oktober 29th October

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

1 September 1st September

- Had liputan gaji bagi Akta 4 dan Akta 800 dinaikkan daripada RM4,000.00 kepada RM5,000.00 bagi maksud caruman dan pembayaran faedah.
- The salary limit coverage for Act 4 and Act 800 was increased from RM4,000.00 to RM5,000.00 for the purposes of contribution and payment of benefits.



1 Januari 1 January

- Pelarasan kos sara hidup bagi semua penerima faedah berkala dan kenaikan kadar pencen minimum daripada RM475 sebulan kepada RM550 sebulan di bawah Skim Keilatan.
- Adjustment of cost of living for all recipients of regular benefits and increase in minimum rate of pension from RM475 per month to RM550 under the Invalidity Scheme.

19 Februari 19 February

- Pembinaan Pusat Rehabilitasi Neuro-Robotik dan Cybernics Kebangsaan PERKESO di Bandar Meru Raya, Ipoh, Perak.
- Construction of the National PERKESO Neuro-Robotic and Cybernics Rehabilitation Centre in Bandar Meru Raya, Ipoh, Perak.

27 Februari 27 February

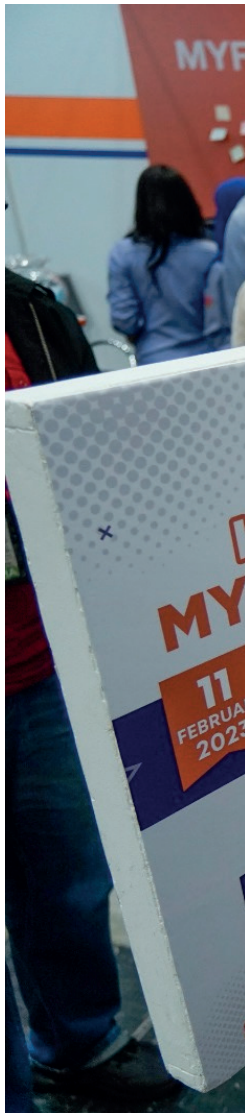
- PERKESO menerima Anugerah Zero Project Award Kategori Innovative Solutions bagi Portal Pekerjaan Negara MYFutureJobs di Vienna, Austria.
- PERKESO was awarded the Zero Project Award under the Innovative Solutions Category for its MYFutureJobs National Employment Portal, in Vienna, Austria.

4 Jun 4 June

- Kempen Ambil Pekerja Lokal dilancarkan.
- The "Employ Local Workers Campaign" was launched.

6 Julai 6 July

- Perasmian Pejabat PERKESO Klang yang baharu.
- Perasmian Pusat Dialisis PERKESO yang pertama dan telah memulakan operasinya pada 3 Februari 2023.
- Official opening of the new Klang PERKESO Office.
- The first PERKESO Dialysis Centre was officially opened and commenced operations on 3 February 2023.



2023



29 Ogos 29 August

- Majlis Pemeteraian Perjanjian Pajak antara Yayasan Diraja Sultan Mizan dan PERKESO bagi pembangunan Pusat Rehabilitasi PERKESO Wilayah Timur di Negeri Terengganu Darul Iman.
- Signing of a Lease Agreement between Yayasan Diraja Sultan Mizan (Sultan Mizan Royal Foundation) and PERKESO for the construction of the Eastern Region PERKESO Rehabilitation Centre in the state of Terengganu Darul Iman.

11 Oktober 11 October

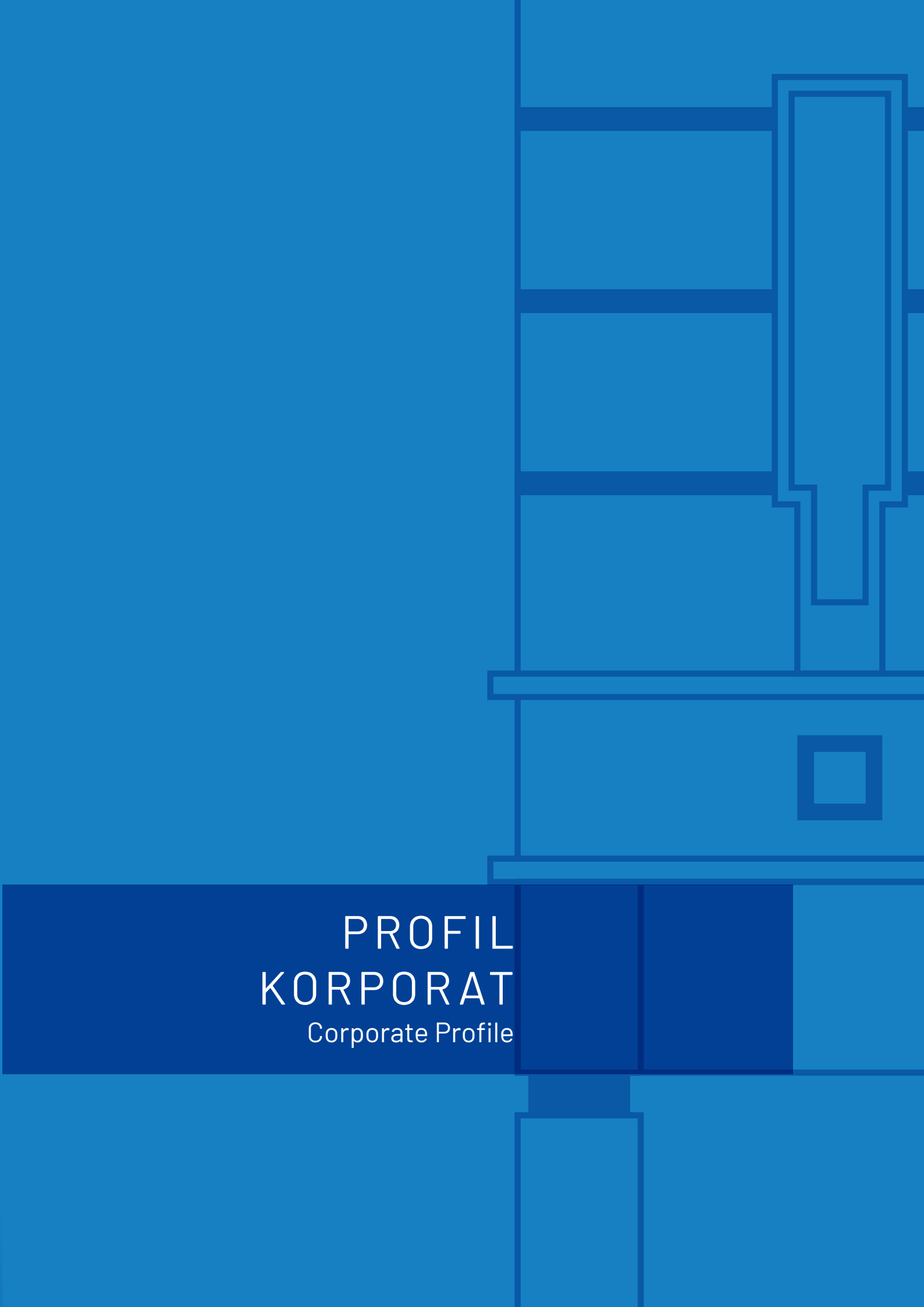
- Penganjuran International Public Employment Forum (IPEF) dengan tema "Building a Resilient Workforce: The MADANI Approach".
- Organisation of the International Public Employment Forum (IPEF) with the theme, "Building a Resilient Workforce: The MADANI Approach".

11 Oktober 11 October

- Pemeteraian Memorandum Persefahaman (MoU) antara Statistical, Economic and Social Research and Training for Islamic Countries (SESRIC) dan PERKESO.
- Signing of a Memorandum of Understanding between the Statistical, Economic and Social Research and Training for Islamic Countries (SESRIC) and PERKESO.

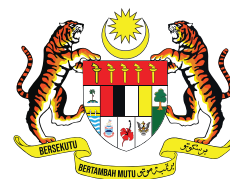




The background features a series of overlapping squares and rectangles in two shades of blue. On the right side, there are several thin, light blue outlines of rectangles and squares, some of which are nested or offset from each other, creating a sense of depth and architectural structure. The main text is positioned on a solid dark blue horizontal band that spans the width of the page.

PROFIL KORPORAT

Corporate Profile



KEMENTERIAN SUMBER MANUSIA
Ministry of Human Resources

**YB ENCIK STEVEN SIM
CHEE KEONG**

Menteri Sumber
Manusia
Minister of Human
Resources



KEMENTERIAN SUMBER MANUSIA
Ministry of Human Resources

**YB DATO' SRI ABDUL
RAHMAN BIN HAJI
MOHAMAD**

Timbalan Menteri
Sumber Manusia
Deputy Minister of
Human Resources



RINGKASAN KORPORAT CORPORATE SUMMARY



Sepanjang lima dekad lalu penubuhan dan menyusuri tahun 2023 sempena Ulang Tahun ke-52, PERKESO telah berkembang sebagai sebuah institusi berdedikasi dan komited dalam memperkasa perkhidmatan perlindungan sosial demi kesejahteraan rakyat.

PERKESO mempunyai dua misi iaitu melindungi individu daripada kehilangan upaya, bencana pekerjaan, pengangguran, penyakit dan kematian serta meningkatkan kecekapan dalam pasaran buruh. Ia bukan sahaja satu penggerak ekonomi untuk merintis pertumbuhan, sebaliknya mekanisme terbaik memupuk kesepaduan dan keadilan sosial.

PERKESO bukan sekadar sebuah badan pentadbiran, tetapi sebagai pemangkin yang mampu memacu pembangunan ekonomi negara serta membentuk dasar-dasar sosioekonomi. Terus cakna menekankan peranan PERKESO dalam memperjuang keadilan sosial melalui pengagihan pendapatan saksama dan peluang pekerjaan yang adil. Matlamat berwawasan ini kekal sebagai misi utama PERKESO dalam usaha untuk mengukuhkan sistem perlindungan sosial serta mempromosi pekerjaan yang sesuai untuk semua rakyat Malaysia.

Untuk menangani masalah kekurangan perlindungan sosial terhadap pekerja informal dan pekerja platform, PERKESO telah memperluas Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) kepada 20 sektor tidak formal.

In the five decades since its establishment, and traversing through the year 2023 in conjunction with its 52nd Anniversary, PERKESO has grown to become an institution that is dedicated and committed towards strengthening social protection services for the wellbeing of the people.

PERKESO has two missions, namely, to protect individuals from disablement, employment injury, unemployment, disease and death, as well as to increase efficiency in the labour market. These missions are not only economic movers to pioneer growth, but serve also as the best mechanisms to foster integration and social equality.

PERKESO is not merely an administrative body, but it is also a catalyst capable of driving the country's economic development, as well as formulate socio-economic policies. The organisation remains aware in placing emphasis on its role to fight for social equality through a fair distribution of income and fair employment opportunities. This visionary goal remains as PERKESO's key mission in its effort to strengthen the social protection system and promote suitable employment for all the people of Malaysia.

In order to overcome the lack of social protection for workers in the informal sectors as well as platform workers, PERKESO has extended its Self-Employment Social Security Scheme to 20 informal sectors.

Selain itu, PERKESO juga memandang serius keperluan keluarga pekerja tidak bergaji termasuk pekerja domestik. Sehubungan itu, Skim Keselamatan Sosial Suri Rumah telah diperkenalkan pada Disember 2022 untuk mengiktiraf golongan ini.

Malah, komitmen kami terhadap dasar keterangkuman diperluas supaya meliputi pekerja asing yang sah termasuk ekspatriat dan kepada yang menyumbang kepada ekonomi – tanpa meminggirkan sesiapa.

Di samping itu, PERKESO turut komited membangunkan sistem perlindungan sosial yang bebas daripada unsur diskriminasi jantina. PERKESO kini sedang mengenal pasti jurang dalam faedah perlindungan sosial, terutama bagi penjagaan bersalin dan penjagaan jangka panjang yang memfokus kepada skim insurans sosial yang menangani ketidakaksamaan jantina dan kemiskinan pada usia tua.

Antara tahun 2020 hingga 2023, PERKESO terpaksa berbelanja sebanyak RM300 juta hingga RM350 juta setahun untuk membiayai perkhidmatan dialisis kepada penerima faedah. Bagi memberikan perkhidmatan lebih menyeluruh dan mengurangkan kos operasi, PERKESO akan menubuhkan sekurang-kurangnya sebuah pusat dialisis di setiap negeri dalam tempoh tiga tahun ini. Pusat dialisis PERKESO akan memberi penjimatan sebanyak 15 % bagi setiap kos rawatan dialisis berbanding kos rawatan dialisis kaedah asal dalam melantik panel pusat dialisis swasta.

Di samping pampasan kewangan, PERKESO juga terus memperkasa dan melipat ganda inisiatif dalam program pencegahan dan rehabilitasi. PERKESO sedang bekerjasama dengan pihak berkepentingan untuk membangunkan dua pusat rehabilitasi berteknologi tinggi iaitu di Ipoh, Perak dan Setiu, Terengganu.

Untuk mengekalkan produktiviti pekerja dalam ekonomi, penglibatan PERKESO juga merangkumi hubungan antara keselamatan sosial dan dasar pasaran buruh aktif. Walaupun kadar pengangguran menyusut sejak fasa pemulihan COVID-19, tenaga kerja negara terus berdepan cabaran pasaran buruh berstruktur seperti penyertaan wanita yang rendah dalam tenaga kerja, kebergantungan tinggi pekerja asing berkemahiran rendah dan jurang kemahiran antara penawaran dan permintaan.

Sebagai kesinambungan kepada Sistem Insurans Pekerjaan (EIS), PERKESO mengetuai Perkhidmatan Pekerjaan Nasional, MYFutureJobs untuk menambah baik pepadanan pekerjaan, menerbitkan maklumat pasaran buruh awam serta melaksanakan program pasaran buruh yang aktif seperti Pameran Kerjaya MYFutureJobs dan Insentif Kerjaya Madani untuk menggalakkan penempatan pekerjaan.

In addition, PERKESO also takes a serious view of the needs of the family of non-salary workers including domestic workers. In relation thereto, the Housewives' Social Security Scheme was introduced in December 2022, in recognition of this group of workers.

In fact, our commitment towards the inclusivity policy is extended to cover legal foreign workers including expatriates and to those who contribute towards the economy, without marginalising anyone.

PERKESO is also committed towards developing a social protection system that is free from elements of gender discrimination. The organisation is now identifying gaps in social protection benefits, especially in terms of maternity care and long-term care, focusing on social insurance schemes that overcome gender inequality and old-age poverty.

Between the years 2020 to 2023, PERKESO has had to spend approximately RM300 million to RM350 million per year to fund dialysis treatments offered to benefit recipients. In order to provide a more comprehensive service and to reduce operating costs, PERKESO will establish at least one dialysis centre in each state within these three years. The establishment of these PERKESO dialysis centres will result in 15% savings for each dialysis treatment compared to the dialysis treatment cost using the original method of appointing a panel of private dialysis centres.

In addition to financial compensation, PERKESO continues to consolidate and multiply its initiatives in relation to prevention and rehabilitation programmes. The organisation is in cooperation with stakeholders to construct two new high-technology rehabilitation centres, in Ipoh, Perak and in Setiu, Terengganu.

To maintain the productivity of workers in the economy, PERKESO's involvement also encompasses the relationship between social security and active labour market policies. Although unemployment rate has decreased since the recovery phase of COVID-19, the country's work force has continued to face structured labour market challenges such as low participation of women in the work force, a high dependence on low-skilled foreign workers and the gap in skills between offer and demand.

As continuity to the Employment Insurance System, PERKESO leads the National Employment Service, MYFutureJobs to improve employment suitability, publish information on the general labour market as well as implement active labour market programmes such as the MYFutureJobs Careers Exhibition and the Madani Careers Incentive to encourage job placements.

LATAR BELAKANG

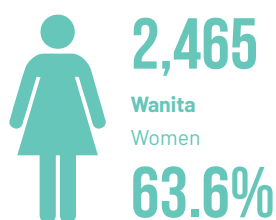
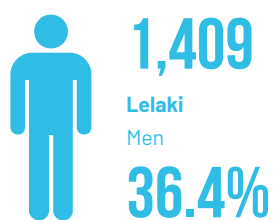
PERKESO ditubuhkan sebagai sebuah jabatan di bawah Kementerian Buruh (kini dikenali sebagai Kementerian Sumber Manusia) pada 1 Januari 1971 dengan menguatkuasakan Akta Keselamatan Sosial Pekerja 1969 (Akta 4). Pelaksanaan Skim Perlindungan Bencana Pekerjaan pertama telah dilancarkan pada 1 Oktober 1971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

Sehingga 31 Disember 2023, PERKESO mempunyai 54 buah pejabat yang beroperasi di seluruh Malaysia dengan jumlah kakitangan seramai 3,874 orang yang meliputi peringkat pengurusan tertinggi sehingga ke peringkat kumpulan sokongan. Daripada jumlah tersebut, seramai 63.6% iaitu seramai 2,465 anggota adalah wanita manakala selebihnya 36.4% iaitu seramai 1,409 anggota adalah lelaki.

BACKGROUND

PERKESO was established as a department in the Ministry of Labour (now known as the Ministry of Human Resource) on 1 January 1971 with the enforcement of the Employees' Social Security Act 1969 [Act 4]. The first Employment Injury Scheme was launched on 1 October 1971 at the Johor Bahru PERKESO Office. PERKESO became a Statutory Body on 1 July 1985 and subsequently, on 1 January 1992, the organisation began implementing its own remuneration system known as the PERKESO New Remuneration System.

As at 31 December 2023, PERKESO has 54 offices operating throughout Malaysia with 3,874 employees ranging from the highest management to the support group levels. Of the said number, 63.6% or 2,465 employees are women, with the remaining 36.4% or 1,409 employees men.



**Jumlah
Total**

3,874
100.0%



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: Social Security (Minimum Standards) Convention.

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

FUNCTION AND ROLE

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

In meeting the said objectives, the key function of PERKESO is widened so that the social security protection afforded to workers and their dependants is more comprehensive. PERKESO is currently responsible for the administration and enforcement of four (4) Acts, namely, the Employees' Social Security Act 1969 [Act 4], the Self-Employment Social Security Act 2017 [Act 789], the Employment Insurance System Act 2017 [Act 800] and the Housewives' Social Security Act 2022 [Act 838].



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

Akta Keselamatan Sosial Pekerja 1969 [Akta 4] terpakai kepada semua perusahaan yang mempunyai seorang pekerja atau lebih.

The Employees' Social Security Act 1969 [Act 4] is applicable to all businesses having one or more employees.

Kadar Caruman di bawah Akta 4 Contribution Rate under Act 4

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

LIPUTAN

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

Di bawah Akta 4, PERKESO menyediakan tiga (3) skim perlindungan keselamatan sosial kepada pekerja iaitu Skim Bencana Pekerjaan, Skim Keilatan dan Skim Bencana Kerja Pekerja Asing.

COVERAGE

- All employers with one or more employees.
- All workers employed under a service contract or apprenticeship contract in the private sector and contractual temporary workers in the Federal State Government and Federal State Statutory Body including domestic workers who are eligible shall be registered and shall contribute with PERKESO.
- Subject to insured salary ceiling of RM5,000 per month.

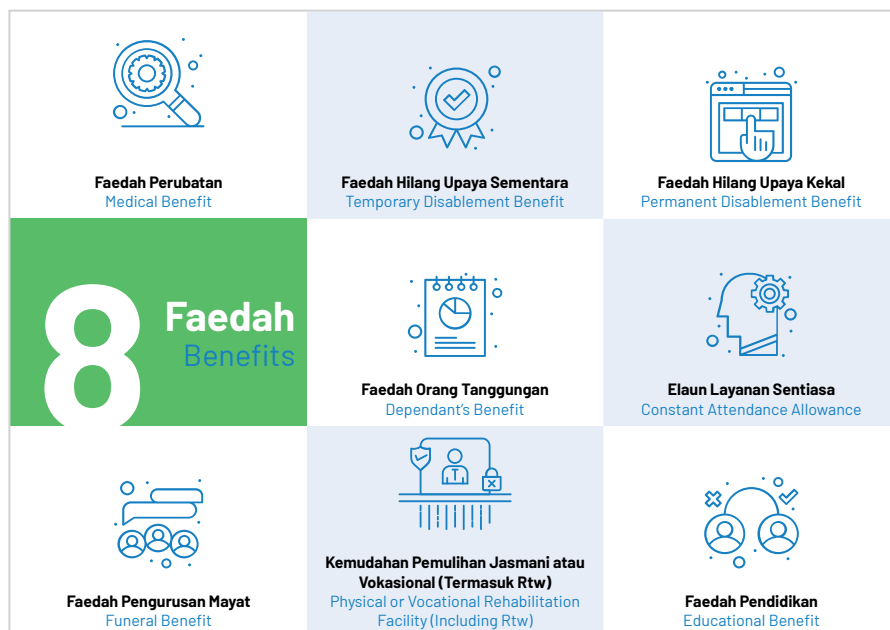
Under Act 4, PERKESO offers three (3) social security protection schemes to workers, that are, the Employment Injury Scheme, the Invalidity Scheme and the Foreign Workers' Employment Injury Scheme.

SKIM BENCANA PEKERJAAN

Skim Bencana Pekerjaan (SBK) merupakan skim perlindungan kepada pekerja yang ditimpa kemalangan iaitu semasa menjalankan pekerjaan, perjalanan di antara tempat kediamannya ke tempat kerja, tempat makan dalam waktu rehat yang dibenarkan atau semasa dalam perjalanan yang secara langsung berkaitan dengan pekerjaannya.

Faedah yang disediakan

Benefits provided



SKIM KEILATAN

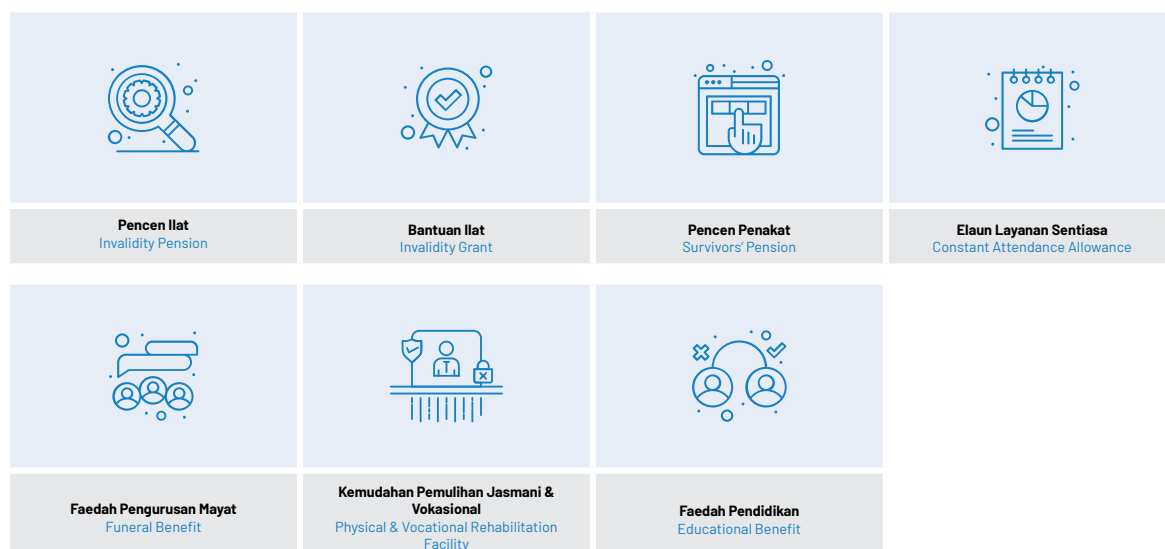
Skim Keilatan pula memberi perlindungan 24 jam kepada pekerja terhadap keilatan atau kematian akibat sebarang sebab yang berlaku di luar waktu kerja.

EMPLOYMENT INJURY SCHEME

The Employment Injury Scheme is a protection scheme offered to workers who are involved in accidents, whether during performance of their jobs, during their commute between their residences to their work place, at their eating place during permitted rest hours or during journeys directly related to their jobs.

INVALIDITY SCHEME

The Invalidity Scheme, on the other hand, provides workers with 24-hour protection against invalidity or death due to any causes occurring outside of working hours.



SKIM BENCANA KERJA PEKERJA ASING

Bermula 1 Januari 2019, PERKESO meluaskan liputan Akta 4 kepada pekerja asing di bawah Skim Bencana Kerja Pekerja Asing (SBKPA) dengan mewajibkan semua majikan termasuk majikan utama dan majikan langsung untuk berdaftar dengan PERKESO. Perluasan perlindungan ini adalah sejajar dengan konvensyen No. 19 ILO Tahun 1925 yang menyentuh mengenai kesamarataan layanan khususnya dari sudut pampasan kemalangan atau bencana. Oleh yang demikian, SBKPA melindungi pekerja asing yang mengalami kemalangan atau suatu penyakit khidmat yang terbit daripada dan dalam masa menjalankan pekerjaannya.

FOREIGN WORKERS' EMPLOYMENT INJURY SCHEME

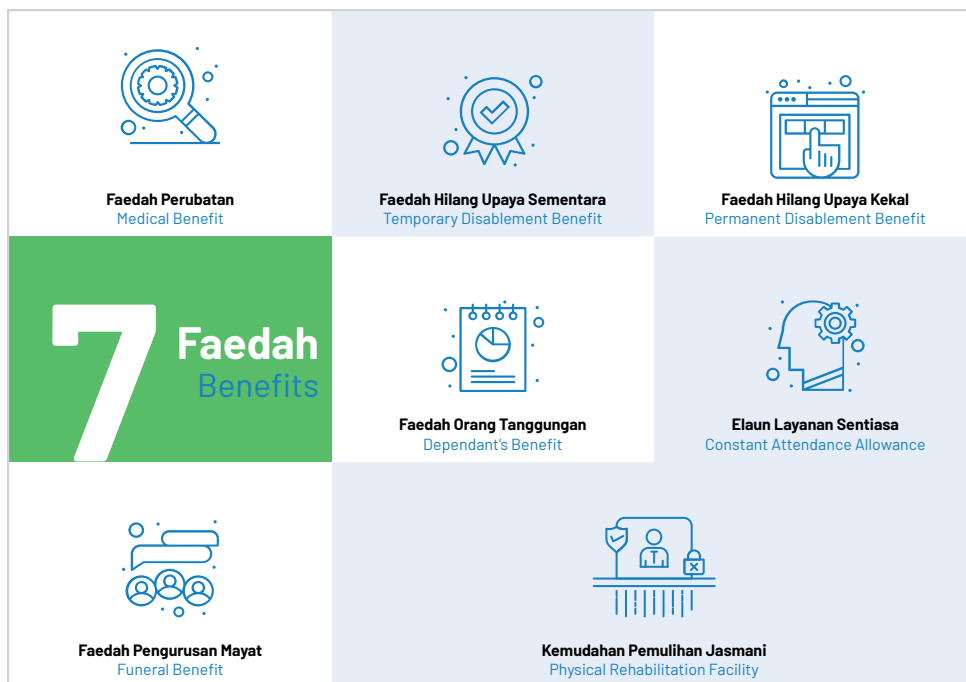
Starting from 1 January 2019, PERKESO widened the coverage of Act 4 with the inclusion of foreign workers under the Foreign Workers' Employment Injury Scheme. This was done by making it mandatory for all employers, including main employers and direct employers, to register with PERKESO. This expansion of coverage is in line with the ILO Convention No. 19 of 1925 pertaining to the equality of treatment specifically in terms of compensation for accidents or injuries. As such, this scheme protects foreign workers who are involved in accidents or have been afflicted with occupational diseases arising from and in the course of performing their jobs.

SYARAT KELAYAKAN CONDITION FOR ELIGIBILITY

- Mempunyai pasport atau Pas Khas untuk pekerja asing baharu; atau
In the case of a new foreign worker, the worker must possess a passport or Special Pass; or
- Mempunyai pasport dan Pas Lawatan Kerja Sementara (PLKS) atau pas kerja yang sah untuk pekerja asing yang sedia ada, yang mana terpakai
In the case of an existing foreign worker, the worker must possess a passport and a Temporary Working Visit Permit or a valid work permit, whichever may be applicable.

Faedah yang disediakan

Benefits provided



AKTA KESELAMATAN SOSIAL PEKERJAAN SENDIRI 2017 [AKTA 789]

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

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

SELF-EMPLOYMENT SOCIAL SECURITY ACT 2017 [ACT 789]

The Self-Employment Social Security Act 2017 [Act 789] came into force on 1 June 2017. For a start, the scheme provided protection, through the Employment Injury Scheme, to taxi drivers or individuals providing similar services.

Beginning 1 January 2020, PERKESO then extended the Self-Employment Social Security Scheme to 19 other informal sectors including the agricultural, transportation and goods or food delivery sectors, the manufacturing sectors hawkers, the construction sector, accommodation premises, online businesses, professional services, the arts, household services and others.

Kadar Caruman berdasarkan pendapatan bulanan pilihan yang diinsuranskan mengikut pelan seperti di bawah:
Contribution Rates based on optional monthly income insured in accordance with the plan as follows:

PELAN PLAN	PENDAPATAN BULANAN PILIHAN YANG DIINSURANSKAN (RM) OPTIONAL MONTHLY INCOME INSURED	BAYARAN CARUMAN BULANAN (RM) MONTHLY CONTRIBUTION	BAYARAN CARUMAN SETAHUN (RM) ANNUAL CONTRIBUTION
1	1,050	13.10	157.20
2	1,550	19.40	232.80
3	2,950	36.90	442.80
4	3,950	49.40	592.80

Syarat Kelayakan Conditions for Eligibility

- Warganegara Malaysia/ pemastautin tetap tanpa mengira had umur;
- Malaysian citizen or permanent resident, regardless of age;
- Individu yang menjalankan pekerjaan sendiri.
- Individual who is self-employed.

Faedah yang disediakan Benefits provided

 Faedah Perubatan Medical Benefit	 Faedah Hilang Upaya Sementara Temporary Disablement Benefit	 Faedah Hilang Upaya Kekal Permanent Disablement Benefit
8 Faedah Benefits		
 Faedah Pengurusan Mayat Funeral Benefit	 Faedah Orang Tanggungan Dependant's Benefit	 Elaun Layanan Sentiasa Constant Attendance Allowance
	 Kemudahan Pemulihan Jasmani atau Vokasional (Termasuk Rtw) Physical or Vocational Rehabilitation Facility (Including Rtw)	 Faedah Pendidikan Educational Benefit

AKTA SISTEM INSURANS PEKERJAAN 2017 [AKTA 800] EMPLOYMENT INSURANCE SYSTEM ACT 2017 [ACT 800]

Akta Sistem Insurans Pekerjaan 2017 [Akta 800] telah dikuatkuasakan mulai 1 Januari 2018 bertujuan untuk melindungi dan membantu pekerja yang kehilangan pekerjaan melalui dua (2) komponen utama iaitu Insurans Pekerjaan dan Perkhidmatan Pekerjaan.

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

The Employment Insurance System Act 2017 [Act 800] came into effect on 1 January 2018 with the objective of protecting and helping workers who have lost their jobs, through two (2) key components, namely, Employment Insurance and Employment Services.

The Employment Insurance System is a scheme that offers additional protection to workers who have lost their employment, by replacing the lost income, providing reskilling and upskilling training in order to improve their employability as well as providing job search services to enable such workers to expediently gain new and suitable employment.

OBJEKTIF UTAMA MAIN OBJECTIVE

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

KONSEP CONCEPT

Akta ini mengandungi dua (2) komponen utama iaitu Insurans Pekerjaan dan Perkhidmatan Pekerjaan.
This Act comprises two (2) key components, namely, Employment Insurance and Employment Services.

KOMPONEN PERTAMA - BANTUAN KEWANGAN FIRST COMPONENT - FINANCIAL ASSISTANCE

- Pekerja yang terjejas akan diberikan bantuan kewangan sementara untuk menyokong diri dan keluarga mereka semasa mencari pekerjaan baharu. Mereka juga akan diberikan bantuan kewangan tambahan jika mereka menjalani program latihan yang diakreditasi untuk meningkatkan kebolehpasaran mereka.
Workers who are affected will be given temporary financial aid to support themselves and their families while they look for new employment. They will also be given additional financial assistance should they undergo accredited training programmes to enhance their marketability.

KOMPONEN KEDUA - PERKHIDMATAN PEKERJAAN SECOND COMPONENT - EMPLOYMENT SERVICES

- Pekerja yang terjejas akan disokong dengan program perkhidmatan pekerjaan untuk membantu mereka mendapatkan pekerjaan baharu secepat mungkin. Ini termasuk bantuan kaunseling kerjaya, carian dan padanan pekerjaan serta latihan bagi pekerja yang memerlukan.
Workers who are affected will be given support in the form of employment services to help them gain new employment as soon as possible. This includes provision of careers counselling, job search and job match, as well as training for workers who so require.

LIPUTAN COVERAGE

- Semua majikan yang mempunyai seorang pekerja atau lebih. Semua pekerja sektor swasta tanpa mengira had gaji termasuk pekerja domestik yang layak di bawah Akta.
All employers with one or more workers. All workers in the private sector, regardless of salary, including domestic workers who are eligible under the Act.
- Tertakluk kepada had siling gaji yang diinsuranskan (GYD) *RM5,000 sebulan.
Subject to an insured salary ceiling of RM5,000 per month.

KADAR CARUMAN DAN JADUAL CARUMAN CONTRIBUTION RATES AND SCHEDULE

- Majikan 0.2%
Employer - 0.2%
- Pekerja 0.2%
Worker - 0.2%
- Sebagaimana ditetapkan pada Jadual 2, Akta Sistem Insurans Pekerjaan 2017 [Akta 800].
As prescribed by Schedule 2, Employment Insurance System Act 2017 [Act 800].

SYARAT-SYARAT KELAYAKAN TUNTUTAN FAEDAH CONDITIONS FOR ELIGIBILITY TO CLAIM BENEFITS

- Pemberhentian biasa
Normal termination
- VSS/MSS (Voluntary / Mutual Separation Scheme).
- Force majeure – bencana alam, rusuhan, kebakaran, kebocoran gas
Force majeure – natural disasters, riots, fires, gas leakages
- Employers absconding, syarikat bankrap, penutupan perniagaan
Employers absconding, companies winding up, closure of businesses
- Business restructuring
Business restructuring
- Pengecilan operasi
Downsizing of operations
- Constructive dismissal atau kemungkiran terma dan syarat kontrak oleh majikan
Constructive dismissal or breach of contractual terms and conditions by employers
- Diarah melaksanakan kerja di luar skop yang membahayakan keselamatan dan kesihatan
Workers instructed to perform jobs outside of their scope of duty, endangering safety and health
- Peletakan jawatan disebabkan ugutan kepada pekerja atau keluarganya, atau disebabkan gangguan seksual terhadap pekerja
Resignation due to threats to workers or their families or arising from sexual harassment against the workers

TIDAK LAYAK MENUNTUT INELIGIBLE TO CLAIM

- Salah laku – sehingga kes diputuskan oleh JTK, JPP atau Mahkamah Perusahaan
Misconduct – until case is decided by JTK, JPP or the Industrial Court
- Berhenti sukarela
Voluntary resignation
- Bersara wajib
Mandatory retirement
- Tamat tempoh kontrak perkhidmatan
Expiry of contract of service

Faedah-Faedah yang Disediakan Benefits Offered

1. Bagi mereka yang kehilangan pekerjaan, Sistem Insurans Pekerjaan memberi perlindungan tambahan kepada pekerja dengan menyediakan faedah berbentuk bantuan kewangan sementara dan faedah-faedah seperti berikut:

For workers who have lost their jobs, the Employment Insurance System provides them with additional protection by offering benefits in the form of temporary financial aid as well as other benefits as follows:



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

To qualify for the above benefits, the Insured Person shall meet the contribution condition for eligibility in accordance with the claim, that is, a minimum of 12 months of contribution within a period of 24 months. However, the Insured Person shall also fulfil the contribution eligibility requirement, in addition to being capable and ready to be re-employed. The Insured Person shall also be actively seeking employment.



PERLUASAN LIPUTAN PERLINDUNGAN KEPADA PEKERJA DOMESTIK

EXPANSION OF PROTECTION TO DOMESTIC WORKERS

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

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

PERKESO expanded the coverage of Act 4 and Act 800 to include Domestic Workers with effect from 1 June 2021. This expansion of coverage was implemented to provide social security protection to a group of the community that has yet to be protected.

Domestic workers are individuals who are legally employed solely to perform a job or activities related to the job in a private residence and not employed for any other purposes involving activities such as commerce, business or profession carried out by the employer, whether within or outside the residence.

SYARAT KELAYAKAN CONDITIONS FOR ELIGIBILITY

Pekerja domestik terbahagi kepada 2 kategori iaitu:

Domestic workers are divided into 2 categories as follows:

KATEGORI 1 CATEGORY 1	KATEGORI 2 CATEGORY 2
Pekerja domestik dengan status; Domestic worker who: - Warganegara Malaysia yang mempunyai MyKad; is a citizen of Malaysia in possession of a MyKad; - Bukan warganegara Malaysia berstatus penduduk tetap dan mempunyai MyPR; is not a citizen of Malaysia but is a permanent resident and is in possession of a MyPR; - Bukan warganegara Malaysia berstatus penduduk sementara dan mempunyai MyKAS is not a citizen of Malaysia but is a temporary resident in possession of a MyKAS.	Pekerja domestik asing iaitu; Foreign domestic worker who: Pekerja bukan warganegara Malaysia yang mempunyai dokumen perjalanan yang sah serta memiliki Pas Lawatan Kerja Sementara (PLKS) yang dikeluarkan oleh Jabatan Imigresen Malaysia (JIM) untuk bekerja di Malaysia. is not a citizen of Malaysia but possesses valid travel documents and a Temporary Work Visit Permit issued by the Department of Immigration Malaysia to work in Malaysia.

Faedah

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

Benefits

The benefits made available to Domestic Workers are the same as those provided under the Employees' Social Security Act 1969 [Act 4] and the Employment Insurance Scheme Act 2017 [Act 800].

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



Skim Keselamatan Sosial Suri Rumah (SKSSR) yang diperkenalkan melalui Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] telah berkuat kuasa pada 1 Disember 2022. Skim ini bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa menguruskan rumah tangga.

Takrifan Suri Rumah

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

Caruman

Caruman RM120 bagi tempoh 12 bulan berturut-turut yang perlu dibayar terlebih dahulu. Caruman boleh dibuat oleh suami, suri rumah, keluarga atau mana-mana pihak ketiga bagi suri rumah tersebut.

Prinsip '*once in, always in*' akan terpakai bagi suami yang memilih untuk membuat caruman bagi isterinya.

Perlindungan

SKSSR memberi perlindungan bencana domestik kepada suri rumah yang mengalami kemalangan atau apa-apa insiden semasa melakukan urusan berkaitan rumah tangga. SKSSR juga melindungi suri rumah yang ditimpa penyakit atau keuzuran.

The Housewives' Social Security Scheme which was introduced through the Housewives' Social Security Act 2022 [Act 838] came into force on 1 December 2022. The scheme was established for the purposes of extending social security protection to housewives, against domestic injury and invalidity experienced in the course of managing their households.

Definition of Housewife

A housewife is defined as a woman, whether married or not, who manages the household whether full time or otherwise, including a wife, mother, divorcee, widow or single mother.

Contribution

The contribution rate under this scheme is a sum of RM120 for a period of 12 consecutive months which is payable in advance. The contribution may be made by the husband, the housewife herself, her family or any third party on her behalf.

The principle of '*once in, always in*' shall be applicable to a husband who chooses to make such contribution for his wife.

Protection

The Housewives' Social Security Scheme provides housewives with protection against domestic injury from accidents or any incident in the course of performing their duties related to the household. The scheme also protects housewives who are afflicted with diseases or become indisposed.

SYARAT KELAYAKAN CONDITIONS FOR ELIGIBILITY

- Warganegara Malaysia pemastautin tetap
Malaysian citizen permanent resident
- Suri rumah yang belum mencapai umur 55 tahun, belum mencapai umur 54 tahun pada tarikh pertama kali hendak mencarum SKSSR
Housewife who has not attained the age of 55 years has not attained the age of 54 years on the date of first contribution under the scheme
- Membayar caruman untuk tempoh 12 bulan yang dibayar terlebih dahulu.
Payment of contribution for a period of 12 months, payable in advance.

Faedah Perlindungan Bencana Domestik

Domestic Injury Protection Benefits

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

Faedah Perlindungan Keilatan

Invalidity Protection Benefits

5	Faedah Benefits			
		Elaun Keuzuran Indisposition Allowance	Elaun Layanan Sentiasa Constant Attendance Allowance	Kemudahan Pemulihan Jasmani atau Dialisis Physical Rehabilitation or Dialysis Facility
4	Faedah Benefits			
		Faedah Pengurusan Mayat Funeral Benefit	Pencen Penakat Survivors' Pension	

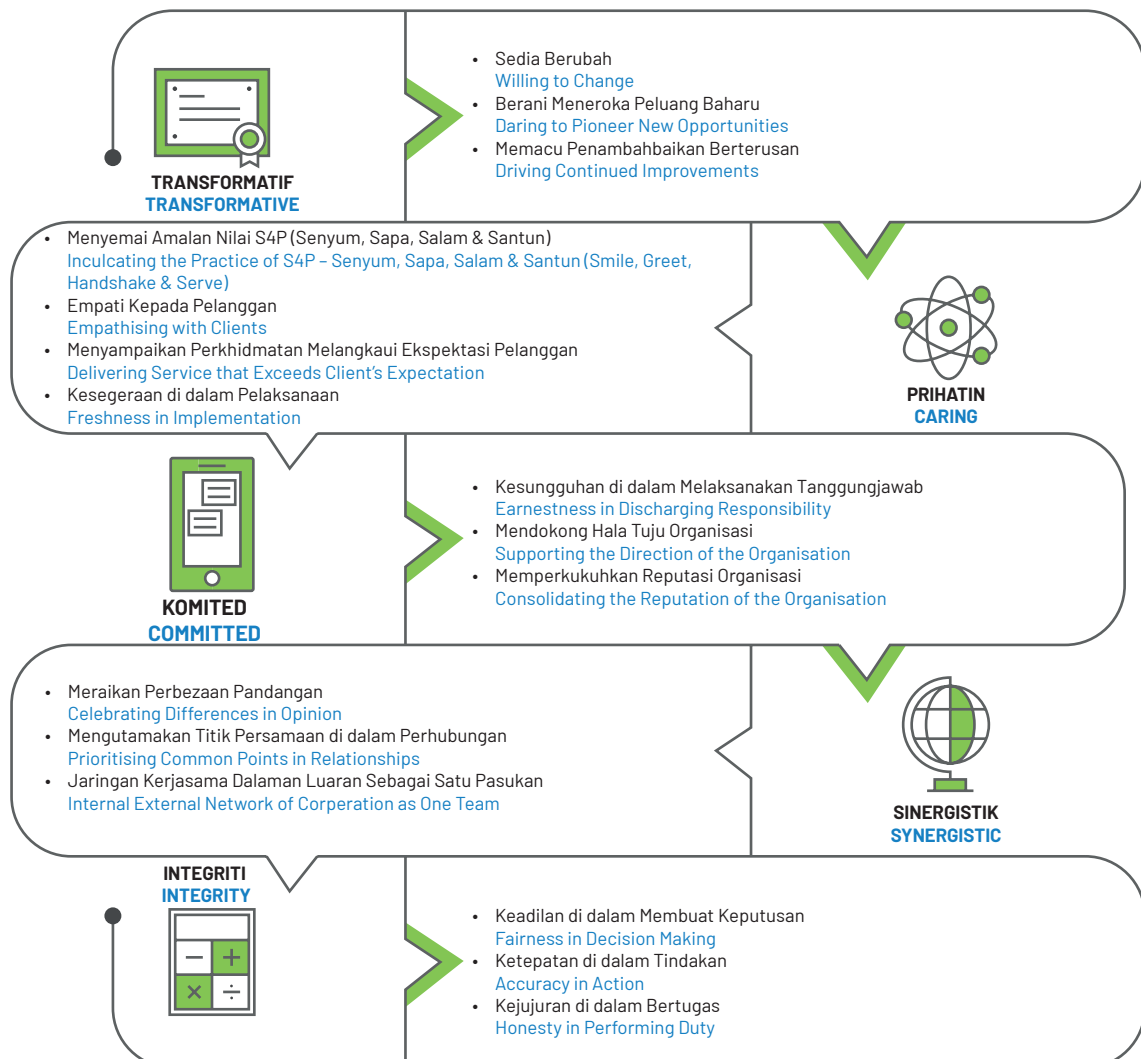
MISI, VISI, OBJEKTIF & MOTO PERKESO

PERKESO'S MISSION, VISION, OBJECTIVE & MOTTO

 MISI MISSION	Memberi Perlindungan Keselamatan Sosial yang Komprehensif Demi Kesejahteraan Sosial Semua, Sepanjang Hayat To provide comprehensive social security protection for the lifelong social wellbeing of all
 VISI VISION	Peneraju Keselamatan Sosial yang Unggul, Komprehensif dan Dinamik To become the leader in social security that is excellent, comprehensive and dynamic
 OBJEKTIF OBJECTIVE	Menyediakan perlindungan keselamatan sosial kepada semua Orang Berinsurans dan tanggungan mereka menerusi skim-skim keselamatan sosial berasaskan konsep masyarakat penyayang selaras dengan Dasar Perlindungan Sosial Malaysia To provide social security protection to all Insured Persons and their dependants through social security schemes based on the concept of a caring society, in line with the Malaysian Social Protection Policy
 MOTO MOTTO	PERKESO itu Prihatin, Prihatin itu PERKESO PERKESO is Caring, Caring is PERKESO

NILAI TERAS BERSAMA PERKESO

SHARED CORE VALUES



PIAGAM PELANGGAN CLIENT CHARTER



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

PIAGAM PELANGGAN CLIENT CHARTER	JANJI KAMI OUR PROMISE
01 hari days	Mendaftar majikan dan pekerja baharu serta memberikan nombor kod majikan PERKESO dalam tempoh 1 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To register new employer and worker, and provide PERKESO employer code number within 1 day after receiving all the required information and documents.</i>
03 hari days	Mengeluarkan surat akuan penerimaan aduan kepada pengadu dalam tempoh 3 hari dari tarikh aduan diterima. <i>To issue a letter of acknowledgment of receipt to complainant within 3 days from the date the complaint is received.</i>
03 hari days	Membayar Faedah Pengurusan Mayat kepada waris Orang Berinsurans yang layak dalam tempoh 3 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Funeral Benefit to the next-of-kin of qualified Insured Person within 3 days after receiving all the required information and documents.</i>
05 hari days	Membayar Faedah Hilang Upaya Sementara kepada pekerja yang terbencana dalam tempoh 5 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Temporary Disablement Benefit to the injured worker within 5 days after receiving all the required information and documents.</i>
06 hari days	Membayar Faedah Hilang Upaya Kekal kepada pekerja yang terbencana dalam tempoh 6 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Permanent Disablement Benefit to the injured worker within 6 days after receiving all the required information and documents.</i>
06 hari days	Membayar Faedah Orang Tanggungan kepada orang tanggungan dalam tempoh 6 hari semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Dependant's Benefit to the dependant within 6 days after receiving all the required information and documents.</i>
06 hari days	Membayar Faedah Pencen Ilat kepada pekerja yang layak dalam tempoh 6 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Invalidity Benefit to the qualified worker within 6 days after receiving all the required information and documents.</i>
06 hari days	Membayar Faedah Pencen Penakat kepada orang tanggungan dalam tempoh 6 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Survivor's Pension to the dependant within 6 days after receiving all the required information and documents.</i>

SKIM KESELAMATAN SOSIAL PEKERJAAN SENDIRI [AKTA 789] SELF-EMPLOYMENT SOCIAL SECURITY SCHEME [ACT 789]	
PIAGAM PELANGGAN CLIENT CHARTER	JANJI KAMI OUR PROMISE
01 hari days	Membuat pendaftaran Orang Berinsurans Bekerja Sendiri yang layak serta memberi nombor kod pendaftaran dalam tempoh 1 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To register the Self-Employed Insured Person who qualify, and provide a registration code number within 1 day after receiving all the required information and documents.</i>
03 hari days	Memproses dan membayar Faedah Pengurusan Mayat (FPM) kepada waris Orang Berinsurans Bekerja Sendiri yang layak dalam tempoh 3 hari selepas semua maklumat dan dokumen yang lengkap diterima. <i>To process and pay the Funeral Benefit to the next-of-kin of the Self-Employed Insured Person who qualify within 3 days after receiving all the required information and documents.</i>
05 hari days	Memproses dan membayar Faedah Hilang Upaya Sementara (HUS) kepada Orang Berinsurans Bekerja Sendiri yang terbencana dalam tempoh 5 hari selepas semua maklumat dan dokumen yang lengkap diterima. <i>To process and pay the Temporary Disablement Benefit to the injured Self-Employed Insured Person within 5 days after receiving all the required information and documents.</i>
07 hari days	Memproses dan membayar Faedah Hilang Upaya Kekal (HUK) kepada Orang Berinsurans Bekerja Sendiri yang terbencana dalam tempoh 7 hari selepas semua maklumat dan dokumen yang lengkap diterima. <i>To process and pay the Permanent Disablement Benefit to the injured Self-Employed Insured Person within 7 days after receiving all the required information and documents.</i>
07 hari days	Memproses dan membayar Faedah Orang Tanggungan (FOT) kepada orang tanggungan Orang Berinsurans Bekerja Sendiri dalam tempoh 7 hari selepas semua maklumat dan dokumen yang lengkap diterima. <i>To process and pay the Dependant's Benefit to the dependant of the Self-Employed Insured Person within 7 days after receiving all the required information and documents.</i>

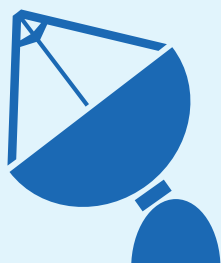
SISTEM INSURANS PEKERJAAN [AKTA 800] EMPLOYMENT INSURANCE SYSTEM [ACT 800]	
PIAGAM PELANGGAN CLIENT CHARTER	JANJI KAMI OUR PROMISE
04 hari days	Memproses dan membayar Elaun Mencari Pekerjaan (EMP) kepada pemohon yang layak di bawah Sistem Insurans Pekerjaan (SIP) dalam tempoh 4 hari selepas semua dokumen diperlukan lengkap diterima. <i>To process and pay the Job Search Allowance to the qualified applicant under the Employment Insurance System within 4 days after receiving all the required documents.</i>
04 hari days	Memproses dan membayar Elaun Pendapatan Berkurangan (EPB) kepada pemohon yang layak di bawah Sistem Insurans Pekerjaan (SIP) dalam tempoh 4 hari selepas semua dokumen diperlukan lengkap diterima. <i>To process and pay the Reduced Income Allowance to the qualified applicant under the Employment Insurance system within 4 days after receiving all the required documents.</i>
04 hari days	Memproses dan membayar Elaun Latihan (EL) kepada pemohon yang layak di bawah Sistem Insurans Pekerjaan (SIP) dalam tempoh 4 hari selepas semua dokumen diperlukan lengkap diterima. <i>To process and pay the Training Allowance to the qualified applicant under the Employment Insurance System within 4 days after receiving all the required documents.</i>
04 hari days	Memproses dan membayar Elaun Bekerja Semula Awal (EBSA) kepada pemohon yang layak di bawah Sistem Insurans Pekerjaan (SIP) dalam tempoh 4 hari selepas semua dokumen diperlukan lengkap diterima. <i>To process and pay the Early Re-Employment Allowance to the qualified applicant under the Employment Insurance System within 4 days after receiving all the required documents.</i>
04 hari days	Memproses Yuran Latihan (YL) kepada pemohon yang layak di bawah Sistem Insurans Pekerjaan (SIP) dalam tempoh 4 hari selepas semua dokumen diperlukan lengkap diterima. <i>To process the Training Fee for the qualified applicant under the Employment Insurance System within 4 days after receiving all the required documents.</i>

SKIM KESELAMATAN SOSIAL SURI RUMAH [AKTA 838] HOUSEWIVES' SOCIAL SECURITY SCHEME [ACT 838]	
PIAGAM PELANGGAN CLIENT CHARTER	JANJI KAMI OUR PROMISE
09 hari days	Memproses dan membayar Faedah Pengurusan Mayat (FPM) kepada waris Orang Berinsurans Suri Rumah yang layak dalam tempoh 9 hari selepas semua maklumat dan dokumen yang lengkap diterima. Bayaran ini diproses selepas kelulusan Faedah Pencen Penakat (PKT). <i>To process and pay the Funeral Benefit to the next-of-kin of the qualified Housewife Insured Person within 9 days after receiving all the required information and documents. This payment shall be processed after the Survivor's Pension is approved.</i>
09 hari days	Memproses dan membayar Faedah Hilang Upaya Kekal (HUK) kepada Orang Berinsurans Suri Rumah yang terbencana dalam tempoh 9 hari selepas semua maklumat dan dokumen yang lengkap diterima. <i>To process and pay the Permanent Disablement Benefit to the injured Housewife Insured Person within 9 days after receiving all the required information and documents.</i>
09 hari days	Membayar Faedah Notis Keilatan (UZR) kepada Orang Berinsurans Suri Rumah yang layak dalam tempoh 9 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Invalidity Notice Benefit to the qualified Housewife Insured Person within 9 days after receiving all the required information and documents.</i>
09 hari days	Membayar Faedah Pencen Penakat (PKT) kepada orang tanggungan dalam tempoh 9 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. <i>To pay the Survivors' Pension to the dependant within 9 days after receiving all the required information and documents.</i>



DIREKTORI PEJABAT PERKESO DIRECTORY OF PERKESO OFFICES

"Kami akan Memberikan Perkhidmatan yang Terbaik"
"We will Provide the Best Service"



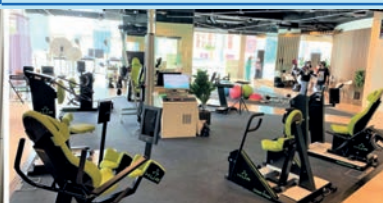
54 Pejabat PERKESO di Seluruh Negara, 293 Pusat Satelit MyFutureJobs, 1 Pusat Rehabilitasi PERKESO, 4 Pusat Rehabilitasi Satelit PERKESO.

54 PERKESO Offices Nationwide, 293 MyFutureJobs Satellite Centres, 1 PERKESO Rehabilitation Centre, 4 PERKESO Satellite Rehabilitation Centres.

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Pejabat PERKESO Sungai Petani
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Pejabat PERKESO Kulim
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582 & 583, Lorong Kemuning 1,
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**PULAU PINANG**

Pejabat PERKESO Negeri Pulau Pinang
Wisma PERKESO
No. 3012, Lebuhr Tenggiri 2,
13700 Seberang Jaya,
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Pejabat PERKESO George Town
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No. 269, Jalan Burma,
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**NEGERI SEMBILAN DARUL KHUSUS**

Pejabat PERKESO Negeri, Negeri
Sembilan
Wisma PERKESO
Lot 3757, Lot. 52,
Jalan Sungai Ujong,
70000 Seremban, Negeri Sembilan.
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✉ : perkeso@perkeso.gov.my
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Pejabat PERKESO Kuala Pilah
(Pejabat Satelit)
No. 8 & 9, Jalan Melang 1,
Pusat Komersial Melang,
72000 Kuala Pilah, Negeri Sembilan.
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MELAKA	KELANTAN DARUL NAIM	
Pejabat PERKESO Negeri Melaka Wisma PERKESO Jalan Persekutuan MITC, 75450 Ayer Keroh, Melaka. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Negeri Kelantan Wisma PERKESO PT 304 - 307 Seksyen 22, Jalan Kota Darul Naim, 15538 Kota Bahru, Kelantan. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Kuala Krai Lot 2441, Mukim Bandar Kuala Krai, Bandar Kuala Krai, 18000 Kuala Krai, Kelantan. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
TERENGGANU DARUL IMAN		
Pejabat PERKESO Negeri Terengganu Wisma PERKESO Lot 2467, Jalan Air Jernih, 20538 Kuala Terengganu. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Kemaman Lot PT 16086 & Lot PT 16087, Taman Chukai Utama, Jalan Kubang Kurus, 24000 Kemaman, Terengganu. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Dungun (Pejabat Satelit) Lot 8433, Jalan Yahya Ahmad, 23000 Dungun, Terengganu. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
PERLIS	SABAH	
Pejabat PERKESO Negeri Perlis No. 6A & 8A, Jalan Hospital, 01000 Kangar, Perlis. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Negeri Sabah Wisma PERKESO No. 11, Lorong Sempelang, Tanjung Aru, 88100 Kota Kinabalu, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Tawau No. 4294 & 4295, Lot 1 & 2, Jalan Budi, 91000 Tawau, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
Pejabat PERKESO Lahad Datu MDLD 3827, Fajar Centre, Peti Surat 61193, 91120 Lahad Datu, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Keningau Tingkat 1 & 2, Lot 22, Blok C, Adika Commercial Complex, Peti Surat 704, 89008 Keningau, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Sandakan Lot 203 & 204, Blok 23, Lorong Prima 7, Fasa 3, Bandar Prima, Batu 4, 90000 Sandakan, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
Pejabat PERKESO Beaufort No.2, Ground Floor, - 3 rd Floor, Block A, Beaufort Square Avenue 2, 89800 Beaufort, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Kota Marudu (Pejabat Satelit) Block A1, Lot No.2, Tingkat Bawah 1&2, Bandar Commercial Centre, Phase 1, 89108 Kota Marudu, Sabah. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Wilayah Persekutuan Labuan Tingkat 1, Bangunan Public Bank, Jalan Merdeka, Peti Surat 80394, 87014 W.P Labuan. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
SARAWAK		
Pejabat PERKESO Negeri Sarawak Wisma PERKESO Lot 436, Section 54, No. 52, Travilion Commercial Centre, Jalan Padungan, 93100 Kuching, Sarawak. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Miri Lot 1184 & 1185, Blok 9 M.C.L.D, Miri Waterfront Commercial Centre, 98000 Miri, Sarawak. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Sri Aman Lot 647 Sublot 4, Jalan Paya, Peti surat 301, 95000 Sri Aman, Sarawak 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000
Pejabat PERKESO Bintulu No. 180, Lot 3466, Parkcity Commerce Square, Phase 1, Jalan Tun Ahmad Zaidi, 97008 Bintulu, Sarawak. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Sibul No. 1 - 5, Lorong Pahlawan 7, Jalan Pahlawan, 96000 Sibul, Sarawak. 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000	Pejabat PERKESO Kapit Tingkat Bawah, Satu dan Dua, Di Sublot 8, Lot 3125, Blok 13, Menuan Land District, Peti Surat 4351, 96800 Kapit, Sarawak 📞 : www.perkeso.gov.my 📧 : perkeso@perkeso.gov.my ☎ : 1300 22 8000

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Pejabat PERKESO Mukah
(Pejabat Satelit)
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96400 Mukah, Sarawak.

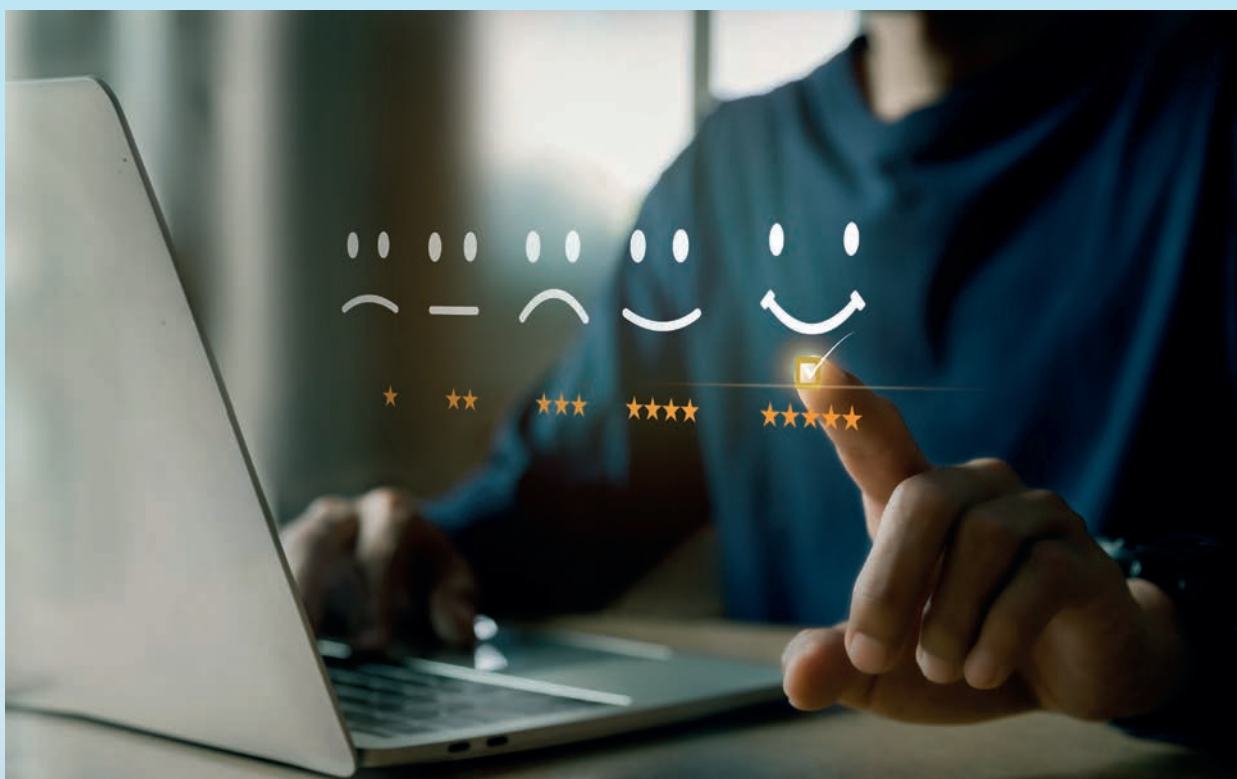
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PUSAT REHABILITASI PERKESO TUN ABDUL RAZAK PERKESO SATELLITE REHABILITATION CENTRE

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

PUSAT REHABILITASI PERKESO ARA DAMANSARA
ARA DAMANSARA PERKESO REHABILITATION CENTRE
 Ward 3B, Level 3, Ara Damansara Medical Centre, Lot 2, Jalan
 Lapangan Terbang Subang, Seksyen U2, 40150 Shah Alam,
 Selangor

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TANJUNG PELEPAS FIT-PORT PERKESO REHABILITATION CENTRE
 G-5 Block B, Wisma PTP, Jalan Pelabuhan Tanjung Pelepas TST
 504, 81560 Gelang Patah, Johor

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PUSAT REHABILITASI PERKESO KUALA TERENGGANU
KUALA TERENGGANU PERKESO REHABILITATION CENTRE
 No. 723, Permai Park Inn, Jalan Sultan Mahmud, 20400 Kuala
 Terengganu

Tel: 09-620 5545
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PUSAT REHABILITASI PERKESO QUILL CITY MALL
QUILL CITY MALL PERKESO REHABILITATION CENTRE
 Lot 5-01, 5-02 & 5-02A, Level 5, Quill City Mall, Jalan Sultan Ismail,
 Bandar Wawasan, 54200 Kuala Lumpur.

Tel: 03-2602 9879
 FaksFax: -
 EmelEmail: rehab.perkeso@rehabmalaysia.com



PUSAT SATELIT MYFUTUREJOBS
MYFUTUREJOBS SATELLITE CENTRE



Johor

21



Kedah

19



Kelantan

13



Kuala Lumpur

14



Melaka

16



Negeri Sembilan

21



Pahang

21



Perak

24



Perlis

5



Pulau Pinang

16



Sabah

16



Sarawak

26



Selangor

28



Terengganu

55



MYFutureJobs

Your National Employment Services Provider



An abstract graphic on the right side of the page, composed of various blue squares and lines of different shades. Some squares are solid, while others are outlined. The lines and squares are arranged in a way that suggests a modern, architectural or technological structure. The colors range from a deep navy blue to a lighter sky blue.

TADBIR URUS

Governance

**DATO' SRI SUBAHAN BIN KAMAL**

Pengerusi Lembaga PERTUBUHAN KESELAMATAN SOSIAL
Chairman of the Board SOCIAL SECURITY ORGANISATION

PERUTUSAN PENERUSI CHAIRMAN'S MESSAGE

Assalamualaikum warahmatullahi wabarakatuh, Salam Sejahtera, Salam Malaysia MADANI.

Bagi pihak Lembaga Pertubuhan Keselamatan Sosial (PERKESO), saya selaku Pengerusi Lembaga dengan sukacitanya membentangkan Laporan Tahunan dan Penyata Kewangan yang diaudit bagi tahun kewangan berakhir 31 Disember 2023.

On behalf of the Social Security Organisation (PERKESO) and as Chairman of the Board of Directors, I am pleased to present the Annual Report and audited Financial Statement for the financial year ending 31st December 2023.

SENARIO PERSEKITARAN EKONOMI

Prospek Ekonomi Dunia

Ekonomi dunia diunjur berkembang 3.1% setahun dalam tempoh akhir RMKe-12, didorong oleh pasaran baharu muncul dan ekonomi sedang membangun, terutama Republik Rakyat China. Selain itu, ekonomi AS akan menerajui pertumbuhan ekonomi negara maju. Perdagangan dunia dijangka menyederhana 3.1% setahun disebabkan beberapa faktor yang menjejaskan permintaan global. Inflasi dan kos sara hidup yang tinggi, dasar monetari yang lebih ketat, ketidakstabilan sistem perbankan global, ketegangan geopolitik, peningkatan semula kes jangkitan COVID-19 dan kemunculan ancaman baharu kesihatan global dijangka memberi kesan kepada prospek ekonomi dunia.

Ekonomi Malaysia

Meskipun persekitaran luaran yang mencabar, ekonomi negara mencatat pertumbuhan 3% pada suku keempat 2023 (S4 2023), disokong oleh peningkatan permintaan domestik yang berdaya tahan sebanyak 5.2% pada S4 2023 (S3 2023: 4.8%). Peningkatan ini membantu mengimbangi penurunan perdagangan luar sebanyak 3.2% berikutan kejatuhan eksport susulan permintaan global yang melemah.

Secara keseluruhan, perkembangan ekonomi negara kembali normal pada paras 3.7% pada 2023 berikutan pertumbuhan kukuh yang dicatatkan pada tahun sebelumnya (2022: 8.7%), didorong oleh kemajuan sektor perkhidmatan berkadar 5.3%, diikuti sektor pembinaan 6.1% dan pembuatan 0.7%. Sektor pembuatan berkembang pada kadar lebih perlahan berikutan asas yang lebih tinggi pada tahun sebelumnya dan permintaan luaran global yang lemah.

ECONOMIC ENVIRONMENT SCENARIO

Prospect of the World Economy

The global economy is projected to grow by 3.1% per year in the last period of the 12th Malaysia plan, pushed by emerging new markets and developing economies, especially the People's Republic of China, with the American economy, on the other hand, leading the economic growth of developed countries. Global commerce is expected to be moderating by 3.1% per year, due to various factors affecting global demand. High inflation and cost of living, tighter monetary policies, volatility of the global banking system, geopolitical tensions, the rise of COVID-19 infection cases again and the emergence of new threats to global health are expected to affect the prospect of the world economy.

The Malaysian Economy

Despite facing a challenging environment, the country's economy recorded 3% growth in the fourth quarter of 2023 (Q4 2023), supported by an increase in domestic demand that is resilient at 5.2% in Q4 2023 (Q3 2023: 4.8%). This increase helped to balance the decrease of 3.2% in external trade following a fall in export arising from weak global demand.

Overall, the country's economic growth returned to normal at 3.7% in 2023 following the solid growth recorded the previous year (2022: 8.7%) driven by the growth in the services sector at 5.3%, followed by the construction sector at 6.1% and the manufacturing sector at 0.7%. The manufacturing sector grew at a slower rate following a higher base line from the year prior as well as weak global external demands.

Dari segi permintaan ekonomi, pertumbuhan diterajui oleh penggunaan akhir swasta atau perbelanjaan isi rumah yang meningkat sebanyak 4.7%, diikuti pembentukan modal tetap kasar (GFCF) pada 5.5% dan perbelanjaan penggunaan akhir kerajaan sebanyak 3.9%.

Penggunaan akhir swasta atau perbelanjaan isi rumah, yang menyumbang 58.9% kepada KDNK, meningkat 4.2% pada suku keempat 2023, disokong oleh perbelanjaan yang lebih tinggi dalam pengangkutan (10.1%), makanan dan minuman bukan alkohol (5.9%) dan perumahan, air, elektrik, gas dan bahan api lain (5.6%).

Prestasi ekonomi Malaysia seiring negara ASEAN lain yang menunjukkan pertumbuhan sederhana pada 2023 iaitu Singapura 1.1% (2022: 3.8%), Indonesia 5.1% (2022: 5.3%) dan Filipina 5.6% (2022: 7.6%). Negara maju lain turut mencatatkan pertumbuhan sederhana seperti Korea Selatan 1.4% (2022: 2.6%) dan United Kingdom 0.1% (2022: 4.3%). Bagaimanapun, China terus berkembang pada 5.2% (2022: 3.0%) dan Amerika Syarikat meningkat 2.5% (2022: 1.9%) pada 2023.

Menurut Bank Negara Malaysia (BNM), pemulihan berterusan dalam aktiviti ekonomi dan keadaan pasaran buruh menyokong pertumbuhan pada 2023, selepas sokongan dasar berskala besar kepada ekonomi berakhir pada 2022. Di samping itu, prestasi pertumbuhan ekonomi yang teguh diperkukuh oleh kedudukan luaran yang berdaya tahan. Walaupun persekitaran luaran yang mencabar, lebihan akaun semasa bagi 2023 kekal pada 1.2% daripada KDNK, disokong oleh struktur eksport yang pelbagai merentas pasaran dan produk.

Kekuatan dalam kedudukan luaran juga dicerminkan dalam hutang luar negeri yang merosot kepada 68.2% daripada KDNK pada 2023 dan kedudukan pelaburan asing bersih yang lebih tinggi pada 6.6% daripada KDNK. BNM meningkatkan Kadar Dasar Semalaman (OPR) sebanyak 25 mata asas daripada 2.75% kepada 3.00% pada Mei 2023 untuk menormalkan dasar monetari.

Pada 2024, ekonomi Malaysia dijangka berkembang antara 4% hingga 5%, dirangsang oleh pemulihan dalam eksport dan perbelanjaan domestik yang berdaya tahan. Purata Inflasi keseluruhan dijangka antara 2.1% hingga 3.6% untuk 2024. Tinjauan inflasi kekal tertakluk kepada perubahan dalam dasar domestik mengenai subsidi dan kawalan harga, harga komoditi global dan perkembangan pasaran kewangan. (Sumber: MOF, BNM)

In terms of economic demand, the growth was led by an increase in private final consumption or household expenditure of 4.7%, followed by gross fixed capital formation (GFCF) at 5.5% and government final consumption expenditure of 3.9%.

Private final consumption or household expenditure, which contributed 58.9% towards the GDP, increased by 4.2% in quarter 4 of 2023, supported by higher expenditure in transportation (10.1%), food and non-alcoholic beverage (5.9%), as well as housing, water, electricity, gas and other fuel (5.6%).

The Malaysian economy performed similarly to other ASEAN countries which showed moderate growth in 2023 with Singapore at 1.1% (2022: 3.8%), Indonesia at 5.1% (2022: 5.3%) and the Philippines at 5.6% (2022: 7.6%). Other developed countries also recorded moderate growth such as South Korea at 1.4% (2022: 2.6%) and the United Kingdom at 0.1% (2022: 4.3%). However, China continued to grow at 5.2% (2022: 3.0%) and the United States of America at 2.5% (2022: 1.9%) in 2023.

According to Bank Negara Malaysia (BNM) the continued recovery in economic activity and labour market conditions supported growth in 2023, subsequent to the end of large-scale policy support towards the economy in 2022. In addition, the solid economic growth was further strengthened by resilient external conditions. Despite the challenging external conditions, the current account surplus for 2023 remained at 1.2% of GDP, supported by a diverse export structure, across markets and products.

Strength in external position is also mirrored in foreign debt that decreased to 68.2% of GDP in 2023 and the higher nett foreign investment position at 6.6% of GDP. BNM raised its Overnight Policy Rate (OPR) by 25 basis points from 2.75% to 3.00% in May 2023 to normalise the monetary policy.

The Malaysian economy is expected to grow between 4% to 5% in 2024, stimulated by a recovery in resilient export and domestic expenditure. The overall inflation average is expected to be between 2.1% to 3.6% in 2024. The inflation survey remains subject to changes in domestic policies in regards to subsidies and price controls, global commodity prices and the financial market growth. (Source: MOF, BNM)

Keadaan Pasaran Pekerja

Berdasarkan Sorotan Pasaran Buruh Suku Keempat 2023 yang dikeluarkan Jabatan Perangkaan Malaysia (DOSM), bilangan penganggur terus menurun kepada 580,700 orang pada 2023 iaitu rendah sejak pandemik, dengan kadar pengangguran berkadar 3.4%. Ia mencerminkan perkembangan ekonomi yang bertambah baik sepanjang suku keempat 2023 dengan kadar penyertaan tenaga buruh (KPTB) meningkat 0.6% tahun ke tahun, mengekalkan kadar tertinggi iaitu 70.1% berbanding suku sebelumnya.

Bilangan tenaga buruh bertambah 2.2% untuk merekodkan 16.91 juta orang pada suku keempat 2023, terutamanya didorong oleh kenaikan 2.5% dalam penduduk bekerja, yang merangkumi 16.35 juta orang. Pasaran buruh Malaysia terus bertambah baik pada suku keempat, di sebalik persekitaran mencabar kerana permintaan dalam negeri yang lebih tinggi mewujudkan persekitaran kondusif kepada industri. Situasi memberangsangkan menyebabkan peningkatan dalam pengeluaran yang disebabkan oleh pengembangan ekonomi hampir kesemua sektor. Hal ini menyumbang kepada permintaan buruh yang lebih kukuh meskipun dengan persekitaran luaran yang mencabar.

Situasi guna tenaga tidak penuh iaitu bilangan penduduk bekerja kurang daripada 30 jam seminggu mencatatkan pertambahan 6.6% berbanding suku sama pada 2022, dengan sejumlah 286,100 orang. Pada masa yang sama, guna tenaga tidak penuh berkaitan kemahiran yang merujuk kepada mereka berpendidikan tertiar tetapi bekerja dalam kategori pekerjaan separuh mahir dan berkemahiran rendah meningkat sebanyak 2.4% tahun ke tahun untuk merekodkan 1.94 juta orang dengan kadar 37.4% atau terdiri daripada lebih satu pertiga penduduk bekerja dengan pendidikan tertiar.

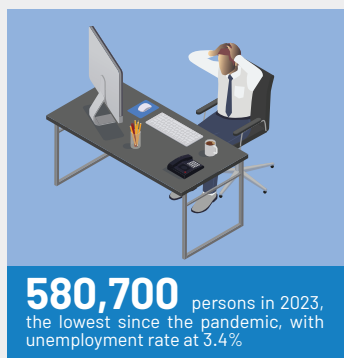
Dari sudut permintaan buruh, jawatan dalam sektor ekonomi mencatatkan peningkatan 2.1% kepada 8.94 juta jawatan berbanding tahun lepas, dengan jawatan diisi merangkumi 97.9% daripada jumlah jawatan, berkembang 2.1% kepada 8.74 juta. Dalam pada itu, permintaan buruh di Malaysia terus bertambah baik dengan merekodkan pertumbuhan 0.6% dalam bilangan pewujudan jawatan untuk memenuhi keperluan industri yang merangkumi 31,100 jawatan.

Labour Market Condition

Based on the Quarter Four of 2023 Labour Market Survey issued by the Department of Statistics Malaysia (DOSM), the number of unemployed persons continued to decrease to 580,700 persons in 2023, the lowest since the pandemic, with unemployment rate at 3.4%. This mirrors an improving economic growth throughout quarter four of 2023 with the labour force participation rate rising by 0.6% year on year, maintaining its highest rate at 70.1% compared to the preceding quarter.

The number of labour force increased by 2.2% to record 16.91 million persons in quarter four of 2023, pushed in particular by the increase of 2.5% in the working population which amounted to 16.35 million persons. The Malaysian labour market continued to improve in quarter four despite the challenging environment as the higher domestic demand created a conducive environment for industries. The stimulating situation led to an increase in production, caused by economic growth in almost all sectors. This contributed to the stronger demand for labour despite the challenging external environment.

The underemployment situation, that is, the number of population working less than 30 hours per week, recorded a growth of 6.6% compared to the same quarter in 2022, amounting to 286,100 persons. Concurrently, underemployment related to skill, referring to people with tertiary education but working in semi-skilled and low-skilled occupations, increased by 2.4% year on year to record 1.94 million persons, at 37.4% or more than one third of the working population with tertiary education.



In terms of labour demand, vacancies in the economic sector recorded an increase of 2.1% to 8.94 million vacancies compared to the preceding year, with vacancies filled amounting to 97.9% of the number of vacancies, a growth of 2.1% to 8.74 million. Meanwhile, the labour demand in Malaysia continued to improve with a growth of 0.6% in the number of vacancy establishments to meet industry needs which encompass 31,100 vacancies.

PERKESO berjaya melaksanakan peranan besar program-program di bawah pakej rangsangan ekonomi yang diperkenalkan sebelum ini. Justeru, kejayaan besar ini mendorong Kerajaan untuk terus memberikan peranan kepada PERKESO untuk melaksanakan program membantu pekerja dan majikan seperti diumumkan dalam Belanjawan 2023.

Prestasi Kewangan

Secara keseluruhannya, jumlah hasil PERKESO bagi 2023 meningkat sebanyak RM1,088.91 juta atau 14.22% kepada RM8,748.05 juta berbanding RM7,659.14 juta pada 2022. Jumlah belanja PERKESO juga meningkat sebanyak RM473.72 juta atau 7.33% kepada RM6,935.89 juta berbanding RM6,462.17 juta pada 2022. Dengan itu, lebih PERKESO bagi tahun 2023 meningkat sebanyak RM615.19 juta atau 51.40% kepada RM1,812.16 juta berbanding RM1,196.97 juta pada 2022.

Pendapatan caruman meningkat sebanyak RM877.61 juta atau 14.90% kepada RM6,767.00 juta berbanding RM5,889.39 juta pada 2022, antaranya berikutan peningkatan had siling gaji baharu bagi maksud caruman Akta 4 dan Akta 800 daripada RM4,000 kepada RM5,000 sebulan berkuat kuasa mulai 1 September 2022, selain pengenalan Akta 838 yang berkuat kuasa mulai 1 Disember 2022. Peningkatan kutipan caruman ini juga mencerminkan tahap kesedaran yang kian meningkat dalam kalangan majikan, pekerja, orang bekerja sendiri dan suri rumah mengenai tanggungjawab mereka untuk mencarum kepada PERKESO berikutan keberkesanan kempen kesedaran dan aktiviti penguatkuasaan yang dilaksanakan oleh PERKESO.

Pendapatan pelaburan kasar juga meningkat sebanyak RM205.11 juta atau 11.93% kepada RM1,924.47 juta berbanding RM1,719.36 juta pada 2022 terutamanya berikutan peningkatan dalam pendapatan dividen, keuntungan penjualan saham dan pendapatan faedah serta penurunan kerugian penjejasan bagi aset kewangan sedia untuk dijual.

Sementara itu, belanja tanggungan meningkat sebanyak RM632.96 juta atau 12.30% kepada RM5,777.34 juta pada 2023 berbanding RM5,144.38 juta pada tahun sebelumnya, terutama berikutan lonjakan dalam bayaran faedah pencen penakat, hilang upaya kekal, pencen dan bantuan ilat serta pemulihan jasmani dan vokasional.

Belanja operasi turut meningkat sebanyak RM59.00 juta atau 6.18% kepada RM1,013.54 juta berbanding RM954.54 juta pada 2022 berikutan peningkatan dalam perbelanjaan sewa dan pelaburan serta kos anggota bagi 2023.

PERKESO has also been successful in implementing the programmes, which played a big role, under the previously introduced economic stimulus package. Hence, this huge success has driven the Government to continue to entrust PERKESO with the implementation of programmes in aid of workers and employers, as announced in Budget 2023.

Financial Performance

Overall, PERKESO's revenue in 2023 increased by RM1,088.91 million or 14.22% to RM8,748.05 million compared to RM7,659.14 million in 2022. The organisation's expenditure also increased by RM473.72 million, or 7.33%, to RM6,935.89 million compared to RM6,462.17 million in 2022. Therefore, PERKESO's surplus for 2023 increased by RM615.19 million, or 51.40%, to RM1,812.16 million compared to RM1,196.97 million in 2022.

Income from contributions increased by RM877.61 million or 14.90% to RM6,767.00 million compared to RM5,889.39 million in 2022, among others, following the raising of new salary ceiling for the purposes of contributions under Act 4 and Act 800 from RM4,000 to RM5,000 per month with effect from 1st September 2022, in addition to the introduction of Act 838 which came into effect on 1st December 2022. The increase in contributions collection shows a fast rising awareness amongst employers, workers, self-employed persons and housewives of their responsibility to contribute to PERKESO, largely due to the effectiveness of the awareness campaigns and enforcement activities implemented by the organisation.

Gross investment income also rose by RM205.11 million or 11.93% to RM1,924.47 million compared to RM1,719.36 million in 2022, in particular following the increase in income from dividends, profit on sale of shares and income from interest as well as reduction in impairment losses for available for sale financial assets.

Meanwhile, liability expenditure increased by RM632.96 million or 12.30% to RM5,777.34 million in 2023, compared to RM5,144.38 million in the preceding year, especially subsequent to the leap in payment of survivor's pension, permanent disablement benefits, invalidity pension and grant as well as physical and vocational rehabilitation.

Operational expenditure also increased by RM59.00 million or 6.18% to RM1,013.54 million compared to RM954.54 million in 2022 due to an increase in rental and investment expenses as well as staff costs for 2023.



Kerugian penjejasan bersih bagi aset kewangan pula menurun sebanyak RM218.24 juta atau 60.08% kepada RM145.01 juta pada tahun 2023 berbanding RM363.25 juta pada tahun sebelumnya berikutan penurunan harga pasaran saham pada akhir 2023 adalah kurang signifikan berbanding 2022.

The nett impairment loss for financial assets, on the other hand, decreased by RM218.24 million or 60.08% to RM145.01 million in 2023, compared to RM363.25 million in the previous year, following a less significant drop in share market prices at the end of 2023 compared to 2022.

Prestasi Pelaburan

Walaupun dunia terus pulih daripada kesan pandemik COVID-19, kini Malaysia berhadapan dengan cabaran baharu yang mengakibatkan prospek ekonomi global bakal mengalami kemelesetan. Ini adalah berikutan ketegangan geopolitik yang berterusan antara AS dan China, peperangan berpanjangan di Ukraine, ancaman perubahan iklim seperti banjir dan kemarau di beberapa negara yang telah menjejaskan bekalan makanan serta dasar sifar COVID-19 di China yang kekal mengganggu bekalan rantaian dunia.

Investment Performance

Although the world continues to recover from the effects of the COVID-19 pandemic, Malaysia now faces a new challenge that will result in the prospect of the world economy going into recession. This is due to the continued geopolitical tension between the United States of America and China, the prolonged war in Ukraine, climate change threats such as flood and droughts in several countries which have affected food supply, as well as the zero COVID-19 policy in China which continues to disrupt the global supply chain.

Pelaburan dana PERKESO dipandu oleh Peruntukan Aset Strategik (SAA) melalui kepelbagaian kelas aset untuk menjana pulangan terlaras risiko yang baik. SAA berusaha untuk mengimbangi cara kelas aset yang berbeza bertindak balas terhadap pelbagai persekitaran ekonomi dalam had risiko yang boleh diterima. Keselamatan modal adalah amat penting kepada dana untuk menjana pulangan pelaburan yang mampan dan berdaya tahan.

Investment of PERKESO funds is guided by Strategic Asset Allocation through diversification of asset classes in order to generate the best risk-adjusted returns. Strategic Asset Allocation works to balance the manner in which different classes of assets react towards the various economic environment within acceptable risk limits. Capital security is very important to funds, in order to generate sustainable and resilient investment returns.

Jumlah aset di bawah pengurusan (AUM) untuk PERKESO meningkat sebanyak RM2,622.91 juta atau 8.24% kepada RM34,453.46 juta. Pertumbuhan dalam AUM adalah disebabkan oleh pendapatan pelaburan dan pertumbuhan dalam dana [Akta 4] dan [Akta 800].

The total Asset Under Management (AUM) for PERKESO increased by RM2,622.91 million, or 8.24%, to RM34,453.46 million. This growth in AUM is generated by investment income and growth in funds under Act 4 and Act 800.

Pulangan Pelaburan (ROI) kasar untuk semua dana meningkat daripada 5.49% pada 2022 kepada 5.89% pada 2023 didorong oleh pelaksanaan strategi pengurusan pelaburan proaktif yang berkesan dan pendapatan pelaburan kasar yang lebih tinggi. Pendapatan pelaburan kasar meningkat 12.56% atau RM204.86 juta pada 2023.

The gross Return On Investment (ROI) for all funds increased from 5.49% in 2022 to 5.89% in 2023, driven by effective proactive investment strategies and higher gross investment income. Gross investment income rose by 12.56% or RM204.86 million in 2023.

Kecemerlangan Operasi

PERKESO komited melaksanakan kesemua inisiatif Bajet 2023 yang melibatkan agensi ini bagi menambah baik jaringan perlindungan sosial di Malaysia. Menerusi Belanjawan 2023, PERKESO diperuntukkan lebih RM313 juta bagi melaksanakan lima inisiatif perlindungan sosial negara dan lima inisiatif program pasaran buruh aktif.

Inisiatif perlindungan keselamatan sosial yang diumumkan dalam Belanjawan 2023 merangkumi Padanan Caruman Pekerja Sendiri, Geran Caruman Suri Rumah Miskin (Skim Keselamatan Sosial Suri Rumah (SKSSR), Program Saringan Kesihatan PERKESO Pasca COVID-19, Geran Penjagaan Kanak-kanak bagi Wanita Kembali Bekerja dan Perlindungan Tambahan Menerusi Program LINDUNG+. Bagi inisiatif pemeraksanaan pasaran buruh pula, ia meliputi Program Transisi Pekerjaan untuk Perantisan Pendidikan Teknikal dan Latihan Vokasional (TVET) dan Lulusan Sekolah, Program Bina Kerjaya Pekerja Informal Gig Riders, Pelanjutan Insentif Penggajian Pekerja Secara Bersasar, Elaun Mobiliti dan Pembangunan Pusat Satelit MYFutureJobs di Pusat Transformasi Bandar seluruh Malaysia.

Di bawah inisiatif Padanan Caruman Pekerja Sendiri, PERKESO akan memperluas program bantuan padanan caruman kerajaan dengan pembiayaan 80% pelan caruman Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) untuk tiga lagi sektor baharu iaitu sukan, pendidikan dan ejen. Pembiayaan penuh caruman pula diteruskan kepada sukarelawan di sektor awam seperti sukarelawan Angkatan Pertahanan Awam, petugas pemulihan dalam komuniti, bomba, pekhidmat rumah ibadat dan Jabatan Sukarelawan Malaysia serta pekerja awam berstatus kontrak. Sebanyak RM100 juta diperuntukkan bagi program ini yang dapat memberi manfaat kepada lebih 540,000 orang bekerja sendiri di Malaysia. Ketika ini, hanya 34% atau 713,122 individu bekerja sendiri daripada 2.1 juta golongan bekerja sendiri di negara ini yang menyertai SKSPS.

Bagi inisiatif Skim Keselamatan Sosial Suri Rumah, Kerajaan menerusi PERKESO turut melanjutkan program Kasih Suri Keluarga Malaysia menerusi Insentif Caruman Skim Keselamatan Sosial Suri Rumah PERKESO bagi meneruskan hasrat melindungi golongan wanita khususnya suri rumah sepanjang menjalankan tugas menjaga rumah dan membangun institusi keluarga.

PERKESO akan menumpukan liputan perlindungan sosial kepada suri rumah dari isi rumah miskin menerusi peruntukan RM25 juta bagi melindungi 338,000 suri rumah keluarga miskin selama 12 bulan.

Operational Excellence

PERKESO is committed towards implementing all initiatives under Budget 2023 which involve the agency, in order to improve social protection network in Malaysia. PERKESO has been allocated more than RM313 million in Budget 2023 to implement five initiatives of national social protection and five initiatives of active labour market.

The social security protection initiatives announced in Budget 2023 included the Self-Employed Contribution Matching scheme, the Poor Housewives' Contribution Grant (Housewives' Social Security Scheme), the post-COVID-19 PERKESO Health Screening Programme, the Childcare Grant for Women Returning to Work and Additional Protection under the LINDUNG+ Programme. The labour market strengthening initiatives, on the other hand, included the Employment Transition Programme for Technical and Vocational Education apprentices and School-leavers, Bina Kerjaya programme for Informal Gig Riders, extension of the targeted Hiring Incentive programme, Mobility Allowance and development of MYFutureJobs Satellite Centres at Urban Transformation Centres across Malaysia.

Under the Self-Employed Contribution Matching initiative, PERKESO will extend the government contribution matching aid programme with funding of 80% of the Self-Employment Social Security Scheme contribution plan to three new sectors, namely, the sports, educational and agency sectors. Full funding of contribution is continued for volunteers in the public sector such as volunteers in the Civil Defence Force, rehabilitation workers in community, volunteers in the fire department, workers at houses of worship and the Department of Volunteers Malaysia, as well as public servants under contract of service. A sum of RM100 million is allocated for these programmes which will benefit more than 540,000 self-employed persons in Malaysia. At present, only 34% or 713,122 self-employed individuals out of a total of 2.1 million self-employed persons in the country are contributing under the Self-Employment Social Security Scheme.

Under the Housewives' Social Security Scheme, the Government, through PERKESO, is continuing its Kasih Suri Keluarga Malaysia programme under the PERKESO Housewives' Social Security Scheme Contribution Incentive, to achieve its goal of protecting women, specifically housewives, in the course of performing their duties in maintaining their households and developing the family institution.

PERKESO will focus its social protection coverage on housewives from poor households with an allocation of RM25 million which will protect 338,000 housewives from poor families for a period of 12 months.

Bagi menggalakkan wanita kembali bekerja selepas bersalin, PERKESO akan meminda Akta Sistem Insurans Pekerjaan 2017 bagi memperuntukkan Geran Penjagaan Kanak-kanak kepada Wanita Kembali Bekerja.

Di bawah inisiatif Program Transisi Pekerjaan untuk Perantisan TVET dan Lulusan Sekolah, dengan peruntukan dana sebanyak RM44 juta, seramai 17,000 graduan TVET berpeluang mendapat manfaat yang diumumkan kerajaan dalam Belanjawan 2023 menerusi perkhidmatan pekerjaan MYFutureJobs. Bagi menangani isu ketidaksepadanan dari segi kemahiran pencari kerja dan keperluan industri, Kerjaya TVET akan memfokuskan kepada program Penempatan dan Latihan yang membolehkan majikan menghantar belia, khususnya graduan TVET, yang diambil bekerja untuk menjalani latihan berasaskan kompetensi oleh penyedia latihan yang diiktiraf kerajaan.

Program Insentif Penggajian (*Hiring Incentives*) pula memperuntukkan sebanyak RM150 juta untuk melaksanakan Program Insentif Penggajian yang akan membuka peluang kerjaya kepada lebih 70,000 pencari kerja di seluruh negara. Insentif sebanyak RM600 hingga RM750 sebulan selama tiga bulan ini akan diberikan kepada majikan yang membuat pengambilan pekerja khususnya golongan mudah terjejas seperti Orang Kurang Upaya (OKU), wanita, bekas banduan, pesara tentera, orang asli dan pekerja dalam sektor pelancongan.

Pada 2023, perkhidmatan pekerjaan PERKESO akan terus ditingkatkan dengan penambahbaikan kemudahan 13 Pusat Satelit MYFutureJobs di UTC serata negara. Kerajaan memperuntukkan sebanyak RM8 juta kepada PERKESO untuk menjalankan kerja penambahbaikan ruang pejabat, penambahan kaunter kaunseling kerjaya dan bilik-bilik temu duga, pembinaan landskap dan ruang maklumat pasaran buruh dan penyediaan peralatan ICT.

Dalam mendukung Agenda Nasional Malaysia Sihat susulan penularan wabak COVID-19, PERKESO juga bertanggungjawab untuk melaksanakan perkhidmatan saringan kesihatan kepada golongan pekerja bagi mengekalkan produktiviti ekonomi negara. Program ini bertujuan memberi pengesanan awal terhadap penyakit tidak berjangkit (*Noncommunicable Diseases*), seterusnya mengambil tindakan intervensi bagi penjagaan kesihatan pekerja. Menerusi program ini, penjarum PERKESO berumur 40 tahun dan ke atas yang layak akan berpeluang menjalani saringan kesihatan bagi mengesan dan mencegah penyakit kritikal termasuk diabetes, kerosakan buah pinggang dan hati serta saringan kanser.

Golongan pekerja wanita juga akan mendapat saringan tambahan iaitu mamogram dan ujian 'pap smear' bagi mengenal pasti risiko kanser payudara dan kanser serviks.

To encourage women to return to work after giving birth, PERKESO will also amend the Employment Insurance System Act 2017 to include provisions for Childcare Grant to Women Returning to Work.

Under the Employment Transition Programme for TVET apprentices and School Leavers, with an allocation of RM44 million, a total of 17,000 TVET graduates will have the opportunity to enjoy the benefits announced by the government in Budget 2023 through its MYFutureJobs employment services. To handle the issue of mismatch in terms of the skills possessed by job seekers and industry needs, Kerjaya TVET will focus on Placement and Training programmes which will enable employers to send youths, specifically TVET graduates, who they employ to undergo competence based training by training providers recognised by the government.

The Hiring Incentives initiative, on the other hand, is allocated a sum of RM150 million for its implementation which will open up career opportunities to more than 70,000 job seekers nationwide. An incentive of between RM600 to RM750 per month for a period of three months will be given to employers who engage workers specifically from the vulnerable group such as the Disabled, women, former convicts, retired armed forces personnel, the indigenous people and workers in the tourism sector.

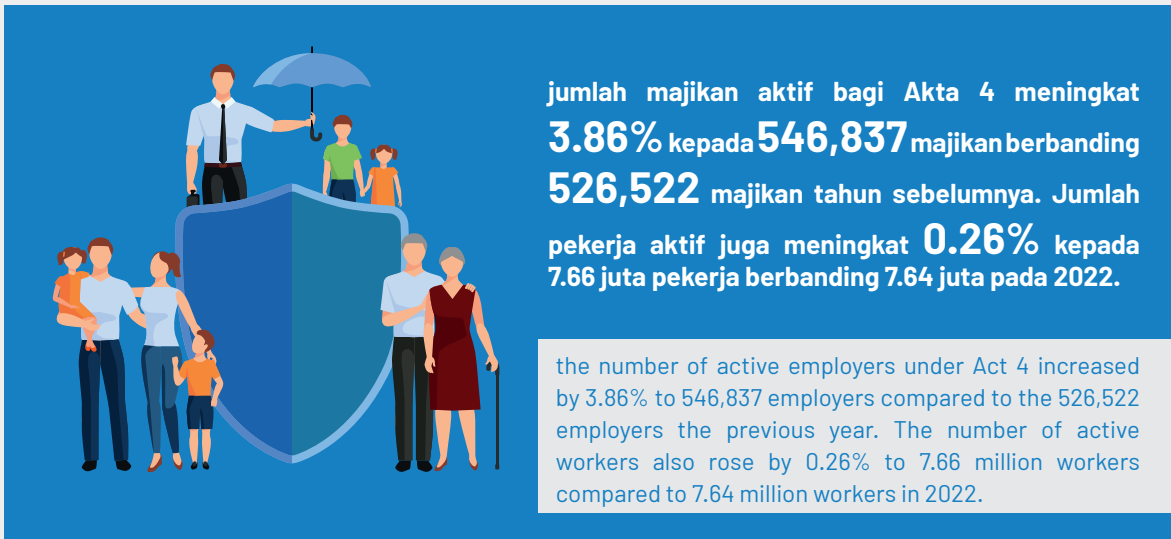
In 2023, the PERKESO employment services will continue to be enhanced with the upgrading of facilities at the thirteen MYFutureJobs satellite centres located in UTCs across the country. The government has allocated a sum of RM8 million to PERKESO, to undertake upgrading works to office spaces, addition of counters, career counselling and interview rooms, landscape work and labour market information space, as well as provision of ICT equipment.

In supporting the Healthy Malaysia National Agenda as a consequence of the COVID-19 pandemic, PERKESO is also responsible in making available health screening services to workers, in order to maintain the country's economic productivity. This programme is implemented for the purposes of early detection of non-communicable diseases with a view to taking intervention measures in the healthcare of workers. Under the programme, PERKESO contributors who are 40 years old and above qualify to undergo health screenings to detect and prevent critical illnesses including diabetes, kidney and liver failure, as well as undergo cancer screening.

Female workers may also get additional screening in the form of mammograms and pap smear tests to identify the risks of breast and cervical cancers.

Meskipun berdepan pelbagai cabaran, PERKESO berjaya mengharungi 2023 dengan kejayaan cemerlang dalam pengoperasian menerusi beberapa "key performance indicator (KPI)". Pencapaian yang cemerlang menerusi 13 petunjuk prestasi utama (KPI) bagi 2023 iaitu pada skor 4.59 dengan peratusan sebanyak 95.90%. Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan peratusan 2023 pada tahap cemerlang iaitu 99.76%. Keberkesanan dalam aktiviti penguatkuasaan dan program kesedaran berjaya meningkatkan jumlah pendaftaran majikan dan pekerja bagi Akta 4, majikan mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA), bilangan Orang Bekerja Sendiri (OBS) yang mencarum di bawah Akta 789, jumlah majikan aktif dan pekerja di bawah Akta 800 serta Pekerja Domestik di bawah Akta 4 serta Akta 800. Selain itu, pencapaian cemerlang dalam melaksanakan inisiatif-inisiatif Kerajaan memacu kepada kecemerlangan PERKESO secara keseluruhannya.

Despite facing various challenges, PERKESO successfully navigated through the year 2023 with operational excellence in several of its key performance indicators (KPI). The organisation achieved excellence in 13 key performance indicators in 2023, with a score of 4.59 at 95.90%. The Client's Charter performance for processing period based on percentage achieved excellence at 99.76% in 2023. The effectiveness of enforcement activities and awareness programmes is reflected in the increase in number of employer and worker registrations under Act 4, the number of employers contributing towards the Foreign Workers' Employment Injury Scheme, the number of Self-Employed Persons contributing under Act 789, the number of active employers and workers under Act 800, as well as the number of Domestic workers under Acts 4 and 800. Consequently, the excellent achievement in implementing such Government initiatives propelled PERKESO towards overall excellence.



Liputan Perlindungan Keselamatan Sosial

Sehingga 31 Disember 2023, jumlah majikan aktif bagi Akta 4 meningkat 3.86% kepada 546,837 majikan berbanding 526,522 majikan tahun sebelumnya. Jumlah pekerja aktif juga meningkat 0.26% kepada 7.66 juta pekerja berbanding 7.64 juta pada 2022. Di bawah Skim Bencana Kerja Pekerjaan Sendiri [Akta 789], jumlah keseluruhan OBS aktif mencarum adalah seramai 668,446 orang berbanding 673,362 orang pada 2022 disebabkan pencarum-pencarum yang menerima insentif padanan caruman telah tamat tempoh pada penghujung tahun 2023. Di bawah Sistem Insurans Pekerjaan [Akta 800], jumlah majikan aktif juga turut meningkat 4.42% kepada 525,510 majikan berbanding 503,280 majikan pada 2022, manakala bilangan pekerja aktif turut bertambah 0.11% kepada 6.80 juta pekerja berbanding 6.79 juta tahun sebelumnya.

Social Security Protection Coverage

As at 31st December 2023, the number of active employers under Act 4 increased by 3.86% to 546,837 employers compared to the 526,522 employers the previous year. The number of active workers also rose by 0.26% to 7.66 million workers compared to 7.64 million workers in 2022. Under the Self-Employed Employment Injury Scheme [Act 789], the overall number of actively contributing Self-Employed Persons amounted to 668,466 persons compared to 673,362 persons in 2022, a decrease caused by the expiry of the contribution matching incentive for contributors at the end of 2023. The number of active employers under the Employment Insurance System [Act 800] increased by 4.42% to 525,510 employers compared to the 503,230 employers in 2022 while the number of active workers also increased by 0.11% to become 6.80 million workers compared to the 6.79 million workers the previous year.



Di bawah Skim Keselamatan Sosial Suri Rumah [Akta 838], jumlah pencarum aktif sehingga 31 Disember bagi suri rumah adalah seramai 205,673 orang. Sebagai peneraju keselamatan sosial, PERKESO komited memastikan jaringan keselamatan sosial yang inklusif dan menyeluruh tanpa meminggirkan mana-mana pihak menerusi penambahbaikan faedah serta perluasan perlindungan kepada golongan yang belum dilindungi.

Under the Housewives' Social Security Scheme [Act 838], the total active contributors as at 31st December amounted to 205,673 persons. As a leader of social security, PERKESO is committed towards ensuring an inclusive and comprehensive social security network without marginalising anyone, by improving the benefits offered and extending protection to the groups of people yet to be protected.

Tadbir Urus Korporat

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

Pelaksanaan kawalan ini dijalankan oleh pihak Pengurusan. Pihak Pengurusan yang sentiasa mengemas kini risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan atau meminimumkan risiko tersebut. Bidang kritikal ini dikawal selia oleh Jawatankuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga (Board Governance, Ethics, Assurance & Risk Committee - "BGC") yang terdiri daripada ahli Lembaga dan ahli daripada pihak bebas. BGC bertanggungjawab dalam menyokong kawalan dalaman, proses tadbir urus dan pengurusan risiko.

Pengurusan bertanggungjawab untuk melaksanakan kawalan ini dan melaporkan secara berkala tentang risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan atau meminimumkan risiko tersebut.

Corporate Governance

The Board recognises its commitment and responsibility towards the risk management system and internal controls of the organisation which cover strategy, investment, operations and finance, as well as reviewing the adequacy, effectiveness and integrity of those systems.

These controls are undertaken by the Management that constantly updates the risks identified and the actions taken to reduce and or minimise such risks. This critical area is regulated by the Board Governance, Ethics, Audit and Risk (GEAR) Committee (BGC) comprising members of the Board and members from independent parties. The BGC is responsible in supporting internal controls, the governance process as well as risk management.

The management is responsible in implementing these controls and periodically reporting on the risks identified and the actions taken to reduce and or minimise such risks.

Jawatankuasa GEAR, BGC yang terdiri daripada ahli Lembaga Pengarah bertanggungjawab ke atas proses kawalan dalaman, tadbir urus dan pengurusan risiko.

PERKESO menyediakan sistem pengurusan risiko dan kawalan dalaman untuk menangani aspek yang menjejaskan operasi perniagaannya. Laporan berkala mengenai risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan atau meminimumkan risiko dan jurang dalam sistem kawalan dalaman dibentangkan kepada Jawatankuasa Pengurusan Risiko & Kemampuan Kewangan ("RMSC"), BGC dan seterusnya kepada Lembaga.

Pengurusan Risiko

Pada 30 November 2022, Rangka Kerja Pengurusan Risiko ("Rangka Kerja ERM") disemak semula dan diluluskan oleh Lembaga. Rangka Kerja ERM yang berkuat kuasa pada 11 Januari 2023 menerima pakai Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017 untuk membimbing Pengurusan dalam mengenal pasti risiko utama yang boleh memberi kesan buruk kepada PERKESO tepat pada masanya dan membangunkan pelan mitigasi yang bersesuaian.

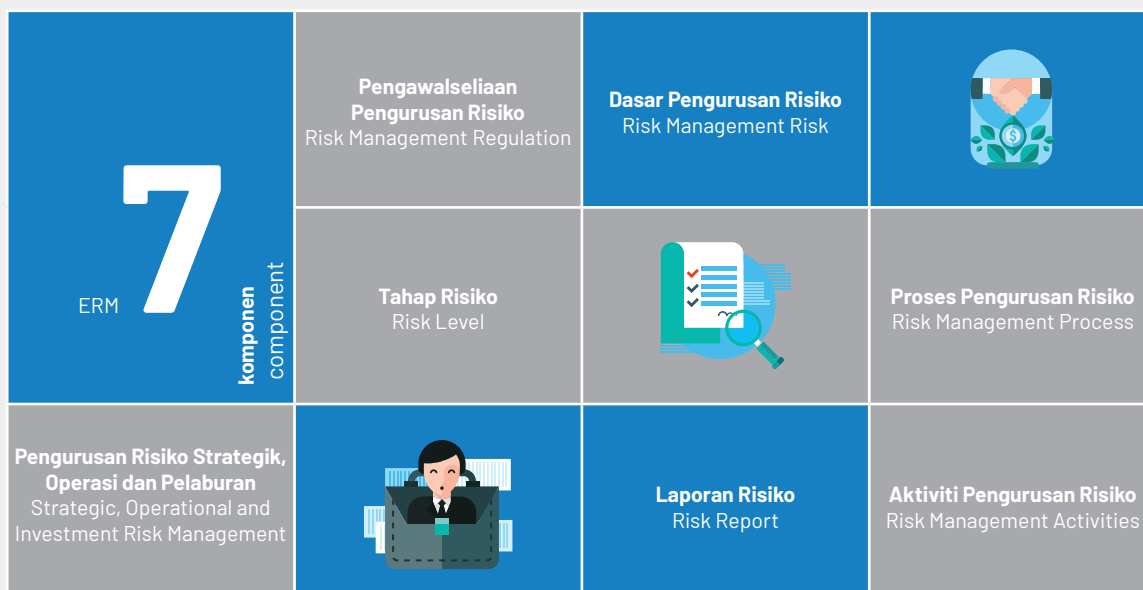
The GEAR Committee, comprising members of the Board of Directors, is responsible for the internal control process, governance and risk management.

PERKESO has established a risk management system and internal controls to manage aspects which impair its business operations. Periodic reports on the risks identified and actions taken to reduce and or minimise risks, and the gaps in the internal control system are presented to the Risk Management & Financial Sustainability Committee (RMSC) of the BGC, and subsequently to the Board of Directors.

Risk Management

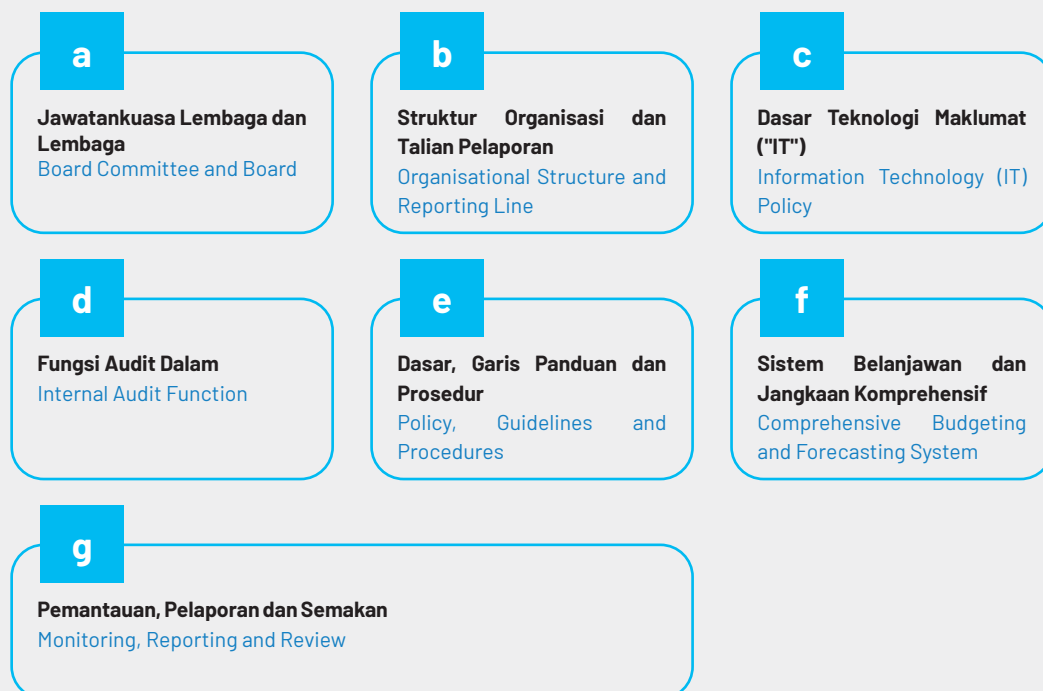
On 30th November 2022, the Risk Management Framework (ERM Framework) was reviewed and approved by the Board. The ERM Framework which came into effect on 11th January 2023 adopts the Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017, to guide the Management in identifying key risks that may adversely affect PERKESO, at the right moment, and developing an appropriate mitigation plan thereto.

Rangka Kerja ERM ialah satu set prinsip yang disusun dalam tujuh komponen yang saling berkaitan seperti berikut:
The ERM Framework is a set of principles arranged into seven inter-related components as follows:



Lembaga sentiasa menilai proses berterusan untuk mengenal pasti, menilai, memantau dan menguruskan risiko utama PERKESO. Ciri-ciri utama sistem kawalan dalaman PERKESO adalah seperti berikut;

The Board constantly evaluates the continued process to identify, assess, monitor and manage PERKESO's key risks. The main features of PERKESO's internal control system are as follows:



Isu dan Cabaran

Perlindungan keselamatan sosial di Malaysia melalui evolusi ketara dalam memenuhi peranannya untuk memberi perlindungan kepada golongan sasaran dan menyokong pembangunan negara. Ia sejajar evolusi keselamatan sosial di seluruh dunia.

Perlindungan keselamatan sosial pekerja, termasuk yang bekerja sendiri, penting dalam meningkatkan produktiviti, menyediakan peluang sama rata dalam pasaran buruh dan mengekalkan tenaga kerja stabil serta fleksibel. Ia juga berfungsi sebagai asas penting dalam perpaduan sosial. Cabaran dan perubahan landskap perlindungan keselamatan sosial yang pantas berubah terus berhadapan dengan isu yang bakal menjejaskan golongan pekerja pada masa hadapan seperti revolusi perindustrian, kitaran ekonomi global serta perubahan sosial dan demografi.

Issues and Challenges

The social security protection in Malaysia has undergone an apparent evolution in fulfilling its role of providing the targeted groups with protection and of supporting the country's development. This is in line with the evolution of social security all over the world.

Social security protection of workers, including those who are self-employed, is essential in improving productivity, providing equal opportunities in the labour market and maintaining a stable and flexible workforce. It also functions as an important basis of social integration. The challenges and rapidly changing social security protection landscape mean that we continue to face issues that may affect workers in the future such as industrial revolution, global economic cycle as well as social and demographical changes.



Walaupun institusi keselamatan sosial berusaha gigih meningkatkan perkhidmatan dan bantuan kepada golongan sasaran, hakikatnya ekosistem keselamatan sosial di negara ini tidak bersepadu. Masih wujud jurang dalam liputan keselamatan sosial. Sistem tidak bersepadu menjadikan ekosistem perlindungan keselamatan sosial tidak teratur, seterusnya menyebabkan pengagihan kekayaan dan bantuan tidak saksama kepada golongan memerlukan. Ia menimbulkan situasi di mana mereka yang benar-benar memerlukan bantuan, didapati tidak memenuhi syarat kelayakan bantuan sosial. Keadaan ini dapat diatasi jika perubahan dilaksanakan dalam landskap perlindungan keselamatan sosial di negara ini. Tidak dinafikan wujud keperluan mendesak di Malaysia untuk mempunyai satu ekosistem keselamatan sosial yang tidak mengecualikan mana-mana individu atau golongan memerlukan.

Kesukaran mendapatkan pekerjaan, gaji permulaan yang ditawarkan terlalu rendah dan tidak sepadan antara pekerjaan dengan kelayakan bukanlah sesuatu yang baharu. Laporan Jabatan Perangkaan 2022 menyatakan, 33.9% pemegang ijazah dan diploma kemahiran tinggi, terperangkap dalam jawatan berkemahiran rendah atau separuh mahir, tidak dapat menggunakan potensi penuh mereka. Dianggarkan juga 2 daripada 10 graduan Malaysia, termasuk sektor E&E, berhijrah ke luar negara terutama Singapura dengan kadar kenaikan 6% setiap tahun. Boleh dikatakan kekurangan tenaga mahir sekarang adalah akibat kehilangan cendekiawan tempatan yang mahir, terbaik dan paling cemerlang.

Malaysia sedang menghadapi cabaran yang kompleks untuk mengimbangi kemampuan graduan tempatan dengan aspirasinya menjadi hab ekonomi global. Menerusi langkah strategik dan memberikan tumpuan kepada janaan ekonomi, kualiti pembelajaran dan kebolehpasaran, Malaysia perlu memastikan ekosistemnya kekal sebagai sumber peluang dan kemajuan untuk semua.

Melangkah ke Hadapan

Jaringan keselamatan sosial perlu diberi keutamaan dalam agenda pembangunan sosioekonomi negara. Ia bukan semata-mata sebagai jaringan untuk membantu golongan terjejas, seperti kemiskinan dan kehilangan pekerjaan, tetapi prasyarat kepada pembangunan ekonomi mampan. Oleh yang demikian, perbelanjaan awam untuk jaringan keselamatan sosial ialah pelaburan masa hadapan. Justeru, satu sistem jaringan keselamatan sosial yang baik perlu ada bagi menjamin kesejahteraan hidup seorang insan. Ia perlu mempunyai kaedah mitigasi sesuai untuk menguruskan pelbagai risiko setiap anggota masyarakat. PERKESO perlu memainkan peranan yang penting dalam tadbir urus perlindungan keselamatan sosial yang adil dan saksama kepada pekerja sebagai pemangkin transformasi negara.

Although the social security institution works hard at enhancing its services and the aid given to the targeted groups, it is a fact that the social security ecosystem in this country is not integrated. There exists a gap in social security coverage. A system that is not integrated results in a social security protection ecosystem that is not organised, thus causes unfair distribution of wealth and help amongst those in need. A situation arises where the people who are really in need of assistance are found to have not met the requirements for social assistance. This situation can be overcome if changes are effected in the social security protection landscape in the country. It cannot be denied that there is a pressing need in Malaysia for a social security ecosystem that does not exclude any individual or group of people in need.

Difficulties in securing employment, starting salaries that are too low and mismatch between occupation and qualification are not something new. A report issued by the Department of Statistics in 2022 stated that 33.9% of degree holders and high skill diplomas were trapped in low or semi-skilled occupation, unable to realise their full potential. It is estimated that 2 out of 10 graduates in Malaysia, including in the E&E Sector, move overseas, particularly to Singapore, at a rate that increases by 6% each year. It can be surmised that the current lack of skilled labour is due to the loss of local intellectuals who are skilled, the best and most excellent.

Malaysia is facing a complex challenge in balancing the capabilities of local graduates with its aspiration of becoming a global economic hub. Through strategic measures and focusing on economic generation, quality of learning and marketability, Malaysia needs to ensure its ecosystem remain a source of opportunity and progress for all.

Moving Forward

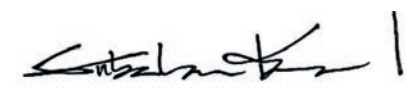
The social security network needs to be made a priority in the country's socioeconomical development agenda. It is not merely a network to help affected groups of people such as people in poverty and those who have lost their jobs, but also a pre-condition to a sustainable economic development. Hence, public spending on the social security network is an investment in the future. A good social security network system must exist to guarantee the wellbeing of a person. There need to be appropriate mitigation methods to manage the various risks to everyone in the community. PERKESO needs to play an important role in administering fair and just social security protection to all workers, as a catalyst for the country's transformation.

Melangkah ke hadapan, mitigasi risiko sepanjang hayat bukan sahaja penting untuk setiap individu untuk meningkatkan kesejahteraan mereka. Ia juga menjadi asas kepada pembangunan ekonomi sebuah negara. Oleh itu, kemantapan sistem jaringan keselamatan sosial adalah dasar awam penting. Maka, mitigasi risiko sepanjang hayat rakyat yang pada asasnya tanggungjawab masing-masing, akhirnya perlu didukung kerajaan. Kepentingan sistem jaringan keselamatan untuk sesebuah negara juga sebahagian daripada elemen agenda Matlamat Pembangunan Lestari (SDG). Sistem jaringan keselamatan sosial diterajui tiga kaedah iaitu insurans sosial, bantuan sosial dan campur tangan pasaran buruh. Ketiga-tiga kaedah ini bukan pengganti antara satu sama lain, tetapi sebagai pelengkap. PERKESO perlu berani mengorak langkah sejajar iltizam untuk menjadikan Malaysia MADANI sebagai sebuah negara yang terus membangun secara mampan seiring pengagihan ekonomi yang adil, saksama dan inklusif pada semua peringkat kumpulan pendapatan, etnik, wilayah dan kaum.

Penghargaan

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

Akhir kata, saya bagi pihak Lembaga dan seluruh warga PERKESO ingin merakamkan setinggi penghargaan kepada YB Encik Steven Sim Chee Keong, Menteri Sumber Manusia dan YB Dato' Sri Abdul Rahman bin Mohamad, Timbalan Menteri Sumber Manusia, atas nasihat dan pandangan serta dorongan yang diberikan dalam memantapkan lagi peranan PERKESO sebagai peneraju perlindungan keselamatan sosial di negara ini.



DATO' SRI SUBAHAN BIN KAMAL

Pengerusi Lembaga

PERTUBUHAN KESELAMATAN SOSIAL

Chairman of the Board

SOCIAL SECURITY ORGANISATION

Moving forward, lifelong risk mitigation is not only important for each individual to improve his/her wellbeing. It is also a basis for the economic development of a country. Therefore, stability of the social security network system is an important public policy. Lifelong risk mitigation, which fundamentally is the responsibility of each person, in fact, needs to be supported by the government. The importance of social security network for a country is also part of the elements of the Sustainable Development Goal (SDG) agenda. The social security network system is composed of three methods, namely, social insurance, social assistance and labour market intervention. These three methods are not alternatives to one another, but are instead complementary. PERKESO needs to be brave in taking steps in line with the aspiration of making Malaysia MADANI a country that continues to develop in a sustainable manner, hand-in-hand with fair, equal and inclusive economic distribution to all people of all levels of income, ethnicity, region and race.

Appreciation

With a background of the successes achieved by PERKESO, I would like to, on behalf of the Board, express our highest appreciation to members of the Board of Directors and Investment Panel, as well as to the staff of PERKESO for their continued and unwavering support. I believe that our staff will continue to support our efforts to use the opportunities and face future challenges in the socioeconomic landscape and social security of workers, in order to protect the social wellbeing of workers and their dependants.

In conclusion, I, on behalf of the Board and staff of PERKESO, would like to record our highest appreciation to YB Encik Steven Sim Chee Keong, Minister of Human Resources and YB Dato' Sri Abdul Rahman bin Mohamad, Deputy Minister of Human Resources, for advice, views and support given in further consolidating PERKESO's role as the leader in social security protection in the country.

AHLI LEMBAGA

BOARD MEMBERS

NAMA NAME	AHLI MEMBER
Dato' Sri Subahan Kamal	Pengerusi Lembaga Chairman of the Board
Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	Ketua Pegawai Eksekutif Kumpulan Group Chief Executive Officer
Datuk Muhd Khair Razman bin Mohamed Annuar sehingga until 1.8.2023	Wakil Kementerian Sumber Manusia Representative of the Ministry of Human Resources
Dato' Seri Ir. Dr. Zaini bin Ujang 1.8.2023 sehingga until 25.9.2023	Wakil Kementerian Sumber Manusia Representative of the Ministry of Human Resources
Dato' Haji Amran bin Haji Ahmad mulai appointed 1.11.2023	Wakil Kementerian Sumber Manusia Representative of the Ministry of Human Resources
Dato' Mohd Zafir bin Ibrahim sehingga until 31.7.2023	Wakil Kementerian Kewangan Representative of the Ministry of Finance
Datin Rosni binti Mohd Yusoff mulai appointed 1.9.2023	Wakil Kementerian Kewangan Representative of the Ministry of Finance
Dr. Priya ap Ragunath sehingga until 31.7.2023	Wakil Kementerian Kesihatan Representative of the Ministry of Health
Dato' Zainal bin Alhakab Seman mulai appointed 1.8.2023	Wakil Kementerian Kesihatan Representative of the Ministry of Health
Dato' Nathan K Suppiah	Wakil Majikan (Semenanjung) Employers' Representative (Peninsular Malaysia)
Dato' Ahmad Nadzarudin bin Abdul Razak sehingga until 31.7.2023	Wakil Majikan (Semenanjung) Employers' Representative (Peninsular Malaysia)
Encik Nik Mustapha bin Nik Mohamed mulai appointed 1.8.2023	Wakil Majikan (Semenanjung) Employers' Representative (Peninsular Malaysia)
Datin Hajah Rozilah binti Abdullah	Wakil Majikan (Sabah) Employers' Representative (Sabah)
Encik Leong Pit Wee	Wakil Majikan (Sarawak) Employers' Representative (Sarawak)
Encik Awang Ali bin Ahmad Raji @ Amat sehingga until 31.7.2023	Wakil Orang Berinsurans (Sabah) Representing Insured Persons (Sabah)
Encik Mohd Airy Arin mulai appointed 1.8.2023	Wakil Orang Berinsurans (Sabah) Representing Insured Persons (Sabah)
Puan Margaret Paul sehingga until 31.7.2023	Wakil Orang Berinsurans (Sarawak) Representing Insured Persons (Sarawak)
Encik Zaidi bin Nasar mulai appointed 1.8.2023	Wakil Orang Berinsurans (Sarawak) Representing Insured Persons (Sarawak)
Dato' Dr. Hj Adnan bin Mat	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Encik Mohd Effendy Bin Abdul Ghani	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Tan Sri Mohd Annuar bin Zaini	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Dato' Wei Chuan Beng sehingga until 31.7.2023	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Encik Kwan Boon Dat mulai appointed 13.1.2023	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Datuk Selva Mookiah mulai appointed 1.8.2023	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Representing Person with Experience in Social Security
Encik Wee Hock Kee	Pemerhati Observer



PROFIL AHLI LEMBAGA

Profile of Board Members

PROFIL AHLI LEMBAGA

PROFILE OF BOARD MEMBERS



DATO' SRI SUBAHAN BIN KAMAL

Pengerusi Lembaga PERTUBUHAN KESELAMATAN SOSIAL
Chairman of the Board SOCIAL SECURITY ORGANISATION

Dato' Sri Subahan bin Kamal telah dilantik sebagai Pengerusi Pertubuhan Keselamatan Social (PERKESO), sebuah agensi kerajaan di bawah Kementerian Sumber Manusia pada 4 Oktober 2022.

Dato' Sri Subahan bin Kamal was appointed as Chairman of the Social Security Organisation (PERKESO), a government agency under the Ministry of Human Resources on 4 October 2022.

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

He holds a Bachelor of Finance and Economics (Hons.) degree from the University of Southern Illinois, Carbondale, Illinois, United States of America and is a member of the Institute of Insurance Malaysia.

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

Dato' Sri Subahan began his career in the Department of Corporate Planning, Bank Rakyat in 1989 where he served until 1994. He then joined the public services in 1994 and served as the Private Secretary to the Parliamentary Secretary of the Ministry of Finance (1994 to 1995). Subsequently, he served as the Senior Private Secretary to the Deputy Minister of Finance (1995 to 1998) and the Senior Private Secretary to the Deputy Minister of Human Resources (1999). He then left the public services in 1999 and started his own business in the construction industry. Dato' Sri Subahan has several businesses related to construction, training and education, real estate development, project management and logistics.

Beliau ialah Presiden Konfederasi Hoki Malaysia, Pengerusi Wawasan Qi Group dan Ahli Badan Penasihat, Universiti Quest International, Perak. Dato' Sri Subahan juga pernah memegang jawatan Timbalan Presiden Persatuan Bola Sepak Malaysia dan Presiden Persatuan Bola Sepak Selangor, dari tahun 2016 hingga tahun 2018. Beliau memegang jawatan Pengurus Pasukan Bola Sepak Kebangsaan Malaysia dari tahun 2009 hingga tahun 2013.

He is the President of the Malaysian Hockey Confederation, Chairman of Wawasan Qi Group and he serves as a member of the Board of Advisors of Quest International University in Perak. Dato Sri Subahan has also held the posts of Deputy President of the Football Association of Malaysia and President of the Football Association of Selangor from 2016 to 2018. He served as the Manager of the Malaysian National Football team from 2009 to 2013.

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

Dato' Sri Subahan is currently the Executive Director of Gagasan Nadi Cergas Berhad, a company listed as ACE Market on Bursa Malaysia Securities Berhad. He is also an Independent Non-Executive Chairman of Alcom Group Berhad which is listed on the Main Market of Bursa Securities.

PROFIL AHLI LEMBAGA

PROFILE OF BOARD MEMBERS



DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED

Ketua Pegawai Eksekutif Kumpulan
Group Chief Executive Officer

Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed merupakan Ketua Pegawai Eksekutif Kumpulan PERKESO. Beliau mempunyai 31 tahun pengalaman dalam pengkhususan keselamatan sosial termasuk bidang perubatan dan keselamatan serta kesihatan pekerja.

Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed is the Group Chief Executive Officer of PERKESO. He has 31 years of experience in social security, including in the medical field as well as occupational safety and health.

Dato' Sri Dr. Mohammed Azman memiliki Ijazah Doktor Kehormat dalam Pengurusan Keselamatan dan Kesihatan Pekerjaan dari Kolej Universiti Sains Perubatan, Cyberjaya, Ijazah Sarjana Sains (Pengurusan Keselamatan dan Kesihatan Pekerjaan) dari Universiti Utara Malaysia (UUM), Sarjana Pentadbiran Perniagaan dari Oxford Business College, UK serta Sarjana Muda Perubatan dan Sarjana Muda Pembedahan dari Universiti Malaya (UM). Selain itu, beliau memegang gelaran "Profesor Adjung" di Pusat Pengajian Pengurusan Perniagaan, UUM dan Pusat Pengajian Pengurusan, Universiti Sains Malaysia.

Memulakan kerjayanya pada tahun 1993 sebagai doktor perubatan, Dato' Sri Dr. Mohammed Azman merupakan doktor perubatan pertama yang dilantik oleh PERKESO pada tahun 2001. Bertitik tolak daripada itu, beliau telah mempamerkan kredibiliti dengan menerajui kepimpinan barisan pengurusan tertinggi PERKESO bermula sebagai Pengurus Besar Kanan Operasi pada tahun 2007, Timbalan Ketua Eksekutif (Operasi) pada tahun 2011, seterusnya Ketua Eksekutif pada tahun 2015 sebelum dilantik sebagai Ketua Pegawai Eksekutif Kumpulan PERKESO secara rasmi pada 2023.

Beliau telah mengetuai beberapa inisiatif PERKESO termasuk penubuhan Pusat Rehabilitasi di Melaka serta memacu pemerkasaan aspek keselamatan dan kesihatan pekerja, pencegahan kemalangan, rawatan pemulihan, promosi kesihatan pekerja, pengurusan hilang upaya, program *Return-To-Work* dan perkhidmatan pekerjaan. Beliau turut menerajui PERKESO dalam pelaksanaan inisiatif penting kerajaan sewaktu COVID-19 termasuk Program Subsidi Upah, Inisiatif Pengambilan Pekerja dan Geran Padanan Pekerja Sendiri.

Dato' Sri Dr. Mohammed Azman holds an Honorary Doctorate in Occupational Safety and Health Management from the Medical Science University College in Cyberjaya, a Bachelor of Science (Occupational Safety and Health Management) degree from Universiti Utara Malaysia (UUM) Master of Business Administration degree from Oxford Business College, United Kingdom and a Bachelor of Medicine and Bachelor of Surgery degrees from the University of Malaya (UM). He is also an Adjunct Professor of the Business Management Studies Centre, UUM and the Management Studies Centre, Universiti Sains Malaysia.

Commencing his career in 1993 as a medical doctor, Dato' Sri Dr. Mohammed Azman was the first medical doctor appointed by PERKESO in 2001 and proceeded to exhibit his credibility by leading the top management of PERKESO, first as the Senior General Manager of Operations in 2007, then as the Deputy Chief Executive (Operations) in 2011 and subsequently as the Chief Executive in 2015 before being officially appointed as the Group Chief Executive Officer of PERKESO in 2023.

He has spearheaded several PERKESO initiatives including the establishment of the Rehabilitation Centre in Melaka as well as driving the consolidation of occupational safety and health, prevention of accidents, rehabilitation treatment, promotion of occupational health, disability management, the Return-to-Work programme and employment services. He also led PERKESO in the implementation of essential government initiatives during the COVID-19 pandemic which included the Wage Subsidy Programme, the Workers' Employment Initiative and the Self-Employment Matching Grant programme.

Di bawah pimpinan beliau, PERKESO telah memperluas jaringan perlindungan keselamatan sosial kepada individu bekerja sendiri, pekerja asing, pekerja domestik dan yang terbaharu liputan warga suri rumah di bawah Skim Keselamatan Sosial Suri Rumah (SKSSR).

Selain daripada perluasan jaringan perlindungan sosial PERKESO, beliau telah berperanan dalam memperkasa kecemerlangan pengurusan PERKESO termasuk penambahbaikan kutipan caruman menerusi aktiviti pemeriksaan, peningkatan pelaburan serta perluasan fungsi risiko dan audit PERKESO. Dalam memantapkan lagi penyampaian perkhidmatan PERKESO, beliau telah memperkenalkan konsep 'PERKESO Prihatin', 'S4P', Skuad Prihatin dan menerajui Program Sosial Sinergi.

Kepimpinan dan kepakaran beliau dalam bidang keselamatan sosial turut diiktiraf di dalam negara dan peringkat antarabangsa. Beliau kini memegang jawatan sebagai Presiden International Social Security Association (ISSA) yang ke-17 bagi sesi 2022 hingga 2025. Mewakili 329 institusi keselamatan sosial dari 163 buah negara di bawah ISSA, beliau bertanggungjawab untuk mengetengahkan dan memperkasa agenda keselamatan sosial global melalui kerjasama dengan organisasi antarabangsa lain seperti Pertubuhan Buruh Antarabangsa (ILO), Pertubuhan Kerjasama dan Pembangunan Ekonomi (OECD) dan Kumpulan 20 (G20).

Disamping itu, beliau turut menggalastanggungjawab sebagai Ahli Majlis Vision Zero Global Alliance Council dan Ahli Lembaga International Association of Industrial Accident Boards and Commissions (IAIABC), USA.

Under his leadership, PERKESO has expanded the network of its social security coverage to include self-employed persons, foreign workers, domestic workers and the latest, housewives, under the Housewives' Social Security Scheme.

In addition to the expansion of PERKESO's social protection network, he has also played a role in the consolidation of the organisation's management excellence including improvement in contributions collection through inspection activities, increase in investment as well as widening of the risk and audit functions of PERKESO. In further enhancing the delivery of PERKESO's services, he has also introduced the concept of 'PERKESO Prihatin' (PERKESO Cares), 'S4P', Skuad Prihatin (Prihatin Squad) and is leading the Social Synergy Programme.

His leadership and expertise in social security has been recognised locally and on the international stage. He is now the 17th President of the International Social Security Association (ISSA) for the 2022 to 2025 session. Representing 329 social security institutions from 163 countries under ISSA, he is responsible in highlighting and strengthening the global social security agenda through cooperation with other international organisations such as the International Labour Organisation (ILO), the Organisation of Economic Cooperation and Development (OECD) and the Group 20 (G20).

Further, he also shoulders responsibility as a member of the Zero Vision Council of the Global Alliance Council and member of the Board of International Association of Industrial Accident Boards and Commissions (IAIABC), USA.



DATO' HAJI AMRAN BIN HAJI AHMAD

Wakil Kementerian Sumber Manusia
Representative of the Ministry of Human Resources

Dato' Haji Amran bin Haji Ahmad telah dilantik sebagai Ahli Lembaga PERKESO (wakil Kementerian Sumber Manusia) mulai 1 November 2023. Beliau berkelulusan Ijazah Sarjana Muda Antropologi & Sosiologi di Universiti Kebangsaan Malaysia pada tahun 1993.

Beliau pernah menerbitkan artikel-artikel dalam akhbar tempatan di Sabah terutama *Daily Express* kerana akhbar berkenaan memberikan ruangan kepada Agensi Antidadah untuk menyampaikan maklumat bahaya dadah dan juga artikel yang berkaitan dengan tanggungjawab ibu bapa dalam pendidikan pencegahan dadah.

Selain di PERKESO, beliau pernah bertugas di Bahagian Hal Ehwal Luar Negeri, Kementerian Pendidikan Malaysia dalam menguruskan program-program pendidikan Bangsa-bangsa Bersatu (UNESCO), bertugas sebagai Penolong Pengarah (Tanah) Jabatan Ketua Pengarah Tanah dan Galian Persekutuan, Kementerian Tanah dan Pembangunan Koperasi, bertugas menjaga Bilik Gerakan di Bahagian Keselamatan Negara ketika kes penculikan Abu Sayyaf yang diketuai oleh Ghalib Andang, menjalankan penyelidikan sewaktu dipinjamkan kepada Kementerian Pembangunan Luar Bandar Negeri Sabah dalam usaha untuk mewujudkan daerah-daerah kecil yang ada di negeri Sabah, sebagai pensyarah ketika bertugas di INTAN Sabah, bertugas di Agensi Antidadah Kebangsaan Negeri Sabah (AADK), Mengetuai Jabatan Imigresen Malaysia Negeri Selangor dan telah mengetuai pelbagai operasi membanteras PATI dan mewakili negara dalam mesyuarat ACCP (ASEAN Committee & Consumers Protection) dan persidangan ASEAN.

Pada masa kini beliau bertugas sebagai Timbalan Ketua Setiausaha Dasar & Antarabangsa, Kementerian Sumber Manusia mulai 7 Ogos 2023. Beliau menerima anugerah Ahli Mahkota Pahang (A.M.P) pada 2018 dan Darjah Sultan Ahmad Shah Pahang (D.S.A.P) pada 2022.

Dato' Haji Amran bin Haji Ahmad was appointed to the PERKESO Board of Directors (representing the Ministry of Human Resources) with effect from 1 November 2023. He obtained a Bachelor of Anthropology & Sociology degree from Universiti Kebangsaan Malaysia in 1993.

He has published articles in the local newspapers in Sabah, particularly the *Daily Express*, that have given the Anti-Drugs Agency the space to disseminate information on the dangers of drugs, and articles pertaining to parental responsibility in drug prevention education.

Apart from PERKESO, he has served at the Foreign Affairs Division in the Ministry of Education Malaysia where he managed the United Nations' (UNESCO) educational programmes. He has also served as the Assistant Director (Land) in the Department of the Federal Director General of Land and Minerals, under the Ministry of Land and Cooperative Development. He was in charge of the Operations Room at the National Security Division during the Abu Sayyaf kidnapping incident which was led by Ghalib Andang, carried out research whilst on a secondment to the Ministry of Rural Development Sabah in an effort to establish the small districts in the state of Sabah, served as a lecturer at INTAN Sabah, served in the National Anti-Drugs Agency Sabah, headed the Department of Immigration Selangor, led various operations pertaining to PATI and represented the country at the ASEAN Committee & Consumers Protection meeting as well as at ASEAN conferences.

He is currently the Deputy Secretary General of International Policy, Ministry of Human Resources, a post he has held with effect from 7 August 2023. Dato' Haji Amran was awarded the Ahli Mahkota Pahang (A.M.P) in 2018 and subsequently the Darjah Sultan Ahmad Shah Pahang (D.S.A.P) in 2022.

Datin Rosni binti Mohd Yusoff merupakan Setiausaha Bahagian Pengurusan Strategik Badan Berkanun, Kementerian Kewangan dan dilantik sebagai Ahli Lembaga PERKESO mulai 1 September 2023. Beliau memiliki Ijazah Sarjana Muda, Pentadbiran Perniagaan dari Universiti Utara Malaysia pada tahun 1996 dan Sarjana Pengurusan pada 2017.

Beliau juga merupakan Lembaga Pengarah di Lembaga Kemajuan Wilayah Pulau Pinang (PERDA) mulai Julai 2018 hingga Julai 2023, Lembaga Pelabuhan Kelang (LPK) mulai Ogos 2022 hingga Ogos 2023 (dalam proses pelanjutan), PHCorp (CLBG) mulai 2021-2025, Lembaga Pembangunan Langkawi (LADA) mulai September 2023 - September 2025.

Beliau berpengalaman luas dalam bidang kewangan yang bermula daripada lantikan pertama sebagai Penolong Setiausaha, Pegawai Tadbir dan Diplomatik, PTD di Bahagian Perolehan Kerajaan, Kementerian Kewangan pada tahun 2016. Beliau juga merupakan Pengerusi PUSPANITA Cawangan KPKT. Beliau pernah menerima anugerah Ahli Mahkota Kedah (Kehormat) pada tahun 2014.

Datin Rosni binti Mohd Yusoff is the Secretary of the Statutory Bodies' Strategic Management Division in the Ministry of Finance and was appointed as a member of the PERKESO Board with effect from 1 September 2023. She holds a Bachelor in Business Administration degree from Universiti Utara Malaysia in 1996, followed by a Master in Management degree in 2017.

Datin Rosni served on the Board of Directors of the Pulau Pinang Regional Development Authority (PERDA) from July 2018 until July 2023, Kelang Port Authority from August 2022 to August 2023 (in the process of extension) and is currently serving the PHCorp (CLBG) 2021-2025 and the Langkawi Development Authority (LADA) from September 2023 until September 2025.

She has extensive experience in the field of finance which began from her first appointment as an Administrative and Diplomatic Officer holding the post of Assistant Secretary in the Government Procurement Division in the Ministry of Finance in 2016. She is also Chairman of the KPKT Branch of PUSPANITA and was awarded the Ahli Mahkota Kedah (Kehormat) in 2014.

DATIN ROSNI BINTI MOHD YUSOFF

Wakil Kementerian Kewangan
Representative of the Ministry of Finance



DATO' ZAINAL BIN ALHAKAB SEMAN

Wakil Kementerian Kesihatan
Representative of the Ministry of Health



Dato' Zainal Alhakab Seman telah dilantik sebagai Ahli Pertubuhan Keselamatan Sosial (PERKESO), sebuah agensi kerajaan di bawah Kementerian Sumber Manusia mulai 1 Ogos 2023.

Beliau memulakan kerjaya sebagai Eksekutif Latihan di Inspen Training and Consultancy (Malaysia) Sdn. Bhd. pada awal tahun 1996 sebelum menyertai Perkhidmatan Tadbir dan Diplomatik mulai Oktober 1997.

Beliau berpengalaman berkhidmat selama enam (6) tahun di Kementerian Pertanian dan Industri Asas Tani dan mempunyai pengalaman dalam perancangan polisi berkaitan organisasi, kepimpinan dan pengurusan penggantian, saraan dan sumber manusia semasa berkhidmat di Jabatan Perkhidmatan Awam mulai tahun 2006 hingga 2012. Seterusnya, beliau diberi kepercayaan untuk mengurus hal ehwal lebih 270,000 sumber manusia kesihatan semasa berkhidmat di Kementerian Kesihatan bagi tempoh 2013 hingga 2018 sebelum menyandang jawatan Pengarah Business Licensing and Electronic Support System di Unit Penyelarasan, Jabatan Perdana Menteri yang bertanggungjawab memudah cara sektor perniagaan menerusi penyediaan platform pendaftaran dan pelesenan perniagaan secara elektronik.

Karier beliau terus berkembang apabila diberi kepercayaan untuk memegang portfolio Timbalan Ketua Pengarah (Pengurusan), Agensi Penguatkuasaan Maritim Malaysia sebelum ditempatkan semula ke Kementerian Kesihatan Malaysia. Kini, beliau menyandang jawatan sebagai Timbalan Ketua Setiausaha (Pengurusan) di Kementerian Kesihatan yang bertanggungjawab mengenai perancangan dan pengoptimuman tenaga manusia kesihatan, perancangan pembangunan latihan dan kepakaran serta penyelarasan hal ehwal teknologi maklumat dan inovasi di Kementerian Kesihatan.

Selain menjadi Ahli PERKESO, Dato' Zainal Alhakab Seman juga kini dilantik sebagai Ahli Lembaga Pihak Berkuasa Peranti Perubatan.

Dato' Zainal Alhakab Seman was appointed as a member of the Social Security Organisation (PERKESO), a government agency under the Ministry of Human Resource, with effect from 1 August 2023.

He began his career as Training Executive at Inspen Training and Consultancy (Malaysia) Sdn. Bhd. in early 1996 before joining the Administrative and Diplomatic Service in October 1997.

He has six years of experience serving the Ministry of Agriculture and Agro-based Industry, and has experience in policy planning related to organisation, leadership and management of succession, remuneration and human resources while working in the Department of Public Service from 2006 to 2012. He was then entrusted to manage the affairs of more than 270,000 health workers when he served the Ministry of Health from 2013 to 2018 before being appointed as the Director of Business Licensing and Electronic Support System at the Coordination Unit of the Prime Minister's Department, responsible in facilitating the business sector through the provision of electronic platform for business registration and licensing.

His career continued to grow when he was given the trust to hold the portfolio of Deputy Director General (Management) of the Malaysian Maritime Enforcement Agency before being transferred back to the Ministry of Health. He is currently the Deputy Secretary General (Management) at the Ministry of Health, responsible for the planning and optimisation of the health human resources, training and expertise planning as well as coordination of information technology affairs and innovation at the Ministry.

In addition to his position as a member of PERKESO, Dato' Zainal Alhakab Seman is also appointed as a Member of the Board of Medical Devices Authority.

Dato' Nathan al K Suppiah dilantik sebagai Ahli Lembaga PERKESO mewakili Majikan (Semenanjung) mulai 2019 dan memiliki kelulusan Ijazah Sarjana Muda Undang-undang (Kepujian) dari University of Wales, Aberystwyth, United Kingdom. Sejak masa sekarang, beliau menjawat jawatan Pengarah di Isus JVC Industries Sdn. Bhd. sejak tahun 2006, Pengerusi Eksekutif di SVI Technologies Sdn. Bhd. mulai 2008 dan Pengarah Australian Robotic Building Technology Sdn. Bhd. sejak tahun 2020. Beliau pernah memegang jawatan sebagai Pengarah Eksekutif, Matsushita Display Devices sebuah anak syarikat penuh milik Kumpulan Panasonic pada tahun 1991 hingga 2012. Beliau juga memainkan peranan penting dalam penubuhan Pusat Latihan Sumber Manusia Panasonic dan pembinaan Pusat Sukan Panasonic di Seksyen 21 Shah Alam, Selangor serta memainkan peranan penting dalam menubuhkan dana biasiswa tajaan Panasonic untuk pelajar yang layak di universiti tempatan. Dari tahun 1976, beliau telah menjawat beberapa jawatan penting seperti Pengurus Group Industrial Relations, Lion Group dan Assistant Personnel Manager di Mulpha International Trading Corporation.

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

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

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

Dato' Nathan al K Suppiah was appointed to the Board of PERKESO representing Employers (Peninsular Malaysia) in 2019. He holds a Bachelor of Laws (Hons.) from the University of Wales at Aberystwyth. He is currently a Director at Isus JVC Industries Sdn Bhd, a post he has held since 2006. He is also the Executive Chairman of SVI Technologies Sdn Bhd (since 2008) and Director of the Australian Robotic Building Technology Sdn Bhd (since 2019). He was the Executive Director of Matsushita Display Devices, a wholly-owned subsidiary of the Panasonic Group, from 1991 to 2012. He played an important role in the establishment of the Panasonic Human Resource Training Centre and the construction of the Panasonic Sports Centre in Section 21, Shah Alam. He significantly played a role in establishing the Panasonic scholarship fund for students who qualify at local universities. He held several important positions from 1976 to 1991 such as Manager of Group Industrial Relations, Lion Group and Assistant Personnel Manager at Mulpha International Trading Corporation.

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

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

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

DATO' NATHAN K SUPPIAH

Wakil Majikan (Semenanjung)
Employers' Representative (Peninsular Malaysia)



ENCIK NIK MUSTAPHA BIN NIK MOHAMED

Wakil Majikan (Semenanjung)
Employers' Representative (Peninsular Malaysia)



Encik Nik Mustapha bin Nik Mohamed telah dilantik sebagai Ahli Lembaga Pengarah PERKESO (wakil Majikan Semenanjung) mulai 1 Ogos 2023. Beliau juga memegang jawatan sebagai Pengurus Besar di Golf Profesional Malaysia sejak tahun 2017 dan merupakan Pengarah Bebas Bukan Eksekutif di Universiti Islam Antarabangsa Malaysia Holdings Sdn. Bhd. (IIUMH) serta Pengerusi di Kolej Islam Antarabangsa. Beliau merupakan Naib Presiden dan Ahli Majlis Persekutuan Majikan Malaysia (MEF) serta Ahli Majlis Pembangunan Kemahiran Kebangsaan (MPKK) dan Ahli Jawatankuasa Teknikal Bersama (Joint Technical Committee, JTC) Jaminan Kualiti Tunggal TVET.

Seorang yang berpengalaman luas dan mempunyai lebih daripada 40 tahun pengalaman bekerja di peringkat pengurusan kanan dalam kedua-dua syarikat GLC dan syarikat multinasional tempatan. Beliau merupakan seorang pengamal sumber manusia yang berpengalaman yang telah berkhidmat dengan tiga (3) syarikat multinasional termasuk Unilever, Sterling Drug dan Rank Xerox. Beliau juga telah mengetuai fungsi sumber manusia dan hal ehwal korporat di Permodalan Nasional Berhad (PNB) dan Felda Global Ventures (FGV).

Beliau memulakan kerjaya pada tahun 1981 sebagai seorang Pensyarah Sains di Maktab Rendah Sains MARA. Beliau meninggalkan profesion perguruan pada tahun 1984 untuk menyertai Rank Xerox Malaysia sebagai ketua bahagian sumber manusia. Beliau juga pernah berkhidmat dengan Sterling Drug di Malaysia, Singapura, Indonesia dan Amerika Syarikat dari tahun 1987 hingga 1994. Selain itu, beliau juga pernah berkhidmat di Permodalan Nasional Berhad (1995-1999), Unilever Malaysia & Singapura (2000-2010) dan Felda Global Ventures (2011-2013).

Semasa berkhidmat bersama Permodalan Nasional Berhad dan Felda Global Ventures, beliau juga telah dilantik dalam Lembaga Pengarah di beberapa buah syarikat termasuk Hap Seng Consolidated Berhad, ICI Malaysia, Dumex Malaysia, BHP Steel, Heveafil, Nilai Education, Delima Oil Products, FGV Prodata Systems Sdn. Bhd. dan Felda Travel Sdn. Bhd. Bermula tahun 2015 hingga 2016, beliau telah berkhidmat dalam Lembaga Pengarah NCB Holdings Berhad dan HeiTech Padu Berhad mulai tahun 2022 hingga 2023.

Nik Mustapha berkelulusan MBA dari Cranfield University, United Kingdom (1990) dan merupakan bekas sarjana MARA di Northern Illinois University, Amerika Syarikat. Beliau lulus dari Northern Illinois dengan Sarjana Muda Sains pada tahun 1978 dan Sarjana Sains pada tahun 1980. Beliau juga memperoleh Diploma Pendidikan dari Universiti Kebangsaan Malaysia pada tahun 1983. Selain itu, beliau juga telah menghadiri Program Pendidikan Eksekutif di Columbia University, INSEAD, Ashridge dan Institut Pengurusan Asia.

Nik Mustapha turut mempunyai pengalaman sebagai seorang tenaga pengajar sambil program MBA di Universiti Strathclyde, Scotland, Universiti Hull, England dan Universiti Bath, United Kingdom. Pada ketika itu, beliau juga merupakan seorang penyelia tesis. Beliau juga pernah melaksanakan program latihan dan pembangunan kepimpinan untuk kedua-dua syarikat tempatan dan multinasional selain turut dilantik sebagai ahli Panel Penasihat Industri untuk beberapa buah universiti tempatan.

Beliau mempunyai minat dan kepakaran dalam bidang pembangunan organisasi dan pengurusan bakat. Hobi beliau adalah membaca, melancong dan amat meminati sukan golf.

Nik Mustapha bin Nik Mohamed is the General Manager of Professional Golf of Malaysia since 2017. He is at present a member of the Board of PERKESO. He is also an independent non-executive director of International Islamic University Malaysia Holdings Sdn. Bhd. (IIUMH) and the Chairman of the International Islamic College. He is a Vice President and Council Member of the Malaysian Employers Federation (MEF). He is also a member of the Majlis Pembangunan Kemahiran Kebangsaan (MPKK) and Ahli Jawatankuasa Teknikal Bersama (Joint Technical Committee, JTC) Jaminan Kualiti Tunggal TVET.

He has had more than 40 years of working experience at senior levels of management in both local GLC's and multinational companies. He is an experienced human resource practitioner having served three (3) multinational companies which includes Unilever, Sterling Drug and Rank Xerox. He has also led the human resources and corporate affairs function in Permodalan Nasional Berhad (PNB) and Felda Global Ventures (FGV).

He started working in 1981 as a science lecturer at MARA Junior Science College. He left the teaching profession in 1984 to join Rank Xerox Malaysia as head of the human resources function. He has also served Sterling Drug in Malaysia, Singapore, Indonesia and United States from 1987 to 1994. He also worked for Permodalan Nasional Berhad (1995-1999), Unilever Malaysia & Singapore (2000-2010) and Felda Global Ventures (2011-2013).

During his time with Permodalan Nasional Berhad and Felda Global Ventures he was nominated to serve on the board of several companies including Hap Seng Consolidated Berhad, ICI Malaysia, Dumex Malaysia, BHP Steel, Heveafil, Nilai Education, Delima Oil Products, Prodata and Felda Travel. He has also served on the Board of NCB Holdings Berhad (2015-2016) and HeiTech Padu Berhad (2022-2023).

Nik Mustapha holds an MBA from Cranfield University, United Kingdom (1990) and is a former MARA scholar at Northern Illinois University, USA. He graduated from Northern Illinois with a Bachelor of Science in 1978 and a Master of Science in 1980. He also obtained a Diploma in Education from Universiti Kebangsaan Malaysia in 1983. He has also attended executive education programs at Columbia University, INSEAD, Ashridge and Asian Institute of Management.

Nik Mustapha has taught the part-time MBA programs for the University of Strathclyde, University of Hull and the University of Bath. He was also a thesis supervisor then. He has conducted training and leadership development programs for both local and multinational companies. He was also appointed member of the Industry Advisory Panel for several local universities.

Nik Mustapha's areas of interest and expertise are in organisational development and talent management. His hobbies includes reading and travelling. He also plays bad golf.

Datin Hajah Rozilah binti Abdullah @ Betty Pianus merupakan Pengarah Urusan Mama Best Food Manufacturer Sdn Bhd dan Pengarah Sigma Sapphire (S) Sdn Bhd dan dilantik sebagai Ahli Lembaga mewakili majikan (Sabah). Beliau mempunyai Diploma dan Ijazah Sarjana Muda Pendidikan dalam Pengajaran Bahasa Inggeris sebagai Bahasa Kedua (TESL).

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

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

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

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

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

DATIN HAJAH ROZILAH BINTI ABDULLAH

Wakil Majikan (Sabah)
Employers' Representative (Sabah)



ENCIK LEONG PIT WEE

Wakil Majikan (Sarawak)
Employers' Representative (Sarawak)



Encik Leong Pit Wee memegang jawatan sebagai Pengarah Urusan Kumpulan C.K.K. Group of Companies di Sarawak dan mempunyai lebih daripada 30 tahun pengalaman.

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

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

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

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

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

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

Mr. Leong Pit Wee is the group executive director of C.K.K. Group of Companies base in Sarawak with more than 30 years of experience.

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

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

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

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

Mr. Leong holds the position as a Quarter Master Asset Inventories of Persatuan Bulan Sabit Merah (Serian Chapter) since Year 2007 and received "Pingat Jasa Terpuji" (May, 2018) and "Pingat Kebaktian Terpilih" (August 2021) from Persatuan Bulan Sabit Merah Malaysia (Dibawah Naungan Seri Paduka Baginda Yang DiPertua Agong).

At the same time, Mr. Leong has been instrumental for the setting up of a Haemodialysis Centre at Serian Town under Persatuan Kebajikan Mawar, in year 2012, an independent non-profit charity agency running dialysis with 22points, accommodating maximum 66 patients per day. During October 2019, Mr. Leong was awarded by The Honourable TYT Sarawak for Darjah Yang Amat Mulia Bintang Sarawak with title Bentara Bintang Sarawak (B.B.S.)

Encik Mohd Airy Arin merupakan wakil Orang Berinsurans (Sabah) dan berkhidmat di Bahagian Operasi, Lembaga Pelabuhan-Pelabuhan Sabah. Menyertai Syarikat Sabah Ports Sdn Bhd sebagai Kerani Operasi (Senior) setelah Lembaga Pelabuhan-Pelabuhan Sabah diswastakan sepenuhnya.

Beliau merupakan Kaunselor Pekerja di Suria Capital Holdings Bhd. mulai 2017 sehingga kini. Beliau pernah dilantik sebagai Setiausaha Agung dalam Kesatuan Pekerja-Pekerja Sabah Ports Sdn Bhd pada 2016 hingga 2023. Beliau dilantik sebagai Presiden dalam Kesatuan Pekerja-Pekerja Sabah Ports Sdn Bhd. dan Pengerusi di MTUC Division, Bahagian Negeri Sabah mulai 2023 sehingga kini. Beliau merupakan Ahli Majlis Am (MTUC Malaysia), Ahli Majlis Penasihat Buruh Kebangsaan (Mewakili Sabah) dan Ahli Majlis Penasihat Buruh Sabah (MPBS) mulai 2022 sehingga kini.

Beliau memiliki Accreditation of Prior Experiential Learning (Apel.C) dari Open University Malaysia (OUM), Professional Study of Trade Union ILO 'Digitalization of the Workplace, with Focus on Digital Labour PLATFORMS' Developing Trade Union Policies, Strategies and Actions - Asia Pasific (Organized In Cooperation With Kles- Korea Labor And Employment Service) International Training Centre (ITC), Turin, Italy. dan meneruskan Pengajian (Sem-10) Sarjana Muda Pengurusan Sumber Manusia dengan Kepujian di Open University Malaysia (OUM).

Encik Mohd Airy Arin is a member representing Insured Persons (Sabah) and serves in the Operations Division of the Sabah Ports Authority. He joined Syarikat Sabah Ports Sdn Bhd as an Operations Clerk (Senior) after the full privatisation of Sabah Ports Authority.

He is the Staff Counsellor at Suria Capital Holdings Bhd, a position he has held from 2017 to date. He was appointed as the Secretary General of Sabah Ports Sdn Bhd Workers' Union in 2016, and held the post until 2023. He was appointed as President of Sabah Ports Sdn Bhd Workers' Union and Chairman of MTUC Division, Sabah State Division in 2023 where he currently still serves. He is a member of the General Council of MTUC Malaysia, a member of the National Labour Advisory Council (representing Sabah) and a member of the Sabah Labour Advisory Council from 2022 to date.

He holds an Accreditation of Prior Experiential Learning (Apel.C) from the Open University Malaysia (OUM). He underwent the Professional Study of Trade Union ILO "Digitalization of the workplace with a focus on Digital Labour Platforms" Developing Trade Union Policies, Strategies and Actions - Asia Pacific, a course organised in cooperation with the Korean Labour and Employment Service (KLES) at the International Training Centre (ITC) in Turin, Italy. He is currently pursuing his Bachelor of Human Resource Management (Hons.) degree at the Open University Malaysia (OUM).

ENCIK MOHD AIRY ARIN

Wakil Orang Berinsurans (Sabah)
Representing Insured Persons (Sabah)



ENCIK ZAIDI BIN NASAR

Wakil Orang Berinsurans (Sarawak)
[Representing Insured Persons \(Sarawak\)](#)



Encik Zaidi bin Nasar dilantik sebagai Ahli Lembaga PERKESO mewakili Orang Berinsurans (Sarawak) mulai 1 Ogos 2023. Beliau merupakan Pengerusi Kongres Kesatuan Sekerja Malaysia, Bahagian Sarawak dan Timbalan Presiden Kesatuan Pekerja-pekerja Syarikat SESCO Berhad Sarawak.

Beliau juga merupakan Pengerusi Harakah Islamiah (Hikmah), Ahli Majlis Tertinggi Hikmah Sarawak serta pengadil kebangsaan Malaysia (FAM). Beliau kini berkhidmat di Syarikat Sarawak Energy Berhad.

Encik Zaidi bin Nasar was appointed to the Board of PERKESO as a member representing Insured Persons (Sarawak). He is the Chairman of the Malaysian Trade Union Congress, Sarawak Division and Deputy President of Syarikat SESCO Berhad Sarawak Workers' Union.

He is also Chairman of Harakah Islamiah (Hikmah), a member of the High Council of Hikmah Sarawak and a national referee under FAM. He is currently serving Syarikat Sarawak Energy Berhad.

Tan Sri Dato' Seri Mohd Annuar bin Zaini dilahirkan pada 16 Oktober 1951, berkelulusan Ijazah Master of Arts in Law & Diplomacy dari The Fletcher School of Law & Diplomacy, University Tufts, Amerika Syarikat dan Ijazah Sarjana Muda Sastera (Ekonomi) Kepujian dari Universiti Kebangsaan Malaysia. Beliau merupakan Ahli Lembaga PERKESO mewakili Orang yang Berpengalaman dalam Keselamatan Sosial sejak tahun 2020.

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

Beliau diperkenankan lantikan oleh Duli Yang Maha Mulia Paduka Seri Sultan Perak Darul Ridzuan sebagai Ahli Dewan Negara Perak pada Februari 2004, sebagai ahli pada tahun 2008 disusuli dengan lantikan sebagai Yang Dipertua Majlis Agama Islam dan Adat Melayu Perak pada Januari 2021, dan ahli Lembaga Pengampunan Negeri Perak pada tahun 2018.

Beliau berkhidmat sebagai Pengerusi Metropolitan Utilities Sdn Bhd (sejak 1993), Pengerusi MRCB Land Sdn Bhd (pada tahun 2022), Pengerusi UDA Holdings Berhad pada Mac 2023 dan menganggotai lembaga pengarah beberapa syarikat sendirian berhad.

Beliau pernah diamanahkan tanggungjawab sebagai Pengarah Eksekutif Berjaya Corporation Berhad (2001-2004), Pengerusi BERNAMA (Februari 2004 - Januari 2010), Ahli Lembaga Pengarah Malaysia Airlines System Berhad (2005-2011), Penasihat dan Ketua Eksekutif Pihak Berkuasa Pelaksanaan Koridor Utara (2007-2009), PLUS Expressways Berhad (2007-2012), Tropicana Corporation Berhad (2010-2015), Ahli Lembaga Pengarah (Bebas dan Bukan Eksekutif) Manulife Holdings Berhad, Manulife Insurance Berhad dan Manulife Investment Management (M) Berhad (2011-2020).

Beliau turut berperanan dalam bidang-bidang penyelidikan, akademik dan kesihatan. Dilantik sebagai Distinguished Fellow Institut Kajian Strategik dan Hubungan Antarabangsa pada tahun 2000, Ahli Lembaga Pengarah The Royal Perak Medical College (2005-2011), Ahli Lembaga Pengarah Universiti Malaya (2014-2019), Pengerusi International University of Malaya Wales (2014-2019), Pengerusi Universiti Malaya Specialist Centre (2015-2019) dan Ahli Lembaga Pengarah Universiti Malaya Holding (2017-2019).

Tan Sri Dato' Seri Mohd Annuar bin Zaini, born on 16th October 1951, earned a Master of Arts in Law & Diplomacy from The Fletcher School of Law & Diplomacy, Tufts University, United States, and a Bachelor of Arts (Economics) with Honours from the National University of Malaysia. Currently, he serves as a Board Member of PERKESO since 2020, representing individuals with expertise and experience in social security matters.

Commencing his career in the public service as an Administrative and Diplomatic Officer in 1977, he served in several ministries, federal departments, and the Perak State Government. He was seconded as the General Manager of the Perak Foundation from 1993 to 1999. In 1999, he smoothly transitioned from public service to embark on new opportunities within the private sector.

He was conferred with appointments by His Royal Highness the Sultan of Perak as a Member of the Council of Elders in February 2004, and as a member in 2008, ascending to the position of President of the Perak Council of Islamic Religion and Malay Customs in January 2021, and has been a member of the Perak State Pardon Board since 2018.

He has served as Chairman of Metropolitan Utilities Sdn Bhd since 1993, Chairman of MRCB Land Sdn Bhd (since 2022), Chairman of UDA Holdings Berhad (since March 2023), and board membership in several private limited companies.

He was entrusted with responsibilities as the Executive Director of Berjaya Corporation (2001-2004), Chairman of BERNAMA (February 2004-January 2010), member of the Board of Malaysia Airlines System Berhad (2005-2011), advisor and Chief Executive of the Northern Corridor Implementing Authority (2007-2009), PLUS Expressways Berhad (2007-2012), Tropicana Corporation Berhad (2010-2015), Board Member (Independent and Non-Executive) of Manulife Holdings Berhad, Manulife Insurance Berhad and Manulife Investment Management (M) Berhad (2011-2020).

He has made contributions to the research, academic and health care sectors serving as Distinguish Fellow of the Institute of Strategic Studies in International Relations (2000), Member of the Board of Directors of Royal Perak Medical College (2005-2011), Board Member of the University of Malaya (2014-2019), Chairman of the International University of Malaya Wales (2014-2019), Chairman of the University of Malaya Specialist Centre (2015-2019) and Board Member of University Malaya Holding (2017-2019).

TAN SRI DATO' SERI MOHD ANNUAR BIN ZAINI

Wakil Orang yang Berpengalaman dalam
Keselamatan Sosial
Representing Persons with Experience in Social
Security



DATO' DR. HAJI ADNAN BIN MAT

Wakil Orang yang Berpengalaman dalam Keselamatan Sosial

Representing Persons with Experience in Social Security



Dato' Dr. Haji Adnan bin Mat merupakan wakil Orang Berinsurans (Semenanjung). Beliau juga merupakan Presiden Kongres Kesatuan Pekerja- Pekerja di dalam Perkhidmatan Awam (CUEPACS) dan Presiden Kesatuan Kebangsaan Pekerja-Pekerja Pihak Berkuasa Tempatan Semenanjung Malaysia. Beliau mempunyai kelulusan dalam Diploma The Royal Society for the Promotion of Health (RSH London) dari Institut Kesihatan Umum Kuala Lumpur. Beliau juga memperoleh Ijazah Kedoktoran dalam bidang Doctor of Business Administration (APELQ) dari Asia E University pada tahun 2023.

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

Selaku Presiden CUEPACS, beliau telah dilantik sebagai Ahli Tetap Majlis Penasihat Buruh Kebangsaan Kementerian Sumber Manusia Malaysia, Ahli Lembaga Keselamatan Sosial (PERKESO), Ahli Lembaga Pelawat Hospital Putrajaya, Ahli Panel Perubatan Malaysia (MMA), Ahli Majlis Negara bagi Keselamatan dan Kesihatan Pekerjaan (MNKKP) dan Ahli Majlis Tindakan Sara Hidup Malaysi (NACCOL). Beliau juga terlibat secara aktif dalam gerakan Koperasi selaras dengan pelantikan beliau sebagai Setiausaha Koperasi KOSPETA Malaysia Berhad (Koop Negara No 66). Beliau di anugerahkan Pangkat Penolong Kanan Pesuruhjaya Bomba (KEHORMAT) pada 28 Disember 2023.

Dato' Dr. Haji Adnan bin Mat is a member representing Insured Persons (Peninsular Malaysia). He is also the President of the Congress of Unions of Employees in the Public and Civil Services (CUEPACS) and President of the National Local Authority Employees' Union (Peninsular Malaysia). He holds a Diploma in the Promotion of Health (Royal Society for the Promotion of Health) from the Institute of Public Health, Kuala Lumpur. He also obtained a doctorate in Business Administration (APELQ) from Asia E University in 2023.

He serves in the Sungai Petani Municipal Council, Kedah and is also the Chairman of the National Joint Council for Science & Technology Employees in the Implementing Group. He is a public service employee with a long history of involvement in unions.

As President of CUEPACS, has been appointed as a Permanent Member of the National Labour Advisory Council under the Ministry of Human Resources, a member of the Board of PERKESO, a member of the Visitors' Board of Putrajaya Hospital, panel member of the Malaysian Medical Association, a member of the National Council for Occupational Safety and Health and a member of the National Council for Cost of Living. He is also actively involved in the cooperative movement in line with his appointment as the Secretary to KOSPETA Malaysia Berhad (National Coop No. 66). He was also awarded the Honorary Post of Senior Assistant Commissioner of BOMBA on 28 December 2023.

Tuan Haji Mohd Effendy bin Abdul Ghani ialah Presiden Kongres Kesatuan Sekerja Malaysia sejak Julai 2022. Beliau mempunyai pengalaman yang luas dalam bidang kesatuan sekerja setelah memegang jawatan Setiausaha Agung Kesatuan Pekerja – Pekerja Perkeranian Pos Malaysia Berhad dari tahun 2008 hingga Januari 2020. Pada bulan Januari 2020 beliau dipilih menjawat jawatan Presiden sehingga kini.

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

Beliau mula memegang jawatan penting di UNI MLC apabila dilantik sebagai Penolong Setiausaha Agung pada tahun 2011 dan seterusnya sebagai Setiausaha Agung pada tahun 2019. Encik Mohd Effendy merupakan Ahli Majlis Am MTUC dari tahun 2008 hingga 2016. Pada tahun 2017 beliau dipilih menjawat jawatan Setiausaha Kewangan MTUC sehingga tahun 2019 dan dipilih menjadi Presiden pada Julai tahun 2022 sehingga kini.

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

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

Beliau terus meningkat dan mengembangkan profesionalismenya sebagai Unionist dalam Kesatuan Sekerja dari Institut Penyelidikan Buruh Kesatuan Kebangsaan Pekerja Bank (NUBE), Kuala Lumpur dalam Pengajian Profesional Kesatuan Sekerja (PSTU) dan Program di Pertubuhan Buruh Antarabangsa (ILO) dalam bidang Penganjuran & Perundingan Kolektif dalam Perusahaan Multinasional (MNE) di Pusat Latihan Antarabangsa (ITC), Turin, Itali serta Program Dasar dan Polisi Kesatuan Sekerja dalam Perdagangan Antarabangsa (TUSP) di Universiti Ankara Haci Bayram Veli, Ankara, Turki.

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

Tuan Haji Mohd Effendy Abdul Ghani is the President of Malaysian Trade Unions Congress (MTUC) since July 2022. He has vast experiences as Unionist as he was the General Secretary of Union of Pos Malaysia Clerical (UPCW) from 2008 to January 2020. Later, in January 2020, he was elected as the President of UPCW III now.

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

He started holding key positions in the national labor trade union movement in UNI MLC as Assistant Secretary General in 2011 and was elected Secretary General of UNI MLC in the 2019. His involvement in MTUC as a Member of the General Council from 2013 to 2016. In 2017, he was elected as the Financial Secretary of MTUC until 2019 and in the most recent election he was elected as President until today.

His involvement at the national level included being the Member of the Council of employee's representative at the National Labour Advisory Council Malaysia (NLAC), Industrial Court of Malaysia, PERKESO Appellate Board (JKRS), National Wages Consultative Council (NWCC). He also being appointed to the Board of Directors, PERKESO since July 2021 until today.

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

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

He works at Pos Malaysia since August 1994 and has been given leave to work fulltime in the union and being secondment at Union office since 2008 until today. In Pos Malaysia he also the Chairman Coordination of Pos Malaysia Union representing 5 Pos Malaysia Union including Sabah and Sarawak.

TUAN HAJI MOHD EFFENDY BIN ABDUL GHANI

Wakil Orang yang Berpengalaman dalam
Keselamatan Sosial
Representing Persons with Experience in Social
Security



ENCIK KWAN BOON DAT

Wakil Orang yang Berpengalaman dalam Keselamatan Sosial

Representing Persons with Experience in Social Security



Encik Kwan Boon Dat telah dilantik sebagai Ahli Lembaga Pengarah Pertubuhan Keselamatan Sosial (PERKESO), sebuah agensi kerajaan di bawah Kementerian Sumber Manusia pada 13 Januari 2023.

Beliau memegang Ijazah Sarjana Muda (Kepujian) Kejuruteraan Mekanikal dari Universiti Teknologi Malaysia. Beliau ialah Presiden Kelab Skuasy WD sejak tahun 2023.

Beliau memulakan kerjayanya di Wei Dat Steel Wire Sdn Bhd, (dulu dikenali sebagai Wei Dat Wire Mesh Netting Sdn Bhd), industri pembuatan dawai besi pada tahun 2002 sehingga kini. Beliau menjawat jawatan sebagai Jurutera Pengeluaran dan dinaikkan pangkat ke jawatan Ketua Operasi dari tahun 2007. Selepas empat tahun dalam jawatan Ketua Operasi, beliau menampilkan prestasi yang cemerlang dalam jawatannya dan dinaikkan pangkat untuk menjawat jawatan sebagai Pengurus Besar pada tahun 2011 dan Pengarah Eksekutif dari tahun 2017.

Kini beliau merupakan Pengarah Urusan Wei Dat Steel Wire Sdn Bhd dan Wei Dat Steel Wire Private Limited, memimpin para pekerja untuk merealisasikan visi dan misi syarikat. Beliau ialah seorang Pengarah Urusan yang didorong oleh hasil, motivasi diri dan bijak dengan keupayaan yang terbukti untuk membangun dan mengukuhkan pasukan pengurusan untuk memaksimumkan keuntungan dan kecekapan syarikat, berpengalaman memimpin dan mengembangkan semua sektor perniagaan untuk menjadikannya sebuah organisasi yang dinamik dan progresif.

Mr. Kwan Boon Dat was appointed as Member of Board of Director of Social Security Organization (PERKESO) [also known PERKESO] which is a government agency of the Ministry of Human Resources] since 13 January 2023.

He holds a Bachelor of Engineering (Honours) Degree in Mechanical Engineering from University Technology Malaysia. He is the President of the WD Squash Club since 2023.

He started his employment career with Wei Dat Steel Wire Sdn Bhd (formerly known as Wei Dat Wire Mesh Netting Sdn Bhd), manufacturing steel wire and wire mesh industry in 2002 to present. He started his career in the position of Production Engineer and was promoted to Head of Operations in the year 2007. After four years in the position of Head of Operations, he showed excellent performance in his position and was promoted to the position of General Manager in 2011 and Executive Director in 2017.

He is Managing Director of Wei Dat Steel Wire Sdn Bhd dan Wei Dat Steel Wire Private Limited, leading the employees to realise the company's vision and mission. He is a result driven, self-motivated and resourceful managing director with a proven ability to develop and strengthen management teams to maximise company profitability and efficiency; experienced leading and growing all sectors of a business to make it a dynamic and progressive organisation.

Datuk Selva Mookiah mempunyai pengalaman melebihi 30 tahun dalam bidang perkhidmatan dan penyelesaian undang-undang kepada pelanggan domestik, mahupun antarabangsa. Peranan penting yang dimainkan oleh beliau pada peringkat antarabangsa khususnya menjadikan beliau seorang yang berwibawa dan profesional.

Beliau adalah pakar dalam memberikan khidmat nasihat mengenai urus niaga korporat dan komersial rentas sempadan, litigasi sivil dan korporat, pertikaian pembinaan, audit forensik undang-undang dan perkhidmatan usaha wajar (*due diligence*), usaha sama antarabangsa, penstrukturan semula korporat, pengangkutan, amalan perbankan, pematuhan kawal selia syarikat dan keperluan kesetiausahaan syarikat. Beliau pernah memberikan perkhidmatan kepada syarikat swasta dan awam yang berpangkalan di Malaysia dan pertubuhan bukan kerajaan yang merangkumi pelbagai sektor ekonomi. Beliau juga berpengalaman memberikan perkhidmatan berkenaan keperluan penyenaian Bursa Malaysia Securities Berhad. Selain itu, beliau amat cekap mewakili pelanggan dalam litigasi mahkamah, timbang tara, adjudikasi, melantik peguam bagi menyelesaikan pertikaian strategik dan lain-lain yang berkaitan.

Ketokohan Datuk Selva boleh dilihat semasa interaksi dan rundingan dalam mewakili pelanggannya dengan pihak berkuasa kawal selia kerajaan serta kecekapan beliau dalam mengendalikan landskap kawal selia yang kompleks. Beliau juga merupakan Notari Awam yang telah dilantik oleh Peguam Negara.

Datuk Selva boasts over 30 years of extensive experience providing a comprehensive range of legal services and solutions to both domestic and international clients. His practice prominently features international and cross-border work, reflecting its integral role within his professional portfolio.

His clientele encompasses private and public listed companies based in Malaysia, as well as non-governmental organisations spanning various sectors of the economy. Datuk Selva's expertise encompasses advisory services on cross-border corporate and commercial transactions, civil and corporate litigation, construction disputes, legal forensic audit and due diligence services, international joint ventures, corporate restructuring, conveyancing, banking practices, company regulatory compliance, company secretarial requirements, and the listing requirements of Bursa Malaysia Securities Berhad. He adeptly represents clients in court litigation, arbitration, adjudication, mediation matters and provides strategic dispute resolution counsel across these domains.

Furthermore, Datuk Selva specialises in representing his clients in interactions and negotiations with governmental regulatory authorities, showcasing his proficiency in navigating complex regulatory landscapes. Additionally, he holds the distinction of being an appointed notary public.

DATUK SELVA MOOKIAH

Wakil Orang yang Berpengalaman dalam
Keselamatan Sosial
Representing Persons with Experience in Social
Security



ENCIK WEE HOCK KEE (AUDIT)

Permerhati
Observer



Encik Wee Hock Kee merupakan akauntan bertauliah yang diiktiraf oleh Institut Akauntan Malaysia (MIA). Beliau juga Fellow Bertauliah Institut Audit Dalaman Malaysia (IIAM) dan memperolehi Certified Risk Management Assurance (CRMA) dari IIA (US) pada tahun 2012.

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

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

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

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

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

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

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

AHLI PANEL PELABURAN

MEMBERS OF INVESTMENT PANEL



DATO' SRI SUBAHAN BIN KAMAL

Pengerusi Panel Pelaburan PERKESO
Chairman of PERKESO Investment Panel



DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED

Ketua Pegawai Eksekutif Kumpulan PERKESO
Group Chief Executive Officer of PERKESO



DR. MASTURA BINTI ABDUL KARIM
DILANTIK APPOINTED 1.8.2023

Wakil Kementerian Kewangan
Representative of Ministry of Finance



ENCIK LEONG PIT WEE

Wakil Majikan
Representative of Employees

AHLI PANEL PELABURAN MEMBERS OF INVESTMENT PANEL



DATO' DR. HAJI ADNAN BIN MAT

Wakil Orang Berinsurans
Representative of Insured Persons



ENCIK KANNAN THANGARASU
DILANTIK **APPOINTED** 1.3.2023

Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance



DATO' WEI CHUAN BENG
DILANTIK **APPOINTED** 1.8.2023

Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance



ENCIK NORSYAHRIN BIN HAMIDON

Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance

AHLI JAWATANKUASA LEMBAGA DAN PANEL PELABURAN

MEMBERS OF BOARD AND INVESTMENT PANEL COMMITTEES

JAWATANKUASA LEMBAGA 2023

BOARD COMMITTEE 2023

1. Dato' Sri Subahan bin Kamal
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Datuk Muhd Khair Razman bin Mohamed Annuar
4. Dato' Seri Ir. Dr. Zaini bin Ujang
5. Dato' Haji Amran bin Haji Ahmad
6. Dato' Mohd Zafir bin Ibrahim
7. Datin Rosni binti Mohd Yusoff
8. Dr. Priya ap Ragunath
9. Dato' Zainal bin Alhakab Seman
10. Dato' Nathan K Suppiah
11. Dato' Ahmad Nadzarudin bin Abdul Razak
12. Encik Nik Mustapha bin Nik Mohamed
13. Datin Hajah Rozilah binti Abdullah
14. Encik Leong Pit Wee
15. Dato' Dr. Hj Adnan bin Mat
16. Encik Mohd Effendy bin Abdul Ghani
17. Encik Awang Ali bin Ahmad Raji @ Amat
18. Encik Mohd Airy bin Arin
19. Puan Margaret Paul
20. Encik Zaidi bin Nasar
21. Tan Sri Mohd Annuar bin Zaini
22. Dato' Wei Chuan Beng
23. Encik Kwan Boon Dat
24. Datuk Selva al Mookiah
25. Encik Wee Hock Kee

Nota [Note](#) :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 1.8.2023

Dato' Seri Ir. Dr. Zaini bin Ujang sehingga [until](#) 25.9.2023

Dato' Haji Amran bin Haji Ahmad dilantik [appointed](#) 1.11.2023

Dato' Mohd Zafir bin Ibrahim sehingga [until](#) 31.7.2023

Datin Rosni binti Mohd Yusoff dilantik [appointed](#) 01.09.2023

Dr. Priya ap Ragunath sehingga [until](#) 31.7.2023

Dato' Zainal bin Alhakab Seman dilantik [appointed](#) 1.8.2023

Dato' Ahmad Nadzarudin bin Abdul Razak sehingga [until](#) 31.7.2023

Encik Nik Mustapha bin Nik Mohamed dilantik [appointed](#) 1.8.2023

Encik Awang Ali bin Ahmad Raji @ Amat sehingga [until](#) 31.7.2023

Encik Mohd Airy bin Arin dilantik [appointed](#) 1.8.2023

Puan Margaret Paul sehingga [until](#) 31.7.2023

Encik Zaidi bin Nasar dilantik [appointed](#) 1.8.2023

Dato' Wei Chuan Beng sehingga [until](#) 31.7.2023

Encik Kwan Boon Dat dilantik [appointed](#) 13.1.2023

Datuk Selva al Mookiah dilantik [appointed](#) 1.8.2023

JAWATANKUASA PANEL PELABURAN 2023 INVESTMENT PANEL COMMITTEE 2023

1. Dato' Sri Subahan bin Kamal
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Dr. Mastura binti Abdul Karim
4. Encik Leong Pit Wee
5. Dato' Dr. Haji Adnan bin Mat
6. Encik Kannan Thangarasu
7. Dato' Wei Chuan Beng
8. Encik Norsyahrin bin Hamidon
9. Puan Afidah Azwa binti Abdul Aziz
10. Datuk Idris bin Abdullah

Nota **Note** :

Dr. Mastura binti Abdul Karim dilantik **appointed** 1.8.2023

Encik Kannan Thangarasu dilantik **appointed** 1.3.2023

Dato' Wei Chuan Beng dilantik **appointed** 1.8.2023

Puan Afidah Azwa binti Abdul Aziz sehingga **until** 31.7.2023

Datuk Idris bin Abdullah sehingga **until** 31.7.2023

JAWATANKUASA GOVERNAN, ETIKA, AUDIT DAN RISIKO (GEAR) 2023 GOVERNANCE, ETHICS, AUDIT AND RISK (GEAR) COMMITTEE 2023

1. Encik Wee Hock Kee
2. Dato' Ahmad Nadzarudin bin Abdul Razak
3. Datin Hajah Rozilah binti Abdullah
4. Puan Margaret Paul
5. Encik Nik Mustapha bin Nik Mohammed
6. Encik Zaidi bin Nasar

Nota **Note** :

Dato' Ahmad Nadzarudin bin Abdul Razak sehingga **until** 31.7.2023

Puan Margaret Paul sehingga **until** 31.7.2023

Encik Nik Mustapha bin Nik Mohammed dilantik **appointed** 1.8.2023

Encik Zaidi bin Nasar dilantik **appointed** 1.8.2023

JAWATANKUASA KEWANGAN 2023 FINANCE COMMITTEE 2023

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

JAWATANKUASA PEROLEHAN 2023 PROCUREMENT COMMITTEE 2023

1. Datuk Muhd Khair Razman bin Mohamed Annuar
2. Dato' Sri Ir. Dr. Zaini bin Ujang
3. Dato' Haji Amran bin Haji Ahmad
4. Dato' Hajah Norison Binti Ramli
5. Encik Mohd Hazli bin Ahmad @ Adnan
6. Dato' Mohd Zafir bin Ibrahim
7. Datin Rosni binti Mohd Yusoff
8. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
9. Encik John Riba Anak Marin
10. Encik Edmund Cheong Peck Huang
11. Puan Sr. Zawiyah binti Kassim
12. Puan Sr. Khairul Nisaak binti Osman
13. Encik Sr. Mohammad Harith bin Mohd Yunos

Nota [Note](#) :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 31.7.2023

Dato' Seri Ir. Dr. Zaini bin Ujang dilantik [appointed](#) 1.8.2023

Dato' Haji Amran bin Haji Ahmad dilantik [appointed](#) 1.11.2023

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 1.8.2023

Encik Mohd Hazli bin Ahmad @ Adnan [sehingga](#) [until](#) 31.7.2023

Dato' Mohd Zafir bin Ibrahim sehingga [until](#) 31.7.2023

Datin Rosni binti Mohd Yusoff dilantik [appointed](#) 1.9.2023

Sr. Zawiyah binti Kassim dilantik [appointed](#) 1.8.2023

Sr. Khairil Nisaak binti Osman dilantik [appointed](#) 1.8.2023

Sr. Mohammad Harith bin Mohd Yunos dilantik [appointed](#) 1.8.2023

JAWATANKUASA PENGURUSAN PRESTASI 2023 PERFORMANCE MANAGEMENT COMMITTEE 2023

1. Dato' Wei Chuan Beng
2. Datuk Selva Kumar al Mookiah
3. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
4. Dato' Ahmad Nadzarudin bin Abdul Razak
5. Encik Kwan Boon Dat
6. Encik Mohd Effendy bin Abdul Ghani
7. Encik Nik Mustapha bin Nik Mohamed
8. Encik Edmund Cheong Peck Huang

Nota [Note](#) :

Encik Kwan Boon Dat dilantik [appointed](#) 13.1.2023

Datuk Selva Mookiah dilantik [appointed](#) 1.8.2023

JAWATANKUASA LEMBAGA SARAAN DAN PENCALONAN 2023 REMUNERATION AND NOMINATION BOARD COMMITTEE 2023

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

JAWATANKUASA PERJAWATAN 2023 ESTABLISHMENT COMMITTEE 2023

1. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
2. Encik Leong Pit Wee
3. Puan Ainul Radziah binti Zamhuri
4. Encik Mohd Razmi bin Khalid

JAWATANKUASA TATATERTIB 2023 DISCIPLINARY COMMITTEE 2023

1. Dato' Nathan K Suppiah
2. Dato' Sri Dr. Mohammed Azman bin Dato' Aziz Mohammed
3. Encik Leong Pit Wee
4. Dato' Hj Adnan bin Mat
5. Encik Mohd Razmi Bin Khalid
6. Puan Yusrina Binti Yusoff
7. Encik Borhan Bin Osman

JAWATANKUASA PUSAT REHABILITASI PERKESO TUN ABDUL RAZAK 2023 PERKESO TUN ABDUL RAZAK REHABILITATION CENTRE COMMITTEE 2023

1. Datuk Abu Huraira bin Abu Yazid
2. Dato' Sri Dr. Mohammed Azman Bin Aziz Mohammed
3. Datin Dr. Rameezan Begam Binti Abd Rahim
4. Encik Borhan Bin Osman
5. Puan Bathmavathi ap K Krishnan



JAWATANKUASA SKIM PEKERJAAN SENDIRI 2023 SELF-EMPLOYMENT SCHEME COMMITTEE 2023

1. Dato' Sri Subahan bin Kamal
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Datuk Muhd Khair Razman bin Mohamed Annuar
4. Dato' Hajah Norison binti Ramli
5. Datuk Nadzim bin Johan
6. Puan Nor Hazlina bte Ab Aziz
7. Puan Nor Ernahilda binti Mohd Reduan
8. Encik Harisrajudin bin Alaudin
9. Tuan Haji Abdul Hamid bin Bahari
10. Encik Faqroul Hafeez bin Saipuddin
11. Encik Zulhelmi bin Mansor
12. Encik Masrizal Bin Mahidin
13. Encik Amin bin Idris
14. Encik Khalil bin Haji Salleh

Nota [Note](#) :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 31.7.2023

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 1.8.2023

Puan Nor Hazlina bte Ab Aziz sehingga [until](#) 31.7.2023

Puan Nor Ernahilda binti Mohd Reduan dilantik [appointed](#) 1.9.2023

Encik Harisrajudin bin Alaudin sehingga [until](#) 31.7.2023

Encik Amin bin Idris dilantik [appointed](#) 1.8.2023

Encik Khalil bin Haji Salleh dilantik [appointed](#) 1.8.2023

JAWATANKUASA SISTEM INSURANS PEKERJAAN 2023 EMPLOYMENT INSURANCE SYSTEM COMMITTEE 2023

1. Dato' Sri Subahan bin Kamal
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Dato' Hajah Norison binti Ramli
4. Dr. Sharifah Adlina binti Syed Abdullah
5. Dato' Luqman bin Ahmad
6. Encik Kamal bin Pardi
7. Encik Wan Zulkfli bin Wan Setapa
8. Encik Awang Raduan bin Awang Omar
9. Encik Khalid bin Jali
10. Dato' Hj. Asri bin Ab Rahman
11. Ts. Abdul Halim bin Abd. Rahman
12. Datuk Mohamed Shafie bin Pakiri Mammal
13. Tuan Haji Shatiri bin Mansor
14. Encik Wang Heng Suan
15. Datuk Noraini binti Soltan
16. Dato' Jeffery Tan
17. Encik Chin Chee Seong
18. Prof. Datuk Dr. Norma binti Mansor
19. Encik Saminathan al Ganesan
20. Encik Mogan Kumar Raju

Nota [Note](#) :

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 23.10.2023

Dr. Sharifah Adlina binti Syed Abdullah dilantik [appointed](#) 01.09.2023

Encik Kamal bin Pardi dilantik [appointed](#) 20.11.2023

Ts. Abdul Halim bin Abd. Rahman dilantik [appointed](#) 20.11.2023

Tuan Haji Shatiri bin Mansor dilantik [appointed](#) 20.11.2023

Dato' Jeffery Tan dilantik [appointed](#) 01.08.2023

Encik Saminathan al Ganesan dilantik [appointed](#) 01.08.2023

Encik Mogan Kumar Raju dilantik [appointed](#) 20.11.2023

KEHADIRAN MESYUARAT BAGI TAHUN 2023

MEETING ATTENDANCE IN 2023

Jadual 1: Kehadiran Mesyuarat Lembaga PERKESO 2023

Table 1: PERKESO Board Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	6 / 6
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	6 / 6
3.	Datuk Muhd Khair Razman bin Mohamed Annuar	1 / 3
4.	Dato' Seri Ir. Dr. Zaini bin Ujang	1 / 1
5.	Dato' Haji Amran bin Haji Ahmad	1 / 1
6.	Dato' Mohd Zafir bin Ibrahim	2 / 3
7.	Datin Rosni binti Mohd Yusoff	0 / 1
8.	Dr. Priya ap Ragunath	3 / 4
9.	Dato' Zainal bin Alhakab Seman	1 / 2
10.	Dato' Nathan K Suppiah	6 / 6
11.	Dato' Ahmad Nadzarudin bin Abdul Razak	4 / 4
12.	Encik Nik Mustapha bin Nik Mohamed	2 / 2
13.	Datin Hajah Rozilah binti Abdullah	6 / 6
14.	Encik Leong Pit Wee	5 / 6
15.	Dato' Dr. Hj Adnan bin Mat	5 / 6
16.	Encik Mohd Effendy Bin Abdul Ghani	5 / 6
17.	Encik Awang Ali bin Ahmad Raji @ Amat	4 / 4
18.	Encik Mohd Airy bin Arin	2 / 2
19.	Puan Margaret Paul	4 / 4
20.	Encik Zaidi bin Nasar	2 / 2
21.	Tan Sri Mohd Annuar bin Zaini	6 / 6
22.	Dato' Wei Chuan Beng	2 / 2
23.	Encik Kwan Boon Dat	4 / 6
24.	Datuk Selva Mookiah	2 / 2
25.	Encik Wee Hock Kee	6 / 6

Nota Note :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until 1.8.2023](#)

Dato' Seri Ir. Dr. Zaini bin Ujang sehingga [until 25.9.2023](#)

Dato' Haji Amran bin Haji Ahmad dilantik [appointed 1.11.2023](#)

Dato' Mohd Zafir bin Ibrahim sehingga [until 31.7.2023](#)

Datin Rosni binti Mohd Yusoff dilantik [appointed 01.09.2023](#)

Dr. Priya ap Ragunath sehingga [until 31.7.2023](#)

Dato' Zainal bin Alhakab Seman dilantik [appointed 1.8.2023](#)

Dato' Ahmad Nadzarudin bin Abdul Razak sehingga [until 31.7.2023](#)

Encik Nik Mustapha bin Nik Mohamed dilantik [appointed 1.8.2023](#)

Encik Awang Ali bin Ahmad Raji @ Amat sehingga [until 31.7.2023](#)

Encik Mohd Airy bin Arin dilantik [appointed 1.8.2023](#)

Puan Margaret Paul sehingga [until 31.7.2023](#)

Encik Zaidi bin Nasar dilantik [appointed 1.8.2023](#)

Dato' Wei Chuan Beng sehingga [until 31.7.2023](#)

Encik Kwan Boon Dat dilantik [appointed 13.1.2023](#)

Datuk Selva al Mookiah dilantik [appointed 1.8.2023](#)

Jadual 2 : Kehadiran Mesyuarat Khas Lembaga PERKESO 2023

Table 2: PERKESO Special Board Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	3 / 3
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	3 / 3
3.	Datuk Muhd Khair Razman bin Mohamed Annuar	1 / 1
4.	Dato' Seri Ir. Dr. Zaini bin Ujang	1 / 1
5.	Dato' Haji Amran bin Haji Ahmad	1 / 1
6.	Dato' Mohd Zafir bin Ibrahim	1 / 1
7.	Datin Rosni binti Mohd Yusoff	1 / 1
8.	Dr. Priya ap Ragunath	1 / 1
9.	Dato' Zainal bin Alhakab Seman	2 / 2
10.	Dato' Nathan K Suppiah	3 / 3
11.	Dato' Ahmad Nadzarudin bin Abdul Razak	1 / 1
12.	Encik Nik Mustapha bin Nik Mohamed	2 / 2
13.	Datin Hajah Rozilah binti Abdullah	3 / 3
14.	Encik Leong Pit Wee	3 / 3
15.	Dato' Dr. Hj Adnan bin Mat	2 / 3
16.	Encik Mohd Effendy Bin Abdul Ghani	3 / 3
17.	Encik Awang Ali bin Ahmad Raji @ Amat	1 / 1
18.	Encik Mohd Airy bin Arin	2 / 2
19.	Puan Margaret Paul	1 / 1
20.	Encik Zaidi bin Nasar	1 / 1
21.	Tan Sri Mohd Annuar bin Zaini	2 / 3
22.	Dato' Wei Chuan Beng	0 / 1
23.	Encik Kwan Boon Dat	1 / 3
24.	Datuk Selva Mookiah	1 / 1
25.	Encik Wee Hock Kee (Pemerhati)	3 / 3

Nota [Note](#) :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 1.8.2023

Dato' Seri Ir. Dr. Zaini bin Ujang sehingga [until](#) 25.9.2023

Dato' Haji Amran bin Haji Ahmad dilantik [appointed](#) 1.11.2023

Dato' Mohd Zafir bin Ibrahim sehingga [until](#) 31.7.2023

Datin Rosni binti Mohd Yusoff dilantik [appointed](#) 01.09.2023

Dr. Priya ap Ragunath sehingga [until](#) 31.7.2023

Dato' Zainal bin Alhakab Seman dilantik [appointed](#) 1.8.2023

Dato' Ahmad Nadzarudin bin Abdul Razak sehingga [until](#) 31.7.2023

Encik Nik Mustapha bin Nik Mohamed dilantik [appointed](#) 1.8.2023

Encik Awang Ali bin Ahmad Raji @ Amat sehingga [until](#) 31.7.2023

Encik Mohd Airy bin Arin dilantik [appointed](#) 1.8.2023

Puan Margaret Paul sehingga [until](#) 31.7.2023

Encik Zaidi bin Nasar dilantik [appointed](#) 1.8.2023

Dato' Wei Chuan Beng sehingga [until](#) 31.7.2023

Encik Kwan Boon Dat dilantik [appointed](#) 13.1.2023

Datuk Selva al Mookiah dilantik [appointed](#) 1.8.2023

Jadual 3: Kehadiran Mesyuarat Panel Pelaburan 2023**Table 3: Investment Panel Meeting Attendance in 2023**

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	8 / 8
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	8 / 8
3.	Dr. Mastura binti Abdul Karim	1 / 3
4.	Encik Leong Pit Wee	6 / 8
5.	Dato' Dr. Haji Adnan bin Mat	4 / 8
6.	Encik Kannan Thangarasu	7 / 7
7.	Dato' Wei Chuan Beng	1 / 3
8.	Encik Norsyahrin bin Hamidon	2 / 3
9.	Puan Afidah Azwa binti Abdul Aziz	5 / 5
10.	Datuk Idris bin Abdullah	4 / 5

Nota **Note** :Dr. Mastura binti Abdul Karim dilantik **appointed** 1.8.2023Encik Kannan Thangarasu dilantik **appointed** 1.3.2023Dato' Wei Chuan Beng dilantik **appointed** 1.8.2023Puan Afidah Azwa binti Abdul Aziz sehingga **until** 31.7.2023Datuk Idris bin Abdullah sehingga **until** 31.7.2023**Jadual 4: Kehadiran Mesyuarat Khas Panel Pelaburan 2023****Table 4: Investment Panel Special Meeting Attendance in 2023**

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	2 / 2
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
3.	Puan Afidah Azwa binti Abdul Aziz	1 / 2
4.	Encik Leong Pit Wee	1 / 2
5.	Dato' Dr. Haji Adnan bin Mat	2 / 2
6.	Datuk Idris bin Abdullah	2 / 2
7.	Encik Kannan Thangarasu	1 / 1

Nota **Note** :Encik Kannan Thangarasu dilantik **appointed** 1.3.2023Puan Afidah Azwa binti Abdul Aziz sehingga **until** 31.7.2023Datuk Idris bin Abdullah sehingga **until** 31.7.2023

Jadual 5 : Kehadiran Mesyuarat Jawatankuasa GEAR 2023**Table 5: GEAR Committee Meeting Attendance in 2023**

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Encik Wee Hock Kee	7 / 7
2.	Dato' Ahmad Nadzarudin bin Abdul Razak	4 / 4
3.	Datin Hajah Rozilah binti Abdullah	7 / 7
4.	Puan Margaret Paul	4 / 4
5.	Encik Nik Mustapha bin Nik Mohammed	3 / 3
6.	Encik Zaidi bin Nasar	2 / 3

Nota **Note :**

Dato' Ahmad Nadzarudin bin Abdul Razak sehingga [until](#) 31.7.2023

Puan Margaret Paul sehingga [until](#) 31.7.2023

Encik Nik Mustapha bin Nik Mohammed dilantik [appointed](#) 1.8.2023

Encik Zaidi bin Nasar dilantik [appointed](#) 1.8.2023

Jadual 6 : Kehadiran Mesyuarat Lembaga Perolehan 2023**Table 6: Procurement Committee Meeting Attendance in 2023**

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Datuk Muhd Khair Razman bin Mohamed Annuar	3 / 9
2.	Dato' Sri Ir. Dr. Zaini bin Ujang	1 / 9
3.	Dato' Haji Amran bin Haji Ahmad	2 / 9
4.	Dato' Hajah Norison binti Ramli	1 / 9
5.	Encik Mohd Hazli bin Ahmad @ Adnan	2 / 9
6.	Dato' Mohd Zafir bin Ibrahim	3 / 9
7.	Datin Rosni binti Mohd Yusoff	2 / 9
8.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	7 / 9
9.	Encik John Riba Anak Marin	1 / 9
10.	Encik Edmund Cheong Peck Huang	8 / 9
11.	Puan Sr. Zawayah binti Kassim	8 / 9
12.	Puan Sr. Khairul Nisaak binti Osman	1 / 9
13.	Encik Sr. Mohammad Harith bin Mohd Yunos	0 / 9

Nota **Note :**

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 31.7.2023

Dato' Seri Ir. Dr. Zaini bin Ujang dilantik [appointed](#) 1.8.2023

Dato' Haji Amran bin Haji Ahmad dilantik [appointed](#) 1.11.2023

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 1.8.2023

Encik Mohd Hazli bin Ahmad @ Adnan sehingga [until](#) 31.7.2023

Dato' Mohd Zafir bin Ibrahim sehingga [until](#) 31.7.2023

Datin Rosni binti Mohd Yusoff dilantik [appointed](#) 1.9.2023

Sr. Zawayah binti Kassim dilantik [appointed](#) 1.8.2023

Sr. Khairul Nisaak binti Osman dilantik [appointed](#) 1.8.2023

Sr. Mohammad Harith bin Mohd Yunos dilantik [appointed](#) 1.8.2023

Sr. Mohammad Harith bin Mohd Yunos (Dilantik 1.8.2023 sehingga [until](#) 31.7.2025)

Jadual 7 : Kehadiran Mesyuarat Jawatankuasa Kewangan 2023*Table 7: Finance Committee Meeting Attendance in 2023*

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

Jadual 8 : Kehadiran Mesyuarat Jawatankuasa Pengurusan Prestasi 2023*Table 8: Performance Management Committee Meeting Attendance in 2023*

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Wei Chuan Beng	2 / 2
2.	Datuk Selva Kumar al Mookiah	1 / 1
3.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 3
4.	Dato' Ahmad Nadzarudin bin Abdul Razak	2 / 3
5.	Encik Kwan Boon Dat	3 / 3
6.	Encik Mohd Effendy bin Abdul Ghani	3 / 3
7.	Encik Nik Mustapha bin Nik Mohamed	1 / 1
8.	Encik Edmund Cheong Peck Huang	3 / 3

Jadual 9 : Kehadiran Mesyuarat Jawatankuasa Lembaga Saraan dan Pencalonan 2023*Table 9: Remuneration and Nomination Board Committee Meeting Attendance in 2023*

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Tan Sri Mohd Annuar bin Zaini	2 / 2
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
3.	Encik Leong Pit Wee	2 / 2
4.	Encik Effendy bin Abdul Ghani	2 / 2
5.	Encik Borhan bin Osman	2 / 2
6.	Mohd Razmi bin Khalid	2 / 2
7.	Mohd Shahr bin Ismail	2 / 2
8.	Tuan Azman bin Tuan Yaakob	2 / 2

Jadual 10: Kehadiran Mesyuarat Jawatankuasa Perjawatan 2023*Table 10: Establishment Committee Meeting Attendance in 2023*

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	4 / 4
2.	Encik Leong Pit Wee	2 / 2
3.	Puan Ainul Radziah binti Zamhuri	3 / 4
4.	Encik Mohd Razmi bin Khalid	4 / 4

Jadual 11: Kehadiran Mesyuarat Jawatankuasa Tatatertib 2023

Table 11: Disciplinary Committee Meeting Attendance in 2023

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

Jadual 12 : Kehadiran Mesyuarat Lembaga Pusat Rehabilitasi Tun Abdul Razak 2023

Table 12: Tun Abdul Razak Rehabilitation Centre Committee Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Datuk Abu Huraira bin Abu Yazid	6 / 6
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	6 / 6
3.	Datin Dr. Rameezan Begam binti Abd Rahim	4 / 6
4.	Encik Borhan bin Osman	6 / 6
5.	Puan Bathmavathi a/p K Krishnan	6 / 6

Jadual 13 : Kehadiran Mesyuarat Khas Lembaga Pusat Rehabilitasi 2023

Table 13: Rehabilitation Centre Board Special Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Datuk Abu Huraira bin Abu Yazid	6 / 6
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	6 / 6
3.	Datin Dr. Rameezan Begam binti Abd Rahim	4 / 6
4.	Encik Borhan bin Osman	6 / 6
5.	Puan Bathmavathi a/p K Krishnan	6 / 6

Jadual 14 : Kehadiran Mesyuarat Jawatankuasa Skim Pekerjaan Sendiri 2023
Table 14: Self-Employment Scheme Committee Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	2 / 2
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
3.	Datuk Muhd Khair Razman bin Mohamed Annuar	0 / 2
4.	Dato' Hajah Norison binti Ramli	1 / 2
5.	Datuk Nadzim bin Johan	2 / 2
6.	Puan Nor Hazlina bte Ab Aziz	1 / 2
7.	Puan Nor Ernahilda binti Mohd Reduan	1 / 2
8.	Encik Harisrajudin bin Alaudin	1 / 2
9.	Tuan Haji Abdul Hamid bin Bahari	2 / 2
10.	Encik Faqroul Hafeez bin Saipuddin	1 / 2
11.	Encik Zulhelmi bin Mansor	1 / 2
12.	Encik Masrizal bin Mahidin	2 / 2
13.	Encik Amin bin Idris	1 / 2
14.	Encik Khalil bin Haji Salleh	1 / 2

Nota Note :

Datuk Muhd Khair Razman bin Mohamed Annuar sehingga [until](#) 31.7.2023

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 1.8.2023

Puan Nor Hazlina bte Ab Aziz sehingga [until](#) 31.7.2023

Puan Nor Ernahilda binti Mohd Reduan dilantik [appointed](#) 1.9.2023

Encik Harisrajudin bin Alaudin sehingga [until](#) 31.7.2023

Encik Amin bin Idris dilantik [appointed](#) 1.8.2023

Encik Khalil bin Haji Salleh dilantik [appointed](#) 1.8.2023



Jadual 15 : Kehadiran Mesyuarat Jawatankuasa Insurans Pekerja 2023
Table 15: Employment Insurance System Committee Meeting Attendance in 2023

BIL NO	NAMA NAME	KEHADIRAN ATTENDANCE
1.	Dato' Sri Subahan bin Kamal	2 / 2
2.	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
3.	Dato' Hajah Norison binti Ramli	0 / 0
4.	Dr. Sharifah Adlina binti Syed Abdullah	0 / 0
5.	Dato' Luqman bin Ahmad	0 / 2
6.	Encik Kamal bin Pardi	0 / 0
7.	Encik Wan Zulkfli bin Wan Setapa	1 / 2
8.	Encik Awang Raduan bin Awang Omar	2 / 2
9.	Encik Khalid bin Jali	2 / 2
10.	Dato' Hj. Asri bin Ab Rahman	2 / 2
11.	Ts. Abdul Halim bin Abd. Rahman	0 / 0
12.	Datuk Mohamed Shafie bin Pakiri Mammal	2 / 2
13.	Tuan Haji Shatiri bin Mansor	0 / 0
14.	Encik Wang Heng Suan	2 / 2
15.	Datuk Noraini bt Soltan	2 / 2
16.	Dato' Jeffery Tan	1 / 1
17.	Encik Chin Chee Seong	1 / 2
18.	Prof. Datuk Dr. Norma binti Mansor	2 / 2
19.	Encik Saminathan al Ganesan	1 / 1
20.	Encik Mogan Kumar Raju	0 / 0

Nota **Note :**

Dato' Hajah Norison binti Ramli dilantik [appointed](#) 23.10.2023

Dr. Sharifah Adlina binti Syed Abdullah dilantik [appointed](#) 01.09.2023

Encik Kamal bin Pardi dilantik [appointed](#) 20.11.2023

Ts. Abdul Halim bin Abd. Rahman dilantik [appointed](#) 20.11.2023

Tuan Haji Shatiri bin Mansor dilantik [appointed](#) 20.11.2023

Dato' Jeffery Tan dilantik [appointed](#) 01.08.2023

Encik Saminathan al Ganesan dilantik [appointed](#) 01.08.2023

Encik Mogan Kumar Raju dilantik [appointed](#) 20.11.2023



ULASAN TADBIR URUS KORPORAT CORPORATE GOVERNANCE REVIEW'S



Di Pertubuhan Keselamatan Sosial ("PERKESO"), Lembaga Pengarah ("Lembaga") komited untuk mengekalkan sistem pengurusan risiko dan kawalan dalaman yang berkesan seterusnya menegakkan dan melaksanakan budaya dan persekitaran yang kukuh untuk membolehkan objektif organisasi tercapai. Berikut merupakan sifat dan skop pengurusan risiko dan kawalan dalaman di PERKESO bagi tahun kewangan berakhir 31 Disember 2023.

In Social Security Organisation ("PERKESO"), the Board of Directors ("Board") is committed in maintaining a sound system of risk management and internal control whilst continuing to uphold and implementing a strong culture and environment for the proper conduct of its business operations. Set out below outlines the nature and scope of risk management and internal control of PERKESO for the financial year ended 31 December 2023.

TANGGUNGJAWAB LEMBAGA

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

Pelaksanaan kawalan ini dijalankan oleh pihak Pengurusan. Pihak Pengurusan yang sentiasa mengemas kini risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan atau meminimumkan risiko tersebut. Bidang kritikal ini dikawal selia oleh Jawatankuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga ("BGC") yang terdiri daripada ahli Lembaga dan ahli daripada pihak bebas. BGC bertanggungjawab dalam menyokong kawalan dalaman, proses tadbir urus dan pengurusan risiko.

Sistem pengurusan risiko dan kawalan dalaman PERKESO direka untuk memenuhi keperluan khusus organisasi, iaitu mengurus risiko dengan cekap dan berkesan yang mungkin boleh menghalang pencapaian objektif organisasi, menyediakan maklumat untuk pelaporan yang tepat dan memastikan pematuan dengan keperluan peraturan dan undang-undang.

Proses pengenalpastian, penilaian, pemantauan dan pengurusan risiko ketara yang boleh menjejaskan objektif organisasi secara material telah dilaksanakan sepanjang tahun dan dinilai secara berkala oleh Lembaga. Sebanyak 6 mesyuarat telah diadakan pada tahun 2023 dan mesyuarat terakhir telah diadakan pada 14 Disember 2023.

BOARD RESPONSIBILITY

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

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

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

The process for the identification, evaluation, monitoring and managing of significant risks that may materially affect the organisation's business objectives has been in place throughout the year under review and regularly appraised by the Board. A total of 6 meetings were held in 2023 and the last meeting was held on 14 December 2023.

Lembaga menyadari bahawa sistem-sistem ini direka untuk mengurus dan mengurangkan risiko, dan bukannya melenyapkan risiko kegagalan untuk mencapai objektif PERKESO mengikut tahap risiko yang ditetapkan oleh Lembaga dan Pengurusan. Oleh itu, sistem ini hanya boleh memberikan jaminan yang munasabah dan bukan mutlak terhadap salah nyata material, kerugian, atau penipuan. Konsep jaminan munasabah organisasi juga mengiktiraf bahawa kos prosedur kawalan tidak boleh melebihi faedah manfaat.

TANGGUNGJAWAB PENGURUSAN

Pengurusan bertanggungjawab untuk melaksanakan dasar dan prosedur Lembaga mengenai risiko dan kawalan, yang terdiri daripada peranan-peranan berikut:

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

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

MANAGEMENT RESPONSIBILITY

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

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



PENGURUSAN RISIKO DAN SISTEM KAWALAN DALAMAN

PERKESO telah menyediakan sistem pengurusan risiko dan kawalan dalaman untuk menguruskan risiko dan kawalan dalaman yang menjejaskan operasi perniagaannya. Pihak Pengurusan bertanggungjawab merealisasikan sistem pengurusan risiko dan kawalan dalaman. Laporan berkala mengenai risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan atau meminimumkan risiko dan jurang dalam sistem kawalan dalaman dibentangkan kepada Jawatankuasa Pengurusan Risiko & Kemampunan Kewangan ("RMSC"), BGC dan seterusnya kepada Lembaga.

Ciri-ciri utama sistem ini ialah lima baris pertahanan dengan tanggungjawab yang jelas dan akauntabiliti untuk pengurusan risiko dan kawalan dalaman.

RISK MANAGEMENT & INTERNAL CONTROL SYSTEMS

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

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

BARISAN PERTAMA FIRST LINE	BARISAN KEDUA SECOND LINE	BARISAN KETIGA THIRD LINE	BARISAN KEEMPAT FOURTH LINE	BARISAN KELIMA FIFTH LINE
Pengurusan Management		Jaminan Assurance	Pengawalseliaan Oversight	
Bertanggungjawab mengurus risiko dan kawalan dalaman di peringkat operasi <i>Responsible for managing risk and internal controls at the operational level</i>	Pemantauan risiko dan kawalan dalaman yang ditetapkan oleh Pengurusan <i>Risk monitoring and internal controls set by Management</i>	Menyediakan tahap objektiviti, jaminan bebas, dan keyakinan kepada Pengurusan Tertinggi dan Ahli Lembaga tentang keberkesanan governan, risiko dan kawalan <i>Provide a level of objectivity, independent assurance, and confidence to Top Management and Board Members on the effectiveness of governance, risk and control</i>	Memberi gambaran holistik kepada Lembaga mengenai keberkesanan pengurusan barisan hadapan dan jaminan bebas <i>Provide a holistic view to the Board on the effectiveness of frontline management and independent assurance</i>	Pengawalseliaan tadbir urus korporat dan hala tuju Rangka Kerja Governan, Risiko, Kawalan (GRC) Lembaga <i>Regulating the corporate governance and the direction of the Board's Governance Risk Control (GRC)</i>
Operasi <i>Operations</i>	Ibu Pejabat (HQ) <i>Headquarters (HQ)</i>	Audit dan Risiko <i>Audit and Risk</i>	Jawatankuasa Lembaga <i>Board Committee</i>	Lembaga PERKESO <i>PERKESO Board</i>

PENGURUSAN RISIKO

Pada 30 November 2022, Rangka Kerja Pengurusan Risiko ("Rangka Kerja ERM") telah disemak semula dan diluluskan oleh Lembaga. Ini adalah sebagai sebahagian daripada inisiatif penambahbaikan berterusan untuk sejajar dengan piawaian antarabangsa terkini serta amalan tadbir urus korporat. Rangka Kerja ERM menyediakan PERKESO pendekatan berstruktur untuk mengenal pasti, menilai dan menguruskan risiko utama secara proaktif ke tahap optimum. Selaras dengan komitmen PERKESO untuk menyampaikan nilai mampan, tujuan rangka kerja ERM adalah menyediakan pendekatan bersepadu dan teratur di seluruh organisasi.

RISK MANAGEMENT

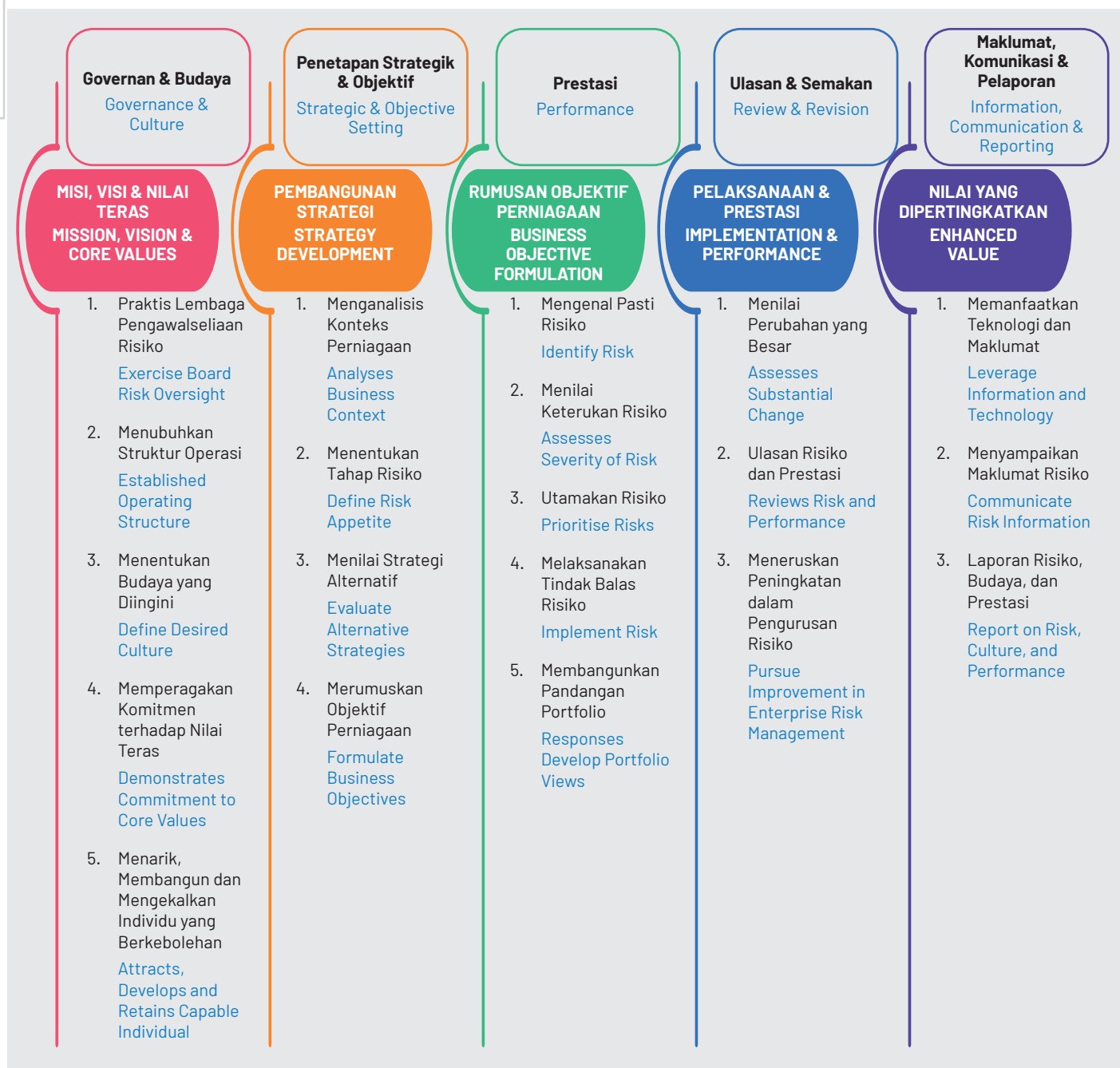
On 30 November 2022, the Enterprise Risk Management Framework ("ERM Framework") has been revised and approved by the Board as part of continuous improvement initiatives to align with the latest international standards as well as the corporate governance practices. The ERM Framework provides PERKESO a structured approach to proactively identify, evaluate, and manage key risks to an optimal level. In line with the PERKESO's commitment to deliver sustainable value, the ERM framework aims to provide an integrated and organised approach organisation wide.

Rangka Kerja ERM ini yang berkuat kuasa pada 11 Januari 2023 telah menerima pakai Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017 untuk membimbing Pengurusan dalam mengenal pasti risiko utama yang boleh memberi kesan buruk kepada PERKESO tepat pada masanya dan membangunkan pelan mitigasi yang bersesuaian.

Rangka Kerja ERM ialah satu set prinsip yang disusun dalam lima komponen yang saling berkaitan seperti berikut:

The ERM Framework, which is effective on 11 January 2023, primarily adopts the Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017 to guide the Management in identifying the right key risks that could have an adverse impact on PERKESO timely and develop the appropriate mitigation plans.

The ERM Framework is a set of principles organised into five interrelated components shown as follows:



PENGAWALSELIAAN PENGURUSAN RISIKO

BGC dan Lembaga berperanan di dalam pengawalseliaan pengurusan risiko. BGC dan Lembaga akan menetapkan hala tuju strategik untuk peranan risiko, tanggungjawab, dan struktur pelaporan risiko. Pengurusan melalui RMSC bertanggungjawab untuk membuat pelaporan berkala kepada BGC dan Lembaga mengenai aktiviti pengurusan risiko bagi memastikan BGC dan Lembaga menilai dan menasihati semua aspek ERM, dan kawasan risiko yang ketara dan trend risiko.

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

Struktur penyertaan dan pelaporan Lembaga dan Pengurusan adalah seperti berikut:



RMSC dibantu oleh Cawangan Pengurusan Risiko (CPR) di Bahagian Audit dan Risiko ("BAR"). Peranan utama CPR adalah untuk memastikan pelaksanaan rangka kerja pengurusan risiko, program dan pendidikan berkaitan risiko yang berkesan di seluruh organisasi. Selain itu, CPR juga membuat penyediaan penilaian bebas dan objektif risiko serta pelaporan tepat pada masanya kepada RMSC, BGC dan Lembaga.

RISK MANAGEMENT OVERSIGHT

The oversight role of risk management is carried out by the BGC and the Board. The BGC and the Board sets the strategic direction for risk roles, responsibilities, and risk reporting structures. The periodic reporting to both the BGC and the Board on risk management activities undertaken by Management via RMSC keeps the BGC and the Board apprised and advised of all aspects of ERM, and significant risk areas and risk trends.

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

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

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

DASAR PENGURUSAN RISIKO

Lembaga menyedari bahawa risiko adalah sebahagian daripada organisasi yang boleh memberi ancaman dan peluang. Untuk mencapai matlamat korporat dan memenuhi jangkaan pemegang saham, Lembaga perlu membuat keputusan yang akan melibatkan beberapa tahap risiko. Dasar risiko berikut menyediakan panduan mengenai pengurusan risiko dan terpakai di semua Bahagian dan Syarikat Subsidiari:

- Mengintegrasikan pengurusan risiko ke dalam budaya PERKESO, aktiviti perniagaan dan proses membuat keputusan.
- Menjangka dan bertindak balas terhadap perubahan keperluan operasi, sosial, alam sekitar, dan pengawalseliaan secara proaktif.
- Menguruskan risiko secara pragmatik, ke tahap yang boleh diterima mengikut keadaan setiap situasi.
- Memastikan semua cadangan yang dikemukakan kepada Lembaga oleh Pengurusan berkaitan dengan strategi, projek utama, tindakan penting, atau pelaburan mesti termasuk di dalam laporan penilaian risiko secara terperinci.
- Melaksanakan rangka kerja pengurusan risiko yang mantap dan mampan sejajar dengan visi, misi dan mengikut amalan terbaik PERKESO.

TAHAP RISIKO

Pernyataan Tahap Risiko PERKESO mentakrifkan tahap komitmen dan sempadan organisasi di mana ia beroperasi dan membimbing organisasi dalam membuat keputusan dengan menerapkan kesedaran risiko di dalam aktiviti. Pernyataan tahap risiko seharusnya dapat memberi panduan yang jelas mengenai pendekatan risiko yang boleh dan tidak boleh diterima. Ia mengartikulasikan skala risiko pada tahap yang luas dan mencerminkan sikap menyeluruh PERKESO terhadap risiko yang disediakan dalam mencapai objektif strategiknya. Pernyataan Tahap Risiko telah disemak dan diluluskan oleh Lembaga pada 14 Disember 2023 bagi memastikan ia kekal relevan memandangkan landskap risiko berubah-ubah.

Pernyataan Tahap Risiko yang disemak semula ini adalah fleksibel. Ia disesuaikan dengan perubahan keadaan di samping dapat menyediakan ambang yang relevan bagi membimbing PERKESO membuat keputusan supaya ia berada dalam julat yang boleh diterima sekali gus boleh disesuaikan dan mudah difahami.

RISK MANAGEMENT POLICY

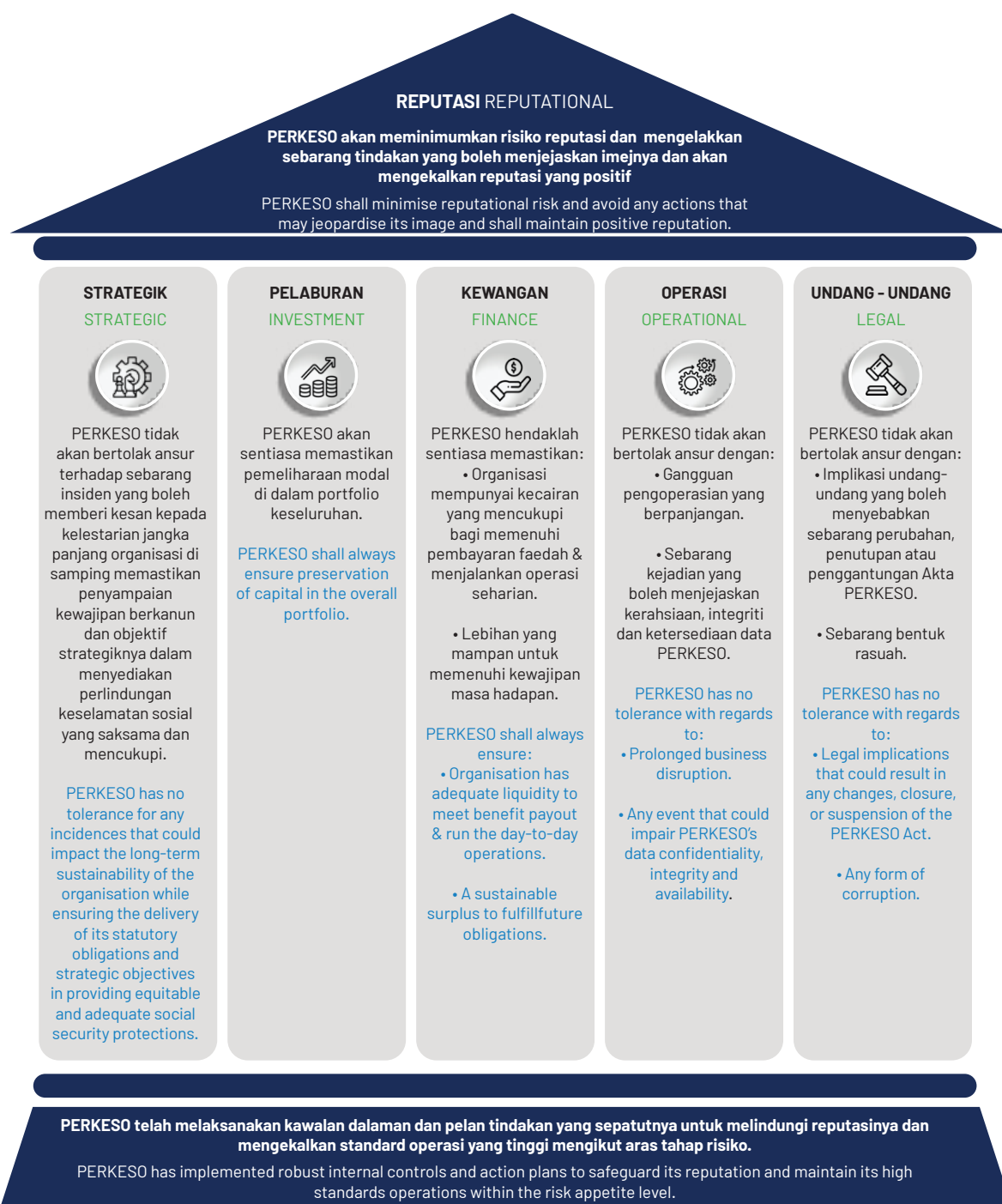
The Board recognises that risk is an inherent part of the organisation's business, presenting both threats and opportunities. In order to achieve corporate goals and meet shareholders' expectations, the Board would have to make decisions which will involve some degree of risk. The following risk policy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

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

RISK APPETITE

The PERKESO Risk Appetite Statement defines the organisation's commitment and boundaries under which it operates and guides the organisation in making decisions by embedding risk consciousness into its activities. The risk appetite statement should provide clear guidance on the approach towards which risks are acceptable and unacceptable. It articulates the scale of risk at a broad level and reflects the overarching attitude on risk that PERKESO is prepared to take in pursuit of its strategic objectives. The Risk Appetite Statement was revised and approved by the Board on 14 December 2023 to ensure that they remain relevant in light of the changing risk landscape.

The revised Risk Appetite Statement is flexible to adapt to changing conditions while providing relevant thresholds that guide decision-making to be within acceptable ranges expected by PERKESO while being adaptable and simple to understand.



PROSES PENGURUSAN RISIKO

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

RISK MANAGEMENT PROCESS

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



Terdapat pengkategorian tahap risiko yang jelas. Risiko individu diukur berdasarkan tahap toleransi yang ditetapkan. Parameter risiko yang konsisten telah ditakrifkan secara 3 peringkat dan profil risiko adalah disatukan dan diagregatkan dari 3 peringkat tersebut untuk menyatukan pandangan terhadap pendedahan risiko di peringkat organisasi.

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

PENGURUSAN RISIKO STRATEGIK, OPERASI DAN PELABURAN

Konteks PERKESO menguruskan risiko dan fokus utama akauntabiliti adalah seperti berikut:

- Risiko strategik ialah strategi dan persekitaran di mana PERKESO beroperasi. Jika risiko ini tidak diuruskan dengan teliti, pendapatan mungkin berkurangan. PERKESO berusaha menangani risiko ini selaras dengan Pelan Strategik dan Transformasi PERKESO. PERKESO melaksanakan pengawasan secara berhemah ke atas operasi perniagaan, pelaksanaan keputusan dan penggunaan sumber dalam mengejar aktiviti strategik bagi mencapai matlamat strategiknya.
- Risiko operasi wujud dalam semua aktiviti dan proses. Ia wujud dalam urusan perniagaan dan akan memuncak apabila PERKESO melaksanakan perubahan kepada organisasi. Apabila ia berlaku, ia boleh memberi kesan kepada pencarum PERKESO dan keupayaan untuk berkhidmat. PERKESO berkemungkinan bertanggungjawab terhadap sebarang kerugian yang boleh menjejaskan prestasi operasi. PERKESO menguruskan kejadian risiko melalui pengenalpastian, pelaporan dan penyelesaian bagi mengelakkan kejadian tersebut berulang.
- Risiko pelaburan merujuk kepada tahap ketidakpastian dan atau potensi kerugian kewangan yang wujud dalam keputusan pelaburan. PERKESO menguruskan risiko ini melalui dasar dan garis panduan pelaburan yang ditetapkan, pengawasan oleh Panel Pelaburan dan tindakan pengurusan sebagai sistem amaran awal.

MANAGEMENT OF STRATEGIC, OPERATIONAL AND INVESTMENT RISKS

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

- Strategic risks relate to PERKESO strategy and the environment in which PERKESO's operate. If these risks are not carefully managed, the income may decrease. PERKESO's seek to address these risks by responding to the challenges faced aligned with Pelan Strategik dan Transformasi PERKESO. PERKESO exercises prudent stewardship over the operations of its business, decision execution and resource deployment in pursuit of strategic activities to achieve its strategic goals.
- Operational risks are inherent in all activities and processes. They exist in the normal course of business and are sometimes heightened when PERKESO implement changes to the organisation. When operational risk events occur, this may impact PERKESO contributors and the ability to serve. PERKESO may be liable for financial losses or fines, which could affect the operational performance. PERKESO manages risk events through identification, reporting and resolution to prevent risk events from recurring.
- Investment risks refers to the degree of uncertainty and or potential financial loss inherent in an investment decision. PERKESO manages this risk via defined investment policy and guidelines, oversight by the Investment Panel and management action triggers as an early warning system.

Pengurusan risiko pelaburan PERKESO dibahagikan kepada tiga kategori utama seperti berikut:

Risiko Pelaburan

- Timbul daripada pergerakan pasaran, yang boleh menyebabkan penurunan nilai aset di bawah pengurusan.

Pendedahan Risiko Kredit

- PERKESO menghadapi risiko kredit kerana pendedahan rakan niaga.

Risiko Kecairan

- Risiko PERKESO tidak dapat memenuhi obligasi kontrak atau pembayaran dengan segera. Risiko kecairan mungkin timbul dalam keadaan pasaran yang sukar disebabkan oleh ketidakupayaan untuk menjual pelaburan asas portfolio di nilai penuh, atau pada nilai buku. Ini boleh menjejaskan prestasi dan menghalang tunai atau aset lain daripada tersedia bagi memenuhi penebusan atau kewajipan lain.

Dalam konteks ini, ERM menjajarkan strategi, proses, orang, teknologi dan pengetahuan PERKESO dengan tujuan menilai dan menguruskan risiko yang dihadapi PERKESO kerana ia mewujudkan nilai.

LAPORAN RISIKO

Rangka Kerja ERM PERKESO merangkumi semakan dan pelaporan kemas kini status risiko dan aktiviti secara berkala. Laporan-laporan ini telah dibentangkan dan dipertimbangkan di RMSC dan BGC pada tahun yang dilaporkan, dan akhirnya dibentangkan kepada Lembaga Pengarah.

PERKESO's investment risk management is divided into three main categories as follows:

Market Risk

- Arises from market movement, which can cause a decline in the value of assets under management.

Credit Risk Exposure

- PERKESO faces credit risk because of counterparty exposure.

Liquidity Risk

- The risk that PERKESO cannot meet its contractual or payment obligations promptly. Liquidity risk may arise in difficult market conditions due to the inability to sell the portfolio's underlying investments for full value, or at the book value. This could affect performance and prevent cash or other assets from being readily available to meet redemptions or other obligations.

In this context, the ERM aligns PERKESO's strategy, processes, people, technology and knowledge with the purpose of evaluating and managing the risks that PERKESO faces as it creates value.

RISK REPORTING

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



Aktiviti Pengurusan Risiko

Kursus Ulang Kaji Pengurusan Risiko telah dijalankan semasa proses penilaian risiko sebagai sebahagian daripada aktiviti peningkatan kesedaran ERM. CPR akan terus membincangkan perkara berikut untuk mengukuhkan lagi kawalan pengurusan risiko sedia ada di PERKESO:

Risk Management Activities

Enterprise Risk Management refresher trainings were conducted during risk assessment process as part of the ERM awareness enhancement activity. CPR will continuously deliberate the following to further strengthen the existing risk management controls within PERKESO:

AKTIVITI ACTIVITIES	BUTIRAN DETAILS
Rangka Kerja dan Amalan ERM ERM Framework and Practices	- Rangka Kerja ERM telah disemak dan dikemas kini untuk memastikan ia selaras dengan Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017. - Menyemak dan mengemas kini Prosedur Operasi Standard Pengurusan Risiko untuk kelulusan. - The ERM Framework was reviewed and refreshed to ensure it is in line with the Committee of Sponsoring Organisations (COSO) ERM – Integrating with Strategy and Performance 2017. - Review and updated the Risk Management Standard Operating Procedures for onwards approval.
Penilaian Pengurusan Risiko Risk Management Assessment	- Melaksanakan aktiviti penilaian risiko dan pengurusan risiko strategik, operasi dan pelaburan. - Risiko utama yang diketengahkan dalam Laporan Penilaian Risiko akan digunakan dalam membangunkan pelan audit dalaman. - Performed independent strategic, operational and investment risk assessment and management activities. - Key risks highlighted in the Risk Assessment Report will be used in developing internal audit plans.
Khidmat Nasihat dan Perundingan Consultation and Advisory Services	- Meningkatkan Pengurusan Krisis bagi menangani insiden gangguan dan memastikan pemulihan struktur secara berkesan yang melindungi kepentingan pemegang taruh serta melindungi kredibiliti dan reputasi PERKESO. - Mengurus dan memberikan maklum balas yang diperlukan mengenai penubuhan pelaksanaan perkara berikut di PERKESO (tidak terhad kepada): - Alam Sekitar, Sosial dan Tadbir Urus (ESG) - Akta Perlindungan Data Peribadi (PDPA) - Non-Disclosure Agreement (NDA) - Tahap dan Had Penurunan Kuasa Pelaburan - Program Insurans Korporat - Melaksanakan kesedaran risiko dan atau amaran risiko bagi menyemai budaya risiko di seluruh PERKESO. - Status dan aktiviti risiko suku tahunan dilaporkan terus kepada BGC. - Enhance Crisis Management to handle disruptive incidents and effectively ensure a structural recovery that safeguards the interests of its stakeholders, as well as to protect the credibility and reputation of PERKESO. - Managed and provided the necessary feedback on the establishment implementation of the following in PERKESO (not limited to): - Environmental, Social and Governance (ESG) - Personal Data Protection Act (PDPA) - Non-Disclosure Agreement (NDA) - Investment Authority Levels and Limits - Corporate Insurance Program - Performed risk awareness and or risk alert to inculcate the risk culture throughout PERKESO. - Quarterly risk status and activities were reported directly to the BGC.

CIRI-CIRI UTAMA KAWALAN DALAMAN

Lembaga sentiasa menilai proses berterusan untuk mengenal pasti, menilai, memantau dan menguruskan risiko utama PERKESO. Ciri-ciri utama sistem kawalan dalaman PERKESO adalah seperti di bawah:

Jawatankuasa Lembaga dan Lembaga

Bagi melaksanakan tugasnya, Lembaga telah menubuhkan beberapa jawatankuasa seperti berikut:

Jawatankuasa Lembaga beroperasi mengikut terma rujukan, prosedur dan kuasa yang diwakilkan dan diluluskan oleh Lembaga. Ia akan dikaji semula dari semasa ke semasa bagi memastikan ia masih relevan.

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

Struktur Organisasi dan Talian Pelaporan

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

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

Pada tahun 2023, Jawatankuasa Pengurusan telah bermesyuarat sebanyak dua belas (12) kali secara berjadual bagi membincangkan agenda strategik perniagaan sekali gus menyalurkan input yang bersesuaian kepada Lembaga untuk pengawasan operasi PERKESO dan penyelenggaraan kawalan berkesan. Struktur organisasi dan tanggungjawab telah disampaikan di seluruh PERKESO yang menetapkan, antara lain, tahap kebenaran, pengasingan tugas dan prosedur risiko dan kawalan yang lain.

Dasar Teknologi Maklumat ("IT")

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

MAIN FEATURES OF INTERNAL CONTROL

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

Board and Board Committees

The Board, in discharging its duties, has established several committees as follows:

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

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

Organisation Structure and Reporting Lines

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

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

In 2023, the Management Committee met twelve (12) times on a scheduled basis to discuss its strategic business agenda thus channelling appropriate inputs to the Board for its oversight of PERKESO's operations and maintenance of effective control. The organisation structure and delegation of responsibilities are communicated throughout PERKESO which set out, amongst others, authorisation levels, segregation of duties and other risk and control procedures.

Information Technology ("IT") Policies

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

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

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

Projek IT utama dipantau melalui Jawatankuasa Teknikal ICT (JTICT). JTICT juga ditugaskan untuk mengetengahkan sebarang isu tadbir urus, risiko dan kawalan kepada Jawatankuasa Pemandu ICT (JPICT). Fungsi utama JPICT adalah bertanggungjawab terhadap kebolehlaksanaan, kes perniagaan dan pencapaian hasil projek untuk PERKESO.

Fungsi Audit Dalam

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

Bagi tempoh yang dilaporkan, BAR diketuai oleh Encik Zainal Akbar SK Md Abdul Kader (Ketua Pegawai Audit dan Risiko), yang melapor secara fungsional kepada BGC dan secara pentadbiran kepada GCEO. BAR kini dikendalikan oleh 12 anggota; Majoriti daripada mereka mempunyai kelayakan dan pengalaman kerja yang relevan dengan pelbagai latar belakang. Setiap anggota digalakkan untuk terus meningkatkan pengetahuan, kemahiran dan kecekapan mereka melalui pensijilan profesional, seminar, kursus dan latihan di tempat kerja yang relevan.

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

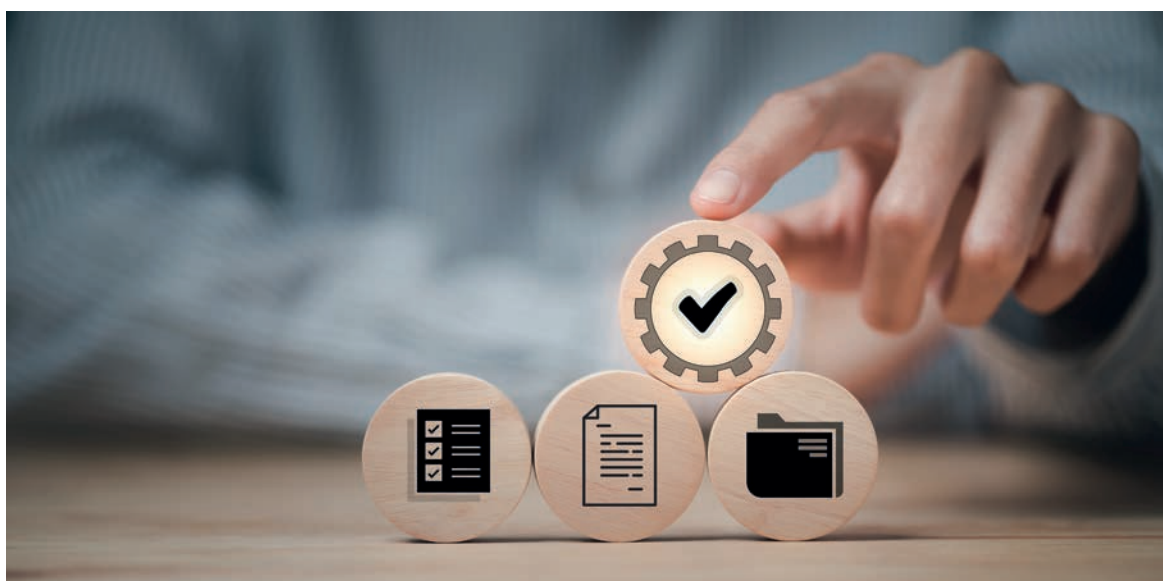
These key risks which cover the areas of IT Disruption, Cyber Security and Disaster Recovery are reported to the Board by ICT Section.

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

Internal Audit Function

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

For the period under review, BAR is headed by Encik Zainal Akbar SK Md Abdul Kader (Chief Officer of Audit and Risk), who reported functionally to the BGC and administratively to the GCEO. BAR is currently manned by 12 internal auditors; the majority of whom have relevant qualifications and work experience with diverse background. The internal auditors are encouraged to continuously enhance their knowledge, skills and competencies through relevant professional certifications, seminars, courses and on-the-job training.



Ringkasan aktiviti utama fungsi audit dalaman bagi tahun kewangan berakhir 31 Disember 2023 adalah seperti berikut:

A summary of key activities of the internal audit function during the financial year ended 31 December 2023 is as follows:

AKTIVITI ACTIVITIES	BUTIRAN DETAILS
Rangka Kerja dan Amalan Audit Audit Framework and Practices	- Piagam Audit telah disemak dan dikemas kini bagi memastikan ia selaras dengan garis panduan Rangka Kerja Amalan Profesional Antarabangsa (IPPF). - Begitu juga Manual Audit Dalam juga telah dikemas kini bagi mencerminkan amalan audit terkini. - The Audit Charter was reviewed and refreshed to ensure it is in line with International Professional Practices Framework (IPPF) guidelines. - Similarly, the Internal Audit Manual was also updated to reflect the latest audit practices.
Penilaian Risiko Audit Audit Risk Assessment	- Audit Dalam bekerjasama dengan fungsi pengurusan risiko untuk menyemak dan menilai kecukupan dan keberkesanan rangka kerja tadbir urus risiko dan proses pengurusan risiko PERKESO. - Internal Audit works collaboratively with the risk management function to review and assess the adequacy and effectiveness of the risk governance framework and risk management processes of PERKESO.
Pelan Audit Audit Planning	- Menyemak sistem kawalan dalaman dan proses operasi utama berdasarkan Pelan Audit 2023 yang diluluskan oleh BGC pada 17 Januari 2023 dengan mengguna pakai pendekatan strategik dan berasaskan risiko yang meliputi bidang tadbir urus, pengurusan risiko, kawalan aktiviti perniagaan berisiko tinggi dan sistem maklumat dengan mengesyorkan penambahbaikan, jika perlu. - Reviewed the system of internal controls and key operating processes based on 2023 Audit Plan approved by the BGC on 17 January 2023 by adopting strategic and risk-based approach covering areas on governance, risk management, controls of high-risk business activities and information systems by recommending improvements, where necessary.
Penilaian Kawalan Dalaman Internal Controls Assessment	- Menjalankan audit berjadual, memberi tumpuan terutamanya kepada keberkesanan operasi dan kawalan dalaman sistem dan mengesyorkan penambahbaikan yang boleh memberi impak yang besar kepada PERKESO, jika perlu. - Menjalankan audit penyiasatan dan atau semakan khas apabila diperlukan. - Melakukan semakan susulan dan memantau status untuk menilai jika tindakan sewajarnya telah diambil untuk menangani isu-isu yang diketengahkan dalam laporan audit sebelum ini. - Status penemuan audit yang melepasi tempoh akan dilaporkan kepada BGC. Kelewatan yang tidak wajar dalam pelaksanaan pelan tindakan yang dipersetujui diangkat kepada pihak yang berkaitan untuk membuat keputusan yang sesuai. - Conducted scheduled audits, focusing primarily on the effectiveness of operations and systems internal controls and recommend improvements which could have a significant impact on PERKESO, where necessary. - Carried out investigative and or special review audits as and when required. - Performed follow-up reviews and monitored the progress to assess if appropriate actions have been taken to address issues highlighted in previous audit reports. - Reported status of outstanding audit findings to the BGC. Undue delays in the implementation of agreed action plans were escalated to the relevant authority for appropriate decision.
Khidmat Nasihat dan Perundingan Consultancy and Advisory Services	- Ketua Pegawai Audit dan Risiko melapor terus kepada BGC mengenai penemuan utama dan sebarang isu dan kebimbangan kawalan yang ketara. - Ketua Pegawai Audit dan Risiko telah menghadiri mesyuarat Jawatankuasa Pengurusan atas kapasiti jemputan untuk memberikan khidmat nasihat dan perundingan mengenai aspek pengurusan risiko, kawalan dan tadbir urus untuk pertimbangan dan juga untuk menambah nilai dan meningkatkan operasi PERKESO seperti yang diminta oleh BGC atau Pengurusan. - The Chief Officer of Audit and Risk reported directly to the BGC on major findings and any significant control issues and concerns. - The Chief Officer of Audit and Risk attended meetings of the Management Committee on a consultative and advisory capacity to provide independent feedback on the risk management, control and governance aspects for deliberation and also to add value and improve PERKESO's operations as requested by the BGC or the Management.

DASAR, GARIS PANDUAN DAN PROSEDUR POLICIES, GUIDELINES AND PROCEDURES

Dasar dan Garis Panduan

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

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

Had Penurunan Kuasa dan Tanggungjawab

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

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

Prosedur Operasi Standard

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

Written Policies and Guidelines

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

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

Limits of Authority and Responsibility

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

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

Standard Operating Procedures

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

Sistem Belanjawan dan Jangkaan Komprehensif

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

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

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

PERKESO menggunakan rangka kerja ganjaran dan pengiktirafan yang berasaskan pencapaian petunjuk prestasi utama yang mengukur matlamat dan sasaran bagi setiap Bahagian selaras dengan objektif dan strategi perniagaan PERKESO.

Comprehensive Budgeting and Forecasting System

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

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

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

PERKESO employs a reward and recognition framework which is based on the achievement of the key performance indicators that measures the goals and targets for each individual Division in alignment with PERKESO's business objectives and strategies.



Pemantauan, Pelaporan dan Semakan

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

Sebagai tambahan kepada pelaporan bulanan, GCEO menjalankan semakan perniagaan penggal pertengahan ke atas semua Bahagian dan memulakan langkah-langkah pembetulan jika diperlukan. Selain itu, lawatan dalaman secara berkala juga dibuat di setiap Bahagian dan Syarikat Subsidiari oleh Pengurusan Kanan untuk memantau pematuan dasar dan menilai prestasi. Lembaga akan diberi laporan mengenai prestasi perniagaan setiap suku tahun.

Ulasan ini ditambah dengan kajian komprehensif yang dijalankan oleh BAR mengenai kawalan yang dilaksanakan di setiap Bahagian dan Syarikat Subsidiari. Laporan mengenai ulasan yang dijalankan oleh BAR dikemukakan secara tetap kepada Pengurusan dan BGC. Laporan ini menilai kesan isu kawalan dan mengesyorkan tindakan yang sesuai diambil untuk mengukuhkan kawalan. Pelan Audit 2023 meliputi semua pejabat utama tempatan di PERKESO. Bidang yang dikaji semula termasuk ulasan operasi mengenai bidang utama seperti faedah, perolehan, inventori, pembangunan hartanah dan teknologi maklumat. Laporan susulan bulanan mengenai status pelan tindakan oleh Pengurusan telah dibentangkan kepada BGC.

Monitoring, Reporting and Reviewing

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

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

These reviews are supplemented by a comprehensive review undertaken by BAR on controls implemented at each Divisions and Subsidiary. Reports on the reviews carried out by BAR are submitted on a regular basis to the Management and the BGC. These reports assess the impact of control issues and recommend appropriate actions to be taken to strengthen the controls. The 2023 Audit Plan covered all key local offices within PERKESO. The areas reviewed include operational reviews on key areas such as benefits, procurement, inventory, property development and information technology. Monthly follow-up reports on status updates of Management action plans were presented to the BGC.



KEPIMPINAN DAN PROFESIONALISME

Leadership And Professionalism

PERUTUSAN KETUA PEGAWAI EKSEKUTIF KUMPULAN

STATEMENT BY THE GROUP CHIEF EXECUTIVE OFFICER

Assalamualaikum warahmatullahi wabarakatuh dan Salam Sejahtera.

Saya berbesar hati membentangkan Laporan Tahunan PERKESO bagi tahun kewangan berakhir 31 Disember 2023.

Mengharungi tahun 2023, ia ternyata menjadi tempoh yang amat mencabar bagi ekonomi global yang turut mengheret pertumbuhan fiskal Malaysia, dengan dibelenggu pelbagai faktor dan ketidaktentuan seperti ketegangan geopolitik yang berlanjutan, pengetatan dasar monetari bagi menangani inflasi serta peningkatan risiko kelembapan ekonomi di serata dunia. Walaupun negara berhadapan pelbagai cabaran, PERKESO melakar kemajuan ketara dalam memperluas perlindungan sosial pekerja. Bermula dengan hanya dua skim keselamatan sosial asas untuk pekerja formal iaitu Skim Bencana Pekerjaan dan Pencen Ilat, PERKESO berkembang seiring peredaran pasaran buruh Malaysia. Kini, perlindungan disediakan PERKESO meliputi hampir semua golongan pekerja dan suri rumah yang turut memainkan peranan penting dalam pembangunan institusi keluarga dan ekonomi ihsan.

ISU DAN CABARAN

PERKESO menyedari bahawa sistem pekerjaan dan keselamatan sosial Malaysia perlu melalui pembaharuan menyeluruh untuk memastikan keterangkuman keselamatan sosial dan penawaran peluang pekerjaan yang sewajarnya, terutama untuk mengurangkan kesenjangan sosioekonomi dan kesejahteraan keselamatan sosial di negara ini. Malah, cabaran lain yang perlu didepani adalah memperkasa sistem perlindungan sosial dengan memperluas liputan perlindungan PERKESO kepada warga emas memandangkan Malaysia dijangka menjadi negara menua menjelang 2030 apabila 15.3% daripada penduduk berumur 60 tahun dan ke atas atau dikategorikan sebagai "ageing population".

PERKESO akan terus komited menggarap usaha untuk menjadi agensi peneraju dalam perlindungan keselamatan sosial pekerja dan merealisasikan visi 'no one left behind'.

Assalamualaikum warahmatullahi wabarakatuh dan Salam Sejahtera.

I am honoured to hereby present the PERKESO Annual Report for the financial year ending 31 December 2023.

The year 2023 has proven to be a very challenging period for the global economy which has also dragged the fiscal growth of Malaysia, bound by various factors and uncertainties such as continued geopolitical tension, the tightening of monetary policies in order to manage inflation, as well as the increasing risk of a worldwide economic slowdown. Despite the country facing various challenges, PERKESO made significant progress in expanding employees' social protection. Beginning the journey with only two basic social security schemes for workers in the formal sectors, namely, the Employment Injury Scheme and Invalidity Pension, PERKESO has grown hand-in-hand with the development of the Malaysian labour market. Today, the protection provided by the organisation covers almost all groups of workers and housewives who also play important roles in the development of the family institution and the care economy.

ISSUES AND CHALLENGES

PERKESO realises the need for a comprehensive rejuvenation of Malaysia's employment and social security system to ensure proper inclusivity of social security and offerings of employment opportunities, especially to reduce the gaps in the socio-economy and social security wellbeing in the country. In fact, another challenge that must be faced is the challenge of consolidating our social protection system by expanding PERKESO's protection coverage to include senior citizens as Malaysia is expected to become an ageing nation by 2030 when 15.3% of our population will be 60 years old and above, also known as an 'ageing population'.

PERKESO will remain committed towards making the effort to become the leading agency in employees' social security protection and to realise the vision of 'no one left behind'.



Menyingkap inti pati laporan terbaharu daripada Pertubuhan Buruh Antarabangsa (ILO) pada 2022, hanya 27.2% daripada penduduk di Malaysia dilindungi secara berkesan sekurang-kurangnya oleh satu skim perlindungan sosial. Perangkaan ini jauh di bawah sasaran purata global iaitu 46.9%, sekali gus mencerminkan bahawa PERKESO perlu mengandakan usaha sedia ada.

Pandemik COVID-19 yang melanda negara mencetuskan cabaran baharu apabila keadaan tersebut mengubah landskap pekerjaan di Malaysia dengan pertumbuhan sektor kerjaya tidak formal, termasuk ekonomi gig, seiring lonjakan pantas dunia pendigitalan.

Uncovering the essence of the latest report issued by the International Labour Organisation (ILO) in 2022, only 27.2% of the population in Malaysia is effectively protected by at least one social protection scheme. This statistic is very much below the target global average of 46.9% thus reflecting that PERKESO needs to multiply its current efforts.

The COVID-19 pandemic that swept the nation gave rise to a new challenge when the situation changed the occupational landscape in Malaysia, with the growth of the informal career sector, including gig-economy, aligned with the rapid shift in the digitalisation world.

DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED

Ketua Pegawai Eksekutif Kumpulan
Group Chief Executive Officer



Ketika ini, pekerja sektor tidak formal masih berdepan isu tabungan, perlindungan persaraan, risiko kesihatan dan kecederaan seperti pendedahan menerusi Laporan Pekerjaan Tidak Formal di Malaysia: Trend, Cabaran dan Peluang untuk Pembaharuan 2023, 'ketidakupayaan atau keengganan pekerja untuk mengambil inisiatif membuat caruman dan mengambil skim insurans sosial, melebarkan lagi perbezaan dalam perlindungan sosial untuk pekerja tidak formal'.

Kajian bersama antara Kementerian Ekonomi dan Bank Dunia mendapati bahawa peratusan pekerjaan tidak formal secara keseluruhannya telah menyusut daripada 38.2% pada 2009 kepada 26.8% pada 2022. Namun begitu, disebabkan ledakan aktiviti pendigitalan, jumlah pekerja gig kini semakin bertambah.

Justeru, usaha mengukuhkan kebajikan pekerja tidak formal akan terus menjadi antara keutamaan Kerajaan seperti digariskan dalam Kajian Separuh Penggal Rancangan Malaysia Ke-12. Berdasarkan Laporan Bank Dunia pada 2023, beberapa langkah dicadangkan untuk menangani kelemahan mendesak yang berkaitan dengan pekerjaan tidak formal. Cadangan tersebut, antara lainnya, merangkumi usaha menubuhkan satu badan untuk mengumpulkan pihak berkepentingan utama dalam pekerjaan tidak formal selain menambah baik latihan kemahiran. Penyedia platform digital juga wajib menyediakan insurans kecederaan untuk pekerjaan berisiko tinggi dan caruman automatik daripada simpanan persaraan bagi pendapatan yang diperoleh.

Berdasarkan data semasa, terdapat kira-kira 2.1 juta golongan bekerja sendiri di negara ini. Bagaimanapun, hanya 668,446 atau 32% Orang Bekerja Sendiri (OBS) aktif mencarum Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) pada 2023. Kadar pencarum ini turut mencatatkan penyusutan sebanyak 0.39% kepada 668,446 orang, berbanding 671,073 orang pada 2022.

Cabaran dan Isu Pekerjaan

Isu keberhasilan graduan harus dilihat secara lebih menyeluruh dan tidak hanya tertumpu kepada kejayaan mendapatkan pekerjaan semata-mata. Dalam tempoh 10 tahun kebelakangan ini, tiga daripada empat graduan hanya memperoleh gaji permulaan bawah RM2,000. Ini mencerminkan struktur gaji permulaan graduan yang tidak selari pertumbuhan positif serta memberangsangkan. Malah, gaji rendah ini berkait rapat dengan kekurangan pekerjaan berkemahiran dan struktur pekerjaan yang tertumpu kepada bidang separa mahir. Di samping itu, peratusan graduan yang berkecimpung dalam kategori pekerjaan tetap dan sepenuh masa semakin menurun dan hampir separuh bekerja dengan status kontrak atau separuh masa.

At present, workers in the informal sector still face the issues of savings, retirement protection as well as health and injury risks, as exposed by the Report on Informal Occupation in Malaysia: Trends, Challenges and Opportunities for Renewal 2023, 'inability or refusal of workers to take the initiative to contribute towards and subscribe to social insurance schemes, further widening the difference in social protection for informal workers'.

A joint study by the Ministry of Economy and the World Bank found that the percentage of informal occupation has, on the whole, decreased, from 38.2% in 2009 to 26.8% in 2022. However, due to the explosion of digitalisation activities, the number of gig-workers are now fast increasing.

Hence, the effort to improve the welfare of informal workers will continue to be among the Government's priorities, as underlined in the 12th Malaysia Plan Half-Term Study. Based on the World Bank Report in 2023, several measures were proposed to manage the pressing weaknesses pertaining to the informal occupation. The proposals, among others, encompass efforts to establish a body to gather parties with key interests in informal occupations, in addition to making improvements to skills training. Digital platform providers must also provide insurance against injuries for high-risk jobs and automatic payment contributions from retirement savings of the income earned.

Based on current data, there are approximately 2.1 million self-employed persons in the country. However, only 668,446 or 32.% of them actively contributed to the Self-Employment Social Security Scheme in 2023. The number of contributors decreased by 0.39% to 668,446 compared to the 671,073 contributors recorded in 2022.

Employment Challenges and Issues

The issue of a graduate's achievement has to be viewed in a more comprehensive manner, and not just focused on success in gaining employment. In the past 10 years, three of four graduates only earned starting salaries of less than RM2,000. This shows that the graduate starting salary structure is not parallel to positive and encouraging growth. In fact, this low salary is closely related to the lack of skilled occupation and employment structure that is focused on semi-skilled fields. Moreover, the percentage of graduates engaged in permanent and full-time employment is increasingly decreasing and almost half of graduates are engaged under contractual or part-time status.

Selain itu, satu per tiga graduan baharu berkhidmat dalam kerjaya di bawah kelayakan mereka yang mana peratusannya adalah lebih tinggi dalam kalangan graduan wanita, walaupun lebih ramai graduan wanita mempunyai kelayakan ijazah. Bahkan, graduan wanita yang bekerja kebanyakannya mendapat tempat dalam pekerjaan separuh mahir. Situasi ini menyebabkan mereka terperangkap dengan gaji permulaan yang lebih rendah.

TVET menjadi fokus kerajaan sebagai suatu bidang utama selari perkembangan revolusi industri 4.0. Oleh itu, Kerajaan perlu mengambil pendekatan untuk menganalisis trend pasaran buruh bagi memacu keberhasilan graduan baharu TVET. Contohnya, terdapat peningkatan penempatan pekerjaan dalam kalangan graduan baharu TVET daripada 49% pada 2010 kepada 66% pada 2020. Keberhasilan graduan TVET yang mempunyai ijazah juga dilihat lebih baik. Namun, isu struktur gaji masih mencengkam graduan dengan 90% graduan TVET memperoleh gaji bawah RM2,000. Disebabkan majoriti graduan TVET menamatkan pengajian dengan kelayakan diploma dan sijil kemahiran, pekerjaan mereka tertumpu kepada pekerjaan separa mahir yang pastinya menawarkan gaji permulaan yang sangat rendah.

Majoriti graduan berasal daripada keluarga berpendapatan rendah (gaji di bawah RM4,000). Tujuan suburnya pendidikan tinggi adalah untuk melonjakkan mobiliti sosial, namun graduan daripada keluarga berpendapatan rendah menghadapi situasi yang lebih mencabar dalam pasaran buruh. Dapatan kajian Khazanah Research Institute (2023) menunjukkan satu daripada lima graduan yang menganggur berasal daripada kalangan keluarga berpendapatan rendah. Malah, graduan daripada keluarga berpendapatan rendah juga dilihat menerima gaji permulaan yang lebih rendah dan lebih terdedah kepada isu ketidakpadanan pekerjaan.

Isu yang perlu diberi tumpuan khusus ialah penawaran dan pewujudan pekerjaan berkemahiran dengan pendapatan yang wajar kepada tenaga kerja, walaupun pada dasarnya adalah untuk melahirkan graduan yang serba boleh dalam mengharungi cabaran pasaran buruh. Oleh itu, bagi mengimbangi penawaran dan pewujudan pekerjaan berkemahiran, pelbagai inisiatif direncana dan dilaksanakan Kerajaan, antaranya meningkatkan kemahiran dan keupayaan pekerja tidak formal melalui program peningkatan kemahiran (*upskilling*) dan kemahiran semula (*reskilling*) seperti diumumkan dalam Bajet 2023. Menerusi Bajet 2023, PERKESO diperuntukkan lebih RM313 juta bagi melaksanakan lima inisiatif perlindungan sosial negara dan lima inisiatif program pasaran buruh aktif pada tahun ini.

Additionally, one third of new graduates are working in careers below their qualifications, with a higher percentage among female graduates although more females are degree holders. In fact, female graduates who are employed are mostly working in semi-skilled occupations, thus trapping them into lower starting salaries.

TVET has become the government's focus as one of the main fields aligning with the growth of industrial revolution 4.0. Therefore, the Government needs to take the approach of analysing labour market trends to drive the achievements of new TVET graduates. For example, there has been a rise in job placements amongst new TVET graduates, from 49% in 2010 to 66% in 2020. However, the issue of salary structure still shadows them with 90% of TVET graduates earning salaries below RM2,000. As a majority of TVET students graduate with diplomas and skills certificate, their jobs are mostly focused on semi-skilled occupations which typically offer very low starting salaries.

A majority of the graduates come from low-income families (household income below RM4,000). The objective of cultivating higher education is to drive social mobility, but graduates from low-income families face a more challenging situation in the labour market. The findings of a study undertaken by Khazanah Research Institute (2023) shows that one in five unemployed graduates is from a low-income family. In fact, graduates who come from a low-income family are also seen to command lower starting salaries and are more exposed to issues of occupational mismatch.

The issues that must be given specific focus are the establishment and offer of skilled occupation with reasonable income to the work force, although at the basic level is the intent of producing graduates who are capable of facing labour market challenges. Therefore, in order to balance between the offering and establishment of skilled occupations, various initiatives have been planned and implemented by the Government, including among others, enhancing the skills and capabilities of informal workers through upskilling and reskilling programmes, as announced in Budget 2023. Pursuant to Budget 2023, PERKESO has been allocated more than RM313 million to implement the five initiatives of national social protection and five initiatives of active labour market programme during the year.

“ Inisiatif perlindungan keselamatan sosial yang diumumkan dalam Bajet **2023** merangkumi Padanan Caruman Pekerja Sendiri, Geran Caruman Suri Rumah Miskin di bawah **Skim Keselamatan Sosial Suri Rumah (SKSSR)**, Program Saringan Kesihatan PERKESO **Pasca COVID-19**, Geran Penjagaan Kanak-kanak bagi Wanita Kembali Bekerja dan Perlindungan Tambahan Menerusi Program LINDUNG+.”

Sementara itu, inisiatif pemerkasaan pasaran buruh pula meliputi Program Transisi Pekerjaan untuk Perantisan TVET & Lulusan Sekolah, Program Bina Kerjaya Pekerja Informal Gig Riders, Pelanjutan Insentif Penggajian Pekerja secara Bersasar, Elaun Mobiliti dan Pembangunan Pusat Satelit MYFutureJobs di UTC Seluruh Malaysia.

“ The social security protection initiatives announced in Budget **2023** included the Self-Employed Matching Contribution programme, the Poor Housewives’ **Contribution Grant under the Housewives’ Social Security Scheme**, the **Post COVID-19** PERKESO Health Screening Programme, the Childcare Grant for Women Returning to Work and additional protection under the LINDUNG+ Programme.”

Meanwhile, initiatives to strengthen the labour market included the Employment Transition Programme for TVET Apprentices and School Leavers, the Gig Riders Informal Workers’ Career Development Programme, extension of the Targeted Hiring Incentive programme, Mobility Allowance and the development of MYFutureJobs Satellite Centres at UTCs nationwide.

REFLEKSI TAHUN 2023 REFLECTIONS OF 2023

Perlindungan Keselamatan Sosial yang Inklusif Inclusive Social Security Protection



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Tahun **2023** melihat PERKESO mengorak langkah dalam memastikan jaringan keselamatan sosial negara ditambahbaik seiring peredaran semasa agar tiada golongan yang tercicir (*no one left behind*) daripada mendapat perlindungan. Walaupun berhadapan pelbagai cabaran, PERKESO mencapai kemajuan ketara dalam memperluas perlindungan sosial.

The year **2023** saw PERKESO taking measures to ensure the country's social security network is improved in alignment with the changing of times so that no one is left behind in terms of being afforded protection. Despite facing various challenges, PERKESO has achieved remarkable progress in expanding its social protection network.

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Skim Bencana Pekerjaan Dan Skim Keilatan [Akta 4]

Pada 2023, jumlah majikan aktif bagi Akta 4 meningkat sebanyak 3.86% iaitu 546,837 majikan berbanding tahun sebelumnya iaitu 526,522 majikan. Jumlah pekerja aktif bagi Akta 4 juga meningkat sebanyak 0.26% iaitu 7.66 juta pekerja berbanding 7.64 juta pada tahun 2022.

Employment Injury Scheme and Invalidity Scheme [Act 4]

The number of active employers under Act 4 increased by 3.86% to become 546,837 employers in 2023 compared to 526,522 employers in 2022. The number of active workers under Act 4 also increased by 0.26% to 7.66 million workers compared to 7.64 million in 2022.



Skim Bencana Kerja Pekerja Asing

Pada 2023, Skim Bencana Kerja Pekerja Asing (SBKPA) juga mencatatkan peningkatan 13.04% majikan yang aktif mencarum kepada 113,594 majikan berbanding 100,493 majikan pada tahun 2022. Bilangan pekerja asing aktif mencarum pada 2023 pula adalah sebanyak 1.99 juta pekerja berbanding 1.58 juta pekerja pada 2022, iaitu peningkatan 25.72%.

Foreign Workers' Employment Injury Scheme

In 2023, the Foreign Workers' Employment Injury Scheme also recorded an increase of 13.04% in the number of actively contributing employers, to 113,594 employers compared to the 100,493 employers in 2022. The number of actively contributing foreign workers in was 1.99 million workers compared to 1.58 million workers in 2022, an increase of 25.72%.



Skim Bencana Kerja Pekerjaan Sendiri [Akta 789]

Bilangan Orang Bekerja Sendiri (OBS) aktif mencarum pada 2023 mencatatkan penurunan 0.73% menjadi seramai 668,446 orang berbanding 673,362 orang pada 2022.

Self-Employed Employment Injury Scheme [Act 789]

The number of actively contributing Self-Employed Persons decreased by 0.73% in 2023, to a total of 668,446 persons compared to 673,362 persons in 2022.



Sistem Insurans Pekerjaan [Akta 800]

Pada 2023, jumlah majikan aktif di bawah Sistem Insurans Pekerjaan [Akta 800] menunjukkan peningkatan 4.42% kepada 525,510 majikan berbanding 503,280 majikan pada tahun sebelumnya. Bilangan pekerja aktif pada 2023 turut meningkat 0.11% iaitu 6.8 juta pekerja berbanding 6.79 juta pada 2022.

Employment Insurance System [Act 800]

In 2023, the number of active employers under the Employment Insurance System [Act 800] showed an increase of 4.42% to become 525,510 employers compared to the 503,280 employers in the previous year. The number of active workers also increased by 0.11% in 2023, to 6.8 million workers compared to the 6.79 million in 2022.



Pekerja Domestik

Pada 2023, jumlah majikan aktif yang menggajikan Pekerja Domestik di bawah Akta 4 dan Akta 800 adalah 28,825 majikan berbanding 18,115 majikan pada 2022. Bilangan pekerja aktif pula meningkat kepada 31,712 orang berbanding 2022, iaitu sebanyak 19,646 orang.

Domestic Workers

In 2023, the number of active employers who employ Domestic Workers under Act 4 and Act 800 was 28,825 employers compared to 18,115 employers in 2022. The number of active workers, on the other hand, increased to 31,712 workers compared to 19,646 workers in 2022.



Skim Keselamatan Sosial Suri Rumah [Akta 838]

Pada 2023, jumlah pencarum aktif bagi suri rumah adalah 205,673 orang.

Housewives' Social Security Scheme [Act 838]

A total of 205,673 persons were recorded as active contributors for housewives in 2023.

Sebagai peneraju keselamatan sosial, PERKESO komited memastikan jaringan keselamatan sosial yang inklusif dan menyeluruh tanpa meminggirkan mana-mana pihak menerusi penambahbaikan faedah serta perluasan perlindungan kepada golongan yang belum dilindungi.

As a leader of social security, PERKESO is committed in ensuring an inclusive and comprehensive social security network without marginalising any party, through improvements made to the benefits offered as well as expansion of protection to the groups of people yet to be protected.



Belanjawan 2023
**MALAYSIA
MADANI**

BAJET 2023**A. Inisiatif Perlindungan Sosial Negara****i. Geran Padanan Caruman Pekerja Sendiri**

Di bawah inisiatif Padanan Caruman Pekerja Sendiri dalam Bajet 2023, PERKESO memperluas program bantuan padanan caruman kerajaan untuk tiga lagi sektor baharu iaitu sukan, pendidikan dan ejen. Pelan caruman yang dibiayai oleh Kerajaan di bawah SPS Padanan Caruman ialah Pelan Caruman Kedua iaitu sebanyak RM232.80 untuk tempoh perlindungan selama setahun. Caruman akan dibayar melalui sumbangan Kerajaan sebanyak 80% iaitu berjumlah RM186.20 manakala baki 20% iaitu berjumlah RM46.60 ialah bayaran caruman yang dibuat oleh OBS. Berdasarkan statistik, seramai 237,195 OBS dilindungi di bawah skim ini dan melibatkan jumlah caruman sebanyak RM55.22 juta.

Pembiayaan penuh caruman SPS Madani juga diperkenalkan di bawah Bajet 2023 kepada sukarelawan di sektor awam seperti sukarelawan Angkatan Pertahanan Awam, petugas pemulihan dalam komuniti, bomba, pekhidmat rumah ibadat dan Jabatan Sukarelawan Malaysia serta pekerja awam berstatus kontrak. Sebanyak RM100 juta diperuntukkan bagi program ini yang memberi manfaat kepada lebih 540,000 Orang Bekerja Sendiri (OBS) di Malaysia. Pada tahun 2023, seramai 108,882 OBS dilindungi di bawah program ini dengan jumlah caruman sebanyak RM25.75 juta.

ii. Geran Caruman Suri Rumah Miskin

Di bawah inisiatif Skim Keselamatan Sosial Suri Rumah (SKSSR), PERKESO menumpukan liputan perlindungan sosial kepada suri rumah daripada isi rumah miskin menerusi peruntukan RM25 juta bagi melindungi 338,000 suri rumah keluarga miskin selama 12 bulan. Pada tahun 2023, jumlah pencarum aktif bagi suri rumah adalah 205,673 orang.

BUDGET 2023**A. National Protection Initiatives****i. Self-Employed Persons' Contribution Matching Grant**

Pursuant to the Self-Employed Persons' Contributions Matching initiative in Budget 2023, PERKESO extends the government contributions matching grant programme to three new sectors, namely, to the sports, education and agency sectors. The contribution plan funded by the Government under the programme is the Second Contribution Plan of RM232.80 for a protection period of one year. The Government shall contribute towards 80% of the contribution payable in the amount of RM186.20 while the remaining 20%, in the amount of RM46.60, shall be paid by the Self-Employed Person. Based on statistics, a total of 237,195 Self-Employed Persons are protected under this scheme, involving contributions amounting to RM55.22 million.

The SPS Madani programme involving the full funding of contributions was also introduced in Budget 2023, to benefit volunteers in the public sector such as volunteers in the Public Defence Force, rehabilitation workers in the community, voluntary firemen, volunteers at houses of worship and members of the Department of Volunteers Malaysia, as well as public servants under contract of service. A sum of RM100 million was allocated for the programme which would benefit more than 540,000 Self-Employed Persons in Malaysia. A total of 108,882 self-employed persons were protected under this programme in 2023, with contributions amounting to RM 25.75 million.

ii. Poor Housewives' Contribution Grant

Under the Housewives' Social Security Scheme initiative, PERKESO focuses coverage of social protection to housewives from poor households, with an allocation of RM25 million to protect 338,000 housewives from poor families for a period of 12 months. In 2023, the number of active contributors for housewives was 205,673 persons.

Program Saringan Kesihatan PERKESO Pasca-COVID 19

Post COVID-19 PERKESO Health Screening Programme



iii. Program Saringan Kesihatan PERKESO Pasca-COVID 19

Program Saringan Kesihatan 3.0 merupakan satu daripada inisiatif perlindungan keselamatan sosial di mana ujian pemeriksaan kesihatan yang lebih meluas disediakan kepada pekerja bagi mengesan lebih banyak faktor risiko penyakit tidak berjangkit (*non-communicable diseases*, NCD). Di bawah Bajet 2023, Kerajaan memperuntukkan geran padanan berjumlah sehingga RM70 juta untuk pelanjutan pelaksanaan saringan kesihatan ini. Berdasarkan statistik PERKESO, HSP 3.0 yang mula ditawarkan sejak 16 Mei 2023 hingga 31 Disember 2023 menyaksikan seramai 161,639 pekerja berinsurans PERKESO berumur 40 hingga 59 tahun menjalani Program HSP. Analisis HSP bagi tahun 2023 mendapati 23.6% pekerja mengalami masalah obesiti, kencing manis (19.8%), darah tinggi (18.5%) dan kolesterol tinggi (61.2%).

iii. Post COVID-19 PERKESO Health Screening Programme

The Health Screening Programme 3.0 is one of the social security protection initiatives undertaken whereby a more comprehensive health screening is provided to workers to detect more risk factors for non-communicable diseases (NCD). The Government, under Budget 2023, has allocated a matching grant of up to RM70 million for the expansion of the implementation of this health screening programme. Based on PERKESO's statistics, the HSP 3.0, since it was first offered on 16 May 2023 and up to 31 December 2023 has seen a total of 161,639 PERKESO insured persons aged 40 to 59 years old undergo health screenings. The HSP analysis for 2023 has found that 23.6% of workers experience obesity, diabetes (19.8%), hypertension (18.5%) and high cholesterol (61.2%).



B. Inisiatif Pasaran Buruh Aktif

Pada tahun 2023, PERKESO diberi amanah untuk memperkenalkan dan melaksanakan pelbagai program Dasar Pasaran Pekerja Aktif (*Active Labour Market Programs*, ALMP) bagi membantu pencari kerja mendapatkan peluang latihan semula dan peningkatan kemahiran, perantisan, latihan vokasional dan kemahiran, dan akhirnya pekerjaan. Beberapa inisiatif dilaksanakan, antaranya;

- i. Program Daya Kerjaya bagi Golongan Mudah Terjejas

Pengenalan Program Daya Kerjaya bertujuan menggalakkan sektor swasta menggaji pekerja dengan nilai yang lebih tinggi dan merangsang permintaan pekerja dalam kalangan majikan. Secara keseluruhan sepanjang tahun 2023, Kerajaan melalui PERKESO menyalurkan RM25.66 juta melalui program ini.

Insentif ini memberi penekanan kepada Golongan Rentan seperti Individu menganggur tegar belia lama menganggur, wanita ibu tunggal atau suri rumah yang tidak aktif bekerja bagi tempoh 2 bulan dan ke atas. Sejak program ini dilaksanakan sehingga 31 Disember 2023, sebanyak 12,868 permohonan dikemukakan oleh majikan yang melibatkan 29,995 pengambilan pekerja baharu daripada golongan rentan. Daripada jumlah tersebut, sebanyak 9,895 majikan mendapat manfaat daripada program ini yang melibatkan 20,296 pekerja.

- ii. Program Daya Kerjaya TVET – Program Transisi Pekerjaan untuk Perantisan TVET & Lulusan Sekolah

Program Daya Kerjaya TVET bertujuan menggalakkan sektor swasta menggaji pekerja daripada golongan graduan TVET dan Lulusan Sekolah. Selain itu, program ini dapat meningkatkan kebolehpasaran dan kemahiran serta mengurangkan ketidakpadanan (*mismatch*) dalam pekerjaan dan pembayaran yang tidak setimpal dengan kemahiran (*underemployment*) dalam kalangan graduan TVET serta lepasan sekolah. Sehingga 31 Disember 2023, Kerajaan melalui PERKESO membantu 652 majikan, yang menyaksikan 217 graduan TVET dan 1,155 daripada lepasan sekolah mendapat insentif melalui program ini. Sementara itu, seramai 8,241 orang diluluskan untuk menghadiri latihan di bawah program ini. Secara keseluruhan, program ini melibatkan kelulusan pembayaran berjumlah RM3.26 juta.

B. Active Labour Market Initiatives

PERKESO, in 2023, was entrusted with the responsibility of introducing and implementing various Active Labour Market Programmes (ALMP) to help job seekers gain the opportunity for reskilling and upskilling training, apprenticeship, vocational and skills training, and ultimately employment. Several initiatives have been implemented such as:

- i. Daya Kerjaya Programme for the Vulnerable Group

The Daya Kerjaya programme was introduced with the intent of encouraging the private sector to employ workers with a higher value and stimulating demand for workers amongst employers. Throughout 2023 the Government, through PERKESO, has channelled an overall sum of RM25.66 million under the programme.

This incentive programme emphasises on the Vulnerable Group such as hardcore unemployed individuals long-term unemployed youths and women single mothers or housewives who have not been actively working for a period of 2 months and above. Since its implementation and up until 31 December 2023, a total of 12,868 applications were submitted by employers involving 29,995 hirings of new workers from the vulnerable group. Of the said number, a total of 9,895 employers have benefitted from the programme, involving 20,296 workers.

- ii. TVET Daya Kerjaya Programme – Employment Transition Programme for TVET Apprentices & School Leavers

The Daya Kerjaya TVET Programme is implemented for the purposes of encouraging the private sector to employ workers from amongst TVET graduates and School Leavers. In addition, the programme is able to improve marketability and skills, as well as reduce incidences of mismatch in employment and underemployment amongst TVET graduates and school leavers. As at 31 December 2023, the Government through PERKESO has helped 652 employers, with a total of 217 TVET graduates and 1,155 school leavers, obtain incentives under the programme. A total of 8,241 persons have been approved to undergo training under the programme. Overall, the programme has involved the approval of payment in the sum of RM3.26 million.



iii. Program Bina Kerjaya bagi Program Latihan kepada Pekerja Sektor Tidak Formal

Program Bina Kerjaya bagi sektor tidak formal dilaksanakan untuk memperkasa pasaran buruh dan meningkatkan potensi pekerja gig memperoleh pekerjaan formal. Menerusi Belanjawan 2023, OBS dapat menjalani latihan menerusi penyedia latihan PERKESO dengan tanggungan kos yuran maksimum sehingga RM4,000 mengikut kategori persijilan serta elaun RM300 sebulan bagi tempoh maksimum tiga (3) bulan. Sehingga 31 Disember 2023, seramai 13,226 OBS layak menghadiri latihan dan peruntukan sebanyak RM3.03 juta diluluskan oleh PERKESO.

iv. Perkhidmatan Pekerjaan Negara Melalui MYFutureJobs

Susulan pandemik COVID-19, MYFutureJobs merupakan platform pertama diwujudkan untuk membantu majikan dan pencari kerja berhubung melalui temu duga secara hibrid dan pelbagai Program Pasaran Buruh Aktif termasuk insentif pengambilan pekerja dan program kebolehpasaran untuk membantu dalam meningkatkan jumlah penawaran pekerjaan serta kebolehpasaran pencari kerja. Bermula Januari 2020 sehingga Disember 2023, portal MYFutureJobs membantu 991,425 penempatan pekerjaan.

v. Pusat Satelit MYFutureJobs

Pusat Satelit MYFutureJobs ditubuhkan PERKESO untuk menjana lebih banyak peluang pekerjaan, khususnya di kawasan luar bandar.

iii. Bina Kerjaya Programme for Training of Workers in the Informal Sector

The Bina Kerjaya programme for the informal sector is implemented to strengthen the labour market and improve the potential of gig workers in gaining formal employment. This programme under Budget 2023 enables Insured Persons to undergo training provided by PERKESO training provides with funding of fees to a maximum of RM4,000 according to category of certification, as well as allowance of RM300 per month for a maximum period of three (3) months. As at 31 December 2023, a total of 13,226 Insured Persons have qualified to undergo training and an allocation of RM3.03 has been approved by PERKESO.

iv. National Employment Services through MYFutureJobs

The MYFutureJobs programme is the first platform created in the wake of the COVID-19 pandemic to help employers and job seekers connect with each other through hybrid interviews and various Active Labour Market programmes including hiring incentives and marketability programmes designed to increase the number of job offers as well as marketability of job seekers. From January 2020 up to December 2023, the MYFutureJobs portal has assisted in 991,425 job placements.

v. MYFutureJobs Satellite Centres

The MYFutureJobs Satellite Centres are established by PERKESO to generate more job opportunities, specifically in rural areas.

Sehingga kini, terdapat 293 Pusat Satelit di seluruh negara dengan kerjasama Kementerian Pembangunan Luar Bandar (KPLB), Kementerian Komunikasi dan Multimedia (KKMM), kerajaan tempatan, institusi pengajian tinggi (IPT), dan pusat perindustrian.

Pusat tersebut berfungsi sebagai pusat sehenti fizikal untuk pelbagai perkhidmatan pekerjaan seperti pemprofilan kerjaya, kaunseling kerjaya, dan aktiviti kebolehpasaran pasaran buruh domestik. Sejak Januari 2023 sehingga Disember 2023, sebanyak 274 program berlangsung di Pusat Satelit MYFutureJobs.

vi. Karnival Kerjaya

Selain Perkhidmatan Pekerjaan, PERKESO menganjurkan karnival kerjaya berskala sederhana dan besar yang menghimpunkan semua kategori pencari kerja di bawah satu bumbung untuk bertemu majikan daripada pelbagai industri. Melalui penganjuran karnival kerjaya ini, pencari kerja termasuk pelatih dan perantis dapat bertemu majikan untuk ditemu duga atau memperoleh lebih banyak maklumat berkaitan organisasi. Sejak Januari 2020 sehingga Disember 2023, sebanyak 13,419 karnival kerjaya dianjurkan dengan lebih 99,271 orang pencari kerja berjaya mendapatkan pekerjaan melalui aktiviti ini.

vii. Latihan

Berdasarkan statistik bagi tempoh tahun 2020 hingga 2023, sebanyak 21,473 permohonan latihan diluluskan, dengan 9,755 daripadanya berjaya mendapat penempatan. Untuk kategori Place and Train, sebanyak 7,720 mendapat penempatan. Penyedia latihan yang berdaftar di bawah Program SIP menawarkan latihan kepada Orang Berinsurans. Bagaimanapun, Insentif Kerjaya Madani 2 menetapkan bagi Penyedia Latihan untuk menawarkan penempatan kerja kepada peserta yang tamat menjalani program.

viii. Program Perkhidmatan Pekerjaan

Perkhidmatan Pekerjaan untuk membantu dan memudahkan majikan mendapatkan pekerja yang bersesuaian dengan kekosongan jawatan yang ditawarkan. Kaunseling Kerjaya PERKESO juga bertujuan membantu individu dalam merancang dan mencapai matlamat kerjaya mereka, manakala Program Profiling adalah sebahagian daripada inisiatif untuk meningkatkan peluang pekerjaan serta kemampuan bekerja dalam kalangan pencari kerja.

To date, 293 satellite centres have been established nationwide with cooperation from the Ministry of Rural Development, Ministry of Communications and Multimedia, local governments, institutions of higher learning and industrial centres.

These centres function as physical one-stop centres for various employment services such as career profiling, career counselling and domestic labour market marketability activities. From January 2023 to December 2023, 274 programmes have taken place at MYFutureJobs Satellite Centres.

vi. Career Carnival

In addition to Employment Services, PERKESO also organises medium and large scale career carnivals, gathering all categories of job seekers under one roof to meet employers from various industries. Through the organisation of such career carnivals, job seekers including trainees and apprentices are able to meet employers for interview or to gather more information on the organisations. From January 2020 to December 2023, a total of 13,419 career carnivals have been organised with more than 99,271 job seekers successful in gaining employment.

vii. Training

Based on statistics for the period 2020 to 2023, a total of 21,473 training applications have been approved, 9,755 of which have been successfully placed. Under the 'Place and Train' category, with 7,720 placements. Training providers registered under the Employment Insurance System programme offers training to Insured Persons. However, the Kerjaya Madani 2 Incentive programme also stipulates that Training Providers offer job placements to participants who have completed the programme.

viii. Employment Services Programme

PERKESO also conducts Employment Services Programmes to help and facilitate employers in getting suitable workers for the job vacancies on offer. PERKESO also offers Career Counselling for the purposes of helping individuals in planning for and achieving their career goals. On the other hand, the Profiling Programme is conducted as part of the initiative to increase employment opportunities as well as working capacity amongst job seekers.

ix. Program Kebolehpasaran dan Pendidikan

Sepanjang 2023, sebanyak 998 program kebolehpasaran diadakan secara dalam talian dan fizikal, termasuk di premis universiti serta institusi pendidikan. Selain itu, PERKESO menjalankan Program MYFutureJobs Career Exploration untuk memberikan pelajar pendedahan awal yang penting dan mengembangkan potensi mereka mengikut kesesuaian pekerjaan melalui kaedah psikometrik kerjaya. Program MYFutureJobs Career Launchpad 2023 pula merupakan inisiatif khusus untuk memperkasa mahasiswa ke arah proses meneroka potensi diri dan memberi pendedahan sebelum memasuki pasaran kerja dengan lebih efektif. Program ini melibatkan kerjasama erat antara PERKESO, institusi pengajian tinggi awam (IPTA) dan institusi pengajian tinggi swasta (IPTS).

ix. Marketability and Education Programme

Throughout 2023, a total of 998 marketability programmes were carried on, whether online or in person, including on premises of universities and educational institutions. In addition, PERKESO has also implemented the MYFutureJobs Career Exploration programme to give students important early exposure and expand their potential according to job suitability using the career psychometric method. The MYFutureJobs Career Launchpad 2023 programme, on the other hand, is an initiative specifically to strengthen graduates towards the process of exploring their self-potential and to give them exposure prior to more effectively enter the job market. This programme involves close cooperation between PERKESO, public institutions of higher learning and private institutions of higher learning.



MEMACU KECERLANGAN

Menelusuri cabaran tahun 2023, PERKESO berjaya melakar kejayaan cemerlang dalam pengoperasian melalui beberapa petunjuk prestasi utama (KPI). Pada 2023, jumlah keseluruhan bagi majikan aktif meningkat 5.14% kepada 594,142 majikan berbanding 565,087 majikan pada 2022. Jumlah pekerja aktif termasuk pekerja tempatan, asing dan bekerja sendiri juga meningkat 4.27% menjadi 10.316 juta pekerja, berbanding 9.894 juta pekerja pada tahun sebelumnya. Skim Keselamatan Sosial Suri Rumah [Akta 838] pula menyaksikan seramai 205,673 suri rumah berdaftar dan mencarum.

Selain itu, prestasi cemerlang direkodkan dalam peningkatan kutipan caruman pada 2023 berkadar 14.42% kepada RM6,736.98 juta berbanding RM5,887.71 juta pada tahun sebelumnya. Kenaikan ini selaras peningkatan dalam jumlah pendaftaran majikan dan pekerja serta pencapaian cemerlang melaksanakan inisiatif-inisiatif Kerajaan.

DRIVING EXCELLENCE

Navigating through the challenges of 2023, PERKESO has been successful in achieving excellence in its operations as seen in several key performance indicators. In 2023, the overall number of active employers increased by 5.14% to become 594,142 employers compared to the 565,087 employers recorded in 2022. The number of active workers including local and foreign workers, as well as self-employed persons also increased by 4.27% to become 10.316 million workers compared to the 9.894 million workers the previous year. The Housewives' Social Security Scheme [Act 838], on the other hand, saw a total of 205,673 housewives who registered and contributed.

Additionally, excellent performance was recorded in the increase in contributions collection in 2023, by 14.42% to RM6,736.98 million compared to the RM5,887.71 million collected in the previous year. This increase is in line with the increase in the number of employer and worker registrations, as well as the excellent achievement in implementing Government initiatives.





Pengurusan Tuntutan Faedah

Bilangan penerima semua jenis faedah di bawah Akta 4 bagi pekerja tempatan dan pekerja asing pada 2023 adalah seramai 911,480 orang, berbanding 884,880 pada 2022. Bagi Akta 789, seramai 5,494 orang menerima manfaat berbanding seramai 4,890 orang pada 2022. Bagaimanapun, bilangan penerima semua jenis faedah di bawah Akta 800 pada 2023 menyusut 35.22% kepada 170,509 berbanding 347,267 pada 2022, ekoran kesan ekonomi yang semakin pulih.

Pada 2023 juga, PERKESO membelanjakan RM5,777.34 juta daripada jumlah belanja tanggungan, dengan RM5,734.58 juta merupakan komponen bayaran semua jenis faedah termasuk Pemulihan Jasmani dan Vokasional, Rawatan Dialisis, Program Saringan Kesihatan dan Faedah Fi Latihan. Pembayaran faedah ini meningkat sebanyak RM633.88 juta atau 12.43%, terutama berikutan peningkatan bayaran Pencen Penakat, Faedah Hilang Upaya Kekal, Pencen dan Bantuan Ilat serta Pemulihan Jasmani dan Vokasional.

Memenuhi jangkaan pelanggan dan tanggungjawab PERKESO, 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 memenuhi jangkaan pelanggan.

Pada 2023, pencapaian prestasi piagam pelanggan bagi tempoh pemprosesan faedah mengikut purata hari adalah 1.79 hari untuk semua jenis tuntutan berbanding 2.03 hari pada 2022. Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan peratusan 2023 masih berada di tahap cemerlang, iaitu 99.76% berbanding 99.47% pada 2022.



Pengurusan Strategi dan Prestasi

Perancangan pengurusan strategik & prestasi PERKESO bagi 2023 ditentu ukur berdasarkan perspektif Balanced Scorecard (BSC) demi memastikan organisasi terus dipacu selaras Visi dan Misi PERKESO. Empat (4) Teras Strategik utama yang digariskan iaitu "Pengaktifan Pasaran Buruh", "Transformasi Operasi", "Pemeriksaan Modal Insan" dan "Pemantapan Aspek Keselamatan & Kesejahteraan Sosial" menjadi agenda utama hala tuju strategik PERKESO selari aspirasi Kerajaan menjadikan Malaysia MADANI sebuah negara makmur dan sejahtera. Kecemerlangan pencapaian prestasi pada 2022 diteruskan lagi dengan pencapaian cemerlang menerusi 13 KPI bagi 2023, iaitu pada skor 4.59 dengan berkadar 95.90% merangkumi keseluruhan Objektif Strategik yang terkandung dalam empat (4) perspektif utama BSC.

Benefits Claims Management

A total of 911,480 persons, including local and foreign workers, received all types of benefits provided under Act 4 in 2023 compared to the 884,880 recipients in 2022. However, the number of recipients of all types of benefits provided under Act 800 decreased by 35.22% in 2023 to become 170,509 recipients compared to the 347,267 recipients in 2022 following the recovering economy.

PERKESO spent RM5,777.34 million in 2023, in total liability spending, with a sum of RM5,734.58 making up the component of payments of all types of benefits including Physical and Vocational Rehabilitation, Dialysis Treatments, Health Screening Programme and Training Fees. The payment of these benefits increased by RM633.88 million or 12.43%, especially following an increase in the payments of Survivor's Pension, Permanent Disablement Benefit, Invalidity Pension and Grant, as well as Physical and Vocational Rehabilitation.

To meet client's expectation and the organisation's responsibility, benefit claims is managed in accordance with the Client's Charter and Standard Q which take into account measurements based on achievement percentages and average days. This approach is taken to guarantee service delivery that meets client's expectations.

In 2023, the client's charter performance for processing of benefits according to average days was 1.79 days for all types of claims compared to 2.03 days in 2022. The Client's Charter performance (processing period) based on percentage in 2023 was still at an excellent level at 99.76% compared to 99.47% in 2022.

Management of Strategy and Performance

The PERKESO Strategic & Performance Management Planning for 2023 is calibrated against the Balanced Scorecard (BSC) perspective in order to ensure the organisation continues to be driven in alignment with its Vision and Mission. The four (4) main Strategic Cores, namely, "Activation of Labour Market", "Operational Transformation", "Strengthening of Human Capital" and "Consolidation of Social Security & Wellbeing", form the main agenda for the organisation's strategic direction, in line with the Government's aspiration of establishing Malaysia Madani, a prosperous and peaceful nation. The excellent achievement of 2022 was further continued in the excellent achievement through the thirteen (13) Key Performance Indicators (KPI) stipulated in 2023, with a score of 4.59 at 95.90% encompassing the overall Strategic Objectives comprised in the four (4) key BSC perspectives.



Pengurusan Perhubungan Pelanggan

Kualiti perkhidmatan digarap menerusi amalan yang dipegang oleh semua warga PERKESO dalam konteks pematuhan SENYUM, SAPA, SALAM, SANTUN & PRIHATIN (S4P) dan Garis Panduan Khidmat Pelanggan – Employee Customer Guideline (ECG).

Bersandarkan pendekatan ini, sejumlah 64 penghargaan pelanggan telah diterima menerusi akhbar, e-mel, Facebook, surat, WhatsApp, Google Review, sijil, Sistem Pengurusan Aduan Awam (SISPAA) dan borang testimoni SIP.

Bagi meningkatkan mutu perkhidmatan kepada pelanggan khususnya di kaunter-kaunter PERKESO di seluruh negara, pendekatan sedia ada diperkemas menerusi indikator sasaran purata masa menunggu pelanggan iaitu 8 minit. Pencapaian purata masa menunggu bagi 2023 adalah 3 minit 05 saat (00:03:05). PERKESO turut menyediakan platform perhubungan pelanggan melalui medium komunikasi seperti Talian Khidmat Pelanggan : 1-300-22-8000; E-mel rasmi portal maklum balas : perkeso@perkeso.gov.my ; Media sosial rasmi : Facebook Instagram YouTube X LinkedIn; Portal Matrix dan Chatbot HannaLive Agent.



Hari Bertemu Pelanggan

Hari Bertemu Pelanggan di PERKESO dilaksanakan di semua 54 pejabat PERKESO termasuk Ibu Pejabat PERKESO pada setiap Khamis minggu pertama setiap bulan. PERKESO juga terlibat dalam Program Hari Bertemu Pelanggan (HBP) di peringkat Kementerian Sumber Manusia, Putrajaya yang diwakili oleh semua agensi dan jabatan di bawah seliaan Kementerian. Program ini bertujuan memberi peluang kepada pelanggan menyelesaikan urusan dan permasalahan melalui perjumpaan terus bersama pengurusan tertinggi.



Pengurusan Aduan

Pada 2023, PERKESO menerima 2,788 kes aduan, dengan 2,667 atau 96.66% daripadanya adalah kes aduan terhadap pihak ketiga melibatkan majikan, Jemaah Doktor, Jemaah Doktor Rayuan atau yang lain. Daripada jumlah tersebut, 97.90% kes dapat diselesaikan. Sementara itu, 86 kes atau 3.08% daripada keseluruhan 2,788 kes melibatkan aduan langsung terhadap PERKESO, namun 91.18% kes tersebut dapat diselesaikan dalam tempoh yang ditetapkan.

Management of Customer Relations

Quality of service is seen through the practice upheld by all PERKESO staff in the context of SENYUM, SAPA, SALAM, SANTUN & PRIHATIN (S4P) and the Employee Customer Guidelines (ECG).

Based on this approach, 64 customer recognitions were received through newspapers, by email, on Facebook, in letters, WhatsApp, Google Review, certificates, the Public Complaints' Management System (SISPAA) and through the Employment Insurance System testimony form.

In order to improve the quality of service rendered to customers, specifically at PERKESO counters throughout the country, the existing approach is streamlined using the customer waiting time average target indicator of 8 minutes. The average waiting time achieved in 2023 was 3 minutes and 5 seconds (00:03:05). PERKESO also provides a platform for customer relations using communication medium such as the Customer Service Hotline at 1-300-22-8000; official email feedback portal at perkeso@perkeso.gov.my; official social media at Facebook Instagram YouTube X LinkedIn; Matrix Portal and Chatbot Hanna Live Agent.

Meet the Clients Day

Meet the Clients Days at PERKESO are held at all 54 PERKESO offices including the Headquarters on each Thursday of the first week of each month. PERKESO is also involved in the Meet the Clients Day programme at the Ministry of Human Resources level with the participation of all agencies and departments under the supervision of the Ministry. This programme is conducted for the purposes of providing an opportunity for customers to conduct matters and resolve problems through direct meetings with the top management.

Complaints Management

PERKESO received 2,788 complaints in 2023, 96.66% of which, or 2,667 cases, were complaints against third parties involving employers, the Medical Board, the Appellate Medical Board or others. Of the said number, 97.90% of the cases were resolved. Meanwhile, 86 cases or 3.08% of the overall 2,788 cases, involved direct complaints against PERKESO. However, 91.18% of the said cases were resolved within the stipulated period.



Program Sosial Sinergi

Program Sosial Sinergi pula merupakan inisiatif yang inovatif dan diperakukan sebagai “Good Practices” di peringkat antarabangsa oleh International Social Security Association (ISSA). Program ini menyediakan platform Sistem MySynergy yang mengintegrasikan rangkaian penyaluran maklumat bagi kes-kes keselamatan sosial kepada agensi yang menjadi ahli di bawah Program Social Synergy dan merupakan program pertama seumpamanya di Malaysia. Program ini menggabungkan tiga (3) entiti keselamatan sosial iaitu Insurans Sosial, Bantuan Sosial dan Intervensi Pasaran Kerja. Sehingga kini, lebih 110 agensi dan 556 pemimpin masyarakat yang menyediakan perkhidmatan keselamatan sosial di seluruh negara menyertai program ini.

Social Synergy Programme

The Social Synergy Programme is an innovative initiative that has been internationally recognised as good practice by the International Social Security Association (ISSA). The programme provides the MySynergy System platform that integrates the network for channelling of information for social security cases to agencies that are members of the Social Synergy Programme. This programme is the first of its kind in Malaysia and combines three (3) social security entities, namely, Social Insurance, Social Assistance and Labour Market Intervention. To date, more than 110 agencies and 556 community leaders providing social security services throughout the country have participated in the programme.



Indeks Kepuasan Pelanggan

Dalam memastikan matlamat PERKESO untuk memberikan perkhidmatan terbaik kepada pelanggan tercapai, PERKESO melaksanakan Mystery Shopping yang menjadi penanda aras tahap kualiti perkhidmatan pelanggan bagi keseluruhan PERKESO. Sejak pelaksanaan Mystery Shopping pada 2017, PERKESO melakukan 13 wave dengan kekerapan 2 wave setiap tahun. Pada 2023, wave ke-13 yang dilaksanakan pada September hingga Oktober merekodkan pencapaian tertinggi bagi Branch Walk in iaitu 95.68% (Cemerlang) dan Branch Mystery Call iaitu 91.80% (Cemerlang).

Customer Satisfaction Index

In ensuring PERKESO's goal of providing its customers with the best service is achieved, PERKESO conducts the Mystery Shopping exercise which has become a benchmark for the level of customer service quality for the organisation as a whole. Since the implementation of Mystery Shopping in 2017, PERKESO conducted its 13th wave with a frequency of 2 waves per year. In 2023, the 13th wave was conducted from September to October whereby the highest achievement was recorded for Branch Walk-In at 95.68% (excellent) and for Branch Mystery Call at 91.80% (excellent).

Prestasi CRM Mystery Call pula melakar pencapaian tertinggi pada wave ke-12 (Februari - Mac) iaitu 99.89% (Cemerlang). Pencapaian CRM kekal cemerlang di Wave ke-13 dengan markah sebanyak 99.83%. Pencapaian cemerlang dalam ketiga-tiga kategori yang dinilai oleh Mystery Shopper ini membuktikan kualiti perkhidmatan pelanggan oleh anggota PERKESO berada di tahap cemerlang. Malah, PERKESO sentiasa memantau pandangan dan maklum balas pelanggan mengenai perkhidmatan yang diberikan. Antara kaedah yang digunakan adalah melalui Kajian Kepuasan Pelanggan PERKESO di mana tinjauan dibuat sepanjang tahun terhadap pelanggan-pelanggan yang berurusan dengan PERKESO. Kajian Kepuasan Pelanggan PERKESO 2023 ini dijalankan secara dalam talian, meliputi dua fasa iaitu Fasa Pertama bagi tempoh antara Januari hingga April, manakala Fasa Kedua pula pada Julai hingga Oktober.

The CRM Mystery Call recorded its highest achievement during the 12th wave which was conducted from February to March, at 99.89% (excellent). The CRM maintained its excellence during the 13th Wave with a score of 99.83%. These excellent achievements in all the three categories evaluated by the Mystery Shopper proves that the customer service rendered by PERKESO staff is at an excellent level. In fact, PERKESO constantly monitors the views and feedback from customers regarding the services provided. Among the methods used is the PERKESO Customer Satisfaction Study where a survey is conducted throughout the year on customers dealing with PERKESO. The PERKESO Customer Satisfaction Study 2023 was conducted online, in two phases with the First Phase taking place from January to April and the Second Phase from July to October.

Secara keseluruhannya, indeks kepuasan pelanggan bagi Fasa 12023 mencatatkan pencapaian 91.00% manakala Fasa 22023, pelanggan menyatakan bahawa perkhidmatan yang diberikan adalah cemerlang dengan pencapaian keseluruhan sebanyak 93.78%.

Overall, the customer satisfaction index recorded an achievement of 91.00% during Phase 12023 while during Phase 22023, customers stated that the service provided by PERKESO was excellent with an overall achievement of 93.78%.

Pencapaian indeks kepuasan pelanggan bagi Fasa 22023 adalah merupakan pencapaian kedua tertinggi yang pernah dicatatkan sejak 10 tahun lalu.

Pencapaian cemerlang yang diperoleh PERKESO ini jelas mencerminkan kejayaan organisasi memenuhi jangkaan pelanggan walaupun berdepan keadaan ekonomi negara yang baru pulih akibat pandemik COVID-19, selaras slogan "PERKESO itu Prihatin, Prihatin itu PERKESO".

The rating achieved in Phase 22023 was the second highest ever recorded in the past 10 years.

The excellence achieved by PERKESO clearly mirrors the organisation's success in meeting its customers' expectations despite facing an economy that is just recovering from the COVID-19 pandemic, in line with the organisation's slogan of "PERKESO itu Prihatin, Prihatin itu PERKESO" (PERKESO is Conscientious, Conscientiousness is PERKESO).



Anugerah Dan Pengiktirafan Awards and Recognition



PERKESO terus menempa kejayaan dengan meraih pelbagai anugerah dan pengiktirafan di peringkat kebangsaan serta antarabangsa. Antara pengiktirafan yang diterima sepanjang 2023 adalah:

PERKESO continues to garner success with the various awards and recognition received, at both national and international levels. Among the recognitions received in 2023 are as follows:

International Women's Day; Anugerah Kecemerlangan Organisasi Iksnita Sabah 2023. International Women's Day - Iksnita Sabah Organisational Excellence Award 2023.	University of Malaya 2022 Excellence Award: Corporate Partner - Human Capital Development pada 21 Februari 2023. University of Malaya Excellence Award 2022: Corporate Partner - Human Capital Development, on 21 February 2023.	Business Achievement Award 2023 for PERKESO Rehabilitation Center by the ASEAN-India Business Council (AIBC) at the AIBC 5th Gala Dinner and Business Excellence Awards pada 6 Mac 2023. Business Achievement Award 2023 for PERKESO Rehabilitation Centre by the ASEAN-India Business Council (AIBC) at the AIBC 5th Gala Dinner and Business Excellence Awards on 6 March 2023.
Anugerah Agensi Cemerlang PERKESO pada 1 Mac 2023. PERKESO Excellent Agency Award on 1 March 2023.	Anugerah Tokoh Pekerja CUEPAS 2023 kepada Ketua Eksekutif PERKESO. CUEPACS Employee of the Year Award 2023 to the Chief Executive of PERKESO.	Mukaidono Safety Award daripada The Institute of Global Safety Promotion di Osaka, Japan pada 11 Mei 2023. Mukaidono Safety Award daripada The Institute of Global Safety Promotion di Osaka, Japan pada 11 Mei 2023.
Pengiktirafan organisasi yang menyumbang kepada pelaksanaan Skills for Prosperity Programme di Malaysia pada September 2023. Recognition of organisations contributing to the implementation of the Skills for Prosperity Programme in Malaysia, in September 2023.	Asia Pacific Occupational Safety and Health Organisation (APOSHO) Conference di MBSA Convention Centre, Selangor, Malaysia pada 24 hingga 25 Oktober 2023. Asia Pacific Occupational Safety and Health Organisation (APOSHO) Conference at MBSA Convention Centre, Selangor, Malaysia from 24 to 25 October 2023.	Association to Advance Collegiate Schools of Business (AACSB) Influential Leaders Award for 2023 by AACSB International at the Social Security Management Conference 2023 pada 19 Oktober 2023. Association to Advance Collegiate Schools of Business (AACSB) Influential Leaders Award 2023 by AACSB International at the Social Security Management Conference 2023 on 19 October 2023.

Kadar Penggunaan Pembayaran Digital Tertinggi bagi Kempen Cashless Boleh 3.0 pada 30 Oktober 2023. Highest Use of Digital Payment for the Cashless Boleh Campaign 3.0 on 30 October 2023.	HR Icon Award for the Public Sector category' by The Human Resource Development Corporation (HRD Corp) pada 31 Oktober 2023. HR Icon Award in the Public Sector category by the Human Resource Development Corporation (HRD Corp) on 31 October 2023.	Productivity Champion in Category: Leader by Malaysia Productivity Corporation (MPC) pada 6 November 2023. Productivity Champion in the Category: Leader, by Malaysian Productivity Corporation (MPC) on 6 November 2023.
ASEAN Social Security Association (ASSA) Recognition Award for Transformation for the Disability Management Rating System Traffic Light Classification System pada 23 November 2023. ASEAN Social Security Association (ASSA) Recognition Award for Transformation for the Disability Management Rating System Traffic Light Classification System on 23 November 2023.	Zero Project Award - Innovative Solution 2023 for MYFutureJobs di Vienna, Austria Zero Project Award - Innovative Solution 2023 for MYFutureJobs in Vienna, Austria.	Dua (2) Team Excellence PERKESO berjaya mendapat Excellent Award di International Quality & Productivity Convention (IQPC) 2023 yang diadakan di Kuala Lumpur, Malaysia pada 4 hingga 7 September 2023. Two PERKESO Excellence Teams received the Excellence Award at the International Quality & Productivity Convention (IQPC) 2023 held in Kuala Lumpur, Malaysia from 4 to 7 September 2023.



Pensijilan Antarabangsa

Dalam memastikan PERKESO sentiasa memberi perkhidmatan yang melangkaui jangkaan pelanggan, PERKESO terus komited untuk memperoleh pensijilan antarabangsa MS ISO. Pada 2023, PERKESO berjaya memperoleh pensijilan semula MS ISO 37001:2018 Anti-Bribery Management Systems dan MS ISO 39001:2012 Road Traffic Safety Management Systems (RTSM). Di samping itu, PERKESO berjaya mengekalkan pelaksanaan pensijilan MS ISO 9001:2015 Sistem Pengurusan Kualiti dan MS ISO 45001:2018 Occupational Health and Safety Management Systems.

International Certification

In ensuring that PERKESO constantly provides service that exceeds its customers' expectations, the organisation remains committed in obtaining MS ISO international certifications. PERKESO was successfully re-certified with MS ISO 37001: 2018 Anti-Bribery Management Systems and MS ISO 39001: 2012 Road Traffic Safety Management Systems (RTSM) in 2023. In addition, PERKESO was also successful in maintaining its MS ISO 9001: 2015 Quality Management System and MS ISO 45001: 2018 Occupational Health and Safety Management System certifications.



Tatakelola dan Tadbir Urus Terbaik

Pada 29 Februari 2024, Majlis Anugerah Integriti, Governans dan Antirasuah (AIGA) 2023 menobatkan PERKESO sebagai penerima Anugerah Emas. Anugerah ini merupakan penanda aras keberkesanan inisiatif bagi meningkatkan amalan integriti dan antirasuah dalam organisasi. Antara usaha yang dijalankan ialah kempen kesedaran Anti-Fraud, Etika & Integriti di seluruh pejabat secara berterusan dan daftar risiko rasuah yang melibatkan amalan integriti, governans serta antirasuah.

Best Governance

On 29 February 2024 PERKESO received the Gold Award at the Integrity, Governance and Anti-Corruption Awards Ceremony 2023. This award serves as a benchmark for the effectiveness of initiatives to improve integrity and anti-corruption practices within the organisation. Among the measures taken include the continued implementation of Anti-Fraud, Ethics & Integrity awareness campaign at all offices and the corruption risk register involving integrity, governance and anti-corruption practices.

Selain itu, pensijilan semula ABMS iaitu pelaksanaan MS ISO 37001: 2016 Anti-Bribery Management System (ABMS) di PERKESO sudah memasuki tahun ketiga. Komitmen Badan Pentadbir dan Pengurusan Tertinggi berkenaan pelaksanaan dan pematuhan ABMS di PERKESO menunjukkan impak positif dan tatakelola terbaik dalam organisasi.

PERKESO has also entered its third year of the MS ISO 37001: 2016 Anti-Bribery Management System (ABMS) re-certification. The commitment of the administration and top management with regards to the implementation and adherence to ABMS within PERKESO shows a positive impact and best governance in the organisation.



CABARAN MELANGKAH KE HADAPAN

Ketika ini, sistem keselamatan sosial berhadapan pelbagai cabaran global yang kompleks, antaranya siri trend global termasuk demografi penuaan, era digitalisasi masa kini sehingga menyaksikan peralihan kepada penggunaan 'Artificial Intelligence' (AI), sekali gus mencetuskan ledakan teknologi maklumat dan perubahan komunikasi dunia digital dalam segenap aspek kehidupan. Isu jurang perlindungan, pengangguran belia dan transformasi ekoran ekonomi digital memerlukan asas serta pelan tindakan jangka panjang dasar keselamatan sosial. Lonjakan pantas perlu dilaksanakan untuk menangani cabaran landskap perlindungan keselamatan sosial yang semakin rumit serta mencabar. Selain itu, negara sedang berhadapan cabaran besar yang dihadapi berkaitan sistem kesihatan negara iaitu:

i. Beban Penyakit Berganda

Peningkatan NCD, penyakit berjangkit, kemunculan semula penyakit lama dan kemunculan penyakit baharu seperti COVID-19 membebankan lagi sistem penyampaian kesihatan negara. Selain itu, peningkatan ketara NCD seperti diabetes, penyakit jantung dan kanser memberi cabaran kepada sistem penjagaan kesihatan, terutama dalam pencegahan serta pengurusan NCD untuk warga emas. Terdapat juga cabaran baharu bagi memenuhi keperluan tertentu, khususnya dalam penjagaan paliatif untuk warga emas yang menghidap demensia, keuzuran dan kesihatan mental. Tanpa sebarang perubahan penjagaan kesihatan, peningkatan populasi warga emas bakal mencetuskan tekanan besar terhadap sistem penjagaan kesihatan.

ii. Masalah Kesihatan Mental

Peningkatan masalah kesihatan mental menjadi antara penyumbang beban NCD dan hilang upaya di Malaysia. Ia bukan hanya menjejaskan kesejahteraan fizikal dan sosial individu, malah memberi impak kepada ekonomi negara.

iii. Peningkatan Jumlah Warga Emas di Malaysia

Masyarakat Malaysia kini dalam fasa menua di mana menjelang 2030, jumlah penduduk Malaysia yang berumur 60 tahun dan ke atas akan meningkat daripada 11.1% kepada 15.3%. Ini akan memberi impak kepada sistem kesihatan negara kerana data global menunjukkan kos penjagaan kesihatan warga emas adalah 2 hingga 3 kali ganda lebih tinggi berbanding kos penjagaan golongan lebih muda.

CHALLENGES IN MOVING FORWARD

At present, the social security system is facing various complex global challenges, among others, global trends including an ageing demographic, the current digitalisation era that is seeing a transition towards the use of artificial intelligence (AI) leading to an explosion of information technology and changes in the digital world of communication in each aspect of life. The issues of gaps in protection, unemployment amongst youths and transformation following the digitalisation of economy requires a foundation as well as a long-term action plan for social security policies. A rapid shift must be implemented in order to manage the challenges of a social security protection landscape that has become more difficult and challenging. Furthermore, the country is also facing great challenges with regards to its healthcare system as follows:

i. Burden of Multiple Diseases

The rise of Non-Communicable Diseases (NCD), communicable diseases, re-emergence of known communicable diseases and emergence of new ones such as COVID-19 puts further burden on the country's health delivery system. The alarming rise in NCDs such as diabetes, heart disease and cancer challenges the healthcare system especially in terms of prevention and management of NCDs for senior citizens. New challenges have also emerged in order to meet specific needs, specifically in palliative care for senior citizens afflicted with dementia, indisposition and mental health problems. Without any changes to healthcare, the increase in ageing population will lead to immense pressure on the healthcare system.

ii. Mental Health Problems

The increase in mental health problems is among the contributors towards the burden of NCDs and disability in Malaysia. This not only affects the physical and social wellbeing of an individual, but also greatly impacts the country's economy.

iii. Increasing Number of Senior Citizens in Malaysia

The Malaysian population is now in an ageing phase where by 2030, the number of people aged 60 years and above will increase from 11.1% to 15.3% of the whole population. This will impact the country's health system as global data shows that the cost of senior citizen health care is two to three times higher than the cost of healthcare for the younger population.

Dalam melangkah ke arah negara tua, Malaysia dijangka berdepan beberapa cabaran seperti pertumbuhan ekonomi yang perlahan, penurunan penyertaan tenaga buruh, produktiviti yang rendah, simpanan persaraan yang tidak mencukupi, komitmen fiskal yang tinggi, peningkatan NCD dan impak terhadap penjagaan jangka panjang (LTC) serta perlindungan sosial.

iv. Kurang Penekanan kepada Faktor Penentu Sosial untuk Kesihatan (*Social Determinants of Health*)

Kesihatan adalah bukan hanya tanggungjawab Kementerian Kesihatan, sebaliknya turut perlu digalas pelbagai pihak termasuk rakyat. Hal ini kerana 80% daripada keadaan kesihatan kita dipengaruhi pelbagai faktor di luar sektor kesihatan seperti perumahan, pendidikan, status pekerjaan, pendapatan, akses kepada makanan berkhasiat dan aktiviti fizikal.

v. Kekangan Pembiayaan Kesihatan

Peningkatan drastik terhadap permintaan perkhidmatan kesihatan dan kenaikan kos perubatan menggugat kemampanan pembiayaan penjagaan kesihatan. Sekiranya jumlah perbelanjaan kesihatan awam negara adalah rendah berbanding keperluan rakyat, ramai rakyat akan terus terbeban apabila terpaksa mengeluarkan belanja yang banyak untuk mendapatkan rawatan di sektor swasta.

vi. Kekangan Sumber Manusia, Kemudahan Kesihatan dan Peralatan Perubatan

Situasi ketidakseimbangan sumber antara sektor awam dan swasta juga berpunca daripada beban pesakit yang jauh lebih tinggi di sektor awam berbanding sektor swasta. Berdasarkan perangkaan, 64% daripada beban pesakit luar dirawat di sektor awam berbanding hanya 36% di sektor swasta. Situasi ini menyebabkan kesesakan di kemudahan kesihatan awam dan masa menunggu yang lama untuk mendapatkan rawatan. Kekurangan kakitangan, kesesakan akibat beban pesakit yang tinggi, kekurangan dana dan penggantian peralatan yang tidak mencukupi serta kemudahan yang daif turut menjejaskan penyampaian perkhidmatan kesihatan terutama di sektor awam.

vii. Perubahan Iklim dan Kerosotan Kesihatan Dunia

Masalah perubahan iklim dan kesihatan dunia seperti tanah runtuh, jerebu, pencemaran udara dan air serta banjir semakin teruk. Isu kesihatan dunia ini membawa kepada kerosotan kualiti hidup manusia dan memberi kesan kepada kesihatan kerana menambah beban penyakit dan kos.

In going towards becoming an ageing nation, Malaysia is expected to face several challenges such as a slowdown in economic growth, a reduction in workforce participation, lower productivity, insufficient retirement savings, high fiscal commitment, rising NCDs and the impact on long-term care (LTC) as well as social protection.

iv. Lack of Emphasis on Social Determinants of Health

Health is not just the responsibility of the Ministry of Health, but instead, should also be borne by various parties including the people themselves. This is because 80% of our health is affected by various factors outside of the health sector such as housing, education, employment status, income, access to nutritious food and physical activity.

v. Constraints on Health Funding

The drastic rise in demand for health services and the increasing medical costs are threats to the sustainability of our healthcare funding. If the country's expenditure on public healthcare is low compared to the needs of the people, many will continue to be burdened with having to spend a lot of money to seek treatment in the private sector.

vi. Constraints on Human Resource, Health Facilities and Medical Equipment

The imbalance of resources between the public and private sectors also stems from the greater number of patients in the public sector as compared to the private sector. Based on statistics, 64% of outpatients are treated in the public sector compared to only 36% in the private sector. This situation gives rise to overcrowding in public health facilities and a longer waiting time in receiving treatment. A lack of staff, overcrowding due to high number of patients, insufficient funds and insufficient replacement of equipment, as well as modest facilities also adversely affect the delivery of health services especially in the public sector.

vii. Climate Change and Global Health Decline

The problem of climate change and global health such as landslides, haze, air and water pollution as well as floods has become worse. These global health issues lead to the decline in quality of life and affect people's health, adding to the burden of diseases and costs.

Sehubungan itu, usaha perlu dipergiat untuk memantapkan jaringan keselamatan sosial yang progresif dan komprehensif kepada seluruh lapisan pekerja.

viii. Cabaran Ekonomi Belia Selepas Pandemik

Laporan kajian terbitan Jabatan Perangkaan Malaysia (DOSM) melibatkan 6,657 pekerja p-hailing pada 2022 menunjukkan keadaan ekonomi belia yang begitu membimbangkan. Beberapa dapatan kajian tersebut menunjukkan golongan belia Malaysia dalam industri tersebut bakal berdepan masa depan yang suram jika tiada langkah intervensi bagi memulihkan keadaan ekonomi mereka untuk tempoh 30 tahun mendatang.

Laporan DOSM tersebut menyatakan 97% pekerja p-hailing di Malaysia terdiri daripada golongan belia. Namun, apa yang lebih membimbangkan adalah apabila 73% daripada jumlah belia berkenaan menjadikan pekerjaan p-hailing sebagai sumber pendapatan utama mereka.

ix. Liputan Perlindungan Sosial kepada Pekerja Tidak Formal

Liputan perlindungan sosial kepada pekerja tidak formal merupakan isu yang paling diberikan penekanan oleh komuniti antarabangsa, khususnya selepas pandemik COVID-19. Pekerja tidak formal meliputi lebih 60% daripada tenaga kerja dunia, mewakili dua bilion individu. Malah, PERKESO hanya melindungi 9.4 juta daripada 16 juta pekerja buruh aktif dalam pasaran. Selebihnya adalah dikecualikan daripada menerima sebarang bentuk perlindungan sosial kerana status pekerjaan sebagai pekerja informal. Ini bermakna, apabila terdapat krisis yang melanda, hanya minoriti pekerja tidak formal yang dapat mengakses gantian pendapatan menerusi perlindungan sosial.

Situasi ini dibuktikan dengan dapatan kajian oleh The Centre pada 2010 yang menyatakan bahawa pekerjaan ekonomi gig (termasuk p-hailing) hanya boleh dijadikan pekerjaan sampingan. Pekerjaan ekonomi gig (termasuk p-hailing) tidak mempunyai laluan kerjaya yang jelas, tiada sebarang peluang kenaikan pangkat atau pendapatan yang sistematik.

Belia yang terlibat dalam industri tersebut tidak dapat memperoleh merit tambahan atas kapasiti diri yang mereka ada (gaji mereka tetap sama walaupun menguasai lebih satu bahasa atau mempunyai lebih daripada satu lesen kenderaan). Fakta yang lebih mengusarkannya adalah 63% daripada jumlah keseluruhan pekerja p-hailing di Malaysia tidak mempunyai sebarang simpanan pada masa kini.

In relation thereto, efforts must be multiplied in order to sustain a progressive and comprehensive social protection network for all workers.

viii. Challenges of Youth Economy Post Pandemic

A report issued by the Department of Statistics Malaysia (DOSM) on a study conducted on 6,657 p-hailing workers in 2022 shows a worrying youth economy situation. Several findings of the study show that Malaysia youths in the said industry will face a dim future if no intervention measures are taken to recover their economic situation in the next 30 years.

The DOSM report states that 97% of p-hailing workers in Malaysia comprise youths. However, it is even more worrying that 73% of the said youths have this p-hailing occupation as their main source of income.

ix. Coverage of Social Protection to Informal Workers

The coverage of social protection to informal workers has become an issue that is most emphasised by the international community, particularly after the COVID-19 pandemic. Informal workers make up more than 60% of the global work force, representing two billion individuals. In fact, PERKESO only protects 9.4 million out of the 16 million active workers in the market. The remaining number of workers are excluded from receiving any form of social protection due to their status as informal workers. This means that in the face of a crisis, only a minority of informal workers will have access to replacement income through social protection.

This situation is proven by the findings of a study undertaken by The Centre in 2010 which stated that gig economy occupation (including p-hailing) can only be considered as part-time occupation. Gig economy occupation (including p-hailing) does not have a clear career path, and nor does it have any opportunity for systematic promotion or income.

The youths involved in the industry are unable to obtain additional merit for their existing self-capacity (their salary remains the same even if they master more than one language or they possess more than one vehicle licence). The fact that is more alarming is that 63% of the number of p-hailing workers in Malaysia do not have any savings at the moment.

Ini bermaksud, golongan tersebut tidak mempunyai sebarang persediaan untuk menghadapi hari tua atau waktu kecemasan (sakit atau kemalangan).

Kajian DOSM mendapati pada tahun 2022 hanya 11% pekerja p-hailing yang mampu memperoleh pendapatan sekitar RM2,500 ke atas. Keadaan ini tidak menunjukkan masa depan yang memberangsangkan untuk industri tersebut kerana paras garis kemiskinan terkini menunjukkan individu dengan pendapatan bawah RM2,150 sebulan boleh dianggap sebagai miskin bandar.

x. Penurunan Penyertaan Tenaga Buruh Tempatan

Jumlah Kadar Kesuburan (TFR) bagi setiap wanita umur reproduktif berkurang daripada 4.9 kelahiran pada 1970 kepada 1.61 pada 2022 dan kadar peratusan penduduk dalam umur bekerja menyusut daripada 45% kepada 23% dalam tempoh sama. Situasi ini boleh mempengaruhi pertumbuhan ekonomi dan produktiviti. Penurunan dalam peratusan penduduk dalam umur bekerja akan meningkatkan permintaan menggaji tenaga buruh asing daripada industri.

xi. Liputan Perlindungan Sosial yang Tidak Mencukupi

Keperluan menyediakan perlindungan sosial yang mencukupi untuk rakyat terus menjadi cabaran apabila penduduk semakin menua dan jangka hayat semakin meningkat. Cabaran ini turut terpakai untuk mengurangkan ralat kemasukan dan penyisihan data dalam pengagihan bantuan sosial serta memperluas liputan caruman untuk pendapatan persaraan, terutama bagi wanita dan pekerja tidak formal, termasuk penjaga tanpa gaji. Simpanan persaraan yang tidak mencukupi dan pengurusan kewangan yang tidak cekap akan menjejaskan jaminan pendapatan, seterusnya meningkatkan kebarangkalian terjerumus dalam isu kemiskinan dalam kalangan warga emas.

MELANGKAH KE HADAPAN

Melangkah ke hadapan, PERKESO bercadang untuk bekerjasama dengan penyedia insurans swasta bagi melaksanakan inisiatif LINDUNG+ yang menyediakan pelan perlindungan keselamatan sosial di luar skop perlindungan sedia ada.

Untuk memperkasa perlindungan sosial pekerja yang lebih komprehensif dan inklusif, PERKESO bercadang menaikkan had gaji caruman daripada RM5,000 kepada RM6,000 sebulan. Penambahbaikan ini dijangka memberi manfaat kepada 1.45 juta pekerja di mana faedah perlindungan mereka akan meningkat sebanyak 20.2%. Selain itu, Faedah Pengurusan Mayat akan dinaikkan daripada RM2,000 kepada RM3,000.

This means that they are unprepared in facing emergencies (illness or accident) and are not ready for old age.

The DOSM study found that in 2022 only 11% of p-hailing workers were able to earn incomes of RM2,500 and above. This situation does not show a very encouraging future for the industry as the current poverty line shows that an individual with income below RM2,150 per month is considered as urban poor.

x. Decline in Local Workforce Participation

The fertility rate of each female of reproductive age has decreased, from 4.9 births in 1970 to 1.61 births in 2022 and the percentage of population within working age has decreased from 45% to 23% within the same amount of time. This situation can affect economic growth and productivity. The decline in percentage of population within the working age will lead to an increase in demand for foreign workforce from industries.

xi. Insufficient Social Protection Coverage

The need to provide adequate social protection to the people continues to be challenge when the population is increasingly ageing and the expected life-span also increases. This challenge is also applicable in reducing the data entry and exclusion error in the distribution of social assistance as well as expansion of contribution coverage in terms of retirement income, especially for women and informal workers including unpaid caregivers. Insufficient retirement savings and inefficient financial management will adversely affect income security, thus increasing the probability of poverty amongst senior citizens.

MOVING FORWARD

Moving forward, PERKESO plans to cooperate with private insurance providers in implementing the LINDUNG+ initiative which provides a social security protection plan beyond the existing scope of protection.

In order to consolidate a more comprehensive and inclusive employees' social protection, PERKESO also plans to raise the contribution salary ceiling, from RM5,000 to RM6,000 per month. This improvement is expected to benefit 1.45 million workers, whereby their protection benefit will increase by 20.2%. In addition, the Funeral Benefit will be increased from RM2,000 to RM3,000.

Begitu juga had umur untuk Skim Keselamatan Sosial Suri Rumah (SKSSR) yang akan dinaikkan daripada 55 kepada 60 tahun. Ia bagi memperluas perlindungan kepada tambahan 720,000 suri rumah di seluruh negara. Sehubungan itu, PERKESO akan membuat pindaan akta yang berkaitan.

Selaras konsep MADANI, KESUMA menerusi PERKESO akan melaksanakan Pelan Jangka Panjang untuk melaksanakan sistem perlindungan keselamatan sosial negara yang lebih menyeluruh. Pertama, adalah rancangan untuk memberi perlindungan keselamatan sosial 24 jam kepada pekerja, walaupun apabila bencana berlaku di luar waktu serta skop kerja sehingga mengundang keilatan dan menjejaskan daya upaya tulang belakang keluarga untuk menyara kehidupan seisi tanggungan. Perlindungan keselamatan sosial 24 jam ini mampu memastikan kelangsungan hidup yang lebih baik jika seseorang pekerja ditimpa musibah sekali gus melengkapkan sistem perkhidmatan kebajikan dan sistem perkhidmatan kesihatan sedia ada.

Kedua, adalah untuk memberikan khidmat pemulihan sebagai perlindungan keselamatan sosial lebih menyeluruh. Dalam tempoh 10 tahun ini, PERKESO mengoperasikan sebuah pusat rehabilitasi berteknologi tinggi di Melaka. Seramai 15,638 pesakit menjalani rawatan rehabilitasi di Pusat Rehabilitasi PERKESO sejak mula beroperasi. Pada 2023, seramai 1,032 orang daripada 2,454 kes yang discaj berjaya bangkit dan kembali ke alam pekerjaan daripada keseluruhan 3,825 pesakit yang menjalani rawatan rehabilitasi.

PERKESO sedang membangunkan sebuah pusat rehabilitasi PERKESO yang akan siap dibina di Perak manakala sebuah lagi akan dibina di Terengganu. Aspirasi KESUMA dan PERKESO adalah untuk membina tiga lagi pusat rehabilitasi PERKESO dalam tempoh lima tahun akan datang, termasuk di Sarawak.

Selain itu, bagi memberikan perkhidmatan lebih menyeluruh dan mengurangkan kos operasi, PERKESO akan menubuhkan sekurang-kurangnya sebuah pusat dialisis di setiap negeri dalam tempoh tiga tahun ini. Ketika ini, PERKESO membangunkan empat pusat dialisis iaitu di Cawangan Klang dan Shah Alam di Selangor serta Cawangan Batu Pahat dan Cawangan Kluang di Johor. Pusat dialisis PERKESO akan memberi penjimatan 15% bagi setiap kos rawatan dialisis berbanding kos rawatan dialisis yang disediakan menerusi kaedah asal pelantikan panel pusat dialisis swasta.

Similarly, the age limit for the Housewives' Social Security Scheme will be raised from 55 to 60 years old, to extend protection to an additional 720,000 housewives across the nation. To that end, PERKESO will make amendments to the relevant statutes.

In line with the MADANI concept, KESUMA, through PERKESO, will carry out a long-term plan for the implementation of a more comprehensive national social security protection system. First is the plan to provide 24-hour social security protection to workers even for injuries occurring outside working hours as well as outside the job scope that lead to invalidity, affecting a breadwinner's capacity to support his family. Such 24-hour social security protection will be able to ensure better viability in the event of a worker being injured, thus complementing the existing welfare and health service systems.

Second is the provision of rehabilitation services as a more holistic social security protection. In the past decade, PERKESO has been operating a high technology rehabilitation centre in Melaka. A total of 15,638 patients have undergone rehabilitation at the PERKESO Rehabilitation Centre since it first came into operation. In 2023, 1,032 of the 2,454 discharge cases have been successful in returning to the working world, out of the overall 3,825 patients undergoing rehabilitation treatment.

PERKESO is currently building a rehabilitation centre in Perak as well as another in Terengganu. KESUMA and PERKESO aspire to build three more PERKESO rehabilitation centres within the next five years, including in Sarawak.

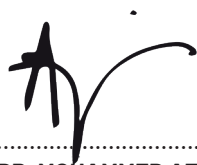
Further, in order to provide a more comprehensive service and to reduce its operating cost, PERKESO will establish at least one dialysis centre in each state within the next three years. At present, PERKESO has established four dialysis centres in Klang, Shah Alam, Batu Pahat and Kluang respectively. These dialysis centres will translate into 15% savings on the cost of each dialysis treatment compared to the cost of dialysis using the original method of appointing private panel dialysis centres.

PENGHARGAAN

Susulan kejayaan yang dilakar sepanjang 2023 oleh PERKESO, saya merakamkan setinggi-tinggi penghargaan kepada Pengerusi Lembaga dan semua Ahli Lembaga Pengarah dan Panel Pelaburan PERKESO atas komitmen serta sokongan padu yang berterusan. Kepada semua warga kerja PERKESO, dedikasi kalian menjadikan organisasi ini terus cemerlang dan terus berdaya saing. Saya menaruh keyakinan bahawa segenap lapisan warga PERKESO akan terus meningkatkan usaha dan sokongan untuk menghadapi cabaran mendatang. Seterusnya, saya mengajak warga PERKESO untuk berusaha gigih meneruskan kecemerlangan dan pencapaian organisasi agar dapat terus memberi impak signifikan dalam memartabatkan agenda memberi perlindungan keselamatan sosial pekerja yang dinamik dan inklusif di negara ini merentasi kepelbagaian sosioekonomi bangsa, agama dan kaum.

Akhir kata, saya dan seluruh warga PERKESO ingin merakamkan setinggi penghargaan kepada YB Encik Steven Sim Chee Keong, Menteri Sumber Manusia dan YB Dato' Sri Abdul Rahman Mohamad, Timbalan Menteri Sumber Manusia, selain Pengerusi serta semua Ahli Lembaga PERKESO atas nasihat dan pandangan serta dorongan yang diberikan. Mendepani cabaran pada tahun-tahun mendatang, PERKESO akan terus mengorak langkah untuk memacu kecemerlangan dalam memantapkan lagi peranannya sebagai agensi 'peneraju perlindungan keselamatan sosial pekerja' di Malaysia dan di peringkat antarabangsa.

Sekian dan terima kasih.



DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED

Ketua Pegawai Eksekutif Kumpulan PERTUBUHAN KESELAMATAN SOSIAL
Group Chief Executive Officer SOCIAL SECURITY ORGANISATION

APPRECIATION

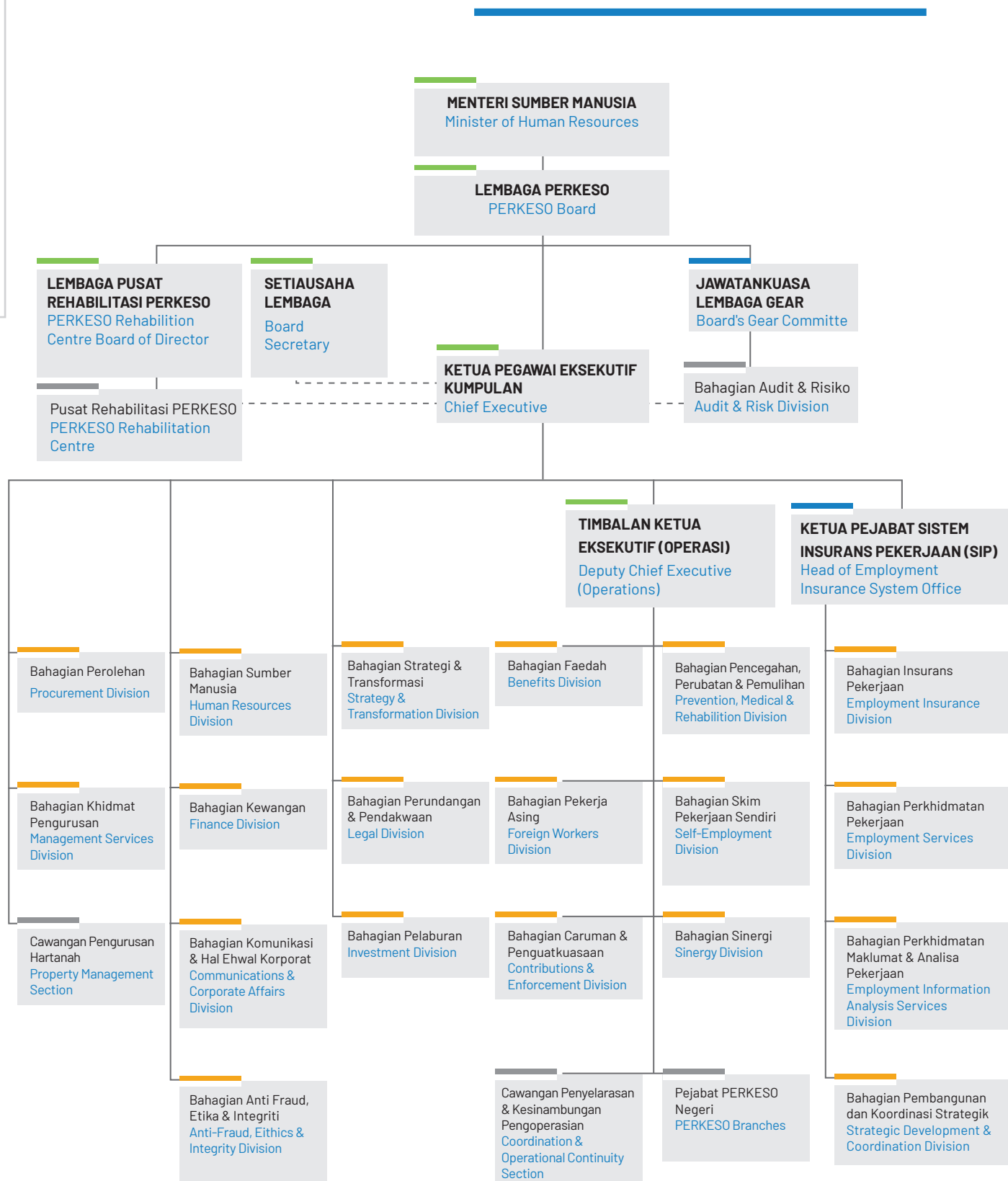
Following the success garnered by PERKESO throughout 2023, I would like to record my highest appreciation to the Chairman of the Board, and all of the Members of the Board of Directors and PERKESO Investment Panel for their continued commitment and unwavering support. To all PERKESO staff, your dedication has ensured that the organisation continues to excel and remain competitive. I am confident that everyone in PERKESO will continue to increase their effort and support in facing future challenges. I therefore invite all of you to continue your efforts in maintaining this excellence and achievement, to continue to give significant impact on the agenda of providing dynamic and inclusive social protection in the country, that goes beyond the socio-economy of the diverse race, religion and community.

Finally, on behalf of all the staff of PERKESO, I would like to record our highest appreciation to YB Encik Steven Sim Chee Keong, Minister of Human Resources and YB Dato' Sri Abdul Rahman Mohamad, Deputy Minister of Human Resources, as well as to the Chairman and all members of the PERKESO Board of Directors, for their advice and views, as well as the support given. Facing the challenges of the coming years, PERKESO will continue to take steps towards driving excellence in solidifying our role as the leader of employees' social protection, at home and abroad.

Thank you.

CARTA ORGANISASI

ORGANISATION CHART



KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



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KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



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- Certified Disability Management Professional (NIDMAR Canada)
- Certified American Medical Association Guideline on Impairment and Disability (American Board of Independent Medical Examiner, USA)
- Advisor and member of Malaysian Disability Management Association Malaysia

Academic Qualifications

- Bachelor of Arts (Political Science), National University of Malaysia
- Diploma in Computer Science (Cambridge)
- Return to Work Expert, ISSA Academy
- Information Technology & Communication Expert, ISSA Academy
- Certified Disability Management Professional (NIDMAR Canada)
- Certified American Medical Association Guideline on Impairment and Disability (American Board of Independent Medical Examiner, USA)
- Advisor and member of the Malaysian Disability Management Association



AZMEEN BIN ADNAN

Ketua Pegawai Pelaburan
Chief Investment Officer

Kelayakan Akademik

- Ijazah Sarjana Muda Pentadbiran Perniagaan, Universiti of Denver

Academic Qualifications

- Bachelor of Business Administration, Universiti of Denver

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



AHMAD NAZLI BIN OTHMAN MOHD

Ketua Pegawai Kewangan
Chief Financial Officer

Kelayakan Akademik

- Ijazah Sarjana Muda Perakaunan, Universiti Utara Malaysia
- Akauntan Bersekutu, Institut Akauntan Malaysia (No. Ahli 15374)
- Ahli Bersekutu, Institut Percukaian Malaysia (No. Ahli 2021)
- Ahli Persatuan Perancang Kewangan Malaysia (No. Ahli 002465)

Academic Qualifications

- Bachelor of Accountancy, Universiti Utara Malaysia
- Associate Accountant, Malaysian Institute of Accountants (Membership No. 15374)
- Associate Member, Malaysian Institute of Taxation (Membership No. 2021)
- Member of the Malaysian Financial Planners Association (Membership No. 002465)



MOHD RAZMI BIN KHALID

Ketua Pegawai Sumber Manusia
Chief Human Resources Officer

Kelayakan Akademik

- Ijazah Sarjana Muda Undang-Undang & Syariah, Universiti Kebangsaan Malaysia

Academic Qualifications

- Bachelor of Law with Honours, Universiti Kebangsaan Malaysia

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



BORHAN BIN OSMAN

Ketua Pegawai Perundangan dan
Pendakwaan
Chief Legal and Prosecution Officer

Kelayakan Akademik

- Ijazah Sarjana Muda Undang-Undang, Universiti Malaya
- Majlis Peguam Malaysia (PS:18-39392)

Academic Qualifications

- Bachelor of Laws, University of Malaya
- Bar Council of Malaysia (PS:18-39392)



MOHD ROSDI BIN MAT YASIN

Sehingga *Until* 17 Oktober 2023

Ketua Pegawai Faedah
Chief Benefits Officer

Kelayakan Akademik

- Ijazah Sarjana Muda Ekonomi Gunaan, Universiti Malaya

Academic Qualifications

- Bachelor of Applied Economics, University of Malaya

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



MUSTAFA BIN DRAMAN

Mulai [Since](#) 4 Disember 2023

Ketua Pegawai Faedah
[Chief Benefits Officer](#)

Kelayakan Akademik

- Ijazah Sarjana Muda (Kepujian) Ekonomi, Universiti Kebangsaan Malaysia
- Ijazah Sarjana Pentadbiran Perniagaan, Universiti Kebangsaan Malaysia

Academic Qualifications

- Ijazah Sarjana Muda (Kepujian) Ekonomi, Universiti Kebangsaan Malaysia
- Ijazah Sarjana Pentadbiran Perniagaan, Universiti Kebangsaan Malaysia



ZAINAL AKBAR BIN S.K.MD. ABDUL KADER

Ketua Pegawai Governan, Etika, Audit dan Risiko

[Chief Governance, Ethics, Audit and Risk Officer](#)

Kelayakan Akademik

- Ijazah Perdagangan (Perakaunan), Curtin University of Technology, Western Australia
- Diploma Perdagangan, Curtin University of Technology
- Sijil Pengurusan Risiko (Insurans), The Institute of Internal Auditors Malaysia
- Ahli Profesional The Institute of Internal Auditors Malaysia
- Sijil Amalan Perakaunan (Australia)

Academic Qualifications

- Degree in Commerce (Accounting), Curtin University of Technology, Western Australia
- Diploma in Commerce, Curtin University of Technology
- CRMA - Certification in Risk Management Assurance
- CMIIA - The Institute of Internal Auditors Malaysia
- CPA - Australian Society of Certified Practicing Accounting

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



ROSHAIMI BIN MAT ROSELY

Ketua Pegawai Komunikasi dan Hal Ehwal Korporat

Chief Communications and Corporate Affairs Officer

Kelayakan Akademik

- Sarjana Kerja Sosial, Universiti Utara Malaysia
- Ijazah Sarjana Muda Komunikasi, Universiti Sains Malaysia
- Timbalan Presiden dan Ahli Malaysian Disability Management Association Malaysia
- Return to Work Expert by ISSA Academy
- Certified Disability Management Professional (NIDMAR Canada)
- Certified Train the Trainer, HRDF

Academic Qualifications

- Master of Arts (Social Work) MA (SW), Universiti Utara Malaysia
- Bachelor of Mass Communication, Universiti Sains Malaysia
- Vice President and Member of Malaysian Disability Management Association Malaysia
- Return to Work Expert by ISSA Academy
- Certified Disability Management Professional (NIDMAR Canada)
- Certified Train the Trainer, HRDF



DR. AZLAN BIN DARUS

Ketua Bahagian Pencegahan, Perubatan dan Pemulihan

Head Prevention, Medical and Rehabilitation Department

Kelayakan Akademik

- Ijazah Sarjana Muda Perubatan & Pembedahan, Universiti Otago New Zealand
- Ijazah Sarjana Kesihatan Awam, Universiti Malaya
- Ijazah Sarjana Kesihatan Awam (Kesihatan Pekerjaan), Universiti Malaya
- Ahli kepada Faculty of Occupational Medicine, Royal College of Physicians, Ireland
- Certified of Independent Medical Examiner, ABIME USA
- Certified of Disability Management Professional, Canada

Academic Qualifications

- Bachelor of Medicine & Surgery, University of Otago, New Zealand
- Master of Public Health, University of Malaya
- Master of Public Health (Occupational Health), University of Malaya
- Member of the Faculty of Occupational Medicine, Royal College of Physicians, Ireland
- Certified Independent Medical Examiner, ABIME USA
- Certified Disability Management Professional, Canada

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



DR. PONNIAH A/L RAMAN

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[Head of Employment Insurance Division](#)

Kelayakan Akademik

- Ijazah Doktor Falsafah (PhD) Pengurusan, Universiti Putra Malaysia
- Ijazah Sarjana Teknologi Maklumat, Universiti Kebangsaan Malaysia
- Ijazah Sarjana Muda Matematik, Universiti Kebangsaan Malaysia

Academic Qualifications

- Doctor of Management, Universiti Putra Malaysia
- Master of Information Technology, National University of Malaysia
- Bachelor of Mathematics, National University of Malaysia



UMMAR JAI KUMAR BIN ABDULLAH

Ketua Bahagian Perkhidmatan Maklumat dan Analisa Pekerjaan
[Head of Employment Information and Analytics Services Division](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Pentadbiran Perniagaan (Kepujian) Universiti Kebangsaan Malaysia (UKM)

Academic Qualifications

- Bachelor of Business Administration (Hons.), National University of Malaysia

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



HASNOL BIN MOHAMED HUSSEIN @ SUNG GUN KANG

Ketua Bahagian Anti-Fraud, Etika Dan Integriti

Head of Anti-Fraud, Ethics and Integrity Division

Kelayakan Akademik

- Ijazah Sarjana Muda Finance, Edithcowan University
- Ijazah Sarjana Forensic Accounting & Financial Criminology, UiTM Universiti Teknologi MARA
- Diploma Perdagangan, Universiti Teknologi MARA [UiTM]

Academic Qualifications

- Bachelor of Finance, Edith Cowan University
- Master of Forensic Accounting & Financial Criminology, UiTM
- Diploma in Commerce, UiTM



HAIRIRI BIN HARUN

Ketua Bahagian Pekerja Asing

Head of Foreign Workers Division

Kelayakan Akademik

- Ijazah Sarjana Muda Pentadbiran Perniagaan (Kepujian), Universiti Kebangsaan Malaysia
- Diploma Pentadbiran Awam, Universiti Teknologi MARA

Academic Qualifications

- Bachelor of Business Administration (Hons.) National University of Malaysia
- Diploma in Business Administration, MARA University of Technology

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



JAZLINA BINTI ALIAS

Ketua Bahagian Caruman & Penguatkuasaan
[Head of Contributions & Enforcement Division](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Perakaunan, Universiti Teknologi MARA [UiTM]
- Diploma Perakaunan, Universiti Teknologi MARA [UiTM]

Academic Qualifications

- Bachelor of Accountancy, MARA University of Technology
- Diploma in Accountancy, MARA University of Technology



HAJAH FADHILAH BINTI HAMIL

Ketua Bahagian Perolehan
[Head of Procurement Division](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Undang-Undang, Universiti Malaya

Academic Qualifications

- Bachelor of Laws, Universiti Malaya

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



WAN KEFLI BIN HAMID

Ketua Bahagian Khidmat Pengurusan
[Head Management Services Department](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Pentadbiran Perniagaan Universiti Kebangsaan Malaysia
- Diploma Perniagaan Tani, Universiti Putra Malaysia [UPM]

Academic Qualifications

- Bachelor of Business Administration, National University of Malaysia
- Diploma in Agricultural Business, Universiti Putra Malaysia



MOHAMAD HARON BIN OTHMAN

Ketua Bahagian Skim Bencana Kerja
 Pekerjaan Sendiri
[Head of Self-Employment Injury Scheme Division](#)

Kelayakan Akademik

- Ijazah Sarjana Muda (Kepujian) Pentadbiran Korporat (Setiausaha Syarikat), Universiti Teknologi MARA
- Diploma Pentadbiran Awam, Institut Teknologi MARA

Academic Qualifications

- Bachelor of Corporate Administration (Company Secretary)(Hons.), MARA University of Technology
- Diploma in Public Administration, MARA Institute of Technology

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



RAHMAT BIN ISMAIL

Ketua Bahagian Sinergi
Head of Synergy Division

Kelayakan Akademik

- Ijazah Sarjana Muda Pengajian Asia Tenggara, Universiti Malaya

Academic Qualifications

- Bachelor of Arts Southeast Asian Studies, University Malaya



IR. MOHD NOOR BIN HASHIM

Ketua Cawangan Pengurusan Hartanah
Head of Property Management Division

Kelayakan Akademik

- Ijazah Sarjana Muda (Kepujian) Kejuruteraan Mekanikal, Universiti Teknologi MARA
- Jurutera Profesional (Mekanikal) dengan Sijil Kelayakan Praktik
- Ahli Lembaga Jurutera Malaysia

Academic Qualifications

- Bachelor of Mechanical Engineering, MARA University of Technology
- Professional Engineer (Mechanical) with Practical Qualification Certificate
- Member of the Malaysian Board of Engineers

KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



HAIRUL AFFANDY BIN ISMAIL

Sehingga [Until](#) 3 Disember 2023

Ketua Cawangan Penyelarasan & Kesenambungan Pengoperasian
[Head of Operational Coordination & Continuity Section](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Science in Business Administration, Northeastern University
- Ijazah Sarjana Muda Business Admin, Mara Community College-American Associate

Academic Qualifications

- [Bachelor of Science in Business Administration, Northeastern University](#)
- [Bachelor of Business Administration, MARA Community College – American Associate](#)

PUSAT REHABILITASI PERKESO

PERKESO's Rehabilitation Centre



DATUK DR. HAFEZ BIN HUSSAIN

Pengarah Eksekutif, Pusat Rehabilitasi PERKESO Tun Abdul Razak
[Executive Director PERKESO Tun Abdul Razak Rehabilitation Centre](#)

Kelayakan Akademik

- Ijazah Sarjana Muda Perubatan, Universiti Sumatera Utara
- Sarjana Perubatan, Universiti Sumatera Utara
- Ijazah Sarjana Clinical Rehabilitation, Flinders University, South Australia
- Master Of Clinical Rehabilitation – Rehabilitation, Flinders University, South Australia

Academic Qualifications

- [Bachelor of Medicine, University of North Sumatera](#)
- [Master of Clinical Rehabilitation Flinders University, South Australia](#)
- [Member of ISPRM \(International Society of Physical Rehabilitation Medicine\)](#)
- [Return To Work Expert by ISSA Academy](#)

PENGARAH NEGERI STATE DIRECTORS

AHMAD FIRDAUS BIN HASHIM

Mulai [Since](#) 4 Disember 2023

BASHARUDIN BIN KHALID

Sehingga [Until](#) 3 Disember 2023

RAFIDAH BINTI ABDUL RAHIM

Mulai [Since](#) 4 Disember 2023

MUSTAFA BIN DRAMAN

Sehingga [Until](#) 3 Disember 2023

MOHANADAS AL VERAYA

Mulai [Since](#) 4 Disember 2023

ZAINAL BIN ISMAIL

Sehingga [Until](#) 16 Jun 2023

ISMAIL BIN ABI HASHIM

MOHAMAD ASRI BIN NGOSMAN

NUR MOHAMMAD BAKHTIR BIN MOHAMAD AKHIR

ABD RAZAK BIN OMAR

TONG SING CHUANG

HISHAM BIN ABDUL RAHMAN

Mulai [Since](#) 17 April 2023

TARMIZI BIN MUKHTAR

Sehingga [Until](#) 15 April 2023

NORA BINTI YAACOB

FARIHAH BINTI CHE HUSIN

TAN PHANG CHIA

DR. MOHD ALI BIN HINDIA



PPN Perlis

PPN Kedah

PPN Pulau Pinang

PPN Perak

PPN Selangor

PPN Kuala Lumpur

PPN Negeri Sembilan

PPN Melaka

PPN Johor

PPN Pahang

PPN Pahang

PPN Kelantan

PPN Terengganu

PPN Sarawak

PPN Sabah





LAPORAN PRESTASI 2023

Performance Report 2023

PETUNJUK UTAMA PRESTASI KEWANGAN

KEY FINANCIAL PERFORMANCE INDICATORS



AHMAD NAZLI BIN OTHMAN MOHD

Ketua Pegawai Kewangan
Chief Financial Officer

Secara keseluruhannya, jumlah hasil PERKESO bagi tahun 2023 meningkat sebanyak RM1,088.91 juta atau 14.22% kepada RM8,748.05 juta berbanding RM7,659.14 juta pada tahun 2022. Jumlah belanja PERKESO juga meningkat sebanyak RM473.72 juta atau 7.33% kepada RM6,935.89 juta berbanding RM6,462.17 juta pada tahun 2022. Dengan itu, lebihan PERKESO bagi tahun 2023 meningkat sebanyak RM615.19 juta atau 51.40% kepada RM1,812.16 juta berbanding RM1,196.97 juta pada tahun 2022.

In overall, PERKESO total income for 2023 increased by RM1,088.91 million or 14.22% to RM8,748.05 million in comparison to RM7,659.14 million in 2022. Similarly, PERKESO's total expenses also rose by RM473.72 million or 7.33% to RM6,935.89 million in comparison to RM6,462.17 million in 2022. As a result, surplus for 2023 increased by RM615.19 million or 51.40% to RM1,812.16 million in comparison to RM1,196.97 million in 2022.

ULASAN PRESTASI KEWANGAN

Pendapatan caruman meningkat sebanyak RM877.61 juta atau 14.90% kepada RM6,767.00 juta berbanding RM5,889.39 juta pada tahun 2022 antaranya berikutan peningkatan had siling gaji baharu bagi maksud caruman Akta 4 dan Akta 800 daripada RM4,000 kepada RM5,000 sebulan berkuat kuasa mulai 1 September 2022 selain pengenalan Akta 838 yang berkuat kuasa mulai 1 Disember 2022. Peningkatan kutipan caruman ini juga mencerminkan tahap kesedaran yang kian meningkat di kalangan majikan, pekerja, orang bekerja sendiri dan suri rumah mengenai tanggungjawab mereka untuk mencarum kepada PERKESO berikutan keberkesanan kempen kesedaran dan aktiviti penguatkuasaan yang dilaksanakan oleh PERKESO.

FINANCIAL PERFORMANCE REVIEW

Contributions income increased by RM877.61 million or 14.90% to RM6,767.00 million compared to RM5,889.39 million in 2022 among them due to the increase in the new salary ceiling limit for the purposes of Act 4 and Act 800 contributions from RM4,000 to RM5,000 per month with effect from 1 September 2022 and the introduction of Act 838 effective from 1 December 2022. The increase in collection of contributions also reflects the increasing level of awareness among employers, employees, self-employed person and housewives about their responsibilities to contribute to PERKESO due to the effectiveness of awareness campaigns and enforcement activities implemented by PERKESO.

Pendapatan pelaburan kasar juga meningkat sebanyak RM205.11 juta atau 11.93% kepada RM1,924.47 juta berbanding RM1,719.36 juta pada tahun 2022 terutamanya berikutan peningkatan dalam pendapatan dividen, keuntungan penjualan saham dan pendapatan faedah serta penurunan kerugian penjejasan bagi aset kewangan sedia untuk dijual.

Sementara itu, belanja tanggungan meningkat sebanyak RM632.96 juta atau 12.30% kepada RM5,777.34 juta pada tahun 2023 berbanding RM5,144.38 juta pada tahun sebelumnya terutamanya berikutan peningkatan dalam bayaran faedah pencen penakat, hilang upaya kekal, pencen dan bantuan ilat serta pemulihan jasmani dan vokasional.

Belanja operasi turut meningkat sebanyak RM59.00 juta atau 6.18% kepada RM1,013.54 juta berbanding RM954.54 juta pada tahun 2022 berikutan peningkatan dalam perbelanjaan sewa dan pelaburan serta kos anggota bagi tahun 2023.

Kerugian penjejasan bersih bagi aset kewangan pula menurun sebanyak RM218.24 juta atau 60.08% kepada RM145.01 juta pada tahun 2023 berbanding RM363.25 juta pada tahun sebelumnya berikutan penurunan harga pasaran saham pada akhir tahun 2023 adalah kurang signifikan berbanding 2022.

Gross investment income also increased by RM205.11 million or 11.93% to RM1,924.47 million as compared to RM1,719.36 million in 2022 mainly due to the increase in dividend income, gains from disposal of shares, interest income and a decrease in impairment losses for financial assets available for sale.

Meanwhile, benefits expenses increased by RM632.96 million or 12.30% to RM5,777.34 million in 2023 in comparison to RM5,144.38 million in the previous year mainly due to the increase in benefits payments for survivors' pension, permanent disablement benefit, invalidity pension and grant as well as physical and vocational rehabilitation.

Operating expenses also increased by RM59.00 million or 6.18% to RM1,013.54 million compared to RM954.54 million in 2022 due to an increase in rental and investment expenses as well as staff cost in 2023.

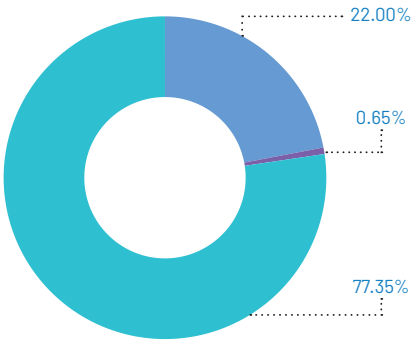
Net impairment losses for financial assets decreased by RM218.24 million or 60.08% to RM145.01 million in 2023 in comparison to RM363.25 million in the previous year due to the decline in stock market prices at the end of 2023 was less significant than in 2022.



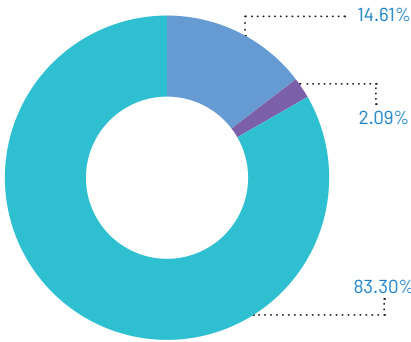
Prestasi kewangan PERKESO adalah seperti di Jadual 16, Carta 1 dan 2.
PERKESO's financial performance is shown in Table 16, Chart 1 and 2

JADUAL 16: RINGKASAN STATISTIK KEWANGAN 2022-2023 TABLE 16: FINANCIAL STATISTICS SUMMARY 2022-2023		
PERKARA TAHUN	2022 RM JUTA MILLION	2023 RM JUTA MILLION
Pendapatan Caruman Contributions Income	5,889.39	6,767.00
Pendapatan Pelaburan Kasar Gross Investment Income	1,719.36	1,924.47
Lain-lain Pendapatan Bukan Pelaburan Other Non-Investment Income	50.39	56.58
Jumlah Hasil Total Revenue	7,659.14	8,748.05
Belanja Tanggungan Benefits Expenses	5,144.38	5,777.34
Belanja Operasi Operating Expenses	954.54	1,013.54
Kerugian Penjejasan Bersih bagi Aset Kewangan Nett Impairment Loss for Financial Asset	363.25	145.01
Jumlah Belanja Total Expenditure	6,462.17	6,935.89
Lebihan bagi Tahun Surplus for Year	1,196.97	1,812.16
Rizab Keselamatan Sosial Social Security Reserve	31,487.70	33,996.04

CARTA 1: KOMPONEN HASIL 2023
CHART 1: REVENUE COMPONENTS 2023



CARTA 2: KOMPONEN BELANJA 2023
CHART 2: EXPENSES COMPONENTS 2023

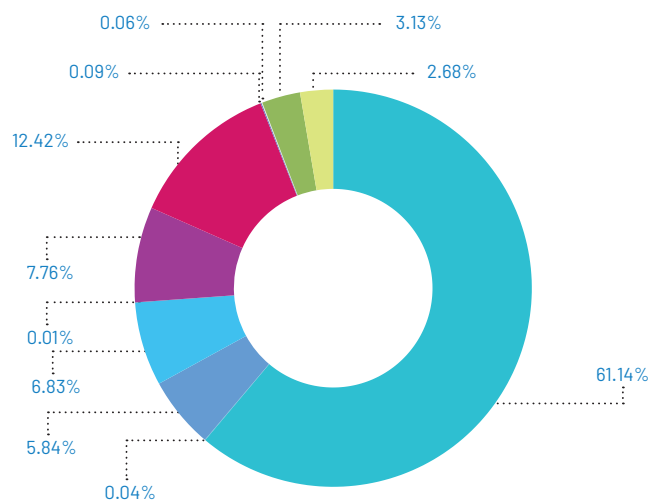


Belanja Operasi adalah seperti ditunjukkan di Jadual 17 dan Carta 3.

PERKESO's financial performance is shown in Table 17, Chart 3.

JADUAL 17: KOMPONEN BELANJA OPERASI PERKESO 2022-2023 TABLE 17: PERKESO OPERATING EXPENSES COMPONENTS 2022-2023			
KOMPONEN COMPONENTS	2022	2023	PERUBAHAN CHANGES
	RM JUTA MILLION	RM JUTA MILLION	%
Kos Anggota Staff Costs	571.06	619.66	8.51
Bayaran Audit Audit Fees	0.40	0.45	12.50
Susut Nilai Hartanah dan Peralatan Depreciation of Property And Equipment	68.46	59.21	(13.51)
Pelunasan Perisian Komputer Amortisation of Computer Software	86.59	69.18	(20.11)
Kerugian daripada Pelupusan Hartanah dan Peralatan Losses from Disposal of Property and Equipment	0.03	0.01	(66.67)
Perbelanjaan Sewa Rental Expenses	59.79	78.67	31.58
Perkhidmatan dan Bekalan Services and Supplies	123.45	125.87	1.96
Harta Perbekalan Supply Items	2.13	0.96	(54.93)
Pemberian dan Bayaran Tetap Grants and Fixed Payments	0.56	0.64	14.29
Perbelanjaan Pelaburan Investment Expenditure	18.80	31.71	68.67
Lain-lain Perbelanjaan Operasi Other Operating Expenditure	23.27	27.18	16.80
JUMLAH TOTAL	954.54	1,013.54	6.18

CARTA 3: KOMPONEN BELANJA OPERASI 2023
CHART 3: OPERATING EXPENSES COMPONENTS 2023



Kos Anggota Staff Costs RM619.66 juta / million
Susut Nilai Hartanah dan Peralatan Property and Equipment RM59.21 juta / million
Kerugian daripada Pelupusan Hartanah dan Peralatan Losses from Disposal of Property And Equipment RM0.01 juta / million
Perkhidmatan dan Bekalan Services and Supplies RM125.87 juta / million
Pemberian dan Bayaran Tetap Grants and Fixed Payments RM0.64 juta / million
Lain-lain Perbelanjaan Operasi Other Operating Expenditure RM27.18 juta / million
Bayaran Audit Audit Fees RM0.45 juta / million
Pelunasan Perisian Komputer Amortisation of Computer Software RM69.18 juta / million
Perbelanjaan Sewa Rental Expenses RM78.67 juta / million
Harta Perbekalan Supplies Items RM0.96 juta / million
Perbelanjaan Pelaburan Investment Expenditure RM31.71 juta / million

Ekonomi global terus berkembang, dipacu oleh permintaan dalam negeri dalam keadaan pasaran buruh yang kukuh. Walau bagaimanapun, pertumbuhan global kekal sederhana berlawanan oleh kadar faedah yang tinggi.

Inflasi jatuh lebih cepat daripada jangkaan daripada kemuncaknya pada 2022, dengan tol yang lebih kecil daripada jangkaan ke atas pekerjaan dan aktiviti, mencerminkan perkembangan bahagian penawaran yang menggalakkan dan pengetatan oleh bank pusat. Pertumbuhan global perlahan-lahan daripada 3.5% pada 2022 kepada anggaran 3.1% pada 2023 seperti yang dilaporkan oleh Tabung Kewangan Antarabangsa (IMF).

Di Malaysia, pertumbuhan kembali normal daripada 8.7% pada 2022 kepada 3.7% pada 2023, terutamanya disebabkan oleh permintaan eksport yang lebih lemah dan momentum penggunaan yang lebih sejuk. Namun begitu, pasaran buruh terus bertambah baik dengan kadar pengangguran menurun kepada 3.3% pada akhir 2023 daripada 3.6% pada akhir 2022. Untuk tahun penuh 2023, inflasi purata 2.5%, turun daripada 3.3% pada tahun sebelumnya. (Sumber: Jabatan Perangkaan Malaysia (DOSM))

PERKESO diamanahkan oleh Kerajaan untuk menyediakan perlindungan keselamatan sosial yang komprehensif di Malaysia. PERKESO menguruskan empat (4) dana di bawah pengurusan yang terdiri daripada Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838].

Pelaburan dana dipandu oleh Peruntukan Aset Strategik (SAA) melalui kepelbagaian kelas aset untuk menjana pulangan terlaras risiko yang baik. SAA berusaha untuk mengimbangi cara kelas aset yang berbeza bertindak balas terhadap pelbagai persekitaran ekonomi dalam had risiko yang boleh diterima. Keselamatan modal adalah amat penting kepada dana untuk menjana pulangan pelaburan yang mampan dan berdaya tahan.

The global economy continued to expand, driven by domestic demand amid strong labour market conditions. However, global growth remained moderate weighted by high interest rates.

Inflation is falling faster than expected from its 2022 peak, with a smaller-than-expected toll on employment and activity, reflecting favourable supply side developments and tightening by central banks. The global growth slowed moderately from 3.5% in 2022 to estimate of 3.1% in 2023 as reported by International Monetary Fund (IMF).

In Malaysia, growth normalised from 8.7% in 2022 to 3.7% in 2023, mainly due to weaker export demand and cooler consumption momentum. Nevertheless, labour market continued to improve with unemployment rate declined to 3.3% as at end-2023 from 3.6% in end-2022. For the full year of 2023, inflation averaged 2.5%, coming off from 3.3% in the preceding year. (Source: Department of Statistics Malaysia (DOSM))

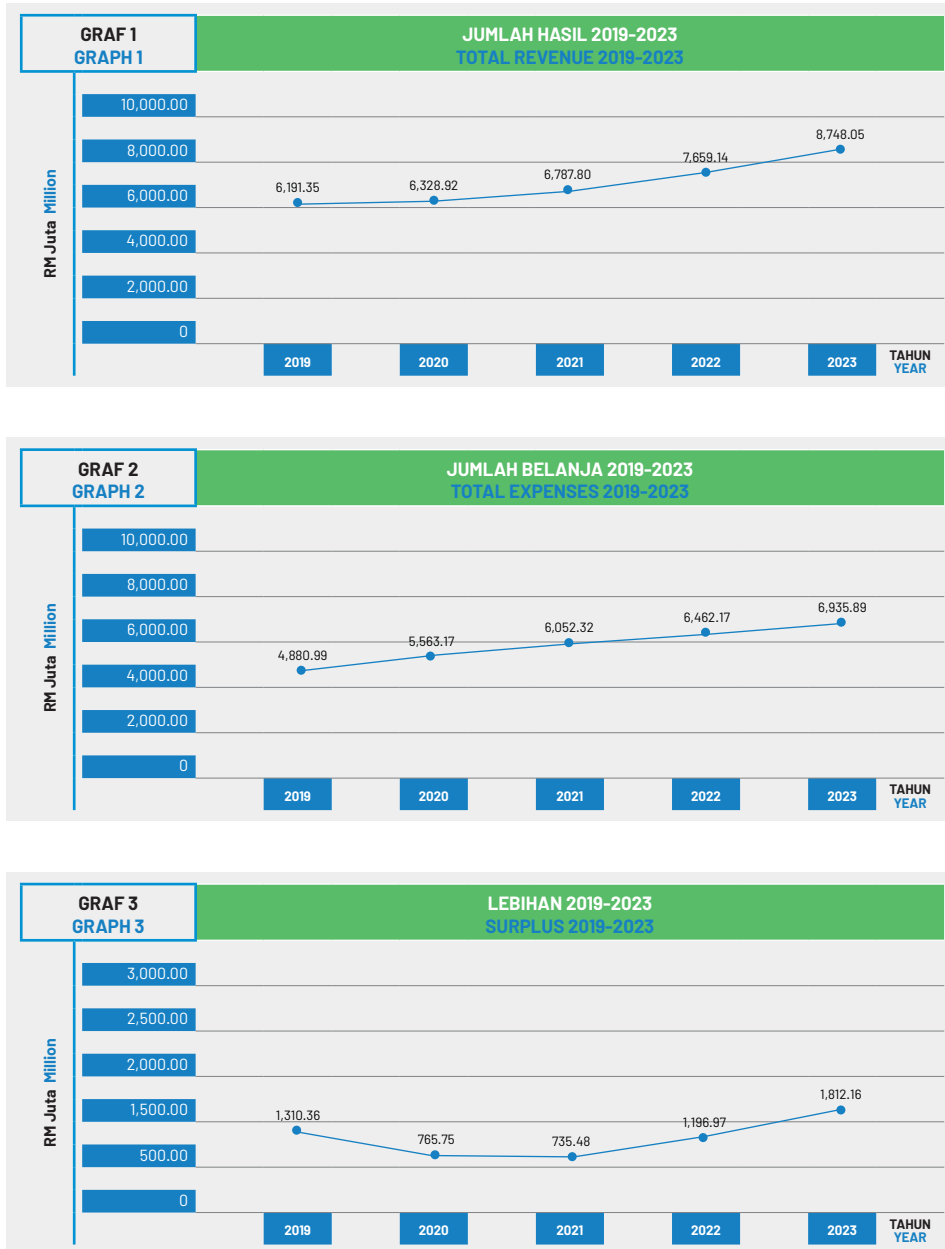
PERKESO is entrusted by the Government to provide comprehensive social security protection in Malaysia. PERKESO manages four (4) funds under management which comprises of Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800] and Housewives' Social Security Act 2022 [Act 838].

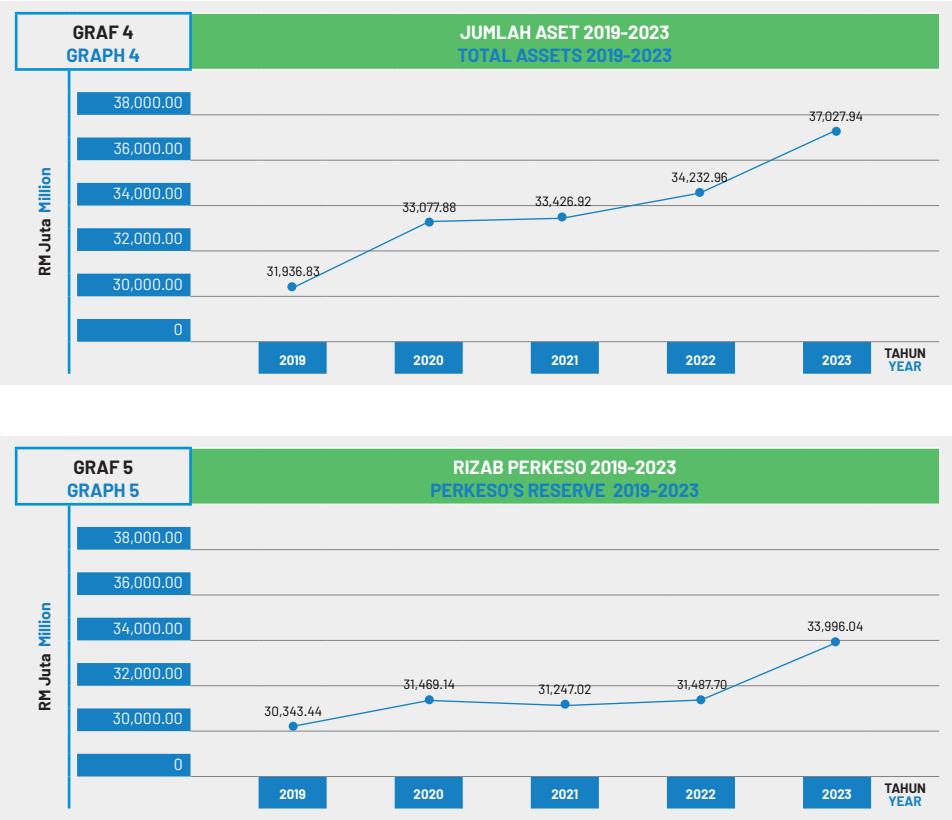
Investments of the funds are guided by Strategic Asset Allocation (SAA) through the diversity of asset classes to generate good risk-adjusted returns. The SAA seeks to balance the way different asset classes respond to varied economic environments within tolerable risk limits. Safety of capital is of supreme importance to the funds to generate sustainable and resilient investment returns.

RINGKASAN PETUNJUK PRESTASI KEWANGAN

FINANCIAL PERFORMANCE INDICATORS SUMMARY

Pada keseluruhannya, petunjuk prestasi kewangan PERKESO bagi tempoh 2019 -2023 adalah seperti di Graf 1-5.
Overall, PERKESO's financial performance indicators for 2019-2023 are shown in Graph 1-5.





ULASAN PRESTASI PELABURAN

INVESTMENT PERFORMANCE REVIEW



AZMEEN BIN ADNAN
Ketua Pegawai Pelaburan
Chief Investment Officer

PRESTASI EKONOMI GLOBAL

GLOBAL ECONOMIC PERFORMANCE

Ekonomi global terus berkembang walaupun menghadapi landskap global yang kompleks dan mencabar, disebabkan oleh krisis geopolitik yang berlarutan di antara Ukraine dan Rusia serta konflik yang semakin memuncak di Timur Tengah. Pertumbuhan ini disokong oleh permintaan domestik yang kukuh di tengah-tengah keadaan pasaran buruh yang teguh, meskipun ia dibatasi oleh persekitaran kadar faedah tinggi.

Penurunan kadar inflasi pada tahun 2023 telah memberi kesan yang minimum kepada sektor ekonomi dan juga pasaran buruh. Perkembangan positif ini adalah hasil daripada penawaran yang menggalakkan dan pelaksanaan langkah pengetatan oleh bank-bank pusat.

Menurut Tabung Kewangan Antarabangsa (IMF), pertumbuhan global menurun sedikit daripada 3.5% pada tahun 2022 kepada 3.3% pada tahun 2023.

Despite the complex and challenging global landscape, marked by the prolonged Ukraine-Russia geopolitical crisis and heightened conflict in the Middle East, the global economy continued to expand. This growth was driven by robust domestic demand amid strong labour market conditions, although it was moderated by a high-interest rate environment.

Inflation moderated more than expected from its peak in 2022, exerting a smaller-than-anticipated toll on employment and economic activity. This improvement reflects favourable supply-side developments and tightening measures by central banks.

According to the International Monetary Fund (IMF), global growth decelerated slightly from 3.5% in 2022 to 3.3% in 2023.

PRESTASI EKONOMI MALAYSIA MALAYSIAN ECONOMIC PERFORMANCE

Ekonomi Malaysia mencatatkan pertumbuhan sederhana sebanyak 3.7% pada tahun 2023 selepas mencatatkan pertumbuhan kukuh sebanyak 8.7% pada tahun 2022, terutamanya disebabkan oleh permintaan eksport yang lemah dan penurunan dalam perbelanjaan pengguna. Bagaimanapun, pasaran buruh terus menunjukkan peningkatan, dengan kadar pengangguran menurun kepada 3.3% pada tahun 2023, berbanding 3.6% pada tahun 2022. Inflasi pada tahun 2023 adalah pada 2.5%, menurun daripada 3.3% pada tahun sebelumnya (Sumber: Jabatan Perangkaan Malaysia (DOSM)).

Malaysian Economy growth normalised from 8.7% in 2022 to 3.7% in 2023, primarily due to weaker export demand and a cooling consumption momentum. Nevertheless, the labour market continued to improve, with the unemployment rate declining to 3.3% at the end of 2023, down from 3.6% at the end of 2022. For the full year of 2023, inflation averaged 2.5%, a decrease from 3.3% in the preceding year (Source: Department of Statistics Malaysia (DOSM)).



PENTADBIRAN PELABURAN PERKESO PERKESO INVESTMENT ADMINISTRATION

PERKESO menguruskan empat (4) dana di bawah kawalannya iaitu Akta Keselamatan Sosial Pekerja 1969 (Akta 4), Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789), Akta Sistem Insurans Pekerjaan 2017 (Akta 800) dan Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838).

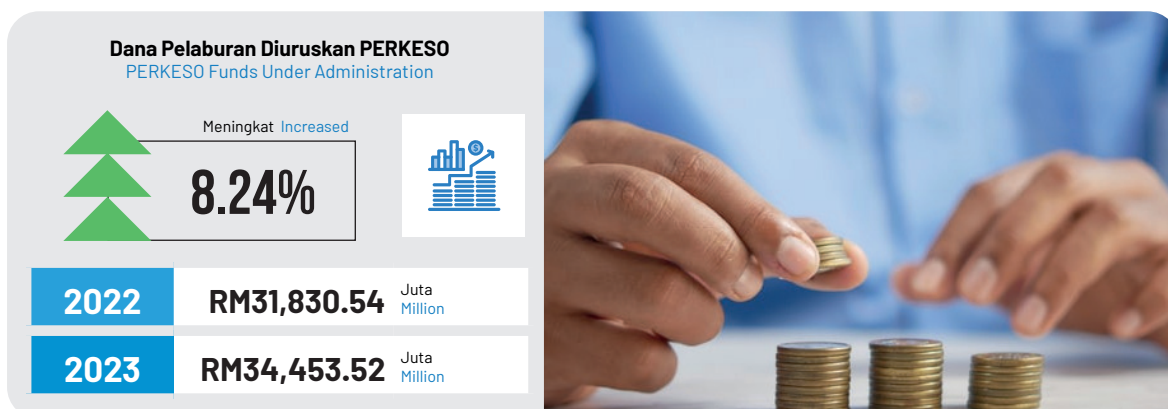
Pelaburan dana PERKESO adalah berpandukan kepada rangka kerja Alokasi Aset Strategik (SAA), selaras dengan Dasar dan Garis Panduan Pelaburan PERKESO (DGPP). Pendekatan ini mempelbagaikan kelas aset untuk menjana pulangan yang kukuh berdasarkan risiko yang disesuaikan. SAA bertujuan untuk mengimbangi aset dan liabiliti secara efektif, memastikan kelas aset yang berbeza bertindak balas dengan sesuai terhadap kepelbagaian persekitaran ekonomi dalam had risiko yang wajar. Fokus utama SAA adalah untuk memenuhi liabiliti jangka panjang, memastikan pemeliharaan modal untuk mencapai pulangan pelaburan yang mampan dan berdaya tahan.

PERKESO administers four (4) funds under its jurisdiction which are the Employees' Social Security Act 1969 (Act 4), Self-Employment Social Security Act 2017 (Act 789), Employment Insurance System Act 2017 (Act 800) and Housewives' Social Security Act 2022 (Act 838).

The investments of PERKESO's funds are guided by the Strategic Asset Allocation (SAA) framework, in accordance with PERKESO's Investment Policy and Guidelines. This approach diversifies asset classes to generate strong risk-adjusted returns. The SAA aims to balance assets and liabilities effectively, ensuring that different asset classes respond appropriately to various economic environments within acceptable risk limits. A key focus of the SAA is to meet long-term liabilities, ensuring the safety of capital to achieve sustainable and resilient investment returns.

ULASAN PRESTASI PELABURAN 2023

INVESTMENT PERFORMANCE REVIEW 2023



Jumlah dana diuruskan PERKESO meningkat dengan ketara sebanyak RM2,622.98 juta, mewakili kenaikan sebanyak 8.24%, menjadikan jumlah keseluruhan dana diuruskan kepada RM34,453.52 juta. Pertumbuhan dana yang kukuh disumbangkan oleh dua faktor utama iaitu pendapatan pelaburan dan peningkatan yang ketara dalam semua dana diuruskan PERKESO.

Pulangan yang baik dalam pendapatan pelaburan adalah hasil daripada SAA dan strategi pelaburan efektif. Selain itu, pertumbuhan dalam dana tersebut didorong oleh peningkatan caruman dan pengurusan dana yang berhemah.

Pertumbuhan jumlah pelaburan dana diuruskan PERKESO daripada tahun 2019 hingga 2023 menunjukkan prestasi konsisten organisasi dan strategi pengurusan aset yang berkesan. Trend pertumbuhan ini digambarkan dalam Carta 4, yang menunjukkan peningkatan tahunan jumlah dana diuruskan PERKESO.

Pertumbuhan berterusan ini menunjukkan komitmen PERKESO untuk melindungi dan meningkatkan nilai dana pelaburan, memastikan kestabilan dan daya tahan kewangan jangka panjang.

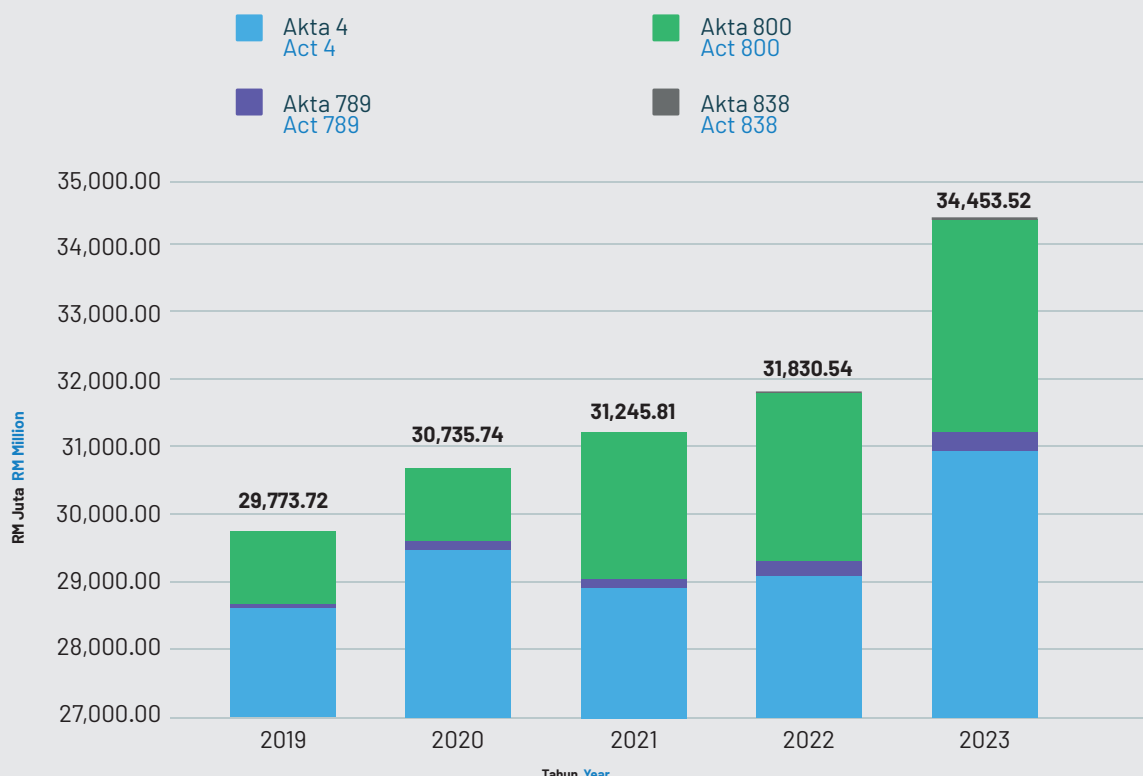
Total funds under management (AUM) for PERKESO increased significantly by RM2,622.98 million, representing an 8.24% rise, bringing the total AUM to RM34,453.52 million. This robust growth in AUM can be primarily attributed to two key factors that are investment income and the substantial growth in all funds under PERKESO.

The investment income was a result of SAA and effective investment strategies that generated favourable returns. Additionally, the growth in the funds was driven by increased contributions and prudent management of these funds.

The expansion of PERKESO's total investment AUM over the period from 2019 to 2023 highlights the organisation's consistent performance and effective asset management strategies. This growth trend is illustrated in Chart 4, showcasing the year-on-year increase in AUM.

This sustained growth underscores PERKESO's commitment to safeguarding and enhancing the value of the funds under its management, ensuring long-term financial stability and resilience.

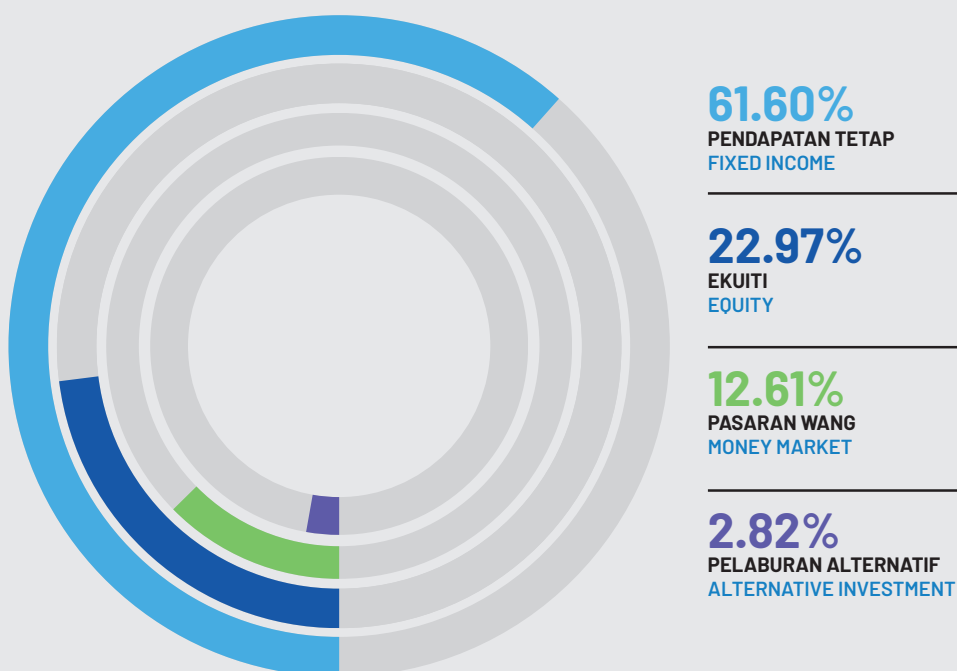
CARTA 4 : JUMLAH ASET PELABURAN DIURUSKAN PERKESO (2019-2023)
CHART 4 : PERKESO'S TOTAL INVESTMENT ASSETS UNDER MANAGEMENT (2019-2023)



Penggunaan aset pelaburan PERKESO pada akhir tahun 2023 ditunjukkan dalam Carta 5.

PERKESO's investment asset utilisation as at end of 2023 is shown in Chart 5.

CARTA 5 : JUMLAH ASET DIURUSKAN – ALOKASI DANA
CHART 5 : TOTAL ASSETS UNDER MANAGEMENT – FUND ALLOCATION



PULANGAN PELABURAN KASAR GROSS RETURN ON INVESTMENT



Perlaksanaan strategi pengurusan pelaburan yang proaktif telah membawa kepada peningkatan pelaburan kasar sebanyak 12.56%, iaitu dari RM1,630.52 juta pada 2022 kepada RM1,835.30 juta pada 2023. Pertumbuhan ketara ini diinterpretasikan kepada pulangan pelaburan (ROI) kasar yang lebih tinggi, iaitu dari 5.49% pada tahun sebelumnya kepada 5.89% pada tahun 2023.

Pendekatan strategik PERKESO dalam menguruskan pelaburan yang memberi fokus kepada pulangan yang optimum dan pengurusan risiko secara berkesan telah mendorong kepada peningkatan ROI. Pencapaian ini membuktikan keupayaan PERKESO untuk menangani perubahan pasaran yang dinamik serta memanfaatkan peluang pelaburan, sekali gus memastikan pertumbuhan dana yang mampan dan kestabilan kewangan jangka panjang.

Effective implementation of proactive investment management strategies led to a 12.56% increase in gross investment income, rising from RM1,630.52 million in 2022 to RM1,835.30 million in 2023. This substantial growth translated to a higher gross Return on Investment (ROI), improving from 5.49% in the previous year to 5.89% in 2023.

The increase in ROI reflects the success of PERKESO's strategic approach to investment management, which focused on optimising returns while managing risks effectively. This achievement underscores PERKESO's ability to adapt to dynamic market conditions and capitalise on investment opportunities, ensuring sustainable growth and financial stability.

ULASAN PASARAN MARKET REVIEW



Ekonomi Global

Pemulihan ekonomi global daripada pandemik COVID-19, konflik geopolitik global dan kenaikan kos sara hidup telah memperlihatkan ekonomi yang berdaya tahan. Penurunan inflasi yang ketara pada tahun 2023 menunjukkan perubahan ekonomi yang lebih kondusif dan keberkesanan dalam pelaksanaan polisi.

Bagi tahun 2024, pertumbuhan global diunjurkan sebanyak 3.2%, di mana ia masih menunjukkan kemajuan yang stabil walaupun di bawah purata sebanyak 3.8%. Unjuran pertumbuhan ini, yang digabungkan dengan aliran penurunan inflasi semasa akan mengurangkan kebarangkalian kemerosotan ketara dalam ekonomi global. Justeru itu, risiko kepada pertumbuhan global menjadi lebih seimbang.

Tabung Kewangan Antarabangsa (IMF) menegaskan arah aliran ini memfokuskan ketahanan landskap ekonomi global dan keberkesanan langkah-langkah yang diambil untuk menangani krisis semasa. Secara keseluruhannya, prospek menunjukkan trajektori pertumbuhan yang stabil dengan penyesuaian ekonomi global secara berterusan dan pulih daripada cabaran terkini.



Ekonomi Malaysia

Ekonomi Malaysia kembali normal dengan pertumbuhan sebanyak 3.7% pada tahun 2023, selepas mencatatkan pertumbuhan kukuh sebanyak 8.7% pada tahun sebelumnya.

Sebagai tindak balas kepada perubahan keadaan ekonomi, Bank Negara Malaysia (BNM) menaikkan Kadar Dasar Semalaman (OPR) sebanyak 25 mata asas, daripada 2.75% kepada 3.00% pada bulan Mei 2023 untuk mengembalikan tahap akomodasi monetari ke paras yang wajar.

Menjelang tahun 2024, ekonomi Malaysia dijangka berkembang antara 4.0% hingga 5.0%, disokong oleh pemulihan dalam eksport dan perbelanjaan domestik yang mampan. Inflasi keseluruhan diunjur mencatat purata antara 2.1% hingga 3.6% pada tahun 2024. Walau bagaimanapun, prospek inflasi masih bergantung kepada perubahan dasar domestik berkaitan subsidi dan kawalan harga, faktor turun naik harga komoditi global dan perkembangan dalam pasaran kewangan.

Global Economy

The global economic recovery from the COVID-19 pandemic, the global geopolitical conflicts and the rising cost-of-living has demonstrated surprising resilience. Notably, inflation has tapered from its peak in 2022, indicating favourable economic adjustments and effective policy measures.

For 2024, global growth is projected to be 3.2%, which, while below the historical average of 3.8%, still represents steady progress. This growth projection, combined with the current trend of disinflation, reduces the likelihood of a hard landing for the global economy. Consequently, risks to global growth have become more balanced.

The International Monetary Fund (IMF) underscores these trends, highlighting the robustness of the global economic landscape and the effectiveness of measures taken to mitigate recent crises. The overall outlook suggests a stable trajectory, with the global economy continuing to adapt and recover from recent challenges

Malaysia Economy

The Malaysian economy normalised to a growth rate of 3.7% in 2023, following a strong growth of 8.7% registered in the previous year.

In response to changing economic conditions, Bank Negara Malaysia (BNM) increased the Overnight Policy Rate (OPR) by 25 basis points, from 2.75% to 3.00% in May 2023 to normalise the degree of monetary accommodation.

Looking ahead to 2024, the Malaysian economy is expected to grow between 4.0% and 5.0%, supported by a recovery in exports and resilient domestic expenditure. Headline inflation is projected to average between 2.1% and 3.6% for the year. However, the inflation outlook remains contingent on domestic policy changes regarding subsidies and price controls, fluctuations in global commodity prices and developments in financial markets.

Unjuran daripada Kementerian Kewangan (MOF) dan BNM tersebut menunjukkan prospek optimistik yang berhati-hati terhadap prestasi ekonomi Malaysia pada tahun 2024.



Pasaran Ekuiti

Tahun 2023 menandakan tempoh normalisasi berikutan pemulihan global daripada pandemik COVID-19. FBMKLCI ditutup pada 1,454.66 mata, turun daripada 1,491.63 mata pada akhir tahun 2022, menunjukkan penurunan sebanyak 2.73% selepas pulangan negatif sebanyak 2.50%.

Kemerosotan prestasi Bursa Malaysia adalah seiring dengan aliran pasaran serantau dan global yang lemah. Ini terutamanya disebabkan oleh kelemahan Ringgit yang berterusan (purata tahun 2023: RM4.56), pemulihan ekonomi China yang lebih perlahan daripada jangkaan dan pengurangan permintaan global yang dipengaruhi oleh kadar faedah yang tinggi dalam ekonomi utama. Kejatuhan harga minyak (Brent: -10.32%) dan peningkatan ketegangan geopolitik turut memburukkan lagi keadaan.

Walaupun menghadapi pelbagai cabaran, Bursa Malaysia menerima sokongan daripada beberapa faktor, termasuk pembaharuan polisi seperti rasionalisasi subsidi, Pelan Induk Perindustrian Baharu 2030 (NIMP), Pelan Hala Tuju Peralihan Tenaga Negara (NETR), rangka kerja dasar fiskal dan potensi pemulihan projek Kereta Api Berkelajuan Tinggi (HSR). Selain itu, penurunan inflasi di bawah 2.0% turut menyumbang kepada daya tahan pasaran tempatan di tengah-tengah landskap ekonomi global yang mencabar.

Sektor yang mencatatkan prestasi terbaik adalah utiliti, yang mencatatkan peningkatan memberangsangkan sebanyak 51.62% dan pembinaan yang berkembang sebanyak 26.51%. Antara syarikat yang mencatatkan prestasi cemerlang dalam sektor-sektor ini ialah YTL, YTL Power dan Gamuda. Sebaliknya, sektor-sektor yang mengalami prestasi lemah adalah termasuk kewangan (-1.48%), telekomunikasi (-3.01%) dan pengguna (-4.86%) (Sumber : Bloomberg, Bursa Malaysia).

These projections, sourced from the Ministry of Finance (MOF) and BNM, highlight a cautiously optimistic outlook for Malaysia's economic performance in 2024.

Equity Market

The year 2023 marked a period of normalisation following the global recovery from the pandemic COVID-19. The FBMKLCI closed the year at 1,454.66 points, down from 1,491.63 points at the end of 2022, reflecting a decline of 2.73% after a negative return of 2.50%.

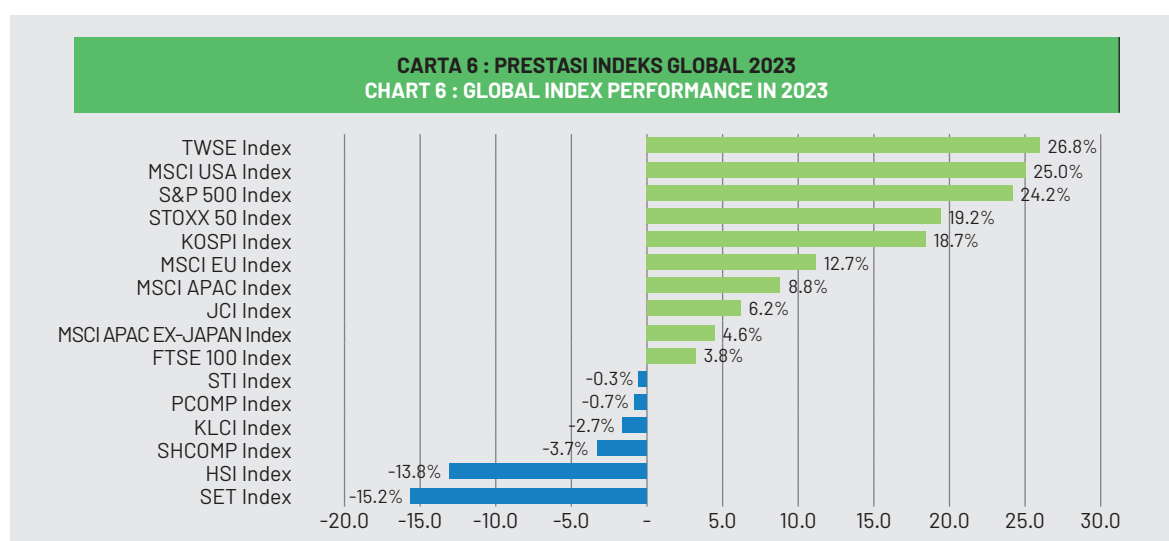
The subdued performance of the Bursa Malaysia was consistent with weak regional and global market trends. This was primarily due to the persistent weakening of the Ringgit (2023 average: RM4.56), China's slower-than-expected economic recovery and reduced global demand influenced by high interest rates in key economies. The decline in oil prices (Brent: -10.32%) and rising geopolitical tensions further compounded these challenges.

Despite these headwinds, Bursa Malaysia received partial support from several factors, including policy reforms such as subsidy rationalisation, the New Industrial Master Plan 2030 (NIMP), the National Energy Transition Roadmap (NETR), fiscal policy framework and the potential revival of the High-Speed Rail (HSR) project. Additionally, the decline in inflation to below 2.0% contributed to the resilience of the local markets amidst the challenging global economic landscape.

The top-performing sectors during this period were utility, which saw an impressive increase of 51.62% and construction which grew by 26.51%. Notable performers within these sectors included YTL, YTL Power and Gamuda. Conversely, sectors that experienced subdued performance included finance services (-1.48%), telecommunications (-3.01%) and consumer (-4.86%) (Source : Bloomberg, Bursa Malaysia).

Prestasi indeks global untuk tahun 2023 ditunjukkan dalam Carta 6.

Performance of global index for 2023 is shown in Chart 6.



Pasaran Bon

Pada tahun 2023, pasaran bon global mengalami ketidaktentuan yang ketara, didorong terutamanya oleh ketidakpastian mengenai persepsi pasaran terhadap inflasi. Walaupun menghadapi turun naik, pasaran bon tempatan di Malaysia menunjukkan prestasi yang sangat baik, disokong oleh permintaan kukuh daripada pelabur domestik. Minat pelabur yang kuat ini terbukti dalam peralihan ketara pada kadar hasil Sekuriti Kerajaan Malaysia (MGS), yang menyaksikan penurunan sebanyak 20 hingga 36 mata asas sepanjang tempoh 12 bulan.

Permintaan yang berterusan untuk MGS dan bon korporat domestik menyumbang kepada kestabilan dan daya tarikan keseluruhan pasaran bon tempatan.

Jadual 18 menggambarkan penutup Kadar Hasil hingga Matang (YTM) dan pergerakan kadar hasil MGS dan bon korporat domestik.

Bonds Market

In 2023, the global bond market experienced significant volatility, primarily driven by uncertainties surrounding market perceptions of inflation. Despite these fluctuations, the local bond market in Malaysia performed exceptionally well, supported by robust demand from domestic investors. This strong investor interest was evident in the substantial shift in the yield curve of Malaysian Government Securities (MGS), which saw a notable decline of 20 to 36 basis points over the 12-month period.

The sustained demand for MGS and domestic corporate bonds contributed to the overall stability and attractiveness of the local bond market.

Table 18 illustrates the closing Yield to Maturity (YTM) and yield movements of MGS and domestic corporate bonds.

JADUAL 18 : KADAR HASIL PENUTUP AKHIR TAHUN DAN PERUBAHAN TAHUNAN BON DOMESTIK 2023
TABLE 18 : YEAR-END CLOSING YIELDS AND ANNUAL CHANGES OF DOMESTIC RM BONDS 2023

TAHUN YEARS	SKM MGS	AAA	AA1 / AA+
3	3.47% (-20 mata asas basis points)	3.85% (-45 mata asas basis points)	3.95% (-46 mata asas basis points)
5	3.57% (-28 mata asas basis points)	3.97% (-53 mata asas basis points)	4.08% (-52 mata asas basis points)
10	3.73% (-36 mata asas basis points)	4.18% (-61 mata asas basis points)	4.29% (-69 mata asas basis points)
15	3.99% (-27 mata asas basis points)	4.34% (-69 mata asas basis points)	4.47% (-73 mata asas basis points)
30	4.25% (-36 mata asas basis points)	-	-



Pelaburan Alternatif

Hartanah

Dalam menghadapi keadaan yang sederhana pada tahun 2023, pasaran hartanah Malaysia menunjukkan pertumbuhan tahunan yang kukuh, dengan jumlah nilai transaksi meningkat tahun ke tahun sebanyak 9.9%, mencapai RM196.8 bilion pada akhir tahun 2023. Bagaimanapun, menjelang tahun 2024, segmen pejabat di Lembah Klang dijangka terus menghadapi tekanan penghunian dengan jangkaan 11.0 juta kaki persegi ruang pejabat baharu memasuki pasaran (Sumber: Laporan Pasaran Hartanah JPPH 2023).

Ekuiti Swasta

Pengumpulan dana ekuiti swasta global menghadapi cabaran berterusan pada tahun 2023, dengan penurunan tahun ke tahun sebanyak 8.6% kepada US\$822.9 bilion. Walaupun terdapat ketidakstabilan pasaran, ekuiti swasta mencapai pulangan keseluruhan tahunan sebanyak 15.0% dalam tempoh 10 tahun, yang memperlihatkan daya tahan dan potensi pertumbuhan jangka panjang sektor ini (Sumber: Tinjauan Pasaran, Hamilton Lane).

Alternative Investment

Property

In the face of moderate conditions in 2023, Malaysia's property market demonstrated robust annual growth, with the total transactional value increasing by 9.9% year-on-year, reaching RM196.8 billion by year-end 2023. However, looking ahead to 2024, the office segment in the Klang Valley is expected to continue facing occupancy pressure with the anticipation of 11.0 million square feet of new office space entering the market (Source: JPPH Property Market Report 2023).

Private Equity

Global private equity fundraising faced ongoing challenges in 2023, experiencing a decline of 8.6% year-on-year to US\$822.9 billion. Despite this market volatility, private equity achieved a notable 10-year annualised total return of 15.0%, underscoring the sector's resilience and long-term growth potential (Source: Market Overview, Hamilton Lane).



AKTIVITI-AKTIVITI PELABURAN DALAMAN
IN-HOUSE INVESTMENT ACTIVITIES



Ekuiti

Dalam tempoh ketidaktentuan pasaran, PERKESO telah memberi tumpuan kepada pemeliharaan modal dengan melabur dalam syarikat yang mempunyai prospek pertumbuhan yang kukuh dan asas yang mantap. Bagi mencapai pulangan yang mampan, PERKESO secara taktikal telah melabur dalam saham yang memberi keuntungan jangka pendek dan saham yang memberikan hasil dividen tinggi.

Pada tahun 2023, dana ekuiti dalaman domestik PERKESO yang mewakili 12.94% daripada keseluruhan dana, meningkat tahun ke tahun sebanyak 9.81% mencapai RM4,456.94 juta. Antara faktor yang menyumbang kepada pertumbuhan ini adalah pengenalan portfolio Syariah dan Alam Sekitar, Sosial dan Tadbir Urus (ESG). Ekuiti dalaman domestik menjana jumlah pendapatan sebanyak RM377.98 juta pada tahun 2023.

Maklumat terperinci mengenai jumlah pendapatan ekuiti dalaman domestik PERKESO sehingga akhir tahun 2023 ditunjukkan dalam Jadual 19.

Equity

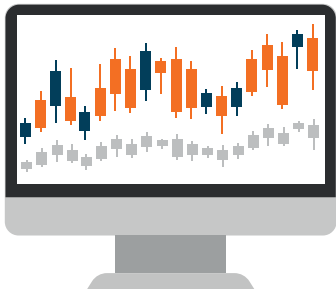
During times of market uncertainty, PERKESO focuses on preserving capital by investing in companies with strong growth prospects and solid fundamentals. To achieve sustainable returns, PERKESO tactically positions its investments for short-term capital gains as well as in stocks with high dividend yields.

In 2023, PERKESO's domestic internal equity AUM, which represents 12.94% of the overall fund, increased by 9.81% year-on-year, reaching RM4,456.94 million. Among factors that contribute to the growth were the introduction of Shariah and Environmental, Social, and Governance (ESG) themed portfolios. The domestic internal equity generated a total income of RM377.98 million in 2023.

Detailed information on PERKESO's domestic internal equity total income as of the end of 2023 is presented in Table 19.

JADUAL 19 : JUMLAH PENDAPATAN EKUITI DALAMAN DOMESTIK PERKESO 2023
TABLE 19 : PERKESO'S DOMESTIC INTERNAL EQUITY TOTAL INCOME 2023

AKTA ACT	JUMLAH PENDAPATAN TOTAL INCOME RM JUTA RM MILLION
AKTA 4 ACT 4	345.28
AKTA 789 ACT 789	2.30
AKTA 800 ACT 800	30.40



Jumlah pendapatan ekuiti dalaman domestik
Domestic internal equity total income

RM377.98 Juta
Million

Nilai dana ekuiti dalaman domestik

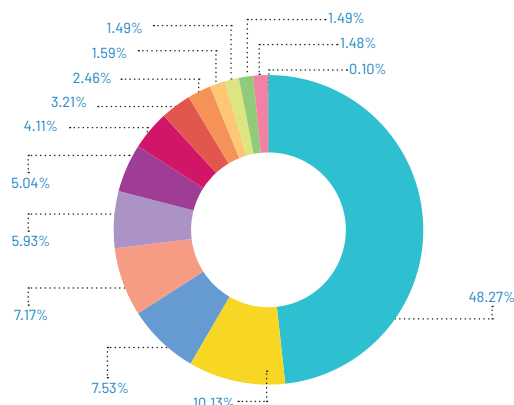
RM4,456.94 Juta
Domestic internal equity AUM
Million



Pendedahan sektor portfolio ekuiti PERKESO digambarkan dalam Carta 7.

PERKESO's equity portfolio sector exposure is illustrated in Chart 7.

CARTA 7 : PELABURAN EKUITI DALAMAN MENGIKUT SEKTOR 2023
CHART 7 : INTERNAL EQUITY INVESTMENT BY SECTOR 2023



Perkhidmatan Kewangan Financial Services	Telekomunikasi dan Media Telecommunication and Media
Perladangan Plantation	Tenaga Energy
Produk Pengguna dan Perkhidmatan Consumer Products and Services	Utiliti Utility
Penjagaan Kesihatan Healthcare	Amanah Pelaburan Hartanah REIT
Pengangkutan dan Logistik Transportation and Logistic	Produk Perindustrian dan Perkhidmatan Industrial Products and Services
Pembinaan Construction	Otomobil Automobile
Teknologi Technology	Hartanah Property

PERKESO komited untuk meningkatkan amalan tadbir urus korporat dalam syarikat-syarikat yang dilaburkan melalui penglibatan aktif pemegang saham. Penglibatan ini termasuk penyertaan dalam persidangan korporat, lawatan syarikat, Mesyuarat Agung Tahunan (AGM), dan Mesyuarat Agung Luar Biasa (EGM). Melalui usaha ini, PERKESO bermatlamat untuk mempromosikan ketelusan, akauntabiliti, dan pertumbuhan mampan dalam syarikat-syarikat yang dilaburkannya.

PERKESO is committed to enhancing corporate governance practices within its investee companies through active shareholder engagement. This engagement includes participation in corporate conferences, company visits, Annual General Meetings (AGMs), and Extraordinary General Meetings (EGMs). Through these efforts, PERKESO aims to promote transparency, accountability, and sustainable growth in the companies it invests in.



Pendapatan Tetap

Persekitaran kadar faedah tinggi yang berterusan pada tahun 2023 telah memberikan peluang kepada PERKESO untuk menjana pulangan faedah yang lebih tinggi dalam sekuriti pendapatan tetap dan potensi dalam peningkatan keuntungan modal.

Fixed Income

The persistent high-interest rate environment extending into 2023 has presented PERKESO with appealing prospects in fixed income securities. These opportunities have been particularly attractive due to higher yields and the potential for increased capital gains.

Justeru, PERKESO telah mempergiatkan portfolio pendapatan tetap secara strategik dengan memberi tumpuan kepada peningkatan pegangan bon korporat. Peningkatan ini adalah berdasarkan kriteria pemilihan teliti bon berpenarafan tinggi, seterusnya meningkatkan kualiti portfolio secara keseluruhan.

Consequently, PERKESO has strategically augmented its fixed income portfolio, focusing on expanding its corporate bond holdings. This expansion has been characterised by a careful selection of highly-rated bonds, thereby enhancing the portfolio's overall quality.

Bagi tahun berakhir 31 Disember 2023, jumlah pegangan dalam sekuriti kerajaan meningkat sebanyak 18.33% yang bernilai RM15,555.92 juta berbanding RM13,145.83 juta pada tahun sebelumnya. Jumlah pendapatan yang dijana daripada pegangan ini adalah sebanyak RM750.79 juta.

For the year ended 31 December 2023, the total holding in government securities increased by 18.33%, reaching a value of RM15,555.92 million compared to RM13,145.83 million in the previous year. The total income generated from these holdings stood at RM750.79 million.

Pegangan pelaburan dalam bon korporat juga meningkat dengan ketara, merekodkan peningkatan sebanyak 29.81% daripada RM3,471.26 juta pada 31 Disember 2022 kepada RM4,505.92 juta pada 31 Disember 2023. Hasilnya, jumlah pendapatan yang direkodkan melalui pelaburan bon korporat meningkat tahun ke tahun daripada RM142.69 juta kepada RM193.90 juta.

Similarly, investment holdings in corporate bonds grew significantly, recording a 29.81% increase from RM3,471.26 million as of 31 December 2022 to RM4,505.92 million as of 31 December 2023. Consequently, the total income recorded from corporate bonds increased from RM142.69 million to RM193.90 million year-on-year.

Pecahan sekuriti kerajaan dan bon korporat PERKESO sehingga akhir tahun 2023 ditunjukkan dalam Jadual 20.

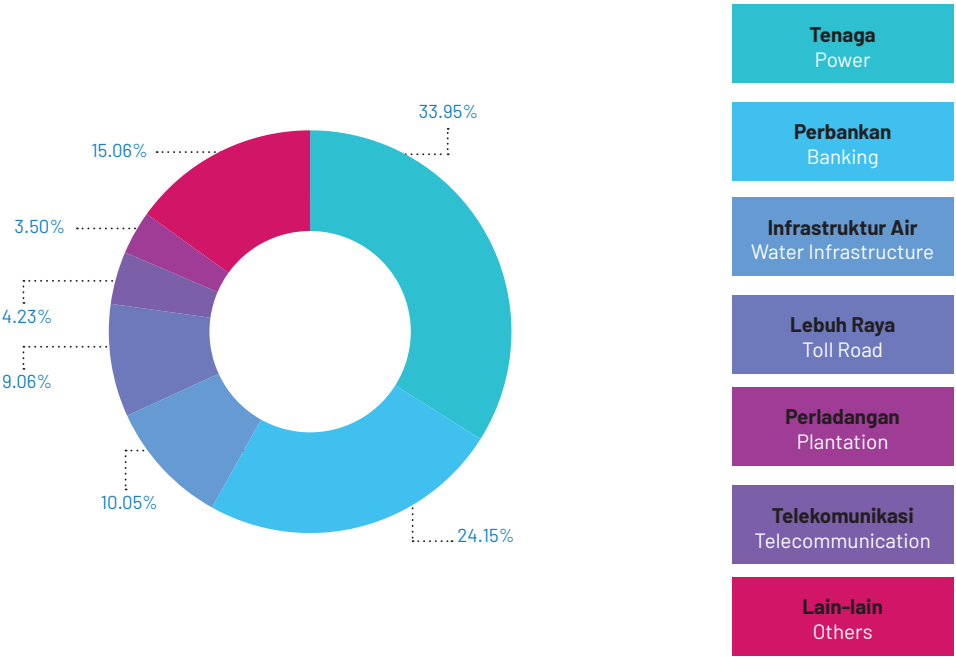
The breakdown of PERKESO's government securities and corporate bonds as of the end of 2023 is shown in Table 20.

JADUAL 20 : JUMLAH PENDAPATAN BAGI PENDAPATAN TETAP PERKESO 2023		
TABLE 20 : TOTAL INCOME FOR PERKESO'S FIXED INCOME 2023		
AKTA ACT	JUMLAH PENDAPATAN TOTAL INCOME	
	SEKURITI KERAJAAN GOVERNMENT SECURITIES RM JUTA RM MILLION	BON KORPORAT CORPORATE BOND RM JUTA RM MILLION
AKTA 4 ACT 4	683.22	184.87
AKTA 789 ACT 789	0.22	0.43
AKTA 800 ACT 800	67.36	8.60

Pelaburan dalam bon korporat dan sukuk dipandu oleh Dasar dan Garis Panduan Pelaburan PERKESO. Carta 8 menggambarkan pendedahan portfolio mengikut sektor.

Investments in corporate bonds and sukuk are guided by PERKESO's Investment Policy and Guidelines. Chart 8 depicts the portfolio's exposure according to sectors.

CARTA 8 : PELABURAN BON KORPORAT DALAMAN MENGIKUT SEKTOR 2023
CHART 8 : INTERNAL CORPORATE BONDS INVESTMENT BY SECTOR 2023





Pasaran Wang

BNM telah meningkatkan OPR kepada 3.00%, yang memberikan kesan positif kepada pendapatan pasaran wang.

Pelaburan pasaran wang PERKESO dengan institusi kewangan domestik, yang berjumlah RM4,346.71 juta, menjana jumlah pendapatan sebanyak RM164.28 juta pada 2023.

Pendapatan pasaran wang PERKESO pada akhir tahun 2023 digambarkan dalam Jadual 21.

Money Market

BNM has increased the OPR to 3.00%, and this adjustment has positively influenced returns in the money market.

PERKESO's money market investments with domestic financial institutions, totaling RM4,346.71 million, generated a total income of RM164.28 million in 2023.

PERKESO's money market income as of the end of 2023 is illustrated in Table 21.

JADUAL 21 : JUMLAH PENDAPATAN PASARAN WANG PERKESO 2023
TABLE 21 : PERKESO'S MONEY MARKET TOTAL INCOME 2023

AKTA ACT	JUMLAH PENDAPATAN TOTAL INCOME RM JUTA RM MILLION
AKTA 4 ACT 4	110.71
AKTA 789 ACT 789	7.65
AKTA 800 ACT 800	45.04
Akta 838 Act 838	0.88



Mandat Pelaburan Luar

Pelaburan Pendapatan Tetap

Pelaburan pendapatan tetap PERKESO yang diuruskan oleh Pengurus Dana Luar (EFM) adalah berjumlah RM1,161.29 juta. Pelaburan ini menjana pendapatan sebanyak RM55.82 juta, mencerminkan sumbangan yang ketara kepada prestasi keseluruhan portfolio pelaburan PERKESO.

Pelaburan Ekuiti Domestik

Pelaburan ekuiti domestik PERKESO, yang diuruskan oleh EFM, bernilai RM959.97 juta. Pelaburan ini menjana pendapatan sebanyak RM72.65 juta, menunjukkan prestasi kukuh pasaran domestik dan pengurusan yang berkesan oleh EFM.

External Investment Mandate

Fixed Income Investments

PERKESO's fixed income investments managed by its External Fund Managers (EFMs) amounted to RM1,161.29 million. These investments yielded an income of RM55.82 million, reflecting a notable contribution to the overall performance of PERKESO's investment portfolio.

Domestic Equity Investments

PERKESO's domestic equity investments, managed by its EFMs, were valued at RM959.97 million. These investments generated an income of RM72.65 million, demonstrating the robust performance of the domestic market and the effective management by the EFMs.

Pelaburan Ekuiti Asing

Pelaburan ekuiti asing merupakan bahagian terbesar dalam portfolio PERKESO yang diuruskan EFM, bernilai RM2,495.82 juta pada tahun 2023 berbanding RM1,989.31 juta pada tahun 2022. Pelaburan ini menjana pendapatan yang besar sebanyak RM188.26 juta pada tahun 2023, menekankan kepentingan strategik dan kejayaan strategi pelaburan antarabangsa PERKESO.



Pelaburan Alternatif

Kadar penghunian pelaburan hartanah PERKESO berada pada 78.2%, mengatasi kadar penghunian pasaran sebanyak 78.1% seperti yang dilaporkan oleh Coldwell Banker Richard Ellis (CBRE) pada suku keempat tahun 2023.

PERKESO juga telah memeterai perjanjian usaha sama untuk membangunkan tanah seluas 1.9 ekar yang terletak di pusat bandar Kuala Lumpur sebagai pembangunan kediaman dan komersial bertingkat tinggi.

PERKESO mencatatkan pendapatan sebanyak RM31.60 juta pada tahun 2023 daripada pelaburan hartanah.

Kadar Pulangan Dalaman Kasar (IRR) untuk pelaburan ekuiti swasta domestik PERKESO direkodkan pada 12.4%.

Pelaburan hartanah dan ekuiti swasta PERKESO setakat akhir tahun 2023 ditunjukkan dalam Carta 9.

Foreign Equity Investments

Foreign equity investments constituted the largest portion of PERKESO's EFM-managed portfolio, valued at RM2,495.82 million in 2023 compared to RM1,989.31 million in 2022. These investments generated a substantial income of RM188.26 million in 2023, highlighting the strategic importance and successful returns of PERKESO's international investment strategy.

Alternative Investment

PERKESO's property investment occupancy rate stood at 78.2%, outperforming the market occupancy rate of 78.1% as reported by Coldwell Banker Richard Ellis (CBRE) in the fourth quarter of 2023.

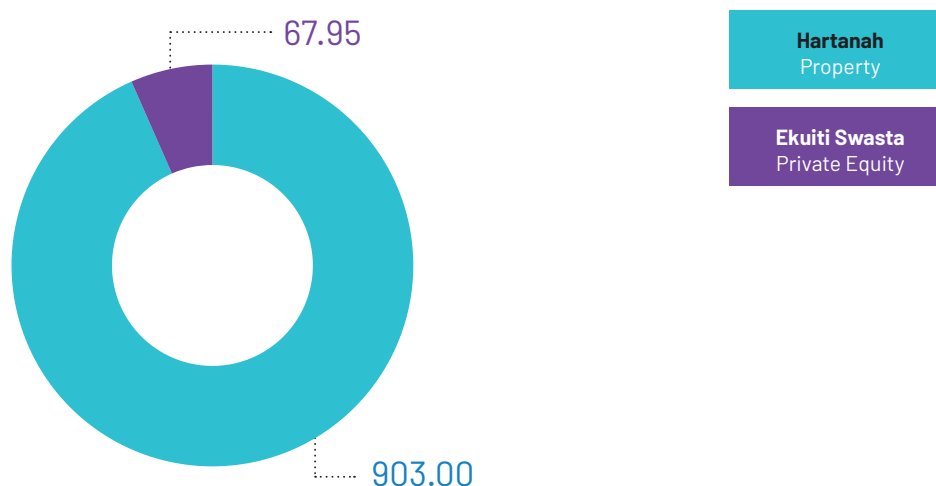
Additionally, PERKESO has entered into a joint development agreement to develop a 1.9-acre plot situated in Kuala Lumpur's city centre into a high rise residential and commercial development.

PERKESO recorded an income of RM31.60 million in 2023 from its real estate investment.

The gross Internal Rate of Return (IRR) for PERKESO's private equity investment in a domestic fund was recorded at 12.4%.

PERKESO's property and private equity investment as of the end of 2023 is shown in Chart 9.

CARTA 9 : PELABURAN HARTANAH DAN EKUITI SWASTA PERKESO 2023 (RM JUTA)
Chart 9 : PERKESO'S PROPERTY AND PRIVATE EQUITY INVESTMENT 2023 (RM MILLION)



PETUNJUK UTAMA PRESTASI OPERASI

KEY OPERATION PERFORMANCE INDICATORS



JOHN RIBA ANAK MARIN
Timbalan Ketua Eksekutif (Operasi)
Chief Executive Officer (Operation)

Pandemik COVID-19 yang melanda dunia hari ini merupakan krisis kesihatan sejagat yang memberi kesan mendalam kepada setiap aspek kehidupan manusia. Kajian lanjutan oleh Jabatan Hal Ehwal Ekonomi dan Sosial Pertubuhan Bangsa-bangsa Bersatu (UNDESA) (2021) mendapati pandemik COVID-19 menyebabkan kesan sosial yang buruk termasuk jurang pendapatan melebar, penyisihan kelompok masyarakat tertentu, diskriminasi kaum, serta kadar pengangguran yang tinggi. Justeru, selain peranan utama kerajaan melalui pelan pemulihan komprehensif, tanggungjawab badan bukan kerajaan melalui perusahaan sosial (PS) perlu turut sama diserlahkan dalam usaha mengatasi impak sosial pasca COVID-19.

Pandemik COVID-19 yang melanda dunia pada tahun 2020 merupakan krisis kesihatan sejagat yang memberi kesan mendalam kepada setiap aspek kehidupan manusia. Selain kesan kesihatan, pandemik ini juga meninggalkan impak sosial yang bukan sedikit. Menurut Jabatan Hal Ehwal Ekonomi dan Sosial Pertubuhan Bangsa-bangsa Bersatu (UNDESA) (2021), pandemik ini adalah yang terburuk dalam tempoh 75 tahun kerana bukan hanya membunuh banyak nyawa, tetapi juga mengakibatkan kemelaratan sosial kepada mereka yang masih hidup. Kesengsaraan ini lebih dirasai oleh golongan rentan yang berada di kelas terbawah dalam piramid ekonomi dan sosial termasuk golongan miskin tegar, tua melarat, orang kelainan upaya, remaja tersisih dan kaum peribumi seperti jurang pendapatan melebar, penyisihan kelompok masyarakat tertentu, diskriminasi kaum, serta kadar pengangguran yang tinggi.

The COVID-19 pandemic that swept across the world is a universal health crisis that deeply affects each aspect of human life. Further studies conducted by the United Nations Department of Economic and Social Affairs (UNDESA) in 2021 found that the COVID-19 pandemic has had severe social effects including a widening gap in income, a marginalisation of certain groups of communities, racial discrimination, and high unemployment rates. Hence, in addition to the key role of the government, through comprehensive recovery plans, the responsibilities shouldered by non-governmental organisations through social industries must also be highlighted in the effort to overcome the post-COVID-19 social impact.

The COVID-19 pandemic that swept across the world in 2020 is a universal health crisis deeply impacting each aspect of human life. In addition to its effect on health, the pandemic has also socially impacted the world in not a small way. According to the United Nations Department of Economic and Social Affairs (UNDESA) (2021) this pandemic was the worst seen in 75 years, as it not only took many lives, but it had also caused social destitution to those who survived. This hardship is felt more by those in the vulnerable group, at the lowest of the economic and social pyramid, such as the hardcore poor, the destitute old, the differently abled, marginalised teenagers and the indigenous people, in the form of widening gaps in income, marginalisation of certain groups of the community, racial discrimination and high unemployment.

Kerajaan telah berusaha keras melalui pelan-pelan pemulihan yang sangat komprehensif sesuai dengan kemampuan kewangan semasa. Kerajaan dilihat berusaha keras melalui pelan-pelan pemulihan yang sangat komprehensif sesuai dengan kemampuan kewangan semasa. Justeru, peranan semua pihak termasuk badan bukan kerajaan terutamanya perusahaan sosial (PS) perlu lebih diserlah untuk sama-sama membantu usaha mengatasi impak sosial pasca COVID-19. Ya, kini semuanya telah berubah, dengan ekonomi yang telah dibuka semula sepenuhnya dan kembali kepada kehidupan 'normal' prapandemik, tempoh suram pandemik beransur-ansur kabur dalam ingatan.

Pertubuhan Keselamatan Sosial (PERKESO), menyambut baik perancangan digariskan kerajaan melalui Bajet 2023 bagi mengukuhkan lagi ekonomi negara dan melindungi kebajikan rakyat, terutamanya dalam aspek perlindungan keselamatan sosial. PERKESO komited untuk melaksanakan inisiatif Bajet 2023 bagi menambah baik jaringan perlindungan sosial di negara ini. Inisiatif itu merangkumi bantuan padanan caruman kepada golongan bekerja sendiri, Program Insentif Penggajian, penambahbaikan Pusat Satelit MYFutureJobs di Pusat Transformasi Bandar (UTC) dan Pusat Penempatan Pekerjaan Kebangsaan (National Placement Centre), perlindungan kepada suri rumah dan Program Saringan Kesihatan PERKESO.

Melalui inisiatif pertama mengurangkan bebanan golongan bekerja sendiri untuk membayar caruman Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) PERKESO, kerajaan akan meneruskan bantuan padanan caruman melalui program SPS Padanan Caruman. Menerusi inisiatif ini, kerajaan akan menanggung bayaran caruman SKSPS sebanyak 80 peratus bagi pelbagai kumpulan sasar Orang Bekerja Sendiri (OBS) seperti penghantar makanan, petani, nelayan, penjaja dan lain-lain.

Program Insentif Penggajian (*Hiring Incentives*) pula memperuntukkan sebanyak RM150 juta untuk melaksanakan Program Insentif Penggajian yang akan membuka peluang kerjaya kepada lebih 70,000 pencari kerja di seluruh negara. Menerusi inisiatif ini insentif sebanyak RM600 hingga RM750 sebulan selama tiga bulan itu akan diberikan kepada majikan yang membuat pengambilan pekerja khususnya golongan mudah terjejas seperti Orang Kurang Upaya (OKU), wanita, bekas banduan, pesara tentera, orang asli dan pekerja dalam sektor pelancongan."

Pada tahun 2023, perkhidmatan pekerjaan PERKESO akan terus dipertingkatkan dengan penambahbaikan fasiliti 13 Pusat Satelit MYFutureJobs di UTC serata negara. Kerajaan akan memperuntukkan sebanyak RM8 juta kepada PERKESO untuk menjalankan kerja penambahbaikan ruang pejabat, penambahan kaunter kaunseling kerjaya dan bilik-bilik temu duga, pembinaan landskap dan ruang informasi pasaran buruh dan penyediaan peralatan ICT.

The Government is seen to have worked hard in establishing comprehensive recovery plans appropriate for the financial capacity at the time. Hence, the role of all parties including non-governmental organisations, in particular, social industries, must be further enhanced to join together in the effort to overcome the post-COVID-19 social impact. Yes, now everything has changed, with an economy that has been fully re-opened and people have returned to their 'normal' pre-pandemic lives. The dark shadow that was the pandemic is now slowly being forgotten.

PERKESO welcomes the plans outlined by the government in Budget 2023 to fortify the country's economy and protect the welfare of the rakyat, especially in terms of social security protection. PERKESO is committed in implementing the initiatives outlined in Budget 2023 towards improving the social protection network in the country. These initiatives include contribution matching grants for self-employed persons, Hiring Incentive programmes, improvements to the MYFutureJobs Satellite Centres in Urban Transformation Centres and the National Placement Centre, protection to housewives and the PERKESO Health Screening Programme.

The first initiative above is intended to alleviate the burden of self-employed persons in terms of payment of contributions under the PERKESO Self-Employment Social Security Scheme and the government will continue to provide such assistance through the SPS Padanan Caruman programme. Under this initiative, the government will pay 80% of the contribution towards the PERKESO Self-Employment Social Security Scheme on behalf of the targeted group of Self-Employed Persons such as food delivery riders, farmers, fishermen, hawkers and others.

A sum of RM150 million, on the other hand, has been allocated for the Hiring Incentive Programme which will open up career opportunities to more than 70,000 job seekers nationwide. Under this initiative, employers will be given incentives of between RM600 to RM750 per month, for a period of three months, in the event they employ workers from the vulnerable group such as the Disabled, women, former convicts, armed forces retirees, indigenous people and workers in the tourism sector.

In 2023, the PERKESO employment services will continue to be enhanced with improvements to the thirteen MYFutureJobs Satellite Centres in UTCs across the country. The government will allocate a sum of RM8 million to PERKESO to carry out works to improve the office spaces, increase the number of career counselling counters and interview rooms, construct landscape and labour market information space, as well as provide ICT equipment.

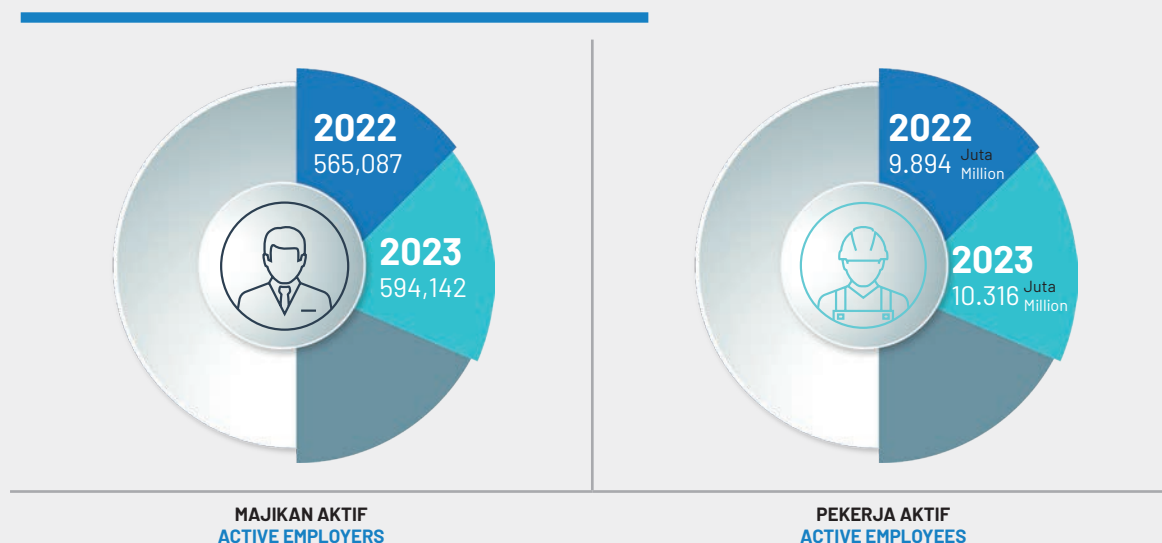
Kerajaan turut akan melanjutkan program Kasih Suri Keluarga Malaysia menerusi Insentif Caruman Skim Keselamatan Sosial Suri Rumah PERKESO bagi meneruskan hasrat untuk melindungi golongan wanita khususnya suri rumah sepanjang menjalankan tugas menjaga rumah dan membangun institusi keluarga.

Dalam mendukung Agenda Nasional Malaysia Sihat susulan penularan wabak COVID-19, PERKESO juga bertanggungjawab untuk melaksanakan perkhidmatan saringan kesihatan kepada golongan pekerja bagi mengekalkan produktiviti ekonomi negara. Program ini bertujuan memberi pengesanan awal terhadap penyakit tidak berjangkit (*Noncommunicable Diseases*), seterusnya mengambil tindakan lebih awal bagi penjagaan kesihatan pekerja. Menerusi program ini, pencarum PERKESO berumur 40 tahun dan ke atas yang layak akan berpeluang menjalani saringan kesihatan seperti mengesan dan mencegah penyakit kritikal termasuklah diabetes, fungsi buah pinggang dan hati serta saringan kanser. Golongan pekerja wanita juga akan mendapat saringan tambahan iaitu saringan mamogram dan ujian 'pap smear' bagi mengenal pasti risiko kanser payudara dan kanser serviks.

The government will also continue its Kasih Suri Keluarga Malaysia programme through the PERKESO Housewives' Social Security Scheme Contribution Incentive, to maintain its goal to protect women, specifically housewives in the course of their duties maintaining their households and developing the family institution.

In the course of supporting the National Agenda of a Healthy Malaysia following the spread of the COVID-19 pandemic, PERKESO is also responsible in providing health screening services to workers, in order to maintain the country's economic productivity. This programme is conducted for the purposes of early detection of non-communicable diseases, and subsequently take early action in terms of workers' healthcare. Under this programme, PERKESO contributors aged 40 years old and above are eligible to undergo health screenings to detect and prevent critical illnesses such as diabetes, kidney and liver failure, as well as cancer screening. Female workers will also be able to undergo additional screening in the form of mammograms and pap smear tests to identify the risk of breast and cervical cancer.

MAJIKAN AKTIF DAN PEKERJA AKTIF ACTIVE EMPLOYERS AND ACTIVE EMPLOYEES



Nota: Merujuk kepada satu atau lebih caruman pada tahun semasa. Merujuk kepada PPNPPP pada tahun semasa majikan dan pekerja berurusan. Termasuk pekerja tempatan, asing dan bekerja sendiri.

Note: Refers to one or more contribution in current year. Refers to PPNPPP in current year of employer and employee transaction. Includes local workers, foreign workers and the self-employed.

Pada tahun 2023, jumlah keseluruhan bagi majikan aktif meningkat sebanyak 5.14% iaitu sebanyak 594,142 majikan berbanding tahun 2022 sebanyak 565,087 majikan. Jumlah pekerja aktif termasuk pekerja tempatan, asing dan bekerja sendiri juga meningkat sebanyak 4.27% pada tahun 2023 iaitu daripada 9.894 juta orang pekerja kepada 10.316 juta orang.

In 2023, the number of active employers increased by 5.14% to an overall total of 594,142 employers compared to 565,087 employers in 2022. The number of active employees, including local workers, foreign workers and the self-employed, also increased by 4.27% in 2023, from 9.894 million to 10.316 million employees.



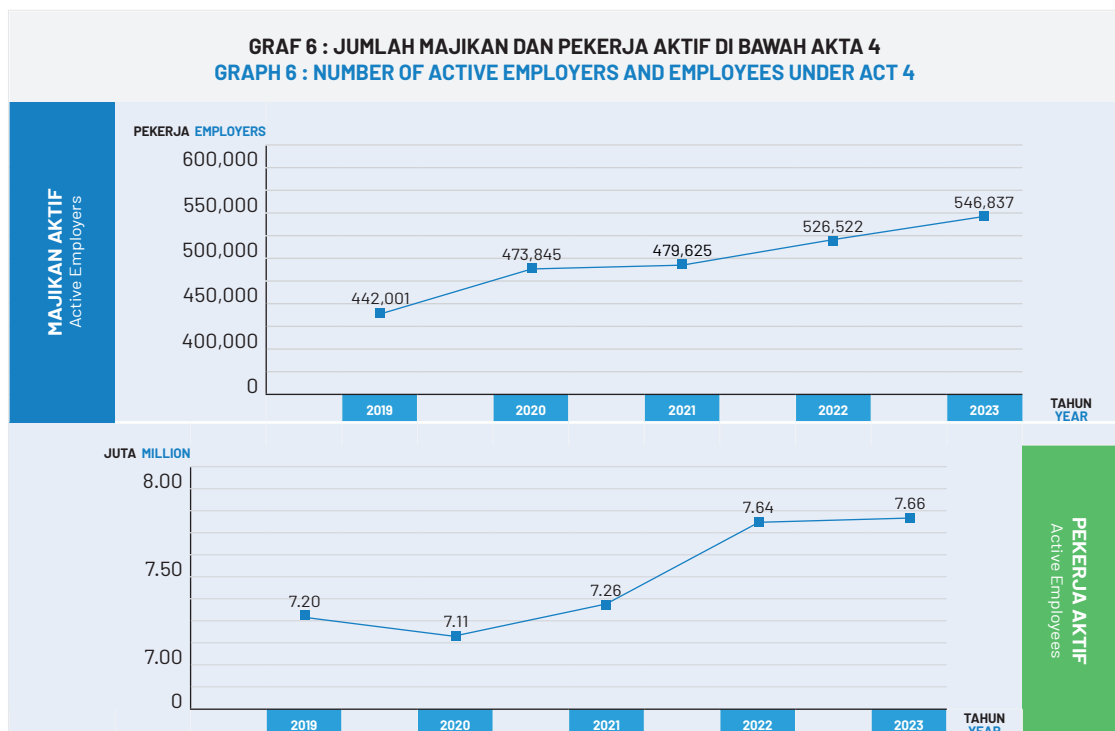
MAJIKAN AKTIF DAN PEKERJA AKTIF [AKTA 4] ACTIVE EMPLOYERS AND ACTIVE EMPLOYEES [ACT 4]

Skim Bencana Pekerjaan dan Skim Keilatan

Pada tahun 2023, jumlah majikan aktif bagi Akta 4 telah meningkat sebanyak 3.86% iaitu 546,837 majikan berbanding tahun sebelumnya iaitu 526,522 majikan. Jumlah pekerja aktif bagi Akta 4 juga meningkat sebanyak 0.26% iaitu 7.66 juta pekerja berbanding 7.64 juta pada tahun 2022.

Employment Injury Scheme and Invalidity Scheme

In 2023, the number of active employers under Act 4 increased by 3.86% to a total of 546,837 employers compared to 526,522 employers in the previous year. The number of active employees under Act 4 also increased by 0.26% to a total of 7.66 million employees compared to 7.64 million in 2022.



Skim Bencana Kerja Pekerja Asing

Pada tahun 2023, Skim Bencana Kerja Pekerja Asing (SBKPA) juga mencatatkan peningkatan peratus majikan yang aktif mencarum iaitu sebanyak 13.04% iaitu 113,594 majikan berbanding tahun 2022 sebanyak 100,493 majikan. Bilangan pekerja asing aktif mencarum pada tahun 2023 juga mencatatkan sebanyak 1.99 juta pekerja daripada 1.58 juta pekerja pada tahun 2022 dengan peningkatan sebanyak 25.72%.

Bermula 1 Januari 2019, semua majikan dikehendaki mendaftar pekerja asing yang diambil bekerja (kecuali pekhidmat rumah tangga) untuk perlindungan Skim Bencana Kerja PERKESO di bawah Akta 4.

Foreign Workers' Employment Injury Scheme

In 2023, the Foreign Workers' Employment Injury Scheme also recorded an increase in the percentage of actively contributing employers by 13.04%, to a total of 113,594 employers compared to 100,493 employers in 2022. The number of actively contributing foreign workers in 2023 also recorded an increase of 25.72% to become a total of 1.99 million workers compared to the 1.58 million in 2022.

With effect from 1 January 2019, all employers are required to register the foreign workers employed (except domestic servants) for PERKESO's Employment Injury Scheme pursuant to Act 4.

GRAF 7 : MAJIKAN DAN PEKERJA DI BAWAH SKIM BENCANA KERJA PEKERJA ASING (SBKPA)
GRAPH 7 : EMPLOYERS AND EMPLOYEES UNDER FOREIGN WORKERS' EMPLOYMENT INJURY SCHEME

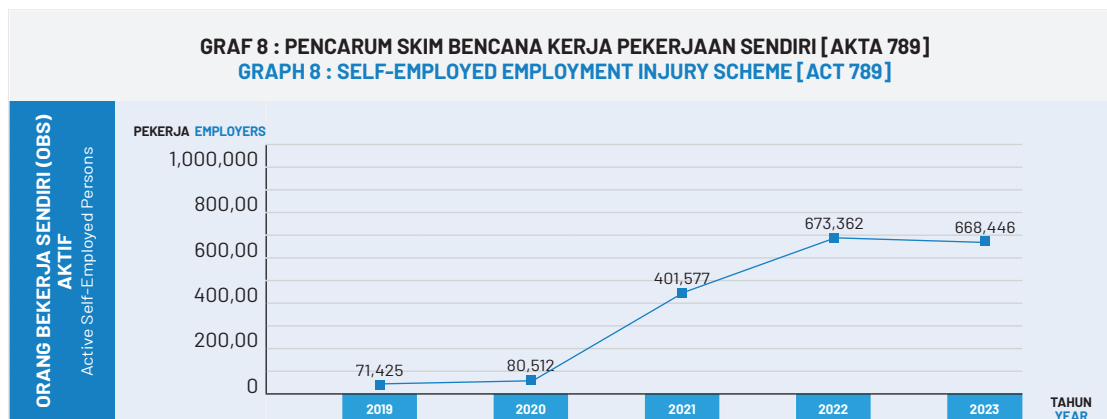


SKIM BENCANA KERJA PEKERJAAN SENDIRI [AKTA 789]

Bilangan Orang Bekerja Sendiri (OBS) aktif mencarum pada tahun 2023 mencatatkan penurunan sebanyak 0.73% yang menjadikan jumlah keseluruhan OBS aktif mencarum adalah seramai 668,446 orang pada tahun 2023 berbanding 673,362 orang pada tahun 2022.

SELF-EMPLOYED EMPLOYMENT INJURY SCHEME [ACT 789]

The number of Self-Employed Persons who actively contributed in 2023 recorded a decrease of 0.73% to an overall total of 668,446 Self-Employed Persons compared to the 673,362 recorded in 2022.

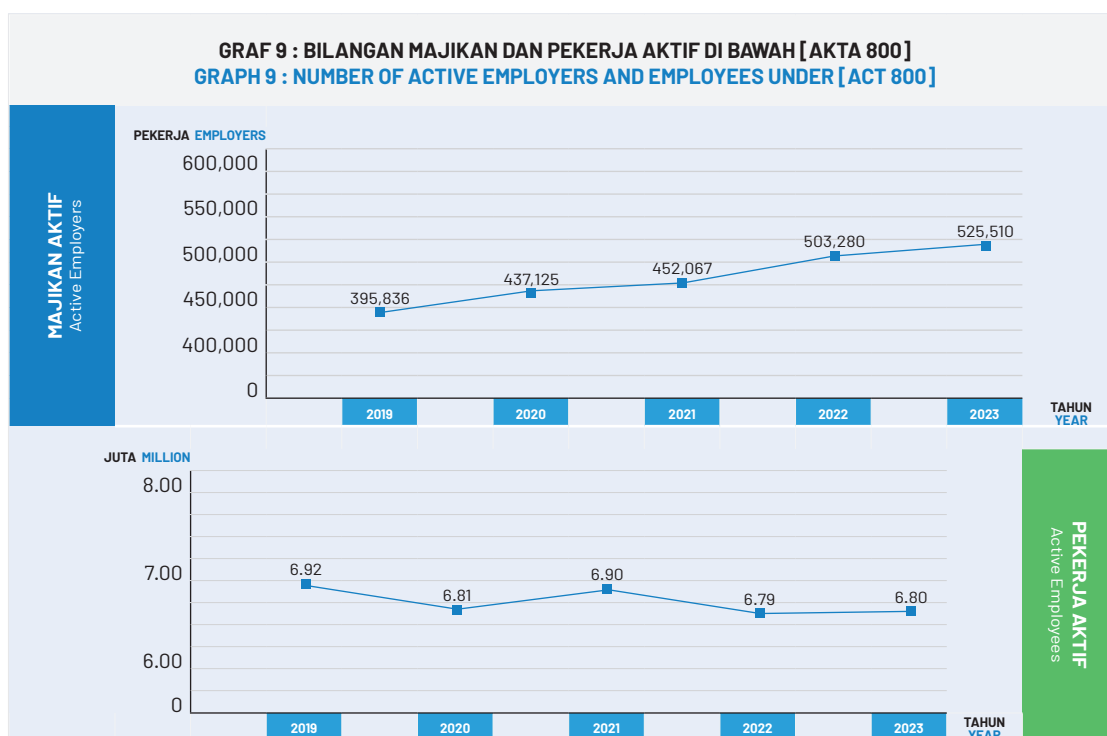


SISTEM INSURANS PEKERJAAN [AKTA 800]

Pada tahun 2023, jumlah majikan aktif di bawah Sistem Insurans Pekerjaan [Akta 800] menunjukkan peningkatan sebanyak 4.42% pada tahun 2023 kepada 525,510 majikan berbanding 503,280 majikan pada tahun 2022. Bilangan pekerja aktif pada tahun 2023 turut meningkat sebanyak 0.11% iaitu 6.80 juta pekerja berbanding 6.79 juta pada tahun 2022.

EMPLOYMENT INSURANCE SYSTEM [ACT 800]

In 2023, the number of active employers under the Employment Insurance System [Act 800] showed an increase of 4.42% to a total of 525,510 employers compared to 503,280 employers in 2022. The number of active employees also increased by 0.11% in 2023 to become 6.8 million employees compared to 6.79 million in 2022.



Pekerja Domestik

Pada tahun 2023, jumlah majikan aktif di bawah Pekerja Domestik di bawah Akta 4 dan Akta 800 adalah sebanyak 28,825 majikan berbanding 18,115 majikan pada tahun 2022. Bilangan pekerja aktif pula meningkat kepada 31,712 orang berbanding tahun 2022 sebanyak 19,646 orang pekerja.

SKIM KESELAMATAN SOSIAL SURI RUMAH [AKTA 838]

Pada tahun 2023, jumlah pencarum aktif bagi suri rumah adalah sebanyak 205,673 orang.

Domestic Workers

In 2023, the number of active employers for Domestic Workers under Act 4 and Act 800 recorded a total of 28,825 employers compared to 18,115 employers in 2022. The number of active employees increased to 31,712 persons compared to 19,646 persons in 2022.

HOUSEWIVES' SOCIAL SECURITY SCHEME [ACT 838]

In 2023, the number of active contributors for housewives amounted to 205,673 persons.

KUTIPAN CARUMAN CONTRIBUTIONS COLLECTION

Kutipan caruman pada tahun 2023 meningkat sebanyak 14.42% kepada RM6,736.98 juta berbanding RM5,887.71 juta pada tahun sebelumnya. Kenaikan ini selaras dengan peningkatan dalam jumlah pendaftaran majikan dan pekerja tahun 2023.

Selain itu, keberkesanan aktiviti promosi dan program kesedaran yang dijalankan telah meningkatkan kesedaran majikan dan pekerja mengenai kepentingan mencarum dengan PERKESO.

Contributions collection in 2023 increased by 15.42% to RM6,736.98 million compared to RM5,887.71 million in the previous year. This increase is in line with the increase in the number of registration of employers and employees in 2023.

Additionally, the effectiveness of promotional activities and awareness programmes implemented has led to an increase in awareness amongst employers and employees of the importance of contributing to PERKESO.

JADUAL 22 : JUMLAH KUTIPAN CARUMAN MENGIKUT AKTA, 2019-2023
TABLE 22 : TOTAL CONTRIBUTIONS COLLECTION ACCORDING TO ACT, 2019-2023

AKTA ACT	TAHUN JUMLAH (RM JUTA) YEAR TOTAL (RM MILLION)				
	2019	2020	2021	2022	2023
Akta 4 Act 4	3,991.25	4,056.93	4,124.09	4,680.77	5,280.82
Akta 789 Act 789	5.69	11.06	48.27	88.50	113.15
Akta 800 Act 800	651.58	652.85	671.80	769.50	874.73
Akta 4 (Skim Bencana Kerja Pekerja Asing) Act 4 (Foreign Workers' Employment Injury Scheme)	134.38	323.23	335.94	348.94	468.27
Akta 838 Act 838	-	-	-	-	21.98
JUMLAH TOTAL	4,782.91	5,044.07	5,180.09	5,887.71	6,758.95

PENGURUSAN TUNTUTAN FAEDAH
BENEFITS CLAIM MANAGEMENT

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.

Benefits claim is managed in accordance with the Client's Charter and Standard Q that take into account measurements based on percentage of achievement and average days. This approach is taken to ensure that the delivery of service meets the clients' expectations.

Piagam Pelanggan (Purata Hari)

Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan Purata Hari tahun 2023 berbanding tahun sebelumnya adalah seperti Jadual 23 di bawah:

Client's Charter (Average Days)

The Client's Charter performance (processing period) based on Average Days in 2023 as compared to the previous year is as set out in Table 23 below:

JADUAL 23 : PRESTASI PIAGAM PELANGGAN (PURATA HARI) 2022-2023 TABLE 23 : CLIENT'S CHARTER PERFORMANCE (AVERAGE DAYS) 2022-2023						
TAHUN YEARS	FHUS 5 Hari Days	FHUK 7 Hari Days	FOT 7 Hari Days	P.ILAT 7 Hari Days	P.PKT 7 Hari Days	FPM 3 Hari Days
2022	1.8	2.5	2.1	2.4	2.0	1.4
2023	1.71	2.09	1.80	2.05	1.83	1.27



Piagam Pelanggan (Peratusan)

Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan Peratusan tahun 2023 berbanding tahun sebelumnya adalah seperti Jadual 24 di bawah.

Client's Charter (Average Days)

The Client's Charter performance (processing period) based on Average Days in 2023 as compared to the previous year is as set out in Table 24 below:

JADUAL 24 : PRESTASI PIAGAM PELANGGAN (PERATUSAN) 2022-2023 TABLE 24 : CLIENT'S CHARTER PERFORMANCE (PERCENTAGE) 2022-2023						
TAHUN YEARS	FHUS 5 Hari Days	FHUK 7 Hari Days	FOT 7 Hari Days	P.ILAT 7 Hari Days	P.PKT 7 Hari Days	FPM 3 Hari Days
2022	99.44	99.60	99.71	99.22	99.65	99.47
2023	99.65	99.80	99.89	99.33	99.83	99.76

Standard Q (Purata Hari)

Prestasi Standard Q berdasarkan (Purata Hari) pada 2023 berbanding tahun 2022 adalah seperti di Jadual 25 di bawah:

Standard Q (Average Days)

The Standard Q performance based on Average Days in 2023 as compared to 2022 is as set out in Table 25 below:

JADUAL 25 : PRESTASI STANDARD Q (PURATA HARI) 2022-2023 TABLE 25 : STANDARD Q PERFORMANCE (AVERAGE DAYS) 2022-2023						
TAHUN YEARS	FHUS *45 Hari Days	FHUS(PK) 120 Hari Days	FHUK 100 Hari Days	FOT 60 Hari Days	P.ILAT 100 Hari Days	P.PKT 60 Hari Days
2022	22.74	54.28	25.02	9.42	44.07	12.03
2023	13.36	39.02	16.02	5.54	24.44	8.26

Standard Q (Peratusan)

Prestasi Standard Q berdasarkan (Peratusan) pada 2023 berbanding tahun 2022 adalah seperti di Jadual 26 di bawah.

Standard Q (Percentage)

The Standard Q performance based on Percentage in 2023 as compared to 2022 is as set out in Table 26 below:

JADUAL 26 : PRESTASI STANDARD Q (PERATUSAN) 2022-2023 TABLE 26 : STANDARD Q (PERCENTAGE) 2022-2023						
TAHUN YEARS	FHUS *45 Hari Days	FHUS(PK) 120 Hari Days	FHUK 100 Hari Days	FOT 60 Hari Days	P.ILAT 100 Hari Days	P.PKT 60 Hari Days
2022	85.87	88.56	96.12	98.25	89.26	97.42
2023	95.89	94.34	98.77	99.74	97.28	99.39

Prestasi Bayaran Pertama

Mengemukakan kes tuntutan FHUK, FOT, ILT dan PKT (Bayaran Pertama) ke Bahagian Kewangan untuk proses bayaran faedah dalam tempoh **7 hari** selepas semua maklumat dan dokumen lengkap diterima.

First Payment Performance

To submit claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Survivor's Pension (First Payment) to the Finance Division to be processed for payment within **7 days** after receiving all the required information and documents.

JADUAL 27 : PRESTASI (BAYARAN PERTAMA) 2023 TABLE 27 : PERFORMANCE (FIRST PAYMENT)				
KES TUNTUTAN SUBMIT CLAIMS	FAEDAH BENEFIT			
	FHUK	FOT	ILT	PKT
TAHUN YEARS	2023			
Terima Received	3255	257	3624	5688
Selesai Completed	3255	257	3624	5688
Selesai dalam Tempoh 7 Hari Completed within 7 days	3221	245	3531	5593
% Pencapaian % Achievement	99.0%	95.3%	97.4%	98.3%

Prestasi pemprosesan kes tuntutan FHUK, FOT, ILT dan PKT (Bayaran Pertama) bagi tahun 2023 adalah seperti di atas.

The performance for processing of claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Survivor's Pension (First Payment) in 2023 is as set out above.



Prestasi Hitung Semula & Ulang Kaji

Mengemukakan kes tuntutan FHUK, FOT, ILT dan PKT (Hitung Semula & Ulang Kaji) ke Bahagian Kewangan untuk proses bayaran faedah dalam tempoh **14 hari** selepas semua maklumat dan dokumen lengkap diterima.

Recalculation & Review Performance

To submit claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidation Pension and Survivor's Pension (Recalculation & Review) to the Finance Division to be processed for payment within **14 days** after receiving all the required information and documents.

JADUAL 28 : PRESTASI (HITUNG SEMULA & ULANG KAJI) 2023				
TABLE 28 : PERFORMANCE (RECALCULATION & REVIEW)				
KES TUNTUTAN SUBMIT CLAIMS	FAEDAH BENEFIT			
	FHUK	FOT	ILT	PKT
TAHUN YEARS	2023			
Terima Received	1530	1563	231	8874
Selesai Completed	1530	1563	231	8874
Selesai dalam Tempoh 7 Hari Completed within 7 days	1435	1518	202	8510
% Pencapaian % Achievement	93.8%	97.1%	87.4%	95.9%

Prestasi pemprosesan kes tuntutan FHUK, FOT, ILT dan PKT (Hitung Semula & Ulang Kaji) bagi tahun 2023.

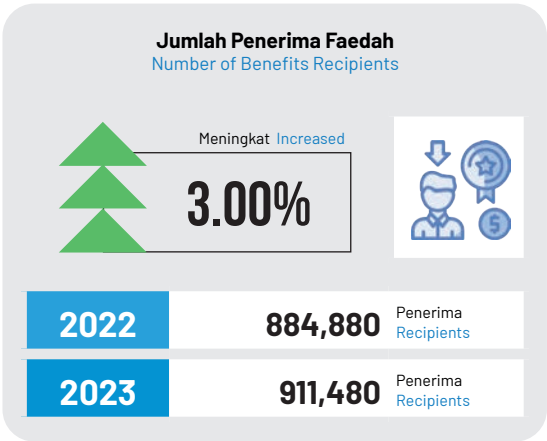
Dependant's Benefit, Invalidation Pension and Survivor's Pension (Recalculation & Review) in 2023.

PENERIMA FAEDAH
BENEFITS RECIPIENTS

Penerima Faedah Akta 4
Benefits Recipients under Act 4

Bilangan penerima semua jenis faedah di bawah Akta 4 bagi pekerja tempatan dan pekerja asing pada tahun 2023 adalah seramai 911,480 orang berbanding pada tahun 2022 seramai 884,880.

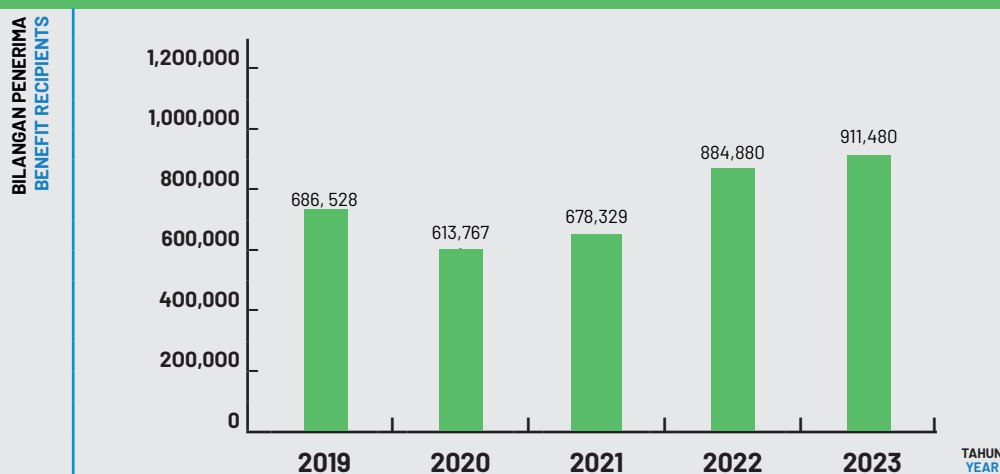
The number of recipients of all types of benefits under Act 4 for local and foreign workers in 2023 amounted to 911,480 workers compared to 884,880 workers in 2022.



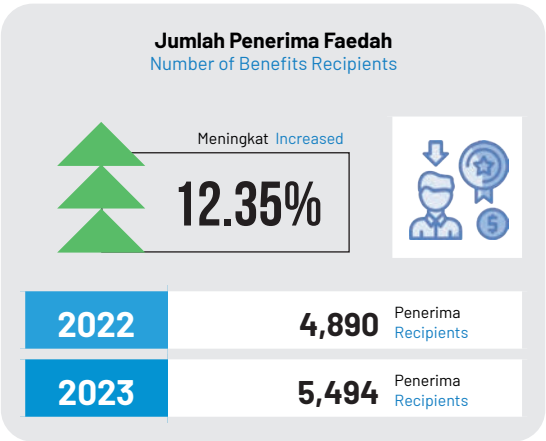
JADUAL 29 : BILANGAN PENERIMA FAEDAH 2022-2023 AKTA 4
TABLE 29 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 4, 2022-2023

JENIS FAEDAH TYPE OF BENEFIT	PENERIMA FAEDAH BENEFIT RECIPIENTS	
	2022	2023
Faedah Hilang Upaya Sementara Temporary Disablement Benefit	244,864	81,815
Faedah Hilang Upaya Kekal Permanent Disablement Benefit	38,717	44,026
Faedah Orang Tanggungan Dependant's Benefit	46,278	46,687
Faedah Pengurusan Mayat Funeral Benefit	23,103	21,803
Faedah Perubatan Medical Benefit	4,570	15,179
Elaun Layanan Sentiasa Constant Attendance Allowance	7,748	7,864
Pencen dan Bantuan Ilat Invalidity Pension and Grant	77,468	79,868
Pencen Penakat Survivor's Pension	357,359	372,692
Pemulihan Jasmani dan Vokasional Physical and Vocational Rehabilitation	41,770	50,535
Rawatan Dialisis Dialysis Treatment	15,851	16,725
Program Saringan Kesihatan Health Screening Programme	27,152	174,286
JUMLAH TOTAL	884,880	911,480

GRAF 10 : BILANGAN PENERIMA FAEDAH 2019-2023
GRAPH 10 : NUMBER OF BENEFITS RECIPIENTS, 2019-2023



Penerima Faedah Akta 789
Benefits Recipients under Act 789



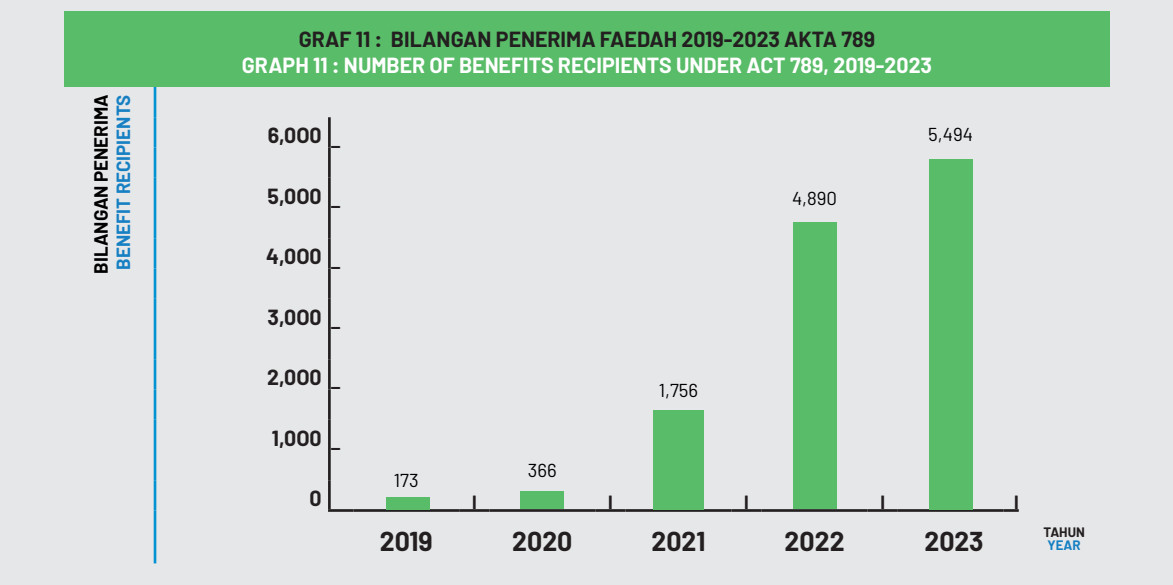
Bilangan penerima semua jenis faedah bagi Akta 789 pada tahun 2023 adalah seramai 5,494 berbanding pada tahun 2022 seramai 4,890.

The number of recipients of all types of benefits under Act 789 in 2023 amounted to 5,494 recipients compared to 4,890 recipients in 2022.

JADUAL 30 : BILANGAN PENERIMA FAEDAH 2022-2023 AKTA 789
TABLE 30 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 789, 2022-2023

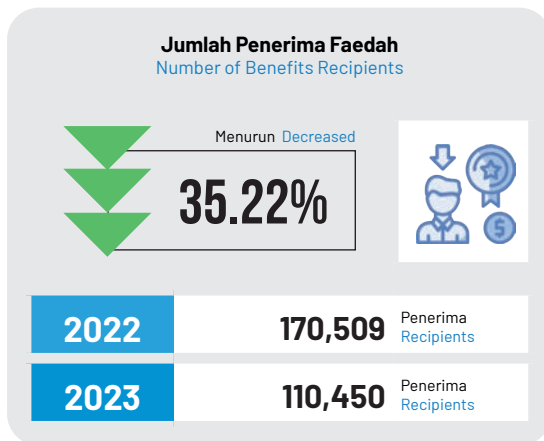
JENIS FAEDAH TYPE OF BENEFIT	PENERIMA FAEDAH BENEFIT RECIPIENTS	
	2022	2023
Faedah Hilang Upaya Sementara Temporary Disablement Benefit	3,965	2,705
Faedah Hilang Upaya Kekal Permanent Disablement Benefit	257	978
Faedah Orang Tanggungan Dependant's Benefit	378	580
Faedah Pengurusan Mayat Funeral Benefit	77	84
Faedah Perubatan Medical Benefit	212	1,143
Elaun Layanan Sentiasa Constant Attendance Allowance	1	4
Kemudahan Pemulihan Rehabilitation Facility	-	-
JUMLAH TOTAL	4,890	5,494

GRAF 11 : BILANGAN PENERIMA FAEDAH 2019-2023 AKTA 789
GRAPH 11 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 789, 2019-2023



Penerima Faedah Akta 800

Benefits Recipients under Act 800



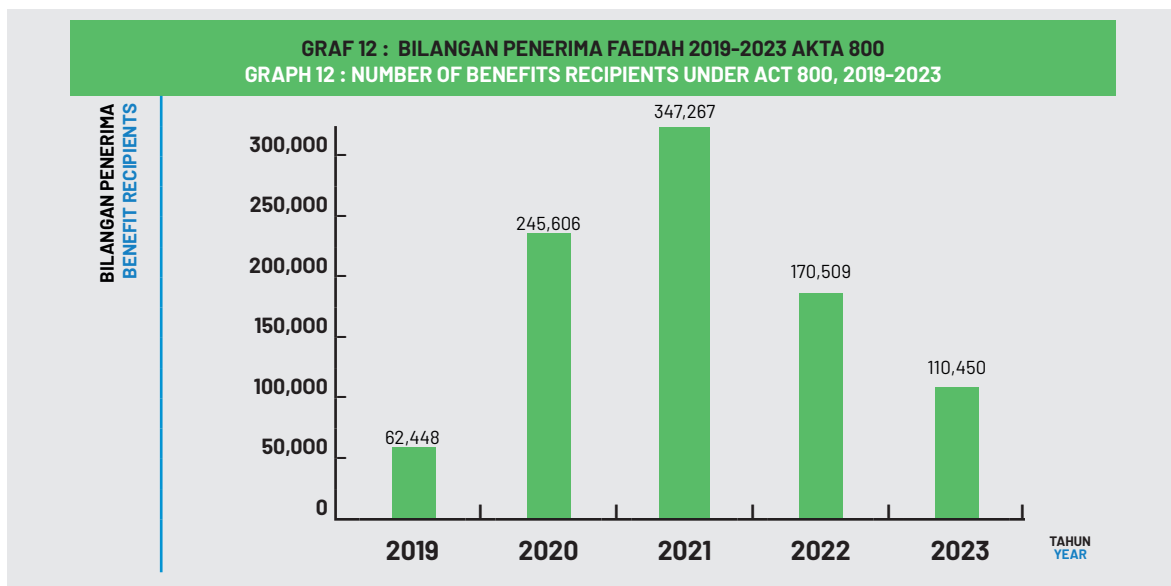
Bilangan penerima semua jenis faedah di bawah Akta 800 pada tahun 2023 menurun sebanyak 35.22% menjadikan jumlah adalah seramai 170,509 berbanding 110,450 pada tahun 2022.

The number of recipients of all types of benefits under Act 800 in 2023 decreased by 35.22% to a total of 170,509 recipients compared to 110,450 recipients in 2022.

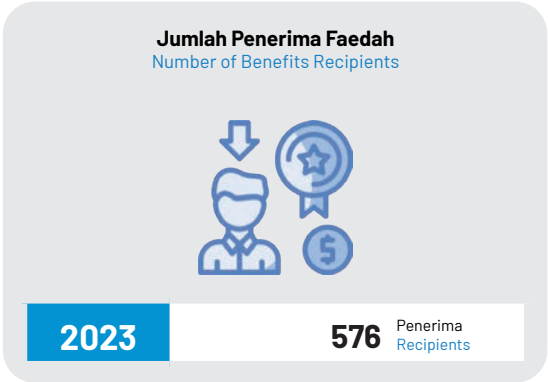
JADUAL 31 : BILANGAN PENERIMA FAEDAH 2022-2023 AKTA 800
TABLE 31 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 800, 2022-2023

JENIS FAEDAH TYPE OF BENEFIT	PENERIMA FAEDAH BENEFIT RECIPIENTS	
	2022	2023
Elaun Mencari Pekerjaan Job Search Allowance	143,810	91,885
Elaun Pendapatan Berkurangan Reduced Income Allowance	354	389
Elaun Bekerja Semula Awal Early Re-employment Allowance	19,881	15,655
Elaun Latihan Training Allowance	2,516	1,235
Fi Latihan Training Fee	3,948	1,286
JUMLAH TOTAL	170,509	110,450

GRAF 12 : BILANGAN PENERIMA FAEDAH 2019-2023 AKTA 800
GRAPH 12 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 800, 2019-2023



Penerima Faedah Akta 838
Benefits Recipients under Act 838



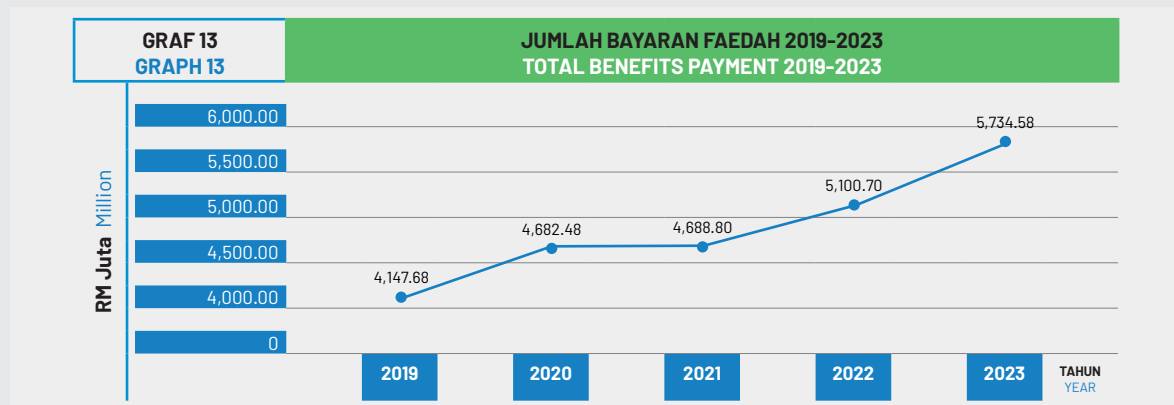
Bilangan penerima semua jenis faedah di bawah Akta 838 pada tahun 2023 adalah sebanyak 576 penerima.
The number of recipients of all types of benefits under Act 800 in 2023 was 576.

JADUAL 32 : BILANGAN PENERIMA FAEDAH 2023 AKTA 838
TABLE 32 : NUMBER OF BENEFITS RECIPIENTS UNDER ACT 838, 2023

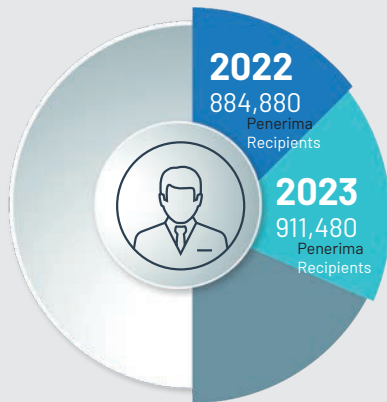
JENIS FAEDAH TYPE OF BENEFIT	PENERIMA FAEDAH BENEFIT RECIPIENTS
	2023
Bencana Domestik Domestic Injury	149
Keilatan Invalidity	89
Kematian Deaths	338
JUMLAH TOTAL	576



JUMLAH PENERIMA DAN BAYARAN FAEDAH NUMBER OF BENEFITS RECIPIENTS AND PAYMENT

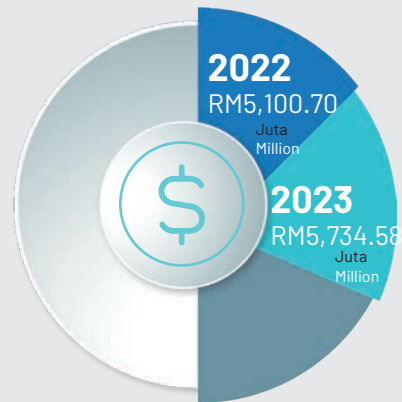


JUMLAH PENERIMA FAEDAH TOTAL BENEFIT RECIPIENTS



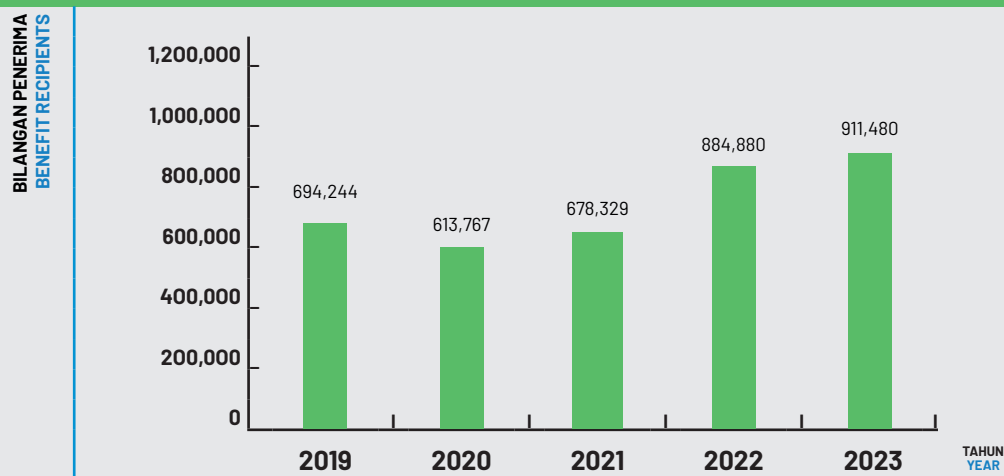
JUMLAH PENERIMA TOTAL RECIPIENTS

JUMLAH BAYARAN FAEDAH TOTAL BENEFIT PAYMENT



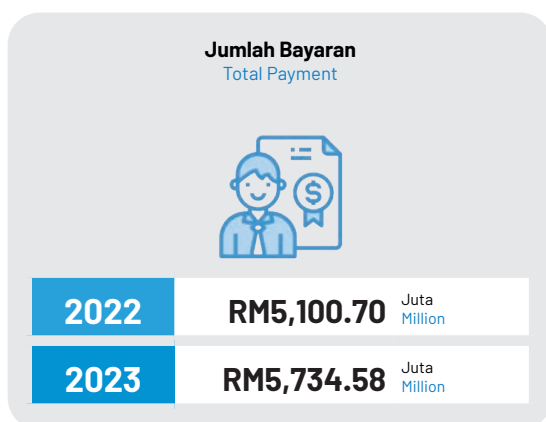
JUMLAH BAYARAN TOTAL PAYMENT

GRAF 14 : BILANGAN PENERIMA FAEDAH 2019-2023 GRAPH 14 : NUMBER OF BENEFITS RECIPIENTS, 2019-2023



KOMPONEN BAYARAN FAEDAH

BENEFITS PAYMENT COMPONENTS



Daripada jumlah belanja tanggungan sebanyak RM5,777.34 juta, sejumlah RM5,734.58 juta adalah merupakan komponen bayaran semua jenis faedah termasuk Pemulihan Jasmani dan Vokasional, Rawatan Dialisis, Program Saringan Kesihatan dan Faedah Fi Latihan. Pembayaran faedah ini meningkat sebanyak RM633.88 juta atau 12.43% terutamanya berikutan peningkatan bayaran Pencen Penakat, Faedah Hilang Upaya Kekal, Pencen dan Bantuan Ilat serta Pemulihan Jasmani dan Vokasional.

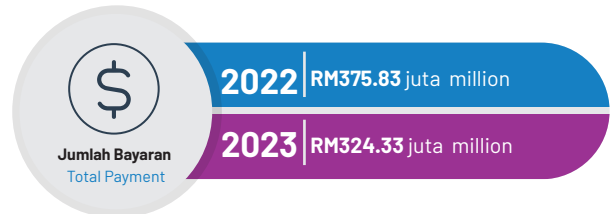
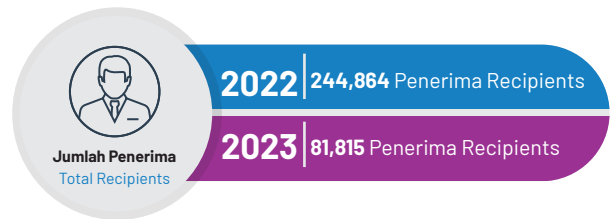
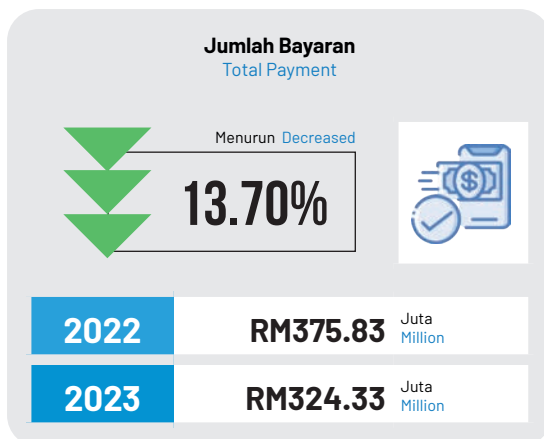
From the total benefits expenses of RM5,777.34 million, a total of RM5,734.58 million was the payment for all benefits including the Physical and Vocational Rehabilitation, Dialysis Treatment, Health Screening Programme and Training Fee Benefit. This benefits

payment increased by RM633.88 million or 12.43% mainly due to the increase in payment of Survivors' Pension, Permanent Disablement Benefit, Invalidity Pension and Grant as well as Physical and Vocational Rehabilitation.

JADUAL 33 : KOMPONEN BAYARAN FAEDAH 2022-2023
TABLE 33 : BENEFITS PAYMENT COMPONENTS 2022-2023

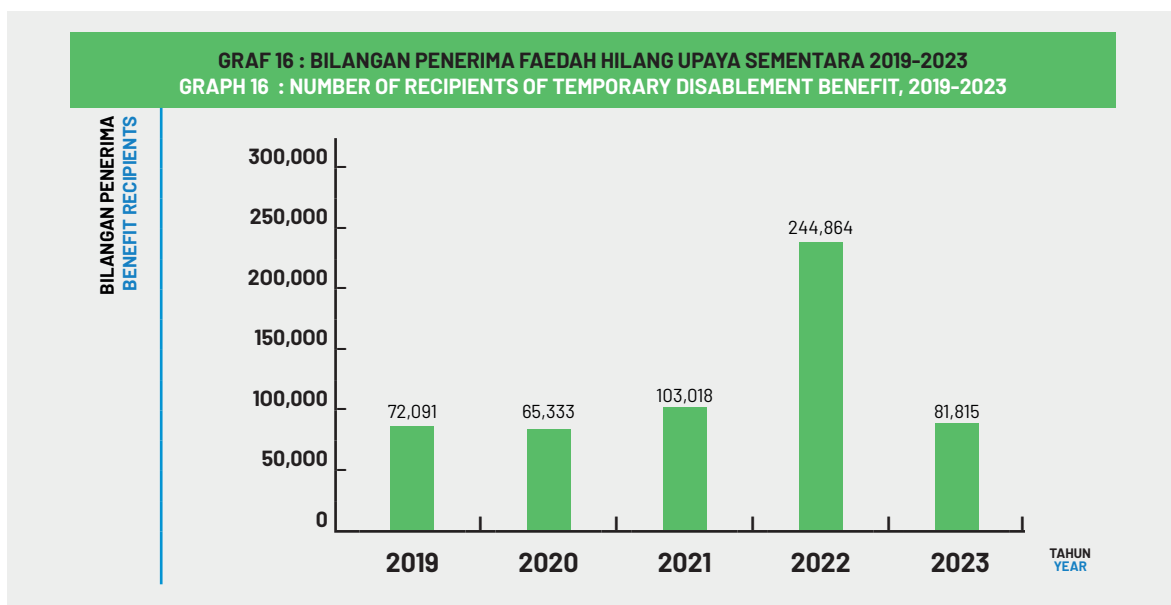
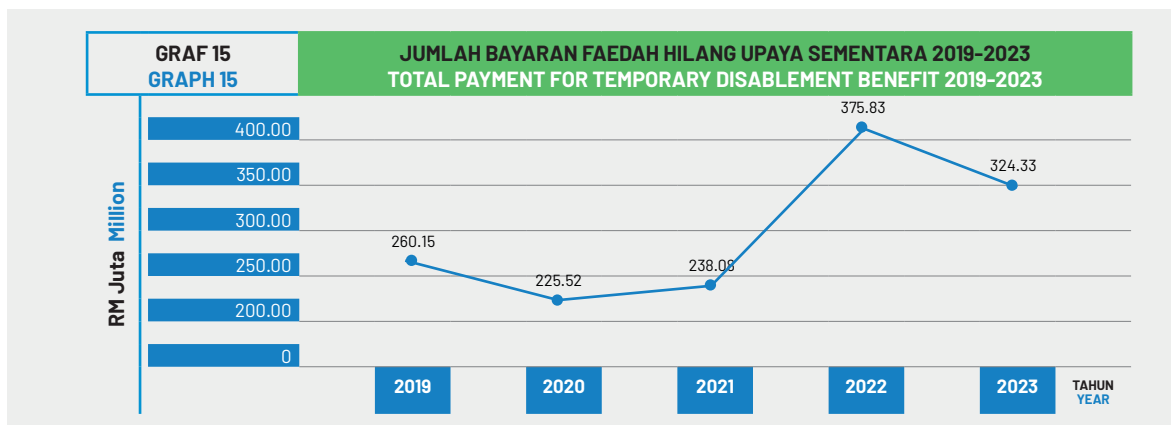
KOMPONEN COMPONENT	2022	2023	Perubahan CHANGES
	RM Juta Million	RM Juta Million	%
Faedah Hilang Upaya Sementara Temporary Disablement Benefit	375.83	324.33	(13.70)
Faedah Hilang Upaya Kekal Permanent Disablement Benefit	563.61	689.74	22.38
Faedah Orang Tanggungan Dependants' Benefit	375.67	409.29	8.95
Pencen dan Bantuan Ilat Invalidity Pension and Grant	1,021.27	1,111.49	8.83
Pencen Penakat Survivors' Pension	1,974.19	2,223.17	12.61
Faedah Pengurusan Mayat Funeral Benefit	42.39	42.49	0.24
Elaun Layanan Sentiasa Constant-attendance Allowance	47.82	47.58	(0.50)
Faedah Perubatan Medical Benefit	5.11	6.82	33.46
Pemulihan Jasmani dan Vokasional Physical and Vocational Rehabilitation	219.46	312.81	42.54
Rawatan Dialisis Dialysis Treatment	334.67	356.34	6.48
Program Saringan Kesihatan Health Screening Programme	1.64	18.66	1,037.80
Faedah Elaun Mencari Pekerjaan Job Search Allowance Benefit	116.51	168.05	44.24
Faedah Elaun Pendapatan Berkurangan Reduced Income Allowance Benefit	2.29	3.10	35.37
Faedah Elaun Orang Tanggungan Dependants' Allowance Benefit	0.18	0.20	11.11
Faedah Elaun Bekerja Semula Awal Early Re-Employment Allowance Benefit	10.21	15.90	55.73
Faedah Elaun Latihan Training Allowance Benefit	0.28	0.14	(50.00)
Faedah Fi Latihan Training Fee Benefit	9.57	4.47	(53.29)
JUMLAH TOTAL	5,100.70	5,734.58	12.43

FAEDAH HILANG UPAYA SEMENTARA TEMPORARY DISABLEMENT BENEFIT

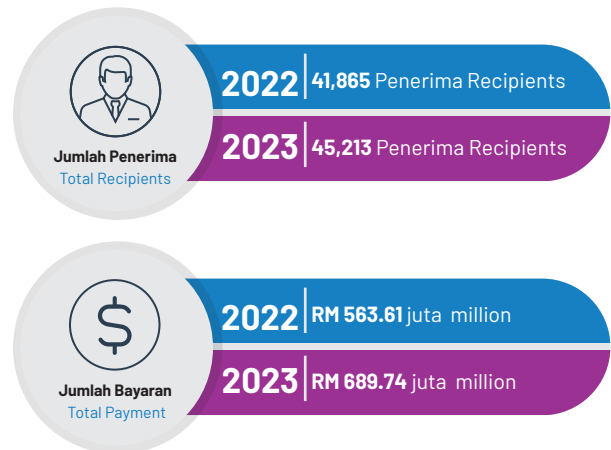
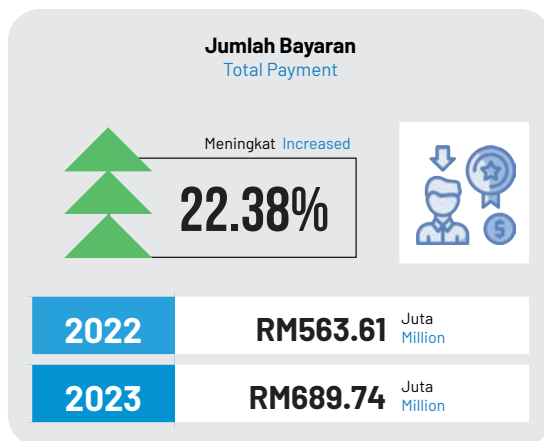


Pada tahun 2023, jumlah bayaran Faedah Hilang Upaya Sementara telah menurun sebanyak RM51.50 juta atau 13.70% kepada RM324.33 juta berbanding RM375.83 juta pada tahun 2022.

In 2023, the total payment for Temporary Disablement Benefit decreased by RM51.50 million or 13.70% to RM324.33 million compared to RM375.83 million in 2022.

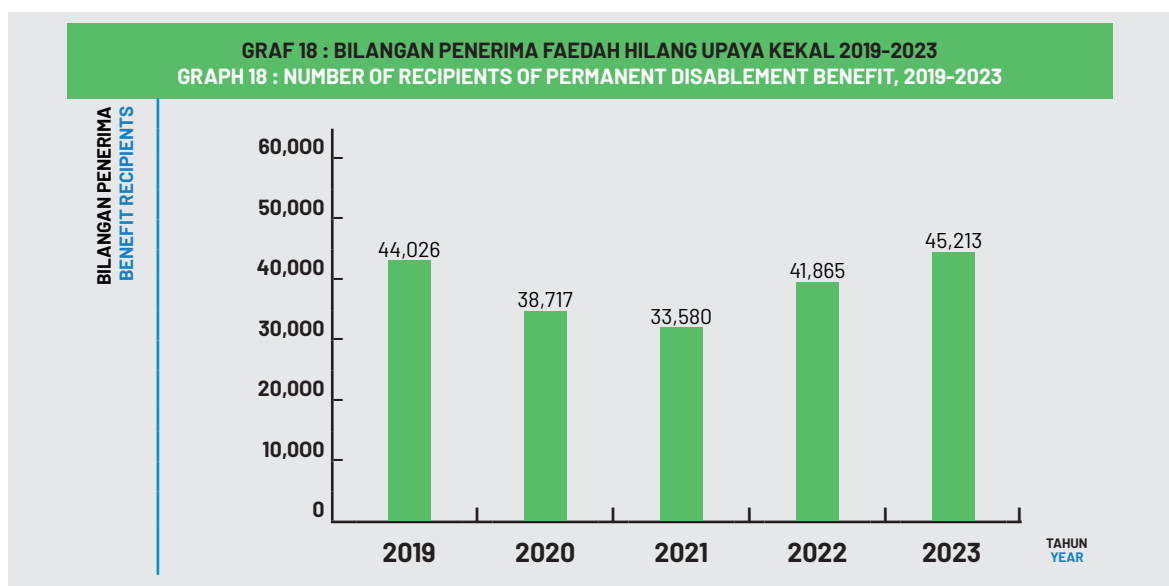
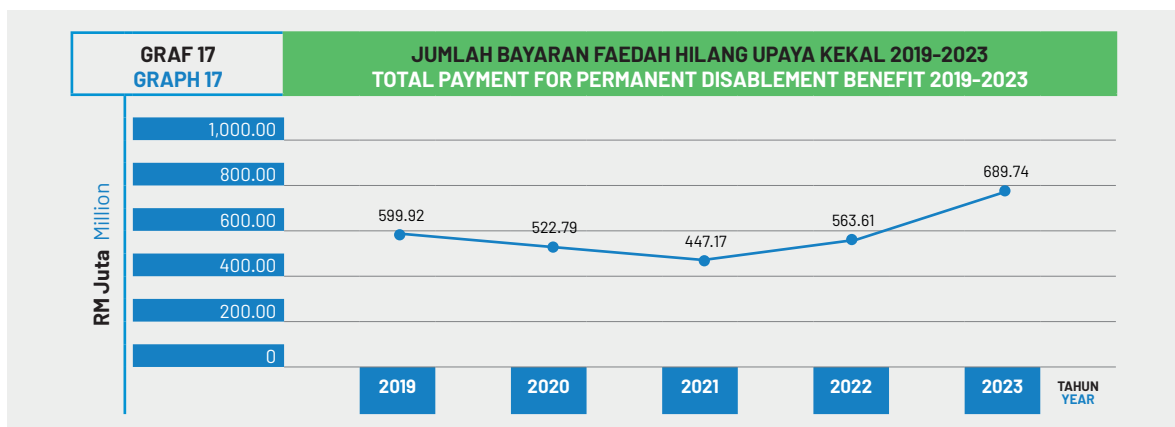


FAEDAH HILANG UPAYA KEKAL PERMANENT DISABLEMENT BENEFIT

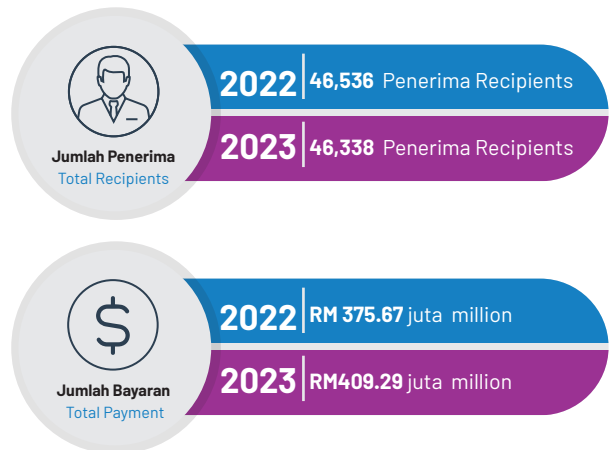
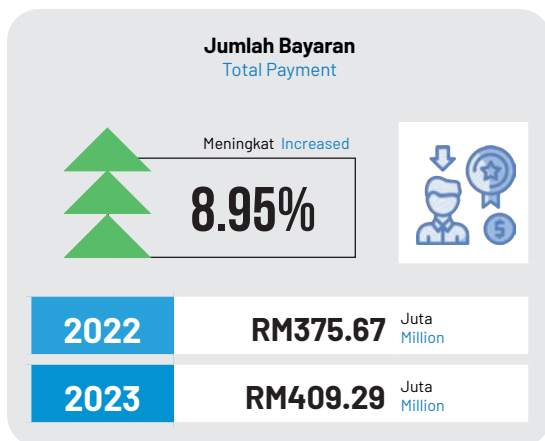


Perbelanjaan bagi membiayai Faedah Hilang Upaya Kekal yang dibayar secara pukal, pukal dan berkala serta berkala sahaja telah meningkat sebanyak RM126.13 juta atau 22.38% kepada RM689.74 juta pada tahun 2023 berbanding RM563.61 juta pada tahun 2022.

The expenditure for Permanent Disablement Benefit which was paid in lump sum, lump sum and periodical and periodical payment increased by RM126.13 million or 22.38% to RM689.74 million in 2023, as compared to RM563.61 million in 2022.

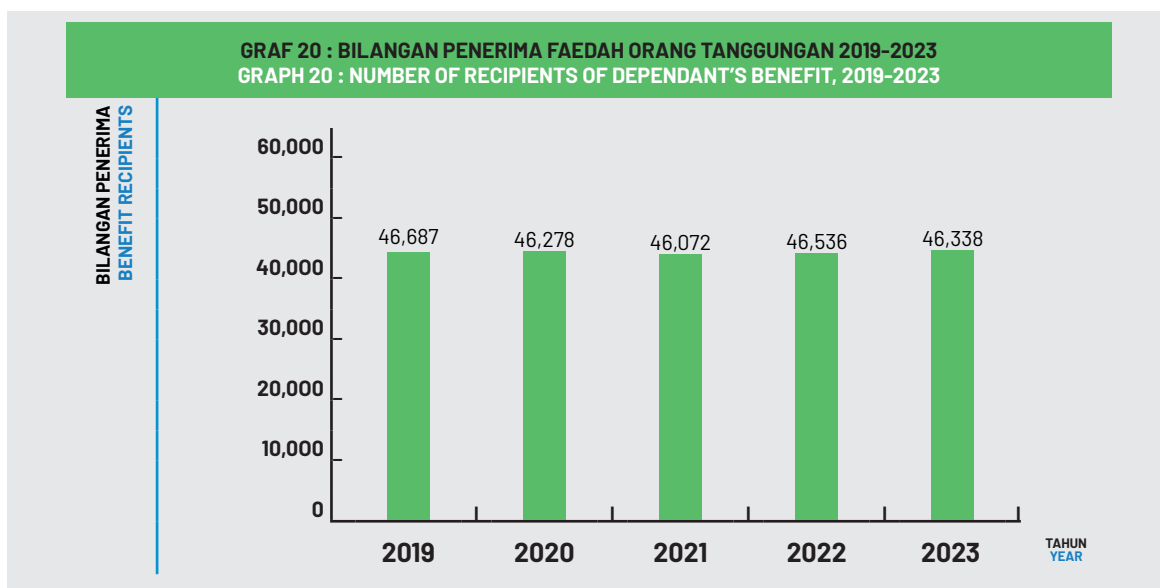
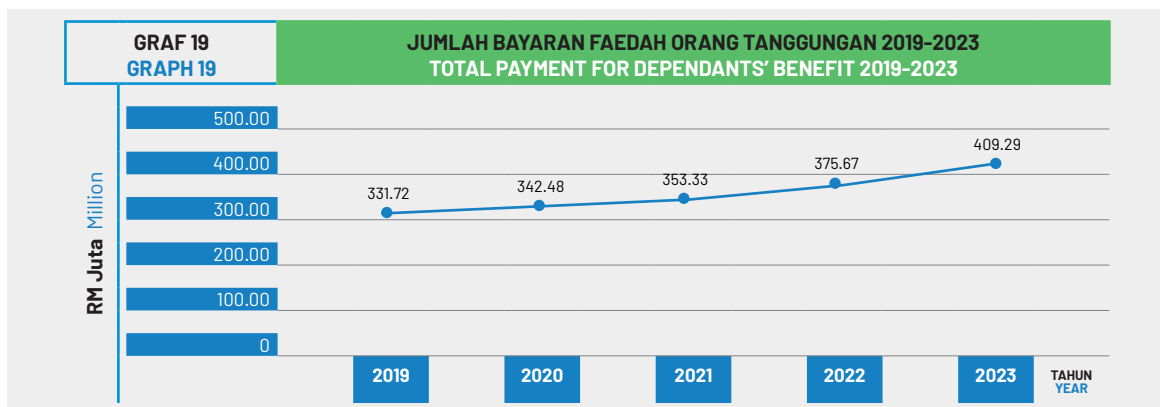


FAEDAH ORANG TANGGUNGAN DEPENDANTS' BENEFIT

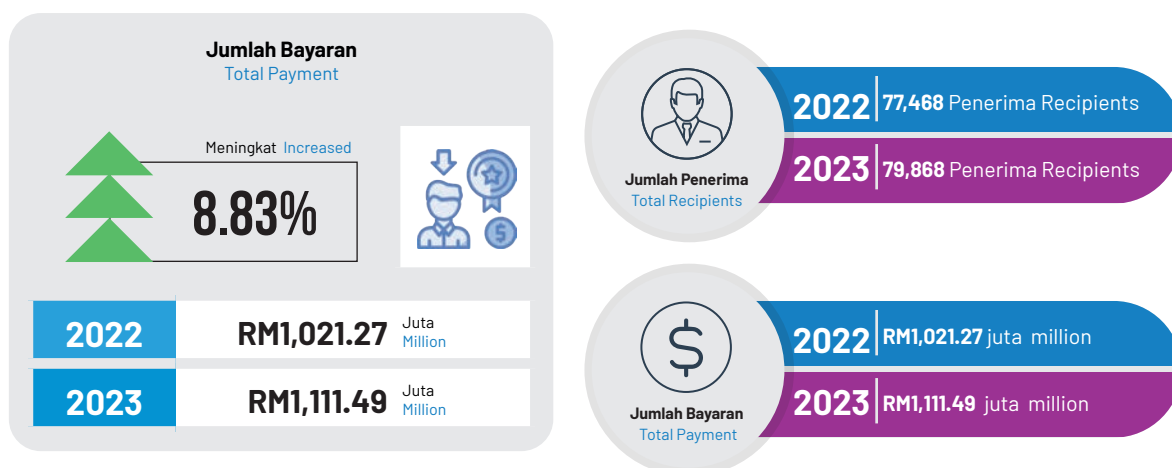


Pada tahun 2023, jumlah pembayaran Faedah Orang Tanggungan meningkat sebanyak RM33.62 juta atau 8.95% kepada RM409.29 juta berbanding RM375.67 juta pada tahun sebelumnya.

In 2023, the total payment for Dependants' Benefit rose by RM33.62 million or 8.95% to RM409.29 million in comparison to RM375.67 million in the previous year.

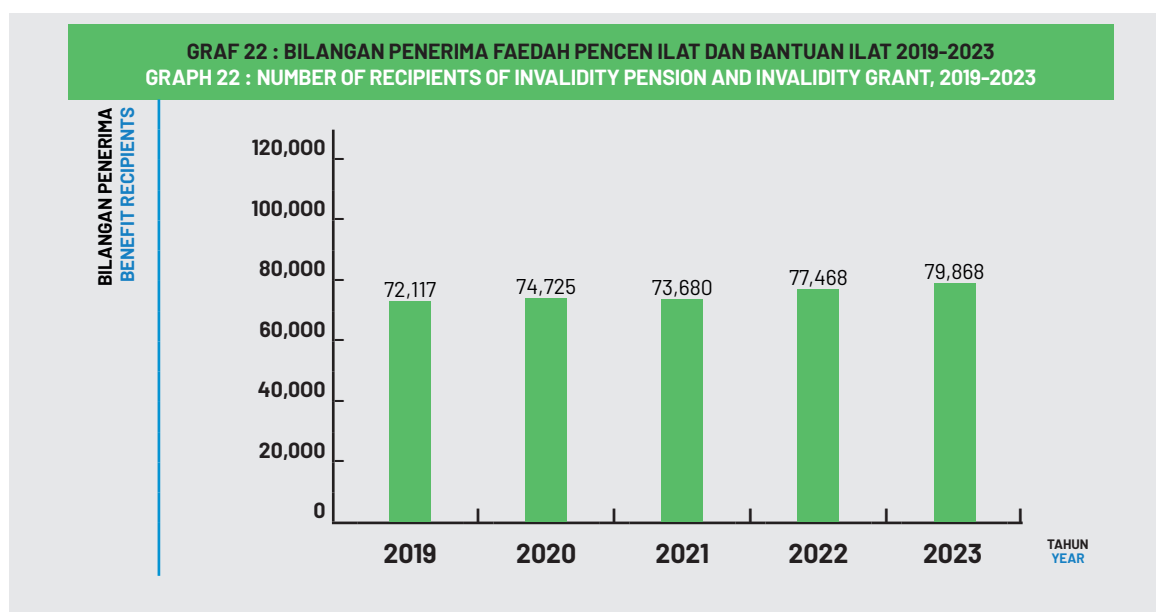
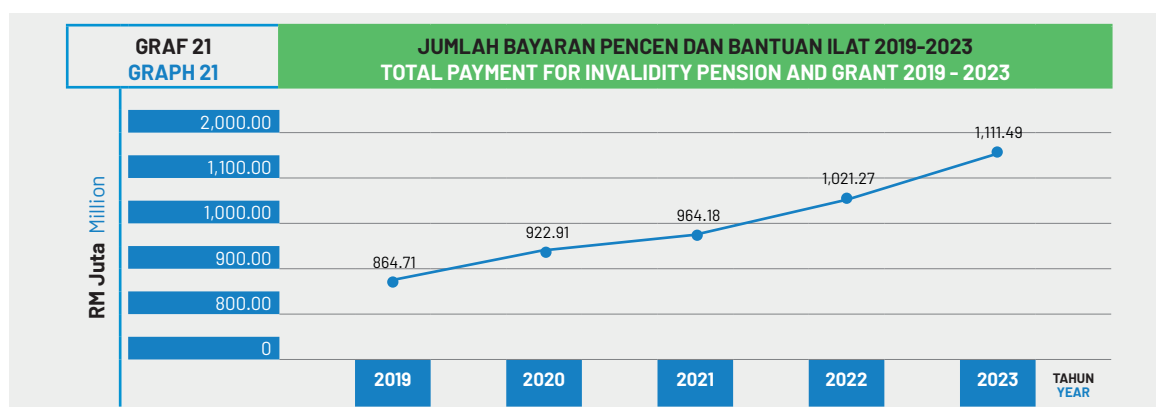


PENCEN ILAT DAN BANTUAN ILAT INVALIDITY PENSION AND GRANT

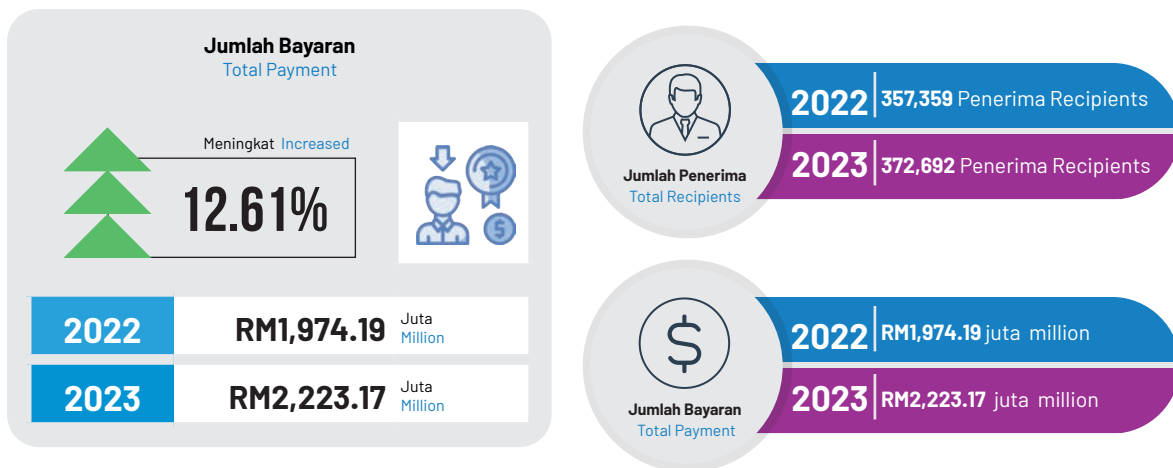


Jumlah bayaran Pencen dan Bantuan Ilat meningkat sebanyak RM90.22 juta atau 8.83% iaitu daripada RM1,021.27 juta pada tahun 2022 kepada RM1,111.49 juta pada tahun 2023.

The total sum of payment for Invalidity Pension and Grant increased by RM90.22 million or 8.83% from RM1,021.27 million in 2022 to RM1,111.49 million in 2023.

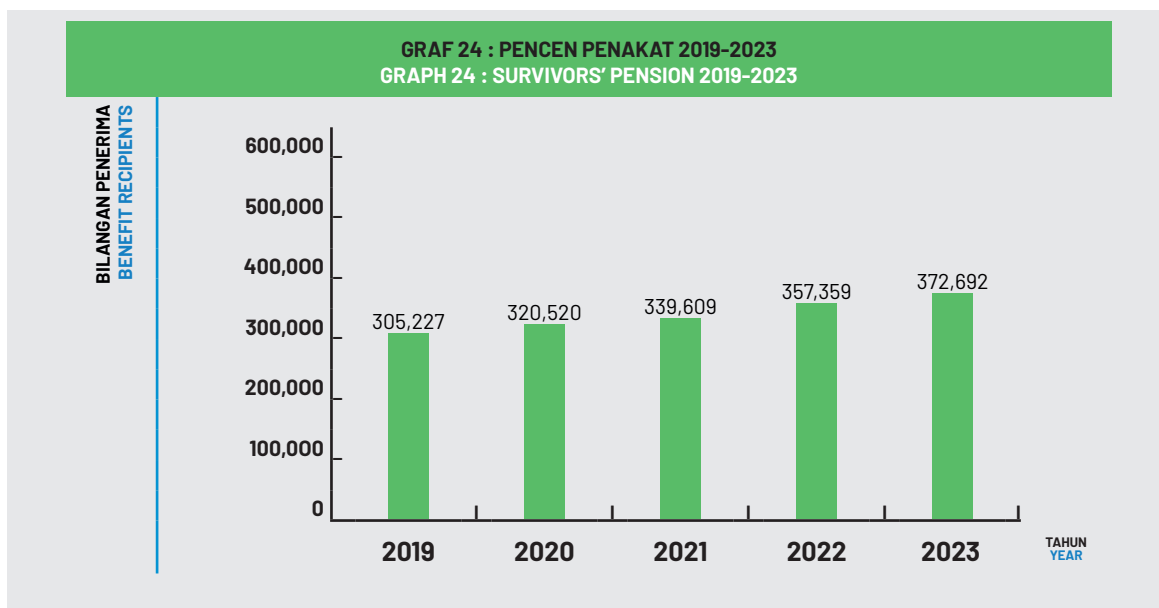
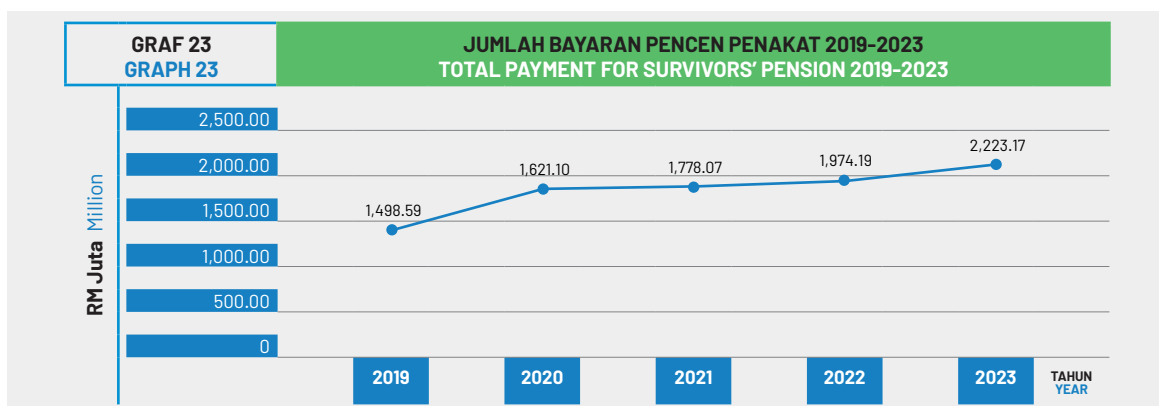


PENCEN PENAKAT SURVIVORS' PENSION

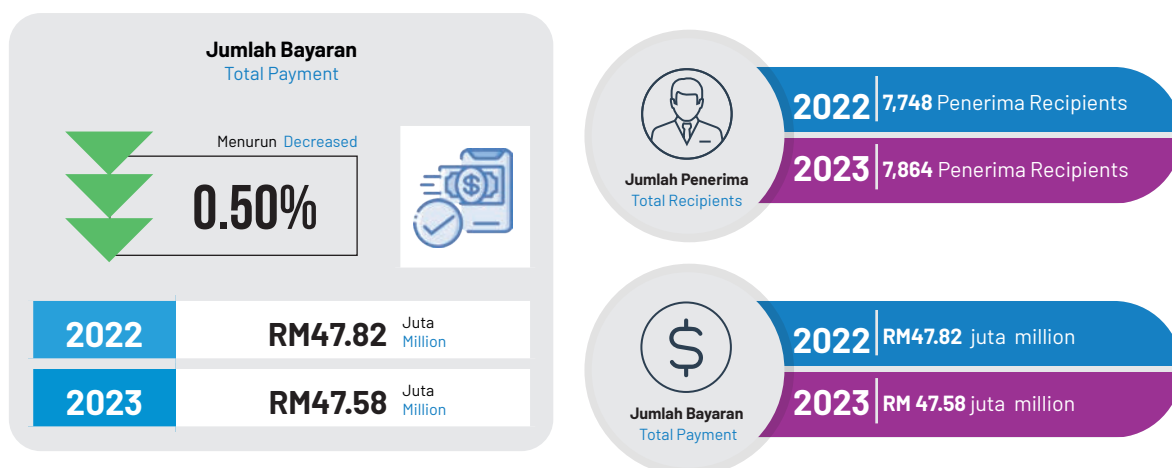


Jumlah pembayaran untuk Pencen Penakat pada tahun 2023 telah meningkat sebanyak RM248.98 juta atau 12.61% kepada RM2,223.17 juta berbanding RM1,974.19 juta pada tahun sebelumnya. Graf 6 menunjukkan jumlah pembayaran untuk Pencen Penakat.

The total payment for Survivors' Pension in 2023 increased by RM248.98 million or 12.61% to RM2,223.17 million in comparison to RM1,974.19 million in the previous year. Graph 6 reflects the total payment for Survivors' Pension.

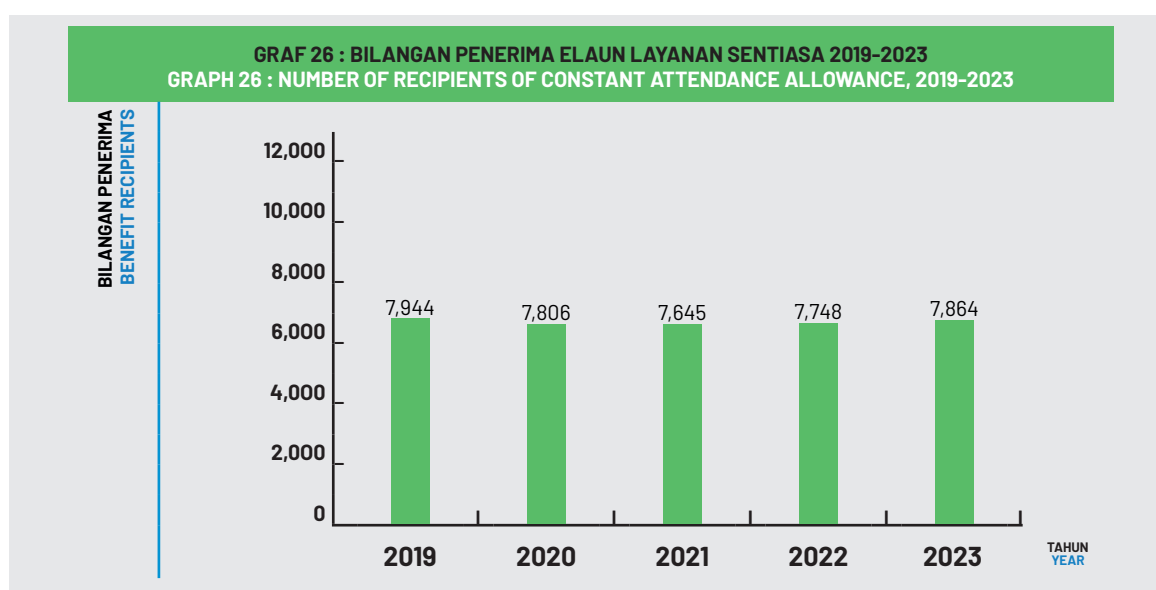
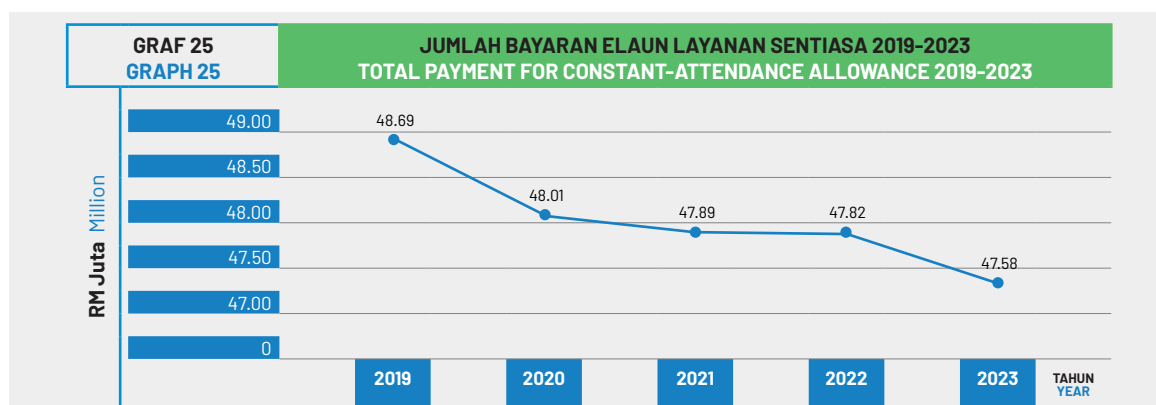


ELAUN LAYANAN SENTIASA CONSTANT-ATTENDANCE ALLOWANCE

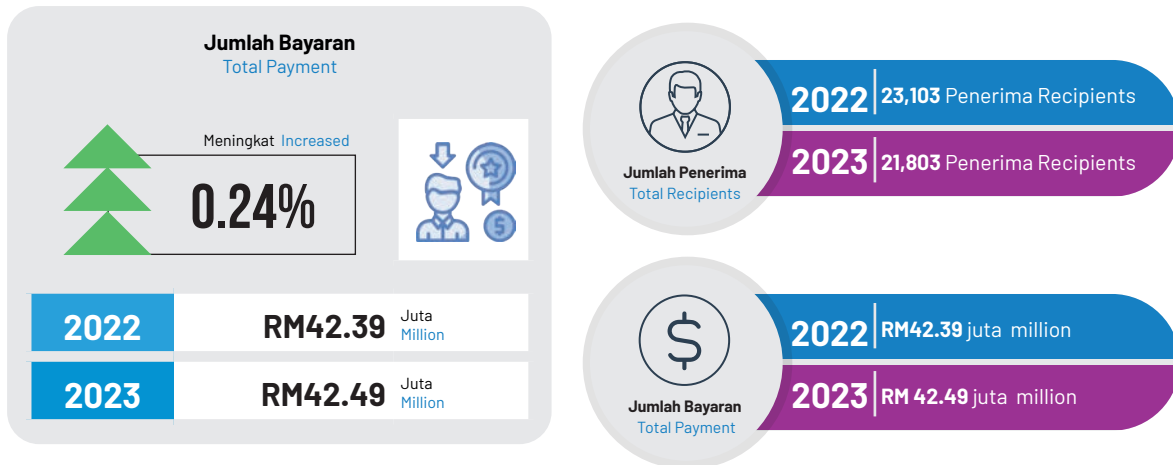


Jumlah pembayaran Elaun Layanan Sentiasa menurun sebanyak RM0.24 juta atau 0.50% kepada RM47.58 juta pada tahun 2023 berbanding RM47.82 juta pada tahun sebelumnya.

The total payment for Constant-attendance Allowance decreased by RM0.24 million or 0.50% to RM47.58 million in 2023 in comparison to RM47.82 million in the previous year.

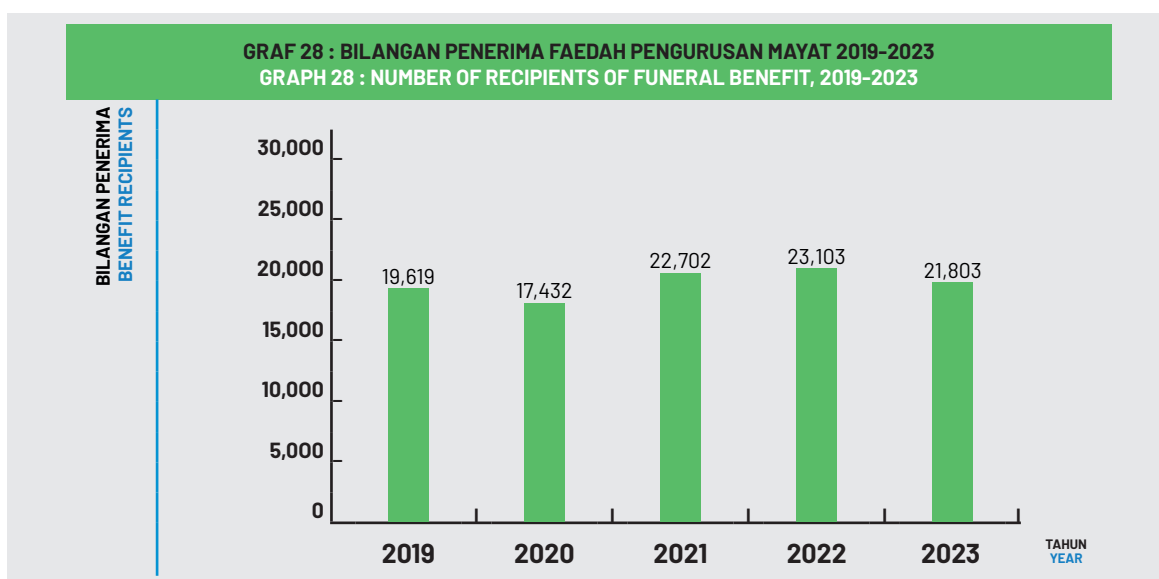
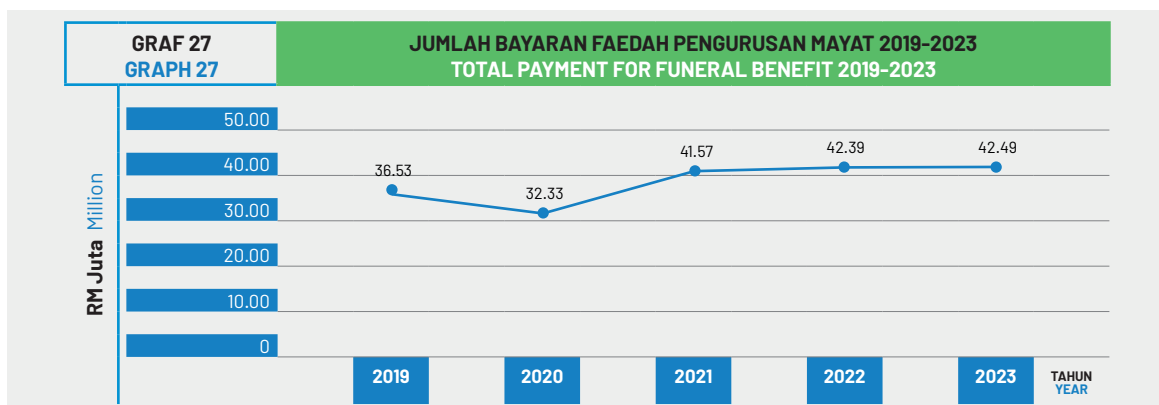


FAEDAH PENGURUSAN MAYAT FUNERAL BENEFIT

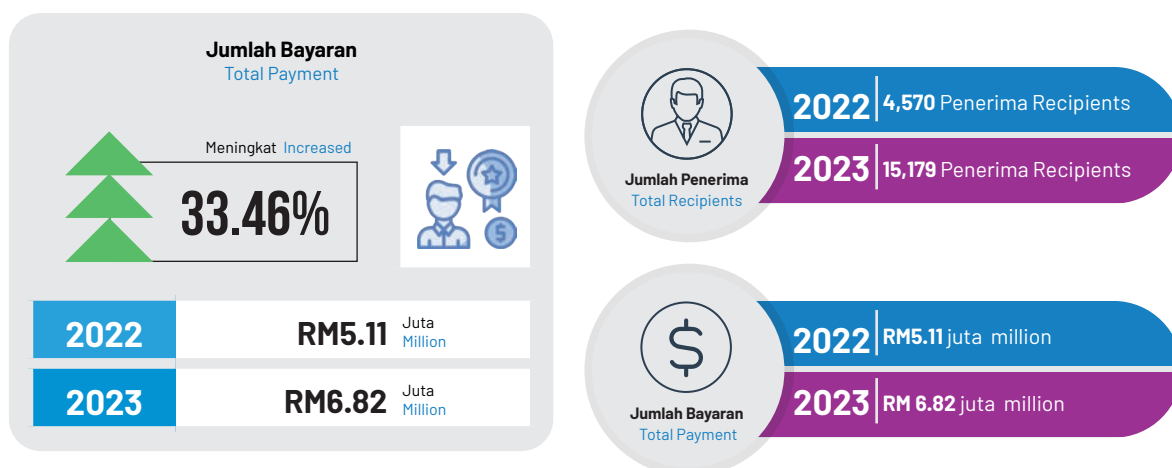


Pada tahun 2023, jumlah pembayaran Faedah Pengurusan Mayat adalah berjumlah RM42.49 juta. Amaun ini menunjukkan peningkatan sebanyak RM0.10 juta atau 0.24% berbanding RM42.39 juta pada tahun sebelumnya.

In 2023, the total payment for Funeral Benefit amounted to RM42.49 million. This amount shows an increase of RM0.10 million or 0.24% in comparison to RM42.39 million in the previous year.

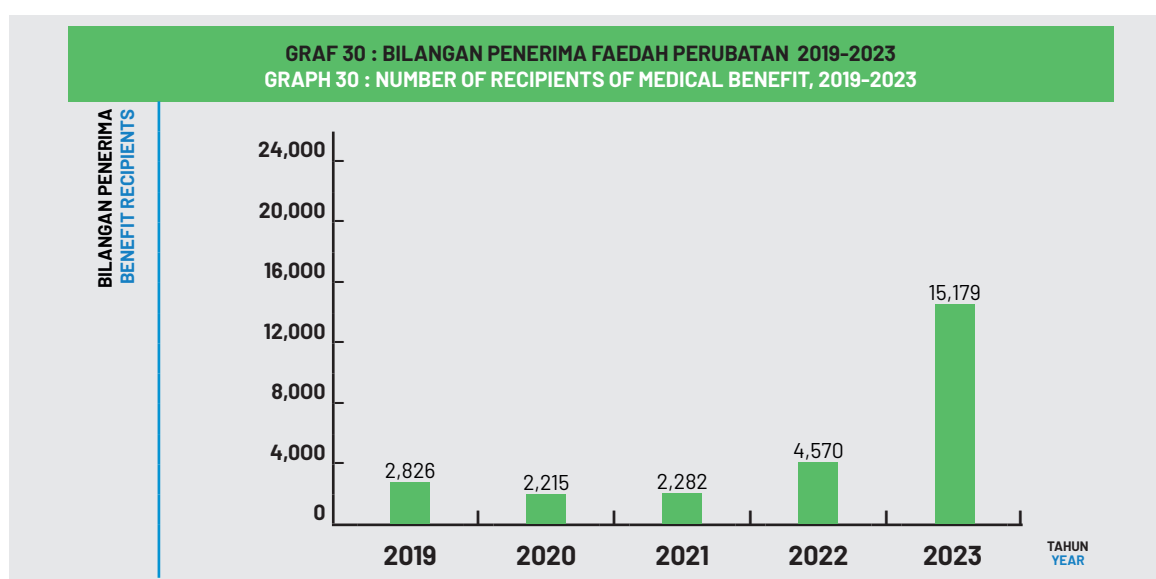
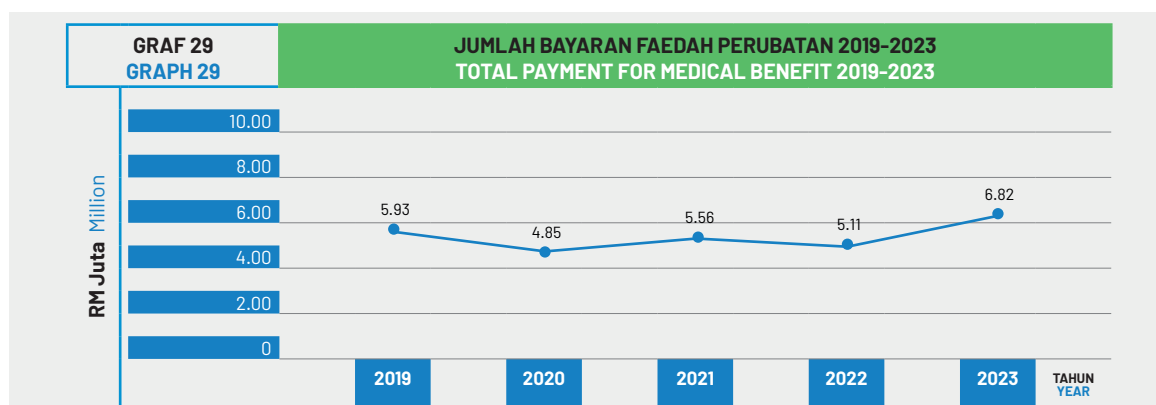


FAEDAH PERUBATAN MEDICAL BENEFIT

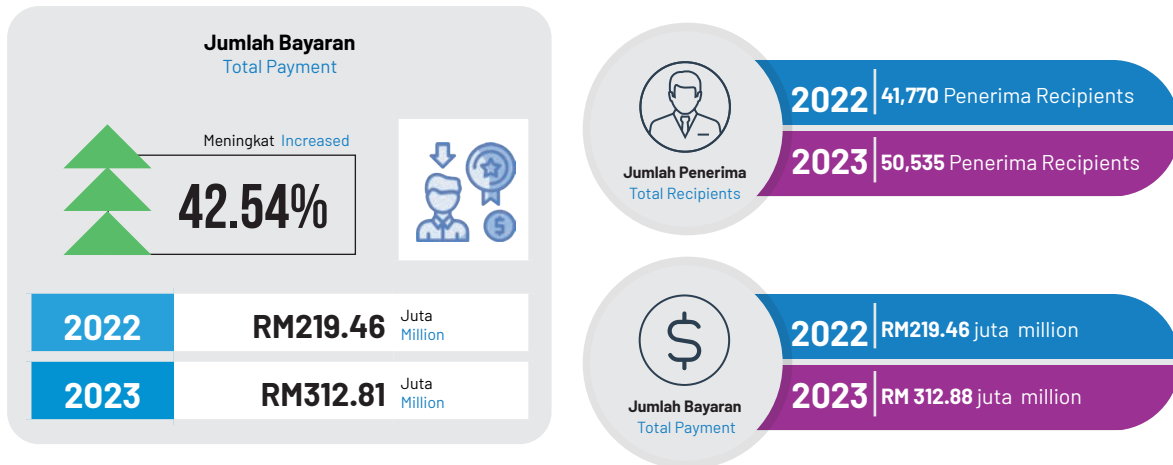


Jumlah pembayaran Faedah Perubatan meningkat sebanyak RM1.71 juta atau 33.46% kepada RM6.82 juta pada tahun 2023 berbanding RM5.11 juta pada tahun sebelumnya.

The total payment for Medical Benefit increased by RM1.71 million or 33.46% to RM6.82 million in 2023 in comparison to RM5.11 million in the previous year.

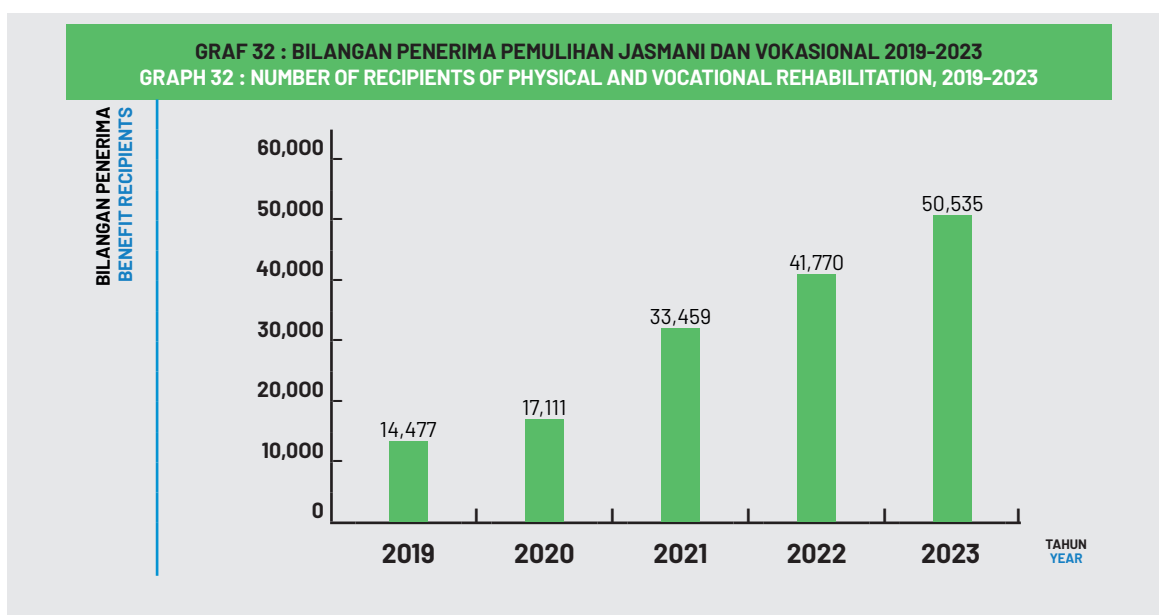
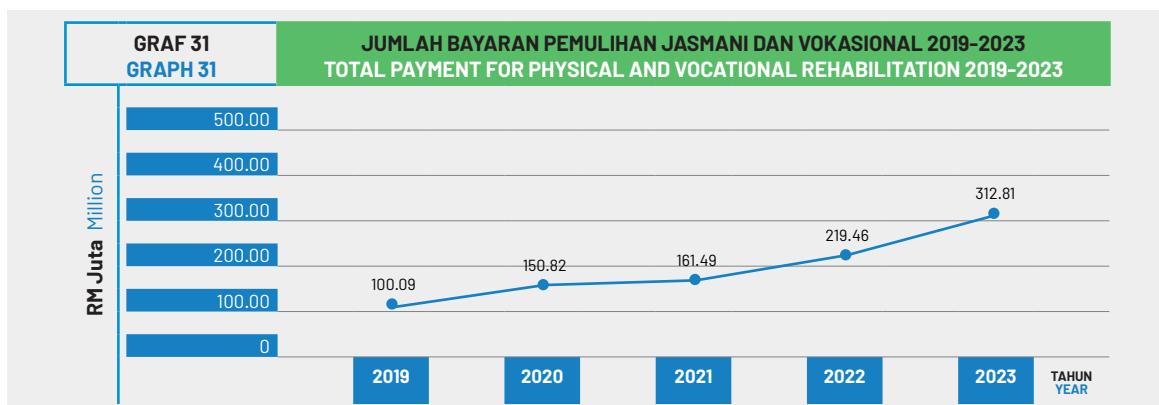


PEMULIHAN JASMANI DAN VOKASIONAL PHYSICAL AND VOCATIONAL REHABILITATION

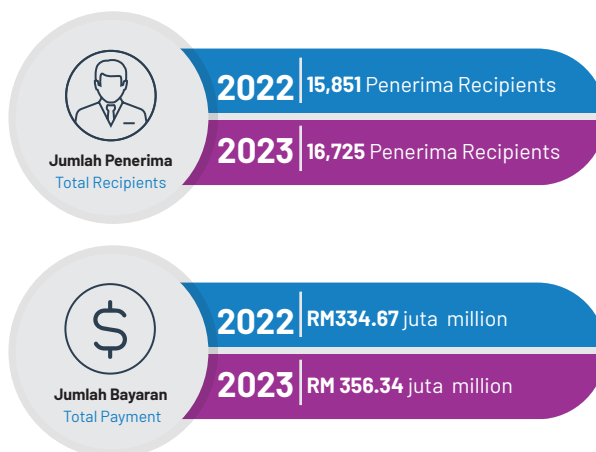
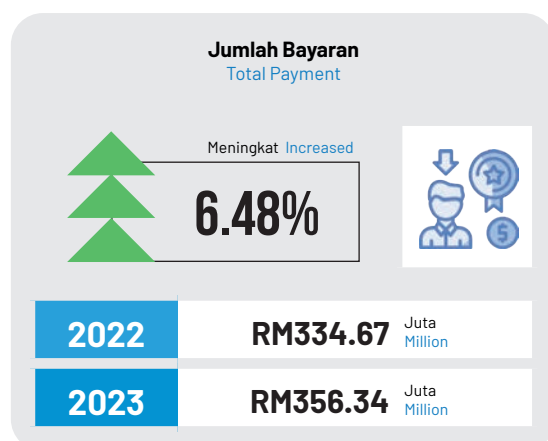


Pada tahun 2023, jumlah pembayaran Pemulihan Jasmani dan Vokasional adalah berjumlah RM312.81 juta. Amaun ini menunjukkan peningkatan sebanyak RM93.35 juta atau 42.54% berbanding RM219.46 juta pada tahun sebelumnya.

In 2023, the total payment for Physical and Vocational Rehabilitation amounted to RM312.81 million. This amount shows an increase of RM93.35 million or 42.54% in comparison to RM219.46 million in the previous year.

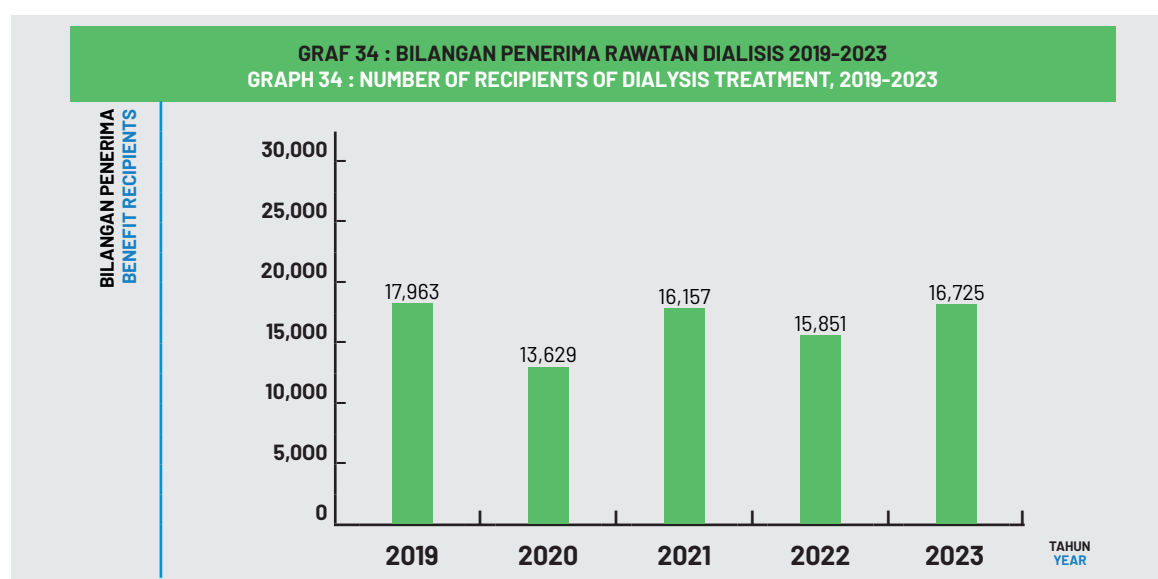
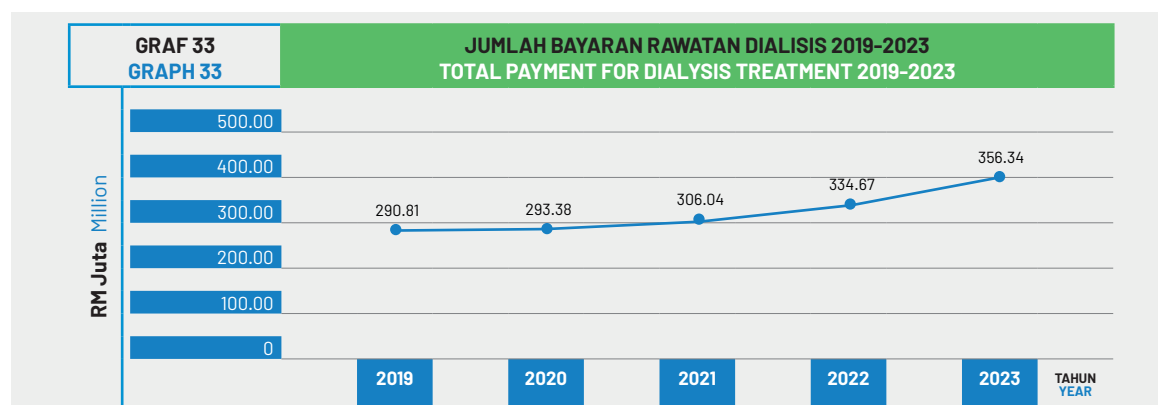


RAWATAN DIALISIS DIALYSIS TREATMENT

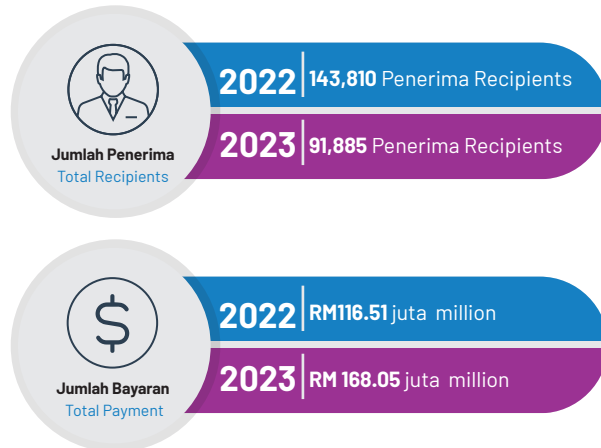
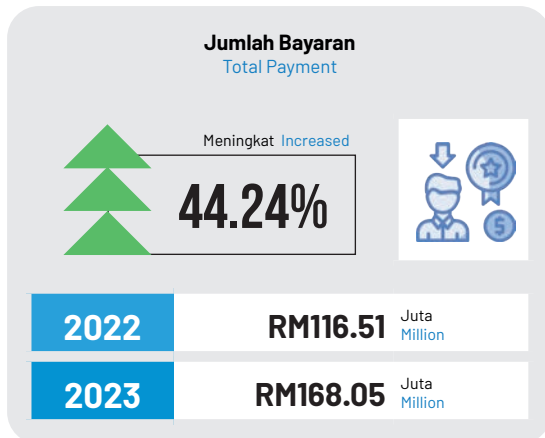


Jumlah pembayaran Rawatan Dialisis meningkat sebanyak RM21.67 juta atau 6.48% kepada RM356.34 juta pada tahun 2023 berbanding RM334.67 juta pada tahun sebelumnya.

The total payment for Dialysis Treatment increased by RM21.67 million or 6.48% to RM356.34 million in 2023 in comparison to RM334.67 million in the previous year.

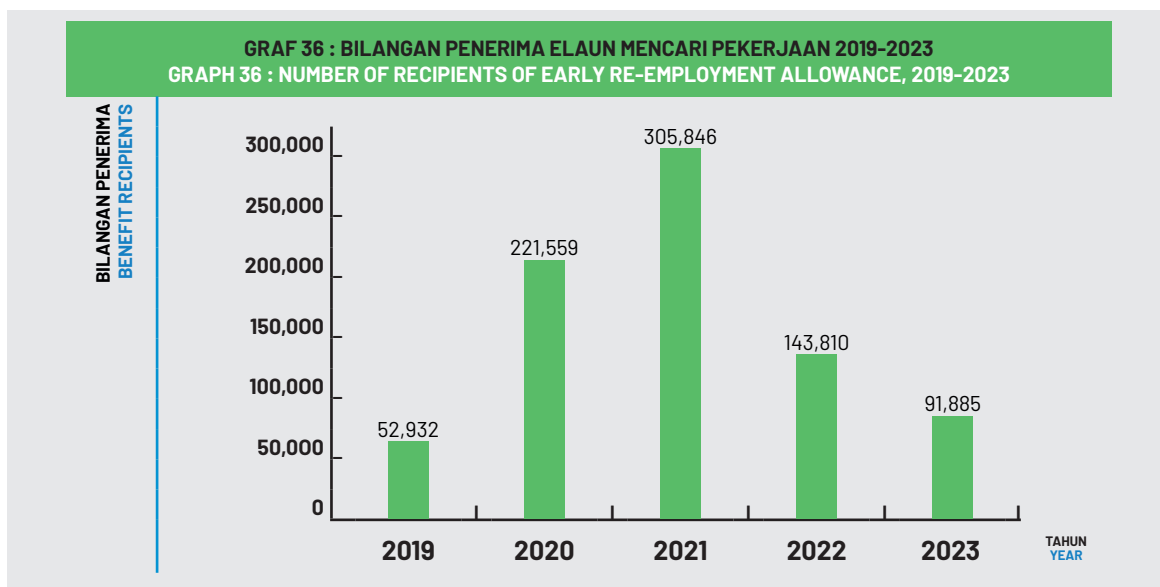
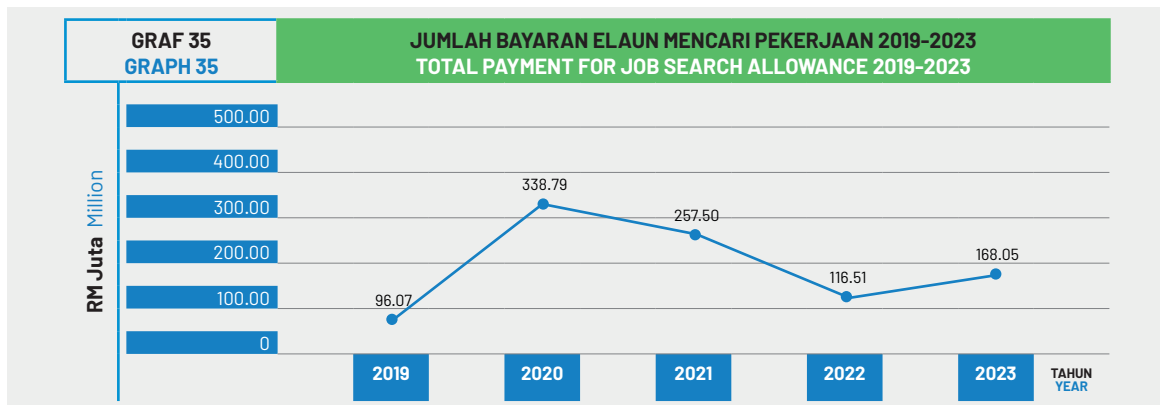


ELAUN MENCARI PEKERJAAN JOB SEARCH ALLOWANCE

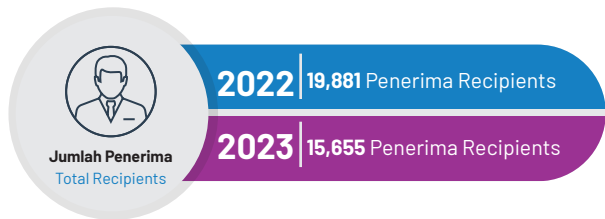
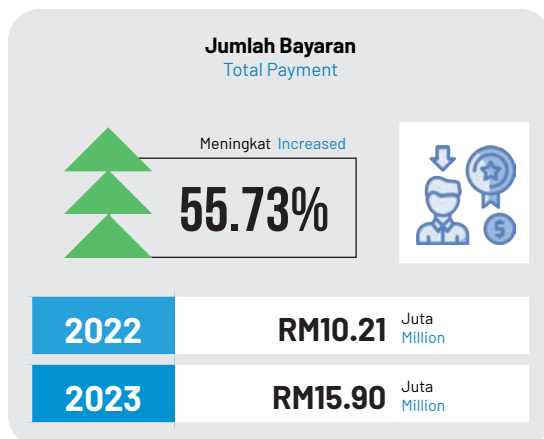


Jumlah pembayaran Elaun Mencari Pekerjaan meningkat sebanyak RM51.54 juta atau 44.24% kepada RM168.05 juta pada tahun 2023 berbanding RM116.51 juta pada tahun sebelumnya.

The total payment for Job Search Allowance increased by RM51.54 million or 44.24% to RM168.05 million in 2023 in comparison to RM116.51 million in the previous year.

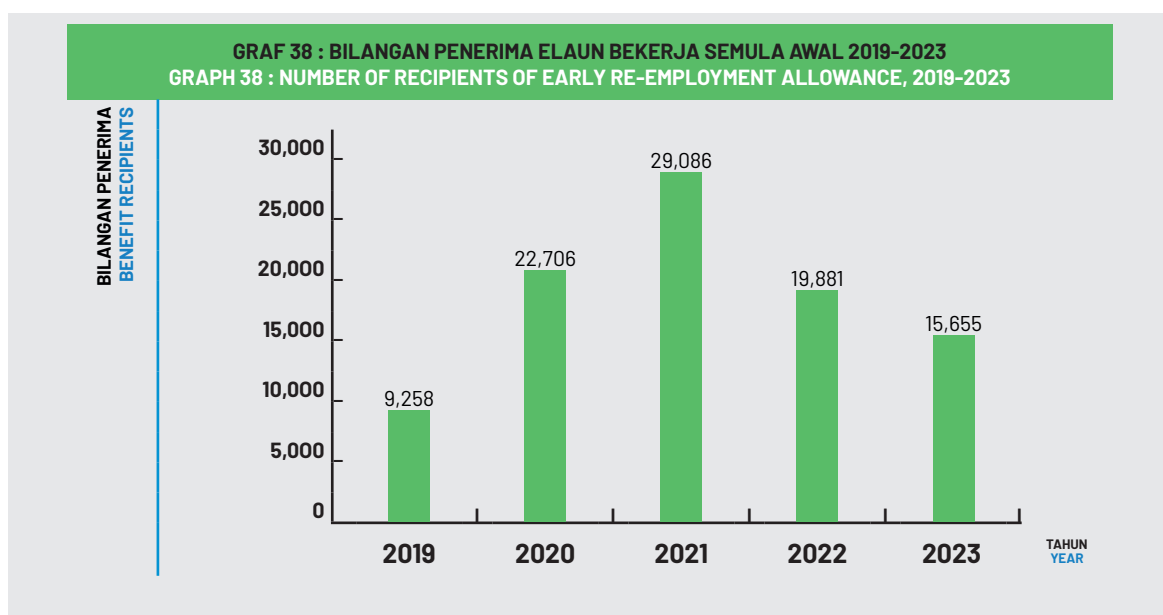
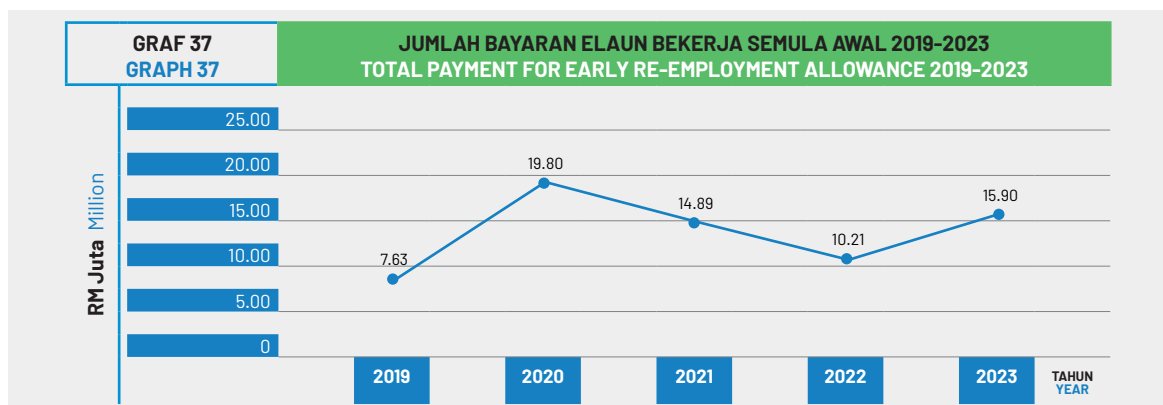


ELAUN BEKERJA SEMULA AWAL EARLY RE-EMPLOYMENT ALLOWANCE

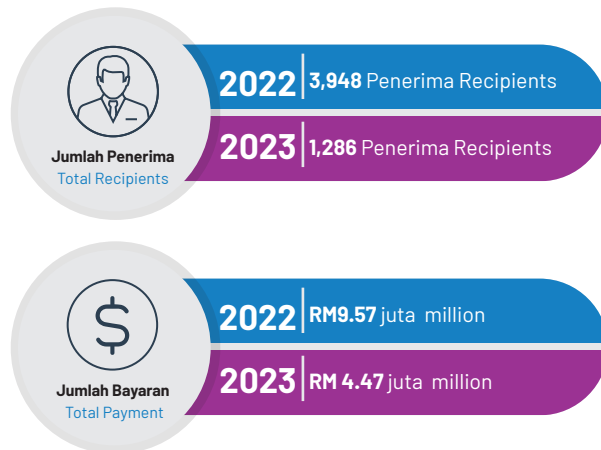
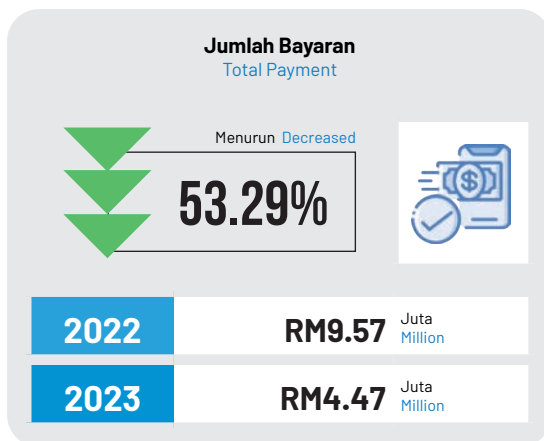


Jumlah pembayaran Elaun Bekerja Semula Awal meningkat sebanyak RM5.69 juta atau 55.73% kepada RM15.90 juta pada tahun 2023 berbanding RM10.21 juta pada tahun sebelumnya.

The total payment for Early Re-employment Allowance increased by RM5.69 million or 55.73% to RM15.90 million in 2023 in comparison to RM10.21 million in the previous year.

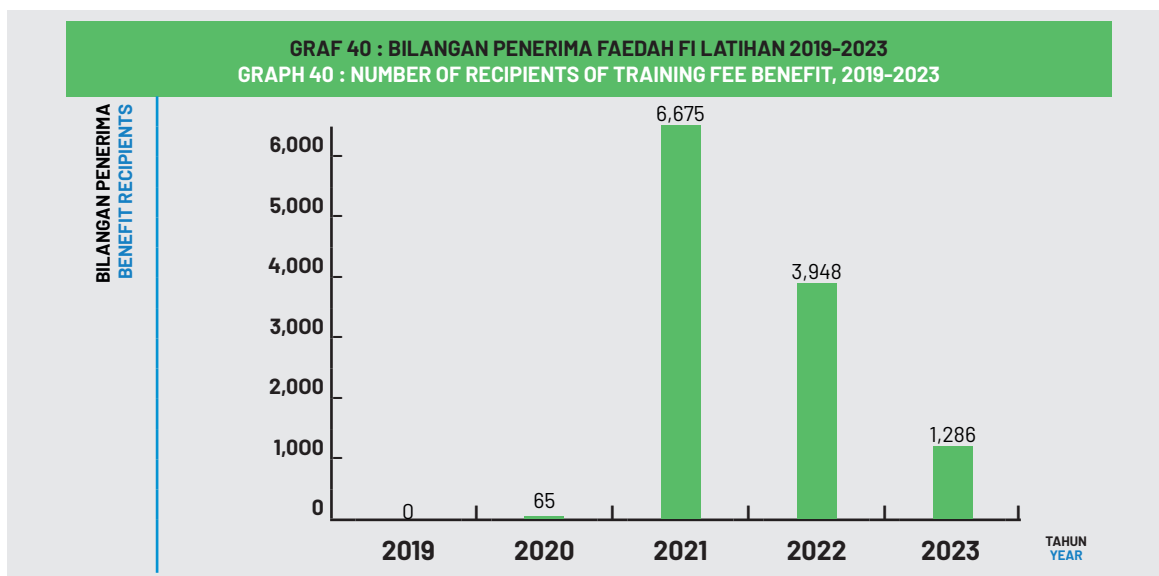
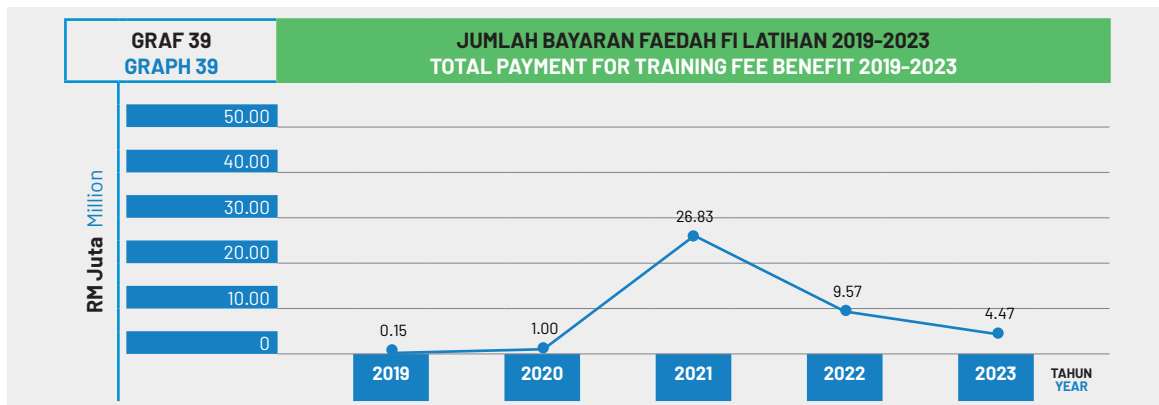


FAEDAH FI LATIHAN TRAINING FEE BENEFIT



Jumlah pembayaran Faedah Fi Latihan menurun sebanyak RM5.10 juta atau 53.29% kepada RM4.47 juta pada tahun 2023 berbanding RM9.57 juta pada tahun sebelumnya.

The total payment for Training Fee Benefit decreased by RM5.10 million or 53.29% to RM4.47 million in 2023 in comparison to RM9.57 million in the previous year.



PANDANGAN PERUBATAN

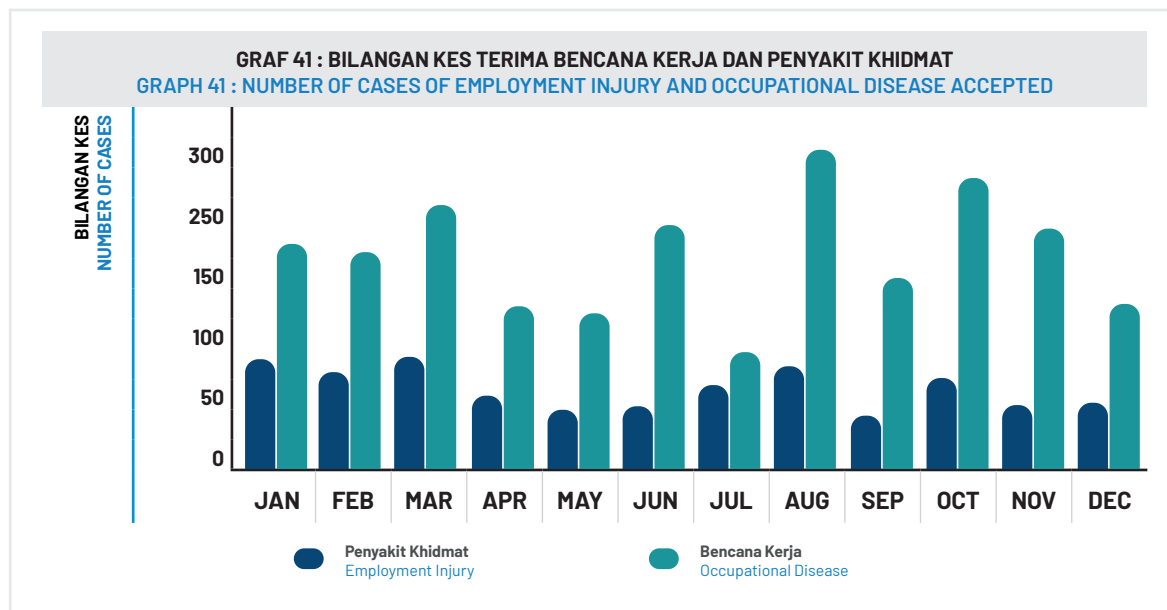
Unit Pandangan Perubatan menerima rujukan kes ragu daripada PPNPPP, Bahagian Faedah, Bahagian Perundangan, Unit Fraud, Unit Jemaah Doktor Rayuan dan Skim Pekerjaan Sendiri (SPS). Dalam tahun 2023, sejumlah 2,199 kes dirujuk untuk kes ragu bencana kerja dan keilatan (kemalangan dan ilat) dengan peratusan pencapaian kes selesai dalam tempoh 14 hari daripada hari penerimaan sebanyak 51.7% manakala sebanyak 825 kes dirujuk untuk kes ragu penyakit khidmat dengan peratusan pencapaian kes selesai dalam tempoh 30 hari daripada tarikh penerimaan kes sebanyak 78.7%. Graf di bawah menunjukkan statistik bilangan kes yang dirujuk pada setiap bulan bagi tahun 2023.

Pegawai Perubatan juga terlibat secara langsung dengan Penilaian Perubatan bagi tuntutan Bencana Kerja dan Penyakit Pekerjaan di bawah Skim Pekerjaan Sendiri (SPS) dan Skim Keselamatan Sosial Suri Rumah (SKSSR). Pegawai Perubatan yang dilantik menjadi Penilai Perubatan akan membuat taksiran hilang upaya Orang Berinsurans Bekerja Sendiri (OBBS) dan Suri Rumah Berinsurans (SRB) di Pejabat PERKESO Negeri dan Pejabat PERKESO tempatan yang berkaitan termasuk di Sabah dan Sarawak. Pada tahun 2023, terdapat 1,496 kes telah dirujuk untuk Penilaian Perubatan.

MEDICAL OPINION

The Medical Opinion Unit receives referral of doubtful cases from PPNPPP, the Benefits Division, the Legal Division, the Fraud Unit, the Appellate Medical Board and the Self-Employment Scheme. In 2023, a total of 2,199 doubtful employment injury and invalidity (accident and invalidity) cases were referred, 51.7% of which were resolved within 14 days after the date of receipt. Meanwhile, 825 cases were referred to the unit as doubtful occupational disease cases, 78.7% of which were resolved within 30 days from the date of receipt. The graph below shows the statistics of number of cases referred to the unit in each month in 2023.

Medical Officers are also directly involved in the Medical Assessment for Employment Injury and Occupational Disease claims under the Self-Employed Employment Injury Scheme and the Housewives' Social Security Scheme. The Medical Officer who is appointed as a Medical Assessor will conduct an assessment of the disablement of the Self-Employed Insured Persons and the Insured Housewives at the state PERKESO office and relevant local PERKESO office, including Sabah and Sarawak. In 2023, 1,496 cases were referred for Medical Assessment.



Bilangan Kes Pandangan Perubatan Bencana Kerja (Kemalangan dan Ilat) dan Penyakit Khidmat dari Tahun 2023

Number of Cases of Employment Injury (Accident and Invalidity) and Occupational Disease referred for Medical Assessment in 2023

Jemaah Doktor Rayuan (JDR)

Dalam tahun 2023, jumlah permohonan rayuan yang diuruskan adalah sebanyak 15,731 kes berbanding 15,969 kes pada tahun 2022. Dari jumlah tersebut, 15,000 adalah permohonan dari Semenanjung Malaysia, 475 dari Sarawak dan 256 dari Sabah.

Appellate Medical Board

In 2023, a total of 15,731 appeal cases were managed compared to 15,969 cases in 2022. Of the said amount, 15,000 applications were from Peninsular Malaysia, 475 cases from Sarawak and 256 cases from Sabah.

JADUAL 34 : PERMOHONAN KE JEMAAH DOKTOR RAYUAN BAGI TAHUN 2023 DAN TAHUN 2022
TABLE 34 : APPLICATIONS TO THE APPELLATE MEDICAL BOARD IN 2023 AND 2022

JUMLAH PERMOHONAN TOTAL APPLICATION	SEMENANJUNG MALAYSIA PENINSULAR MALAYSIA		SABAH		SARAWAK		JUMLAH TOTAL	
	2023	2022	2023	2022	2023	2022	2023	2022
Hilang Upaya Kekal Permanent Disablement	4,596	4,410	89	146	87	85	4,772	4,641
Ilal Invalidity	7,495	8,157	152	368	338	175	7,985	8,700
Ulang Kaji Review	593	733	1	18	8	10	602	761
Penyakit Khidmat Occupational Disease	2,316	1,818	14	33	42	16	2,372	1,867
JUMLAH TOTAL	15,000	15,118	256	565	475	286	15,731	15,969

Jumlah Persidangan Mengikut Lokasi

Sepanjang tahun 2023, sebanyak 368 persidangan telah diadakan di seluruh Malaysia. Dari jumlah tersebut 323 ialah sidang di Semenanjung Malaysia manakala 34 dari Sarawak dan 11 dari Sabah. Berikut ialah jumlah persidangan yang telah diadakan mengikut lokasi.

Number of Conferences According to Location

Throughout the year 2023, a total of 368 conferences were held across Malaysia. Of the said number, 323 were conferences held in Peninsular Malaysia, 34 in Sarawak and 11 in Sabah. The number of conferences held according to location is shown as follows:

JADUAL 35 : JUMLAH PERSIDANGAN MENGIKUT LOKASI
TABLE 35 : NUMBER OF CONFERENCES ACCORDING TO LOCATION

TEMPAT PERSIDANGAN CONFERENCE LOCATION	JUMLAH SIDANG NUMBER OF CONFERENCES	
	2022	2023
Kuala Lumpur	27	32
Selayang	24	24
Seremban	24	19
Johor Bahru	35	35
Ipoh	24	24
Pulau Pinang	23	24
Alor Setar	20	23
Kuantan	12	12
Kuala Terengganu	12	12
Putrajaya	24	24
Sungai Buloh	12	12
Melaka	24	23

TEMPAT PERSIDANGAN CONFERENCE LOCATION	JUMLAH SIDANG NUMBER OF CONFERENCES	
	2022	2023
Kota Bharu	11	12
Seberang Jaya	11	12
Ampang	24	26
Kangar	9	9
Kota Kinabalu	6	4
Kuching	7	11
Sibu	12	11
Miri	8	12
Tawau	6	4
Sandakan	5	3
JUMLAH TOTAL	360	368

Berikut ialah butiran terperinci mengenai jenis-jenis keputusan yang telah dibuat oleh sidang Jemaah Doktor Rayuan pada tahun 2023:

The detailed particulars of the types of decisions made by the Appellate Medical Board in 2023 are as follows:

JADUAL 36 : SIDANG JEMAAH DOKTOR RAYUAN TABLE 36 : THE APPELLATE MEDICAL BOARD	
JENIS KEPUTUSAN DECISION TYPE	JUMLAH KES TOTAL CASES
Taksiran Dinaikkan <i>Assessment Increased</i>	2,302
Taksiran Diturunkan <i>Assessment Reduced</i>	166
Taksiran Dikekalkan <i>Assessment Maintained</i>	1,573
Disahkan Mengidap Keilatan <i>Invalidity Confirmed</i>	1,687
Disahkan Tidak Mengidap Keilatan <i>Confirmed as Not Invalid</i>	4,314
Layak Elaun Layanan Sentiasa <i>Qualified for Constant Attendance Allowance</i>	19
Tidak Layak Elaun Layanan Sentiasa <i>Not Qualified for Constant Attendance Allowance</i>	21
Disahkan Penyakit Khidmat <i>Occupational Disease Confirmed</i>	410
Disahkan Bukan Penyakit Khidmat <i>Confirmed as Non-Occupational Disease</i>	1,568
Tangguh Pemeriksaan Lanjut <i>Postponed Further Examination</i>	482
Tidak Hadir Tutup Kes <i>Not Present Case Closed</i>	1,945
Ulang Kaji Dibenarkan <i>Review Allowed</i>	376
Ulang Kaji Tidak Dibenarkan <i>Review Not Allowed</i>	180

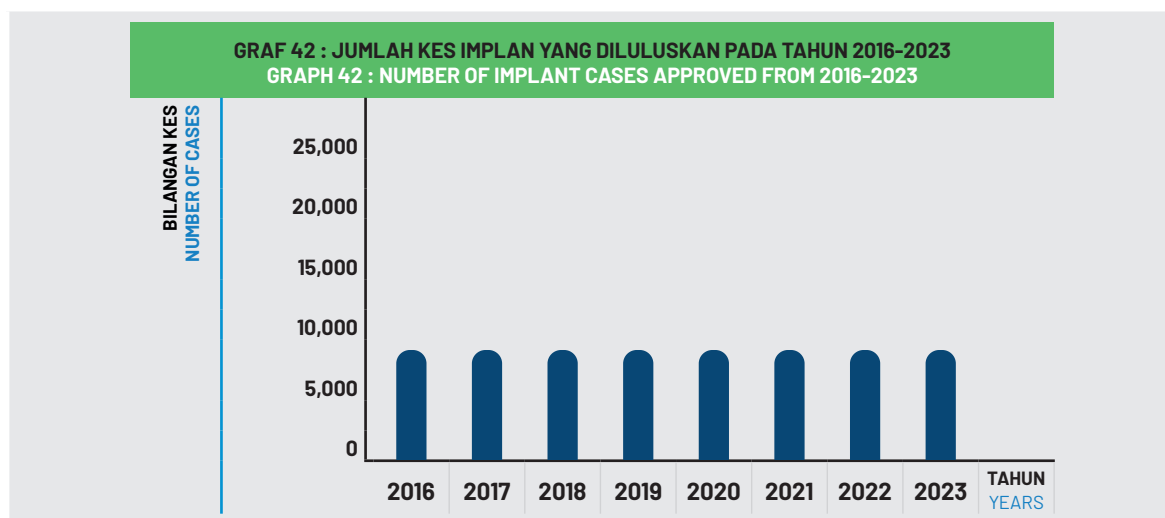
KEMUDAHAN PEMULIHAN DAN VOKASIONAL REHABILITATION AND VOCATIONAL FACILITIES

Kemudahan Implan

Sejumlah RM59.26 juta telah dibelanjakan untuk kemudahan implan. Pertambahan kes implan dari tahun ke tahun menunjukkan bahawa kemudahan implan PERKESO telah mendapat liputan yang meluas di seluruh negara bagi membantu Orang Berinsurans untuk menjalani rawatan bagi kecederaan yang dialami.

Implants Facility

A sum of RM59.26 million was spent on implant facilities. The growing number of implant cases from year to year shows that PERKESO's implant facility has garnered wide coverage nationwide in helping Insured Persons to undergo treatments for injuries suffered.

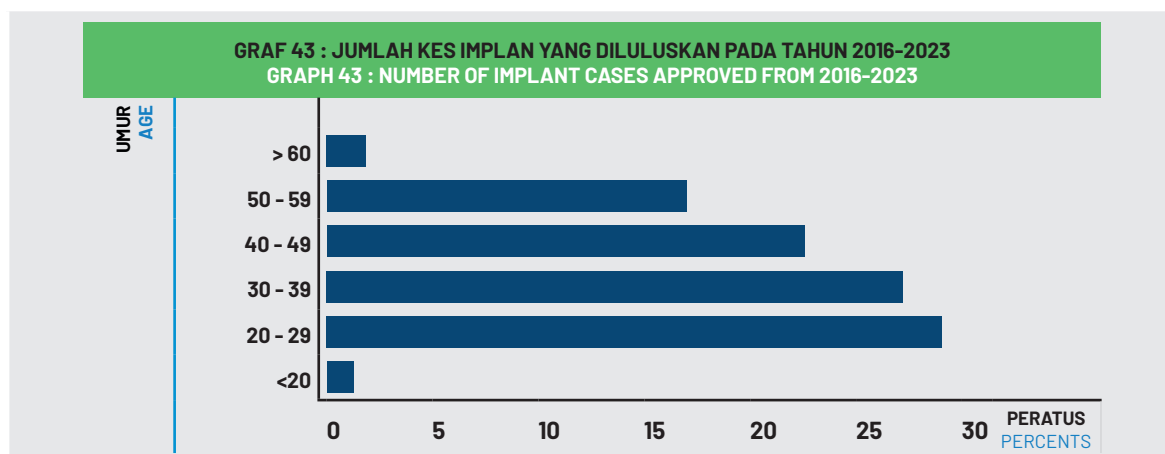


Pemberian faedah implan diutamakan bagi golongan produktif dan masih bekerja, agar manfaat pemberian implan dapat dimaksimumkan selaras dengan matlamat pengurusan hilang upaya yang dilaksanakan oleh PERKESO dalam membantu pencarum yang cedera atau menghadapi penyakit untuk dipulihkan dan kembali semula bekerja lebih awal, sihat dan selamat.

The provision of implant benefits is prioritised for workers who are still productive and working, so that such benefits may be maximised in line with the goals of disability management implemented by PERKESO in assisting contributors who are injured or who suffer from diseases to recover and return to work earlier, in good health and in a safe manner.

Carta berikut menunjukkan peratus penerima implan mengikut umur pada tahun 2023. Golongan produktif berumur 20 hingga 50 tahun merupakan penerima implan terbanyak iaitu berjumlah 81 peratus.

The following chart shows the percentage of implant recipients in 2023 according to age. The biggest group of implant recipients comprise those who are productive, aged between 20 to 50 years, forming 81% of the overall recipients.



PUSAT DIALISIS PERKESO

Penubuhan Pusat Dialisis PERKESO adalah untuk memudahkan Orang Berinsurans yang sedang menjalani rawatan dialisis untuk mengakses perkhidmatan serta faedah lain yang disediakan oleh PERKESO. Penubuhan Pusat Dialisis PERKESO ini juga merupakan inisiatif utama untuk memastikan kemampunan dana keselamatan sosial dan dijangka akan menjimatkan kos rawatan dialisis serta kos-kos berkaitan yang ditanggung PERKESO.

Rawatan dialisis untuk Orang Berinsurans yang layak di Pusat Dialisis PERKESO adalah ditanggung sepenuhnya oleh PERKESO. Di samping itu, Orang Berinsurans juga diberikan suntikan Erythropoietin (EPO) yang optimum dan menjalani ujian darah setiap 3 bulan sekali secara percuma. PERKESO juga menyediakan perkhidmatan pengangkutan tanpa sebarang kos kepada Orang Berinsurans bagi memudahkan mereka berulang-alik untuk tujuan rawatan di Pusat Dialisis PERKESO.

Kini, PERKESO telah menubuhkan 4 Pusat Dialisis PERKESO iaitu di Klang, Shah Alam, Kluang dan Batu Pahat. Dijangkakan, Pusat Dialisis PERKESO ini akan ditubuhkan di setiap negeri di seluruh Malaysia.

Kemudahan Rawatan Dialisis

Sepanjang tahun 2023, sebanyak 3,192 permohonan kemudahan rawatan dialisis telah diterima dan diluluskan. Pada akhir tahun 2023, bilangan terkumpul Orang Berinsurans yang masih aktif menjalani rawatan dialisis dan menerima kemudahan dialisis PERKESO adalah seramai 16,725 orang.

PERKESO DIALYSIS CENTRE

The PERKESO Dialysis Centre was established for the purposes of enabling Insured Persons who are undergoing dialysis treatment to access the said service, as well as the other benefits offered by PERKESO. Its establishment is a key initiative to ensure the sustainability of the social security funds, with expected savings in terms of dialysis treatment costs, and other related cost borne by PERKESO.

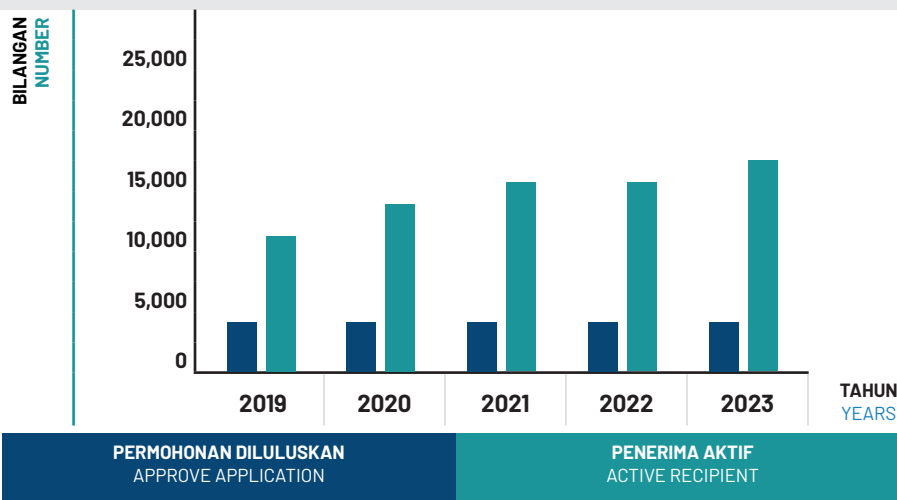
Dialysis treatments for qualified Insured Persons at the PERKESO Dialysis Centre are funded in full by PERKESO. In addition, Insured Persons are given optimum Erythropoietin (EPO) injections and quarterly blood tests, free of charge. PERKESO also provides transportation service, at no cost to the Insured Persons, to facilitate their commute for the purposes of treatment at the PERKESO Dialysis Centre.

At present, PERKESO has established four Dialysis Centres, namely, in Klang, Shah Alam, Kluang and Batu Pahat. It is expected that these PERKESO Dialysis Centres will be established in each state nationwide.

Dialysis Treatment Facility

Throughout the year 2023, the organisation received and approved 3,192 applications for dialysis treatment facility. At the end of 2023, the accumulated number of Insured Persons still actively undergoing dialysis treatment and receiving PERKESO's dialysis facility amounted to 16,725 patients.

GRAF 44 : BILANGAN PENERIMA KEMUDAHAN DIALISIS PERKESO 2019-2023
GRAPH 44 : NUMBER OF PERKESO DIALYSIS FACILITY RECIPIENTS, 2019-2023

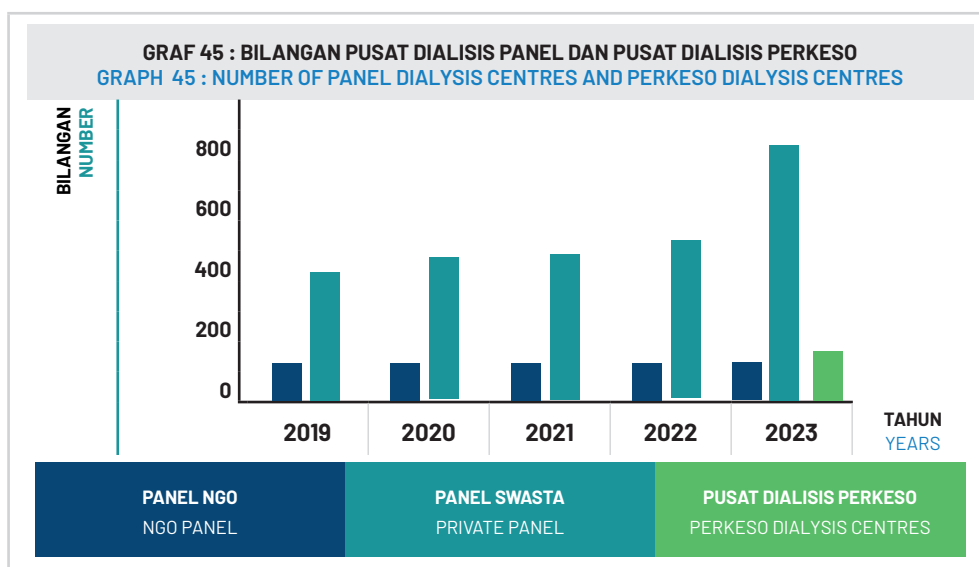


Pusat Dialisis Panel PERKESO

Sepanjang tahun 2023, PERKESO telah melantik sebanyak 47 pusat dialisis sebagai panel PERKESO yang melibatkan 45 pusat dialisis berstatus swasta dan 2 pusat dialisis berstatus NGO. Ini menjadikan jumlah keseluruhan pusat dialisis panel PERKESO adalah sebanyak 731 pusat di seluruh negara. Selain itu, PERKESO juga telah menubuhkan 4 Pusat Dialisis PERKESO yang bertempat di Klang, Shah Alam, Kluang dan Batu Pahat.

PERKESO Panel Dialysis Centres

Throughout the year 2023, PERKESO has appointed 47 dialysis centres to its panel, comprising 45 private dialysis centres and 2 NGO dialysis centres, bringing the number of PERKESO panel dialysis centres to 731 centres nationwide. Further, PERKESO has also established four PERKESO Dialysis Centres, namely in Klang, Shah Alam, Kluang and Batu Pahat.

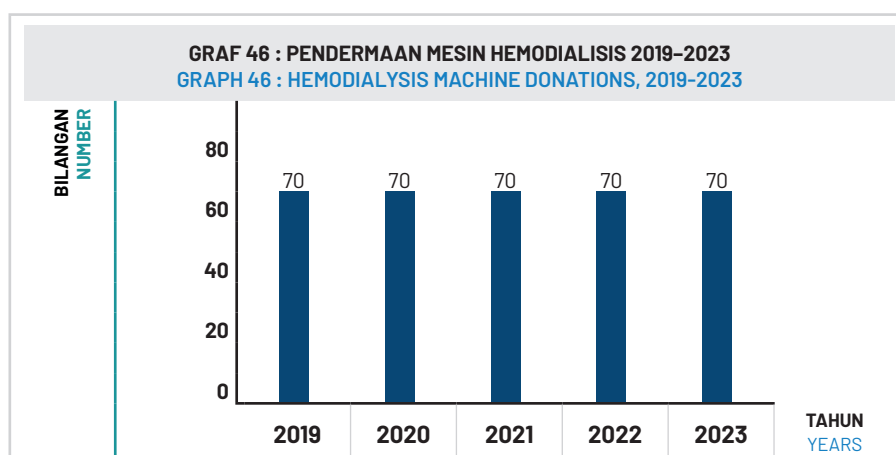


Pendermaan Mesin Hemodialisis

Sejak mula diperkenalkan pada tahun 1998, sebanyak 1,171 buah mesin hemodialisis (HD) dengan kos RM46.84 juta telah dibelanjakan bagi program pendermaan mesin HD kepada Pusat Dialisis Panel NGO. Dalam usaha memastikan Orang Berinsurans sentiasa diberi keutamaan tempat rawatan di pusat dialisis, maka pada tahun 2023, PERKESO telah menghulurkan bantuan pendermaan 70-unit mesin HD kepada 39 buah pusat dialisis panel NGO yang layak dengan peruntukan sebanyak RM2.80 juta. Bilangan pendermaan mesin hemodialisis bagi tahun 2019 hingga 2023 adalah seperti di bawah:

Donation of Hemodialysis Machines

Since its introduction in 1998, a total of 1,171 hemodialysis machines, at a cost of RM46.84 million, have been donated to NGO Panel Dialysis Centres under the hemodialysis machine donation programme. In the effort to ensure that Insured Persons are given priority at dialysis centres, in 2023 PERKESO donated 70 units of hemodialysis machines to 39 NGO panel dialysis centres that qualify, with an allocation of RM2.80 million. The number of hemodialysis machine donations from 2019 to 2023 is shown below:

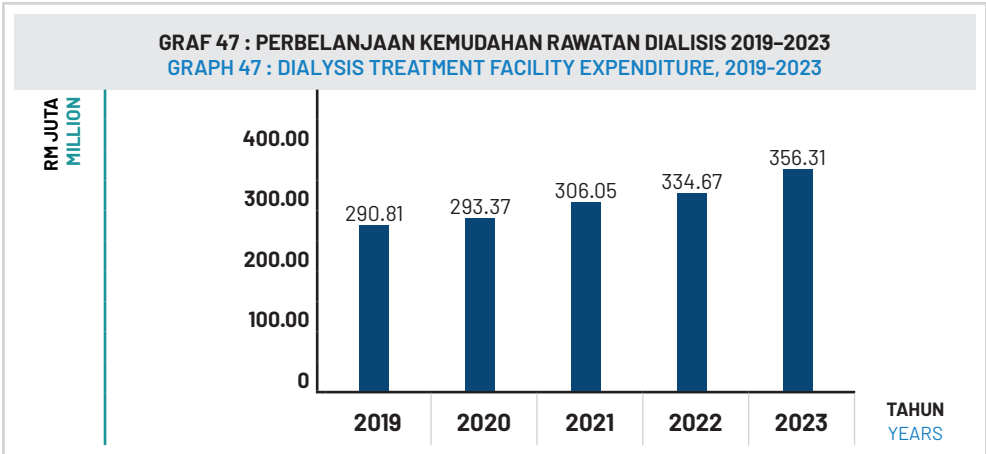


Perbelanjaan Rawatan Dialisis

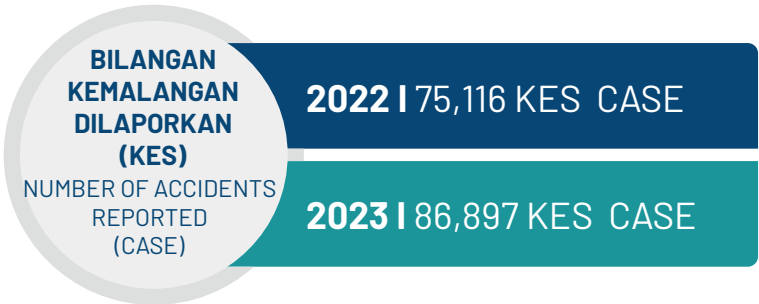
Pada tahun 2023, PERKESO telah membelanjakan sejumlah RM356.31 juta bagi membiayai rawatan dialisis, peningkatan sebanyak 6.46% berbanding tahun sebelumnya. Peningkatan ini adalah disebabkan berlakunya pertambahan jumlah pesakit buah pinggang di Malaysia. Jumlah perbelanjaan rawatan dialisis bagi tahun 2019 hingga 2023 adalah seperti di bawah.

Dialysis Treatment Expenditure

PERKESO spent a sum of RM356.31 million in 2023 to fund dialysis treatments, an increase of 6.46% compared to the previous year. This increase was due to the increase in the number of renal patients in Malaysia. The total expenditure for dialysis treatments from 2019 to 2023 is as set out below:



BILANGAN KES KEMALANGAN DILAPORKAN
NUMBER OF ACCIDENT CASES REPORTED

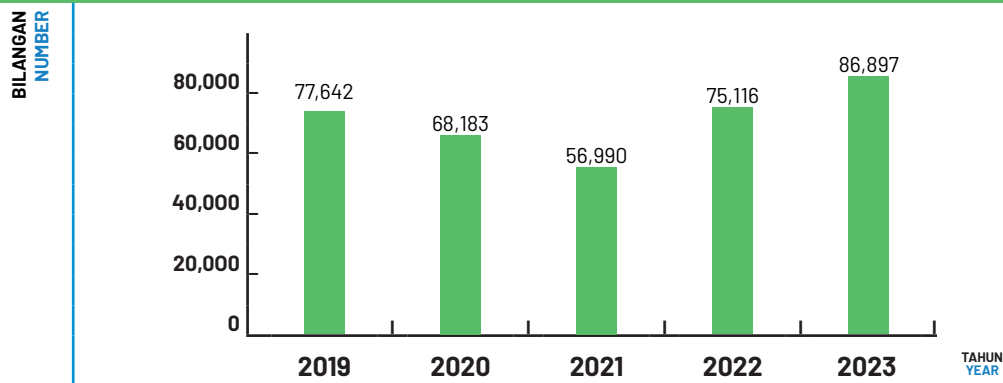


Sebanyak 86,897 kes kemalangan dilaporkan sepanjang tahun 2023 berbanding 75,116 kes pada tahun sebelumnya. Jumlah kemalangan ini merujuk kepada kemalangan perjalanan pergi dan balik dari tempat kerja, waktu rehat yang dibenarkan serta lain-lain kemalangan yang berkaitan pekerjaan. Kemalangan yang melibatkan pekerjaan termasuk kes penyakit khidmat. Ia juga termasuk jumlah pekerja tempatan, pekerja asing dan bekerja sendiri.

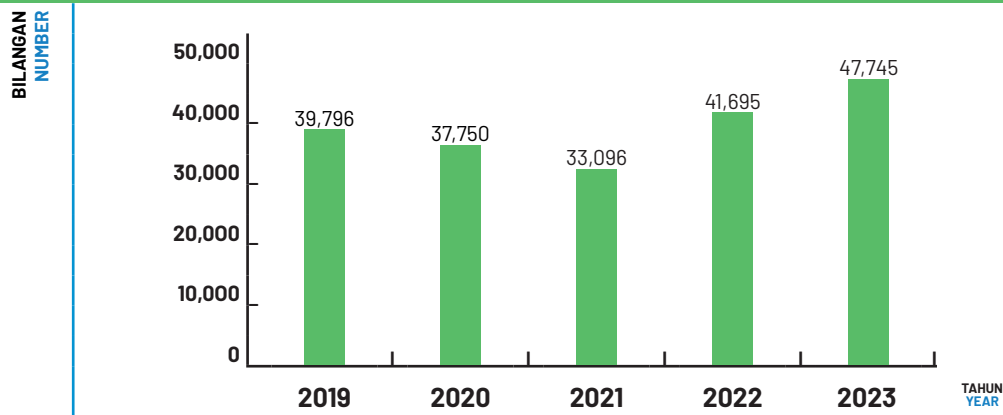
A total of 86,897 accident cases were reported throughout 2023 compared to the 75,116 cases reported the previous year. The number of accidents refer to accidents occurring on the commute to and from the workplace, during permitted rest hours and other accidents related to work. Accidents related to work also include occupational disease cases. These accidents include accidents involving local workers, foreign workers and self-employed persons.

JADUAL 37 : BILANGAN KEMALANGAN DILAPORKAN TABLE 37 : NUMBER OF ACCIDENTS REPORTED		
KEMALANGAN DILAPORKAN ACCIDENTS REPORTED	2022	2023
Kemalangan Perusahaan Industrial Accidents	41,695	47,745
Kemalangan Semasa Perjalanan Commuting Accidents	33,421	39,152
JUMLAH TOTAL	75,116	86,897

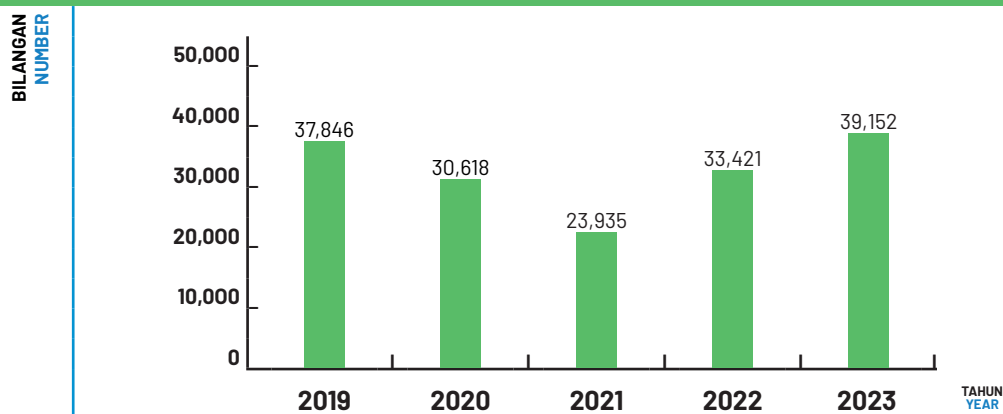
GRAF 48 : BILANGAN KEMALANGAN DILAPORKAN 2019-2023
GRAPH 48 : NUMBER OF ACCIDENTS REPORTED, 2019-2023



GRAF 49 : BILANGAN KEMALANGAN PERUSAHAAN DILAPORKAN 2019-2023
GRAPH 49 : NUMBER OF INDUSTRIAL ACCIDENTS REPORTED, 2019-2023



GRAF 50 : BILANGAN KEMALANGAN SEMASA PERJALANAN 2019-2023
GRAPH 50 : NUMBER OF COMMUTING ACCIDENTS, 2019-2023



AKTIVITI PENGUATKUASAAN ENFORCEMENT ACTIVITIES



OPS Pemutihan

Objektif utama kempen ini bertujuan menunjukkan keprihatinan PERKESO terhadap kepentingan majikan dan pekerja untuk mendaftar dan membayar caruman kepada PERKESO sekali gus memberi kesedaran kepada majikan tentang kepentingan perlindungan keselamatan sosial kepada majikan dan pekerja sekiranya berlaku kemalangan atau kejadian luar bencana kerja dan keilatan di bawah Akta 4 serta perlindungan daripada pemberhentian pekerjaan di bawah Akta 800.

Dikenali sebagai Bulan Pemutihan, kempen ini dijalankan bermula dua bulan sebelum berlangsungnya operasi OPS KESAN dan majikan diberi peluang untuk mendaftar secara sukarela mulai 01 Mei hingga 30 Jun 2023. Aktiviti ini melibatkan lawatan ke premis majikan sebanyak 30,951 di seluruh Malaysia.



OPS Kesan

Pada 10 Julai 2023, PERKESO telah melancarkan OPS Kesan bagi kali ke-14. Objektif aktiviti ini diadakan untuk memastikan semua majikan yang menggaji sekurang-kurangnya seorang pekerja mendaftar dengan sewajarnya sebagaimana peruntukan Seksyen 4 dan 5 Akta Keselamatan Pekerja 1969 [Akta 4] serta Seksyen 14 dan 16 Akta Skim Insurans Pekerjaan [Akta 800] serta Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789] 01 Jun 2017.

Aktiviti ini melibatkan lawatan ke premis majikan sebanyak 16,536 di seluruh Malaysia. Kaedah semakan secara dalam talian menggunakan aplikasi Ops Kesan di premis majikan dilakukan bagi mengenal pasti sama ada majikan berdaftar atau tidak.



OPS Bersepadu KSM

Selaras dengan perancangan tahun 2023, telah diadakan OPS BERSEPADU KSM dan program yang dijalankan setiap tahun ini melalui kerjasama antara agensi di bawah Kementerian Sumber Manusia (KSM) iaitu PERKESO, Jabatan Tenaga Kerja (JTK), JTK Sabah, JTK Sarawak, Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP), HRDCORP dan Cawangan Kawalselia dan Penguatkuasaan (CKSP). Kawasan Ops yang terlibat adalah di sekitar negeri Sabah, Sarawak, Johor dan Kedah.

Amnesty Operation

The key objective of this campaign is to show PERKESO's concern towards the importance of employers and employees registering and contributing to PERKESO, simultaneously bringing awareness to employers of the importance of social security protection to both the employers and employees in the event of accidents or employment injuries and invalidity under Act 4, as well as protection in the event of job termination under Act 800.

Known as Bulan Pemutihan (Amnesty Month), the campaign commenced two months before the start of the OPS KESAN operation. Employers were given the opportunity to voluntarily register, from 1 May to 30 June 2023. The programme involved visits to a total of 30,951 employer premises across the country.

OPS Kesan

PERKESO launched its 14th OPS Kesan on 10 July 2023 with the objective of ensuring all employers with at least one worker properly register with PERKESO, as provided under Sections 4 and 5 of the Employees' Social Security Act 1969 [Act 4], Sections 14 and 16 of the Employment Insurance Scheme Act [Act 800] and the Self-Employment Social Security Act 2017 [Act 789].

The programme involved visits to 16,536 employer premises nationwide where online inspections were carried out using the OPS Kesan application to identify whether or not the employers were registered.

KSM Integrated OPS

In line with the planning for 2023, the annually-held KSM Integrated Ops was carried out in collaboration between agencies under the Ministry of Human Resources (KSM), namely, PERKESO, Department of Labour (JTK), JTK Sabah, JTK Sarawak, Department of Occupational Safety and Health (DOSH), HRDCORP, and the Regulatory and Enforcement Branch. The operation involved areas in Sabah, Sarawak, Johor and Kedah.

Objektif operasi ini diadakan bagi menangani masalah yang dihadapi oleh agensi di bawah KSM untuk menguatkuasakan Akta di samping berkongsi pengalaman dan pengetahuan dalam aktiviti penguatkuasaan antara agensi yang terlibat.

Aktiviti ini juga dapat mengoptimalkan penggunaan tenaga kerja sedia ada demi mengukuhkan aktiviti penguatkuasaan setiap agensi secara bersepadu serta memastikan undang-undang yang dikuatkuasakan telah dipatuhi.



Libat Urus Konsesi Lebuhraya

Bahagian Caruman & Penguatkuasaan bekerjasama dengan Bahagian Pekerja Asing telah mengadakan beberapa siri perbincangan berkaitan penetapan syarat wajib pendaftaran PERKESO kepada Syarikat kontraktor di bawah konsesi-konsesi Lembaga Lebuhraya Malaysia (LLM).

Sepanjang 2023, sesi libat urus telah diadakan bersama 11 Konsesi antaranya Plus Malaysia Berhad, KESAS, LITRAK, SKVE, MEX, Grand Saga dan Sepadu, DUKE, Besraya (NPE & LEKAS), Jambatan Kedua Sdn. Bhd., Projek Lintas Kota Holding Sdn. Bhd. dan UEM Edgenta Group.



Pengedaran Surat Makluman kepada Majikan Yang Masih Gagal Mematuhi Akta di bawah PERKESO

Pada tahun 2023, Bahagian Caruman & Penguatkuasaan telah menjalankan aktiviti pengedaran surat merah secara bersasar. Edaran surat merah ini diberikan kepada majikan yang masih mempunyai tunggakan caruman atau denda.

Data majikan baru berdaftar dengan MYCOID yang diperolehi hasil, kerjasama dengan pihak Suruhanjaya Syarikat Malaysia (SSM) sebanyak 58,431 majikan seluruh Malaysia bagi tujuan Ops Pemutihan dan 37,187 majikan defaulters caruman dan FCLB bermula dari tahun 2018-2022.

Objektif untuk meningkatkan kesedaran kepada majikan berkenaan tunggakan caruman dan denda di samping meningkatkan kutipan caruman, tahap pematuhan dan kesedaran di kalangan majikan.



Bengkel Pemantapan Modul Pengemaskinian Rekod Caruman

Pada suku pertama tahun 2023, Bahagian Caruman & Penguatkuasaan mengadakan Bengkel Pemantapan Pengemaskinian Rekod Caruman yang melibatkan penyertaan anggota peringkat Pejabat PERKESO di seluruh Malaysia mengikut beberapa zon terpilih iaitu di Sabah, Sarawak dan Kuala Lumpur.

The operations were held to overcome problems faced by agencies under the Ministry of Human Resources in enforcing the legislation (statutes), as well as to share experiences and knowledge in enforcement activities with the other agencies involved.

This activity could optimise the use of existing work force in strengthening the enforcement activities of each agency in an integrated manner, and ensure adherence to the legislation currently in force.

Engagement with Highway Consession Holders

The Contributions & Enforcement Division, with cooperation from the Foreign Workers' Division, held several series of discussions on the conditions making registration with PERKESO mandatory, with companies contractors under Lembaga Lebuhraya Malaysia (LLM) consession.

Throughout 2023, engagement session were held with 11 consession holders including Plus Malaysia Berhad, KESAS, LITRAK, SKVE, MEX, Grand Saga dan Sepadu, DUKE, Besraya (NPE & LEKAS), Jambatan Kedua Sdn Bhd, Projek Lintas Kota Holding Sdn Bhd and UEM Edgenta Group.

Distribution of Letters of Notification to Employers Failing to Comply with Act under PERKESO

The Contributions & Enforcement Division, in 2023, carried out targeted distribution of 'red letters' to employers who were in arrears of contribution or fine.

Data of employers registered under MYCOID obtained with cooperation from the Companies Commission of Malaysia shows 58,431 employers nationwide for purposes of Ops Pemutihan (Amnesty Operation) and 37,187 employers in default of contribution and FCLB, from 2018 to 2022.

The letters of notification were sent with the objective of increasing employers' awareness of arrears in contributions and fines, in addition to increasing contributions collection, improving compliance level and improving awareness amongst employers.

Contributions Record Updating Module Consolidation Workshop

In the first quarter of 2023, the Contributions & Enforcement Division held the Contributions Record Updating Consolidation Workshop involving participation from staff of PERKESO offices nationwide according to several selected zones – Sabah, Sarawak and Kuala Lumpur.

Tujuan bengkel ini diadakan adalah untuk meningkatkan pemahaman dan pengetahuan anggota mengenai *Standard Operating Procedure (SOP) Registration, Adjustment Contribution and Collection* serta meminimumkan perbezaan caruman majikan dan pekerja dengan meningkatkan keupayaan pengguna Sistem ASSIST dalam mengemas kini rekod caruman pekerja.



Libat Urus dengan Agensi Kerajaan

Sepanjang tahun 2023, Bahagian Caruman & Penguatkuasaan telah mengadakan taklimat kepada majikan bersatus Kerajaan dan Kerajaan Negeri serta Pihak Berkuasa Tempatan berkaitan pembayaran caruman melalui saluran *electronic fund transfer*. Prosedur ini menerangkan proses pengemaskinian rekod caruman majikan dan pekerja menerusi Automated PERKESO Integrated System (ASSIST) di peringkat Ibu Pejabat.



Taklimat Pendaftaran Majikan serta Libat Urus bersama Bank-Bank Pemungut Lantikan PERKESO

Sepanjang tahun 2023, Taklimat Pendaftaran dan Pengemaskinian telah diadakan kepada majikan bagi pendaftaran pekerja baharu terutamanya melibatkan pekerja asing serta pengemaskini caruman di Portal ASSIST. Objektif adalah untuk memberi kesedaran kepada majikan berkaitan cara pendaftaran majikan baru.

Dari semasa ke semasa juga telah diadakan libat urus bersama bank-bank pemungut lantikan PERKESO berkenaan bayaran dan rekod pekerja melalui perbankan Internet. Sebanyak 4 sesi telah diadakan dan melibatkan CIMB, HSBC, Hong Leong Bank dan Citibank.



Pengenalan Direct Debit Authorization (DDA) sebagai Pilihan Kaedah Cara Bayaran Caruman

Direct Debit Authorization merupakan salah satu pilihan pembayaran yang diperkenalkan pada bulan Oktober 2023 yang merupakan salah satu kesinambungan terhadap inisiatif bayaran tanpa tunai di Portal ASSIST. Kaedah ini memberikan keselesaan serta kemudahan kepada majikan dalam memastikan bayaran caruman dapat dibayar hanya melalui akaun bank dengan hanya satu Pengesahan.

The workshop was held with a view to increasing the staff's understanding and knowledge of the Standard Operating Procedures (SOP) for Registration, Contribution Adjustment and Collection, and towards minimising the difference in contribution between employers and workers by improving the capability of the ASSIST System users in updating workers' contribution records.

Engagement with Government Agencies

Throughout the year 2023, the Contributions & Enforcement Division held briefings for employers from the Government and State Governments, as well as Local Authorities on payment of contributions through electronic funds transfer channels. The briefings included explanation on the process of updating employers' and workers' contributions records using the Automated PERKESO Integrated System (ASSIST) at the headquarters.

Briefings on Employer Registration and Engagements with PERKESO-appointed Collection Banks

In 2023, briefings on Registration and Updating were given to employers, on the registration of new workers especially involving foreign workers and updating of contributions using the ASSIST Portal. The objective of this exercise is to raise awareness amongst employers on the method of registering new employers.

Engagement sessions with PERKESO-appointed collection banks were also held from time to time concerning payment and workers' records using Internet banking. A total of 4 sessions were held involving CIMB, HSBC, Hong Leong Bank and Citibank.

Introduction to Direct Debit Authorization (DDA) as a Method of Contributions Payment

Direct Debit Authorization is one of the payment methods introduced in October as continuity to the cashless payment initiative on the ASSIST portal. This method promises comfort and ease to employers by enabling contributions payment to be made through bank accounts with only one verification.



KES JEMAAH RAYUAN KESELAMATAN SOSIAL (JRKS) DAN TRIBUNAL KESELAMATAN SOSIAL (TKS)

Salah satu “core business” PERKESO adalah untuk menyelesaikan kes rayuan Orang Berinsurans atau pihak yang berkenaan yang tidak berpuas hati dengan keputusan PERKESO sama ada tuntutan faedah mereka ditolak atau perkara yang berkaitan dengannya seperti jumlah kadar taksiran atau takrifan undang-undang mengikut dapatan fakta di bawah Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] yang berada di bawah bidang kuasa Tribunal JRKSTKS.

Setakat 2023, terdapat sebanyak sembilan (9) buah kawasan JRKSTKS bagi seluruh Malaysia yang mana keanggotaan JRKS terdiri daripada seorang Pengerusi dan dua orang Pengapit manakala bagi TKS pula, hanya akan didengar oleh seorang Pengerusi sahaja. Pengerusi JRKSTKS bagi semua kawasan adalah terdiri daripada Pengerusi Mahkamah Perusahaan manakala Pengapit-Pengapit JRKS terdiri daripada wakil majikan dan pekerja. Pada 2023, terdapat seramai 10 orang Pengerusi JRKSTKS yang telah dilantik oleh YB Menteri Sumber Manusia bagi mendengar dan memutuskan kes-kes JRKSTKS tersebut.

Mengikut statistik perbicaraan kes JRKSTKS, sepanjang tahun 2023, sebanyak 2,184 kes telah didengar oleh JRKSTKS dan pecahannya adalah seperti berikut:

SOCIAL SECURITY APPELLATE BOARD (JRKS) AND SOCIAL SECURITY TRIBUNAL (TKS)

One of the core businesses of PERKESO is to resolve appeals from Insured Persons or other relevant parties who are dissatisfied with PERKESO's decisions as to whether their claims for benefits are rejected or any other matters related thereto such as the assessment rate or interpretation of the law according to the fact findings under the Employees' Social Security Act 1969 [Act 4], the Self-Employment Social Security Act 2017 [Act 789], the Employment Insurance System Act 2017 [Act 800] and the Housewives' Social Security Act 2022 [Act 838], all of which come under the jurisdiction of the Social Security Appellate Board and the Social Security Tribunal.

As at 2023, there are nine (9) areas of JRKS TKS for the whole of Malaysia. The JRKS consists of a Chairman sitting with two Assessors, whereas the TKS is heard by only one Chairman. The Chairmen of JRKSTKS for all areas consist of Chairmen of the Industrial Court and the JRKS Assessors comprise representatives of employers and workers. Ten (10) Chairmen of JRKSTKS were appointed by the Minister of Human Resources In 2023 to hear and decide the said JRKS TKS cases.

According to the statistics on JRKSTKS hearings, a total of 2,184 cases were heard by JRKSTKS throughout 2023 with the following breakdown:

JADUAL 38 : STATISTIK PERBICARAAN KES JRKSTKS
TABLE 38 : JRKSTKS HEARING STATISTICS

KAWASAN AREA	JUMLAH TOTAL
Kuala Lumpur	308
Selangor	612
Perak	268
Utara North (Pulau Pinang, Kedah & Perlis)	279
Tenggara South East (Negeri Sembilan & Melaka)	131
Johor	187
Timur East (Pahang, Terengganu & Kelantan)	189
Sabah	116
Sarawak	94

Sebanyak 1,959 kes rayuan telah diputuskan oleh JRKSTKS dan pecahannya dalam tahun 2023 adalah seperti berikut:

In total, 1,959 appeal cases were decided by JRKSTKS in 2023 with the following breakdown:

JADUAL 39 : STATISTIK PERBICARAAN KES JRKSTKS TABLE 39 : JRKSTKS HEARING STATISTICS	
KAWASAN AREA	JUMLAH TOTAL
Kuala Lumpur	305
Selangor	555
Perak	243
Utara North (Pulau Pinang, Kedah & Perlis)	256
Tenggara South East (Negeri Sembilan & Melaka)	123
Johor	162
Timur East (Pahang, Terengganu & Kelantan)	168
Sabah	61
Sarawak	86

Dalam tahun 2023, PERKESO telah menerima sebanyak 1,561 Borang Permohonan Rayuan (Borang A) dari Unit JRKSTKS dan bagi tempoh yang sama sebanyak 1,734 Rekod Rujukan kes JRKSTKS telah disediakan oleh Bahagian Perundangan dan Pendakwaan untuk tujuan perbicaraan di hadapan JRKSTKS.

PERKESO received a total of 1,561 Appeals Application Form (Form A) from the JRKSTKS Unit in 2023 and at the same time, a total of 1,734 JRKSTKS referral cases were prepared by the Legal and Prosecution Division for hearing before JRKSTKS.

PENGURUSAN DAN PENGENDALIAN KES MAHKAMAH TINGGI

MANAGEMENT AND HANDLING OF HIGH COURT CASES

Berdasarkan statistik mulai tahun 1998 hingga 2023, terdapat 172 kes yang diterima rayuannya oleh JRKS telah dirayu ke Mahkamah Tinggi oleh PERKESO dan sehingga berakhir 2023, hanya terdapat dua (2) kes lagi yang masih belum diputuskan oleh Mahkamah Tinggi.

Based on statistics accumulated from 1998 to 2023, there have been 172 cases the appeal for which were accepted by JRKS that were sent to the High Court for appeal by PERKESO and as at the end of 2023, two (2) cases remained pending appeal in the High Court.

Manakala bagi tempoh dari tahun 2002 hingga 2023, sebanyak 484 rayuan telah difailkan oleh Orang Berinsurans yang rayuannya ditolak oleh JRKS dan sehingga berakhir 2023, masih terdapat 24 kes rayuan lagi yang masih belum diputuskan oleh Mahkamah Tinggi.

On the other hand, for the period from 2002 to 2023, a total of 484 appeals filed by Insured Persons were rejected by JRKS and as at the end of 2023, 24 cases remained pending appeal in the High Court.

TINDAKAN SIVIL TUNTUTAN HUTANG BAGI PINJAMAN PENDIDIKAN PERKESO

DEBT RECOVERY CIVIL ACTION FOR PERKESO EDUCATION LOAN

Setakat tahun 2023, Bahagian Perundangan dan Pendakwaan telah mengambil tindakan ke atas 1,158 peminjam dan 2,316 penjamin kepada peminjam faedah pinjaman pendidikan PERKESO bagi mendapatkan semula tunggakan pembayaran balik pinjaman pendidikan. Statistik pecahan tindakan secara terperinci adalah seperti berikut: -

As of 2023, the Legal and Prosecution Division has taken action against 1,158 borrowers and 2,316 guarantors to borrowers under the PERKESO education loan, to recover arrears of the loan repayments. The particulars of the action taken are as follows:

JADUAL 40 : JADUAL TINDAKAN TERHADAP BAYARAN BALIK TUNGGAKAN PINJAMAN PENDIDIKAN TABLE 40 : TABLE SHOWING EDUCATION LOAN ARREARS RECOVERY ACTION		
TINDAKAN ACTION	JUMLAH KES BAGI TAHUN 2023 TOTAL NUMBER OF CASES FOR 2023	JUMLAH KES KESELURUHAN (2009-2023) (14 TAHUN) OVERALL NUMBER OF CASES (2009-2023) (14 YEARS)
Notis Tuntutan dikeluarkan oleh Bahagian Perundangan dan Pendakwaan tidak termasuk arahan kepada peguam panel <i>Issuance of Notice of Demand by the Legal and Prosecution Division, not including instruction to panel lawyers</i>	0	2
- Lantik Peguam dan arahan tindakan sivil kepada Peguam Panel <i>Appointment of lawyer and civil action instruction to Panel Lawyer</i>	53	1,507
- Bilangan Notis Tuntutan yang dikeluarkan oleh Peguam Panel <i>Number of Notice of Demand issued by Panel Lawyer</i>	111	1,487
- Saman telah dikeluarkan kepada Peminjam dan Penjamin <i>Summons issued to Borrowers and Guarantors</i>	136	2,454
- Kes yang dibicarakan <i>Case heard</i>	136	2,634
- Kes yang telah mendapat penghakiman <i>Case that has obtained judgment</i>	145	895
Tindakan menemui peminjam secara individu <i>Meeting borrower individually</i>	Tiada	Tiada
Kes yang telah selesai pembayaran tunggakan <i>Case with completion of payment of arrears</i>	34	344
Dokumen lanjut yang perlu dari Unit Pinjaman Pendidikan kerana tidak lengkap <i>Further documents required from the Education Loan Unit for being incomplete</i>	0	0
Fail dalam simpanan dan tindakan sivil di Bahagian Perundangan dan Pendakwaan <i>File in record and civil action at the Legal and Prosecution Division</i>	1,158	2,598

SIASATAN KES FRAUD

Bagi mendepani cabaran fraud yang semakin kompleks, ANTI-FRAUD, ETIKA DAN INTEGRITI (AFEI) menggiatkan aktiviti pengesanan data secara analitik, siasatan dan risikan tuntutan faedah di bawah Akta 4, Akta 800, dan mana-mana akta yang ditadbir oleh PERKESO.

Inisiatif ini telah dijayakan bersama dengan Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) melalui Ops Hire 2.0.

INVESTIGATION OF FRAUD CASES

In facing the challenges posed by increasingly complex fraud cases, the Anti-Fraud, Ethics and Integrity (AFEI) Division is revitalising its analytical data tracing activities, investigation and benefits claims intelligence under Act 4, Act 800 and any other statutes administered by PERKESO.

This initiative is taken together with the Malaysian Anti-Corruption Commission through Ops Hire 2.0.



PENGESANAN DAN PENGESAHAN ADUAN

Cawangan Pengurusan Etika (CPE) melaksanakan salah satu fungsi teras Integriti Governan Unit iaitu pengesanan dan pengesahan. CPE menjalankan inkuiri terhadap semua aduan yang diterima berkaitan dengan salah laku jenayah rasuah, salah guna kuasa, penyelewengan, pelanggaran Kaedah Keselamatan Sosial (Kelakuan & Tatatertib) 1994 dan etika organisasi.

ETHICS MONITORING PROGRAM (EMP)

Aktiviti Ethics Monitoring Program (EMP) adalah untuk memantau pematuhan (*compliance*) anggota terhadap sistem tadbir urus yang sedia ada seperti Polisi Anti-Rasuah, Dasar Tidak Menerima Hadiah, Pengisytiharan Harta, Pekerjaan Luar serta Kaedah Keselamatan Sosial (Kelakuan & Tatatertib) 1994.

Fokus utama adalah terhadap risiko rasuah di bawah Anti-Bribery Management System (ABMS) di mana penemuan yang melibatkan ketidakpatuhan terhadap kawalan dalaman akan disyorkan untuk dimasukkan di dalam Daftar Risiko Rasuah untuk tindakan penambahbaikan kawalan dalaman bagi menurunkan tahap risiko.

TRACKING AND VERIFICATION OF COMPLAINTS

The Ethics Management Branch carries out one of the Governance Integrity Unit's core functions in the form of tracking and verification. The Branch conducts inquiries on all complaints received concerning corrupt misconduct, abuse of power, misappropriation, violation of the Social Security (Conduct & Discipline) Rules 1994 and the organisation's ethics.

ETHICS MONITORING PROGRAM (EMP)

The Ethics Monitoring Programme (EMP) involves activities monitoring staff compliance of the governance system in existence such as the Anti-Corruption Policy, the No-Gift Policy, Asset Declaration, External Work as well as the Social Security (Conduct & Discipline) Rules 1994.

This programme mainly focuses on corruption risks using the Anti-Bribery Management System (ABMS) whereby findings of non-compliance with internal controls will be recommended for inclusion in the Corruption Risk Register for internal control improvement action in order to reduce the level of risk.

PROGRAM KESEDARAN 'LET'S TALK AFEI'

Pada tahun 2023, Program Kesedaran Let's talk AFEI telah dijalankan sebanyak 35 sesi melibatkan seramai 1,326 anggota. Modul program terdiri daripada pengurusan kes fraud, pengurusan tatatertib dan sistem pengurusan antirasuah (ABMS). Pendekatan program secara bersemuka dengan anggota memberi ruang dan peluang mengemukakan sebarang persoalan secara langsung dengan penceramah dari Bahagian Anti-Fraud, Etika dan Integriti.

HARI INTEGRITI

Bertemakan 'berintegriti dalam prihatin' PERKESO telah menyambut Hari Integriti tahun 2023 sepanjang bulan November. Pelbagai aktiviti dijalankan sepanjang bulan tersebut antaranya Majlis Lafaz Ikrar Integriti anggota disaksikan oleh YBhg. Dato' Sri Ketua Pegawai Eksekutif Kumpulan yang merupakan julung kalinya diadakan secara serentak di seluruh pejabat PERKESO.

Selain itu, pertandingan sayembara pidato telah diadakan bagi merangkul Piala Dr. Mohammed Azman. Tambahan lagi, pertandingan mencipta video pendek dan poster telah diadakan.

Kemuncak hari integriti adalah ceramah integriti bertajuk: "Berintegriti dalam Prihatin", yang disampaikan oleh Tuan SAC Afandi bin Senin, Ketua Penolong Pengarah (Tadbir Urus Kepolisan Am) Bahagian Integriti Jabatan Integriti dan Pematuhan Standard, Bukit Aman kepada anggota.

LET'S TALK AFEI' AWARENESS PROGRAMME

In 2023, 35 sessions of the 'Let's Talk AFEI' Awareness Programme were held with the involvement of 1,326 members of staff. The programme module comprised fraud case management, disciplinary management and the anti-bribery management system (ABMS). The face-to-face approach of the programme opens up the space and opportunity for members of staff to raise any questions directly to the speakers from the Anti-Fraud, Ethics and Integrity Division.

INTEGRITY DAY

With the theme "Integrity in Conscientiousness", PERKESO celebrated Integrity Day 2023 throughout the month of November. Various activities were held during the month, including the Integrity Oath-taking Ceremony by members of staff which was witnessed by Group Chief Executive Officer. The oath-taking ceremony was, for the first time ever, held simultaneously at all PERKESO offices.

A public-speaking competition was also held with the Dr. Mohammed Azman trophy as prize. A short-video and poster competition was also held during the month-long celebration.

The climax of the Integrity Day celebration was a speech entitled "Integrity in Conscientiousness" delivered by Tuan SAC Afandi bin Senin, Chief Assistant Director (Governance General Policing) of the Integrity Division, Department of Integrity and Standards Compliance, Bukit Aman.



PENGURUSAN STRATEGI DAN PRESTASI PERKESO

PERKESO STRATEGIC AND PERFORMANCE MANAGEMENT



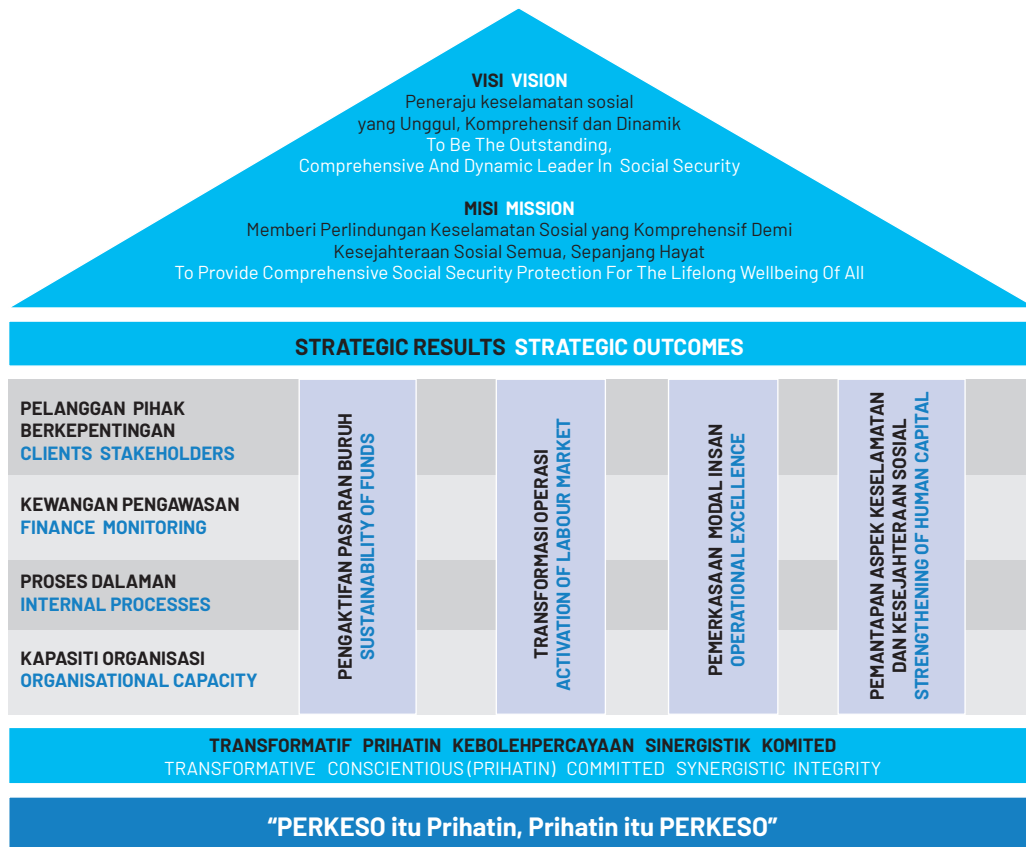
EDMUND CHEONG PECK HUANG

Ketua Pegawai Strategi dan Transformasi
Chief Strategic & Transformation Officer

"Pengurusan strategi merupakan aspek penting memastikan hala tuju organisasi lebih jelas, teratur dan berstruktur. Justeru, dengan garapan dan perancangan lebih mantap dan berfokus melalui Pelan Strategik dan Transformasi PERKESO Fasa 2 (2023-2025) bertunjangkan empat (4) teras utama iaitu Kemampanan Dana, Pengaktifan Pasaran Buruh, Kecemerlangan Pengoperasian dan Pemeraksanaan Modal Insan serta bertemakan Keprihatinan Melestari Kesejahteraan Bersama, kita optimis, kecemerlangan mampu kita kecapai dan cita-cita akan direalisasikan dalam menuju Visi dan Misi PERKESO."

"Strategic management is an important aspect in determining the direction of an organisation in a clearer, more organised and structured manner. Hence, with more solid and focused effort and planning through the PERKESO Strategic and Transformation Plan Phase 2 (2023-2025) based on the four (4) main cores of Sustainability of Funds, Activation of Labour Market, Operational Excellence and Strengthening of Human Capital, as well as with the theme of "Conscientiousness Sustains Joint Wellbeing", we are optimistic of achieving excellence and our dreams shall be realised in reaching the Vision and Mission of PERKESO."





RUMUSAN PENCAPAIAN 2023 SUMMARY OF ACHIEVEMENTS 2023

PERANCANGAN STRATEGIK & SISTEM PENGURUSAN PERKESO 2023-2025							
PERKESO STRATEGIC & MANAGEMENT PLAN MAP							
VISI		Peneraju keselamatan Sosial yang Unggul, Komprehensif & Dinamik		MISI		Memberi perlindungan Keselamatan Sosial yang Komprehensif Demi Kesejahteraan Sosial Semua, Sepanjang hayat	
TERAS STRATEGIK		KEMAMPAKAN DANA	PENGAKTIFAN PASARAN BURUH	KECEMERLANGAN PENGOPERASIAN		PEMERKASAAN MODAL INSAN	
KEBERHASILAN STRATEGIK		Dana PERKESO terus mampan demi kelangsungan organisasi	Guna tenaga penuh yang eimbang untuk meningkatkan penempatan pekerja berdasarkan kadar kebangsaan	Penyampaian kualiti perkhidmatan yang cemerlag dengan pengoperasian yang cekap dan berkesan melalui pengintegrasian pengurusan operasi, sistem pengdigitalan dan automasi yang optimum		Pengurusan sumber manusia yang ceap dan berkesan melalui penerapan tadbir urus yang baik bagi meningkatkan keupasan bekerja, keterlibatan dan kesetiaan anggota	
OBJEKTIF STRATEGIK & PETA STRATEGIK KORPORAT 2001				KPI	SASARAN	PENCAPAIAN 2023	SKOR
PELANGGAN & PIHAK BERKEPENTINGAN				PM13: Skor Keupasan penlanggan PERKESO	90.00%	92.39%	4.00
				PM12: Skor takbir urus organisasi yang baik	90.00%	92.39%	4.50
				PM11: Tahap kesedaran keselamatan sosial di kalangan umum	90.00%	92.39%	5.00
KEWANGAN & PENGAWASAN				PM10: Skor pengawasan perbelanjaan	Skor 3.0	5.00	5.00
				PM9: Skor pendapatan PERKESO	Skor 3.0	4.40	4.40
PROSES DALAMAN				PM8: Skor pemantapan promosi, jerawara & kolaborasi bersama pihak berkepentingan	Skor 3.0	4.50	4.50
				PM7: Skor pemeraksanaan perlindungan keselamatan sosial	Skor 3.0	4.10	4.10
				PM6: Skor pematuhan majikan dan pekerja	Skor 3.0	5.00	5.00
				PM5: Skor pencapaian guna tenaga penuh optimum	Skor 3.0	5.00	5.00
				PM4: Skor kesekapan pengoperasian dan kualiti perkhidmatan	Skor 3.0	4.75	4.75
KAPASITI ORGANISASI				PM3: Skor pemeraksanaan data dan operasi digital	Skor 3.0	4.00	4.00
				PM2: Skor penambahbaikan polisi dan perundangan	Skor 3.0	4.70	4.70
				PM1: Skor pemeraksanaan sumber manusia	Skor 3.0	4.75	4.75
SULIT	TRANFORMATIF	PRIHATIN	KOMITED	SINERGITIK	INTEGRITI	Skor Pencapaian : 4.59	95.90%

Perancangan pengurusan strategik & prestasi PERKESO bagi 2023 ditentu ukur berdasarkan perspektif Balanced Scorecard (BSC) bagi memastikan organisasi terus dipacu selaras Visi dan Misi PERKESO. Empat (4) Teras Strategik utama iaitu "Pengaktifan Pasaran Buruh", "Transformasi Operasi", "Pemeriksaan Modal Insan" dan "Pemantapan Aspek Keselamatan & Kesejahteraan Sosial" menjadi agenda utama hala tuju strategik PERKESO selari dengan aspirasi Kerajaan menjadikan Malaysia Madani sebuah negara yang makmur dan sejahtera. Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan peratusan tahun 2023 di tahap cemerlang iaitu di tahap 99.76%, keberkesanan dalam aktiviti penguatkuasaan dan program kesedaran telah berjaya meningkatkan jumlah pendaftaran majikan dan pekerja bagi Akta 4, peningkatan majikan mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA), peningkatan bilangan Orang Bekerja Sendiri (OBS) mencarum di bawah Akta 789, peningkatan jumlah majikan aktif dan pekerja di bawah Akta 800 serta Pekerja Domestik di bawah Akta 4 serta Akta 800. Selain itu, pencapaian cemerlang dalam melaksanakan inisiatif-inisiatif Kerajaan telah memacu kepada kecemerlangan PERKESO secara keseluruhannya. Kecemerlangan pencapaian prestasi pada tahun 2023 dengan pencapaian yang cemerlang menerusi 13 petunjuk prestasi utama (KPI) organisasi iaitu pada skor 4.59 dengan peratusan sebanyak 95.90% merangkumi keseluruhan Objektif Strategik yang terkandung dalam empat (4) perspektif utama BSC.

The PERKESO Strategic & Performance Management Planning for 2023 is calibrated against the Balanced Scorecard (BSC) perspective in order to ensure the organisation continues to be driven in alignment with its Vision and Mission. The four (4) main Strategic Cores, namely, "Activation of Labour Market", "Operational Transformation", "Strengthening of Human Capital" and "Consolidation of Social Security & Wellbeing", form the main agenda for the organisation's strategic direction, in line with the Government's aspiration of forming Malaysia Madani, a prosperous and peaceful nation. The Client's Charter Performance (processing period) based on percentage for 2023 achieved excellence with 99.76% effectiveness in enforcement activities and awareness programmes which have successfully increased the number of registration of employers and workers under Act 4, increased the number of employers contributing to the Foreign Workers' Employment Injury Scheme, increased the number of Self-Employed Persons contributing under Act 789, and increased the number of active employers and workers under Act 800 as well as Domestic Workers under Acts 4 and Act 800. Further, the organisation's excellence in implementing Government initiatives have driven towards its overall excellence. The organisation's performance in 2023 achieved a level of excellence through its 13 key performance indicators with a score of 4.59 or 95.90%, encompassing the overall Strategic Objectives comprised in the four (4) key BSC perspectives.



BIDANG KEBERHASILAN UTAMA

KEY RESULTS AREA

INISIATIF BAJET 2023

Program Daya Kerjaya bagi golongan mudah terjejas

Program Daya Kerjaya telah diperkenalkan bertujuan untuk menggalakkan sektor swasta menggaji pekerja dengan nilai yang lebih tinggi serta merangsang permintaan pekerja dalam kalangan majikan. Insentif di bawah program ini adalah memfokuskan kepada Golongan Mudah Terjejas seperti;

BUDGET INITIATIVE 2023

Daya Kerjaya Programme for the vulnerable group

The Daya Kerjaya programme was introduced with a view towards encouraging the private sector to employ workers at a higher value, as well as stimulate the demand for workers amongst employers. The incentives under this programme focus on the Vulnerable Group such as:

Individu menganggur tegar Belia lama menganggur bagi tempoh 2 bulan dan ke atas; <i>Hardcore unemployed individuals youths who have been employed for a period of two months and above;</i>	Wanita Ibu Tunggal atau suri rumah yang tidak aktif bekerja bagi tempoh 2 bulan dan ke atas; <i>Women single mothers or housewives who have not been actively employed for a period of two months and above;</i>	Penerima Faedah di bawah Akta Sistem Insurans Pekerjaan 2017 (Akta 800) yang sedang menerima faedah SIP; <i>Benefit Recipients under the Employment Insurance System Act 2017 [Act 800] currently receiving EIS benefits;</i>
Orang kurang berupaya (OKU); <i>Disabled persons;</i>	Peserta Return To Work (RTW) PERKESO; <i>PERKESO Return to Work participants;</i>	Golongan B40 Miskin Tegar Asnaf; <i>Persons in the B40 hardcore poor asnaf group;</i>
Orang Asli; <i>Indigenous people;</i>	Penganggur berumur 50 tahun ke atas; dan <i>Unemployed persons aged 50 years and above; and</i>	Orang yang Diparol Bekas Banduan. <i>Ex-convicts.</i>

Sejak program ini dilaksanakan sehingga 31 Disember 2023, sebanyak 12,868 permohonan telah diterima daripada majikan yang melibatkan 29,995 pengambilan pekerja baharu daripada golongan mudah terjejas. Daripada jumlah tersebut, sebanyak 9,895 majikan yang telah mendapat manfaat daripada program ini yang melibatkan pekerja seramai 20,296 orang iaitu terdiri daripada individu menganggur tegar atau belia lama menganggur iaitu seramai 9,769 orang (48.1%), golongan B40, miskin tegar, asnaf iaitu seramai 6,631 orang (32.7%), golongan wanita, ibu tunggal atau suri rumah yang tidak aktif bekerja iaitu seramai 2,197 orang (10.8%) dan selebihnya meliputi golongan kurang upaya, Orang Asli dan sebagainya. Secara keseluruhan sepanjang tahun 2023, Kerajaan melalui PERKESO telah menyalurkan sejumlah RM25.66 juta melalui program ini.

Selain daripada peningkatan guna tenaga bagi golongan mudah terjejas, penajaan pendapatan golongan ini juga telah dapat dipertingkatkan melalui penempatan pekerjaan serta pematuhan majikan terhadap dasar gaji minimum yang telah ditetapkan oleh Kerajaan.

Since the programme was implemented and as at 31 December 2023, a total of 12,868 applications were received from employers, involving 29,995 hirings of new workers from the vulnerable group. From the said number, a total of 9,895 employers have benefitted from the programme which involved 20,296 workers comprising 9,769 hardcore unemployed individuals or long-term unemployed youths (48.1%), 6,631 persons from the B40, hardcore poor and asnaf groups (32.7%), and 2,197 persons from the women, single mothers or non-actively employed housewives group. The remaining number of workers consist of persons in the disabled group, Indigenous people and others. Overall, the Government through PERKESO, disbursed a sum of RM25.66 million for the programme throughout the year 2023.

Apart from an increase in employment of people in the vulnerable group, the income generated by them has also been improved through job placements and employers' compliance with the minimum wage policy stipulated by the Government.

Secara keseluruhan melalui program ini, purata pendapatan pekerja daripada golongan ini adalah sebanyak RM2,003.16 sebulan iaitu 33.5% lebih tinggi daripada gaji minimum.

Program Daya Kerjaya TVET – Program Transisi Pekerjaan untuk Perantisan TVET & Lulusan Sekolah di bawah Belanjawan 2023

Program Daya Kerjaya TVET bertujuan untuk menggalakkan sektor swasta menggaji pekerja daripada golongan graduan TVET dan Lulusan Sekolah yang mempunyai tahap pendidikan Sijil Pelajaran Malaysia (SPM) dan ke bawah dengan nilai yang lebih tinggi serta merangsang permintaan pekerja dalam kalangan majikan. Selain itu juga, program ini dapat meningkatkan kebolehpasaran dan peningkatan kemahiran serta mengurangkan ketidakpadanan (*mismatch*) dalam pekerjaan dan pembayaran yang tidak setimpal dengan kemahiran (*underemployment*) dalam kalangan graduan TVET serta lulusan sekolah.

Sehingga 31 Disember 2023, Kerajaan melalui PERKESO telah membantu sebanyak 652 majikan yang melibatkan seramai 217 daripada graduan TVET dan 1,155 daripada lulusan sekolah telah mendapat insentif melalui program ini. Manakala seramai 8,241 orang telah diluluskan untuk menghadiri latihan di bawah program ini. Secara keseluruhan, ia melibatkan kelulusan pembayaran berjumlah RM3.26 juta.

Program Bina Kerjaya bagi Program Latihan kepada Pekerja Sektor Tidak Formal di bawah Belanjawan 2023.

Program Bina Kerjaya bagi sektor tidak formal adalah untuk memperkasakan pasaran buruh serta meningkatkan potensi pekerja gig memperoleh pekerjaan formal. Menerusi Belanjawan 2023, orang bekerja sendiri (OBS) dapat menjalani latihan di bawah penyedia latihan PERKESO dengan tanggungan kos yuran maksimum sehingga RM4,000 mengikut kategori persijilan serta elaun RM300 sebulan bagi tempoh tiga (3) maksimum.

Program peningkatan kemahiran atau latihan yang akan dijalani oleh OBS merupakan pengajian secara RPEL, *microcredential* atau persijilan profesional atau kompetensi yang diiktiraf. Program ini dapat memperkasakan kemahiran OBS dengan memberi peluang kepada mereka untuk meningkatkan dan menambah kemahiran mereka menerusi latihan yang telah disediakan. Di samping itu, ia juga dapat menghubungkan OBS di bawah sektor tidak formal ke sektor formal serta meningkatkan potensi peningkatan kerjaya.

Through this programme, the average income of workers from the vulnerable group is RM2,003.16 per months, translated to 33.5% above the minimum wage.

TVET Daya Kerjaya Programme – Employment Transition Programme for TVET Apprentices and School Leavers under Budget 2023

The TVET Daya Kerjaya programme is intended to encourage the private sector to hire workers from amongst TVET graduates and school leavers with Sijil Pelajaran Malaysia (SPM) qualification or below, at a higher value, as well as stimulate demand for workers amongst the employers. Moreover, the programme can also increase the marketability and skillsets of people in the group, reduce the problem of mismatch in employment and underemployment amongst TVET graduates and school leavers.

As at 31 December 2023, the Government, through PERKESO, has assisted a total of 652 employers who received incentives under this programme, involving 217 TVET graduates and 1,155 school leavers. Meanwhile, a total of 8,241 persons have been approved to undergo training under the programme. Overall, the programme involved the approval of payments amounting to RM3.26 million.

Bina Kerjaya Training Programme for Workers in the Informal Sector under Budget 2023

The Bina Kerjaya programme for the informal sector was established to strengthen the labour market and improve the potential of gig workers in gaining formal employment. Under Belanjawan 2023, self-employed persons can undergo training offered by PERKESO training providers, with the course fees being borne by the government up to a maximum of RM4,000 according to the category of certification. Participants will receive an allowance of RM300 per month for a maximum period of three (3) months.

The skills enhancement programme or training that the self-employed persons will undergo comprise recognised RPEL, microcredential or professional or competency certification training. This programme will be able to enhance the marketability of these self-employed persons by given them the opportunity to improve and increase their skills through the training provided. The programme will also be able to connect the self-employed persons currently in the informal sector to the formal sector, simultaneously increasing their career enhancement potential.

Sehingga 31 Disember 2023, seramai 13,226 OBS yang layak untuk menghadiri latihan dan sebanyak RM3.03 juta yang telah diluluskan oleh PERKESO.

Menerusi peningkatan dan penambahan kemahiran yang disediakan, seramai 540 iaitu 4.1% OBS telah berjaya ditawarkan pekerjaan ke sektor formal dan dijangkakan pertambahan transisi pekerjaan OBS dari sektor tidak formal ke sektor formal akan bertambah dari semasa ke semasa memandangkan sebanyak 57.0% sedang menjalani latihan.

SPS Madani

SPS Madani telah diperkenalkan di bawah Belanjawan 2023: Malaysia Madani. SPS Madani ialah perlindungan di bawah Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) PERKESO yang mana merupakan kesinambungan daripada pakej bantuan dan rangsangan ekonomi sebelum ini yang dikenali sebagai SPS Khidmat, di mana pihak Kerajaan telah menyediakan bantuan pembiayaan bayaran penuh caruman (100%) kepada 4 (empat) kumpulan sasar Orang Bekerja Sendiri (OBS) iaitu kepada Anggota Sukarelawan APM, ATM, Maritim, PDRM, BOMBA, RELA, KKM, St. John Ambulance, Persatuan Bulan Sabit Merah, Pekhidmat Rumah Ibadat Islam (JAKIM), Penyelia dan Petugas Pemulihan Komuniti (JKM) dan juga kepada pekerja di sektor awam yang berstatus *contract for service*.

Seramai 108,882 OBS telah dilindungi di bawah program ini dengan jumlah caruman sebanyak RM25.75 juta.

SPS Padanan Caruman

SPS Padanan Caruman ialah bantuan Kerajaan yang diumumkan oleh YB Menteri Kewangan di bawah Belanjawan 2023: Malaysia Madani bagi menyediakan perlindungan keselamatan sosial di bawah SKSPS PERKESO yang dikhususkan kepada lapan (11) Kumpulan Sasar Orang Bekerja Sendiri (OBS) yang terdiri daripada 20 sektor informal. Kumpulan sasar ini dikategorikan mengikut (sebelas) 11 jenis inisiatif iaitu SPS Asal 2.0, SPS Gig 3.0, SPS Jaja 3.0, SPS Lain Upaya 3.0, SPS Servis, SPS Seni 2.0, SPS Agro, SPS Usahawanita 2.0, SPS Didik, SPS Joran dan SPS Sukan.

Pelan caruman yang dibiayai oleh Kerajaan di bawah SPS Padanan Caruman ialah Pelan Caruman Kedua iaitu sebanyak RM232.80 untuk tempoh perlindungan selama setahun. Caruman akan dibayar melalui sumbangan Kerajaan sebanyak 80% iaitu berjumlah RM186.20 manakala baki 20% iaitu berjumlah RM46.60 ialah bayaran caruman yang dibuat oleh OBS.

As at 31 December 2023, a total of 13,226 self-employed persons were eligible to undergo training under the programme with a sum of RM3.03 approved by PERKESO.

With the increase and improvement in skills obtained under the programme, a total of 540 self-employed persons (4.1%) have been offered employment in the formal sector and it is expected that the number of self-employed persons transitioning from the informal sector to the formal sector will increase from time to time as 57.0% of the self-employed persons in the programme are still undergoing training.

SPS Madani

The SPS Madani, a protection scheme under the PERKESO Self-Employment Social Security Scheme, was introduced under Belanjawan 2023: Malaysia Madani as a continuity to the previous economic assistance and stimulation package known as SPS Khidmat. Through the programme, the Government offers full payment of contribution (100%) for four (4) Self-Employed Persons target groups comprising Volunteers of APM, ATM, Maritime, PDRM, BOMBA, KKM, St. Johns Ambulance and Red Crescent Society, service workers of Muslim houses of worship (JAKIM), Supervisors and Personnel of Community Rehabilitation Centres (JKM) and to workers in the public sector who are employed under contract for service.

A total of 108,882 self-employed persons have been protected under the programme with total contributions amounting to RM25.75 million.

SPS Padanan Caruman

The SPS Padanan Caruman is a Government assistance programme announced by the Minister of Finance under Budget 2023: Malaysia Madani that provides social security protection under PERKESO SKSPS specifically two eight (8) Self-Employed Persons target group. This target group comprise 20 informal sectors categorised into eleven (11) types of initiatives, that are, SPS Asal 2.0, SPS Gig 3.0, SPS Jaja 3.0, SPS Lain Upaya 3.0, SPS Servis, SPS Seni 2.0, SPS Agro, SPS Usahawanita 2.0, SPS Didik, SPS Joran and SPS Sukan.

The contribution plan funded by the Government under SPS Padanan Caruman is the Second Contribution Plan of RM232.80 for a protection period of one year. Contribution will be paid through Government contribution of 80% in the sum of RM186.20. The balance 20% in the sum of RM46.60 will be the contribution paid by the Self-Employed Person.

Berdasarkan statistik seramai 237,195 OBS dilindungi di bawah skim ini dan melibatkan jumlah caruman sebanyak RM55.22 juta.

SEMAKAN, PINDAAN DAN PEWARTAAN UNDANG-UNDANG

Pada tahun 2023, Bahagian Perundangan dan Pendakwaan telah menggubal dan menyediakan beberapa Rang Undang-Undang, Peraturan-Peraturan, Pemberitahuan, Perintah, Nota Pertimbangan dan atau juga Memorandum Jemaah Menteri bagi tujuan memantapkan dan menambah baik pentadbiran skim dan faedah keselamatan sosial mengikut dasar Kerajaan serta untuk manfaat OB dalam menyediakan perkhidmatan yang lebih berkualiti.

Rang Undang-Undang, Peraturan-Peraturan, Pemberitahuan, Perintah, Nota Pertimbangan dan atau Memorandum Jemaah Menteri (MJM) yang telah disediakan oleh Bahagian Perundangan termasuklah yang berikut: -

Statistics show that a total of 237,195 Self-Employed Persons are protected under this scheme, involving a sum of RM55.22 in contributions.

REVIEW, AMENDMENT AND GAZETTING OF LAWS

In 2023, the Legal and Prosecution Division drafted and prepared several Bills, Regulations, Notices, Orders, Consideration Notes and or Cabinet Ministers' Memorandum for the purposes of solidifying and improving the administration of social security schemes and benefits in accordance with Government policies, as well as for the benefit of Insured Person, in providing better quality service.

The Bills, Regulations, Notices, Orders, Consideration Notes and or Cabinet Ministers' Memorandum prepared by the Legal Division include the following:

- i. Penyediaan Draf MJM (Polisi) Keselamatan Sosial Pekerja (Pindaan) 2023;
[Preparation of the Draft of Employees' Social Security \(Policy\) Cabinet Ministers' Memorandum \(Amendment\) 2023;](#)
- ii. Draf Nota Pertimbangan YB Menteri Sumber Manusia bagi Draf Perintah Keselamatan Sosial Pekerja (Pindaan Jadual Pertama) 2023 serta Peraturan-Peraturan Keselamatan Sosial Pekerja (Skim Keselamatan Pekerja Asing);
[Draft of the Minister of Human Resources Consideration Notes for the Drafts of the Employees' Social Security \(First Schedule Amendment\) Order 2023 and the Employees Social Security \(Foreign Workers' Security Scheme\) Regulations;](#)
- iii. Draf MJM (Polisi) Sistem Insurans Pekerjaan (Pindaan) 2023;
[Draft of the Employment Insurance System \(Policy\) Cabinet Ministers' Memorandum \(Amendment\) 2023;](#)
- iv. Draf Nota Pertimbangan YB Menteri Sumber Manusia bagi Draf Peraturan-Peraturan Keselamatan Sosial Suri Rumah (Pendaftaran Caruman Am Tribunal Penilai Perubatan Pengkompaunan) 2023;
[Draft of the Minister of Human Resources' Consideration Notes for the Draft of the Housewives' Social Security \(Registration Contribution General Tribunal Medical Assessor Compound\) Regulations 2023;](#)
- v. MJM untuk menetapkan gaji bulanan purata minimum bagi tujuan menaikkan kadar bayaran Pencen Ilat dan Pencen Penakat minimum daripada RM475.00 kepada RM550.00 sebulan;
[Cabinet Ministers' Memorandum to determine the minimum average monthly salary for the purposes of raising the minimum Invalidity Pension and Survivors' Pension rate from RM475.00 to RM550.00 per month.](#)
- vi. Pewartaan bagi Peraturan-Peraturan Keselamatan Sosial (Gaji Bulanan Purata Minimum) 2022 [P.U.(A) 3232022] yang telah mula berkuat kuasa pada 1 Januari 2023.
[Gazetting of the Social Security \(Minimum Average Monthly Salary\) Regulations 2022 \[P.U. \(A\) 3232022\] which came into effect on 1 January 2023.](#)
- vii. Pewartaan Peraturan-Peraturan Keselamatan Sosial Pekerja (Perbekalan) 2022 [P.U.(A) 3552022], Peraturan-Peraturan Keselamatan Sosial Pekerjaan Sendiri (Perbekalan) 2022 [P.U.(A) 3562022] dan Peraturan-Peraturan Sistem Insurans Pekerjaan (Perbekalan) 2022 [P.U.(A) 3572022] telah diwartakan pada 31 Oktober 2022 bagi menetapkan perbelanjaan yang boleh dilakukan oleh PERKESO daripada kumpulan wang di bawah Akta masing-masing.
[Gazetting of the Employees' Social Security \(Supply\) Regulations 2022 \[P.U. \(A\) 3552022\], Self-Employment Social Security \(Supply\) Regulations 2022 \[P.U. \(A\) 3562022\] and the Employment Insurance System \(Supply\) Regulations 2022 \[P.U. \(A\) 3572022\] with effect from 31 October 2022 to determine the expenditure that may be effected by PERKESO from the funds under the respective Acts.](#)

PROGRAM RETURN TO WORK (RTW)

Pada 15 Januari 2007, PERKESO telah memperkenalkan Program RTW di bawah Sistem Insurans Pekerjaan untuk menyediakan pemulihan fizikal kepada Orang Berinsurans (OB). Tujuan program ini adalah untuk membantu OB yang mengalami hilang upaya akibat daripada kemalangan dan penyakit untuk mencapai tahap kefungsiian optimum sebelum kembali bekerja.

Setiap peserta program ini akan diuruskan oleh seorang Pengurus Kes atau Penolong Pengurus Kes yang mengguna pakai pendekatan biopsikososial, yang menekankan terhadap kefungsiian fizikal, psikologi dan sosial yang timbul daripada kecederaan atau penyakit yang dialami. Sejak program ini dilancarkan seramai 66,468 peserta yang menjalani program ini telah berjaya dipulihkan dan kembali semula bekerja.

RETURN TO WORK PROGRAMME (RTW)

On 15 January 2007, PERKESO introduced the Return to Work Programme under its Employment Insurance System, providing physical rehabilitation to Insured Persons. The programme was established for the purposes of helping Insured Persons who have been disabled due to accidents and diseases to achieve optimum levels of functionality prior to returning to work.

Each participant shall be managed by a Case Manager or Assistant Case Manager applying a biopsychosocial approach which prioritises the physical, psychological and social functionalities arising from the injury or disease experienced. Since its launch, a total of 66,468 programme participants have been rehabilitated and returned to work.

JADUAL 41 : KEJAYAAN PROGRAM RTW
TABLE 41 : THE SUCCESS OF THE RTW PROGRAMME

KOMPONEN COMPONENT	TAHUN YEAR				
	2019	2020	2021	2022	2023
Bilangan kes dirujuk Number of cases referred	9,698	6,848	10,461	15,019	17,804
Bilangan kes telah kembali bekerja Number of cases returned to work	7,019	5,286	7,163	11,283	13,784
Peratus kes telah kembali bekerja Percentage of cases returned to work	72.4%	77.2%	68.5%	75.1%	77.42%

Dalam memastikan pemberian perkhidmatan yang holistik dan memastikan bahawa konsep pengurusan hilang upaya ini dapat dilaksanakan oleh setiap pemegang taruh dengan sendiri, beberapa program dan penambahbaikan telah diperkenalkan seperti:



Certified Disability Management Professionals (CDMP)

PERKESO menjadi pemegang lesen untuk membawa pensijilan dari Kanada di Asia Tenggara. Program ini bertujuan untuk melatih lebih ramai profesional ahli kesihatan, ahli kesihatan bersekutu, pengamal keselamatan sosial, dan pengurus sumber manusia mengenai program RTW dan konsep pengurusan hilang upaya. Seramai 139 orang peserta telah berjaya dan diperakui sijil profesional CDMP ini untuk tahun 2023 dengan peratus kelulusan sebanyak 83.45%, ini adalah termasuk 15 orang peserta antarabangsa dari Filipina dan Indonesia.

In ensuring holistic service delivery and ensuring that this disability management concept can be self-implemented by each stakeholder, several programmes and improvements have been introduced such as:

Certified Disability Management Professionals (CDMP)

PERKESO is the licence holder bringing the certification from Canada into South East Asia. The programme is carried out for the purposes of training more health care professionals, allied healthcare experts, social security practitioners and human resource managers in the RTW programme and the concept of disability management. A total of 139 participants have successfully undergone the programme and have been accredited as Certified Disability Management Professionals in 2023, with a passing percentage of 83.45%, including 15 international participants from the Philippines and Indonesia.



Program CAKNA Prihatin

Cakna Prihatin ialah inisiatif CSR di mana pasukan Tabung Haji komited dalam menyediakan tajaan pembiayaan kos untuk beberapa projek yang dicadangkan (Oktober 2022 - Oktober 2024) yang akan memberi impak kepada pembangunan tenaga kerja, peluang pekerjaan, dan penjana pendapatan, khususnya di kalangan PERKESO, penyumbang dan masyarakat umum. Program ini memberi tumpuan kepada pemulihan vokasional peserta RTW melalui integrasi sosial dan aktiviti sokongan pra-pekerjaan. Inisiatif ini bertujuan untuk mempertingkatkan ketersediaan dan potensi diri agar mereka dapat kembali bekerja dan menyumbang kepada masyarakat. Konsep CAKNA Prihatin adalah untuk menyediakan latihan vokasional, keusahawanan, bantuan peralatan, dan *work trial* sebagai persediaan dan proses sokongan untuk kembali ke aktiviti pekerjaan yang produktif dan berterusan. Sepanjang tahun 2023, sebanyak 16 program telah diluluskan atas inisiatif ini.



Return to Work Coordinator (RTWC)

Program ini ialah asas pengenalan mengenai hilang upaya kepada para majikan untuk mereka berikan sokongan kepada OB yang mengalami hilang upaya di tempat kerja, agar OB terus bekerja dengan baik. Seramai 181 wakil majikan dari 335 syarikat telah menghadiri bengkel RTWC ini bagi tahun 2023.



RTWPreneur

Program keusahawanan peserta program RTW bagi memastikan agar peserta program RTW yang tidak dapat peluang pekerjaan kompetitif untuk terus berdikari dan memperoleh pendapatan. Peserta turut diberi latihan kemahiran dan latihan pengurusan kewangan sebagai seorang usahawan. Bagi tahun 2023, seramai 221 peserta RTW telah dibimbing dalam bidang keusahawanan ini.

Sokongan Emosi dan Kesejahteraan Psikologi – Program ini memberi sokongan emosi dan psikologi kepada OB, keluarga, dan orang awam oleh Pengurus Kes yang mempunyai lesen berdaftar sebagai Kaunselor. Sepanjang tahun 2023, seramai 269 majikan telah dilatih dalam Program Pensijilan Wellness Responder at Work yang melibatkan 21 program setiap negeri di seluruh Malaysia. Emotional Wellbeing Webinars dan Forum as an Outreach Psychological Support juga dijalankan khusus untuk OB mengikut keperluan mereka. Sebanyak 1 program juga telah dianjurkan khusus kepada pekerja yang telah melibatkan lebih daripada 539 pekerja yang menghadiri program tersebut. Perkhidmatan Tele Sokongan Emosi dan Kaunseling Kerjaya telah menerima lebih daripada 700 rujukan daripada pengurus kes serta orang awam.

CAKNA Prihatin Programme

The CAKNA Prihatin programme is a Corporate & Social Responsibility (CSR) initiative undertaken with the commitment from Tabung Haji in financing the cost of several proposed projects (October 2022–October 2024) which will impact workforce development, employment opportunity and income generation, specifically within PERKESO and amongst contributors and the public. The programme focuses on vocational rehabilitation of RTW participants through social integration and pre-employment supporting activities. The purpose of this initiative is to enhance the participants' readiness and self-potential, thus enabling them to return to work and contribute to society. The concept of CAKNA Prihatin is to provide vocational and entrepreneurial training, equipment assistance and work trial programme as preparation and support towards returning to productive and continued employment.

Return to Work Coordinator (RTWC)

This programme provides employers with a basic introduction to disability enabling them to support Insured Persons who have been disabled, at the work place, so that they can continue to work well. A total of 181 employer representatives from 335 companies attended the RTWC workshop in 2023.

RTWPreneur

The entrepreneurial programme offered to RTW participants ensures that RTW participants who could not obtain competitive employment opportunities are able to maintain their independence and generate income. Participants are provided with skills training as well as financial management training as entrepreneurs. In 2023, a total of 221 RTW participants were guided in the entrepreneurship.

Emotional and Psychological Wellbeing Support – This programme provides Insured Persons, their families and the public with emotional and psychological support from Case Managers who are licensed as Counsellors. A total of 269 employers were trained in the Wellness Responder at Work Certification Programme in 2023, involving 21 sessions in each state nationwide. Emotional Wellbeing Webinars and Forums on Outreach Psychological Support were also conducted specifically for Insured Persons in accordance with their needs. A programme was organised for workers, with the participation of more than 539 persons. Tele Emotional Support and Career Counselling Services also received more than 700 referrals from case managers and the public.



Work Support Intervention (WSI)

Workplace Support Intervention (WSI) ini menumpukan pada konsep integrasi pengurusan hilang upaya, sokongan pekerjaan (*job coaching*) dan pencegahan dalam konteks keselamatan dan kesihatan di tempat kerja. Tujuan WSI dilaksanakan adalah untuk membantu pengekalan pekerjaan (*sustain at work*) untuk kumpulan sasaran utama yang terdiri daripada OB yang mengalami ketidakupayaan dari segi ketidakupayaan intelektual, perkembangan, kesihatan termasuk mereka yang mempunyai kecacatan kognitif, fizikal, kognitif dan fizikal serta tahap keupayaan yang hampir optimum, seperti yang disyorkan oleh doktor yang merawat OB atau ahli terapi. Pada tahun 2023, sebanyak 172 kes berkaitan intervensi WSI ini telah diselesaikan. Perkongsian program intervensi WSI kepada majikan telah dilaksanakan bersama dengan Program Pensijilan Wellness Responder at Work di 12 negeri yang telah melibatkan 262 wakil majikan.

Workplace Support Intervention (WSI)

The Workplace Support Intervention (WSI) programme focuses on the concept of integrating disability management, job coaching and prevention in the context of safety and health at the workplace. This programme is implemented for the purposes of assisting with job retention (*sustain at work*) for the key target group comprising Insured Persons who are disabled in terms of intellect, growth and health including persons with cognitive, physical, cognitive and physical handicap, as well as those with near optimum capacity, as recommended by doctors or therapists treating the Insured Persons. A total of 172 WSI cases were resolved in 2023. The WSI program was implemented together with the Wellness Responder at Work Certification programme in 12 states involving 262 representatives of employers.



Restart

Program Re-Employment Support, Treatment and Rehabilitation Teamwork (RESTART) telah diwujudkan pada tahun 2021 dengan kerjasama PERKESO dan Kementerian Kesihatan Malaysia (KKM) untuk membantu pesakit yang mengalami masalah kesihatan mental dalam kembali bekerja sebagai usaha mengurangkan stigma dan diskriminasi terhadap komuniti ini. Sebanyak 421 kes RESTART telah diuruskan dalam pengurusan hilang upaya melibatkan 35 hospital bagi tahun 2023. Sepanjang program RESTART diperkenalkan sejak tahun 2021, sebanyak 1,184 kes telah diuruskan dan telah berjaya menempatkan sebanyak 281 kes kembali bekerja.

Restart

The Re-Employment Support, Treatment and Rehabilitation Teamwork (RESTART) programme was established in 2021 by PERKESO in collaboration with the Ministry of Health to help patients with mental health challenges in returning to work, as part of the effort to reduce the stigma and discrimination against people within the community. A total of 421 RESTART cases were handled in 2023, in terms of disability management, involving 35 hospitals. Since its introduction in 2021, a total of 1,184 cases have been managed with 281 cases successfully returned to work.

Sejak program ini dilancarkan seramai 66,441 peserta yang menjalani program ini telah berjaya dipulihkan dan kembali semula bekerja.

Since its launch, a total of 66,441 participants have successfully been treated and returned to work.

JADUAL 42 : STATISTIK PROGRAM RESTART
TABLE 42 : RESTART PROGRAMME STATISTICS

KOMPONEN COMPONENT	TAHUN YEAR					
	2018	2019	2020	2021	2022	2023
Bilangan kes dirujuk Number of cases referred	6,951	9,698	6,848	10,461	15,019	17,804
Bilangan kes telah kembali bekerja Number of cases returned to work	3,845	7,019	5,286	7,163	11,283	13,784
Peratus kes telah kembali bekerja Percentage of cases returned to work	55.3%	72.4%	77.2%	68.5%	75.1%	77.4%



PUSAT REHABILITASI PERKESO TUN ABDUL RAZAK

Pusat Rehabilitasi PERKESO yang dibina di Bandar Hijau, Hang Tuah Jaya Melaka mula beroperasi pada 1 Oktober 2014. Sehingga Disember 2023, seramai 15,638 orang pekerja telah menerima rawatan pemulihan di Pusat Rehabilitasi PERKESO Tun Abdul Razak dan 10,825 orang telah berjaya kembali bekerja.

Sebagai satu inisiatif memperluas perkhidmatan rehabilitasi kepada Orang Berinsurans dan memudahkan Orang Berinsurans mendapatkan rawatan, PERKESO telah menubuhkan empat pusat satelit rehabilitasi iaitu;

PERKESO TUN ABDUL RAZAK REHABILITATION CENTRE

The PERKESO Rehabilitation Centre which was constructed in Bandar Hijau, Hang Tuah Jaya, Melaka began operating on 1 October 2014. As at December 2023, a total of 15,638 workers have undergone rehabilitation at the said rehabilitation centre and 10,825 workers have successfully returned to work.

As one of the initiatives to expand the rehabilitation services made available to Insured Persons and facilitating them in obtaining treatment, PERKESO has established the following four satellite rehabilitation centres:



Pusat Rehabilitasi PERKESO di Pelabuhan Tanjung Pelepas atau lebih dikenali Fit-Port Pelabuhan Tanjung Pelepas (PTP) yang telah beroperasi pada 2 Mac 2020.

[PERKESO Rehabilitation Centre in Tanjung Pelepas Port or better known as Tanjung Pelepas Fit-Port which began operations on 2 March 2020.](#)



Pusat Rehabilitasi PERKESO Kuala Terengganu (PRPKT) bertempat di Permai Park Inn Kuala Terengganu telah beroperasi pada 28 Jun 2020 dan merupakan satu-satunya pusat satelit yang beroperasi di Pantai Timur.

[PERKESO Kuala Terengganu Rehabilitation Centre located in Permai Park Inn, Kuala Terengganu which began operations on 28 June 2020. It is the only satellite centre operating on the east coast.](#)



Pusat Rehabilitasi PERKESO Ara Damansara bertempat di Ara Damansara Medical Centre, Selangor Darul Ehsan yang telah mula beroperasi pada 1 September 2020.

[PERKESO Ara Damansara Rehabilitation Centre located in Ara Damansara Medical Centre, Selangor Darul Ehsan which began operations on 1 September 2020.](#)



Pusat Rehabilitasi PERKESO yang beroperasi di Quill City Mall, Kuala Lumpur sejak 11 Januari 2021.

[PERKESO Rehabilitation Centre located in Quill City Mall, Kuala Lumpur which began operations on 11 January 2020.](#)

Perkhidmatan yang disediakan di pusat ini memfokuskan kepada Rehabilitasi Neuro-Robotik dengan menggunakan peralatan teknologi neuro-robotik Cyberdyne HAL® dari Jepun. Selain itu, pusat ini juga turut mengutamakan kesihatan mental yang mempunyai keperluan yang semakin meningkat pada masa kini dengan menyediakan program rehabilitasi kesihatan mental.

Di samping itu, pusat ini turut menawarkan program rehabilitasi fizikal yang termasuk Fisioterapi dan Terapi Cara kerja serta Rehabilitasi Vokasional dan Kesejahteraan Mental.

The services offered at these centres focus on Neuro-Robotic Rehabilitation using the Cyberdyne Hal® neuro-robotic technology equipment from Japan. These centres also give priority to mental health which is increasingly needed in current times, by offering mental health rehabilitation programmes.

Additionally, these centres also offer physical rehabilitation programmes including Physiotherapy, Occupational Therapy as well as Vocational and Mental Wellbeing Rehabilitation.



Secara keseluruhan, seramai 2,454 pesakit telah berjaya menjalani rawatan pemulihan pada tahun 2023 melalui Program Rehabilitasi Fizikal dan Vokasional yang komprehensif bagi mengembalikan semula OB PERKESO ke alam pekerjaan dan secara tidak langsung membantu meningkatkan sosio-ekonomi dan kesejahteraan OB.

Overall, a total of 2,454 patients have successfully undergone comprehensive Physical and Vocational Rehabilitation in 2023, made available to return PERKESO Insured Persons to employment and indirectly help improve their socio-economy and wellbeing.

PROGRAM SOSIAL SINERGI

Program Sosial Sinergi merupakan inisiatif yang inovatif bagi mewujudkan sebuah platform dan rangkaian penyaluran maklumat bagi kes-kes keselamatan sosial yang pertama di Malaysia. Program ini dibina dengan mengadaptasi model keselamatan sosial dari negara maju seperti Australia, England dan Amerika Syarikat.

Dengan menggabungkan tiga (3) entiti keselamatan sosial iaitu Insurans Sosial, Bantuan Sosial dan Intervensi Pasaran Kerja, inisiatif ini dilihat sebagai formula terbaik bagi menangani permasalahan kemiskinan, keciciran dan ketidaksepaduan manfaat keselamatan sosial yang menyumbang ke arah pertindihan faedah dan manfaat.

Dengan mengadaptasi penggunaan teknologi 'blockchain', Sistem MySynergy bakal menjadi hub data keselamatan sosial yang terbesar di Malaysia. Sehingga kini sejumlah lebih 110 agensi dan lebih 556 pemimpin masyarakat yang menyediakan perkhidmatan keselamatan sosial di seluruh negara telah menyertai program ini.

SOCIAL SYNERGY PROGRAMME

The Social Synergy programme is an innovative initiative to establish a platform and network for channeling information on social security cases, the first of its kind in Malaysia. This programme is designed by adapting social security models from developed countries such as Australia, England and the United States of America.

By combining the three social security entities of Social Insurance, Social Assistance and Labour Market Intervention, this initiative is seen as the best formula in overcoming poverty, drop-outs and disintegration of social security benefits which contribute towards the overlapping of benefits.

By adapting the use of blockchain technology, the MySynergy System will become the biggest social security data hub in Malaysia. To date, more than 110 agencies and 556 community leaders providing social security services nationwide have joined the programme.

➤ **PENGURUSAN PERKHIDMATAN PELANGGAN**

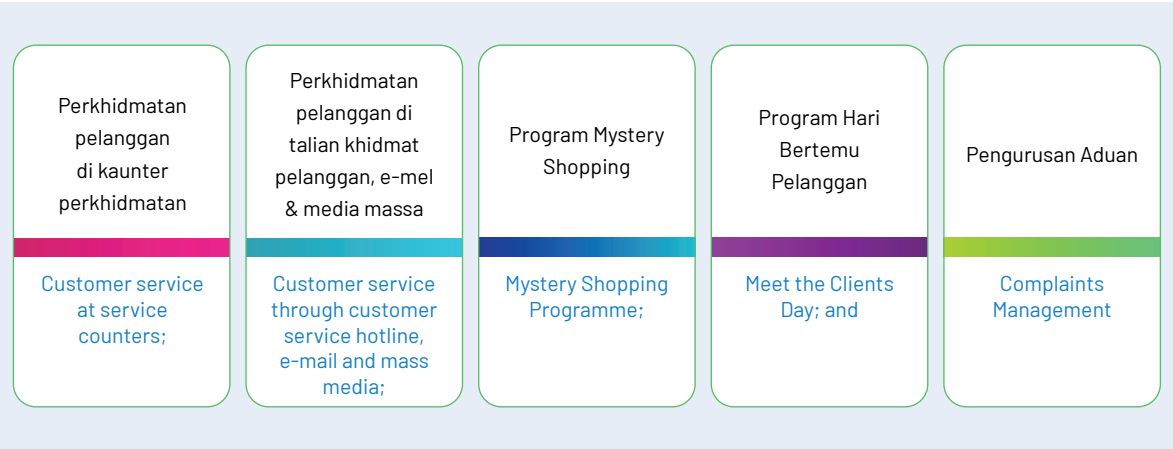
Kualiti perkhidmatan dilihat menerusi amalan yang dipraktikkan oleh semua warga PERKESO dalam konteks pematuhan SENYUM, SAPA, SALAM, SANTUN & PRIHATIN (S4P) dan Garis Panduan Khidmat Pelanggan – Employee Customer Guideline (ECG) semasa memberikan perkhidmatan mereka kepada pelanggan. Jumlah penghargaan pelanggan yang diterima pada tahun 2023 adalah seperti berikut:

CUSTOMER SERVICE MANAGEMENT

Quality of service is seen through the habits practised by all PERKESO staff in the context of SENYUM, SAPA, SALAM, SANTUN & PRIHATIN (S4P) and the Employee Customer Guideline (ECG) while serving their customers. The number of customer appreciation received in 2023 is as set out below:

JADUAL 43 : JUMLAH PENGHARGAAN PELANGGAN 2023 TABLE 43 : THE NUMBER OF CUSTOMER APPRECIATION	
KATEGORI SUMBER SOURCE CATEGORY	JUMLAH PENGHARGAAN NUMBER OF APPRECIATION
Akhbar Newspaper	1
E-mel Email	12
Facebook Facebook	8
Surat Letters	14
WhatsApp WhatsApp	12
Google Review Google Review	4
Sijil Certificate	4
Sistem Pengurusan Aduan Awam (SISPAA)	7
Borang testimoni SIP	2
JUMLAH TOTAL	64

Pengurusan dan penilaian perkhidmatan pelanggan di PERKESO merangkumi:
The management and evaluation of customer service in PERKESO encompass:



Perkhidmatan Pelanggan di Kaunter Perkhidmatan

Bagi meningkatkan mutu perkhidmatan kepada pelanggan khususnya perkhidmatan di kaunter-kaunter PERKESO di seluruh negara, perkhidmatan pelanggan di kaunter PERKESO telah diperkemas menerusi indikator sasaran purata masa menunggu pelanggan iaitu 8 minit. Pencapaian purata masa menunggu bagi tahun 2023 adalah 3 minit 5 saat (00:03:05).

Customer Service at Service Counters

In order to improve the quality of service rendered to customers, especially service at PERKESO counters nationwide, customer service at PERKESO counters is updated using the target customer waiting time average indicator of 8 minutes. The average waiting time achieved in 2023 is 3 minutes and 5 seconds (00:03:05).

JADUAL 44 : JUMLAH KEHADIRAN PELAWAT BAGI TAHUN 2023 MENGIKUT KATEGORI URUSAN PERKHIDMATAN
TABLE 44 : THE NUMBER OF VISITORS RECORDED IN 2023 ACCORDING TO SERVICE CATEGORY

JENIS PERKHIDMATAN TYPE OF SERVICE	JUMLAH PELANGGAN NUMBER OF CUSTOMERS
Pendaftaran Majikan Pekerja Employer Employee Registration	78,860
Bayaran Caruman FCLB Payment of Contribution Late Payment Charges	62,799
Penghantaran Borang Faedah Submission of Benefits Forms	187,535
Aduan dan Pernyataan Waris OB Complaints and Statement of Insured Persons Next of Kin	22,188
Pertanyaan Lain-Lain Enquiries Others	359,803
JUMLAH TOTAL	711,185

Pengurusan Perhubungan Pelanggan

Customer Relationship Management (CRM) yang ditubuhkan pada 2 September 2013 berperanan sebagai barisan hadapan yang menyediakan platform perhubungan pelanggan melalui medium komunikasi seperti berikut:

Customer Relationship Management

Customer Relationship Management (CRM), established on 2 September 2013, forms the frontline in providing customer relationship platform using the following medium of communication:



Talian Khidmat Pelanggan :
Customer Service Hotline:

1-300-22-8000



E-mel rasmiportal maklum balas : perkeso@perkeso.gov.my
iOfficial e-mail feedback portal : perkeso@perkeso.gov.my



Media sosial rasmi : Facebook Instagram YouTube X LinkedIn
Official social media: Facebook Instagram YouTube X LinkedIn



Portal Matrix
Matrix Portal



Chatbot HannaLive Agent
Hanna Chatbot Live Agent

JADUAL 45 : SENARAI MAKLUM BALAS PELANGGAN YANG DIKENDALIKAN DAN DISELESAIKAN
OLEH CRM BAGI TEMPOH 2023

TABLE 45 : LIST OF CUSTOMER FEEDBACK MANAGED AND RESOLVED BY CRM IN 2023

SALURAN CHANNEL	JUMLAH MAKLUM BALAS TOTAL FEEDBACK
Panggilan Inbound	297,230
E-mel Maklum Balas Portal E-mail Portal Feedback	109,779
Media Sosial Social Media	19,829
Portal Matrix Matrix Portal	2,464
Live Agent	8,907

Saluran panggilan merupakan saluran pilihan utama pelanggan untuk berhubung dengan PERKESO bagi mendapatkan maklumat yang berkaitan. Berdasarkan statistik, panggilan yang telah dijawab oleh ejen sepanjang tahun 2023 berjumlah 297,230 berbanding pada 2022 sebanyak 314,920. Bagi pertanyaan melalui saluran e-mel maklum balas portal telah menyelesaikan pertanyaan sebanyak 109,779 berbanding 83,134 pada tahun 2022. Saluran media sosial pula telah menyelesaikan pertanyaan sebanyak 18,829 berbanding 30,343 pada 2022 iaitu penurunan sebanyak 11,514. Maklum balas melalui saluran Portal MATRIX pula sebanyak 2,464 berbanding 6,973 pada 2022. Pelanggan juga telah memilih perkhidmatan Chatbot dan Live Agent untuk mendapatkan maklumat berkaitan PERKESO pada tahun 2023 yang merekodkan sebanyak 8,907 berbanding sebanyak 10,166 maklum balas pada tahun 2022.

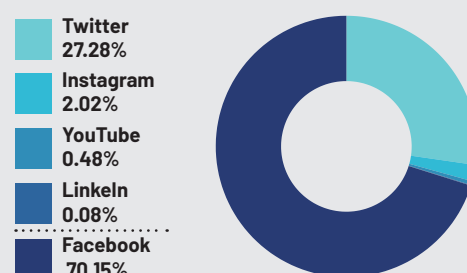
Sejajar dengan perkembangan teknologi dan era pendigitalan, didapati Facebook telah menjadi pilihan utama untuk pelanggan berkomunikasi dengan PERKESO yang mencecah 14,826 pelanggan bersamaan 70.15%, disusuli Twitter sebanyak 5,765 atau 27.28%, Instagram sebanyak 426 atau 2.02%, manakala bagi YouTube sebanyak 101 atau 0.48% dan LinkedIn sebanyak 17 pertanyaan bersamaan 0.08%.

The hotline is the customers' first choice in connecting with PERKESO to obtain relevant information. Statistics show that a total of 297,230 calls were answered by agents in 2023 compared to 314,920 calls in 2022. A total of 109,779 enquiries were entertained through e-mail feedback portal compared to 83,134 enquiries in 2022. On the other hand, 18,829 enquiries were entertained through social media compared to the 30,343 enquiries in 2022, a reduction of 11,514. Feedback received through the MATRIX Portal amounted to 2,464 compared to the 6,973 received in 2022. Customers also chose to use the Chatbot and Live Agent service in obtaining PERKESO-related information in 2023. The services recorded a total of 8,907 enquiries compared to the 10,166 enquiries in 2022.

In line with the growth of technology and digitalisation era, it is found that Facebook has become the main choice for customers in communicating with PERKESO, with 14,826 customers (70.15%), followed by Twitter with 5,765 customers (27.28%). Instagram recorded a total of 426 customers (2.02%), followed by YouTube with 101 customers (0.48%) and LinkedIn with 17 enquiries (0.08%).

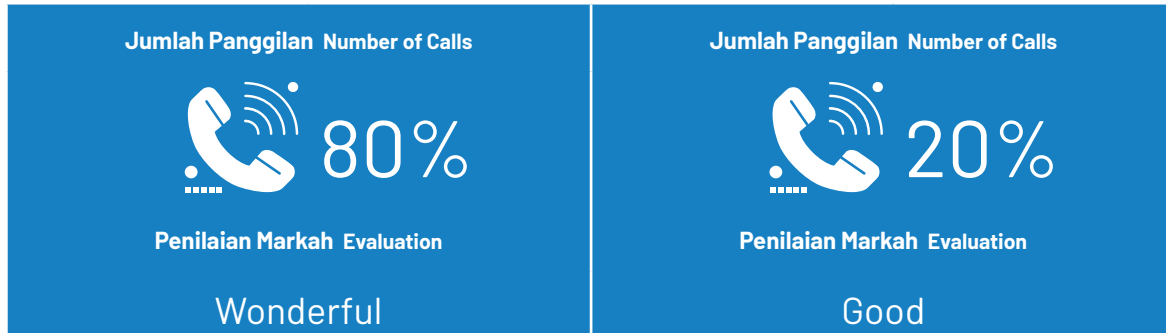
SALURAN CHANNEL	MAKLUM BALAS YANG DIBERIKAN FEEDBACK GIVEN	PERATUSAN PENCAPAIAN ACHIEVEMENT PERCENTAGE
Facebook	14,826	70.15%
Twitter	5,765	27.28%
Instagram	426	2.02%
Youtube	101	0.48%
LinkedIn	17	0.08%
PERATUSAN PENCAPAIAN ACHIEVEMENT PERCENTAGE	21,135	

Peratusan Pencapaian
Achievement Percentage



Mystery Shopping CRM's Call Wave 12 dan 13

Mystery Shopping CRM's Call Wave 12 telah dilaksanakan bermula tempoh 1 Februari – 31 Mac 2023 dan mencatatkan prestasi keseluruhan iaitu 99.89% yang meningkat sebanyak 0.88% daripada Wave 11 iaitu 99.01%. Sebanyak 100 panggilan telah dibuat oleh pihak pembekal luaran dan jadual di bawah adalah perincian pencapaian panggilan:

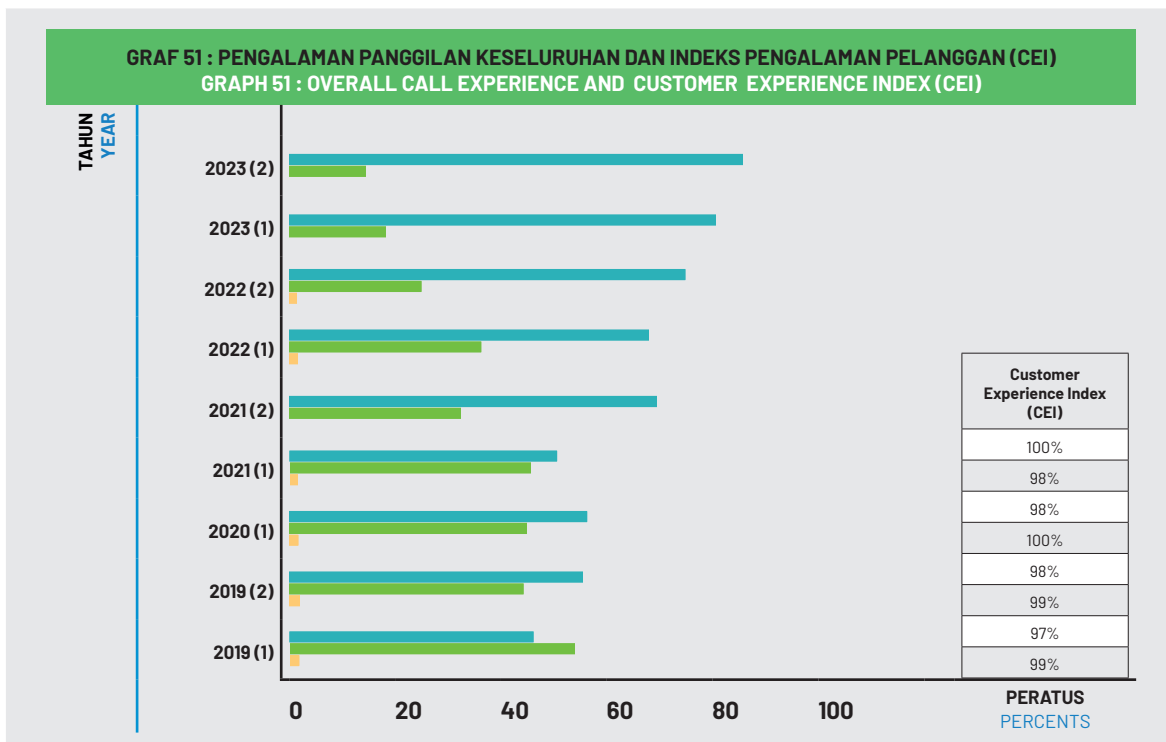


Secara keseluruhannya, 80% panggilan telah dinilai sebagai 'wonderful' berbanding 74% pada Wave 11. 20% telah dinilai 'good', dan Customer Experience Index (CEI) mencapai 100%. Pencapaian ini menunjukkan rekod baharu sejak Mystery Shopping dijalankan. Gambar rajah di bawah adalah penilaian Customer Experience Index bagi tempoh 2019 hingga 2023.

Mystery Shopping CRM's Call Wave 12 dan 13

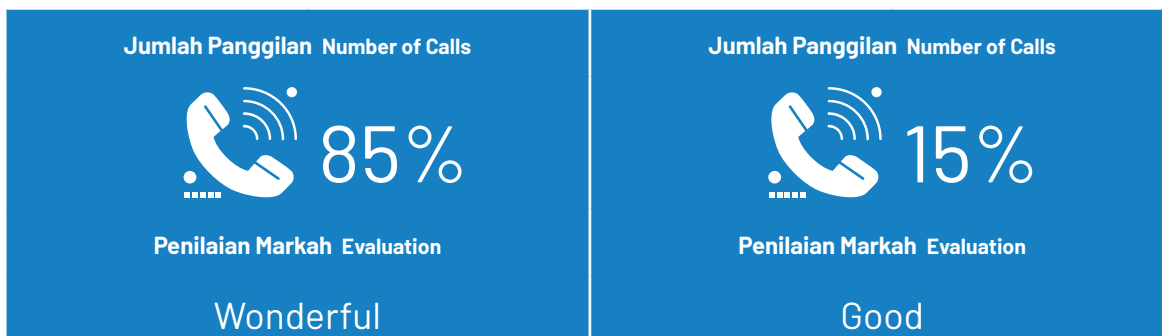
The CRM Mystery Shopping Call Wave 12 was carried out from 1 February to 31 March 2023 and recorded an overall performance of 99.89%, an improvement of 0.88% from Wave 11 which achieved 99.01%. A total of 100 calls were made by external suppliers and the table below shows details of the performance achieved:

Overall, 80% of the calls were rated 'wonderful' compared to the 74% achieved during Wave 11. 20% of the calls were rated 'good' and the Customer Experience Index (CEI) achieved a rating of 100%. This is a new record in achievement since the Mystery Shopping programme was first implemented. The diagram below shows the Customer Experience Index from 2019 to 2023.



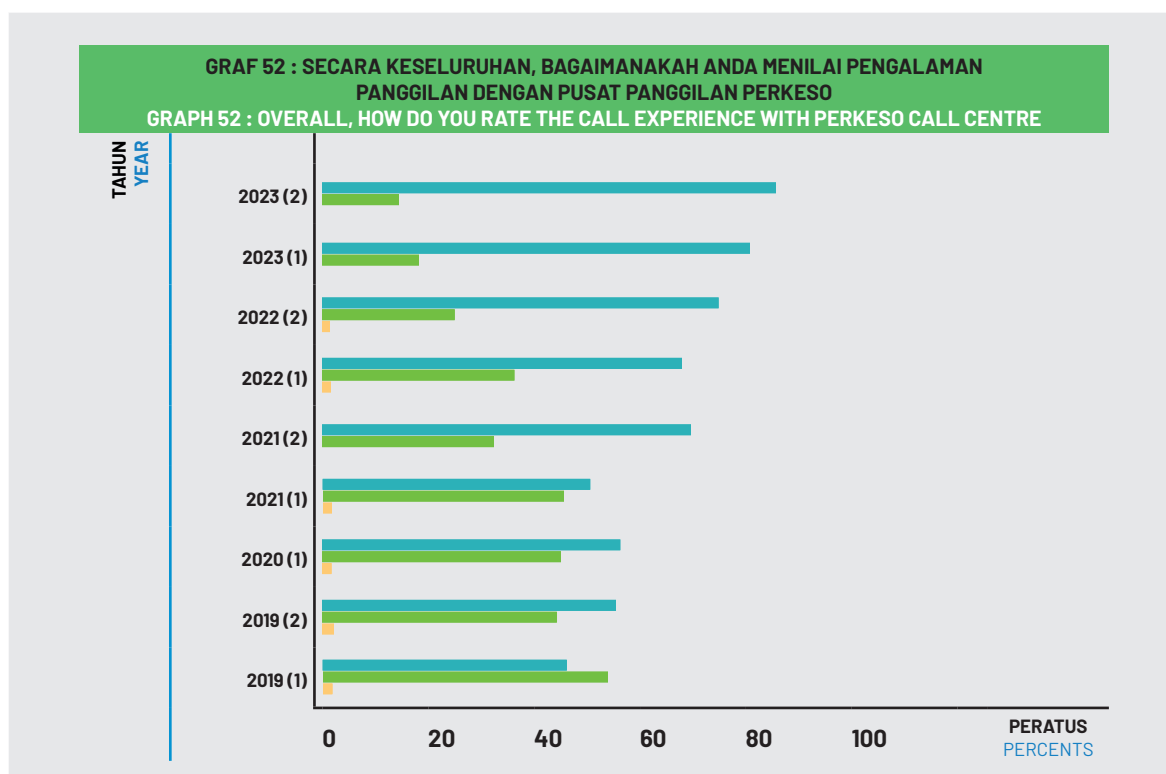
Manakala Mystery Shopping Wave 13 yang merupakan sesi kedua bagi tahun 2023 telah dijalankan pada 1 September sehingga 31 Oktober 2023 melibatkan 100 panggilan yang dibuat secara rawak. Prestasi keseluruhan Mystery Shopping Wave 13 bersamaan 99.53% iaitu penurunan sebanyak 0.36% berbanding Wave 12. Jadual di bawah adalah perincian pencapaian panggilan:

Meanwhile, the Mystery Shopping Wave 13, the second session in 2023, was conducted from 1 September to 31 October 2023 with 100 calls made randomly. The exercise achieved 99.53%, a reduction of 0.36% compared to the achievement in Wave 12. The table below shows details of the performance achieved:



Untuk panggilan keseluruhan, 85% daripada panggilan Mystery Shopping menilai "Wonderful " berbanding 80% pada Wave 12. Ini sekali lagi merupakan satu lagi rekod baharu yang dicapai sejak program Mystery Shopping bermula dan sebanyak 15% dinilai "Good". Manakala Customer Experience Index (CEI) berada pada 100%. 97% daripada Ejen CRM mencapai skor sempurna 100%, berbanding dengan 98% pada Wave 12.

Overall, 85% of the calls were rated 'Wonderful' compared to 80% achieved during Wave 12. This is another new record achieved since the Mystery Shopping programme was first introduced. 15% of the calls were rated 'Good'. Meanwhile, the Customer Experience Index (CEI) achieved a rating of 100%. 97% of the CRM Agents achieved perfect scores of 100% compared to the 98% in Wave 12.



JADUAL 46 : PERBANDINGAN PENCAPAIAN CUSTOMER EXPERIENCE INDEX (CEI) BAGI TAHUN 2022 DAN 2023:
TABLE 46 : THE COMPARISON BETWEEN CUSTOMER EXPERIENCE INDEX (CEI) ACHIEVEMENTS IN 2022 AND 2023:

	TAHUN YEAR					
	2022			2023		
WAVE	WAVE 10	WAVE 11	PENINGKATAN PENURUNAN INCREASE REDUCTION	WAVE 12	WAVE 13	PENINGKATAN PENURUNAN INCREASE REDUCTION
WONDERFUL	68.00%	74.00%	Pencapaian bagi rating 'Wonderful' meningkat sebanyak 6.00% Achievement of 'wonderful' rating increased by 6.00%	80.00%	85.00%	Pencapaian bagi rating 'Wonderful' meningkat sebanyak 5.00% Achievement of 'wonderful' rating increased by 5.00%
GOOD	30.00%	24.00%		20.00%	15.00%	
AVERAGE	2.00%	2.00%		-	-	

CRM terus mengorak langkah menjangkau sasaran golongan muda dengan mewujudkan pelayaran aplikasi chatbot iaitu Tanya Hanna yang dilancarkan pada Februari 2021. Sejak dilancarkan, Hanna telah mendapat maklum balas memberangsangkan.

CRM continues to take steps to reach the targeted youth group by creating a chatbot application called "Tanya Hanna" (Ask Hanna) which was launched in February 2021. Hanna has garnered encouraging feedback since its launch.

TAHUN YEAR	JUMLAH PELAWAT NUMBER OF VISITORS	PERKHIDMATAN LIVE AGENT LIVE AGENT SERVICE
2022	6,654,258	10,166
2023	5,401,662	8,907

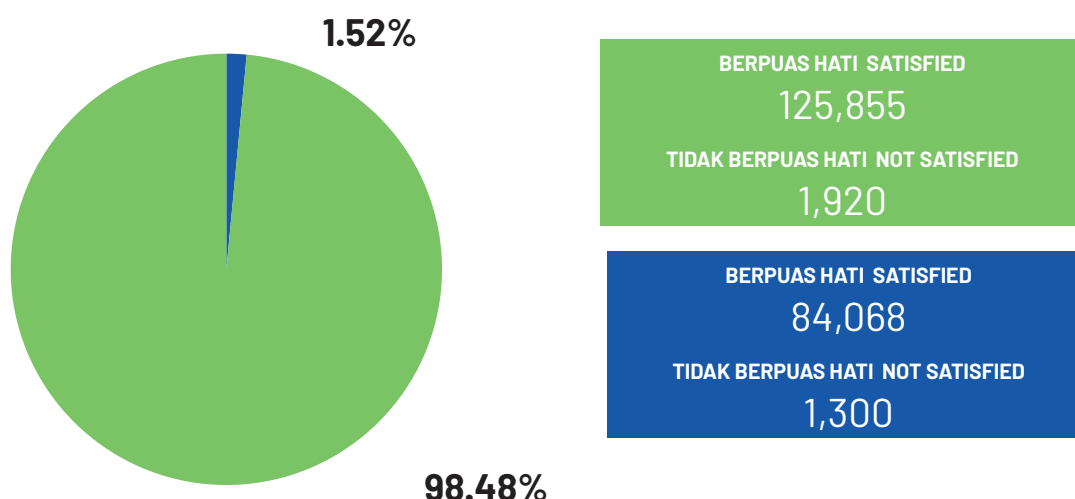
Statistik pelanggan pada tahun 2023 menunjukkan Hanna telah menerima kunjungan seramai 5,401,662 pelanggan dan 8,907 perkhidmatan melalui 'Live Agent' berbanding 6,654,258 jumlah kunjungan pelanggan dan 10,166 perkhidmatan melalui 'Live Agent' pada tahun 2023. Statistik menunjukkan berlaku penurunan sebanyak 18.82% atau 1,252,596 kunjungan pelanggan dan penurunan sebanyak 1,259 atau 12.38% dalam perkhidmatan 'Live Agent'.

The customer statistics in 2023 show that Hanna received visits from 5,401,662 customers and 8,907 Live Agent services compared to the 6,654,258 customer visits and 10,166 Live Agent services recorded in 2022. This is translated into a reduction of 18.82% or 1,252,596 customer visits, and a reduction of 12.38% or 1,259 Live Agent services.

CRM turut menjalankan kajian kepuasan pelanggan ke atas panggilan telefon. Hasil kajian mendapati, seramai 84,068 (98.48%) pelanggan berpuas hati dengan perkhidmatan yang diterima dan 1,300 (1.52%) tidak berpuas hati berbanding statistik pada tahun 2022 di mana sebanyak 125,855 (98.50%) pelanggan berpuas hati manakala 1,920 (1.50%) pelanggan tidak berpuas hati dengan perkhidmatan yang diberikan. Tindakan penambahbaikan dan pencegahan telah diambil untuk meningkatkan kualiti perkhidmatan dari semasa ke semasa untuk mencapai indeks pengalaman pelanggan (Customer Experience Index) yang lebih cemerlang dengan menerapkan pendekatan *delighting the customer*.

CRM also conducted a customer satisfaction survey on telephone calls and found that 984,068 customers (98.48%) were satisfied with the service rendered and 1,300 customers (1.52%) were not satisfied, compared to the 125,855 (98.50%) customers who were satisfied and 1,920 customers (1.50%) who were not satisfied in 2022. Improvement and preventive actions were taken from time to time to improve the quality of service, in order to achieve more excellent Customer Experience Index. This is done by taking the approach of 'delighting the customer'.

CARTA 9 : KAJIAN KEPUASAN PELANGGAN 2023
CARTA 9 : CUSTOMER SATISFACTION INDEX 2023



» Mystery Shopping

Dalam memastikan matlamat PERKESO untuk memberikan perkhidmatan terbaik kepada pelanggan dicapai, PERKESO melantik pihak ketiga untuk melaksanakan Mystery Shopping supaya kualiti perkhidmatan yang diberikan oleh petugas barisan hadapan PERKESO. Tiga skop perkhidmatan utama yang dinilai melalui Mystery Shopping adalah perkhidmatan kaunter pejabat PERKESO (Branch Walk-in), panggilan telefon pejabat PERKESO (Branch Mystery Call) dan panggilan ke Talian Khidmat Pelanggan PERKESO (CRM Mystery Call). Hasil keputusan Mystery Shopper ini akan dijadikan aspek penandaarasan tahap kualiti perkhidmatan pelanggan bagi keseluruhan PERKESO.

Anggota dinilai sama ada mematuhi garis panduan khidmat pelanggan yang telah disediakan oleh PERKESO yang dikenali sebagai ECG (Employee-Customer Guideline) di samping menilai Staff's Competency iaitu pengetahuan petugas barisan hadapan tentang produk-produk dan perkhidmatan PERKESO. Selain itu, pembudayaan budi bahasa S4P (senyum, sapa, salam, santun dan prihatin) wajib diamalkan dalam kalangan anggota PERKESO bagi memberikan perkhidmatan yang terbaik kepada pelanggan.

Sejak bermulanya pelaksanaan Mystery Shopping pada tahun 2017, PERKESO telah melaksanakan 13 wave iaitu sebanyak 2 wave setiap tahun kecuali pada tahun 2020 hanya dapat melaksanakan 1 wave sahaja disebabkan pandemik COVID-19. Pada tahun 2023, wave 13 yang dilaksanakan dalam bulan September hingga Oktober telah mencatat rekod pencapaian tertinggi bagi Branch Walk-in iaitu 95.68% (Cemerlang) dan Branch Mystery Call iaitu 91.80% (Cemerlang).

Mystery Shopping

In ensuring that PERKESO's goal of providing its customers with the best service is achieved, the organisation has appointed a third party to conduct Mystery Shopping exercises on the quality of service rendered by its frontliners. Three key service scopes are evaluated in the Mystery Shopping exercise, including counter service at PERKESO offices (Branch Walk-in), telephone calls at PERKESO offices (Branch Mystery Call) and calls to the PERKESO Customer Service Hotline (CRM Mystery Call). The results of these Mystery Shopper exercises will provide aspects for benchmarking of the quality of customer service throughout PERKESO.

The staff involved are evaluated against compliance with the customer service guideline prepared by PERKESO known as ECG (Employee-Customer Guideline), in addition to evaluation of the staff's competency in terms of the frontliners' knowledge of PERKESO products and services. Further, the practice of S4P (Senyum, Sapa, Salam, Santun and Prihatin) shall be enculturated amongst PERKESO staff, in providing the best service to their customers.

Since it was first implemented in 2017, PERKESO has conducted 13 waves of the Mystery Shopping exercise, with 2 waves being carried out each year except for the year 2020 during which time only 1 wave was conducted due to the COVID-19 pandemic. The Wave 13 conducted from September to October 2023 recorded the highest ever achievement for Branch Walk-in with a score of 95.68% (Excellent) and Branch Mystery Call with a score of 91.80% (Excellent).

Manakala bagi CRM Mystery Call pencapaian tertinggi adalah pada wave 12 (Februari-Mac) iaitu 99.89% (Cemerlang). Pencapaian CRM kekal cemerlang di Wave 13 dengan markah sebanyak 99.83%. Pencapaian cemerlang dalam ketiga-tiga kategori yang dinilai oleh Mystery Shopper ini membuktikan kualiti perkhidmatan pelanggan oleh anggota PERKESO berada di tahap cemerlang.

The highest ever achievement recorded for CRM Mystery Call was during Wave 12 (February to March), with a score of 99.89%. CRM maintained its excellent achievement in Wave 13 with a score of 99.83%. The excellent achievement in the three categories evaluated by the Mystery Shopper proves that the quality of customer service rendered by PERKESO staff is at an excellent level.



Hari Bertemu Pelanggan

Hari Bertemu Pelanggan di PERKESO dilaksanakan di semua 54 buah pejabat PERKESO termasuk Ibu Pejabat PERKESO pada setiap hari Khamis minggu pertama setiap bulan setelah program ditangguhkan pada tahun 2020 hingga 2022 akibat pandemik COVID-19. Jadual berikut menunjukkan bilangan pelanggan yang hadir di pejabat PERKESO termasuk Ibu Pejabat untuk program Hari Bertemu Pelanggan bagi tahun 2023.

Meet the Clients Day

The PERKESO Meet the Clients Day is conducted at all 54 PERKESO offices including at the Headquarters each Thursday of the first week of the month, after the said programme was suspended from 2020 to 2022 due to the COVID-19 pandemic. The following table shows the number of customers present at the PERKESO offices including the Headquarters during the Meet the Clients Day throughout 2023.



JADUAL 47 : BILANGAN PELANGGAN HARI BERTEMU PELANGGAN BAGI TAHUN 2023
TABLE 47 : NUMBER OF CLIENTS ON MEET THE CLIENTS DAY IN 2023

BULAN MONTH	FEB	MAC	APR	MEI	JUN	JUL	OGOS	SEPT	OKT	NOV	DIS
Jumlah pelanggan Total customer	203	154	140	89	129	130	125	109	129	102	89

Selain itu, PERKESO juga terlibat dalam Program Hari Bertemu Pelanggan (HBP) di peringkat Kementerian Sumber Manusia, Putrajaya yang diwakili oleh semua agensi dan jabatan di bawah Kementerian Sumber Manusia.

Further, PERKESO is also involved in the Meet the Clients Day programme held at the Ministry of Human Resources level, together with all the agencies and departments under the said ministry.



Pengurusan Aduan

PERKESO sentiasa berusaha memberikan perkhidmatan terbaik kepada pelanggan, namun ketidakpuasan hati pelanggan terhadap PERKESO atau pihak ketiga tidak boleh dielakkan. Aduan-aduan diterima melalui pelbagai saluran seperti Sistem Pengurusan Aduan Awam (SISPAA), surat rasmi, e-mel, telefon, media massa dan juga melalui pelanggan yang hadir terus ke kaunter PERKESO.

PERKESO sentiasa prihatin terhadap aduan atau keluhan pelanggan dan sentiasa bersedia memberikan perhatian terhadap aduan-aduan dan isu-isu yang dibangkitkan oleh pelanggan. PERKESO meneliti dan memberikan penjelasan berkenaan perkara yang dibangkitkan oleh pelanggan kerana ia merupakan tanggungjawab organisasi kepada pelanggan.

Complaints Management

PERKESO constantly strives to provide the best service to its customers. However, customer dissatisfaction of PERKESO or any third party cannot be avoided. Complaints are received through various channels such as the Public Complaints Management System (SISPAA), official letters, e-mails, telephone calls, the mass media and from customers who appear in person at PERKESO counters.

PERKESO is always conscientious of customers' complaints and is always prepared to give attention to the issues and complaints raised by them. PERKESO examines and provides explanation on the matters raised by customers as part of the organisation's responsibility towards its customers.

JADUAL 48 : BILANGAN KES ADUAN YANG DITERIMA SEPANJANG TAHUN 2023 MENGIKUT KATEGORI
TABLE 48 : THE NUMBER OF COMPLAINTS RECEIVED THROUGHOUT 2023 ACCORDING TO CATEGORY

JENIS ADUAN TYPE OF COMPLAINT	BILANGAN KES DITERIMA NUMBER OF CASES RECEIVED	BILANGAN KES SELESAI DALAM TEMPOH NUMBER OF CASES RESOLVED WITHIN ALLOCATED TIME	PERATUS PENCAPAIAN PERCENTAGE ACHIEVEMENT
Aduan Biasa Normal Complaint	86	81	94.18%
Aduan Rumit Complex Complaint	2,702	2,611	97.90%

Aduan biasa ialah aduan yang diterima terhadap PERKESO dan diselesaikan dalam tempoh 14 hari. Manakala aduan rumit ialah aduan terhadap pihak ketiga dan diselesaikan dalam tempoh 45 hari. Aduan tertinggi ialah aduan berkaitan majikan tidak mendaftar perusahaan tidak mencarum iaitu sebanyak 2,173. Berikut adalah antara sub kategori aduan tertinggi yang diterima bagi tahun 2023.

A normal complaint is a complaint against PERKESO and resolved within a period of 14 days. On the other hand, a complex complaint is one against a third party and resolved within a period of 45 days. The highest number of complaints received, 2,173 in total, are complaints of employers not registering their businesses or failure of employers to contribute. The following are among the sub-categories with the highest number of complaints received in 2023.

JADUAL 49 : BILANGAN KES ADUAN TAHUN 2023
TABLE 49 : NUMBER OF COMPLAINTS IN 2023

ADUAN RUMIT (ADUAN TERHADAP PIHAK KETIGA) COMPLEX COMPLAINTS (COMPLAINTS AGAINST THIRD PARTY)		
KATEGORI CATEGORY	SUB KATEGORI SUB-CATEGORY	BILANGAN ADUAN NUMBER OF COMPLAINTS
Majikan Employer	Majikan tidak mendaftar perusahaan tidak mencarum Employer fails to register business to contribute	2,173
	Majikan tidak melapor kemalangan Employer fails to report accident	474
	Lain-lain (Tidak bekerjasama dalam tuntutan dan sbgnya) Others (Not cooperating in claims, etc.)	20

JADUAL 50 : SUB KATEGORI ADUAN TERTINGGI YANG DITERIMA BAGI TAHUN 2023
TABLE 50 : SUB-CATEGORIES WITH HIGHEST NUMBER OF COMPLAINTS IN 2023

ADUAN BIASA (ADUAN TERHADAP PERKESO) NORMAL COMPLAINTS (COMPLAINTS AGAINST PERKESO)		
KATEGORI CATEGORY	SUB KATEGORI SUB-CATEGORY	BILANGAN ADUAN NUMBER OF COMPLAINTS
Perkhidmatan Service	Telefon Telephone	14
	Anggota PERKESO PERKESO staff	13
	Jemaah DoktorJemaah Doktor Rayuan Medical Board Appellate Medical Board	10
	Lain-lain (Persekitaran Kemudahan) Others (Environment Facility)	3
	Kaunter Counter	2

KEPUASAN PELANGGAN

PERKESO sentiasa memantau pandangan dan maklum balas pelanggan mengenai perkhidmatan yang telah diberikan dan salah satu kaedah yang digunakan adalah melalui Kajian Kepuasan Pelanggan PERKESO di mana tinjauan dibuat sepanjang tahun terhadap pelanggan-pelanggan yang berurusan dengan PERKESO.

Kajian Kepuasan Pelanggan PERKESO 2023 ini dijalankan dalam talian, secara dua fasa iaitu Fasa Pertama dijalankan dalam tempoh bulan Januari hingga April, manakala Fasa Kedua pula dijalankan dalam tempoh bulan Julai hingga Oktober. Responden kajian ini adalah terdiri daripada pelanggan-pelanggan yang pernah berurusan dengan PERKESO sama ada di kaunter-kaunter PERKESO, secara dalam talian dan sebagainya.

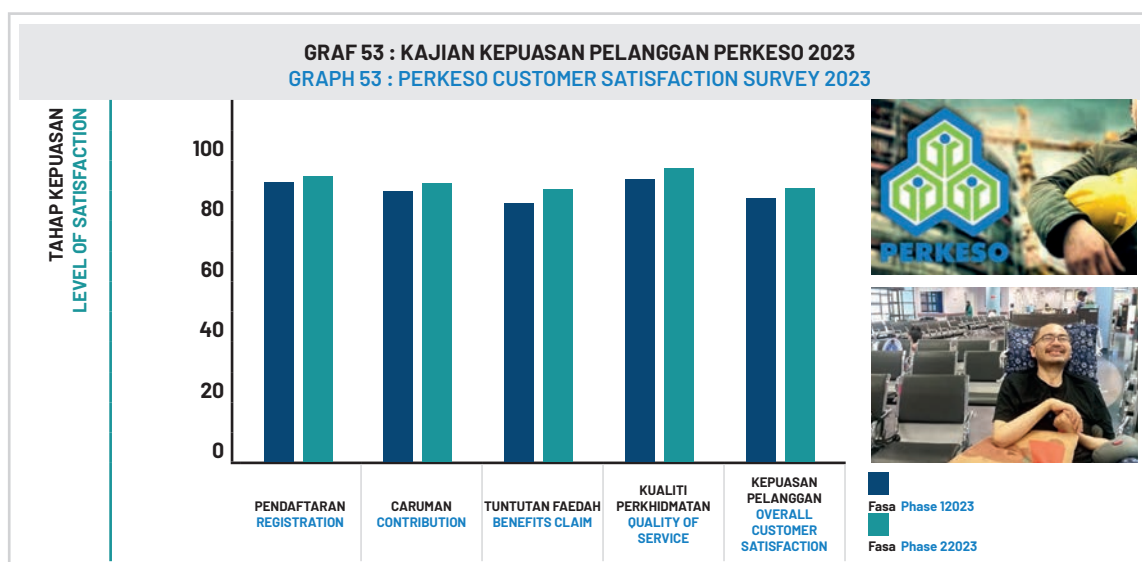
Terdapat empat petunjuk utama yang menjadi fokus kajian ini iaitu 'Pendaftaran Perusahaan Pekerja Bekerja Sendiri', 'Caruman', 'Tuntutan Faedah' dan 'Kualiti Perkhidmatan'. Keempat-empat petunjuk ini akan membentuk indeks kepuasan pelanggan yang akan digunakan untuk mengukur kualiti perkhidmatan yang telah diberikan kepada pelanggan. Berikut ialah carta yang menunjukkan tahap kepuasan pelanggan terhadap keempat-empat komponen tersebut bagi kedua-dua fasa tahun 2023:

CUSTOMER SATISFACTION

PERKESO constantly monitors the views of and feedback from customers regarding the services rendered and one of the methods employed is the PERKESO Customer Satisfaction Survey conducted throughout the year against customers dealing with the organisation.

The PERKESO Customer Service Survey 2023 was conducted online in two phases, with the First Phase being implemented from January to April and the Second Phase from July to October. Respondents of the survey comprise customers who have dealt with PERKESO, whether at the PERKESO counters, online or otherwise.

The survey is focused on four key indicators – Registration of Business Worker Self-Employed Person, Contribution, Benefits Claim and Quality of Service. These four indicators form a customer satisfaction index which will be employed to measure the quality of service rendered to customers. The chart below shows the level of customer satisfaction against the four said components, for both phases in 2023:

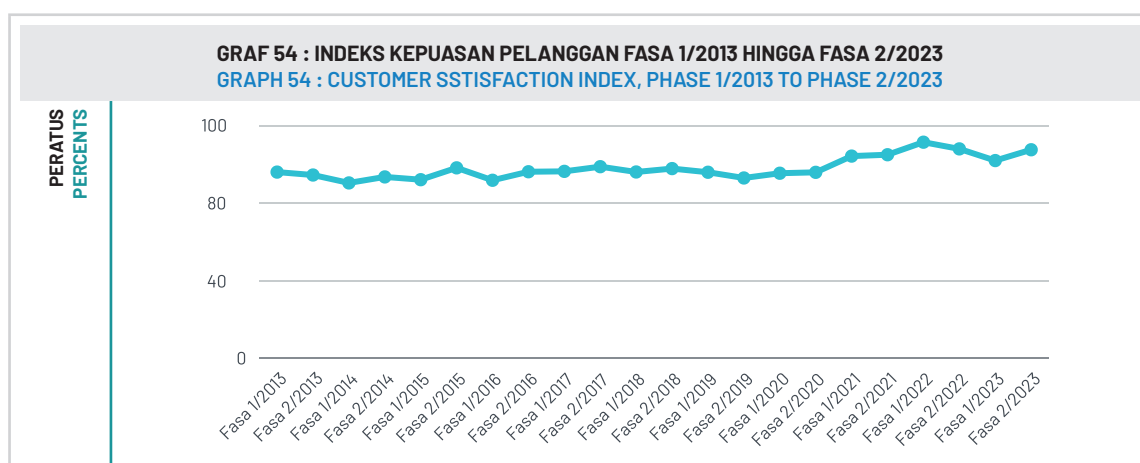


Secara keseluruhannya, indeks kepuasan pelanggan bagi Fasa 1/2023 menunjukkan sedikit penurunan iaitu 91.00%, namun begitu, pada Fasa 2/2023, pelanggan menyatakan bahawa perkhidmatan yang diberikan adalah cemerlang dengan pencapaian keseluruhan sebanyak 93.78%.

The customer service index for Phase 1/2023 showed an overall decrease at 91.00%. However, in Phase 2/2023 customers stated that the service given was excellent with an overall achievement of 93.78%.

Berikut pula ialah carta yang menunjukkan tahap kepuasan pelanggan dari Fasa 1/2013 sehingga Fasa 2/2022:

The chart below shows the customer satisfaction levels from Phase 1/2013 to Phase 2/2023:



Pencapaian indeks kepuasan pelanggan bagi Fasa 2/2023 adalah merupakan pencapaian yang kedua tertinggi yang pernah dicatatkan sejak 10 tahun yang lalu, walaupun terdapat penurunan pada Fasa 2/2023. Pencapaian cemerlang yang diperoleh oleh PERKESO ini jelas menunjukkan bahawa PERKESO telah berjaya memenuhi ekspektasi pelanggan walaupun berhadapan dengan keadaan ekonomi negara yang baru sahaja pulih akibat pandemik COVID-19, selaras dengan slogan "PERKESO itu Prihatin, Prihatin itu PERKESO". Diharapkan agar semua anggota PERKESO dapat meneruskan lagi kecemerlangan ini pada masa hadapan.

The customer satisfaction index recorded in Phase 2/2023 is the second highest ever achievement in the past 10 years despite the slight decrease in Phase 2/2023. This excellent achievement by PERKESO clearly shows that the organisation has successfully met its customers' expectations despite facing economic challenges of a nation in recovery from the COVID-19 pandemic, in line with the slogan "PERKESO itu Prihatin, Prihatin itu PERKESO". It is hoped that PERKESO and its staff continue to excel in the future.

PROGRAM SARINGAN KESIHATAN 3.0 (HSP 3.0)

Sempena 10 tahun pelaksanaan Program Saringan Kesihatan (HSP), PERKESO telah menambah baik program ini melalui HSP versi 3.0 (HSP 3.0) yang menawarkan saringan kesihatan percuma secara lebih komprehensif. Pakej saringan kesihatan yang dikemas kini membolehkan pekerja mengesan lebih banyak faktor risiko Penyakit Tidak Berjangkit (NCD).

Selain itu, program ini turut ditawarkan semula kepada semua pekerja yang layak termasuk pekerja yang telah menjalani HSP sebelum tahun 2023. Ini telah menjadikan seramai lebih 2 juta pekerja layak untuk mendapatkan saringan kesihatan percuma melalui HSP 3.0. Saringan kesihatan ini boleh diakses di seluruh negara melalui lebih 3,000 Klinik Panel HSP yang berdaftar serta 82 pusat mammogram.

PERKESO turut bekerjasama dengan majikan dan Klinik Panel HSP dalam menjalankan saringan kesihatan di tempat kerja. Ianya memberikan kemudahan kepada pekerja untuk menjalani saringan kesihatan tanpa perlu hadir ke klinik serta menjimatkan masa. Inisiatif ini dapat menggalakkan lebih ramai pekerja untuk menjalani saringan kesihatan. Penggunaan Mobile Health Screening and Injury Prevention Unit juga turut memudahkan penyelarasan saringan kesihatan di tempat kerja.

Sehingga 31 Disember 2023, seramai 161,639 orang pekerja telah menjalani saringan kesihatan. Daripada jumlah tersebut, didapati 23.61% daripada mereka mengalami obesiti, 19.83% pekerja menghidap kencing manis, 21% menghidap darah tinggi. Manakala 52% daripada mereka mempunyai kolesterol yang tinggi.

HEALTH SCREENING PROGRAMME 3.0 (HSP 3.0)

In conjunction with 10 years of implementation of the Health Screening Programme (HSP), PERKESO has taken the initiative to upgrade the programme through HSP 3.0 by offering a more comprehensive free health screening package. The upgraded health screening package offered enables workers to detect even more risk factors concerning Non-Communicable Diseases (NCD).

Moreover, the programme is also offered to all workers who qualify, including workers who have undergone HSP prior to 2023. This means that more than 2 million workers qualify for the free health screening under HSP 3.0. The health screening may be accessed nationwide at more than 3,000 registered HSP Panel Clinics and 82 mammogram centres.

PERKESO also cooperates with employers and HSP Panel Clinics in conducting health screenings at the workplace. This enables workers to undergo health screenings without having to go to the clinic, thus saving time. This initiative will encourage more workers to avail themselves of the free health screening. The use of Mobile Health Screening and Injury Prevention Unit also facilitates health screening coordination at the workplace.

As at 31 December 2023, a total of 161,639 workers have undergone health screenings 23.61% of whom where discovered to be obese, 19.83% detected to be suffering from diabetes and 21% affected by hypertension. 52% of the workers were detected to have high cholesterol levels.

Program Saringan Kesihatan (HSP) 3.0

DILANJUTKAN KE 2024

Program Saringan Kesihatan (HSP) 3.0 menawarkan pemeriksaan kesihatan percuma kepada pekerja yang layak bagi pengesanan awal Penyakit Tidak Berjangkit (NCD) seperti diabetes, darah tinggi, kanser dan risiko penyakit jantung.

Program ini juga terbuka kepada individu yang pernah menjalani HSP sebelum ini.

Jenis pemeriksaan yang ditawarkan

- Pemeriksaan Fizikal
- Saringan Kesihatan Mental
- Khidmat Nasihat

PERKHIDMATAN PEKERJAAN NEGARA MELALUI MYFUTUREJOBS

MYFutureJobs, portal yang dijana oleh kecerdasan buatan (Artificial Intelligence) memadankan pekerjaan berdasarkan kelayakan, kemahiran, pengalaman, kecekapan, gaji dan parameter padanan bi-directional yang lain. Portal itu juga mampu menghasilkan maklumat semasa dan terkini mengenai penempatan pekerjaan serta maklumat pasaran buruh berkaitan yang dilaporkan di peringkat tertinggi termasuk Majlis Pekerjaan Negara, Parlimen, DOSM, Bank Negara dan lain-lain.

Bermula Januari 2020 sehingga Disember 2023, portal MYFutureJobs telah membantu sebanyak 991,425 penempatan pekerjaan.

NATIONAL EMPLOYMENT SERVICES THROUGH MYFUTUREJOBS

MYFutureJobs, a portal generated by artificial intelligence, matches jobs based on qualifications, skills, experience, efficiency, salary and other bi-directional matching parameters. The portal is also capable of producing current and up-to-date information of job placement as well as related labour market information reported at the highest levels including at the National Employment Council, Parliament, DOSM, Bank Negara and others.

Beginning from January 2020 and as at December 2023, the MYFutureJobs portal has assisted in 991,425 job placements.

JADUAL 51 : PENEMPATAN PEKERJAAN TABLE 51 : JOB PLACEMENT				
KOMPONEN COMPONENT	TAHUN YEAR			
	2020	2021	2022	2023
Jumlah Kekosongan Jawatan (Permintaan) Number of Job Vacancies (Demand)	745,304	2,480,577	4,753,418	2,002,920
Purata Kekosongan Jawatan* (Permintaan) Average Job Vacancies* (Demand)	62,109	206,714	396,118	166,910
*Purata Kekosongan Jawatan yang Tersedia pada Bila-Bila Masa *Average Job Vacancy Existing at Any One Time				
Jumlah Pencari kerja yang Berdaftar (Penawaran) Number of Registered Job Seekers (Offer)	500,391	879,601	543,354	526,441
JUMLAH TOTAL	161,303	320,864	294,044	214,914

Perkhidmatan MYFutureJobs

Selain daripada fungsi unik MYFutureJobs, portal ini juga menyediakan pelbagai perkhidmatan termasuk pengurusan kes untuk pencari kerja dari kategori mudah terjejas, perkhidmatan pekerjaan, program kebolehpasaran, pemprofilan pencari kerja, program *reskilling upskilling*, keusahawanan dan program sektor tidak formal melalui pelbagai kerjasama secara kolaboratif dengan rakan strategik di 54 cawangan PERKESO dan 293 pusat satelitnya di seluruh negara. Semua perkhidmatan yang disediakan oleh MYFutureJobs adalah percuma dan tiada sebarang kos dikenakan kepada pencari kerja dan majikan.

Perkhidmatan Pekerjaan

Perkhidmatan Pekerjaan disediakan untuk membantu serta memudahkan majikan untuk mendapatkan pekerja yang bersesuaian dengan kekosongan jawatan yang ditawarkan. Perkhidmatan ini juga akan menghubungkan majikan dengan pencari kerja berdasarkan padanan pekerjaan yang dijana melalui portal MYFutureJobs.

MYFutureJobs Services

In addition to the unique functions of MYFutureJobs, the portal also offers various services including case management for job seekers from the vulnerable group, employment services, marketability programmes, job seeker profiling, *reskilling upskilling* programmes, entrepreneurial programmes and informal sector programmes through various collaborations with PERKESO's strategic partners at its 54 branches and 293 satellite centres nationwide. All services provided by MYFutureJobs are provided at no cost to the job seekers and employers.

Employment Services

Employment Services are provided to assist and facilitate employers in finding workers who are suitable for the job vacancies offered. These services will also connect employers with job seekers based on the job match generated through the MYFutureJobs portal.

Pegawai Perkhidmatan Pekerjaan PERKESO, akan menyaring dan menyenarai pendek senarai calon sebelum disalurkan kepada majikan dengan menganjurkan temu duga secara harian atau mingguan di PERKESO serta program yang diadakan secara berkala di semua cawangan dan pusat satelit.



Kaunseling Kerjaya

Kaunseling Kerjaya yang disediakan oleh PERKESO bertujuan untuk membantu individu dalam merancang dan mencapai matlamat kerjaya mereka. Perkhidmatan ini meliputi penilaian kemahiran, penentuan minat kerjaya, bimbingan dalam mencari pekerjaan, dan penyesuaian kepada perubahan dalam pasaran pekerjaan. Kaunselor kerjaya PERKESO biasanya akan bekerjasama dengan individu untuk menyusun strategi kerjaya yang sesuai dengan keperluan dan kehendak mereka.



Program Profiling

Program profiling yang dilaksanakan oleh PERKESO adalah sebahagian daripada inisiatif untuk meningkatkan peluang pekerjaan serta kemampuan bekerja di kalangan pencari kerja tempatan dengan mengetahui latar belakang pendidikan, potensi dan pilihan pekerjaan individu seterusnya melaksanakan pepadanan penawaran pekerjaan daripada majikan yang berdaftar di MYFutureJobs.



Karnival Kerjaya

Selain Perkhidmatan Pekerjaan, PERKESO juga menganjurkan karnival kerjaya berskala sederhana dan besar yang menghimpunkan semua kategori pencari kerja di bawah satu bumbung untuk bertemu majikan daripada pelbagai industri. Melalui penganjuran karnival kerjaya ini, pencari kerja termasuk pelatih dan perantis dapat bertemu dengan majikan untuk ditemu duga atau mendapatkan lebih banyak maklumat berkaitan organisasi. Sejak Januari 2020 hingga Disember 2023, sebanyak 13,419 karnival kerjaya telah diadakan dengan lebih 99,271 orang pencari kerja telah berjaya mendapatkan pekerjaan melalui aktiviti ini.

PERKESO Employment Services Officer will screen and shortlist candidates before disseminating the same to employers by organising daily or weekly interviews at PERKESO, as well as organising regular programmes at all branches and satellite centres.

Career Counselling

Career Counselling is offered by PERKESO with the intention of helping individuals in planning and achieving their career goals. This service covers evaluation of skills, identifying career interests, guidance in seeking employment and adapting to changes in the labour market. The PERKESO Career Counsellor will work with individuals to a career strategy suitable for their needs and requirements.

Profiling Programme

The profiling programme implemented by PERKESO is part of its initiative to improve employment opportunities and employment capability amongst local job seekers by identifying the educational background, potential and job choices of individuals, and subsequently matching them with the jobs offered by employers registered under MYFutureJobs.

Career Carnival

In addition to the provision of Employment Services, PERKESO also organises medium and large scale career carnival, gathering all categories of job seekers under one roof to meet with employers from various industries. The organisation of such carnivals enable job seekers, including trainees and apprentices, to meet with employers for interviews or to obtain more information related to the organisations. From January 2020 to December 2023, a total of 13,419 career carnivals were held through which more than 99,271 job seekers had successfully gained employment.

COMPLIANCE

Latihan

Berdasarkan latihan pada tahun 2020 hingga 2023, sebanyak 21,473 permohonan latihan telah diluluskan. Sebanyak 9,755 jumlah permohonan berjaya mendapat penempatan.

Untuk kategori Place and Train terdapat sebanyak 7,720 yang telah mendapat penempatan di bawah kategori Place and Train. Penyedia latihan yang berdaftar di bawah Program SIP menawarkan latihan kepada Orang Berinsurans. Walau bagaimanapun, Insentif Kerjaya Madani 2.0 telah menetapkan bagi penyedia latihan untuk menawarkan penempatan kepada peserta.

Pusat Satelit MYFutureJobs

Pusat Satelit MYFutureJobs telah ditubuhkan oleh PERKESO untuk mewujudkan lebih banyak peluang pekerjaan, khususnya di kawasan luar bandar. Sehingga kini, terdapat 293 Pusat Satelit di seluruh negara dengan kerjasama Kementerian Kemajuan Luar Bandar (KPLB), Kementerian Komunikasi dan Multimedia (SKMM), Kerajaan Tempatan, Institusi Pengajian Tinggi (IPT), dan pusat perindustrian. Pusat tersebut berfungsi sebagai pusat sehati fizikal untuk pelbagai perkhidmatan pekerjaan seperti pemprofilan kerjaya, kaunseling kerjaya, dan aktiviti kebolehpasaran pasaran buruh domestik. Sejak Januari 2023 hingga Disember 2023, sebanyak 274 program telah berlangsung di Pusat Satelit MYFutureJobs.

Program Pendidikan dan Kebolehpasaran

Selain daripada sesi pendedahan kepada pencari kerja atau majikan mengenai pelbagai inisiatif yang dilaksanakan oleh PERKESO, program ini juga memberikan gambaran yang lebih baik tentang pasaran buruh seperti pengangguran, ketidakpadanan, kesediaan dan lain-lain untuk meningkatkan pemahaman dan kebolehpasaran pencari kerja. Sebanyak 998 program kebolehpasaran telah diadakan secara dalam talian dan fizikal termasuk di premis universiti serta institusi pendidikan sepanjang tahun 2023.

Training

According to statistics collected from the year 2020 to 2023, a total of 21,473 applications for training have been approved. A total of 9,755 applicants were successful in gaining placements.

A total of 7,720 applicants obtained placement under the 'Train and Place' category. Training providers registered under the Employment Insurance System programme offer training to Insured Persons. However, the Insentif Kerjaya Madani 2.0 stipulates that training providers shall offer placements to participants.

MYFutureJobs Satellite Centres

MYFutureJobs Satellite Centres are established by PERKESO to create more job opportunities, specifically in rural areas. To date, there are 293 satellite centres in operation nationwide with the cooperation of the Ministry of Rural Development, Ministry of Communications and Multimedia, local governments, Institutions of Higher Learning and industrial centres. These satellite centres function as physical one-stop centres offering various employment services such as career profiling, career counselling and domestic labour market marketability activities. A total of 274 programmes were held at MYFutureJobs Satellite Centres from January to December 2023.

Education and Marketability Programmes

In addition to exposing job seekers or employers to the various initiatives implemented by PERKESO, this programme also provides a better picture of the labour market such as unemployment, job mismatches, readiness and others to increase the understanding and marketability of job seekers. A total of 998 marketability programmes were held, online and in-person, including on university and educational institution premises throughout 2023.

Program pendidikan juga merangkumi program khusus seperti Disability Equality Training (DET) untuk melatih dan membolehkan majikan menjadi *change agent* sambil menyokong keupayaan Orang Kurang Upaya untuk menjadi ahli masyarakat yang aktif dan produktif.



Program Career Exploration

Program MYFutureJobs Career Exploration bertujuan untuk memberikan pelajar pendedahan awal yang penting serta mengembangkan potensi mereka mengikut kesesuaian pekerjaan melalui kaedah psikometrik kerjaya.

Kaedah psikometrik ini merangkumi ujian dan alat penilaian yang membantu mengenal pasti kekuatan, minat, dan preferensi kerjaya pelajar dengan lebih mendalam.

Program MYFutureJobs Career Exploration direka khas untuk meningkatkan kesediaan pelajar untuk menghadapi peluang pekerjaan di masa depan dengan keyakinan dan kefahaman yang kukuh tentang potensi dan kekuatan mereka sendiri. Dengan menyelaraskan kepentingan dan bakat pelajar dengan bidang-bidang pekerjaan yang sesuai, program ini membantu mengurangkan kebarangkalian kesesuaian yang tidak sesuai dalam pemilihan kerjaya, seterusnya meningkatkan kejayaan dan kepuasan dalam kerjaya pada masa akan datang. Setakat tahun 2023, seramai 6,034 murid telah diprofilkan melalui 68 program seluruh Malaysia.



Program Career LaunchPad MYFutureJobs

Program MYFutureJobs Career LaunchPad 2023 merupakan inisiatif yang dirancang khusus untuk memperkasakan mahasiswa dalam proses meneroka potensi diri dan mempersiapkan mereka untuk memasuki pasaran kerja dengan lebih efektif.

Program ini melibatkan kerjasama erat antara Pertubuhan Keselamatan Sosial (PERKESO), institusi pengajian tinggi awam (IPTA), dan institusi pengajian tinggi swasta (IPTS), bertujuan untuk membekalkan mahasiswa dengan kemahiran dan pengetahuan yang diperlukan agar mereka dapat menonjol dalam proses pencarian kerja.

Melalui Career LaunchPad, mahasiswa akan diberikan peluang untuk menjalani ujian psikometrik, mengikuti bengkel pembangunan diri, sesi mentorship, dan program latihan yang dirancang untuk meningkatkan kebolehpasaran mereka.

The educational programme also encompasses specific programmes such as Disability Equality Training (DET) to train and enable employers to become change agents while supporting the capacity of Disabled Persons to be active and productive members of the community.

Career Exploration Programme

The MYFutureJobs Career Exploration programme was created to give essential early exposure to students and grow their potential according to job suitability using career psychometric methods.

These psychometric methods include evaluation tests and tools to help identify the strengths, interests and career preferences of students in greater depth.

The programme was specially designed to enhance the readiness of students in facing future job opportunities with confidence and solid understanding of their own potential and strengths. By aligning the interests and talents of students with suitable fields of employment, the programme can help to reduce the probability of mismatching in career selection, thus increasing the chances of career success and satisfaction in the future. As at 2023, a total of 6,034 have been profiled during 68 programmes held nationwide.

MYFutureJobs Career LaunchPad Programme

The MYFutureJobs Career LaunchPad programme 2023 is an initiative specifically planned to strengthen graduates in the process of exploring their self-potential and more effectively prepare them to enter the labour market.

This programme involves close cooperation between PERKESO, public institutions of higher learning (IPTA) and private institutions of higher learning (IPTS) for the purposes of equipping graduates with the skills and knowledge needed to be outstanding during the employment seeking process.

Through the Career LaunchPad, graduates will be given the opportunity to undergo psychometric tests, undergo self-development workshops, attend mentorship session and participate in training programmes designed to improve their marketability.

Selain itu, program ini juga menyediakan platform untuk mahasiswa dan majikan bertemu, melalui acara seperti karnival pekerjaan, temu duga langsung, dan sesi *networking*, memudahkan mahasiswa mempamerkan potensi mereka kepada pelbagai majikan potensial.

The programme also provides a platform for graduates and employers to connect such as job carnivals, direct interviews and networking session, enabling graduates to show their potential to various potential employers.

JADUAL 51 : ANUGERAH DAN PENGIKTIRAFAN
TABLE 51 : AWARDS AND RECOGNITION

BIL NO.	AWARD HONOURS	TARIKH DATE	ANUGERAH KEPADA AWARDED TO
1	International Women's Day; Anugerah Kecemerlangan Organisasi Iksnita Sabah 2023	2023	PERKESO
2	Commemorating NCT Smart Industrial Park Strategic Partnership	2023	
3	University Malaya 2022 Excellence Award: Corporate Partner - Human Capital Development.	21-Feb-23	PERKESO
4	Business Achievement Award 2023 for PERKESO Rehabilitation Centre by the ASEAN-India Business Council (AIBC) at the AIBC 5th Gala Dinner and Business Excellence Awards.	6-Mar-23	TRRC
5	Agensi Cemerlang PERKESO	11-Mar-23	PERKESO
6	Anugerah Tokoh Pekerja CUEPAS 2023	1-May-23	Dato' Sri
7	Received the Mukaidono Safety Award from The Institute of Global Safety Promotion in Osaka, Japan.	11-May-23	Dato' Sri
8	In recognition of the organisation's remarkable contributions to the implementation of the Skills for Prosperity Programme in Malaysia	Sep-23	PERKESO
9	Asia Pacific Occupational Safety and Health Organisation (APOSHO) Conference on 24-25 October 2023 at MBSA Convention Centre, Selangor, MALAYSIA; Theme: Moving Forwards Beyond Compliance	Oct-23	Dato' Sri
10	Association to Advance Collegiate Schools of Business (AACSB) Influential Leaders Award for 2023 by AACSB International at the Social Security Management Conference 2023.	19-Oct-23	Dato' Sri
11	Kadar Penggunaan Pembayaran Digital Tertinggi bagi Kempen Cashless Boleh 3.0	30-Oct-23	PERKESO
12	HR Icon Award for the Public Sector category' by The Human Resource Development Corporation (HRD Corp)	31-Oct-23	Dato' Sri
13	Productivity Champion in Category: Leader by Malaysia Productivity Corporation (MPC)	6-Nov-23	Dato' Sri
14	ASEAN Social Security Association (ASSA) Recognition Award for Transformation for the Disability Management Rating System Traffic Light Classification System.	23-Nov-23	PERKESO
15	Zero Project Award - Innovative Solution 2023 for MYFutureJobs	2023	PERKESO

Pada 4-7 September 2023, dua (2) Team Excellence PERKESO telah berjaya mendapat Excellent Award di International Quality & Productivity Convention (IQPC) 2023 yang diadakan di Kuala Lumpur, Malaysia.

Penyertaan Team Excellence PERKESO ke konvensyen peringkat antarabangsa ini merupakan pencapaian tertinggi di samping memberi peluang kepada ahli kumpulan berkongsi pengetahuan, pengalaman dan menanda aras inisiatif penambahbaikan yang dilaksanakan oleh negara-negara lain.

Two (2) PERKESO Excellence Teams were given Excellent Awards during the International Quality & Productivity Convention (IQPC) 2023 which was held in Kuala Lumpur, Malaysia from 4 to 7 September 2023.

The participation of the PERKESO Excellence Teams in the international level convention is the highest of achievements. The participation also gives an opportunity to members of the groups to share the knowledge and experience, as well as to benchmark the improvement initiatives implemented by other countries.

2	Dua (2) Team Excellence PERKESO tersebut adalah:	Kumpulan Strategist, Bahagian Sinergi Strategist Group, Synergy Division
	The two (2) PERKESO Excellence Teams are:	Kumpulan Exito, Pejabat PERKESO Muar Exito Group, Muar PERKESO Office



PERSIJILAN STANDARD ANTARABANGSA MS ISO

Dalam memastikan PERKESO sentiasa memberi perkhidmatan yang menjangkau ekspektasi pelanggan, PERKESO terus komited untuk memperoleh persijilan antarabangsa MS ISO.

Padatahun 2023, PERKESO telah berjaya memperoleh persijilan semula MS ISO 37001:2018 Anti-Bribery Management Systems dan MS ISO 39001:2012 Road Traffic Safety Management Systems (RTSM).

Di samping itu, PERKESO juga telah berjaya mengekalkan pelaksanaan persijilan MS ISO 9001:2015 Sistem Pengurusan Kualiti dan MS ISO 45001:2018 Occupational Health and Safety Management Systems.

Pejabat yang terlibat dengan persijilan MS ISO ialah Ibu pejabat, PPN WP Kuala Lumpur, Selangor, Negeri Sembilan, Melaka, Johor, Pejabat PERKESO Putrajaya dan Pejabat SIP, Putrajaya.

Melalui persijilan ini diharap PERKESO akan terus dapat mengekalkan kecemerlangan organisasi dan sentiasa memenuhi keperluan pelanggan dengan penyediaan skim perkhidmatan yang sentiasa relevan.

MS ISO INTERNATIONAL STANDARDS CERTIFICATION

In ensuring that PERKESO constantly provides service that exceed clients' expectations, the organisation remains committed towards obtaining MS ISO international certifications.

In 2023, PERKESO was successfully re-certified with the MS ISO 37001: 2018 Anti-Bribery Management Systems and MS ISO 39001: 2012 Road Traffic Safety Management Systems (RTMS).

Further, PERKESO was also successful in maintaining its MS ISO 9001: 2015 Quality Management System and MS ISO 45001: 2018 Occupational Health and Safety Management Systems certifications.

The offices involved in MS ISO certification are the Headquarters, Federal Territory of Kuala Lumpur, Selangor, Negeri Sembilan, Melaka and Johor PPNs, Putrajaya PERKESO Office and Putrajaya Employment Insurance System Office.

It is hoped that with these certifications, PERKESO can continue to maintain its organisational excellence and to always meet the needs of its clients by providing relevant service schemes.

ANUGERAH INTEGRITI GOVERNANS ANTIRASUAH (AIGA) 2023

Pada 29 Februari 2024, Majlis Anugerah Integriti, Governans dan Antirasuah (AIGA) 2023 anjuran Institut Integriti Malaysia (IIM) telah berlangsung di Dewan Sri Siantan, Putrajaya dirasmikan oleh YB Senator Datuk Seri Amir Hamzah bin Azizan, Menteri Kewangan II yang mewakili YAB Dato' Sri Haji Fadilah bin Haji Yusof, Timbalan Perdana Menteri.

PERKESO dinobatkan penerima Anugerah Emas dalam AIGA 2023. Anugerah ini merupakan penanda aras mengukur keberkesanan inisiatif yang dilaksanakan bagi meningkatkan amalan integriti dan antirasuah dalam organisasi. Kempen kesedaran Anti-Fraud, Etika & Integriti ke seluruh pejabat secara berterusan dan daftar risiko rasuah yang melibatkan amalan integriti, governans serta antirasuah merupakan inisiatif yang telah dilaksanakan.

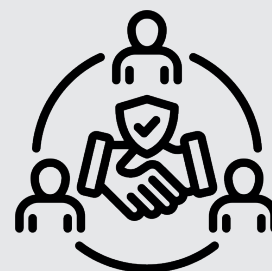
Ini merupakan penglibatan PERKESO buat julung kalinya dalam pencalonan AIGA dan PERKESO telah berjaya memenangi anugerah tersebut.

ANTI-CORRUPTION, INTEGRITY, AND GOVERNANCE AWARDS (AIGA) 2023

On 29 February 2024 the Anti-Corruption, Integrity and Governance Awards (AIGA) Ceremony 2023 organised by the Institute of Integrity Malaysia was held at Dewan Sri Siantan, Putrajaya. The ceremony was officially opened by YB Senator Datuk Seri Amir Hamzah bin Azizan, Finance Minister II representing YAB Dato' Sri Haji Fadilah bin Haji Yusof, Deputy Prime Minister.

PERKESO was declared recipient of the Gold Award at AIGA 2023. This award is a benchmark of the effectiveness of initiatives implemented to improve the practice of integrity and anti-corruption within the organisation. Continued Anti-Fraud, Ethics & Integrity awareness campaigns across the PERKESO offices and a register of corruption risk involving the practice of integrity, governance and anti-corruption were some of the initiatives implemented.

This has been PERKESO's first ever nomination at AIGA and has resulted in success.



**Anti-Corruption,
Integrity and
Governance Awards
(AIGA)**

**the Anti-Corruption,
Integrity and
Governance Awards
(AIGA)**



PENSIJILAN SEMULA ABMS

Pelaksanaan MS ISO 37001: 2016 Anti-Bribery Management System (ABMS) di PERKESO memasuki tahun ketiga. Komitmen Badan Pentadbir dan Pengurusan Tertinggi berkenaan pelaksanaan dan pematuhan ABMS di PERKESO telah menunjukkan impak positif dan tatakelola terbaik dalam organisasi.

Bagi memastikan keperluan dan pematuhan Malaysia Standard, sesi pengauditan pensijilan semula ABMS telah dilaksanakan oleh badan pensijilan iaitu SIRIM QAS Berhad bermula 28-30 September 2023 di Ibu Pejabat dan tiga (3) pejabat PERKESO Negeri iaitu Selangor, Melaka dan Negeri Sembilan. Badan pensijilan SIRIM QAS Berhad memperakukan bahawa pensijilan semula ABMS PERKESO dilanjutkan bagi tempoh dua (2) tahun akan datang setelah semua keperluan telah dipatuhi.

Semua penambahbaikan yang disarankan telah diberi perhatian oleh Unit Fungsi Pematuhan ABMS PERKESO. Sesi Bengkel Mengenal Pasti Tindakan Pelaksanaan Penemuan Audit ABMS bersama Jawatankuasa Kerja OACP seluruh Malaysia telah diadakan bagi mengemukakan memorandum cadangan penyelesaian kepada Jawatankuasa Antirasuah.

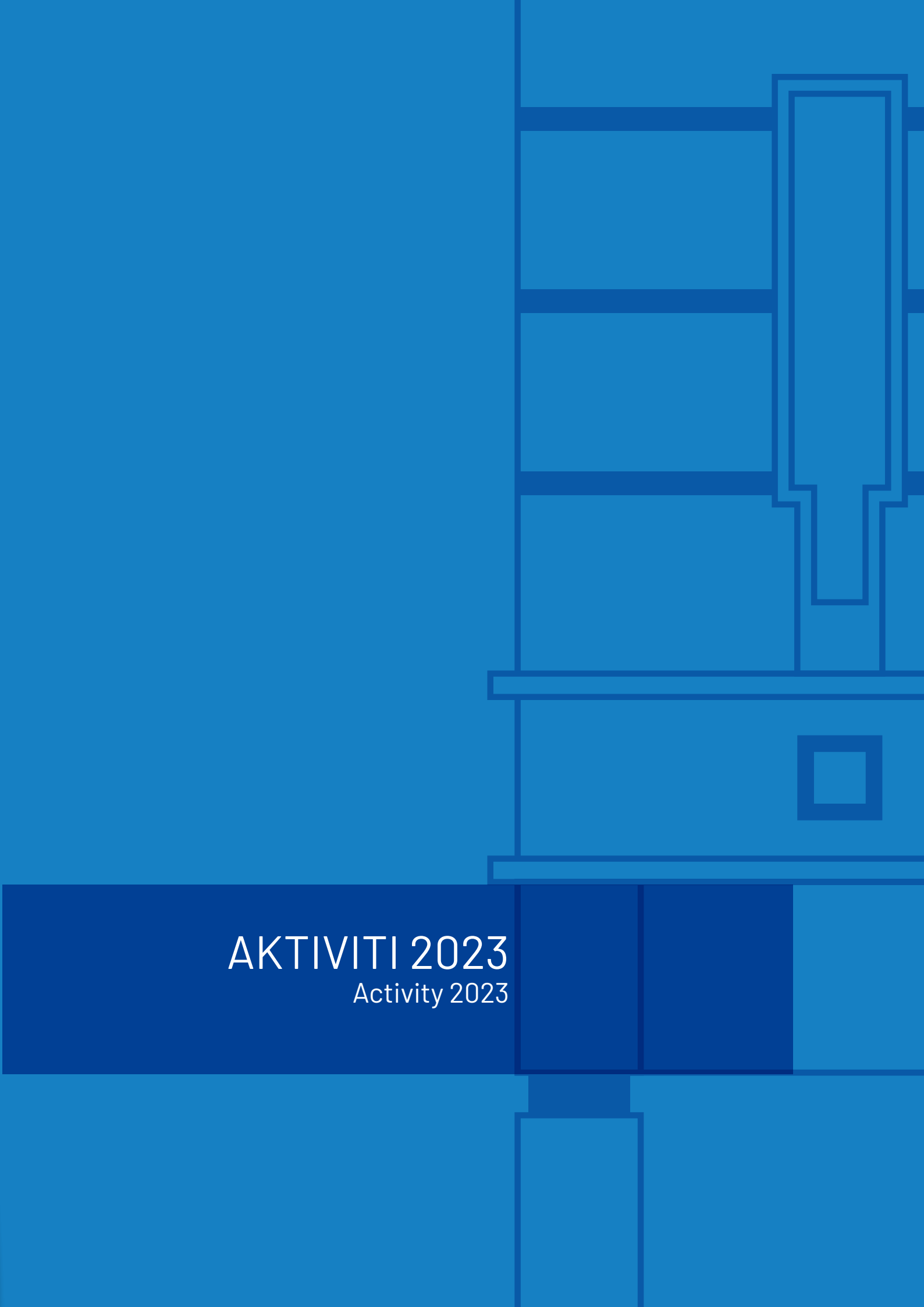
ABMS RE-CERTIFICATION

It has been three years since the implementation of the MS ISO 37001: 2016 Anti-Bribery Management System (ABMS) in PERKESO. The commitment of the Administration and Top Management of the organisation concerning ABMS implementation and compliance within PERKESO has had a positive impact and shown the best governance in the organisation.

In ensuring the requirements of and compliance with the Malaysian Standards, an audit for ABMS recertification was conducted by SIRIM QAS Berhad from 28 to 30 September 2023 at the headquarters and three PERKESO state offices of Selangor, Melaka and Negeri Sembilan resulting in an extension of two (2) years after all requirements have been complied with.

All of the improvements recommended by the auditors were attended to by the PERKESO ABMS Compliance Unit. Workshops to identify the actions required to be taken on the findings of the ABMS audit were held with the OACP Working Committee throughout Malaysia in order to submit a memorandum of proposed solutions to the Anti-Corruption Committee.





AKTIVITI 2023

Activity 2023

DAIRI KORPORAT CORPORATE DAIRY

PENGENALAN PROMOSI KESIHATAN

Inisiatif promosi kesihatan PERKESO telah dimulakan sejak sedekad lalu susulan pengenalan Program Saringan Kesihatan (HSP) pada tahun 2013. Program ini telah menjadi batu loncatan untuk PERKESO meluaskan pelaksanaan aktiviti promosi kesihatan di kalangan rakyat Malaysia khususnya pencarum PERKESO. Objektif utama inisiatif promosi kesihatan ini adalah bagi memupuk budaya pekerja yang sihat serta produktif dalam usaha mewujudkan golongan pekerja yang cakna berkenaan penjagaan kesihatan masing-masing.

Health Promotion

The PERKESO health promotion initiative was first introduced a decade ago following the introduction of the Health Screening Programme (HSP) in 2013. The programme became jumping-off point for PERKESO to expand its health promotion activities amongst the people of Malaysia, particularly amongst PERKESO contributors. The main objective of this initiative is to foster a healthy and productive working culture in an effort to create a group of health-conscious workers.

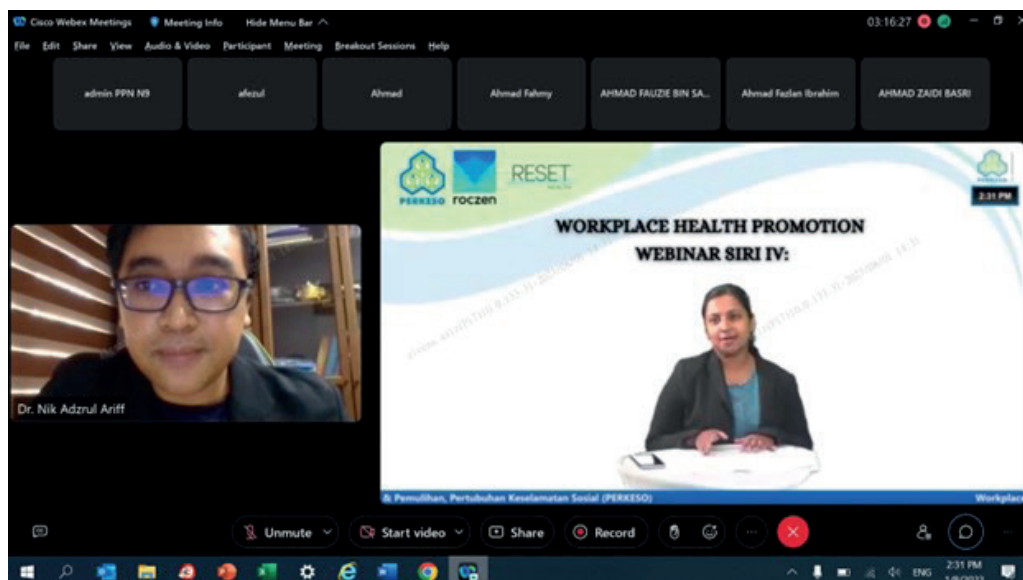


Bagi memastikan inisiatif ini dapat dilaksanakan secara berterusan, PERKESO telah memperkenalkan Program Promosi Kesihatan di Tempat Kerja atau Workplace Health Promotion Program (WHP) pada tahun 2017. Program ini telah menjadi program teras dalam mempromosikan penjagaan kesihatan di kalangan pekerja dengan menggalakkan pekerja menjalani saringan kesihatan serta bekerjasama dengan majikan dalam mewujudkan persekitaran kerja yang kondusif serta menyokong amalan gaya hidup sihat di kalangan pekerja.

Melalui WHP, pelbagai aktiviti promosi kesihatan telah dianjurkan secara tahunan bagi mengekalkan momentum promosi kesihatan.

To ensure continued implementation of this initiative, PERKESO introduced the Workplace Health Promotion Programme (WHP) in 2017. This programme has become a core programme in the promotion of healthcare amongst workers, by encouraging workers to undergo health screenings as well as by cooperating with employers in creating a conducive working environment and supporting healthy lifestyle amongst workers.

Various health promotion activities are annually organised under WHP to maintain the health promotion momentum.



WORKPLACE HEALTH PROMOTION WEBINAR SERIES

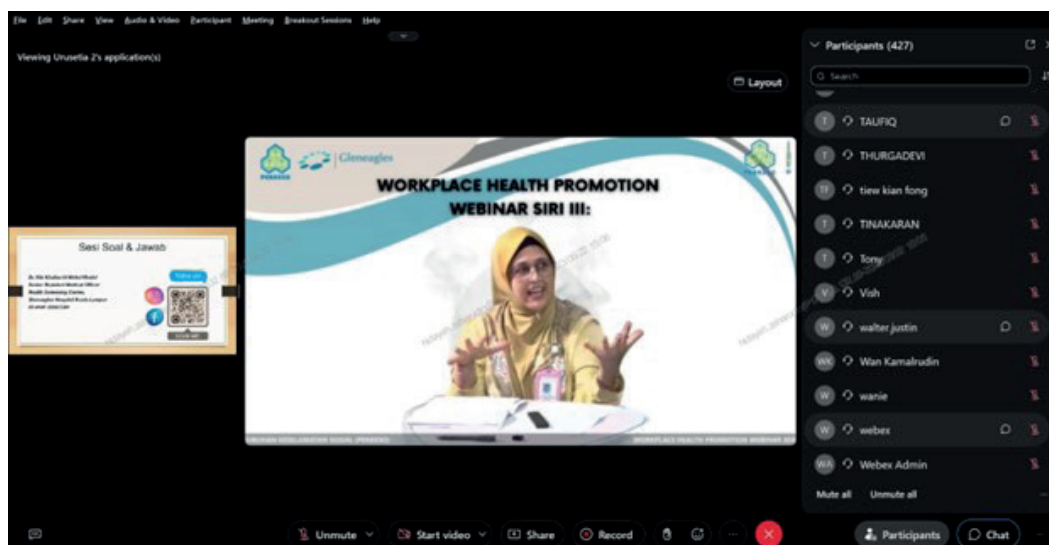
WORKPLACE HEALTH PROMOTION WEBINAR SERIES

PERKESO telah melaksanakan Workplace Health Promotion Webinar Series pada tahun 2023 dalam usaha meluaskan lagi promosi kesihatan di kalangan pekerja. Siri webinar ini mengenengahkan aspek perkongsian ilmu, kesedaran dan pencegahan berkaitan penyakit tidak berjangkit. Webinar ini diadakan secara dalam talian bagi memudahkan akses serta menggalakkan lebih ramai pekerja menyertai sesi ini.

Sebanyak lapan siri webinar telah dilaksanakan pada tahun 2023 dengan sambutan yang memberangsangkan iaitu purata penyertaan melebihi 500 orang peserta bagi setiap siri. Antara tema yang dibawa dalam siri webinar ini ialah Cervical Cancer: Screening & Prevention, Preventing Heart Disease dan Diet untuk Sihat.

PERKESO conducted a Series of Webinars on Workplace Health Promotion in 2023 in an effort to further widen the promotion of health amongst workers. This webinar series highlights sharing of knowledge, awareness and prevention of non-communicable diseases. The webinars are conducted online for ease of access as well as to encourage more workers to join in the sessions.

Eight series of webinars were held in 2023 to encouraging response, with the average participation exceeding 500 participants for each series. Among the themes carried in the webinar series included Cervical Cancer: Screening & Prevention, Preventing Heart Disease and Diet for Health.



ACTIV@WORK CHALLENGE 2023

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Activ@Work Challenge merupakan acara tahunan yang dianjurkan oleh PERKESO sejak tahun 2017. Ia merupakan program yang berkonsepkan cabaran untuk majikan menggalakkan pekerja bergiat aktif melakukan aktiviti fizikal di tempat kerja bagi memenangi anugerah Majikan Paling Aktif.

Program ini memberi motivasi kepada majikan dan pekerja untuk bekerjasama mencapai matlamat menjadikan agensi atau syarikat mereka sebagai peneraju promosi kesihatan di tempat kerja. Penyertaan bagi program ini turut dibuka kepada sektor kerajaan bagi meluaskan lagi penyertaan kepada penjawat awam.

Bagi tahun 2023, program ini telah diadakan pada Julai hingga September dengan penyertaan sebanyak 276 majikan dan 20,081 orang pekerja. Jumlah langkah yang terkumpul sepanjang program ini berlangsung adalah melebihi 2.7 billion langkah.

Tenaga Nasional Berhad telah dinobatkan sebagai Majikan Paling Aktif untuk Activ@Work Challenge tahun 2023.

The Activ@Work Challenge is an annual event organised by PERKESO since 2017. It is a programme with the concept of challenge for employers to encourage their workers to engage in physical activity at the workplace, to win the Most Active Employer award.

This programme motivates both employers and workers to cooperate in achieving their goal of having their agency or company become the leader in promoting health at the workplace. Participation in the programme is open to the government sector to extend participation to public servants.

This programme was held from July to September in 2023 with the participation of 276 employers and 20,081 workers. The total steps accumulated throughout the programme exceeded 2.7 billion steps.

Tenaga Nasional Berhad was crowned the Most Active Employer in the Activ@Work Challenge 2023.



ACTIV@WORK
BE THE MOST ACTIVE WORKPLACE IN MALAYSIA!

PRIZES AND REWARDS WORTH UP TO RM30,000

BENEFITS

1. Free registration at activatwork.perkeso.gov.my
2. Attractive prizes worth up to RM30,000 to be won
3. Free Media Coverage for the winning companies and employees
4. Show that you care for your employees' health and wellbeing
5. Free nutritional and health advice for those who participate in the challenge

TERMS & CONDITIONS

1. Challenge period: 1st July 2023 - 30th September 2023
2. Participants must be registered employees

GENERAL INQUIRIES
✉ activatwork.perkeso@perkeso.gov.my ☎ 03-4254-9189 or 03-4252-1258

BOOKDOC TECHNICAL SUPPORT
✉ activatwork@bookdoc.com ☎ 0300-88-2382

For more information about the format of the challenge, please visit us at activatwork.perkeso.gov.my



OPS CEGAH

OPS CEGAH

Majlis Pelancaran Ops Cegah 2023 bertemakan Kebersamaan Mengurangi Risiko Kecelakaan dan Kematian Pekerja. Tahun kedua pelaksanaan program ini menggunakan pendekatan “soft approach” yang sama seperti tahun lalu. Insya Allah, bagi mengawal trend peningkatan kemalangan, program Ops Cegah ini akan dilaksanakan di seluruh negara selama dua minggu bermula 7 Mac hingga 22 Mac 2023.

Program ini melibatkan YBrs. Ir. Tuan Haji Mohd Hatta bin Zakaria, Timbalan Ketua Pengarah, Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP), YBrs. Tuan Haji Khairunnizam bin Mustapa, Pengurus Besar, Jabatan Perundingan, Penyelidikan & Pembangunan, Institut Keselamatan dan Kesihatan Pekerjaan (NIOSH), YBrs. Encik Anis Fahmy bin Pauzi, Perunding Keselamatan dan Kesihatan Pekerjaan, Persekutuan Majikan-Majikan Malaysia (MEF), YDh. Assistant Superintendent of Police Rasha Azrul Bin Shafii, Pegawai Turus Operasi Kontinjen, Jabatan Siasatan dan Penguatkuasaan Trafik, Bukit Aman, Pengurusan Tertinggi PERKESO, Wakil Ketua-Ketua Jabatan dan Agensi di bawah Kementerian Sumber Manusia, Rakan-rakan Strategik PERKESO, serta Pengurusan Kanan PERKESO.

Kerjasama dan komitmen daripada setiap rakan strategik PERKESO, Ops Cegah 2022 tahun lalu telah membuahkan hasil kerana kadar penurunan dapat dilihat dalam senarai 100 majikan tertinggi kemalangan PERKESO yang melibatkan kemalangan perjalanan serta kemalangan industri. Usaha pencegahan kemalangan ini akan menguntungkan majikan dalam jangka masa panjang dan meningkatkan kesejahteraan golongan pekerja, merangsang produktiviti organisasi, dan seterusnya memajukan perkembangan ekonomi negara.

Ops Cegah 2023 was held with the theme “Kebersamaan Mengurangi Risiko Kecelakaan dan Kematian Pekerja” (Togetherness Reduces the Risk of Injury and Death). This is the second year the programme is held, using the same ‘soft approach’ taken the previous year. In an effort to control the upward accident trend, the Ops Cegah was carried out nationwide for a period of two weeks, from 7 March to 22 March 2023.

The programme was held with the involvement of Ir. Tuan Haji Mohd Hatta bin Zakaria, Deputy Director General of the Department of Occupational Safety and Health (DOSH), Tuan Haji Khairunnizam bin Mustapa, General Manager of the Department of Consultation, Research & Development, National Institute of Occupational Safety and Health (NIOSH), Encik Anis Fahmy bin Pauzi, Occupational Safety and Health Consultant, Malaysian Employers’ Federation, Assistant Superintendent of Police Rasha Azrul bin Shafii, Staff Officer of Contingent Operations, Department of Traffic Investigation and Enforcement, Bukit Aman, the Top Management of PERKESO, representatives of the Heads of Departments and Agencies under the Ministry of Human Resources, PERKESO Strategic Partners and the senior management of PERKESO.

The cooperation and commitment of each PERKESO strategic partner involved in Ops Cegah 2022 has resulted in a decreasing trend that could be seen in the list of 100 employers with the highest rate of accidents including commuting and industrial accidents. This accident prevention effort will benefit employers in the long run whilst improving the well being of workers, stimulating productivity of organisations and subsequently accelerating the economic growth of the country.



RUN AND RIDE PERKESO 2023

PERKESO RUN AND RIDE 2023

PERKESO Run and Ride juga merupakan salah satu program tahunan yang dianjurkan oleh PERKESO bagi mempromosikan gaya hidup aktif di kalangan pekerja. Program ini dianjurkan dengan skala besar yang mengumpulkan ribuan peserta yang terdiri daripada golongan pekerja dan majikan.

Pada tahun 2023, program ini telah diadakan pada 19 November 2023 bertempat di Dataran Wawasan, Putrajaya. Ia telah disertai oleh lebih 8,000 orang peserta. Program ini berkonsepkan aktiviti kecergasan dan fizikal yang menawarkan acara kayuhan dengan laluan sepanjang 20km dan 40km serta acara larian dengan laluan sepanjang 5km dan 10km.

Turut diadakan semasa acara ini ialah Activ@Work Award 2023 bagi menyampaikan anugerah kepada majikan dan pekerja yang telah memenangi Activ@Work Challenge 2023.

The PERKESO Run and Ride is an annual programme organised by PERKESO to promote an active lifestyle amongst workers. The large-scale programme is held by gathering thousands of participants comprising workers and employers.

The programme was held on 19 November 2023 at Dataran Wawasan, Putrajaya with more than 8,000 participants. The programme based on physical fitness offered 20km and 40km cycling events, as well as 5km and 10km running events.

The Activ@Work Award 2023 was also presented at the event to the employer and employee who won the Activ@Work Challenge 2023.



IPEF 2023 MENGGARAP DIMENSI DINAMIK PASARAN BURUH

IPEF 2023 WORKING THE DYNAMIC DIMENSION OF THE LABOUR MARKET

KUALA LUMPUR, 11 Oktober 2023 – Forum antarabangsa yang berlangsung selama tiga hari bermula 11-13 Oktober 2023 menghimpunkan lebih 1,000 penyertaan. IPEF 2023 menjadi platform global untuk perbincangan mengenai penyelesaian yang inovatif dan amalan terbaik yang ditampilkan oleh 28 ahli panel antarabangsa, antaranya dari Belgium, Indonesia, Ireland, Republik Korea, Turki dan Malaysia.

Antara fokus utama forum tersebut termasuk perbincangan seperti Workforce Transformation and Agility, Enhancing Unemployment Protection, Strengthening TVET and Promoting Youth Employment, Expanding SMES and Startups' Access to Funding and Other Growth Resources and Empowering Marginalised Groups in the Workforce. Barisan panel terkemuka yang turut memberikan input pada persidangan ini ialah Menteri Ekonomi, Rafizi Ramli; Pengerusi Majlis Perniagaan Pembangunan Lestari (BCSD) Malaysia, Prof Tan Sri Zakri Abdul Hamid; Penasihat Penyelidikan Institut Penyelidikan Khazanah (KRI), Prof Dr. Jomo Kwame Sundaram; Felo Penyelidik Pusat Pemantauan Dasar Perkhidmatan Maklumat Pekerjaan Belia Korea, Dr. Park Ka Yeul serta penampilan khas bekas ratu boling negara, Datuk Shalin Zulkifli.

KUALA LUMPUR, 11th October 2023 – The three-day international forum that was held from 11th to 13th October 2023 gathered more than 1,000 participants. IPEF 2023 became a global platform for discourse on the innovative and best practice solutions presented by 28 international panel members, from, among others, Belgium, Indonesia, Ireland, the Republic of Korea, Turkey and Malaysia.

Among the key focus of the forum included discussion on topics such as Workforce Transformation and Agility, Enhancing Unemployment Protection, Strengthening TVET and Promoting Youth Employment, Expanding SMEs and Startups' Access to Funding and Other Growth Resources, and Empowering Marginalised Groups in the Workforce. The renowned panellists who provided input during the conference included the Minister of Economy, Rafizi Ramli; Chairman of the Business Council for Sustainable Development (BCSD) Malaysia, Prof Tan Sri Zakri Abdul Hamid; Research Advisor of Khazanah Research Institute (KRI), Prof Dr. Jomo Kwame Sundaram; Research Fellow of the Korean Youth Employment Information Service Policy Monitoring Centre, Dr. Park Ka Yeul and also the country's former bowling queen, Datuk Shalin Zulkifli.



MOA PAJAKAN TANAH ANTARA YDSM-PERKESO BAGI PEMBANGUNAN PUSAT REHABILITASI PERKESO WILAYAH TIMUR DI TERENGGANU

MEMORANDUM OF AGREEMENT ON LEASE OF LAND BETWEEN YDSM AND PERKESO FOR THE DEVELOPMENT OF THE EASTERN REGION PERKESO REHABILITATION CENTRE IN TERENGGANU

KUALA LUMPUR, 29 Ogos 2023 - Menteri Sumber Manusia, Tuan V. Sivakumar, menyaksikan Majlis Pemeteraian Perjanjian Pajakan antara Yayasan DiRaja Sultan Mizan (YDSM) dan Pertubuhan Keselamatan Sosial (PERKESO) bagi Pembangunan Pusat Rehabilitasi PERKESO Wilayah Timur di Negeri Terengganu Darul Iman bertempat di Hotel Mandarin Oriental, Kuala Lumpur. Kebawah Duli Yang Maha Mulia Al-Wathiqu Billah Sultan Mizan Zainal Abidin Ibni Almarhum Sultan Mahmud Al-Muktafi Billah Shah, Sultan Terengganu Darul Iman berkenan berangkat bercemar duli dan menyaksikan majlis ini. Cadangan pembangunan Pusat Rehabilitasi PERKESO Wilayah Timur ini mendapat perkenan Kebawah Duli Yang Maha Mulia Tuanku, selaku Pengerusi Yayasan DiRaja Sultan Mizan, dengan penyerahan sebidang tanah seluas 283,360 meter persegi atau 70 ekar di Lot PT 7126, Kampung Rhu Tapai, Mukim Merang, Daerah Setiu, Terengganu kepada PERKESO, untuk pajakan selama 99 tahun.

Berdasarkan statistik kemasukan Orang Berinsurans ke Pusat Rehabilitasi PERKESO dari 2014 sehingga kini, secara purata, 15 hingga 20 peratus daripada jumlah kes yang diterima adalah dari Zon Pantai Timur. Jumlah kemalangan dan penyakit tidak berjangkit atau non-communicable diseases (NCD) dalam negara juga meningkat saban tahun. Justeru, penubuhan sebuah lagi Pusat Rehabilitasi PERKESO, khususnya di Zon Pantai Timur adalah wajar dilaksanakan sekali gus membolehkan perkhidmatan lebih berkualiti diberi kepada golongan pekerja dilindungi PERKESO dan diperluas kepada orang awam di Zon Pantai Timur.

KUALA LUMPUR, 29th August 2023 - The Minister of Human Resources, Mr. V. Sivakumar witnessed the Signing Ceremony of a Lease Agreement between Yayasan DiRaja Sultan Mizan (YDSM) (Royal Foundation of Sultan Mizan) and the Social Security Organisation (PERKESO) for the Development of the Eastern Region PERKESO Rehabilitation Centre in the state of Terengganu Darul Iman. The ceremony took place at the Mandarin Oriental Hotel in Kuala Lumpur and was graced by Kebawah Duli Yang Maha Mulia Al-Wathigqu Billah Sultan Mizan Zainal Abidin Ibni Almarhum Sultan Mahmud Al-Muktafi Billah Shah, the Sultan of Terengganu. The proposal for the development of this rehabilitation centre was assented to by the Sultan as Chairman of Yayasan DiRaja Sultan Mizan, with the handing over of a piece of land with an area of 283,360 square metres or 70 acres at Lot PT 7126, Kampung Rhu Tapai, Mukim Merang, District of Setiu, Terengganu to PERKESO for a 99-year lease.

Based on statistics of Insured Persons intake to the PERKESO Rehabilitation Centre from 2014 to date, on average, approximately 15 to 20 percent of the total cases received have been from the East Coast Zone. The number of accidents and non-communicable diseases in the country has also increased each year. Hence, the establishment of another PERKESO Rehabilitation Centre, specifically in the East Coast Zone, is timely. This will also allow better quality service to be given to workers under PERKESO protection and can be extended to the public in the East Coast.



KONGRES SOSIAL SINERGI 2023:**INTEGRASI PANGKALAN DATA PENERIMA BANTUAN RENTAS AGENSI****SOCIAL SYNERGY CONGRESS 2023:****INTEGRATION OF CROSS AGENCY AID RECIPIENT DATA BASE**

AMPANG, 15 November 2023 – Bertemakan ‘Prihatin Melangkaui Ekspektasi, Kesejahteraan Rakyat Keutamaan Kami’, kongres ini berpaksikan Program Social Synergy yang telah dilancarkan oleh Datuk Seri Dr. Wan Azizah Wan Ismail pada 9 November 2019 dengan matlamat utama untuk memastikan tiada rakyat Malaysia tercicir daripada menerima bantuan, sekali gus mengatasi rangkaian permasalahan berkait sosioekonomi, kelangsungan hidup dan kelestarian sosial. Kongres ini telah dihadiri lebih 250 perwakilan daripada 35 agensi rakan sinergi dan 15 agensi pemerhati yang menyaksikan sebuah resolusi dirangka hasil pembentangan kertas cadangan daripada enam agensi di Malaysia, iaitu Unit Penyelarasan Pelaksanaan, Jabatan Perdana Menteri (ICU), Jabatan Kebajikan Masyarakat (JKM), Agensi Kaunseling dan Pengurusan Kredit (AKPK), Perbadanan Produktiviti Malaysia (MPC); Yayasan Taiwan Buddhist Tzu Chi Malaysia dan Lembaga Zakat Selangor (LZS).

AMPANG, 15th November 2023 – With the theme of ‘Prihatin Melangkaui Ekspektasi, Kesejahteraan Rakyat Keutamaan Kami’ (Conscientiousness Beyond Expectation, Wellbeing of the People Our Priority), this congress was held based on the Social Synergy Programme launched by Datuk Seri Dr. Wan Azizah Wan Ismail on 9th November 2019 for the main purposes of ensuring that no Malaysian is excluded from receiving aid, thus overcoming problems related to socio-economy, survival and social sustainability. The congress was attended by 250 representatives from 35 synergy partner agencies and 15 observer agencies who witnessed a resolution formed as a result of the presentation of proposals from six agencies in Malaysia, namely, the Implementation Coordination Unit of the Prime Minister’s Department, the Department of Social Welfare, the Credit Counselling and Management Agency, the Malaysian Productivity Corporation, the Taiwanese Buddhist Tzu Chi Foundation of Malaysia and Lembaga Zakat Selangor.



KARNIVAL KERJAYA 2023

THE CAREER CARNIVAL 2023

Karnival Kerjaya 2023 merupakan karnival berskala besar anjuran PERKESO yang membuka peluang kepada semua pencari kerja untuk mengisi jawatan kosong yang diperlukan oleh majikan yang terlibat. Sepanjang tahun 2023, banyak karnival kerjaya yang dijalankan antaranya;

- Majlis Pelancaran Skim Keselamatan Sosial Suri Rumah (SKSSR) & Karnival Kerjaya MYFutureJobs 2023, anjuran Kementerian Sumber Manusia (KSM) melalui PERKESO, 11 Februari 2023 – Pusat Konvensyen Kuala Lumpur (KLCC)
- Karnival Kerjaya MYFutureJobs & Skim Keselamatan Sosial Suri Rumah (SKSSR) 2023, 25 Februari 2023, Batu Gajah, Negeri Perak
- Karnival Kerjaya MYFutureJobs Melaka Careertrans dan Skim Keselamatan Sosial Suri Rumah 2023, 11 Mac 2023 di Ayer Keroh, Melaka
- Karnival Kerjaya MYFutureJobs dan Skim Keselamatan Sosial Suri Rumah (SKSSR) 2023, 28 Mei 2023 di Bagan Datuk, Perak
- Karnival Kerjaya MYFutureJobs & Skim Keselamatan Suri Rumah (SKSSR) 2023, 4 Jun 2023 di PICCA Convention Centre, Butterworth Arena, Pulau Pinang
- Karnival Kerjaya MYFutureJobs & Skim Keselamatan Suri Rumah (SKSSR) 2023 Negeri Terengganu sempena 'Outreach Kesejahteraan Pekerjaan Rakyat Negeri Terengganu 2023, 7 Julai 2023
- Karnival Kerjaya MYFutureJobs & Skim Keselamatan Sosial Suri Rumah (SKSSR), 28 Julai 2023, Kulim, Kedah
- Karnival Kerjaya MYFutureJobs bersama HAWA Malaysia "Perkasa Wanita dan Keluarga" peringkat negeri Pulau Pinang 5 Ogos 2023
- Karnival Kerjaya MyFutureJobs & Skim Keselamatan Sosial Suri Rumah 2023, 6 Ogos 2023, Kelantan
- Karnival Kerjaya MADANI bersama HAWA Malaysia "Perkasa Wanita dan Keluarga", 10 Ogos 2023 di Gombak, Selangor
- Karnival Kerjaya MYFutureJobs bersama HAWA Malaysia "Perkasa Wanita dan Keluarga", 30 September 2023 di Dataran Ilmu, Felda Chemomoi, Bentong Pahang

The Career Carnival 2023 is a large scale carnival organised by PERKESO to provide all job seekers the opportunity to fill job vacancies required by the employers involved. Throughout 2023, many career carnivals were held as follows:

- Launch of the Housewives' Social Security Scheme and the MYFutureJobs Career Carnival 2023 organised by the Ministry of Human Resources through PERKESO on 11 February 2023 at the Kuala Lumpur Convention Centre
- MYFutureJobs Career Carnival 2023 and Housewives' Social Security Scheme Carnival 2023 on 25 February 2023 in Batu Gajah, Perak
- MYFutureJobs Career Carnival 2023 and Housewives' Social Security Scheme Carnival 2023 on 11 March 2023 in Ayer Keroh, Melaka
- MYFutureJobs Career Carnival 2023 and Housewives' Social Security Scheme Carnival 2023 on 28 May 2023 in Bagan Datuk, Perak
- MYFutureJobs Career Carnival 2023 and Housewives' Social Security Scheme Carnival 2023 on 4 June 2023 at PICCA Convention Centre, Butterworth Arena, Pulau Pinang
- MYFutureJobs Career Carnival and Housewives' Social Security Scheme Carnival 2023 in Terengganu, in conjunction with the Terengganu Citizens' Occupational Wellbeing Outreach Programme on 7 July 2023
- MYFutureJobs Career Carnival and Housewives' Social Security Scheme Carnival on 28 July 2023 in Kulim, Kedah
- MYFutureJobs Career Carnival with HAWA Malaysia's "Perkasa Wanita dan Keluarga" in Pulau Pinang on 5 August 2023
- MYFutureJobs Career Carnival and Housewives' Social Security Scheme Carnival on 6 August 2023 in Kelantan
- MADANI Career Carnival with HAWA Malaysia's "Perkasa Wanita dan Keluarga" on 10 August 2023 in Gombak, Selangor
- MYFutureJobs Career Carnival with HAWA Malaysia's "Perkasa Wanita dan Keluarga" on 30 September 2023 at Dataran Ilmu, Felda Chemomoi, Bentong, Pahang



HUBUNGAN ANTARABANGSA INTERNATIONAL RELATIONS

Lawatan Delegasi Antarabangsa

Setiap tahun PERKESO akan menerima lawatan daripada agensi-agensi dan institut-institut antarabangsa. Berikut antara lawatan delegasi yang diterima sepanjang tahun 2023;

Visits by International Delegations

Each year PERKESO receives delegations from international agencies and institutions. The following are some of the visits from such delegations throughout the year 2023:

1	5-Jan-23	UAE	Meeting with his Excellency Dr. Abdullah Khalfan Saeed Al-Khindi, Vice President of the Emirates Medical Association (EMA)
2	14-Mar-23	Azerbaijan	Delegates from the State Social Protection Fund (SSPF) of Azerbaijan
3	5-Apr-23		Dr. Hector Upegui, CHSO Health Officer & Worldwide Market Development Executive and Mr. Gary O'Leary, Government Leader Social & Health Programmes
4	12-Jun-23	India	Indian delegation of the Apollo Hospitals Enterprise Limited
5	27-Jul-23	Bangladesh	Delegation from Ministry of Labor and Employment (MoLE) and German Agency for International Cooperation (GIZ) from Bangladesh to Menara PERKESO
6	1-Aug-23	India	Courtesy visit from NIRAMAI Health Analytix
7	8-Aug-23	Japan	Delegation visit from Cyberdyne Incorporation, Japan
8	20-Sep-23	Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC)	Courtesy visit from SESRIC
9	4-October-23	DGUV Berlin	Delegation from Deutsche Gesetzliche Unfallversicherung (DGUV)
10	8-Nov-23	Asian Workers Compensation Association (AWCA)	Delegations from AWCA member countries
11	15-Nov-23	Brunei	Delegation from Tabung Amanah Pekerja (TAP) of Brunei
12	22-Nov-23	ASEAN Social Security Association (ASSA)	Organising the 40th ASEAN Social Security Association Board Meeting and Seminar together with the collaboration of EPF and KWAP in Kuala Lumpur
13	6-Dec-23	Kenya	Delegations from CPF Financial Services
14	13-Dec-23	Maldives Pension Administration Office	Delegations from the Maldives Pension Administration Office (MPAO) at PERKESO



Program Seminar “Kerja Tenang, Hati Senang Bersama PERKESO” untuk pekerja asing dengan kerjasama Kedutaan Bangladesh, Nepal dan India

Program seminar percuma ‘Kerja Tenang, Hati Senang Bersama PERKESO’ telah dianjurkan khas untuk pekerja warga Bangladesh, Nepal dan India pada tahun 2023. Semasa program seminar ini, taklimat berkaitan Skim Bencana Kerja Pekerja Asing PERKESO telah disampaikan oleh anggota Bahagian Pekerja Asing PERKESO. Seminar turut disempurnakan lagi dengan jurubahasa yang telah menterjemahkan taklimat yang disampaikan oleh PERKESO dalam bahasa rasmi pekerja asing. Objektif program seminar ini diadakan adalah untuk mempertingkatkan kesedaran dan kefahaman mengenai hak perlindungan keselamatan sosial yang disediakan oleh kerajaan Malaysia melalui PERKESO di kalangan pekerja asing di Malaysia. Program seminar seumpamanya akan diperluas kepada pekerja asing yang lain pada tahun 2024.

Sesi Taklimat Berkaitan Skim Bencana Kerja Pekerja Asing dan Perluasan Kepada Pekerja Domestik Asing di Gereja

Pada tahun 2023, Bahagian Pekerja Asing PERKESO telah bekerjasama dengan wakil pengurusan gereja Cathedral St John Kuala Lumpur dan gereja St Anthony Kuala Lumpur buat kali pertama untuk mengadakan sesi taklimat berkaitan Skim Bencana Kerja Pekerja Asing dan perluasan perlindungan keselamatan sosial ini kepada pekerja domestik asing. Sesi taklimat ini disusuli dengan pembukaan booth di St John Cathedral sebagai ruang pertanyaan, pengedaran *flyers* dan semakan pendaftaran PERKESO untuk pekerja yang mengunjungi gereja. Lokasi gereja dipilih bagi memudahkan pekerja domestik asing yang sering ke gereja pada hari cuti untuk turut menyertai sesi taklimat ini pada hari yang sama.

Sesi Perkongsian Berkaitan Skim Bencana Kerja Pekerja Asing bersama Wakil-Wakil Kedutaan Dari Bangladesh, India dan China.

Kedutaan memainkan peranan yang penting dalam menguruskan isu-isu berkaitan warga asing di Malaysia termasuk urusan berkaitan perlindungan keselamatan sosial. Pada tahun 2023, sesi perkongsian telah diadakan bersama beberapa wakil Kedutaan Bangladesh, India dan China. Antara perkara-perkara yang dibincangkan semasa sesi perkongsian tersebut memfokuskan kepada inisiatif-inisiatif menambah baik kesedaran berkaitan Skim Bencana Kerja Pekerja Asing PERKESO antara pekerja asing dan majikan, prosedur tuntutan faedah pekerja asing dan lain-lain usaha bagi memastikan majikan mematuhi tanggungjawab untuk mendaftarkan pekerja asing termasuk pekerja domestik dengan PERKESO. Pada masa yang sama, hubungan kerja antara pegawai PERKESO dan kedutaan dapat dieratkan lagi melalui sesi libat urus tersebut.

“Kerja Tenang, Hati Senang Bersama PERKESO” (Work in Peace, Happy Hearts with PERKESO) Seminar for foreign workers in cooperation with the Embassies of Bangladesh, Nepal and India

The “Kerja Tenang, Hati Senang Bersama PERKESO” was especially organised, free of charge, for foreign workers from Bangladesh, Nepal and India in 2023. During the seminar, a briefing on the PERKESO Foreign Workers’ Employment Injury Scheme was presented by officers from the PERKESO Foreign Workers Division, with the aid of an interpreter who interpreted the said briefing into the official languages of the workers. The seminar was held with a view to increasing awareness and understanding of the rights to social security protection offered by the Government of Malaysia through PERKESO amongst foreign workers in Malaysia. Such seminars will be made available to foreign workers from other countries in 2024.

Briefing on the Foreign Workers’ Employment Injury Scheme and the Extension of Coverage to Foreign Domestic Workers

In 2023, the PERKESO Foreign Workers Division worked together with the managements of the St John’s Cathedral and St Anthony’s Church, both in Kuala Lumpur, for the first time, to organise a briefing on the Foreign Workers’ Employment Injury Scheme and the extension of its coverage to include foreign domestic workers. The briefing session was followed by the opening of a booth at St John’s Cathedral to entertain enquiries, distribute flyers as well as to check the PERKESO registration of workers attending church. Both locations were selected to facilitate the foreign domestic workers who typically attend church on their rest days, to also attend the briefing session held on the same day.

Sharing Session on the Foreign Workers’ Employment Injury Scheme with Representatives of the Embassies of Bangladesh, India and China

Embassies play an important role in managing issues related to foreign workers in Malaysia, including matters pertaining to social security protection. In 2023, a sharing session was held together with representatives from the Embassies of Bangladesh, India and China. The discussions held during the session were focused on initiatives to improve awareness of the PERKESO Foreign Workers’ Employment Injury Scheme amongst workers and employers, procedures pertaining to benefits claims by foreign workers as well as on the other efforts put in place to ensure that employers adhere to their obligation to register foreign workers, including domestic workers, with PERKESO. The engagement session also resulted in a closer working relationship between PERKESO officers and officers from the embassies.

Webinar Antarabangsa 'Social Security Around the World: Indonesia'

Bahagian Pekerja Asing PERKESO telah menganjurkan sesi webinar antarabangsa 'Social Security Protection Around the World: Indonesia' pada 26 Jun 2023 yang lalu. Tujuan webinar ini diadakan adalah untuk berkongsi pengalaman serta maklumat berkenaan perlindungan keselamatan sosial yang dilaksanakan di luar negara, iaitu Indonesia. Webinar ini juga merupakan salah satu inisiatif kerjasama di bawah Memorandum of Collaboration (MoC) antara PERKESO dan BPJS Ketenagakerjaan. Webinar tersebut telah dirasmikan oleh Tuan John Riba Marin, Timbalan Ketua Eksekutif (Operasi), PERKESO. Puan Roswita Nilakurnia, Director of Service dari BPJS Ketenagakerjaan Indonesia telah menyampaikan taklimat berkaitan perlindungan keselamatan sosial yang disediakan khusus buat pekerja Indonesia yang bekerja di luar negara termasuklah Malaysia. Sekitar 900 orang peserta daripada pelbagai latar belakang seperti majikan, pekerja, persatuan pekerja, institusi antarabangsa serta ahli-ahli akademik telah menyertai sesi webinar ini.

Sesi Perkongsian antara PERKESO dan Social Security Office (SSO) Thailand

Selaras dengan inisiatif PERKESO untuk mengukuhkan lagi hubungan strategik bersama agensi keselamatan sosial lain di peringkat antarabangsa, sesi perkongsian telah diadakan bersama SSO di ibu pejabatnya di Nonthaburi, Thailand. Delegasi PERKESO diketuai oleh Ketua Pegawai Perundangan, Tuan Borhan bin Osman, Ketua Pegawai Eksekutif Pusat Rehabilitasi PERKESO, Datuk Hafez Hussain, Ketua Bahagian Pekerja Asing, Encik Hairiri bin Harun dan beberapa wakil bahagian. Manakala delegasi SSO diketuai oleh Nantinee Saprisi, Adviser on Efficiency SSO, Niyada Seneemanomai, Director of Policy and Planning Division SSO, Varatsuda Saradatta, Head of International Affairs SSO dan beberapa wakil bahagian yang lain. SSO merupakan agensi keselamatan sosial Thailand di bawah Ministry of Labour Thailand. Sebagai agensi keselamatan sosial utama yang menerajui perlindungan keselamatan sosial bagi golongan pekerja di Thailand, pertemuan antara PERKESO dan SSO ini telah memberi peluang untuk perbincangan lanjut berkaitan perlindungan keselamatan sosial, rawatan rehabilitasi, *best practices* dan lain-lain isu berkaitan.

'Social Security Around the World: Indonesia' International Webinar

The PERKESO Foreign Workers Division also organised an international webinar entitled 'Social Security Protection Around the World: Indonesia' on 26th June 2023. The webinar was held with a view towards sharing experiences as well as information on social security protection implemented overseas, particularly in Indonesia. The webinar was organised as part of the collaborative initiatives under the Memorandum of Collaboration entered into between PERKESO and BPJS Ketenagakerjaan of Indonesia. The session was officiated by Mr John Riba Marin, Deputy Chief Executive (Operations) of PERKESO. Madam Roswita Nilakurnia, Director of Service of BPJS Ketenagakerjaan Indonesia delivered a talk on the social security protection offered specifically to Indonesian workers working abroad, including in Malaysia. Approximately 900 participants from various backgrounds, including employers, workers, trade unions, international institutions as well as academicians attended the webinar.

Sharing Session between PERKESO and the Social Security Office (SSO) of Thailand

In line with PERKESO's initiative to further strengthen its strategic relationship with other international social security agencies, a sharing session was held with SSO at its headquarters in Nonthaburi, Thailand. The PERKESO delegation which was led by the Chief Legal Officer, Mr. Borhan bin Osman, included the Chief Executive Officer of PERKESO Rehabilitation Centre, Datuk Hafez Hussain, the Head of Foreign Workers Division, Mr. Hairiri bin Harun together with several representatives from other divisions. The SSO delegation, on the other hand, was led by Nantinee Saprisi, Adviser on SSO Efficiency and included Niyada Seneemanomai, Director of Policy and Planning Division of SSO, Varatsuda Saradatta, Head of SSO International Affairs, together with representatives from other divisions. SSO is a social security agency under the Ministry of Labour, Thailand. The meeting with SSO, as the leading social security agency for workers in Thailand, provided PERKESO with an opportunity for further discussions on social security protection, rehabilitation treatment, best practices and other related issues.



Seminar Pengurusan Dan Perlindungan Pekerja Asing Di Malaysia Dengan Kerjasama Jabatan Imigresen Malaysia (JIM)

Seminar Pengurusan Dan Perlindungan Pekerja Asing Di Malaysia bersiri anjuran Bahagian Pekerja Asing PERKESO dengan kerjasama JIM telah diadakan di beberapa lokasi sepanjang tahun 2023 seperti Menara PERKESO Putrajaya, Pejabat PERKESO Negeri Perak, Pejabat PERKESO Negeri Melaka, Pejabat PERKESO Negeri Kelantan, Pejabat PERKESO Negeri Sarawak dan Pejabat PERKESO Negeri Sabah. Objektif seminar yang dianjurkan eksklusif untuk majikan pekerja asing ini adalah untuk memberi pendedahan dengan lebih terperinci kepada Skim Bencana Kerja Pekerja Asing PERKESO dan hal-hal berkaitan pengurusan imigresen pekerja asing serta memberi peluang untuk mengajukan pertanyaan berkaitan perkara tersebut.

Majlis PERKESO Appreciation Luncheon

PERKESO telah menganjurkan majlis 'PERKESO Appreciation Luncheon' pada 1 November 2023 di Intercontinental Hotel Kuala Lumpur. Tujuan majlis ini diadakan adalah untuk memberi penghargaan kepada rakan strategik yang telah bekerjasama baik dengan PERKESO dalam melaksanakan inisiatif kolaborasi berkaitan perlindungan keselamatan sosial pekerja asing. Majlis ini disempurnakan dengan kehadiran Menteri Sumber Manusia YB Tuan V. Sivakumar, Timbalan Ketua Setiausaha (Operasi) KSM YBhg. Dato' Hajah Norison Ramli, Pengerusi Lembaga PERKESO Dato' Seri Subahan Kamal, dan Ketua Pegawai Eksekutif Kumpulan YBhg. Dato' Seri Dr. Mohammed Azman. Majlis ini turut dihadiri oleh:

- Duta Besar negara Indonesia, Thailand, Pakistan, Nepal dan Vietnam
- Wakil pegawai kedutaan Bangladesh, Myanmar, China, Philippines, Cambodia dan India
- Wakil agensi kerajaan seperti Jabatan Imigresen Malaysia, Jabatan Tenaga Kerja Semenanjung, Jabatan Tenaga Kerja Sabah, Jabatan Tenaga Kerja Sarawak, FOMEMA Sdn. Bhd. dan Construction Labour Exchange Centre Berhad (CLAB)
- Wakil NGO seperti Persatuan Pekerja Rumah Tangga Indonesia Migran (PERTIMIG), Association of Nationalist Overseas Filipino Workers in Malaysia (AMMPO) dan Persatuan Agensi Pekerjaan Malaysia (PAPA)
- Wakil Institusi Keselamatan Sosial luar negara seperti Ministry of Overseas Pakistanis and Human Resource Development, Social Security Board Myanmar, BPJS Ketenagakerjaan Indonesia dan Foreign Employment Board Secretariat Nepal.

Seminar on the Management and Protection of Foreign Workers in Malaysia, in collaboration with the Department of Immigration, Malaysia

A series of seminars on the Management and Protection of Foreign Workers in Malaysia was organised by the PERKESO Foreign Workers' Division in collaboration with the Department of Immigration at several locations throughout 2023, including at Menara PERKESO in Putrajaya, as well as the PERKESO State Offices in Perak, Melaka, Kelantan, Sarawak and Sabah. These seminars, organised exclusively for employers of foreign workers, were held with the objective of providing more detailed exposure on the PERKESO Foreign Workers' Employment Injury Scheme and matters pertaining to the immigration management of foreign workers. The seminars also provided an opportunity for the participants to forward their enquiries on such matters.

PERKESO Appreciation Luncheon

PERKESO held an Appreciation Luncheon on 1st November 2023 at the Intercontinental Hotel in Kuala Lumpur in recognition of its strategic partners who have cooperated well with the organisation in implementing initiatives related to foreign workers' social security protection. The luncheon was graced by the Minister of Human Resources, YB V. Sivakumar, the Deputy Secretary General (Operations) of the Ministry of Human Resources, Dato' Hajah Norison Ramli, Chairman of the Board of PERKESO, Dato' Seri Subahan Kamal, and the Group Chief Executive Officer, YBhg Dato' Seri Dr Mohammed Azman. The event was also attended by:

- Ambassadors of Indonesia, Thailand, Pakistan, Nepal and Vietnam;
- Representatives from the embassies of Bangladesh, Myanmar, China, the Philippines, Cambodia and India;
- Representatives from government agencies such as the Department of Immigration Malaysia, the Department of Labour, Peninsular Malaysia, the Department of Labour, Sabah, the Department of Labour, Sarawak, FOMEMA Sdn Bhd and Construction Labour Exchange Centre Berhad (CLAB);
- Representatives from Non-Governmental Organisations such as the Persatuan Pekerja Rumah Tangga Indonesia Migran (PERTIMIG) (Association of Migrant Indonesia Domestic Workers), the Association of Nationalist Overseas Filipino Workers in Malaysia (AMMPO) and Persatuan Agensi Pekerjaan Malaysia (PAPA) (Association of Employment Agencies Malaysia);
- Representatives from international social security institutions such as the Ministry of Overseas Pakistanis and Human Resource Development, the Social Security Board of Myanmar, the BPJS Ketenagakerjaan of Indonesia and the Foreign Employment Board Secretariat of Nepal.

TANGGUNGJAWAB SOSIAL KORPORAT CORPORATE SOCIAL RESPONSIBILITY

SENYUMANMU MEMBUATKU BAHAGIA!



Majlis Sambutan Tahun Baharu Cina PERKESO 2023 bersama jemputan istimewa yang terdiri daripada ibu tunggal, anak-anak yatim dan penerima faedah PERKESO dari sekitar Lembah Klang diadakan pada 19 Januari 2023. Majlis ini diserikan lagi dengan kehadiran tetamu kehormat, YB Tuan V. Sivakumar, Menteri Sumber Manusia, Tuan A. Maniam, Timbalan Ketua Setiausaha (Dasar dan Antarabangsa) Kementerian Sumber Manusia, YBhg. Dato' Sri Subahan Kamal, Pengerusi Lembaga PERKESO, Ketua-ketua Jabatan dan Agensi di Bawah Kementerian Sumber Manusia dan Ahli-ahli Lembaga PERKESO.

Keceriaan dan senyuman yang jelas terpancar pada muka tetamu istimewa selepas dapat menjamu hidangan yang lazat, menikmati persembahan yang hebat serta pulang dengan sumbangan yang berupa angpows dan hamper daripada PERKESO. Sesungguhnya, program sebegini memberi ruang dan peluang kepada PERKESO untuk menyumbang semula kepada masyarakat.

YOUR SMILES MAKE ME HAPPY!



PERKESO's Chinese New Celebration 2023 together with special guests comprising single mothers, orphans and PERKESO benefits recipients from around Klang Valley was held on 19 January 2023. The ceremony was graced by the presence of distinguished guests, YB Tuan V. Sivakumar, Minister of Human Resources, Tuan A. Maniam, Deputy Secretary General (Policy and International), Ministry of Human Resources, YBhg. Dato' Sri Subahan Kamal, Chairman of the Board of PERKESO, Heads of Departments and Agencies under the Ministry of Human Resources and members of the PERKESO Board of Directors.

Happiness and smiles were clearly seen on the faces of the special guests after partaking in the delicious food offered, enjoying great performances and going home with contributions in the form of angpows and hampers from PERKESO.



JOM KEMBALI KE SEKOLAH

Pada 15 Februari 2023, PERKESO terus menunaikan tanggungjawab sosial korporat (CSR) dengan menyantuni anak yatim dan asnaf menerusi Program Prihatin Keluarga Angkat (PROTEK) - Kembali ke Sekolah 2023. Menerusi program CSR ini, setiap pejabat PERKESO yang diamanahkan untuk menjaga dan memantau kebajikan anak-anak PROTEK, turun padang membawa anak-anak ini untuk membeli kelengkapan persekolahan mereka sebelum bermulanya sesi baru persekolahan.

Program CSR pada tahun ini memanfaatkan seramai 155 anak PROTEK PERKESO di seluruh negara. Sambil melihat kerian yang terpancar di wajah anak-anak PROTEK melalui gambar aktiviti-aktiviti yang dikongsikan oleh pegawai saya, hati ini sebak apabila diberitahu ada di kalangan anak-anak yang disantuni belum pernah makan KFC apatah lagi masuk ke restoran makanan segera ini untuk menikmatinya. Mungkin bagi kebanyakan orang di bandar, KFC merupakan makanan biasa dan mampu dibeli pada bila-bila masa, tetapi tidak bagi orang yang diuji dengan kesusahan dalam hidup.

Dalam hidup ini, tidaklah begitu perlu untuk menjadi orang yang disegani atau ditakuti tetapi jadilah orang yang berguna kepada sesiapa yang berada di sekeliling kita. Ingatlah bahawa masih terdapat insan yang belum berpeluang merasai nikmat kehidupan seperti orang lain.

LET'S GO BACK TO SCHOOL!

PERKESO, on 15th February 2023, continued to discharge its corporate social responsibility with an engagement with orphans and asnaf through the Adoptive Family Prihatin Programme (PROTEK) - Back to School 2023. Each PERKESO office that has been entrusted with the care and monitoring of the PROTEK children gathered together to bring them on a back-to-school shopping trip prior to the start of the new school year.

The CSR programme this year has benefitted 155 PERKESO PROTEK children across the country. Whilst looking at the joy shining on the faces of the children, seen through the pictures shown by my officers, I was touched when told that some of the children had never had KFC or in fact had never entered the restaurant at all. For most people in cities, KFC is quite typical and many people can afford to buy at any time. But such is not so for people who have been challenged with difficulties in life.

In life, it is not really necessary to become someone that is respected or feared, but instead we should strive to become someone helpful to those around us. We should always remember that there are others who have yet to get the opportunity to enjoy life like us.



RAMADAN BULAN RAHMAT

Seperti tahun-tahun lalu, setiap kali Ramadan tiba, PERKESO tidak pernah melupakan golongan-golongan yang kurang bernasib baik yang terdiri daripada anak yatim dan ibu tunggal. Majlis kali ini yang berlangsung pada 13 April 2023 melibatkan 141 orang penerima faedah PERKESO.

Majlis diserikan dengan kehadiran YB Tuan Mustapha Sakmud, Timbalan Menteri Sumber Manusia dan turut diiringi YBhg. Dato' Sri Subahan Kamal, Pengerusi Lembaga PERKESO, YBhg. Datuk Abu Huraira Abu Yazid, Pengerusi Lembaga Pengarah Pusat Rehabilitasi PERKESO, Ahli-ahli Lembaga PERKESO, Ketua-Ketua Jabatan serta agensi di bawah KSM, Pengurusan Tertinggi dan Pengurusan Kanan PERKESO, dan semua tetamu jemputan yang lain. Sumbangan Hari Raya disampaikan kepada anak-anak yatim dan ibu-ibu tunggal agar dapat sedikit sebanyak menceriakan sambutan Ramadan dan Aidilfitri mereka.



Sempena majlis tersebut, turut berlangsung pelancaran Insentif Kerjaya Madani 2023 yang bertujuan agar dapat meningkatkan peluang-peluang pekerjaan dan penempatan pekerjaan untuk pelbagai kumpulan sasar menerusi Program Daya Kerjaya, Daya Kerjaya TVET dan Program Bina Kerjaya.

BLESSINGS OF RAMADAN

Each time Ramadan comes, PERKESO never forgets the less fortunate including orphans and single mothers. An event was held on 13th April 2023 to celebrate 141 PERKESO benefit recipients.

The event was graced by YB Tuan Mustapha Sakmud, Deputy Minister of Human Resources, accompanied by YBhg. Dato' Sri Subahan Kamal, Chairman of the PERKESO Board, YBhg Datuk Abu Huraira Abu Yazid, Chairman of the Board of Directors of PERKESO Rehabilitation Centre, members of the PERKESO Board, the Heads of Departments and Agencies under the Ministry of Human Resources, PERKESO's top and senior management as well as other invited guests. Hari Raya contributions were presented to the orphans and single mothers in the hopes of bringing a little joy to their Ramadan and Aidilfitri celebration.



In conjunction with the event, the Insentif Kerjaya Madani 2023 was launched for the purposes of increasing employment opportunities and job placements for the various target groups through the Daya Kerjaya Programme, Daya Kerjaya TVET Programme and the Bina Kerjaya Programme.



RAMAH MESRA MASYARAKAT LUAR BANDAR



PERKESO turut mengadakan Program Outreach & CSR menyantuni masyarakat luar bandar di FELDA Tun Ghafar Hutan Percha pada 15 Julai 2023. Program satu hari ini adalah hasil usaha warga kerja PERKESO dari seluruh negara yang kini sedang menjalani pengajian Ijazah Pertama Pengurusan Sumber Manusia (Keselamatan Sosial) BHRM, dengan kerjasama Social Security Centre of Excellence (SOSCOE).

Program yang berlangsung ini merupakan inisiatif daripada PERKESO bagi menyebarkan maklumat tentang produk, perkhidmatan dan peranan PERKESO sebagai peneraju perlindungan keselamatan sosial di Malaysia. Pelbagai aktiviti gotong-royong telah diadakan seperti mengecat, penyediaan bubur lambuk, pertandingan mewarna kanak-kanak, termasuklah sesi taklimat dan penerangan berkenaan produk dan perkhidmatan PERKESO serta pendaftaran skim-skim PERKESO.

ENGAGEMENT WITH RURAL COMMUNITIES



PERKESO held its Outreach and CSR programme with the rural community of FELDA Tun Ghafar, Hutan Percha on 15th July 2023. The one-day programme was the result of efforts made by PERKESO staff from around the country currently pursuing their Bachelor's degree in Human Resources Management (Social Security), in cooperation with the Social Security Centre of Excellence (SOSCOE).

The programme held was part of PERKESO's initiative to disseminate information on its products, services and role as the leader in social security protection in Malaysia. Various communal work was carried out such as painting, preparing bubur lambuk, colouring competition for children, as well as briefing sessions regarding PERKESO's products and services, and registration of PERKESO schemes.



CAHAYA DEEPAVALI MENERANGI ORANG BERINSURANS

Pada 7 November 2023, Majlis Sambutan Deepavali diadakan di Ipoh, Perak. Sambutan majlis penuh bermakna ini telah diserikan lagi dengan kehadiran YB Tuan V. Sivakumar, Menteri Sumber Manusia.

Majlis tersebut diraikan dan disantuni dengan penyerahan sumbangan wang tunai dan hamper kepada anak-anak yatim dan ibu tunggal, penerima faedah serta sumbangan kepada 9 badan kebajikan di sekitar Ipoh. Penyerahan sumbangan 3 unit mesin hemodialisis, masing-masing 2 unit kepada Pusat Yayasan Buah Pinggang Kebangsaan (NKF) - Yayasan Dialisis Pendidikan Akhlak Perak, dan 1 unit Persatuan Meningkatkan Akhlak Woh Peng Cheang Seah.

Turut hadir YBhg. Dato' Haji Amran bin Haji Ahmad, sebagai pemangku Ketua Setiausaha, Kementerian Sumber Manusia, dif-dif kehormat serta semua pihak yang terlibat sama ada secara langsung atau tidak langsung. Semoga cahaya Deepavali dan semangat keprihatinan ini dapat membina serta mengeratkan lagi hubungan silaturahim, semangat muhibbah masyarakat di sini.

SHINING THE LIGHT OF DEEPAVALI ON INSURED PERSONS

The PERKESO Deepavali Celebration was held on 7th November 2023 in Ipoh, Perak. The meaningful event was graced by YB Tuan V. Sivakumar, Minister of Human Resources.

The event became joyful with presentation of contributions in the form of cash and hampers to orphans, single mothers and benefits recipients as well as contributions to nine welfare bodies around Ipoh. Donation of 3 units of hemodialysis machines was also presented – 2 units to the National Kidney Foundation Yayasan Dialisis Pendidikan Akhlak Perak and 1 unit to Persatuan Meningkatkan Akhlak Woh Peng Cheang Seah.

Also present was YBhg. Dato' Haji Amran bin Haji Ahmad as the acting Secretary General of the Ministry of Human Resources, dignitaries and other parties involved, whether directly or otherwise. It is hoped that the light of Deepavali and prihatin spirit will go on to build and strengthen friendships and muhibbah within the community.



PERKESO ITU PRIHATIN, PRIHATIN ITU PERKESO

PERKESO IS PRIHATIN, PRIHATIN IS PERKESO

WARIS TERUS DIPAYUNGI

Pada 4 Januari 2023, YB Dato' Seri Dr. Wan Azizah Wan Ismail, Ahli Parlimen Bandar Tun Razak yang diiringi Dato' Seri Ketua Eksekutif Kumpulan PERKESO menyampaikan faedah PERKESO kepada waris Allahyarham Sopian Noordin.

Allahyarham Sopian, 52 merupakan pencarum aktif PERKESO ketika hayatnya dan meninggal dunia akibat penyakit jantung pada 29 Disember tahun lepas. Beliau meninggalkan seorang balu, Puan Rusnizah Hamzah dan dua orang cahaya mata, Muhammad Salman Sopian, 23 dan Nur Atifah Syazwani Sopian, 19. Balu serta anak-anak menerima Faedah Pengurusan Mayat dan Pencen Penakat daripada PERKESO. Diharapkan bantuan faedah PERKESO dapat meringankan beban mereka.

Salam takziah kepada keluarga Allahyarham atas kehilangan insan tersayang. Semoga Allah SWT merahmati roh Allahyarham dan menempatkannya dalam kalangan orang yang beriman dan beramal soleh. Terima kasih YB Dato' Seri Dr. Wan Azizah kerana sentiasa menyokong matlamat PERKESO dalam menyediakan perlindungan keselamatan sosial yang komprehensif demi kesejahteraan sosial rakyat.

NEXT-OF-KIN CONTINUE TO BE PROTECTED

On 4th January 2023, YB Dato' Seri Dr. Wan Azizah Wan Ismail, Member of Parliament for Bandar Tun Abdul Razak who was accompanied by the Chief Executive Officer of PERKESO Group presented the PERKESO benefit to the next-of-kin of Allahyarham Sopian Noordin.

Allahyarham Sopian, 52, during his life was an active PERKESO contributor and had passed away of heart disease on 29 December 2022. He is survived by a widow, Puan Rusnizah Hamzah and two children, Muhammad Salman Sopian, 23 and Nur Atifah Syazwani Sopian, 19. His widow and children received the Funeral Benefit and Survivor's Pension from PERKESO. It is hoped that these PERKESO benefits can alleviate their burden.

Condolences to the family of Allahyarham Sopian on the loss of their loved one. May Allah SWT bless him and place him amongst the faithful and good. We would like to thank YB Dato' Seri Dr. Wan Azizah for her continued support of PERKESO's goals of providing comprehensive social security protection for the wellbeing of the rakyat.



KEMALANGAN TANPA DIDUGA

Pada 10 Januari 2023, PERKESO, menerusi Skuad PERKESO Prihatin Tanjung Karang menyerahkan faedah Pencen Penakat dan Faedah Pengurusan Mayat serta Kotak Prihatin kepada keluarga mendiang Gain Choo Yin. Penyerahan telah disampaikan oleh YB Encik Ahmad Mustain, ADUN Sabak. Beliau diiringi oleh Encik Ismail Abi Hashim, Pengarah PERKESO Selangor dan Encik Roseman Muhamad Damanhuri, Pengurus PERKESO Tanjung Karang serta wakil dari SPP Tanjung Karang, Puan Kaladevi Subramaniam.

Mendiang Gian merupakan salah seorang mangsa yang terkorban akibat kejadian tanah runtuh di Batang Kali pada Disember lalu. Turut terkorban ialah suami dan dua orang anaknya yang masih kecil. Semoga mereka tabah dalam menghadapi ujian ini.

UNFORESEEN ACCIDENT

PERKESO, on 10th January 2023 through its Skuad Prihatin Tanjung Karang presented the Survivor's Pension and Funeral Benefit, as well as Kotak Prihatin to the family of the late Gain Choo Yin. The presentation was made by YB Encik Ahmad Mustain, ADUN of Sabak who was accompanied by Encik Ismail Abi Hashim, Director of Selangor PERKESO and Encik Roseman Muhamad Damanhuri, Manager of Tanjung Karang PERKESO, as well as representative fo SPP Tanjung karang, Puan Kaladevi Subramaniam.

The late Gian was one of the victims who perished in the landslide in Batang Kali last December. Her husband and two small children also died in the incident. It is hoped that the family of the deceased remain strong in facing this challenge.



ABANG BOMBA DISERANG BERUANG

Pada 17 Februari 2023, Dato' Seri Ketua Eksekutif Kumpulan PERKESO menyampaikan cek faedah PERKESO kepada Orang Berinsurans Bekerja Sendiri (OBBS) PERKESO, Encik Mohd Nizam bin Hamid, 27, di rumahnya, di Kota Sarang Semut, Alor Setar.

Beliau merupakan seorang Anggota Bomba Bantuan yang cedera pada pergelangan tangan kiri selepas diterkam seekor beruang di kawasan sawah di Kampung Selengkoh Tengah pada 2 Februari lalu. Dalam insiden itu, beliau telah terjatuh, lalu beruang hitam tersebut menerkam serta menggigitnya.

Memandangkan beliau merupakan pencarum Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) PERKESO menerusi SPS Khidmat, sekali gus layak mendapat Faedah Hilang Upaya Sementara bagi kecederaan yang dialaminya. Turut hadir bersama dalam sesi penyampaian faedah ialah Yang Setia Sayani binti Hj Saidon, Pengarah Jabatan Bomba dan Penyelamat Negeri Kedah, Tuan Noorhamidi bin Ali, Ketua Balai Bomba Yan, Puan Rafidah binti Abdul Rahim, Pengarah Pejabat PERKESO Negeri Kedah dan Encik Ahmad Firdaus bin Hashim, Timbalan Pengarah Pejabat PERKESO Negeri Kedah.



BEAR ATTACK ON ABANG BOMBA

On 17th February 2023, the Chief Executive Officer of PERKESO Group presented a PERKESO benefit cheque to its Self-Employed Insured Person, Encik Mohd Nizam bin Hamid, 27, at his residence in Kota Sarang Semut, Alor Setar.

Encik Mohd Nizam is a Bomba Volunteer who injured his left wrist after being attacked by a bear at the paddy field in Kampung Selengkoh Tengah on 2nd February. During the incident, he had fallen down after which the black bear attacked and bit him.

As a contributor under the PERKESO Self-Employment Social Security Scheme, he is eligible to receive the Temporary Disablement Benefit for the injury suffered. Also present during the benefit presentation was Yang Setia Sayani binti Hj Saidon, Director of the Fire and Rescue Department of Kedah, Tuan Noorhamidi bin Ali, Head of Yan Fire Station, Puan Rafidah binti Abdul Rahim, Director of Kedah PERKESO and Encik Ahmad Firdaus bin Hashim, Deputy Director of Kedah PERKESO.

PENGARAH FILEM DILINDUNGI

Wan Saiful Shahrizan Wan Naw, pengarah filem yang berusia 40 tahun mengalami kemalangan pada Mac lalu dan mengakibatkan patah paha kanan, tulang belakang dan rusuk.

Dato' Seri Ketua Eksekutif Kumpulan PERKESO bersama Persatuan Pekerja Profesional Filem Malaysia menziarahi beliau yang kini beransur pulih pada 18 Julai 2023. Penyertaan beliau dalam Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) membolehkan PERKESO membayar semua cuti sakitnya. Selain itu, caruman SKSPS beliau melayakkannya mendapat peralatan sokongan seperti 'commode chair' dan lampin pakai buang.

FILM DIRECTOR PROTECTED

Wan Saiful Shahrizan Wan Naw, a 40-year old film director met with an accident last March and broke his right thigh, spine and ribs.

The Chief Executive of PERKESO Group, together with the Malaysian Film Professionals' Association visited Wan Saiful who is now in recovery, on 18th July 2023. His contribution towards the Self-Employment Social Security Scheme allowed PERKESO to pay for his medical leave. In addition, his contribution meant that he is eligible to receive supporting equipment such as a commode chair and disposable diapers.



SURI RUMAH BERJASA HINGGA KE AKHIR HAYAT

Allahyarhamah Rosmawati bin Mohd Safri, 38, telah meninggal dunia pada 13 Ogos yang lalu akibat serangan jantung. Beliau merupakan seorang suri rumah sepenuh masa dan pemergiannya telah meninggalkan tiga anak di bawah tanggungan suaminya.

Ziarah pertama ke kediaman Allahyarhamah diadakan pada 7 September 2023 untuk menyantuni waris dan disusuli lawatan kedua pada 24 Oktober 2023 yang lalu. Allahyarhamah merupakan pencarum PERKESO di bawah Skim Keselamatan Sosial Suri Rumah (SKSSR). Justeru, ini melayakkan waris arwah mendapat Faedah Pengurusan Mayat dan Pencen Penakat. Faedah disampaikan oleh Encik Mohd Sanawi Mohd Sanusi, Pegawai Khas kepada YB Ahli Parlimen Shah Alam, Tuan Haji Azli bin Yusof yang turut diiringi oleh Timbalan Pengarah PERKESO Negeri Selangor, Encik Abdullah Kamal bin Abdullah serta tim SPP Petaling Jaya.

HOUSEWIFE SERVING TO THE END OF LIFE

Allahyarhamah Rosmawati binti Mohd Safri, 38, passed away on 13th August from a heart attack. She was a full-time housewife whose passing left three children under the care of her husband.

The first visit to her house took place on 7th September 2023 to greet her next-of-kin. This was followed by a second visit on 24th October 2023. Allahyarhamah was a PERKESO contributor under the Housewives' Social Security Scheme. Hence, her next-of-kin qualify for the Funeral Benefit and Survivor's Pension. The benefit was presented by Encik Mohd Sanawi Mohd Sanusi, Special Officer to the Member of Parliament for Shah Alam, Tuan Haji Azli bin Yusof, accompanied by the Deputy Director of PERKESO Selangor, Encik Abdullah Kamal bin Abdullah together with the SPP Petaling Jaya team.



PERLAWANAN AKHIR PIALA MALAYSIA BERTUKAR DUKA

Allahyarham Mohd Zaki bin Deraman, 57 tahun telah disahkan meninggal dunia ketika menyaksikan perlawanan terakhir Piala Malaysia 2023 antara Terengganu FC dan JDT FC pada 8 Disember yang lalu.

Arwah dan isterinya, Puan Nor Asiah Rashid bersama anak tunggalnya datang untuk menyaksikan perlawanan akhir Piala Malaysia, namun telah bertukar menjadi duka apabila arwah Mohd Zaki mengalami serangan jantung lalu pengsan sebelum sempat dibawa ke Hospital Universiti Kebangsaan Malaysia (HUKM). Semakan mendapati arwah merupakan Orang Berinsurans (OB) PERKESO dan mempunyai caruman yang aktif bagi melayakkan waris arwah menerima faedah-faedah PERKESO iaitu Faedah Pencen Penakat dan Faedah Pengurusan Mayat.

Turut hadir dalam sesi penyerahan faedah iaitu Puan Hajah Fariah Che Husin, Pengarah PERKESO Negeri Terengganu, Puan Hajah Suaibah Harun, Pengurus Besar Hotel Primula Kuala Terengganu dan Encik Zarinul Hisham Kassim, Pengurus Sumber Manusia Hotel Primula yang merupakan syarikat terakhir arwah bekerja.

SORROWFUL MALAYSIA CUP FINAL

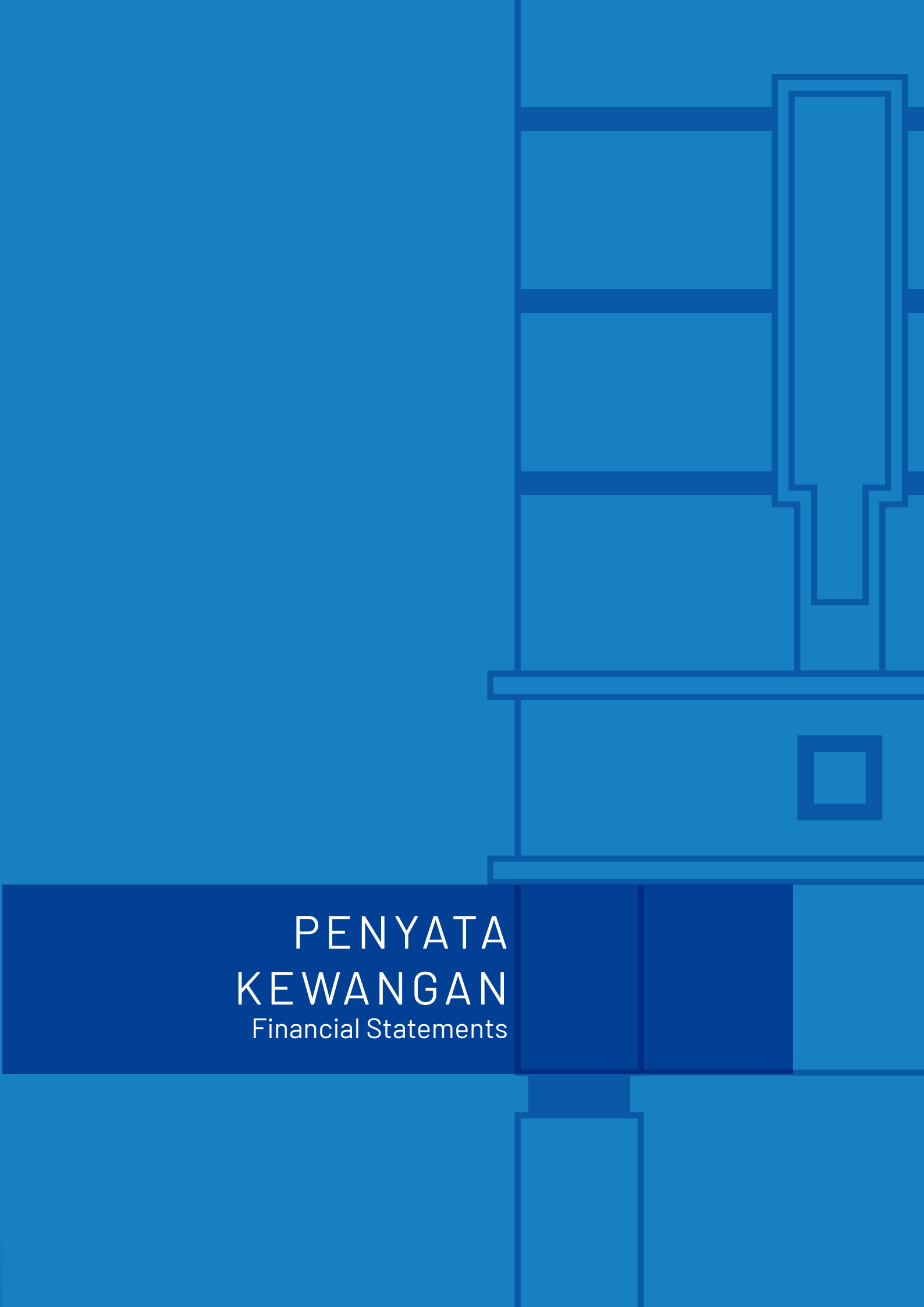
Allahyarham Mohd Zaki bin Deraman, 57, was confirmed dead during the Malaysia Cup Final 2023 between Terengganu FC and JDT FC on 8th December.

The deceased and his wife, Puan Nor Asiah Rashid together with their only child went to the match which turned sorrowful when Mohd Zaki suffered from a heart attack and was rendered unconscious before he could be rushed to Hospital Universiti Kebangsaan Malaysia (HUKM). It was then discovered that the deceased was a PERKESO Insured Person and had active contributions to qualify his next-of-kin to receive benefits, namely, the Survivor's Pension and Funeral Benefit.

Also present during presentation of the benefit was Puan Hajah Fariah Che Husin, Director of PERKESO Terengganu, Puan Hajah Suaibah Harun, General Manager of Primula Hotel, Kuala Terengganu and Encik Zarinul Hisham Kassim, Human Resources Manager of Primula Hotel, the deceased's final place of work.





The background features a series of overlapping squares and rectangles in various shades of blue. A prominent dark blue horizontal band spans the width of the page, serving as a backdrop for the title. To the right, a vertical structure of nested squares and lines creates a sense of depth and architectural form.

PENYATA KEWANGAN

Financial Statements



**SIJIL KETUA AUDIT NEGARA
MENGENAI PENYATA KEWANGAN
PERTUBUHAN KESELAMATAN SOSIAL
BAGI TAHUN BERAKHIR 31 DISEMBER 2023**

Sijil Mengenai Pengauditan Penyata Kewangan

Pendapat

Saya telah mengaudit Penyata Kewangan Pertubuhan Keselamatan Sosial. Penyata kewangan tersebut merangkumi Penyata Kedudukan Kewangan pada 31 Disember 2023 Pertubuhan Keselamatan Sosial dan Kumpulan dan Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih serta Penyata Aliran Tunai bagi tahun berakhir pada tarikh tersebut dan nota kepada penyata kewangan termasuklah ringkasan polisi perakaunan yang signifikan seperti yang dinyatakan pada muka surat 3 hingga 99.

Pada pendapat saya, penyata kewangan ini memberikan gambaran yang benar dan saksama mengenai kedudukan kewangan Pertubuhan Keselamatan Sosial dan Kumpulan pada 31 Disember 2023 dan prestasi kewangan serta aliran tunai bagi tahun berakhir pada tarikh tersebut selaras dengan Piawaian Perakaunan Sektor Awam Malaysia (MPSAS) dan keperluan Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971.

Asas Kepada Pendapat

Pengauditan telah dilaksanakan berdasarkan Akta Audit 1957 dan International Standards of Supreme Audit Institutions. Tanggungjawab saya diuraikan selanjutnya di perenggan Tanggungjawab Juruaudit Terhadap Pengauditan Penyata Kewangan dalam sijil ini. Saya percaya bahawa bukti audit yang diperolehi adalah mencukupi dan bersesuaian untuk dijadikan asas kepada pendapat saya.

Kebebasan dan Tanggungjawab Etika Lain

Saya adalah bebas daripada Pertubuhan Keselamatan Sosial dan Kumpulan serta telah memenuhi tanggungjawab etika lain berdasarkan International Standards of Supreme Audit Institutions.

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**CERTIFICATE OF THE AUDITOR GENERAL
ON THE FINANCIAL STATEMENTS OF
SOCIAL SECURITY ORGANIZATION
FOR THE YEAR ENDED 31 DECEMBER 2023**

Certificate on the Audit of the Financial Statements

Opinion

I have audited the Financial Statements of the Social Security Organization. The financial statements comprise the Statements of Financial Position as at 31 December 2023, and of their financial performance and their cash flows for the year then ended in accordance with the Malaysian Public Sector Accounting Standards (MPSAS) and the Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800], Housewives' Social Security Act 2022 [Act 838] and Employees' Social Security (General) Regulations, 1971 requirements.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Group and of the Social Security Organization as at 31 December 2023, and of their financial performance and their cash flows for the year then ended in accordance with the Malaysian Public Sector Accounting Standards (MPSAS) and the Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800], Housewives' Social Security Act 2022 [Act 838] and Employees' Social Security (General) Regulations, 1971 requirements.

Basis for Opinion

The audit was conducted in accordance with the Audit Act 1957 and the International Standards of Supreme Audit Institutions. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my certificate. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Independence and Other Ethical Responsibilities

I am independent of the Group and of the Social Security Organization and I have fulfilled my other ethical responsibilities in accordance with the International Standards of Supreme Audit Institutions.

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Maklumat Lain Selain Daripada Penyata Kewangan dan Sijil Juruaudit Mengenaunya

Lembaga, Pertubuhan Keselamatan Sosial bertanggungjawab terhadap maklumat lain dalam Laporan Tahunan. Pendapat saya terhadap Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan tidak meliputi maklumat lain selain daripada penyata kewangan dan Sijil Juruaudit mengenaunya dan saya tidak menyatakan sebarang bentuk kesimpulan jaminan mengenaunya.

Tanggungjawab Lembaga Terhadap Penyata Kewangan

Lembaga bertanggungjawab terhadap penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan yang memberi gambaran benar dan saksama selaras dengan Piawaian Perakaunan Sektor Awam Malaysia (MPSAS) dan keperluan Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971. Lembaga juga bertanggungjawab terhadap penetapan kawalan dalaman yang perlu bagi membolehkan penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan yang bebas daripada salah nyata yang ketara, sama ada disebabkan fraud atau kesilapan.

Semasa penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, Lembaga bertanggungjawab untuk menilai keupayaan Pertubuhan Keselamatan Sosial dan Kumpulan untuk beroperasi sebagai satu usaha berterusan, mendedahkannya jika berkalat n serta menggunakannya sebagai asas perakaunan.

Tanggungjawab Juruaudit Terhadap Pengauditan Penyata Kewangan

Objektif saya adalah untuk memperoleh keyakinan yang munasabah sama ada Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan secara keseluruhannya adalah bebas daripada salah nyata yang ketara, sama ada disebabkan fraud atau kesilapan, dan mengeluarkan Sijil Juruaudit yang merangkumi pendapat saya. Jaminan yang munasabah adalah satu tahap jaminan yang tinggi, tetapi bukan satu jaminan bahawa audit yang dijalankan mengikut International Standards of Supreme Audit Institutions akan sentiasa mengesan salah nyata yang ketara apabila ia wujud. Salah nyata boleh wujud daripada fraud atau kesilapan dan dianggap ketara sama ada secara individu atau agregat sekiranya boleh dijangkakan dengan munasabah untuk mempengaruhi keputusan ekonomi yang dibuat oleh pengguna berdasarkan penyata kewangan ini.

Sebagai sebahagian daripada pengauditan mengikut International Standards of Supreme Audit Institutions, saya menggunakan pertimbangan profesional dan mengekalkan keraguan profesional sepanjang pengauditan. Saya juga:

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Information Other than the Financial Statements and Auditor's Certificate Thereon

The Board of the Social Security Organization is responsible for the other information in the Annual Report. My opinion on the Financial Statements of the Group and of the Social Security Organization does not cover the other information than the financial statements and Auditor's Certificate thereon and I do not express any form of assurance conclusion thereon.

Responsibilities of the Board for the Financial Statements

The Board is responsible for the preparation of Financial Statements of the Group and of the Social Security Organization that give a true and fair view in accordance with the Malaysian Public Sector Accounting Standards (MPSAS) and the Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800], Housewives' Social Security Act 2022 [Act 838] and Employees' Social Security (General) Regulations, 1971 requirements. The Board is also responsible for such internal control as the Board determines is necessary to enable the preparation of the Financial Statements of the Group and of the Social Security Organization that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements of the Group and of the Social Security Organization, the Board is responsible for assessing the Group's and the Social Security Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the Financial Statements of the Group and of the Social Security Organization as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the International Standards of Supreme Audit Institutions will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the International Standards of Supreme Audit Institutions, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

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- a. mengena i pasti dan menilai risiko salah nyata ketara dalam Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, sama ada disebabkan fraud atau kesilapan, merangka dan melaksanakan prosedur audit yang responsif terhadap risiko berkenaan serta mendapatkan bukti audit yang mencukupi dan bersesuaian untuk memberikan asas kepada pendapat saya. Risiko untuk tidak mengesan salah nyata ketara akibat daripada fraud adalah lebih tinggi daripada kesilapan kerana fraud mungkin melibatkan pakatan, pemalsuan, ketinggalan yang disengajakan, representasi yang salah, atau mengatasi kawalan dalaman;
- b. memahami kawalan dalaman yang relevan untuk merangka prosedur audit yang bersesuaian tetap i bukan untuk menyatakan pendapat mengenai keberkesanan kawalan dalaman Pertubuhan Keselamatan Sosial dan Kumpulan;
- c. menilai kesesuaian dasar perakaunan yang diguna pakai, kemunasabahan anggaran perakaunan dan pendedahan yang berkaitan oleh Lembaga;
- d. membuat kesimpulan terhadap kesesuaian penggunaan asas perakaunan untuk usaha berterusan oleh Lembaga dan berdasarkan bukti audit yang diperolehi, sama ada wujudnya ketidakpastian ketara yang berkaitan dengan peristiwa atau keadaan yang mungkin menimbulkan keraguan yang signifikan terhadap keupayaan Pertubuhan Keselamatan Sosial atau Kumpulan sebagai satu usaha berterusan . Jika saya membuat kesimpulan bahawa ketidakpastian ketara wujud, saya perlu melaporkan dalam Sijil Juraudit terhadap pendedahan yang berkaitan dalam Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan atau, jika pendedahan tersebut tidak mencukupi, pendapat saya akan diubah. Kesimpulan saya dibuat berdasarkan bukti audit yang diperolehi sehingga tarikh Sijil Juraudit. Bagaimanapun, peristiwa atau keadaan pada masa hadapan berkemungkinan menyebabkan Pertubuhan Keselamatan Sosial atau Kumpulan tidak lagi berupaya meneruskan operasi secara usaha berterusan;
- e. menilai persembahan secara keseluruhan, struktur dan kandungan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, termasuk pendedahannya, dan sama ada penyata kewangan tersebut telah melaporkan asas-asas urus niaga dan peristiwa-peristiwa yang memberikan gambaran saksama; dan
- f. mendapatkan bukti audit yang mencukupi dan bersesuaian berkaitan pendapat kewangan entiti dan aktiviti perniagaan dalam Kumpulan untuk me'mberikan pendapat terhadap Penyata Kewangan Kumpulan. Saya bertanggungjawab⁸ untuk hala tuju, pengawasan dan pelaksanaan pengauditan kumpulan . Saya hanya bertanggungjawab terhadap pendapat saya.

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- a. identify and assess the risks of material misstatement of the Financial Statements of the Group and of the Social Security Organization, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- b. obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Social Security Organization's internal control;
- c. evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board;
- d. conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's or the Social Security Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my Auditor's Certificate to the related disclosures in the Financial Statements of the Group and of the Social Security Organization or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of Auditor's Certificate. However, future events or conditions may cause the Group or the Social Security Organization to cease to continue as a going concern;
- e. evaluate the overall presentation, structure and content of the Financial Statements of the Group and of the Social Security Organization, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation; and
- f. obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Group to express an "opini on on the Financial Statements of the Group. I am responsible for the direction , sup rvision and performance of the group audit. I remain solely responsible for my audit opinion.

The Board has been informed regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I have identify during the audit.

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Lembaga telah dimaklumkan, antaranya mengenai skop dan tempoh pengauditan yang dirancang serta penemuan audit yang signifikan termasuk kelemahan kawalan dalaman yang dikenal pasti semasa pengauditan .

Laporan Mengenai Keperluan Perundangan dan Peraturan Lain

Berdasarkan keperluan Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971, saya juga melaporkan syarikat subsidiari yang tidak diaudit oleh saya, telah dinyatakan di Nota 16 dalam penyata kewangan.

Hal-hal Lain

Akta Keselamatan Sosial Pekerja 1969 (Akta 4) dan Akta Sistem Insurans Pekerjaan 2017 (Akta 800) menghendaki semua pekerja dalam perusahaan yang tertakluk pada Akta ini diinsuranskan mengikut cara yang diperuntukkan oleh Akta ini. Pertubuhan Keselamatan Sosial hendaklah memastikan rekod caruman dan rekod lain lengkap dan kemas kini supaya memberikan gambaran yang tepat dan betul dalam penyata kewangan. Pertubuhan Keselamatan Sosial juga perlu memastikan penyediaan penyata kewangan adalah teratur dan mematuhi piawaian perakaunan yang diguna pakai.

Sijil ini dibuat untuk Lembaga, Pertubuhan Keselamatan Sosial berdasarkan keperluan Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971 dan bukan untuk tujuan lain. Saya tidak bertanggungjawab terhadap pihak lain bagi kandungan sijil ini.

(DATUK WAN SURAYA BINTI-WAN MOHD RADZI)
KETUA AUDIT NEGARA
MALAYSIA

PUTRAJAYA
20 SEPTEMBER 2024

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Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800], Housewives' Social Security Act 2022 [Act 838] and Employees' Social Security (General) Regulations, 1971, I report that the subsidiaries, of which I have not acted as auditor, are disclosed in Note 16 to the financial statements.

Other Matters

The Employees' Social Security Act 1969 (Act 4) and the Employment Insurance System Act 2017 (Act 800) require employees in the industries to be insured in the manner provided by the Act. The Social Security Organization should maintain complete and updated contributions records to give true and accurate financial statements. The Social Security Organization must ensure proper preparation of financial statements and compliance with applicable accounting and reporting standards.

his certificate is made solely to the Board of the Social Security Organization in accordance with the Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800], Housewives' Social Security Act 2022 [Act 838] and Employees' Social Security (General) Regulations, 1971 requirements, and for no other purpose. I do not assume responsibility to any other person for the content of this certificate.

(DATUK WAN SURAYA BINTI-WAN MOHD RADZI)
KETUA AUDIT NEGARA
MALAYSIA

PUTRAJAYA
20 SEPTEMBER 2024

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**PENYATA Pengerusi dan Seorang Ahli Lembaga
PERTUBUHAN KESELAMATAN SOSIAL
STATEMENT BY THE CHAIRMAN AND A MEMBER OF THE BOARD
SOCIAL SECURITY ORGANIZATION**

Kami, DATO' SRI 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 Penyata Kedudukan Kewangan, Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih dan Penyata Aliran Tunai yang berikut ini berserta dengan nota-nota kepada Penyata Kewangan di dalamnya, adalah disediakan menurut Piawaian Perakaunan Sektor Awam Malaysia (MPSAS) untuk menunjukkan pandangan yang benar dan saksama berkenaan dengan kedudukan kewangan PERTUBUHAN KESELAMATAN SOSIAL pada 31 Disember 2023 dan hasil operasinya serta perubahan kedudukan kewangannya bagi tahun berakhir pada tarikh itu.

We, DATO' SRI DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED being the Chairman and a Member of the Board of the SOCIAL SECURITY ORGANIZATION do hereby state that, in the opinion of the Board, the accompanying Financial Statements which include the Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets and Cash Flow Statement together with the notes to the Financial Statements are drawn up in accordance with Malaysian Public Sector Accounting Standards (MPSAS) so as to give a true and fair view of the financial position of the SOCIAL SECURITY ORGANIZATION as at 31 December 2023 and of the results of its operations and changes in the financial position for the year ended on that date.

Bagi pihak Lembaga,
On behalf of the Board,

Bagi pihak Lembaga,
On behalf of the Board,



Nama: **DATO' SRI SUBAHAN**
Name: **BIN KAMAL**

Gelaran : Pengerusi
Title: Lembaga PERKESO

Tarikh:
Date: **02 APR 2024**

Tempat: KUALA LUMPUR
Place:



Nama: **DATO' SRI DR. MOHAMMED AZMAN**
Name: **BIN AZIZ MOHAMMED**

Gelaran : Ketua Pegawai Eksekutif Kumpulan
Title: PERKESO

Tarikh:
Date: **02 APR 2024**

Tempat: KUALA LUMPUR
Place:

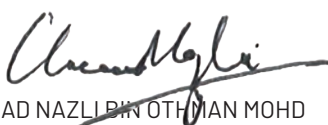
**PENGAKUAN OLEH PEGAWAI UTAMA YANG BERTANGGUNGJAWAB
KE ATAS PENGURUSAN KEWANGAN PERTUBUHAN KESELAMATAN SOSIAL
DECLARATION BY THE OFFICER PRIMARILY RESPONSIBLE
FOR THE FINANCIAL MANAGEMENT OF THE SOCIAL SECURITY ORGANIZATION**

Saya, AHMAD NAZLI BIN OTHMAN MOHD, pegawai utama yang bertanggungjawab ke atas pengurusan kewangan dan rekod-rekod perakaunan PERTUBUHAN KESELAMATAN SOSIAL, dengan ikhlasnya mengakui bahawa Penyata Kedudukan Kewangan, Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih dan Penyata Aliran Tunai yang berikut ini berserta dengan nota-nota kepada Penyata Kewangan di dalamnya, mengikut sebaik-baik pengetahuan dan kepercayaan saya, adalah betul dan saya membuat ikrar ini dengan sebenarnya mempercayai bahawa ia adalah benar dan atas kehendak Akta Akuan Berkanun, 1960.

I, AHMAD NAZLI BIN OTHMAN MOHD, being the officer primarily responsible for the financial management and accounting records of the SOCIAL SECURITY ORGANIZATION, do solemnly and sincerely declare that the Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets and Cash Flow Statement and the accompanying notes to the Financial Statements therein, to the best of my knowledge and belief, are correct and I make this solemn declaration conscientiously believing it to be true and by virtue of the provisions of the Statutory Declarations Act, 1960.

Sebenarnya dan sesungguhnya
diakui oleh penama di atas
di KUALA LUMPUR
pada

02 APR 2024


AHMAD NAZLI BIN OTHMAN MOHD
Ketua Pegawai Kewangan
Bahagian Kewangan
Pertubuhan Keselamatan Sosial
Chief Financial Officer
Finance Division
Social Security Organization

Subscribed and solemnly
declared by the abovenamed
in KUALA LUMPUR
on

02 APR 2024

Di hadapan saya,
Before me,

PESURUHJAYA SUMPAH
COMMISSIONER FOR OATHS



Unit C-6-1, Megan Avenue II
No. 12, Jalan Yap Kwan Seng
50450 Kuala Lumpur

PENYATA KEDUDUKAN KEWANGAN SEPERTI PADA 31 DISEMBER 2023

STATEMENTS OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Nota Note	KUMPULAN GROUP		PERKESO PERKESO	
		2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
ASET					
ASSETS					
Aset Semasa					
Current Assets					
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5	5,440	6,527	5,440	6,527
Pelaburan Kewangan Sedia Untuk Dijual Loans From Exchange Transactions	6	477,431	1,292,502	477,431	1,292,502
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	7	260,416	154,946	260,416	154,946
Derivatif Derivative	8	67,653	38,767	67,653	38,767
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	9	408,347	341,439	400,721	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	10	497,803	458,082	497,803	458,082
Cukai Boleh Pulih Tax Recoverable		419	419	-	-
Inventori Inventories		1,152	1,152	-	-
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	11	92,017	60,990	912	788
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalents	12	4,545,807	6,418,743	4,534,290	6,411,214
Jumlah Aset Semasa Total Current Assets		6,356,485	8,773,567	6,244,666	8,700,700
Aset Bukan Semasa					
Non-Current Assets					
Hartanah Dan Peralatan Property And Equipment	13	1,485,028	1,330,109	1,444,968	1,287,959
Perisian Komputer Computer Software	14	95,238	151,120	93,431	149,070
Hartanah Pelaburan Investment Properties	15	903,000	903,000	903,000	903,000
Pelaburan Dalam Subsidiari Investment In Subsidiary	16	-	-	77,020	77,020
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5	46,331	49,384	46,331	49,384
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	6	28,218,528	23,065,824	28,218,528	23,065,824
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	7	9,952	14,992	-	-
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	11	-	448	-	-
Jumlah Aset Bukan Semasa Total Non-Current Assets		30,758,077	25,514,877	30,783,278	25,532,257
Jumlah Aset Total Assets		37,114,562	34,288,444	37,027,944	34,232,957

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA KEDUDUKAN KEWANGAN SEPERTI PADA 31 DISEMBER 2023
STATEMENTS OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

		KUMPULAN GROUP		PERKESO PERKESO	
	Nota Note	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
LIABILITI					
LIABILITIES					
Liabiliti Semasa					
Current Liabilities					
Derivatif	8	24,865	19,301	24,865	19,301
Derivative					
Urus Niaga Pertukaran Belum Bayar	17	513,575	379,968	564,667	418,230
Payables From Exchange Transactions					
Amaun Terhutang Kepada Subsidiari		-	-	-	8
Amount Due To Subsidiary					
Peruntukan Bagi Manfaat Anggota	18	1,060,205	902,269	1,060,205	902,269
Provision For Staff Benefits					
Peruntukan Bagi Manfaat Sosial	19	326,656	317,217	326,656	317,217
Provision For Social Benefits					
Geran Kerajaan	20	66,363	105,412	66,363	105,412
Government Grant					
Terimaan Terdahulu	21	77,559	80,094	77,559	80,094
Advance Receipt					
Liabiliti Pajakan	22	7,418	6,328	-	-
Lease Liabilities					
Pinjaman	23	8,728	8,728	8,728	8,728
Borrowing					
Jumlah Liabiliti Semasa		2,085,369	1,819,317	2,129,043	1,851,259
Total Current Liabilities					
Liabiliti Bukan Semasa					
Non-Current Liabilities					
Peruntukan Bagi Manfaat Anggota	18	202,857	193,996	202,857	193,996
Provision For Staff Benefits					
Liabiliti Cukai Tertunda		1,622	1,642	-	-
Deferred Tax Liabilities					
Liabiliti Pajakan	22	11,413	15,721	-	-
Lease Liabilities					
Pinjaman	23	700,000	700,000	700,000	700,000
Borrowing					
Jumlah Liabiliti Bukan Semasa		915,892	911,359	902,857	893,996
Total Non-Current Liabilities					
Jumlah Aset		3,001,261	2,730,676	3,031,900	2,745,255
Total Liabilities					
Aset Bersih					
Net Assets					
Lebihan Terkumpul		117,257	70,066	-	-
Net Assets					
Rizab Keselamatan Sosial		32,405,193	30,715,071	32,405,193	30,715,071
Accumulated Surplus					
Rizab Sedia Untuk Dijual		1,590,851	772,631	1,590,851	772,631
Available-For-Sale ("AFS") Reserves					
Jumlah Aset Bersih		34,113,301	31,557,768	33,996,044	31,487,702
Total Net Assets					

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA PRESTASI KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2023

STATEMENTS OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2023

		KUMPULAN GROUP		PERKESO PERKESO	
	Nota Note	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Hasil Daripada Urus Niaga Bukan Pertukaran Revenue From Non-Exchange Transactions					
Pendapatan Caruman Contribution Income	24	6,766,999	5,889,395	6,766,999	5,889,395
		6,766,999	5,889,395	6,766,999	5,889,395
Hasil Daripada Urus Niaga Pertukaran Revenue From Exchange					
Perkhidmatan Rehabilitasi Rehabilitation Services		1,616	1,047	-	-
Pendapatan Pelaburan Kasar Gross Investment Income	25	1,926,949	1,721,073	1,924,473	1,719,362
Dividen Dividend		284,174	243,548	284,174	243,548
Keuntungan Daripada Penjualan Instrumen Kewangan Gains From Sale Of Financial		450,427	357,968	450,427	357,968
Pendapatan Faedah Interest Income		1,046,907	978,266	1,044,431	976,555
Kerugian Belum Realis Daripada Penilaian Semula Aset Kewangan Unrealised Losses From Revaluation		18,366	(20,006)	18,366	(20,006)
Lain-lain Pendapatan Pelaburan Other Investment Income		127,075	161,297	127,075	161,297
Lain-lain Pendapatan Bukan Pelaburan Other Non-Investment Income	25	60,668	53,986	56,577	50,386
		1,989,233	1,776,106	1,981,050	1,769,748
Jumlah Hasil Total Revenue		8,756,232	7,665,501	8,748,049	7,659,143
Belanja Expenses					
Kos Perkhidmatan Rehabilitasi Cost For Rehabilitation Services		(147,071)	(80,148)	-	-
Tuntutan Dan Faedah Bersih Net Claims And Benefits	26	(5,434,181)	(4,913,589)	(5,709,098)	(5,093,946)
Belanja Berkaitan Faedah Benefits Related Expenses	27	(68,245)	(50,430)	(68,245)	(50,430)
Belanja Operasi Operating Expenses	28	(1,102,376)	(1,031,168)	(1,013,538)	(954,539)
Kerugian Penjejasan Bersih Bagi Aset Kewangan Net Impairment Losses For Financial Assets	29	(145,011)	(363,258)	(145,011)	(363,258)
Jumlah Belanja Total Expenses		(6,896,884)	(6,438,593)	(6,935,892)	(6,462,173)
Lebihan Bagi Tahun Surplus For The Year		1,859,348	1,226,908	1,812,157	1,196,970

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA PERUBAHAN ASET BERSIH BAGI TAHUN BERAKHIR 31 DISEMBER 2023

STATEMENTS OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31 DECEMBER 2023

	Rizab Sedia Untuk Dijual "Available-For-Sale Reserves"	Rizab Keselamatan Sosial "Social Security Reserves"			Lebihan Terkumpul Accumulated Surplus	Jumlah Aset Bersih "Total Net Assets"
	Skim Bencana Kerja Dan Keilatan Employment Injury And Invalidity Scheme	Skim Bencana Kerja Pekerjaan Sendiri Self-Employed Employment Injury Scheme	Sistem Insurans Pekerjaan Employment Insurance System	Skim Keselamatan Sosial Suri Rumah Housewives' Social Security Scheme		
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
KUMPULAN GROUP						
Baki Pada 1 Januari 2023 Balance At 1 January 2023	772,631	28,534,040	170,678	2,008,318	2,035	31,557,768
Lebihan Bagi Tahun Surplus For The Year	-	-	-	-	1,859,348	1,859,348
Penilaian Semula Pelaburan Kewangan Revaluation Of Financial Investments						
Sedia Untuk Dijual Available-For-Sale	1,118,623	-	-	-	-	1,118,623
- Keuntungan Bersih Atas Nilai Saksama - Net Gain On Fair Value	(450,427)	-	-	-	-	(450,427)
- Penyahiktirafan - Derecognition	150,024	-	-	-	-	150,024
- Kerugian Penjejasan - Impairment Loss	818,220	-	-	-	-	818,220
Kerugian Aktuari Bagi Manfaat Anggota Actuarial Loss For Staff Benefits	-	(122,035)	-	-	-	(122,035)
Jumlah Hasil Dan Belanja Diiktiraf Total Recognized Revenue And Expenses For The Year	818,220	(122,035)	-	-	1,859,348	2,555,533
Pindahan Transfer	-	1,127,746	81,366	584,930	18,115	(1,812,157)
Baki Seperti Pada 31 Disember 2023 Balance As At 31 December 2023	1,590,851	29,539,751	252,044	2,593,248	20,150	34,113,301
Baki Pada 1 Januari 2022 Balance As At 31 December 2022	1,727,492	27,902,252	103,624	1,513,649	-	31,287,145
Lebihan Bagi Tahun Surplus For The Year	-	-	-	-	1,226,908	1,226,908
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual Revaluation Of Financial Investments Available-For-Sale						
- Kerugian Bersih Atas Nilai Saksama - Net Loss On Fair Value	(959,446)	-	-	-	-	(959,446)
- Penyahiktirafan - Derecognition	(357,968)	-	-	-	-	(357,968)
- Kerugian Penjejasan - Impairment Loss	362,553	-	-	-	-	362,553
	(954,861)	-	-	-	-	(954,861)
Kerugian Aktuari Bagi Manfaat Anggota Actuarial Loss For Staff Benefits	-	(1,424)	-	-	-	(1,424)
Jumlah Hasil Dan Belanja Diiktiraf Total Recognized Revenue And Expenses For The Year	(954,861)	(1,424)	-	-	1,226,908	270,623
Pindahan Transfer	-	633,212	67,054	494,669	2,035	(1,196,970)
Baki Seperti Pada 31 Disember 2022 Balance As At 31 December 2022	772,631	28,534,040	170,678	2,008,318	2,035	31,557,768

Nota Note:

Rizab Keselamatan Sosial adalah rizab yang diketepikan daripada lebihan terkumpul bagi tujuan memenuhi komitmen bayaran jangka panjang kepada penerima faedah yang telah memenuhi syarat obligasi.

Social Security Reserves are the reserves set aside from accumulated surplus for the purpose of meeting the long term payment commitment to beneficiaries that have met the obligation condition.

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

tambah nota sebelum polisi-polisi :

Pindahan adalah pengagihan lebihan bagi tahun ke rizab mengikut prestasi kewangan skim/sistem atau Akta masing-masing.

Transfer is the distribution of surplus for the year to the respective reserves according to the financial performance of the respective schemes/system or Acts.

PENYATA PERUBAHAN ASET BERSIH BAGI TAHUN BERAKHIR 31 DISEMBER 2023

STATEMENTS OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31 DECEMBER 2023

	Rizab Sedia Untuk Dijual "Available-For-Sale Reserves"	Rizab Keselamatan Sosial "Social Security Reserves"				Lebihan Terkumpul Accumulated Surplus	Jumlah Aset Bersih "Total Net Assets"
		Skim Bencana Kerja Dan Keilatan Employment Injury And Invalidity Scheme	Skim Bencana Kerja Pekerjaan Sendiri Self-Employed Employment Injury Scheme	Sistem Insurans Pekerjaan Employment Insurance System	Skim Keselamatan Sosial Suri Rumah Housewives' Social Security Scheme		
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
PERKESO							
PERKESO							
Baki Pada 1 Januari 2023 Balance At 1 January 2023	772,631	28,534,040	170,678	2,008,318	2,035	-	31,487,702
Lebihan Bagi Tahun Surplus For The Year	-	-	-	-	-	1,812,157	1,812,157
Penilaian Semula Pelaburan Kewangan Revaluation Of Financial Investments							
Sedia Untuk Dijual Available-For-Sale	1,118,623	-	-	-	-	-	1,118,623
- Keuntungan Bersih Atas Nilai Saksama - Net Gain On Fair Value	(450,427)	-	-	-	-	-	(450,427)
- Penyahiktirafan - Derecognition	150,024	-	-	-	-	-	150,024
- Kerugian Penjejasan - Impairment Loss	818,220	-	-	-	-	-	818,220
Kerugian Aktuari Bagi Manfaat Anggota Actuarial Loss For Staff Benefits	-	(122,035)	-	-	-	-	(122,035)
Jumlah Hasil Dan Belanja Diiktiraf Total Recognized Revenue And Expenses For The Year	818,220	(122,035)	-	-	-	1,812,157	2,508,342
Pindahan Transfer	-	1,127,746	81,366	584,930	18,115	(1,812,157)	-
Baki Seperti Pada 31 Disember 2023 Balance As At 31 December 2023	1,590,851	29,539,751	252,044	2,593,248	20,150	-	33,996,044
Baki Pada 1 Januari 2022 Balance At 1 January 2022	1,727,492	27,902,252	103,624	1,513,649	-	-	31,247,017
Lebihan Bagi Tahun Surplus For The Year	-	-	-	-	-	1,196,970	1,196,970
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual Revaluation Of Financial Investments Available-For-Sale							
- Kerugian Bersih Atas Nilai Saksama - Net Loss On Fair Value	(959,446)	-	-	-	-	-	(959,446)
- Penyahiktirafan - Derecognition	(357,968)	-	-	-	-	-	(357,968)
- Kerugian Penjejasan - Impairment Loss	362,553	-	-	-	-	-	362,553
	(954,861)	-	-	-	-	-	(954,861)
Kerugian Aktuari Bagi Manfaat Anggota Actuarial Loss For Staff Benefits	-	(1,424)	-	-	-	-	(1,424)
Jumlah Hasil Dan Belanja Diiktiraf Total Recognized Revenue And Expenses For The Year	(954,861)	(1,424)	-	-	-	1,196,970	240,685
Pindahan Transfer	-	633,212	67,054	494,669	2,035	(1,196,970)	-
Baki Seperti Pada 31 Disember 2022 Balance As At 31 December 2022	772,631	28,534,040	170,678	2,008,318	2,035	-	31,487,702

Nota Note:

Rizab Keselamatan Sosial adalah rizab yang diketepikan daripada lebihan terkumpul bagi tujuan memenuhi komitmen bayaran jangka panjang kepada penerima faedah yang telah memenuhi syarat obligasi.

Social Security Reserves are the reserves set aside from accumulated surplus for the purpose of meeting the long term payment commitment to beneficiaries that have met the obligation condition.

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

tambah nota sebelum polisi-polisi :

Pindahan adalah pengagihan lebihan bagi tahun ke rizab mengikut prestasi kewangan skim/sistem atau Akta masing-masing.

Transfer is the distribution of surplus for the year to the respective reserves according to the financial performance of the respective schemes/system or Acts.

PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2023

CASH FLOW STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Aliran Tunai Daripada Aktiviti Operasi Cash Flows From Operating Activities				
Lebihan Bagi Tahun Surplus For The Year	1,859,348	1,226,908	1,812,157	1,196,970
Pelarasan Bagi: Adjustments For:				
Pendapatan Dividen Dividend Income	(284,174)	(243,548)	(284,174)	(243,548)
Pendapatan Faedah Interest Income	(1,052,254)	(982,271)	(1,049,757)	(980,536)
Keuntungan Yang Terbit Daripada Jualan Penebusan Pelaburan Kewangan Sedia Untuk Dijual Gain Arising From Sale/Redemption Of Financial Investment Available-For-Sale	(450,081)	(357,968)	(450,081)	(357,968)
Keuntungan Yang Terbit Daripada Jualan Penebusan Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Gain Arising From Sale/Redemption Of Financial Assets designated At Fair Value Through Surplus Or Deficit	(346)	-	(346)	-
Kerugian (Keuntungan) Belum Realis Daripada Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Unrealised Losses (Gains) From Financial Assets Designated At Fair Value Through Surplus Or Deficit	4,769	(10,078)	4,769	(10,078)
(Keuntungan) Kerugian Belum Realis Daripada Penilaian Semula Aset Kewangan Derivatif Unrealised (Gains) Losses From Revaluation Of Derivative Financial Assets	(23,135)	30,084	(23,135)	30,084
Kerugian Penjejasan Atas Pelaburan Kewangan Sedia Untuk Dijual Impairment Losses On Financial Investments Available-For-Sale	150,024	362,553	150,024	362,553
Keuntungan Bersih Atas Pertukaran Asing Net Gains On Foreign Exchange	(88,949)	(105,767)	(88,949)	(105,767)
Pendapatan Sewa Daripada Hartanah Pelaburan Rental Income From Investment Property	(31,604)	(37,362)	(31,604)	(37,362)
Pendapatan Dividen Daripada Subsidiari Dividend Income From Subsidiary	-	-	(2,245)	-
Pelarasan Nilai Saksama Atas Pelaburan Hartanah Fair Value Adjustment On Investment Properties	-	(3,000)	-	(3,000)
Keuntungan Daripada Pelupusan Hartanah Dan Peralatan Gain From Disposal Of Property And Equipment	(7)	(84)	(7)	(84)
Kerugian Daripada Pelupusan Hartanah Dan Peralatan Losses From Disposal Of Property And Equipment	12	24	12	24
Hapus Kira Hartanah Dan Peralatan Property And Equipment Written Off	-	5,643	-	5,643
Susut Nilai Hartanah Dan Peralatan Depreciation Of Property And Equipment	74,213	78,555	59,211	68,459
Pelunasan Perisian Komputer Amortisation Of Computer Softwares	69,943	87,380	69,183	86,594
Hartanah Dan Peralatan Dibelanjakan Property And Equipment Expensed Off	-	83	-	83
Perisian Komputer Dibelanjakan Computer Software Expensed Off	117	950	117	950
Pembalikan Penjejasan Hartanah Dan Peralatan Reversal Of Impairment Of Property And Equipment	(191)	-	(191)	-
Manfaat Anggota Staff Benefits	66,166	90,637	66,166	90,637
Manfaat Sosial Social Benefits	326,656	317,217	326,656	317,217
Pelarasan Nilai Saksama Atas Pinjaman Anggota Fair Value Adjustment On Staff Loans	1,111	427	1,111	427
Belanja Faedah Ke Atas Pinjaman Interest Expenses On Borrowing	28,700	-	28,700	-
Elaun Bersih Bagi Hutang Ragu Ke Atas Aset Kewangan Net Allowance For Doubtful Debts On Financial Assets	(381)	2,739	(381)	2,739
Hapus Kira Hutang Lapuk Ke Atas Aset Kewangan Bad Debts Written Off On Financial Assets	653	676	653	676
Tunai Daripada Operasi Sebelum Perubahan Dalam Modal Kerja Cash From Operations Before Changes In Working Capital	650,590	463,798	587,889	424,713

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA ALIRAN TUNAI (SAMB') BAGI TAHUN BERAKHIR 31 DISEMBER 2023

CASH FLOW STATEMENT (CONT'D) FOR THE YEAR ENDED 31 DECEMBER 2023

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Perubahan Dalam Modal Kerja: Changes In Working Capital:				
Tambahan(Kurangan) Dalam Modal Kerja: Increase(Decrease) In Working Capital:				
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	(117,483)	(223,315)	(50,911)	(187,646)
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	196,097	72,487	146,429	52,882
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,462	4,289	5,462	4,289
Peruntukan Bagi Manfaat Anggota Provision For Staff Benefits	(21,404)	(32,877)	(21,404)	(32,877)
Peruntukan Bagi Manfaat Sosial Provision For Social Benefits	(317,217)	(285,550)	(317,217)	(285,550)
Geran Kerajaan Government Grant	(39,049)	(328,825)	(39,049)	(328,825)
Terimaan Terdahulu Advance Receipt	(2,535)	32,187	(2,535)	32,187
Cukai Dikembalikan Tax Refunded	-	989	-	-
Inventori Inventories	-	(1,152)	-	-
Tunai Bersih Dijana Daripada(Digunakan Dalam) Aktiviti Operasi Net Cash Generated From(Used In) Operating Activities	354,461	(297,969)	308,664	(320,827)
Aliran Tunai Daripada Aktiviti Pelaburan Cash Flow From Investing Activities				
Perolehan Bagi: Acquisition Of:				
- Hartanah Dan Peralatan - Property And Equipment	(228,953)	(157,362)	(216,041)	(134,883)
- Perisian Komputer - Computer Software	(14,178)	(58,722)	(13,661)	(58,492)
Hasil Bersih Daripada Penjualan(Perolehan) Bagi: Net Proceeds From Sale(Acquisition) Of:				
- Pelaburan Kewangan Sedia Untuk Dijual - Financial Investments Available-For-Sale	(3,130,408)	(1,180,656)	(3,130,408)	(1,180,656)
- Aset Kewangan Dinyatakan Pada Nilai Saksama - Financial Assets Designated At Fair Value Through Surplus Or Deficit	(105,040)	16,583	(110,080)	31,575
Hasil Daripada Pelupusan Bagi Hartanah Dan Peralatan Proceeds From Disposal Of Property And Equipment	7	83	7	83
Hasil Daripada Pinjaman Jaminan Kerajaan Proceeds From Government Guaranteed Loan	-	191,542	-	191,542
Pembiayaan Pinjaman Korporat Disbursement Of Corporate Loan	-	(5,000)	-	(5,000)
(Penempatan)Pengeluaran Bersih Deposit Dengan Institusi Kewangan Berlesen Net (Placement)Upliftment Of Deposits With Licensed Financial Institutions	(30,579)	48,167	(124)	93,173
Dividen Diterima Dividend Received	285,271	240,799	287,516	240,799
Faedah Diterima Interest Received	996,796	985,329	994,299	984,372
Pendapatan Sewa Diterima Daripada Hartanah Pelaburan Rental Income Received From Investment Properties	31,604	37,362	31,604	37,362
Tunai Bersih (Digunakan Dalam)Dijana Daripada Aktiviti Pelaburan Net Cash (Used In)Generated From Investing Activities	(2,195,480)	118,125	(2,156,888)	199,875

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA ALIRAN TUNAI (SAMB') BAGI TAHUN BERAKHIR 31 DISEMBER 2023
CASH FLOW STATEMENT (CONT'D) FOR THE YEAR ENDED 31 DECEMBER 2023

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Aliran Tunai Daripada Aktiviti Pembiayaan Cash Flow From Financing Activities				
Bayaran Balik Liabiliti Pajakan Repayment Of Lease Liabilities	(3,217)	(6,533)	-	-
Bayaran Balik Faedah Ke Atas Pinjaman Repayment Of Interest On Borrowing	(28,700)	-	(28,700)	-
Hasil Daripada Pinjaman Proceeds From Borrowing	-	700,000	-	700,000
Tunai Bersih (Digunakan Dalam)Dijana Daripada Aktiviti Pembiayaan Net Cash (Used In)Generated From Financing Activities	(31,917)	693,467	(28,700)	700,000
Tambahan Bersih Dalam Tunai Dan Kesetaraan Tunai Net (Decrease)Increase In Cash And Cash Equivalents	(1,872,936)	513,623	(1,876,924)	579,048
Tunai Dan Kesetaraan Tunai Seperti Pada 1 Januari Cash And Cash Equivalents As At 1 January	6,418,743	5,905,120	6,411,214	5,832,166
Tunai Dan Kesetaraan Tunai Seperti Pada 31 Disember Cash And Cash Equivalents As At 31 December	4,545,807	6,418,743	4,534,290	6,411,214

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2023

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. Maklumat Korporat dan Aktiviti Utama

Pertubuhan Keselamatan Sosial ("PERKESO") telah ditubuhkan sebagai Jabatan Kerajaan pada 1 Januari 1971 bagi menguatkuasakan Akta Keselamatan Sosial Pekerja 1969. Mulai 1 Julai 1985, PERKESO telah menjadi sebuah Badan Berkanun Persekutuan. PERKESO bertanggungjawab dalam memberi perlindungan keselamatan sosial kepada Orang Berinsurans dan tanggungan mereka yang layak menerima pembayaran faedah di bawah Skim-skim Keselamatan Sosial di samping meningkatkan kesedaran mengenai keselamatan dan kesihatan pekerja di Malaysia. Aktiviti utama subsidiari adalah seperti yang dinyatakan di Nota 16 kepada Penyata Kewangan.

PERKESO mentadbir dua jenis skim keselamatan sosial iaitu skim bencana pekerjaan dan skim pencen ilat. Skim-skim ini memberi perlindungan kepada para pekerja dan tanggungan yang layak apabila berlakunya kejadian luar jangka yang menimpa pekerja berkenaan seperti bencana pekerjaan, keilangan dan kematian. Skim ini turut menyediakan kemudahan pemulihan terhadap pekerja yang ditimpa bencana bagi membolehkannya kembali aktif dalam kehidupan harian dan kembali bekerja dengan secepat mungkin.

PERKESO juga menguatkuasakan Akta Keselamatan Sosial Pekerjaan Sendiri 2017 dan mentadbir skim bencana pekerjaan sendiri untuk pemandu teksi, e-hailing dan pemandu bas berkuat kuasa pada 1 Jun 2017 dan diperluaskan kepada 19 sektor lain mulai 1 Januari 2020. Skim ini memberikan perlindungan kepada orang berinsurans yang bekerja sendiri daripada bencana pekerjaan termasuk penyakit khidmat dan kemalangan semasa menjalankan aktiviti pekerjaan dan juga memberi faedah tunai kepada pemandu teksi dan tanggungan mereka di samping faedah perubatan, pemulihan fizikal dan latihan vokasional.

PERKESO juga telah menguatkuasakan Akta Sistem Insurans Pekerjaan 2017 pada 1 Januari 2018 yang merupakan satu jaringan keselamatan sosial bagi membantu golongan pekerja yang kehilangan pekerjaan. Akta ini mengandungi 2 komponen utama iaitu Insurans Pekerjaan yang memberi faedah melalui bantuan kewangan dan Dasar Pasaran Buruh Aktif sebagai komponen kedua yang menyediakan program latihan, insentif pekerjaan serta bantuan mencari pekerjaan. Faedah-faedah yang disediakan di bawah kedua-kedua komponen ini ialah Elaun Mencari Pekerjaan, Elaun Bekerja Semula Awal,

1. Corporate Information and Principal Activities

Pertubuhan Keselamatan Sosial ("PERKESO") was established as a Government Department on 1 January 1971 to enforce the Employees Social Security Act 1969. It became a Federal Statutory Body on 1 July 1985. PERKESO is responsible for providing social security protection to insured Persons and their eligible dependants through payment of benefits under the Social Security Schemes besides raising the awareness on employees' safety and health in Malaysia. The principal activities of the subsidiary is described in Note 16 to the financial statements.

PERKESO administers two types of social security schemes, namely employment injury scheme and invalidity pension scheme. These schemes provide protection to employees and their eligible dependants in the occurrence of unforeseen events to the employee such as employment injury, invalidity and death. These schemes also provide rehabilitation facilities for injured employees, allowing them to regain their active daily life and return to work as soon as permitted.

PERKESO also enforces Self Employment Social Security Act 2017 and administer self-employed employment injury scheme for taxi driver, e-hailing and bus drivers which took effect on 1 June 2017 and extended to 19 other sectors from 1 January 2020. This scheme provides protection to self-employed insured persons from employment injuries including occupational diseases and accidents during work-related activities and also provides cash benefits to taxi drivers and their dependants besides providing medical care, physical rehabilitation and vocational training.

PERKESO has also enforced the Employment Insurance System Act 2017 on 1 January 2018 which is a social security network to help workers who are losing their jobs. This Act contains two main components which is Employment Insurance that give benefits through financial assistance and the Active Labour Market Policy as the second component providing training programmes, job incentives and job search assistance. Benefits provided under these two components are Job Search Allowance, Early Re-Employment Allowance, Reduced Income Allowance, Training Allowance, Training Fee and

Elaun Pendapatan Berkurangan, Elaun Latihan, Yuran Latihan dan Perkhidmatan Pekerjaan. Akta ini dilaksanakan mulai 1 Januari 2018 dengan memberikan bayaran faedah interim sebanyak RM600 kepada pekerja yang kehilangan pekerjaan sebagai pelaksanaan awalnya. Manakala pelaksanaan sepenuhnya faedah-faedah di bawah Akta ini adalah berkuat kuasa mulai 1 Januari 2019.

PERKESO juga telah menguatkuasakan Akta Keselamatan Sosial Suri Rumah 2022 pada 1 Disember 2022, bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa menguruskan rumah tangga.

Ibu Pejabat PERKESO terletak di Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. PERKESO mempunyai 14 buah Pejabat Negeri, 39 buah Pejabat PERKESO di seluruh negara dan 1 syarikat subsidiari iaitu Pusat Rehabilitasi PERKESO Sdn. Bhd. di Melaka.

Penyata kewangan bagi tahun kewangan berakhir 31 Disember 2023 ini telah diluluskan untuk diterbitkan oleh Lembaga PERKESO pada 2 April 2024.

2. Objektif Dan Polisi Pengurusan Risiko Kewangan

PERKESO terdedah kepada pelbagai risiko kewangan termasuk risiko operasi dan risiko kewangan. Secara umumnya, objektif dan polisi pengurusan risiko kewangan adalah bertujuan meminimumkan risiko dalam pada mengoptimalkan pulangan kepada PERKESO.

Risiko Operasi

Risiko operasi adalah risiko kerugian yang wujud akibat kegagalan proses kawalan dalaman organisasi. Oleh itu, pendekatan pengurusan risiko operasi adalah dirancang dan diterima pakai secara konsisten oleh PERKESO untuk menyelaraskan strategi, polisi, proses, teknologi dan meningkatkan pengetahuan di kalangan anggotanya untuk mewujudkan nilai tambah dan penambahbaikan berterusan dalam proses kerja di samping mengamalkan tadbir urus korporat yang baik untuk memastikan pelaksanaan kawalan dalaman yang komprehensif.

Risiko Kewangan

Risiko kewangan adalah berkaitan dengan pelbagai perubahan dalam aspek ekonomi yang memberi impak kepada kestabilan kewangan PERKESO. Terdapat tiga (3) jenis risiko kewangan yang dihadapi oleh PERKESO seperti berikut:

- i. Risiko pasaran (yang terdiri daripada risiko kadar faedah, risiko harga ekuiti dan risiko mata wang);
- ii. Risiko kredit; dan
- iii. Risiko kecairan.

Job Services. This Act was implemented from 1 January 2018 by providing interim benefits of RM600 to employees who lost their jobs as an initial exercise. Whereas the full implementation of the benefits under this Act is effective from 1 January 2019.

PERKESO has also enforced the Housewives' Social Security Act 2022 on 1 December 2022, aimed at providing social security protection to housewives against domestic accidents and invalidity while managing the household.

PERKESO's Headquarters is located at Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. It has 14 State Offices, 39 PERKESO offices nationwide and 1 subsidiary company which is PERKESO Rehabilitation Centre Sdn. Bhd. in Melaka.

The financial statements for the financial year ended 31 December 2023 were authorised for issue by the Board of PERKESO on 2 April 2024.

2. Financial Risk Management Objectives And Policies

PERKESO is exposed to various financial risks including operational risk and financial risk. Generally, the objectives and policies of risk management are aimed at minimising risks in optimising returns to PERKESO.

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 PERKESO to align its strategies, policies, processes, technologies and enhancing knowledge among its staff to create value add and continuous improvement of work processes in addition to practicing good corporate governance to ensure the implementation of comprehensive internal control.

Financial Risk

Financial risks are associated with various changes in economic aspects which give impact to the PERKESO financial stability. There are three (3) types of financial risks faced by the PERKESO as follows:

- i. Market risk (which comprises of interest rate risk, equity price risk and currency risk);
- ii. Credit risk; and
- iii. Liquidity risk.

Polisi lengkap berkaitan setiap jenis risiko kewangan yang disenaraikan di atas adalah seperti yang didedahkan dalam Nota 33.

3. Dasar Perakaunan yang Penting

3.1 Penyata Pematuhan dan Asas Penyediaan

PERKESO telah menerima pakai asas akrual daripada Piawaian Perakaunan Sektor Awam Malaysia ("MPSAS"). Penyata kewangan ini dibentangkan dalam Ringgit Malaysia ("RM"), yang merupakan mata wang fungsian dan pelaporan PERKESO dan semua nilai adalah dibundarkan kepada ribu terdekat ("RM'000"). Dasar-dasar perakaunan telah diguna pakai secara konsisten sepanjang tempoh ini.

Penyata kewangan ini telah disediakan atas asas kos sejarah, kecuali dinyatakan sebaliknya. Penyata aliran tunai disediakan menggunakan kaedah tidak langsung. Penyata kewangan telah disediakan mengikut asas akrual.

3.2 Ringkasan Dasar Perakaunan yang Penting

a) Asas Penyatuan

Penyata Kewangan Kumpulan mengandungi Penyata Kewangan PERKESO dan subsidiarinya yang disediakan pada akhir tahun kewangan. Penyata Kewangan subsidiari disediakan bagi tarikh pelaporan yang sama dengan PERKESO serta menggunakan dasar perakaunan yang konsisten untuk transaksi dan peristiwa yang mempunyai keadaan yang sama.

PERKESO mengawal syarikat pelaburan sekiranya dan hanya jika PERKESO mempunyai semua perkara berikut:

- (i) Kuasa atas syarikat pelaburan (iaitu hak yang ada yang memberikannya kemampuan semasa untuk mengarahkan aktiviti yang berkaitan dengan syarikat pelaburan);
- (ii) Pendedahan, atau hak, terhadap pulangan berubah daripada pelaburannya dengan syarikat pelaburan; dan
- (iii) Keupayaan untuk menggunakan kuasanya ke atas syarikat pelaburan untuk mempengaruhi pulangannya.

Subsidiari adalah disatukan dari tarikh pemerolehan, tarikh di mana PERKESO memperoleh kawalan dan berterusan untuk disatukan sehingga ke tarikh kawalan tersebut secara kuat kuasanya tamat. Semua baki,

Detailed policies pertaining to each type of financial risks as listed above are disclosed in Note 33.

3. Significant Accounting Policies

3.1 Statement of Compliance and Basis of Preparation

PERKESO adopted the accrual basis of Malaysian Public Sector Accounting Standards ("MPSAS"). The financial statements are presented in Ringgit Malaysia ("RM"), which is the functional and reporting currency of PERKESO and all values are rounded to the nearest thousand ("RM'000"). The accounting policies have been consistently applied throughout the period.

The financial statements have been prepared on the basis of historical cost, unless stated otherwise. The cash flows statement is prepared using the indirect method. The financial statements are prepared on an accrual basis.

3.2 Summary of Significant Accounting Policies

a) Basis of Consolidation

The Group Financial Statements comprise the Financial Statements of PERKESO and its subsidiary which have been prepared as at the financial year end. The Financial Statements of the subsidiary are prepared for the same reporting date as the PERKESO, using consistent accounting policies for transaction and events in similar circumstances.

PERKESO controls an investee if and only if PERKESO has all the following:

- (i) Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);
- (ii) Exposure, or rights, to variable returns from its investment with the investee; and
- (iii) The ability to use its power over the investee to affect its returns.

Subsidiaries are consolidated from the date of acquisition, being the date on which the PERKESO obtains control and continue to be consolidated until the date such control effectively ceased. All intra group balances,

pendapatan dan perbelanjaan serta keuntungan dan kerugian belum realis dalam kumpulan hasil daripada urus niaga dalam kumpulan adalah dihapuskan sepenuhnya.

Gabungan Perniagaan

Gabungan perniagaan diakaunkan menurut kaedah pemerolehan. Kos pemerolehan diukur berdasarkan jumlah balasan yang dipindahkan yang diukur pada nilai saksama pada tarikh pemerolehan dan amaun kepentingan tak kawal dalam entiti syarikat yang dibeli. Kos yang berkaitan dengan pemerolehan dibelanjakan dan termasuk dalam belanja operasi.

Muhibah pada awalnya diukur pada kos, yang merupakan lebih daripada jumlah balasan yang dipindahkan dan amaun yang diiktiraf untuk kepentingan tak kawal, dan sebarang kepentingan sebelumnya yang dipegang ke atas aset bersih yang dapat dikenal pasti yang dibeli dan liabiliti yang diandaikan. Sekiranya nilai saksama bagi aset bersih yang diperolehi melebihi jumlah balasan yang dipindahkan, Kumpulan menilai semula sama ada ia telah mengenal pasti semua aset yang diperolehi dengan betul dan semua liabiliti yang diandaikan dan menyemak semula prosedur yang digunakan untuk mengukur amaun yang akan diiktiraf pada tarikh pemerolehan. Sekiranya penilaian semula masih menghasilkan lebih daripada nilai saksama aset bersih yang diperolehi daripada agregat balasan yang dipindahkan, maka keuntungan diiktiraf dalam lebih atau kurang.

Selepas pengiktirafan awal, muhibah diukur pada kos ditolak kerugian penjejasan terkumpul. Bagi tujuan pengujian penjejasan, muhibah yang diperolehi dalam gabungan perniagaan, dari tarikh pemerolehan dialokasikan kepada setiap unit penjana tunai Kumpulan yang dijangka mendapat manfaat daripada gabungan tersebut, tanpa mengira sama ada aset atau liabiliti lain daripada syarikat yang dibeli diperuntukkan kepada unit-unit tersebut.

b) Pelaburan dalam Subsidiari

Subsidiari adalah semua entiti (termasuk yang diperbadankan untuk tujuan khas) di mana Kumpulan mempunyai kuasa untuk mengawal. Kawalan wujud apabila Kumpulan terdedah, atau mempunyai hak untuk mendapatkan pulangan yang berubah-ubah daripada penglibatannya dengan entiti terlibat dan mempunyai kemampuan untuk mempengaruhi pulangan tersebut melalui kuasa atas entiti tersebut.

Pelaburan tidak tersiar harga dalam subsidiari dinyatakan pada kos dan kemudiannya diselaraskan kepada nilai boleh pulih yang mengambil kira kerugian penjejasan pada tahun tersebut, jika ada. Dasar untuk pengiktirafan dan pengukuran kerugian penjejasan adalah berpanduan Nota 3.2 (j).

income and expenses and unrealised gains and losses resulting from intra group transactions are eliminated in full.

Business Combinations

Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured as the aggregate of the consideration transferred measured at acquisition date fair value and the amount of any non-controlling interests in the acquiree. Acquisition-related costs are expensed as incurred and included in operating expenses.

Goodwill is initially measured at cost, being the excess of the aggregate of the consideration transferred and the amount recognised for non-controlling interests, and any previous interest held, over the net identifiable assets acquired and liabilities assumed. If the fair value of the net assets acquired is in excess of the aggregate consideration transferred, the Group re-assesses whether it has correctly identified all of the assets acquired and all of the liabilities assumed and reviews the procedures used to measure the amounts to be recognised at the acquisition date. If the reassessment still results in an excess of the fair value of net assets acquired over the aggregate consideration transferred, then the gain is recognised in surplus or deficit.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group's cash-generating units that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

b) Investment in Subsidiary

Subsidiaries are all entities (inclusive those incorporated for special purpose) of which the Group has the power to control. Control exists when the Group is exposed, or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

The unquoted investment in subsidiaries are stated at cost and thereafter adjusted to its recoverable value which takes into consideration the impairment loss in the said year, if any. The policy for the recognition and measurement of impairment loss is in accordance with Note 3.2 (j).

c) Pengiktirafan Hasil

Hasil Daripada Urus Niaga Bukan Pertukaran

Pendapatan Caruman

Pendapatan caruman daripada majikan dan pekerja diiktiraf apabila PERKESO mempunyai hak yang boleh dikuatkuasakan untuk menerimanya.

Geran Kerajaan

Geran kerajaan diiktiraf pada nilai saksamanya apabila terdapat jaminan yang munasabah bahawa geran akan diterima dan PERKESO akan mematuhi semua syarat yang ditetapkan. Geran dengan syarat pada awalnya akan diiktiraf sebagai liabiliti dan berikutnya sebagai hasil daripada urus niaga bukan pertukaran dalam tempoh pelaporan yang memenuhi syaratnya.

Geran kerajaan tanpa syarat diukur pada nilai saksama dan diiktiraf sebagai hasil daripada urus niaga bukan pertukaran pada titik kawalan diperoleh ke atas aset (tunai), hasil berkenaan boleh diukur dengan pasti dan berkemungkinan manfaat ekonomi atau potensi perkhidmatan yang berkaitan dengan aset berkenaan akan mengalir ke PERKESO.

Sebarang geran yang diterima tidak diiktiraf sebagai hasil apabila PERKESO hanya bertindak sebagai ejen pelaksana dan pembayar.

Hasil Daripada Urus Niaga Pertukaran

Pendapatan Faedah

Pendapatan faedah diakrukan dengan menggunakan kaedah hasil efektif. Hasil efektif ini mendiskaunkan anggaran terimaan tunai masa hadapan di sepanjang jangkaan usia aset kewangan sehingga amaun yang dibawa bersih aset terbabit. Kaedah ini diaplikasikan kepada baki prinsipal untuk menentukan pendapatan faedah bagi setiap tempoh.

Dividen

Dividen atau agihan yang setara dengannya hendaklah diiktiraf apabila hak pemegang saham atau PERKESO untuk menerima bayaran tersebut ditentukan.

Pendapatan Sewa

Pendapatan sewa hasil daripada pajakan operasi atas pelaburan hartanah dikira pada asas garis lurus di sepanjang tempoh pajakan dan diambil kira sebagai hasil.

Faedah Caruman Lewat Bayar dan Kompaun

Faedah caruman lewat bayar dan kompaun diiktiraf atas asas tunai.

Penyampaian Perkhidmatan

Hasil daripada penyampaian perkhidmatan diiktiraf setelah pengakuan terimaan dan penyempurnaan sesuatu perkhidmatan.

c) Revenue Recognition

Revenue from Non-Exchange Transactions

Contribution Income

Contribution income from employers and employees is recognised when PERKESO has an enforceable right to receive it.

Government Grant

Government grants are recognised at their fair value when there is a reasonable assurance that the grants will be received and PERKESO will comply with all the stipulated conditions. Grants with conditions will initially be recognised as liability and subsequently as revenue from non-exchange transactions during the reporting period which the conditions are satisfied.

Government grants without conditions are measured at fair value and recognised as revenue from non-exchange transactions at the point control is obtained over the asset (cash), the revenue can be reliably measured and it is probable that the economic benefits or service potential related to the asset will flow to PERKESO.

Any grants received are not recognised as revenue when PERKESO is only acting as an implementing and paying agent.

Revenue from Exchange Transactions

Interest Income

Interest income is accrued using the effective yield method. The effective yield discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount. The method applies this yield to the principal outstanding to determine interest income each period.

Dividend

Dividend or similar distributions must be recognised when the shareholder's or PERKESO's right to receive payments is established.

Rental Income

Rental income arising from operating leases on properties is accounted for on a straight-line basis over the lease terms and included in revenue.

Interest On Late Contribution and Compound

Interest on late contribution and compound are recognised on a cash basis.

Rendering of Services

Revenue from rendering of services is recognised upon acknowledgement and completion of services.

Kos yang dikenakan untuk kerja yang dilaksanakan sehingga ke suatu tarikh tidak termasuk kos yang berkaitan dengan aktiviti masa hadapan, seperti untuk bahan atau bayaran terdahulu.

d) Pelaburan Hartanah

Hartanah pelaburan pada awalnya diukur pada kos yang mana termasuk kos urus niaga yang berkaitan. Amaun yang dibawa adalah termasuk kos penggantian komponen bagi hartanah pelaburan sedia ada pada masa kos tersebut dikenakan sekiranya kriteria pengiktirafan telah dipenuhi dan tidak termasuk kos penyelenggaraan harian bagi hartanah pelaburan.

Selepas pengiktirafan awal, hartanah pelaburan dinyatakan pada nilai saksama. Nilai saksama bagi hartanah pelaburan adalah berdasarkan penilaian oleh penilai bebas dan atau penilai dalaman berdaftar dan mempunyai kelayakan profesional diiktiraf yang bersesuaian dan pengalaman terkini berkaitan lokasi dan kategori hartanah yang dinilai. Keuntungan atau kerugian yang terbit daripada perubahan dalam nilai saksama hartanah pelaburan akan diiktiraf dalam lebihan atau kekurangan dalam tahun kewangan di mana ianya berlaku.

Jika PERKESO menetapkan bahawa nilai saksama hartanah pelaburan dalam pembinaan tidak boleh ditentukan dengan pasti tetapi menjangka nilai saksama hartanah boleh ditentukan dengan pasti apabila pembinaan siap, PERKESO hendaklah mengukur hartanah pelaburan dalam pembinaan pada kos sehingga sama ada nilai saksamanya boleh ditentukan dengan pasti atau pembinaan siap sepenuhnya (yang mana terdahulu). Apabila PERKESO boleh mengukur dengan pasti nilai saksama hartanah pelaburan dalam pembinaan yang mana sebelumnya telah diukur pada nilai kos, PERKESO hendaklah mengukur hartanah itu pada nilai saksamanya.

Perbelanjaan berikutnya adalah dipermodalkan kepada amaun yang dibawa oleh aset berkenaan hanya apabila terdapat kemungkinan bahawa manfaat ekonomi masa hadapan berkaitan dengan perbelanjaan tersebut akan mengalir kepada PERKESO dan kos bagi item berkenaan boleh diukur dengan pasti. Semua kos pembaikan dan penyelenggaraan lain adalah dibelanjakan apabila ianya berlaku. Apabila sebahagian daripada hartanah pelaburan diganti, amaun yang dibawa bagi bahagian yang diganti akan dinyahiktirafkan.

Hartanah pelaburan adalah dinyahiktirafkan sama ada apabila ia telah dilupuskan atau apabila hartanah pelaburan itu tidak digunakan secara kekal dan tiada manfaat ekonomi masa hadapan yang dijangkakan daripada pelupusannya. Keuntungan atau kerugian yang terbit daripada penamatan atau pelupusan hartanah pelaburan ditentukan daripada perbezaan di antara hasil pelupusan bersih, jika ada, dengan amaun yang dibawa oleh aset itu dan diiktiraf sebagai lebihan atau kekurangan dalam tempoh penamatan atau pelupusan itu.

Costs incurred for work performed to date do not include costs relating to future activity, such as for materials or prepayments.

d) Investment Property

Investment properties are initially measured at cost, which includes related transaction costs. The carrying amount includes the replacement cost of components of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day maintenance of an investment property.

After initial recognition, investment properties are stated at fair value. Fair values of investment properties are based on valuations by registered independent and or in-house valuers and with appropriate recognised professional qualifications and recent experience in the location and category of the properties being valued. Gains or losses arising from changes in the fair values of investment properties are recognised in surplus or deficit in the financial year in which they arise.

If PERKESO determines that the fair value of an investment property under construction is not reliably determinable but expects the fair value of the property to be reliably determinable when construction is completed, PERKESO shall measure that investment property under construction at cost until either its fair value becomes reliably determinable or construction is completed (whichever is earlier). Once PERKESO is able to measure reliably the fair value of an investment property under construction that has previously been measured at cost, PERKESO shall measure that property at its fair value.

Subsequent expenditure is capitalised to the asset's carrying amount only when it is probable that future economic benefits associated with the expenditure will flow to PERKESO and the cost of the item can be measured reliably. All other repairs and maintenance costs are expensed when incurred. When part of an investment property is replaced, the carrying amount of the replaced part is derecognised.

Investment properties are derecognised when either they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. The gain or loss arising from the retirement or disposal of an investment property is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the asset and is recognised in surplus or deficit in the period of the retirement or disposal.

Hartanah pelaburan akan dikelaskan semula sebagai hartanah dan peralatan apabila kegunaan hartanah berubah daripada hartanah pelaburan kepada yang diduduki oleh pemilik. Nilai saksamanya pada tarikh pengelasan semula itu akan menjadi kos untuk tujuan perakaunan berikutnya.

e) Hartanah dan Peralatan

Semua hartanah dan peralatan adalah dinyatakan pada kos ditolak susut nilai terkumpul dan kerugian penjejasan. Kos termasuk perbelanjaan yang berkaitan secara langsung dengan perolehan item tersebut. Apabila bahagian signifikan hartanah dan peralatan perlu diganti pada masa tertentu, PERKESO mengiktiraf bahagian-bahagian tersebut sebagai aset-aset individu dengan usia guna tertentu dan menyusutnilaikannya dengan sewajarnya. Begitu juga, apabila pemeriksaan menyeluruh dilakukan, kosnya diiktiraf dalam amaun yang dibawa oleh hartanah dan peralatan terbabit sebagai suatu penggantian jika kriteria pengiktirafan tersebut dipenuhi. Semua kos pembaikan dan penyelenggaraan lain diiktiraf dalam lebihan atau kurangan apabila ianya berlaku. Jika suatu aset diperoleh dalam suatu urus niaga bukan pertukaran di mana balasannya adalah tiada atau pada nilai nominal, aset tersebut pada awalnya akan diukur pada nilai saksama.

Kerja dalam kemajuan terdiri daripada kerja-kerja yang melibatkan hartanah dan peralatan yang belum disempurnakan sehingga akhir tahun kewangan semasa. Kerja dalam kemajuan dinyatakan pada nilai kos dan tidak disusutnilaikan sehingga aset berkenaan sedia untuk digunakan.

Tanah pegangan bebas tidak disusut nilai kerana ia mempunyai usia yang tidak terhad. Hartanah dan peralatan lain disusut nilai mengikut kaedah garis lurus untuk memperuntukkan kos kepada nilai sisanya di sepanjang anggaran usia guna yang diringkaskan seperti berikut:

Tanah Pajak dan Baki Tempoh Pajak

- Bangunan pejabat	50 tahun
- Ubah suai pejabat	3 tahun
- Kenderaan bermotor	5 tahun
- Peralatan pejabat	5 tahun
- Peralatan vokasional	5 tahun
- Peralatan perubatan	5 tahun
- Perkakasan komputer	3-5 tahun

Nilai sisa dan usia guna aset adalah dikaji semula dan diselaraskan secara prospektif, jika bersesuaian, pada akhir setiap tempoh pelaporan.

Amaun yang dibawa oleh suatu aset dikurangkan dengan serta-merta kepada amaun boleh pulih, atau amaun perkhidmatan boleh pulih, jika amaun yang dibawa oleh aset adalah lebih besar daripada anggaran amaun boleh pulih atau amaun perkhidmatan boleh pulih.

When the use of a property changes from investment property to owner-occupied, the property is reclassified as property and equipment. Its fair value at the date of reclassification becomes its cost for subsequent accounting purposes.

e) Property and Equipment

All property and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property and equipment are required to be replaced at intervals, PERKESO recognises such parts as individual assets with specific useful life and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the property and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration, the asset is initially measured at its fair value.

Work in progress consists of works involving property and equipment that have not been completed until the end of the current financial year. Work in progress is stated at cost and is not depreciated until the asset is ready for use.

Freehold land is not depreciated as it has an infinite life. Other property and equipment are depreciated on the straight-line method to allocate the cost to their residual values over their estimated useful lives summarised as follows:

Leasehold Land Remaining Lease Period

- Office buildings	50 years
- Office renovations	3 years
- Motor vehicles	5 years
- Office equipment	5 years
- Vocational equipment	5 years
- Medical equipment	5 years
- Computer hardware	3-5 years

The assets' residual values and useful lives are reviewed, and adjusted prospectively, if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount, or recoverable service amount, if the asset's carrying amount is greater than its estimated recoverable amount or recoverable service amount.

PERKESO menyahiktirafkan item hartanah dan peralatan dan atau mana-mana bahagian signifikan suatu aset sekiranya berlaku pelupusan atau apabila tiada manfaat ekonomi atau potensi perkhidmatan masa hadapan yang dijangka akan diperoleh daripada penggunaannya yang berterusan. Sebarang keuntungan atau kerugian yang terbit daripada penyahiktirafan aset itu (dikira berdasarkan perbezaan di antara hasil pelupusan bersih dan amaun yang dibawa oleh aset tersebut) adalah dimasukkan dalam lebihan atau kurangan apabila aset tersebut dinyahiktirafkan.

Untuk aset yang layak, kos pinjaman adalah dipermodalkan berpandukan dasar perakaunan yang dinyatakan dalam Nota 3.2 (s).

f) Pajakan

Pajakan kewangan ialah pajakan yang memindahkan sebahagian besar daripada risiko dan manfaat berkaitan dengan pemilikan item yang dipajak kepada PERKESO. Aset yang dipegang di bawah pajakan kewangan dipermodalkan pada permulaan pajakan pada nilai saksama hartanah yang dipajak atau, jika lebih rendah, pada nilai kini bayaran pajakan minimum masa hadapan. PERKESO juga mengiktiraf liabiliti pajakan berkaitan pada permulaan pajakan. Liabiliti yang diiktiraf itu diukur sebagai nilai kini bayaran pajakan minimum masa hadapan pada awal pengiktirafan.

Selepas pengiktirafan awal, bayaran pajakan diagihkan di antara caj kewangan dan pengurangan liabiliti pajakan untuk mencapai suatu kadar faedah yang tetap ke atas baki liabiliti yang tinggal. Caj kewangan diiktiraf sebagai kos kewangan di dalam lebihan atau kurangan.

Aset yang dipegang di bawah pajakan kewangan disusut nilai sepanjang usia guna aset itu. Walau bagaimanapun, jika tiada kepastian yang munasabah bahawa PERKESO akan mendapat hak milik terhadap aset itu pada akhir tempoh pajakan, aset itu akan disusut nilai mengikut yang mana lebih singkat antara anggaran usia guna aset itu dan tempoh pajakan.

Pajakan operasi ialah pajakan yang tidak memindahkan sebahagian besar risiko dan manfaat berkaitan dengan pemilikan item yang dipajak kepada PERKESO. Pembayaran pajakan operasi diiktiraf sebagai perbelanjaan operasi dalam lebihan atau kurangan pada asas garis lurus di sepanjang tempoh pajakan.

g) Perisian Komputer

Aset tidak ketara yang diperoleh secara berasingan pada awalnya diiktiraf pada nilai kos. Kos aset tidak ketara yang diperoleh dalam suatu urus niaga bukan pertukaran adalah nilai saksamanya pada tarikh pertukaran. Selepas pengiktirafan awal, aset tidak ketara dibawa pada kos ditolak sebarang pelunasan terkumpul dan

PERKESO derecognises items of property and equipment and or any significant part of an asset upon disposal or when no future economic benefits or service potential is expected from its continuing use. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the surplus or deficit when the asset is derecognised.

For qualifying assets, borrowing costs are capitalised in accordance with the accounting policies stated in Note 3.2 (s).

f) Leases

Finance leases are leases that transfer substantially all of the risks and benefits incidental to ownership of the leased item to PERKESO. Assets held under a finance lease are capitalised at the commencement of the lease at the fair value of the leased property or, if lower, at the present value of the future minimum lease payments. PERKESO also recognises the associated lease liability at the inception of the lease. The liability recognised is measured as the present value of the future minimum lease payments at initial recognition.

Subsequent to initial recognition, lease payments are apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognised as finance costs in surplus or deficit.

An asset held under a finance lease is depreciated over the useful life of the asset. However, if there is no reasonable certainty that PERKESO will obtain ownership of the asset by the end of the lease term, the asset is depreciated over the shorter of the estimated useful life of the asset and the lease term.

Operating leases are leases that do not transfer substantially all the risks and benefits incidental to ownership of the leased item to PERKESO. Operating lease payments are recognised as an operating expense in surplus or deficit on a straight-line basis over the lease term.

g) Computer Software

Intangible assets acquired separately are initially recognised at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally

kerugian penjejasan terkumpul. Aset tidak ketara yang dijana secara dalaman, tidak termasuk kos pembangunan yang dipermodalkan, tidak dipermodalkan dan perbelanjaan ditunjukkan di dalam lebihan atau kurangan dalam tempoh di mana perbelanjaan tersebut berlaku.

Kerja dalam kemajuan terdiri daripada kerja-kerja yang melibatkan perisian komputer yang belum disempurnakan sehingga akhir tahun kewangan semasa. Kerja dalam kemajuan dinyatakan pada nilai kos dan tidak disusutnilaikan sehingga aset berkenaan sedia untuk digunakan.

Usia guna aset tidak ketara dinilai sama ada mempunyai tempoh terhad atau tidak terhad.

Aset tidak ketara dengan usia terhad adalah dilunaskan sepanjang usia gunanya:

- Perisian komputer 5 tahun

Aset tidak ketara dengan usia guna terhad adalah dinilai untuk penjejasan apabila wujud tanda-tanda bahawa aset itu mungkin telah terjejas.

Tempoh pelunasan dan kaedah pelunasan bagi aset tidak ketara dengan usia guna terhad adalah dikaji semula pada akhir setiap tempoh pelaporan. Perubahan dalam jangkaan usia guna atau pola jangkaan penggunaan manfaat ekonomi masa hadapan dalam aset adalah dianggap mengubah tempoh atau kaedah pelunasan, yang mana bersesuaian, dan dianggap sebagai perubahan dalam anggaran perakaunan. Perbelanjaan pelunasan ke atas aset tidak ketara dengan usia guna terhad diiktiraf dalam lebihan atau kurangan sebagai kategori belanja yang konsisten dengan sifat aset tidak ketara tersebut.

Untung atau rugi yang terbit daripada penyahiktirafan aset tidak ketara diukur daripada perbezaan di antara hasil pelupusan bersih dan amaun yang dibawa oleh aset itu dan diiktiraf dalam lebihan atau kurangan apabila aset itu dinyahiktirafkan.

h) Penjejasan bagi Aset Penjanaan Tunai

Aset yang tertakluk kepada susut nilai atau pelunasan dinilai pada setiap tarikh pelaporan untuk menentukan sama ada terdapat petunjuk bahawa aset tersebut mungkin terjejas. Sekiranya petunjuk tersebut wujud, aset tersebut diuji untuk penjejasan. Bagi tujuan menilai penjejasan, aset dikelompokkan pada tahap terendah di mana sebahagian besarnya terdapat aliran masuk tunai bebas (unit penjanaan tunai ("CGU")). Amaun boleh pulih adalah yang mana lebih tinggi antara nilai saksama aset (atau CGU) ditolak kos untuk dijual dan nilai gunanya. Kerugian penjejasan diiktiraf apabila amaun dibawa aset (atau CGU) melebihi amaun boleh pulihnya.

generated intangible assets, excluding capitalised development costs, are not capitalised and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

Work in progress consists of works involving computer software that have not been completed until the end of the current financial year. Work in progress is stated at cost and is not depreciated until the asset is ready for use.

The useful life of the intangible asset is assessed as either finite or indefinite.

Intangible asset with a finite life is amortised over its useful life:

- Computer software 5 years

Intangible assets with a finite useful life are assessed for impairment whenever there is an indication that the asset may be impaired.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on an intangible asset with a finite life is recognised in surplus or deficit as the expense that is consistent with the nature of the intangible asset.

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the surplus or deficit when the asset is derecognised.

h) Impairment of Cash-Generating Asset

Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets may be impaired. If such indication exists, the asset is tested for impairment. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash generating unit ("CGU")). The recoverable amount is the higher of an asset's (or CGU's) fair value less costs to sell and its value in use. An impairment loss is recognised when the carrying amount of the asset (or CGU's) exceeds its recoverable amount.

Kerugian penjejasan diiktiraf kepada lebih atau kurang melainkan ia membalikkan penilaian semula sebelumnya, di mana dalam kes ini ia dicajkan kepada lebih penilaian semula. Aset bukan kewangan yang mengalami penjejasan adalah disemak semula untuk kemungkinan pembalikan penjejasan pada setiap tarikh pelaporan. Sebarang kenaikan berikutnya dalam amaun boleh pulih adalah diiktiraf dalam lebih atau kurang kecuali ia membalikkan kerugian penjejasan pada aset yang dinilai semula, dalam hal ini, ia dibawa ke rizab lebih penilaian semula.

i) Penjejasan bagi Aset Bukan Penjanaan Tunai

PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat petunjuk bahawa suatu aset bukan penjanaan tunai berkemungkinan terjejas. Jika wujud sebarang petunjuk, atau apabila ujian penjejasan tahunan bagi suatu aset diperlukan, PERKESO menganggarkan amaun perkhidmatan boleh pulih aset itu. Amaun perkhidmatan boleh pulih aset tersebut adalah dinilai pada amaun yang lebih tinggi bagi nilai saksama aset bukan penjanaan tunai tersebut ditolak kos untuk jualan dan nilai gunanya.

Apabila amaun yang dibawa oleh suatu aset melebihi amaun perkhidmatan boleh pulih, maka aset tersebut dianggap terjejas dan nilainya dikurangkan kepada amaun perkhidmatan boleh pulihnya. Dalam menentukan nilai guna aset, PERKESO akan menggunakan sama ada pendekatan kos penggantian susut nilai atau nilai saksama ditolak kos untuk jualan.

Di bawah pendekatan kos penggantian susut nilai, nilai kini bagi baki potensi perkhidmatan suatu aset ditentukan sebagai kos penggantian yang telah disusut nilai bagi aset tersebut. Kos penggantian yang disusut nilai diukur sebagai kos penghasilan semula atau penggantian aset itu, yang mana lebih rendah, ditolak susut nilai terkumpul yang dikira pada asas kos berkenaan, untuk menunjukkan potensi perkhidmatan yang telah digunakan atau telah luput bagi aset itu.

Dalam menentukan nilai saksama ditolak kos untuk jualan, harga aset dalam suatu ikatan perjanjian bagi suatu urusan niaga yang tulus, diselaraskan untuk kos tambahan yang dapat dikaitkan secara langsung dengan pelupusan aset itu adalah digunakan. Sekiranya tiada ikatan perjanjian, tetapi aset itu diniagakan di pasaran aktif, maka nilai saksama ditolak kos untuk jualan adalah nilai harga pasaran aset itu ditolak kos pelupusan. Sekiranya tiada ikatan perjanjian jualan atau pasaran aktif untuk aset itu, PERKESO menentukan nilai saksama ditolak kos untuk jualan aset berdasarkan maklumat terbaik yang ada.

Bagi setiap aset, penilaian dibuat pada setiap tarikh pelaporan sama ada terdapat sebarang petunjuk bahawa kerugian penjejasan yang diiktiraf sebelum ini mungkin tidak lagi wujud atau mungkin telah berkurangan. Jika petunjuk sedemikian wujud, PERKESO menganggarkan

The impairment loss is recognised in surplus or deficit unless it reverses a previous revaluation in which case it is charged to the revaluation surplus. Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date. Any subsequent increase in recoverable amount is recognised in surplus or deficit unless it reverses an impairment loss on a revalued asset in which case it is taken to revaluation surplus reserve.

i) Impairment of Non-Cash-Generating Asset

PERKESO assesses at each reporting date whether there is an indication that a non-cash-generating asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, PERKESO estimates the asset's recoverable service amount. An asset's recoverable service amount is the higher of the non-cash generating asset's fair value less costs to sell and its value in use.

Where the carrying amount of an asset exceeds its recoverable service amount, the asset is considered impaired and is written down to its recoverable service amount. In assessing value in use, PERKESO will use either the depreciation replacement cost approach or fair value less costs to sell.

Under the depreciation replacement cost approach, the present value of the remaining service potential of an asset is determined as the depreciated replacement cost of the asset. The depreciated replacement cost is measured as the reproduction or replacement cost of the asset, whichever is lower, less accumulated depreciation calculated on the basis of such cost, to reflect the already consumed or expired service potential of the asset.

In determining fair value less costs to sell, the price of the assets in a binding agreement in an arm's length transaction, adjusted for incremental costs that would be directly attributed to the disposal of the asset is used. If there is no binding agreement, but the asset is traded on an active market, the fair value less cost to sell is the asset's market price less cost of disposal. If there is no binding sale agreement or active market for an asset, PERKESO determines the fair value less cost to sell based on the best available information.

For each asset, an assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. If such indication exists, PERKESO estimates the asset's recoverable service

amaun perkhidmatan boleh pulih aset itu. Kerugian penjejasan yang diiktiraf sebelumnya dibalikkan hanya jika terdapat perubahan dalam andaian yang digunakan untuk menentukan amaun perkhidmatan boleh pulih aset itu sejak kerugian penjejasan yang terakhir diiktiraf. Pembalikan adalah dihadkan agar amaun yang dibawa oleh aset itu tidak melebihi amaun perkhidmatan boleh pulihnya, juga tidak melebihi nilai amaun dibawa yang telah ditentukan, nilai bersih setelah ditolak susut nilai, sekiranya tiada kerugian penjejasan bagi aset itu diiktiraf dalam tahun-tahun sebelumnya. Pembalikan tersebut diiktiraf dalam lebihan atau kurangan.

j) Instrumen Kewangan

Aset Kewangan

Pengiktirafan dan Pengukuran Awal

Aset kewangan dalam skop MPSAS 29 Instrumen Kewangan: Pengiktirafan dan Pengukuran adalah diklasifikasikan sebagai aset kewangan pada nilai saksama melalui lebihan atau kurangan, pinjaman dan penghutang, pelaburan dipegang hingga matang atau aset kewangan sedia untuk dijual, yang mana sesuai. PERKESO menentukan klasifikasi aset kewangannya pada pengiktirafan awal.

Pembelian atau penjualan aset kewangan yang memerlukan penyerahan aset dalam tempoh masa yang ditetapkan oleh peraturan atau konvensyen di dalam pasaran (urus niaga cara biasa) adalah diiktiraf pada tarikh urus niaga, iaitu tarikh PERKESO memberi komitmen untuk membeli atau menjual aset itu.

Aset kewangan PERKESO termasuk tunai dan deposit jangka pendek, pinjaman dan belum terima lain, instrumen kewangan tersiar dan tidak tersiar dan instrumen kewangan derivatif.

Pengukuran Berikutnya

Pengukuran berikutnya bagi aset kewangan adalah bergantung kepada klasifikasinya.

Aset Kewangan pada Nilai Saksama Melalui Lebihan atau Kurangan

Aset kewangan pada nilai saksama melalui lebihan atau kurangan termasuk aset kewangan yang dipegang untuk diniagakan dan aset kewangan pada pengiktirafan awal yang dinyatakan pada nilai saksama melalui lebihan dan kurangan. Aset kewangan adalah diklasifikasikan sebagai dipegang untuk diniagakan sekiranya ia diperolehi bagi tujuan jualan atau pembelian semula dalam tempoh terdekat. Derivatif termasuk derivatif digabungkan yang diasingkan juga diklasifikasikan sebagai dipegang untuk diniagakan melainkan ia dinyatakan sebagai instrumen lindung nilai yang berkesan. Aset kewangan pada nilai saksama melalui lebihan atau kurangan adalah dibawa dalam penyata kedudukan kewangan pada nilai saksama dengan perubahan dalam nilai saksama diiktiraf sebagai lebihan atau kurangan.

amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable service amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable service amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in surplus or deficit.

j) Financial Instruments

Financial Assets

Initial Recognition and Measurement

Financial assets within the scope of MPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. PERKESO determines the classification of its financial assets at initial recognition.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognised on the trade date, i.e., the date that PERKESO commits to purchase or sell the asset.

PERKESO's financial assets include cash and short-term deposits, loans and other receivables, quoted and unquoted financial instruments and derivative financial instruments.

Subsequent Measurement

The subsequent measurement of financial assets depends on their classification.

Financial Assets at Fair Value Through Surplus or Deficit

Financial assets at fair value through surplus or deficit include financial assets held for trading and financial assets designated upon initial recognition at fair value through surplus and deficit. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets at fair value through surplus or deficit are carried in the statement of financial position at fair value with changes in fair value recognised in surplus or deficit.

Pinjaman dan Belum Terima

Pinjaman dan belum terima adalah aset kewangan bukan derivatif dengan bayaran yang tetap atau boleh ditentukan yang mana tidak tersiar dalam pasaran aktif. Selepas pengukuran awal, aset kewangan berkenaan kemudiannya diukur pada kos yang dilunaskan menggunakan kaedah faedah efektif ditolak penjejasan. Kos yang boleh dilunaskan adalah dikira dengan mengambil kira apa-apa diskaun atau premium atas perolehan dan fi atau kos-kos yang merupakan bahagian yang penting bagi kadar faedah efektif itu. Kerugian yang terbit daripada penjejasan adalah diiktiraf sebagai lebihan atau kurangan.

Aset Kewangan Sedia untuk Dijual

PERKESO mengklasifikasikan aset kewangan sedia untuk dijual sebagai aset kewangan bukan derivatif yang ditetapkan sebagai sedia untuk dijual atau tidak diklasifikasikan sebagai pinjaman dan belum terima yang dipegang hingga matang atau aset kewangan pada nilai saksama melalui lebihan atau kurangan.

Selepas pengukuran awal, pelaburan kewangan sedia untuk dijual kemudiannya diukur pada nilai saksama dengan keuntungan atau kerugian tersebut diiktiraf terus ke dalam aset bersih melalui penyata perubahan aset bersih sehingga aset kewangan itu dinyahiktirafkan di mana keuntungan atau kerugian terkumpul itu akan diiktiraf dalam lebihan atau kurangan.

Penyahiktirafan

PERKESO menyahiktirafkan suatu aset kewangan atau, jika berkenaan, sebahagian daripada suatu aset kewangan atau sebahagian daripada suatu kumpulan aset kewangan yang sama apabila:

- Hak-hak untuk menerima aliran tunai daripada aset itu telah luput atau diketepikan.
- PERKESO telah memindahkan haknya untuk menerima aliran tunai daripada aset itu atau telah menganggap suatu obligasi untuk membayar aliran tunai yang diterima dengan sepenuhnya tanpa kelewatan yang material kepada pihak ketiga; dan sama ada: (a) PERKESO telah memindahkan sebahagian besar daripada semua risiko dan ganjaran daripada aset itu; atau (b) PERKESO tidak memindahkan mahupun mengekalkan sebahagian besar daripada semua risiko dan ganjaran aset itu, tetapi telah memindahkan kawalan ke atas aset itu.

Penjejasan bagi Aset Kewangan

PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat bukti objektif bahawa suatu aset kewangan atau suatu kumpulan daripada aset kewangan telah terjejas. Suatu aset kewangan atau suatu kumpulan daripada aset kewangan dianggap terjejas jika, dan hanya jika,

Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortised cost using the effective interest method, less impairment. Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. Losses arising from impairment are recognised in the surplus or deficit.

Available-For-Sale Financial Assets

PERKESO classifies available-for-sale financial assets as non-derivative financial assets that are designated as available-for-sale or are not classified as loans and receivables, held-to-maturity or financial assets at fair value through surplus or deficit.

After initial measurement, available-for-sale financial investments are subsequently measured at fair value with gains or losses recognised directly in net assets through the statement of changes in net assets until the financial asset is derecognised, at which time the cumulative gain or loss is recognised in surplus or deficit.

Derecognition

PERKESO derecognises a financial asset or, where applicable, a part of a financial asset or part of a group of similar financial assets when:

- The rights to receive cash flows from the asset have expired or is waived.
- PERKESO has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party; and either: (a) PERKESO has transferred substantially all the risks and rewards of the asset; or (b) PERKESO has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Impairment of Financial Assets

PERKESO assesses at each reporting date whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a

terdapat bukti objektif mengenai penjejasan disebabkan oleh satu atau lebih peristiwa yang telah berlaku selepas pengiktirafan awal aset tersebut (akibat suatu 'peristiwa kerugian') dan peristiwa kerugian berkenaan mempunyai suatu kesan ke atas aliran tunai masa hadapan yang dianggarkan bagi aset kewangan itu atau kumpulan daripada aset kewangan itu yang boleh dianggarkan dengan pasti. Bukti bagi penjejasan aset boleh termasuk petunjuk-petunjuk berikut:

- Penghutang atau suatu kumpulan penghutang mengalami kesukaran kewangan yang signifikan.
- Keingkaran atau kelalaian dalam pembayaran faedah atau prinsipal.
- Kebarangkalian bahawa penghutang mengalami muflis atau penyusunan semula kewangan lain.
- Data yang boleh ditinjau menunjukkan suatu pengurangan yang boleh diukur dalam anggaran aliran tunai masa hadapan (contoh: perubahan dalam tunggakan atau keadaan ekonomi yang menyumbang kepada keingkaran).

Aset Kewangan Dibawa pada Kos yang Dilunaskan

Bagi aset kewangan yang dibawa pada kos yang dilunaskan, PERKESO pada peringkat awalnya akan menilai sama ada bukti objektif penjejasan wujud secara individu bagi aset kewangan yang secara individunya signifikan atau secara kolektifnya bagi aset kewangan yang tidak signifikan secara individu. Jika PERKESO menentukan bahawa tiada bukti objektif penjejasan wujud bagi suatu aset kewangan yang dinilai secara individu, sama ada signifikan atau tidak, ia termasuk aset dalam suatu kumpulan aset kewangan dengan ciri-ciri risiko kredit yang sama dan secara kolektif menilainya bagi tujuan penjejasan. Aset yang dinilai secara individu untuk penjejasan dan di mana suatu kerugian penjejasan adalah, secara berterusan, diiktiraf adalah tidak termasuk dalam penilaian kolektif bagi penjejasan.

Jika terdapat bukti objektif bahawa kerugian penjejasan telah berlaku, amaun kerugian tersebut adalah diukur sebagai perbezaan di antara amaun yang dibawa oleh aset itu dan nilai kini anggaran aliran tunai masa hadapan (tidak termasuk kerugian kredit yang dijangka pada masa hadapan yang belum berlaku). Nilai kini bagi anggaran aliran tunai masa hadapan adalah didiskaunkan pada kadar faedah efektif asal aset kewangan itu. Jika suatu pinjaman mempunyai suatu kadar faedah yang berubah-ubah, kadar diskaun untuk mengukur sebarang kerugian penjejasan adalah kadar faedah efektif semasa.

result of one or more events that has occurred after the initial recognition of the asset (an incurred 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated. Evidence of impairment may include the following indicators:

- The debtors or a group of debtors are experiencing significant financial difficulty.
- Default or delinquency in interest or principal payments.
- The probability that debtors will enter bankruptcy or other financial reorganisation.
- Observable data indicates a measurable decrease in estimated future cash flows (e.g. changes in arrears or economic conditions that correlate with defaults).

Financial Assets Carried at Amortised Cost

For financial assets carried at amortised cost, PERKESO first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If PERKESO determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continuous to be, recognised are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss has been incurred, the amount of the loss is measured as the difference between the assets carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not yet been incurred). The present value of the estimated future cash flows is discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate.

Amaun dibawa bagi aset itu adalah dikurangkan melalui penggunaan suatu akaun peruntukan dan amaun kerugian itu diiktiraf dalam lebihan atau kurangan. Pinjaman bersama dengan peruntukan berkaitan adalah dihapus kira apabila tiada prospek realistik bagi pemulihan masa hadapan dan semua cagaran telah direalisasikan atau dipindahkan kepada PERKESO. Jika, pada tahun berikutnya, amaun bagi anggaran kerugian penjejasan meningkat atau menurun disebabkan oleh suatu peristiwa yang berlaku selepas penjejasan diiktiraf, kerugian penjejasan yang diiktiraf sebelum ini adalah ditambah atau dikurangkan dengan menyelaraskan akaun peruntukan tersebut. Jika hapus kira kemudiannya pulih pada masa hadapan, pemulihan itu dikreditkan kepada kos kewangan dalam lebihan atau kurangan.

Aset Kewangan Sedia untuk Dijual

Bagi aset kewangan sedia untuk dijual, PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat bukti objektif bahawa suatu pelaburan atau suatu kumpulan pelaburan adalah terjejas.

Bagi aset kewangan yang diklasifikasikan sebagai sedia untuk dijual, bukti objektif termasuk suatu penurunan yang signifikan atau berpanjangan dalam nilai saksama pelaburan yang berkurangan daripada kosnya. 'Signifikan' dinilai terhadap amaun dibawa pelaburan itu dan 'berpanjangan' terhadap tempoh di mana nilai saksama adalah berkurangan daripada amaun dibawanya. Di mana terdapat bukti penjejasan, kerugian terkumpul - diukur sebagai perbezaan di antara kos pemerolehan dan nilai saksama semasa, ditolak sebarang kerugian penjejasan ke atas pelaburan berkenaan yang sebelum ini diiktiraf dalam lebihan atau kurangan - dikeluarkan daripada rizab dalam aset bersih dan diiktiraf dalam lebihan atau kurangan. Kerugian penjejasan yang diiktiraf dalam lebihan atau kurangan bagi pelaburan ekuiti yang diklasifikasikan sebagai sedia untuk dijual tidak dibalikkan melalui lebihan atau kurangan dalam tempoh berikutnya.

Dalam kes instrumen hutang yang diklasifikasikan sebagai sedia untuk dijual, penjejasan adalah dinilai berdasarkan kriteria yang sama seperti aset kewangan yang dibawa pada kos yang dilunaskan. Walau bagaimanapun, amaun yang direkodkan bagi penjejasan adalah kerugian terkumpul diukur sebagai perbezaan di antara kos dilunaskan dan nilai saksama semasa, ditolak sebarang kerugian penjejasan ke atas pelaburan berkenaan yang sebelumnya diiktiraf dalam lebihan atau kurangan. Jika dalam tempoh berikutnya, nilai saksama bagi instrumen hutang yang diklasifikasikan sebagai sedia untuk dijual meningkat dan peningkatan itu boleh secara objektifnya dikaitkan kepada suatu peristiwa yang berlaku selepas kerugian penjejasan diiktiraf dalam lebihan atau kurangan, kerugian penjejasan itu akan dibalikkan melalui lebihan atau kurangan.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognised in surplus or deficit. Loans together with the associated allowance are written off when there is no realistic prospect of future recovery and all collateral has been realised or transferred to PERKESO. If, in a subsequent year, the amount of the estimated impairment loss increases or decreases because of an event occurring after the impairment was recognised, the previously recognised impairment loss is increased or reduced by adjusting the allowance account. If a future write-off is later recovered, the recovery is credited to finance costs in surplus or deficit.

Available-For-Sale Financial Assets

For available-for-sale financial assets, PERKESO assesses at each reporting date whether there is objective evidence that an investment or a group of investments is impaired.

In the case of equity investments classified as available-for-sale, objective evidence would include a significant or prolonged decline in the fair value of the investment below its cost. 'Significant' is evaluated against the carrying amount of the investment and 'prolonged' against the period in which the fair value was below its carrying amount. Where there is evidence of impairment, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that investment previously recognised in the surplus or deficit - is removed from the reserve in net assets and recognised in surplus or deficit. Impairment losses recognised in surplus or deficit on equity investment classified as available-for-sale are not reversed through surplus or deficit in subsequent periods.

In the case of debt instruments classified as available-for-sale, impairment is assessed based on the same criteria as financial assets carried at amortised cost. However, the amount recorded for impairment is the cumulative loss measured as the difference between the amortised cost and the current fair value, less any impairment loss on that investment previously recognised in surplus or deficit. If in subsequent period, the fair value of a debt instrument classified as available-for-sale increase and the increase can be objectively relates to an event occurring after the impairment loss was recognised in surplus or deficit, the impairment loss is reversed through surplus and deficit.

Liabiliti Kewangan

Liabiliti kewangan diiktiraf dalam penyata kedudukan kewangan apabila PERKESO menjadi pihak kepada peruntukan kontrak instrumen.

Pada pengiktirafan awal, liabiliti kewangan diukur pada nilai saksama, termasuk kos urus niaga untuk liabiliti kewangan yang tidak diukur pada nilai saksama melalui lebihan atau kurangan, yang terlibat secara langsung di dalam mengiktiraf liabiliti kewangan.

Selepas pengiktirafan awal, liabiliti kewangan diklasifikasikan kepada salah satu daripada dua kategori liabiliti kewangan iaitu liabiliti kewangan diukur pada nilai saksama melalui lebihan atau kurangan dan liabiliti kewangan pada kos terlunas.

Liabiliti kewangan dinyahiktiraf apabila obligasi yang dinyatakan dalam kontrak telah dilepaskan, dibatalkan atau tamat hayat. Sebarang perbezaan di antara nilai yang dibawa bagi liabiliti kewangan yang dinyahiktiraf dan pertimbangan yang dibayar adalah diiktiraf di dalam penyata prestasi kewangan dalam tempoh penyahiktirafan.

k) Tunai dan Kesetaraan Tunai

Tunai dan kesetaraan tunai terdiri daripada tunai di tangan dan tunai di bank, deposit atas panggilan dan pelaburan berkecairan tinggi dengan suatu tempoh matang asal tiga bulan atau kurang, yang sedia ditukar kepada amaun tunai yang diketahui dan tertakluk kepada risiko perubahan nilai yang tidak ketara. Bagi tujuan penyata aliran tunai yang disatukan, tunai dan kesetaraan tunai terdiri daripada tunai dan deposit jangka pendek seperti yang ditakrifkan di atas, setelah mengambil kira overdraf bank belum jelas.

i) Peruntukan

Peruntukan adalah diiktiraf apabila PERKESO mempunyai obligasi semasa (undang-undang atau konstruktif) akibat daripada peristiwa lalu, ia berkemungkinan bahawa suatu aliran keluar sumber yang merangkumi manfaat ekonomi atau potensi perkhidmatan akan diperlukan untuk menyelesaikan obligasi itu dan suatu anggaran yang boleh dipercayai yang boleh dibuat daripada amaun obligasi itu.

Di mana PERKESO menjangkakan sebahagian atau semua peruntukan akan dibayar balik, sebagai contoh, di bawah kontrak insurans, pembayaran balik itu adalah diiktiraf sebagai suatu aset yang berasingan hanya apabila pembayaran semula tersebut adalah secara mutlak adalah pasti.

Perbelanjaan yang berkaitan dengan mana-mana peruntukan adalah ditunjukkan dalam penyata prestasi kewangan setelah mengambil kira apa-apa pembayaran balik yang dilakukan.

Financial Liabilities

"Financial liabilities are recognised in the statement of financial position when PERKESO becomes a party to the contractual provisions of the instrument.

"At initial recognition, financial liabilities are measured at fair value, including transaction costs for financial liabilities not measured at fair value through surplus or deficit, directly attributable to the recognition of financial liabilities."

"After initial recognition, financial liabilities are classified into one of the two categories of financial liabilities, i.e. financial liabilities are measured at fair value through surplus or deficit and financial liabilities at amortised cost."

Financial liabilities are derecognised when the obligations specified in the contract have been discharged, cancelled or expired. Any difference between the carrying amount of the derecognised financial liability and the consideration paid is recognised in the statement of financial performance during the period of the derecognition.

k) Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and short-term deposits as defined above, net of outstanding bank overdrafts.

i) Provision

Provisions are recognised when PERKESO has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where PERKESO expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset only when the reimbursement is virtually certain.

The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

m) Aset dan Liabiliti Luar Jangka

PERKESO tidak mengiktiraf aset dan liabiliti luar jangka selain daripada yang terbit daripada penggabungan perniagaan, tetapi mendedahkan kewujudannya dalam penyata kewangan. Liabiliti luar jangka adalah suatu obligasi yang boleh berlaku disebabkan peristiwa lalu yang mana kewujudannya akan disahkan oleh berlakunya atau tidak berlakunya satu atau lebih peristiwa masa hadapan di luar kawalan PERKESO atau suatu obligasi semasa yang tidak diiktiraf kerana tiada kemungkinan bahawa aliran keluar sumber akan diperlukan untuk menyelesaikan obligasi itu.

Liabiliti luar jangka juga terbit dalam kes yang jarang berlaku di mana terdapat suatu liabiliti yang tidak boleh diiktiraf kerana ia tidak boleh diukur dengan pasti. Walau bagaimanapun, liabiliti luar jangka tidak termasuk kontrak jaminan kewangan. Aset luar jangka adalah aset yang mungkin terbit daripada peristiwa lalu yang mana kewujudannya akan disahkan oleh berlakunya atau tidak berlakunya satu atau lebih peristiwa masa hadapan di luar kawalan PERKESO. PERKESO tidak mengiktiraf aset luar jangka tetapi mendedahkan kewujudannya di mana aliran masuk manfaat ekonomi adalah berkemungkinan di mana kepastiannya tidak dapat ditentukan.

n) Mata Wang Asing

Urus Niaga dan Baki

Urus niaga mata wang asing diterjemahkan ke dalam mata wang fungsian dengan menggunakan kadar pertukaran yang berlaku pada tarikh urus niaga atau penilaian di mana item diukur semula. Keuntungan dan kerugian pertukaran asing yang terhasil daripada penyelesaian urus niaga tersebut dan daripada terjemahan pada kadar pertukaran akhir tahun bagi aset dan liabiliti monetari dalam mata wang asing diiktiraf dalam lebihan atau kurangan. Walau bagaimanapun, perbezaan pertukaran ditunda dalam rizab apabila ia timbul daripada aliran tunai yang layak atau lindung nilai pelaburan bersih atau disebabkan oleh perkara yang merupakan sebahagian daripada pelaburan bersih dalam operasi asing.

Butiran bukan monetari yang diukur pada nilai saksama dalam mata wang asing diterjemahkan menggunakan kadar pertukaran pada tarikh nilai saksama ditentukan. Perbezaan terjemahan aset dan liabiliti yang dibawa pada nilai saksama dilaporkan sebagai sebahagian daripada keuntungan atau kerugian nilai saksama. Perbezaan terjemahan bagi aset dan liabiliti kewangan bukan monetari seperti ekuiti yang dipegang pada nilai saksama melalui lebihan atau kurangan diiktiraf dalam lebihan atau kurangan sebagai sebahagian daripada keuntungan atau kerugian nilai saksama. Perbezaan terjemahan bagi aset kewangan bukan monetari, seperti ekuiti yang diklasifikasikan sebagai sedia untuk dijual, dimasukkan di dalam rizab.

m) Contingent Assets and Liabilities

PERKESO does not recognise contingent assets and liabilities other than those arising from business combinations, but discloses its existence in the financial statements. A contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of PERKESO or a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation.

A contingent liability also arises in the extremely rare case where there is a liability that cannot be recognised because it cannot be measured reliably. However, contingent liabilities do not include financial guarantee contracts. A contingent asset is a possible asset that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of PERKESO. PERKESO does not recognise contingent assets but discloses its existence where inflows of economic benefits are probable, but not virtually certain.

n) Foreign Currencies

Transactions and Balances

“Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are remeasured. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in surplus or deficit. However, exchange differences are deferred in reserve when they arose from qualifying cash flows or net investment hedges or are attributable to items that form part of the net investment in a foreign operation.”

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. Translation differences on assets and liabilities carried at fair value are reported as part of the fair value gain or loss. Translation differences on non-monetary financial assets and liabilities such as equities held at fair value through surplus or deficit are recognised in surplus or deficit as part of the fair value gain or loss. Translation differences on non-monetary financial assets, such as equities classified as available for sale, are included in reserve.

Perubahan dalam nilai saksama sekuriti monetari dalam mata wang asing yang diklasifikasikan sebagai sedia untuk dijual adalah dianalisis antara perbezaan terjemahan yang disebabkan oleh perubahan dalam kos yang dilunaskan bagi sekuriti berkenaan dan perubahan lain dalam amaun yang dibawa bagi sekuriti berkenaan. Perbezaan terjemahan yang berkaitan dengan perubahan dalam kos terlunas diiktiraf dalam lebihan atau kurangan, dan perubahan lain dalam amaun yang dibawa diiktiraf dalam rizab.

o) Faedah dan Tuntutan

Belanja faedah dan tuntutan adalah diiktiraf apabila dibayar dengan akrual tempoh berakhir dilaksanakan bagi amaun terutang kepada benefisiari sedia ada yang mana telah diluluskan untuk pembayaran.

p) Manfaat Pekerja

(i) Manfaat Pekerja Jangka Pendek

Upah, gaji, cuti tahunan berbayar dan cuti sakit, bonus dan manfaat bukan kewangan yang dijangka akan diselesaikan sepenuhnya dalam tempoh 12 bulan selepas akhir tempoh di mana pekerja memberi perkhidmatan yang berkaitan adalah diiktiraf berkenaan dengan perkhidmatan pekerja sehingga akhir tempoh pelaporan dan diukur pada amaun yang dijangka akan dibayar apabila liabiliti berkenaan diselesaikan.

(ii) Pelan Caruman Ditetapkan

Pelan caruman ditentukan ialah pelan pencen di mana PERKESO membayar caruman tetap kepada Skim Pencen Negara, Kumpulan Wang Simpanan Pekerja (KWSP) dan PERKESO tidak mempunyai obligasi undang-undang atau konstruktif untuk membayar caruman selanjutnya jika dana itu tidak mempunyai aset yang mencukupi untuk membayar semua manfaat pekerja berkaitan dengan perkhidmatan pekerja dalam tempoh semasa dan sebelumnya.

Caruman PERKESO kepada pelan caruman ditentukan adalah dicaj kepada lebihan atau kurangan dalam tempoh yang berkaitan. Caruman prabayar adalah diiktiraf sebagai aset setakat mana bayaran balik tunai atau pengurangan dalam pembayaran masa hadapan itu wujud.

(iii) Obligasi Lain Pasca Pekerjaan

Obligasi lain pasca pekerjaan PERKESO termasuk manfaat kesihatan selepas persaraan kepada pesara dan tanggungan yang berkecuali dan pembayaran sagu hati tamat perkhidmatan kepada anggota PERKESO.

Changes in the fair value of monetary securities denominated in foreign currency classified as available for sale are analysed between translation differences resulting from changes in the amortised cost of the security and other changes in the carrying amount of the security. Translation differences related to changes in amortised cost are recognised in surplus or deficit, and other changes in carrying amount are recognised in reserve.

o) Benefits and Claims

Benefits and claim expenses are recognised when paid with period-end accrual made for amount owing to the existing beneficiaries that have been approved for payment.

p) Employee Benefits

(i) Short-Term Employee Benefits

Wages, salaries, paid annual leave and sick leave, bonuses, and non-monetary benefits that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled.

(ii) Defined Contribution Plan

A defined contribution plan is a pension plan under which PERKESO pays fixed contributions to the National Pension Scheme, the Employees' Provident Fund (EPF) and PERKESO has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees benefits relating to employee service in the current and prior periods.

PERKESO's contributions to defined contribution plans are charged to surplus or deficit in the period to which they relate. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Post-Employment Obligations

PERKESO's other post employment obligations include post-retirement healthcare benefits to their retirees and qualified dependents and PERKESO Staff end of service ex-gratia payments.

Kelayakan untuk manfaat ini biasanya bersyarat ke atas pekerja yang masih dalam perkhidmatan sehingga umur persaraan dan memenuhi tempoh perkhidmatan minimum. Anggaran kos bagi manfaat ini diakrakan sepanjang tempoh pekerjaan menggunakan kaedah perakaunan yang sama seperti yang digunakan untuk pelan manfaat persaraan ditentukan. Keuntungan dan kerugian aktuari yang terbit daripada pelarasan pengalaman dan perubahan dalam andaian aktuari adalah diiktiraf dalam aset bersih ekuiti dalam tempoh di mana ia terbit. Obligasi ini adalah dinilai setiap 3 tahun oleh aktuari bebas yang bertaualiah.

Manakala nilai manfaat anggota berkaitan dengan pembayaran sagu hati tamat perkhidmatan adalah dikira berdasarkan kelayakan manfaat kepada anggota tetap sahaja sepertimana yang diluluskan dalam mesyuarat Lembaga PERKESO Bil. 6 Tahun 2016 dengan formula seperti berikut:

$7.5\% \times \text{Tempoh Bulan Perkhidmatan} \times \text{Gaji Akhir}$

(iv) Manfaat Penamatan

Manfaat penamatan adalah dibayar apabila pekerjaan ditamatkan oleh PERKESO sebelum tarikh persaraan biasa, atau apabila seorang pekerja menerima pemberhentian sukarela sebagai pertukaran untuk manfaat ini. PERKESO mengiktiraf manfaat penamatan pada tarikh yang mana lebih awal antara berikut: (a) apabila PERKESO tidak boleh lagi menarik balik tawaran manfaat itu; dan (b) apabila PERKESO mengiktiraf kos penyusunan semula yang termasuk dalam skop MPSAS 25 dan melibatkan pembayaran manfaat penamatan. Dalam kes suatu tawaran yang dibuat untuk menggalakkan pemberhentian sukarela, manfaat penamatan itu diukur berdasarkan bilangan anggota yang dijangka menerima tawaran itu. Manfaat yang kena dibayar lebih daripada 12 bulan selepas akhir tempoh pelaporan adalah didiskaunkan kepada nilai kininya.

q) Peruntukan bagi Manfaat Sosial

Manfaat sosial merupakan pindahan tunai yang disediakan untuk individu dan atau isi rumah tertentu yang memenuhi kriteria kelayakan untuk mengurangkan kesan daripada risiko sosial dan bagi memenuhi keperluan masyarakat secara keseluruhannya. Risiko sosial dalam konteks ini adalah peristiwa atau keadaan yang berkait dengan ciri-ciri individu dan atau isi rumah (contohnya status umur, kesihatan, kemiskinan dan pekerjaan) yang boleh mendatangkan kesan yang tidak baik terhadap kebajikan individu dan atau isi rumah.

The entitlement to these benefits is usually conditional on the employee remaining in service up to retirement age and the completion of a minimum service period. The expected costs of these benefits are accrued over the period of employment using the same accounting methodology as used for defined benefit pension plans. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in net asset equity in the period in which they arise. These obligations are valued every three (3) years by independent qualified actuaries.

Whereas the value of the staff benefit in relation to the end of service ex-gratia payment is calculated based on the eligibility of the benefit to the permanent staff only as approved in the Board of PERKESO Meeting No. 6 Year 2016 with the formula as follows:

$7.5\% \times \text{Duration of Months of Service} \times \text{Last Salary}$

(iv) Termination Benefits

Termination benefits are payable when employment is terminated by PERKESO before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. PERKESO recognises termination benefits at the earlier of the following dates: (a) when PERKESO can no longer withdraw the offer of those benefits; and (b) when PERKESO recognises costs for a restructuring that is within the scope of MPSAS 25 and involves the payment of termination benefits. In the case of an offer made to encourage voluntary redundancy, the termination benefits are measured based on the number of employees expected to accept the offer. Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

q) Provision for Social Benefits

Social benefits are cash transfers provided to specific individuals and or households who meet eligibility criteria to mitigate the effect of social risks and to address the needs of society as a whole. Social risks in this context are events or circumstances that relate to the characteristics of individuals and or households (for example, age, health, poverty and employment status) which may adversely affect the welfare of individuals and or households.

Liabiliti bagi suatu skim manfaat sosial diiktiraf apabila terdapat obligasi masa kini terhadap aliran keluar sumber akibat peristiwa lampau. Liabiliti diukur pada anggaran terbaik bagi kos yang akan ditanggung untuk memenuhi obligasi kini. Belanja untuk skim manfaat sosial diiktiraf pada masa yang sama dengan pengiktirafan liabiliti.

Peruntukan diiktiraf untuk semua benefisiari yang telah memenuhi kriteria kelayakan untuk pembayaran berikutnya. Perbezaan antara liabiliti yang diiktiraf dan bayaran faedah tunai sebenar adalah diiktiraf dalam lebihan atau defisit dalam tempoh liabiliti diselesaikan.

Apabila liabiliti belum diselesaikan, liabiliti berkenaan akan disemak pada setiap tarikh pelaporan, dan diselaraskan untuk menggambarkan anggaran terbaik semasa bagi bayaran manfaat sosial yang akan dikenakan untuk memenuhi obligasi masa kini.

r) Kos pinjaman

Kos pinjaman am dan khusus yang berkaitan secara langsung dengan perolehan, pembinaan atau pengeluaran aset yang layak adalah dipermodalkan dalam tempoh masa yang diperlukan untuk menyiapkan dan menyediakan aset berkenaan untuk kegunaan atau penjualan yang dimaksudkan. Aset yang layak ialah aset yang semestinya mengambil tempoh masa yang lama untuk bersedia bagi kegunaan atau penjualan yang dimaksudkan. Pendapatan pelaburan yang diperoleh daripada pelaburan sementara bagi pinjaman khusus, sementara menunggu perbelanjaan ke atas aset yang layak, ditolak daripada kos pinjaman yang layak untuk permodalan. Kos pinjaman lain adalah dibelanjakan dalam tempoh di mana ia ditanggung.

4. Pertimbangan, Anggaran dan Andaian Perakaunan yang Penting

Penyediaan penyata kewangan PERKESO berpanduan MPSAS memerlukan pihak pengurusan membuat pertimbangan, anggaran dan andaian yang memberi kesan terhadap amaun yang dilaporkan pada hasil, belanja, aset dan liabiliti, dan pendedahan yang berkaitan, dan pendedahan liabiliti luar jangka. Ketidakpastian mengenai andaian dan anggaran ini boleh menghasilkan keputusan yang memerlukan suatu pelarasan material kepada amaun yang dibawa oleh aset atau liabiliti yang terlibat dalam tempoh-tempoh di masa hadapan.

(a) Penjejasan Aset Kewangan Sedia untuk Dijual

Dalam melaksanakan semakan semula penjejasan, pertimbangan berikut adalah diperlukan. Penentuan sama ada pelaburan terjejas adalah berdasarkan petunjuk tertentu termasuk, antara lain, penurunan yang berpanjangan atau

Liability is recognised for a social benefit scheme when there is present obligation for an outflow of resources that results from a past event. Liability is measured at the best estimate of the costs to be incurred in fulfilling the present obligation. Expense for social benefit scheme is recognised at the same point of liability recognition.

The provision is recognised for all beneficiary who have met the eligibility criteria for the next payment. Difference between the liability recognised and the actual cash benefit payments is recognised in surplus or deficit in the period which liability is settled.

Where a liability has yet to be settled, the liability is reviewed at each reporting date, and adjusted to reflect the current best estimate of the social benefit payments to be incurred in fulfilling the present obligations.

r) Borrowing costs

General and specific borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Qualifying assets are assets that necessarily take a substantial period of time to get ready for their intended use or sale. Investment income earned on the temporary investment of specific borrowings, pending their expenditure on qualifying assets, is deducted from the borrowing costs eligible for capitalisation. Other borrowing costs are expensed in the period in which they are incurred.

4. Significant Accounting Judgements, Estimates and Assumptions

The preparation of PERKESO's financial statements in accordance with MPSAS requires the management to make judgements, estimates and assumptions that affect the reported amounts on revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

(a) Impairment of Financial Assets Available-for-Sale

In carrying out the impairment review, the following judgements are required. Determination of whether the investments are impaired is based on certain indicators including, amongst others, prolonged or significant decline in fair value

signifikan dalam nilai saksama di bawah kos, masalah kewangan yang signifikan oleh penerbit atau penanggung obligasi, kehilangan pasaran perdagangan yang aktif dan penjejasan penarafan kredit penerbit atau penanggung obligasi.

Penentuan mengenai apa yang dianggap 'signifikan' atau 'berpanjangan' memerlukan pertimbangan. Dalam membuat pertimbangan ini, PERKESO menilai faktor-faktor seperti sejarah pergerakan nilai saksama dan tempoh serta sejauh mana nilai saksama suatu pelaburan lebih rendah daripada kosnya.

Penjejasan Nilai Sekuriti Hutang

Bagi sekuriti hutang, penjejasan dikenal pasti berdasarkan analisis aliran tunai yang diunjurkan. Amaun kerugian yang dianggarkan adalah perbezaan di antara amaun yang dibawa oleh aset dan nilai kini anggaran aliran tunai masa hadapan yang didiskaunkan pada kadar faedah efektif asal.

Penjejasan Nilai Sekuriti Ekuiti

Bagi sekuriti ekuiti, penjejasan dikenal pasti berdasarkan kewujudan penurunan 'signifikan' atau 'berpanjangan' dalam nilai saksama bagi suatu pelaburan di bawah kosnya. PERKESO mengandaikan penurunan dalam nilai saksama di bawah kos sebanyak lebih daripada 20% untuk menjadi 'signifikan' dan tempoh lebih daripada 12 bulan adalah dianggap 'berpanjangan'.

(b) Penjejasan Pinjaman dan Belum Terima

PERKESO mempertimbangkan faktor-faktor termasuk kualiti kredit dan rekod masa lalu dalam menentukan sama ada suatu kerugian penjejasan patut diiktiraf.

PERKESO membuat andaian mengenai masa depan dan faktor-faktor utama yang lain berkenaan dengan anggaran jumlah dan masa aliran tunai dalam menilai penjejasan nilai bagi pinjaman dan penghutang. Antara faktor yang dipertimbangkan adalah pendedahan agregat PERKESO kepada peminjam, nilai boleh realis bersih cagaran yang disandarkan, daya maju model perniagaan peminjam dan keupayaan untuk menjana aliran tunai yang mencukupi untuk membiayai obligasi hutang. Anggaran ini adalah berdasarkan andaian dan keputusan sebenar mungkin berbeza daripada ini, oleh itu menyebabkan perubahan kepada kerugian penjejasan yang diiktiraf.

(c) Obligasi bagi Manfaat Perubatan Pasca Persaraan

Manfaat perubatan pasca persaraan kepada pesara dan tanggungan yang berkecualan bergantung kepada beberapa faktor yang ditentukan pada asas aktuari dengan menggunakan beberapa andaian. Andaian adalah digunakan untuk menentukan kos bersih perubatan pasca persaraan termasuk

below cost, significant financial difficulties of the issuers or obligors, the disappearance of an active trading market and deterioration of the credit rating of the issuers or obligors.

The determination of what is deemed 'significant' or 'prolonged' requires judgement. In making this judgement, PERKESO evaluates factors such as historical fair value movements and the period and extent in which the fair value of an investment is below its cost.

Impairment of Debt Securities

For debt securities, impairment is identified based on analysis of projected cash flows. The amount of loss is estimated as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the original effective interest rate.

Impairment of Equity Securities

For equity securities, impairment is identified based on establishment of 'significant' or 'prolonged' decline in the fair value of an investment below its cost. PERKESO assumed decline in fair value below the cost by more than 20% to be 'significant' and a period of more than 12 months is deemed 'prolonged'.

(b) Impairment of Loans and Receivables

PERKESO considers factors including credit quality and past due records in determining whether an impairment loss should be recognised.

PERKESO makes assumptions on the future and other key factors in respect of the estimation of the amount and timing of the cash flows in assessing the impairment for loans and receivables. Among the factors considered are PERKESO's aggregate exposure to the borrowers, the net realisable value of the collateral pledged, the viability of the borrower's business model and the capacity to generate sufficient cash flows to service debt obligations. These estimations are based on assumptions and the actual results may differ from these, hence resulting in changes to impairment losses recognised.

(c) Post-Retirement Medical Benefits Obligations

The post-retirement medical benefits to retirees and qualified dependents depend on a number of factors that are determined on actuarial basis using a number of assumptions. The assumptions used in determining the net cost of post-retirement medical include the discount rate and the expected medical cost rate. Any changes

kadar diskaun dan kadar kos perubatan yang dijangkakan. Sebarang perubahan dalam andaian ini akan memberi kesan kepada amaun yang dibawa bagi obligasi pasca persaraan manfaat perubatan.

PERKESO menentukan kadar diskaun yang sesuai pada setiap tempoh tiga (3) tahun apabila penilaian aktuari dilaksanakan. Kadar diskaun ini telah digunakan untuk menentukan nilai kini anggaran aliran keluar tunai masa hadapan yang diperlukan untuk menyelesaikan obligasi manfaat perubatan pasca persaraan.

Dalam menentukan kadar diskaun yang bersesuaian, PERKESO mengambil kira kadar faedah bon korporat berkualiti tinggi yang didenominasikan dalam mata wang di mana manfaat tersebut akan dibayar dan mempunyai tempoh matang yang hampir bersamaan dengan tempoh liabiliti yang berkaitan.

Kadar kos perubatan adalah berdasarkan purata kos sejarah yang ditanggung oleh PERKESO.

Andaian utama yang digunakan dan analisis sensitiviti bagi andaian utama adalah berdasarkan kepada perubahan dalam satu andaian spesifik sementara semua andaian lain adalah tidak berubah seperti yang didedahkan dalam Nota 18 kepada penyata kewangan.

(d) Obligasi bagi Manfaat Ganjaran Pasca Persaraan

Manfaat ganjaran pasca persaraan kepada pesara bergantung kepada beberapa faktor yang ditentukan pada asas aktuari dengan menggunakan beberapa andaian. Andaian yang digunakan dalam menentukan kos bersih ganjaran pasca persaraan termasuk kadar diskaun, jangkaan kenaikan gaji tahunan dan kadar semakan gaji. Sebarang perubahan dalam andaian ini akan memberi kesan kepada amaun yang dibawa bagi obligasi manfaat ganjaran pasca persaraan.

PERKESO menentukan kadar diskaun yang bersesuaian pada setiap tempoh tiga (3) tahun apabila penilaian aktuari dilaksanakan. Kadar diskaun ini telah digunakan untuk menentukan nilai kini bagi jangkaan aliran keluar tunai masa hadapan yang diperlukan untuk menyelesaikan obligasi manfaat ganjaran pasca persaraan.

Bagi menentukan kadar diskaun yang bersesuaian, PERKESO mengambil kira kadar faedah bon korporat yang berkualiti tinggi yang didenominasikan dalam mata wang di mana manfaat tersebut akan dibayar dan mempunyai tempoh matang yang hampir bersamaan dengan tempoh liabiliti yang berkaitan.

Kadar kenaikan gaji tahunan adalah berdasarkan kepada purata kenaikan gaji tahun sebelumnya yang ditanggung oleh PERKESO.

in these assumptions will impact the carrying amount of post-retirement medical benefits obligations.

PERKESO determines appropriate discount rate at every three (3) years when the actuarial valuation is performed. This discount rate was used to determine the present value of the estimated expected future cash outflows required to settle the post-retirement medical benefits obligations.

In determining the appropriate discount rate, PERKESO considers the interest rate of high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and have term to maturity approximating the terms of the related liability.

The medical cost rate is based on the average historical cost incurred by PERKESO.

The key assumption used and the sensitivity analysis of the key assumptions based on the change in one specific assumption while holding all other assumptions constant are as disclosed in Note 18 to the financial statement.

(d) Post-Retirement Gratuity Benefits Obligations

The post-retirement gratuity benefits to retirees depend on a number of factors that are determined on actuarial basis using a number of assumptions. The assumptions used in determining the net cost of post-retirement gratuity include the discount rate, expected annual salary increment and salary revision rate. Any changes in these assumptions will impact the carrying amount of post-retirement gratuity benefit obligations.

PERKESO determines appropriate discount rate at every three (3) years when the actuarial valuation is performed. This discount rate was used to determine the present value of the estimated expected future cash outflows required to settle the post-retirement gratuity benefits obligations.

In determining the appropriate discount rate, PERKESO considers the interest rate of high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have term to maturity approximating the terms of the related liability.

Annual salary increment rate is based on the average previous year salary increment incurred by PERKESO.

Andaian utama yang digunakan dan analisis sensitiviti bagi andaian utama adalah berdasarkan perubahan dalam satu andaian spesifik sementara semua andaian lain adalah tidak berubah seperti yang didedahkan dalam Nota 18 kepada penyata kewangan.

(e) Peruntukan

PERKESO menggunakan anggaran terbaik sebagai asas untuk mengukur sesuatu peruntukan. Anggaran dibuat berdasarkan kepada pengalaman lalu, lain-lain petunjuk atau andaian, perkembangan terkini dan peristiwa masa hadapan yang munasabah dalam menentukan sesuatu peruntukan.

(f) Susut Nilai Hartanah dan Peralatan

Kos hartanah dan peralatan disusut nilai mengikut kaedah garis lurus. Anggaran akan digunakan dalam pemilihan kaedah susut nilai, hayat berguna dan nilai sisa. Penggunaan sebenar manfaat ekonomi sesuatu hartanah dan peralatan mungkin berbeza daripada anggaran yang digunakan dan ini boleh memberi kesan kepada keuntungan atau kerugian apabila aset-aset dijual atau dilupuskan.

The key assumption used and the sensitivity analysis of the key assumptions based on the change in one specific assumption while holding all other assumptions constant are as disclosed in Note 18 to the financial statement.

(e) Provision

PERKESO used the best estimate as the basis for measuring the provision. The estimate is based on past experience, other indications or assumptions, recent developments and reasonable future events in determining such provision.

(f) Depreciation of Property and Equipment

Property and equipment cost is depreciated on a straight-line basis. Estimates will be used in the selection of depreciation methods, useful life and residual values. The actual use of the economic benefits of a property and equipment may differ from the estimates used and this may affect the surplus and deficit when the assets are sold or disposed.

5. Urus Niaga Pertukaran Pinjaman Loans from Exchange Transactions

	Nota Note	KUMPULAN DAN PERKESO GROUP AND PERKESO	
		2023 (RM'000)	2022 (RM'000)
Semasa Current			
Pinjaman Anggota Staff Loans	(a)	3,751	3,855
Tabung Pinjaman Pendidikan Education Loan Funds	(a)	1,689	2,672
		5,440	6,527
Bukan Semasa Non-Current			
Pinjaman Anggota Staff Loans	(a)	32,254	34,868
Tabung Pinjaman Pendidikan Education Loan Funds	(a)	9,717	10,566
Institusi Korporat Corporate Institution	(b)	5,000	5,000
		46,971	50,434
Tolak: Less:			
Elaun Penjejasan Ke Atas Pinjaman Allowance For Impairment On Loans	(c)	(640)	(1,050)
		46,331	49,384
Jumlah Pinjaman Bersih Total Net Loans		51,771	55,911

- (a) Amaun dibawa bagi pinjaman belum terima semasa dianggap sama dengan nilai saksamanya kerana sifat jangka pendeknya. Bagi sebahagian besar pinjaman belum terima bukan semasa, nilai saksama juga tidak berbeza dengan signifikan daripada amaun dibawahnya. Pengecualian kepada pinjaman kenderaan, pinjaman perumahan dan tabung pinjaman pendidikan yang diberikan pada kadar faedah yang berbeza daripada kadar pasaran. Baki pinjaman kenderaan, pinjaman perumahan dan tabung pinjaman pendidikan diiktiraf pada nilai saksama yang dikira berdasarkan aliran tunai masa depan yang didiskaunkan menggunakan kadar faedah efektif seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (%)	2022 (%)
Pinjaman Kenderaan Car Loan	5.41 - 5.79	5.41 - 5.78
Pinjaman Perumahan Housing Loan	3.28 - 4.73	3.28 - 3.92
Tabung Pinjaman Pendidikan Education Loan Funds	2.00 - 4.03	2.00 - 4.03

- (b) Pinjaman dikeluarkan kepada institusi korporat pada tahun 2022 tertakluk kepada kadar faedah sebanyak 4.00% (2022: 4.00%) setahun dan bayaran balik dalam tempoh tujuh (7) tahun.
- (c) Pergerakan dalam elaun penjejasan atas urusan niaga pertukaran pinjaman adalah seperti berikut:

- (a) The carrying amount of the current loan receivables is considered to be the same as their fair value due to their short-term nature. For the majority of the non-current loan receivables, the fair values are also not significantly different from their carrying amount. An exception is the car loan, housing loan and education loan funds given at an interest rate that is different than market rate. The car loan, housing loan and education loan fund balances are recognised at fair value computed based on future cash flows discounted using the effective interest rate as follows:

- (b) Loan disbursed to a corporate institution in year 2022 is subject to interest rate of 4.00% (2022: 4.00%) per annum and repayable in seven (7) years.

- (c) Movement in allowance for impairment on loans from exchange transactions is as follows:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	1,050	1,376
Catatan Semula Dalam Tahun Kewangan Writeback During The Financial Year	(410)	(326)
Pada 31 Disember As At 31 December	640	1,050

6. Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Semasa Current				
Instrumen Pasaran Wang Money Market Instruments				
Sekuriti Kerajaan Malaysia Malaysian Government Securities	60,282	-	60,282	-
Terbitan Pelaburan Kerajaan Malaysia Malaysian Government Investment Issues	10,047	-	10,047	-
Sekuriti Tersiar Quoted Securities				
Bon Dalam Malaysia Bonds In Malaysia	407,102	1,292,502	407,102	1,292,502
	477,431	1,292,502	477,431	1,292,502
Bukan Semasa Non-Current				
Instrumen Pasaran Wang Money Market Instruments				
Sekuriti Kerajaan Malaysia Malaysian Government Securities	3,423,418	1,709,699	3,423,418	1,709,699
Terbitan Pelaburan Kerajaan Malaysia Malaysian Government Investment Issues	1,763,848	807,735	1,763,848	807,735
Sekuriti Tersiar Quoted Securities				
Saham Dalam Malaysia Shares In Malaysia	5,067,870	4,652,938	5,067,870	4,652,938
Saham Luar Malaysia Shares Outside Malaysia	2,447,006	1,954,015	2,447,006	1,954,015
Bon Dalam Malaysia Bonds In Malaysia	15,448,432	13,876,654	15,448,432	13,876,654
	22,963,308	20,483,607	22,963,308	20,483,607
Sekuriti Tidak Tersiar Unquoted Securities				
Saham Dalam Malaysia Shares In Malaysia	67,954	64,783	67,954	64,783
	28,218,528	23,065,824	28,218,528	23,065,824
	28,695,959	24,358,326	28,695,959	24,358,326

Termasuk dalam pelaburan kewangan sedia untuk dijual ialah bon dan saham yang dilaburkan dalam entiti berkaitan kerajaan masing-masing berjumlah RM18,439.67 juta (2022: RM11,334.30 juta) dan RM2,420.88 juta (2022: RM4,741.94 juta).

Included in the financial investment available-for-sale are bonds and shares invested in government-related entities amounting to RM18,439.67 million (2022: RM11,334.30 million) and RM2,420.88 million (2022: RM4,741.94 million) respectively.

7. Aset Kewangan yang Dinyatakan Pada Nilai Saksama Melalui Lebihan atau Kurangan Financial Assets Designated at Fair Value Through Surplus or Deficit

		KUMPULAN GROUP		PERKESO PERKESO	
	Nota Note	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Semasa Current					
Saham Keutamaan Boleh Tukar Boleh Tebus Redeemable Convertible Preference Shares		14,383	6,206	14,383	6,206
Saham Tersiar Dalam Malaysia Quoted Shares In Malaysia		246,033	148,740	246,033	148,740
		260,416	154,946	260,416	154,946
Bukan Semasa Non-Current					
Bon Korporat Corporate Bonds	(a)	9,952	14,992	-	-
		270,368	169,938	260,416	154,946

(a) Pelaburan dalam entiti berkaitan kerajaan dengan kadar faedah sebanyak 4.39% (2022: 1.4% hingga 1.8%) setahun.

(a) Investments in government-related entities with interest rate at 4.39% (2022: 1.4% to 1.8%) per annum.

8. Derivatif Derivative

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Aset Semasa Current Assets		
Terbitan Hak Dan Waran Bagi Saham Dalam Malaysia Right Issue And Warrants For Shares In Malaysia	532	372
Opsyen Jualan Dalam Malaysia Put Option In Malaysia	67,121	38,395
	67,653	38,767
Liabiliti Semasa Current Liabilities		
Opsyen Belian Dalam Malaysia Call Option In Malaysia	(24,865)	(19,301)
	42,788	19,466

9. Urus Niaga Pertukaran Belum Terima Receivables from Exchange Transactions

	Nota Note	KUMPULAN GROUP		PERKESO PERKESO	
		2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Faedah Dan Dividen Terakru Accrued Interest And Dividend		217,839	164,325	216,591	163,490
Prabayar Dan Deposit Prepayments And Deposits		7,068	4,411	2,155	1,846
Lain-lain Penghutang Dan Pendahuluan Other Debtors And Advances		200,005	190,122	198,540	189,957
		424,912	358,858	417,286	355,293
Tolak: Less:					
Elaun Penjejasan Ke Atas Penghutang Allowance For Impairment On Debtors	(a)	(16,565)	(17,419)	(16,565)	(17,419)
		408,347	341,439	400,721	337,874

(a) Pergerakan dalam elaun penjejasan atas penghutang adalah seperti berikut:

(a) Movement in allowance for impairment on debtors is as follows:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January				
Caj Dalam Tahun Kewangan Charge During The Financial Year	29	3,065	29	3,065
Hapus Kira Dalam Tahun Kewangan Written Off During The Financial Year	(883)	(923)	(883)	(923)
Pada 31 Disember As At 31 December	16,565	17,419	16,565	17,419

10. Urus Niaga bukan Pertukaran Boleh Pulih Recoverables from Non-Exchange Transactions

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Penghutang - Caruman Debtors - Contribution	497,803	458,082

Baki penghutang merupakan caruman belum terima bagi bulan Disember yang diiktiraf berdasarkan terimaan caruman pada bulan berikutnya.

The debtor balance represents the contribution receivable for the month of December recognised based on actual contribution received in the following month.

11. Deposit dengan Institusi Kewangan Berlesen

Deposit with Licensed Financial Institutions

		KUMPULAN GROUP		PERKESO PERKESO	
	Nota Note	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Semasa Current					
Bank Berlesen Licensed Banks		91,105	60,202	-	-
Institusi Kewangan Yang Lain Other Financial Institutions	(a)	912	788	912	788
		92,017	60,990	912	788
Bukan Semasa Non-Current					
Bank Berlesen Licensed Banks	(b)	-	448	-	-
	(c)	92,017	61,438	912	788

(a) PERKESO telah menempatkan deposit sebanyak RM911,693.31 (2022: RM787,922.10) sebagai jaminan bank untuk deposit utiliti bagi Menara PERKESO, Putrajaya. Deposit ini dianggap sebagai deposit terbatas. Tempoh matang deposit berkenaan adalah melebihi tiga bulan.

(b) Kumpulan telah mencagarkan deposit tetap berjumlah RM Tiada (2022: RM448,000.00) untuk fasiliti Kad Korporat dengan had kredit bagi jumlah yang sama.

(c) Deposit Kumpulan berjumlah RM91.10 juta (2022: RM60.65 juta) ditempatkan dengan entiti berkaitan kerajaan.

Deposit PERKESO berjumlah RM Tiada (2022: RM Tiada) ditempatkan dengan entiti berkaitan kerajaan.

(a) PERKESO had placed deposits of RM911,693.31 (2022: RM787,922.10) as a bank guarantee for utilities deposits for Menara PERKESO, Putrajaya. These deposits are considered as restricted deposits. The maturity for the deposits are more than three months.

(b) The Group has pledged a fixed deposit of RM Nil (2022: RM448,000.00) for a Corporate Card facility with a credit line of the same amount.

(c) The Group's deposits amounting to RM91.10 million (2022: RM60.65 million) are held with government-related entities.

PERKESO's deposits amounting to RM Nil (2022: RM Nil) are held with government-related entities.

12. Tunai dan Kesetaraan Tunai

Cash and Cash Equivalents

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Tunai Di Tangan Dan Di Bank	97,931	98,947	86,414	91,418
Deposit Jangka Pendek	4,447,876	6,319,796	4,447,876	6,319,796
	4,545,807	6,418,743	4,534,290	6,411,214

Tunai di bank menghasilkan faedah pada kadar terapung berdasarkan kadar deposit harian bank. Deposit jangka pendek ditempatkan untuk tempoh yang berbeza-beza antara satu hari hingga tiga bulan, bergantung kepada keperluan tunai segera PERKESO dan menerima faedah pada kadar deposit jangka pendek masing-masing.

Baki tunai Kumpulan berjumlah RM2,272.06 juta (2022: RM4,505.30 juta) disimpan dengan entiti berkaitan kerajaan.

Baki tunai PERKESO berjumlah RM2,260.54 juta (2022: RM4,497.78 juta) disimpan dengan entiti berkaitan kerajaan.

Cash at bank earns interest at floating rates based on daily bank deposit rates. Short term deposits are made for varying periods of between one day to three months, depending on the immediate cash requirements of PERKESO, and earn interest at the respective short term deposit rates.

The Group's cash balances amounting to RM2,272.06 million (2022: RM4,505.30 million) are held with government-related entities.

PERKESO's cash balances amounting to RM2,260.54 million (2022: RM4,497.78 million) are held with government-related entities.

13. Hartanah dan Peralatan
Property and Equipment

Nota Note	Tanah Pegangan Bebas (a) Freehold Land (a)	←-- Tanah Pajakan --→ ←-- Leasehold Land --→										Jumlah Total
		50 Tahun Atau Lebih 50 Years Or More	Kurang Daripada 50 Tahun Less Than 50 Years	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	Kerja Dalam Kemajuan Work In Progress	Perkakasan Komputer Computer Hardware	
		(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	
KUMPULAN GROUP												
2023 2023												
Kos												
Cost												
Pada 1 Januari As At 1 January	218,631	45,071	1,060	1,088,631	160,127	21,362	15,464	6,401	70,844	114,142	168,430	1,910,163
Tambahan Additions	-	-	-	-	7,577	248	1,449	49	5,780	212,907	943	228,953
Pelupusan/Hapus Kira Disposals/Write Off	-	-	-	-	-	-	(405)	-	-	-	(145)	(550)
Pindahan Dari Kerja Dalam Kemajuan Transfer From Work In Progress	-	-	-	-	4,990	-	-	-	2,277	(7,267)	-	-
Pada 31 Disember As At 31 December	218,631	45,071	1,060	1,088,631	172,694	21,610	16,508	6,450	78,901	319,782	169,228	2,138,566
Susut Nilai Terkumpul												
Accumulated Depreciation												
Pada 1 Januari As At 1 January	-	9,235	265	215,619	114,123	17,164	11,003	6,276	42,418	-	132,651	548,754
Susut Nilai Bagi Tahun Depreciation For The Year	-	597	18	21,766	26,419	2,325	1,661	74	9,424	-	11,929	74,213
Pelupusan/Hapus Kira Disposals/Write Off	-	-	-	-	-	-	(400)	-	-	-	(138)	(538)
Pada 31 Disember As At 31 December	-	9,832	283	237,385	140,542	19,489	12,264	6,350	51,842	-	144,442	622,429
Kerugian Terjejas Terkumpul												
Accumulated Impairment Loss												
Pada 1 Januari As at 1 January	-	-	191	31,088	-	-	-	-	-	-	21	31,300
Pembalikan Penjejasan Reversal Of Impairment	-	-	(191)	-	-	-	-	-	-	-	-	(191)
Pada 31 Disember As At 31 December	-	-	-	31,088	-	-	-	-	-	-	21	31,109
Amaun Dibawa Pada 31 Disember												
Carrying Amount As At 31 December	218,631	35,239	777	820,158	32,152	2,121	4,244	100	27,059	319,782	24,765	1,485,028

(a) Tanah pegangan bebas berjumlah RM108.74 juta (2022: RM108.74 juta) telah dicagarkan sebagai cagaran untuk pinjaman bank.

Freehold land amounting to RM108.74 million (2022: RM108.74 million) were pledged as collateral for bank borrowings.

	Nota Note	Tanah Pegangan Bebas (a) Freehold Land (a)	<--- Tanah Pajakan ---> <--- Leasehold Land --->										Jumlah Total
			50 Tahun Atau Lebih 50 Years Or More	Kurang Daripada 50 Tahun Less Than 50 Years	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	Kerja Dalam Kemajuan Work In Progress	Perkakasan Komputer Computer Hardware	
			(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	
KUMPULAN GROUP													
2022 2022													
Kos													
Cost													
		223,166	45,071	1,060	1,088,631	120,801	20,763	14,937	6,401	58,207	23,846	144,029	1,746,912
		845	-	-	-	9,342	1,098	1,823	-	12,637	131,099	518	157,362
		(5,380)	-	-	-	(276)	(499)	(1,451)	-	-	-	(451)	(8,057)
		-	-	-	-	30,343	-	155	-	-	(37,405)	6,907	-
		-	-	-	-	(83)	-	-	-	-	-	-	(83)
(a)		-	-	-	-	-	-	-	-	-	(3,398)	17,427	14,029
		218,631	45,071	1,060	1,088,631	160,127	21,362	15,464	6,401	70,844	114,142	168,430	1,910,163
Susut Nilai Terkumpul													
Accumulated Depreciation													
		-	8,638	247	193,853	86,918	15,261	10,934	6,175	34,604	-	115,960	472,590
		-	597	18	21,766	27,217	2,402	1,499	101	7,814	-	17,141	78,555
		-	-	-	-	(12)	(499)	(1,430)	-	-	-	(450)	(2,391)
		-	9,235	265	215,619	114,123	17,164	11,003	6,276	42,418	-	132,651	548,754
Kerugian Terjejas Terkumpul													
Accumulated Impairment Loss													
		-	-	191	31,088	-	-	-	-	-	-	21	31,300
Amaun Dibawa Pada 31 Disember													
Carrying Amount As At 31 December													
		218,631	35,836	604	841,924	46,004	4,198	4,461	125	28,426	114,142	35,758	1,330,109

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.
Reclassification of assets between property and equipment and computer software.

Nota Note	Tanah Pegangan Bebas (a) Freehold Land (a)	<--- Tanah Pajakan ---> <--- Leasehold Land --->										Jumlah Total
	50 Tahun Atau Lebih 50 Years Or More	Kurang Daripada 50 Tahun Less Than 50 Years	Bangunan Pejabat Office Buildings	Ubah Suai Pejabat Office Renovations	Kenderaan Bermotor Motor Vehicles	Peralatan Pejabat Office Equipment	Kerja Dalam Kemajuan Work In Progress	Perkakasan Komputer Computer Hardware				
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)				
PERKESO PERKESO												
2023 2023												
Kos Cost												
Pada 1 Januari As At 1 January	218,631	45,071	1,060	1,088,631	152,961	20,261	13,381	108,235	166,508	1,814,739		
Tambahan Additions	-	-	-	-	2,267	-	804	212,907	63	216,041		
Pelupusan/Hapus Kira Disposals/Write Off	-	-	-	-	-	-	(405)	-	(145)	(550)		
Kemajuan Reclassification	-	-	-	-	1,357	-	-	(1,357)	-	-		
Pada 31 Disember As At 31 December	218,631	45,071	1,060	1,088,631	156,585	20,261	13,780	319,785	166,426	2,030,230		
Susut Nilai Berkumpul Accumulated Depreciation												
Pada 1 Januari As At 1 January	-	9,235	265	215,619	112,052	16,534	10,176	-	131,599	495,480		
Susut Nilai Bagi Tahun Depreciation For The Year	-	597	18	21,766	21,993	2,146	1,188	-	11,503	59,211		
Pelupusan/Hapus Kira Disposals/Write Off	-	-	-	-	-	-	(400)	-	(138)	(538)		
Pada 31 Disember As At 31 December	-	9,832	283	237,385	134,045	18,680	10,964	-	142,964	554,153		
Kerugian Terjejas Berkumpul Accumulated Impairment Loss												
Pada 1 Januari As At 1 January	-	-	191	31,088	-	-	-	-	21	31,300		
Pembalikan Penjejasan Disposals/Write Off	-	-	(191)	-	-	-	-	-	-	(191)		
31 Disember 31 December	-	-	-	31,088	-	-	-	-	21	31,109		
Amaun Dibawa Pada 31 Disember Carrying Amount As At 31 December												
	218,631	35,239	777	820,158	22,540	1,581	2,816	319,785	23,441	1,444,968		

(a) Tanah pegangan bebas berjumlah RM108.74 juta (2022: RM108.74 juta) telah dicagarkan sebagai cagaran untuk pinjaman bank.
Reclassification of assets between property and equipment and computer software.

Nota Note	Tanah Pegangan Bebas (a) Freehold Land (a)	←← Tanah Pajak →→ ←← Leasehold Land →→								Jumlah Total
		50 Tahun Atau Lebih 50 Years Or More	Kurang Daripada 50 Tahun Less Than 50 Years	Bangunan Pejabat Office Buildings	Ubah Suai Pejabat Office Renovations	Kenderaan Bermotor Motor Vehicles	Peralatan Pejabat Office Equipment	Kerja Dalam Kemajuan Work In Progress	Perkakasan Komputer Computer Hardware	
		(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	
PERKESO PERKESOS										
2022 2022										
Kos										
Cost										
Pada 1 Januari	223,166	45,071	1,060	1,088,631	119,117	20,043	13,321	20,995	142,563	1,673,967
As At 1 January	845	-	-	-	3,860	717	1,356	128,043	62	134,883
Tambahan	(5,380)	-	-	-	(276)	(499)	(1,451)	-	(451)	(8,057)
Additions	-	-	-	-	30,343	-	155	(37,405)	6,907	-
Pindahan Dari Kerja Dalam Kemajuan	-	-	-	-	(83)	-	-	-	-	(83)
Transfer From Work Reclassification	-	-	-	-	-	-	-	(3,398)	17,427	14,029
Dibelanjakan	-	-	-	-	-	-	-	-	-	-
Expensed Off	-	-	-	-	-	-	-	-	-	-
Pengelasan Semula	-	-	-	-	-	-	-	-	-	-
Reclassification	-	-	-	-	-	-	-	-	-	-
Pada 31 Disember	218,631	45,071	1,060	1,088,631	152,961	20,261	13,381	108,235	166,508	1,814,739
As At 31 December										
(a)										
Susut Nilai Terkumpul										
Accumulated Depreciation										
Pada 1 Januari	-	8,638	247	193,853	86,239	14,766	10,464	-	115,205	429,412
As At 1 January	-	597	18	21,766	25,825	2,267	1,142	-	16,844	68,459
Susut Nilai Bagi Tahun	-	-	-	-	(12)	(499)	(1,430)	-	(450)	(2,391)
Depreciation For The Year	-	-	-	-	-	-	-	-	-	-
Pelupusan/Hapus Kira	-	-	-	-	-	-	-	-	-	-
Disposals/Write Off	-	-	-	-	-	-	-	-	-	-
Pada 31 Disember	-	-	-	-	-	-	-	-	-	-
As At 31 December	-	9,235	265	215,619	112,052	16,534	10,176	-	131,599	495,480
(a)										
Kerugian Terjejas Terkumpul										
Accumulated Impairment Loss										
Pada 1 Januari / 31 Disember	218,631	35,836	604	841,924	40,909	3,727	3,205	108,235	34,888	1,287,959
As At 1 January / 31 December										
Amaun Dibawa Pada 31 Disember	218,631	35,836	604	841,924	40,909	3,727	3,205	108,235	34,888	1,287,959
Carrying Amount As At 31 December										

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.
Reclassification of assets between property and equipment and computer software.

14. Perisian Komputer Computer Software

	KUMPULAN GROUP		
	Perisian Komputer Computer Software	Kerja Dalam Kemajuan Work In Progress	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)
2023 2023			
Kos Cost			
Pada 1 Januari As At 1 January	522,240	20,218	542,458
Tambahan Additions	8,234	5,944	14,178
Pindahan Dari Kerja Dalam Kemajuan Transfer From Work In Progress	6,427	(6,427)	-
Dibelanjakan Expensed Off	-	(117)	(117)
Pada 31 Disember As At 31 December	536,901	19,618	556,519
Pelunasan Terkumpul Accumulated Amortisation			
Pada 1 Januari As At 1 January	382,592	-	382,592
Kenaan Bagi Tahun Kewangan Charge For The Year	69,943	-	69,943
Pada 31 Disember As At 31 December	452,535	-	452,535
Kerugian Terjejas Terkumpul Accumulated Impairment Loss			
Pada 1 Januari As At 1 January	8,746	-	8,746
Pada 31 Disember As At 31 December	8,746	-	8,746
Amaun Dibawa Pada 31 Disember Carrying Amount As At 31 December	75,620	19,618	95,238

	Nota Note	KUMPULAN GROUP		
		Perisian Komputer Computer Software	Kerja Dalam Kemajuan Work In Progress	Jumlah Total
		(RM'000)	(RM'000)	(RM'000)
2022				
2022				
Kos				
Cost				
Pada 1 Januari As At 1 January		421,051	77,801	498,852
Tambahan Additions		9,330	49,392	58,722
Pelupusan/Hapus Kira Disposal/Write Off		(137)	-	(137)
Pindahan Dari Kerja Dalam Kemajuan Transfer From Work In Progress		88,598	(88,598)	-
Dibelanjakan Expensed Off		-	(950)	(950)
Pengelasan Semula				
Reclassification	(a)	3,398	(17,427)	(14,029)
Pada 31 Disember As At 31 December		522,240	20,218	542,458
Pelunasan Berkumpul				
Accumulated Amortisation				
Pada 1 Januari As At 1 January		295,349	-	295,349
Kenaan Bagi Tahun Kewangan Charge For The Year		87,380	-	87,380
Pengelasan Semula Disposal/Write Off		(137)	-	(137)
Pada 31 Disember As At 31 December		382,592	-	382,592
Kerugian Terjejas Berkumpul				
Accumulated Impairment Loss				
Pada 1 Januari As At 1 January		8,746	-	8,746
Pada 31 Disember As At 31 December				
Amaun Dibawa Pada 31 Disember		130,902	20,218	151,120
Carrying Amount As At 31 December				

Perisian komputer terdiri daripada bayaran lesen, lain-lain kos yang berkaitan secara langsung bagi menyediakan aset untuk kegunaan yang dimaksudkan dan yuran profesional yang terbit secara langsung untuk membawa kepada keadaan aset itu berfungsi.

Computer software relates to the licence fee, other directly attributable cost of preparing the asset for its intended use and professional fees arising directly from bringing the asset to its working condition.

(a) Pengelasan semula aset antara perisian komputer dan hartanah dan peralatan.

(a) Reclassification of assets between computer software and property and equipments.

	PERKESO PERKESO		
	Perisian Komputer Computer Software	Kerja Dalam Kemajuan Work In Progress	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)
2023			
2023			
Kos			
Cost			
Pada 1 Januari As At 1 January	517,856	20,165	538,021
Tambahan Additions	8,234	5,427	13,661
Pindahan Dari Kerja Dalam Kemajuan Transfer From Work In Progress	6,427	(6,427)	-
Dibelanjakan Expensed Off	-	(117)	(117)
Pada 31 Disember As At 31 December	532,517	19,048	551,565
Pelunasan Berkumpul			
Accumulated Amortisation			
Pada 1 Januari As At 1 January	380,205	-	380,205
Kenaan Bagi Tahun Kewangan Charge For The Year	69,183	-	69,183
Pada 31 Disember As At 31 December	449,388	-	449,388
Kerugian Penjejasan Berkumpul			
Accumulated Impairment Loss			
Pada 1 Januari 31 Disember As At 1 January 31 December	8,746	-	8,746
Amaun Dibawa Pada 31 Disember	74,383	19,048	93,431
Carrying Amount As At 31 December			

	Nota Note	PERKESO PERKESO		
		Perisian Komputer Computer Software	Kerja Dalam Kemajuan Work In Progress	Jumlah Total
		(RM'000)	(RM'000)	(RM'000)
2022				
2022				
Kos				
Cost				
Pada 1 Januari As At 1 January		416,844	77,801	494,645
Tambahan Additions		9,153	49,339	58,492
Pelupusan/Hapus Kira Disposal/Write Off		(137)	-	(137)
Pindahan Dari Kerja Dalam Kemajuan Transfer From Work In Progress		88,598	(88,598)	-
Dibelanjakan Expensed Off		-	(950)	(950)
Pengelasan Semula Reclassification	(a)	3,398	(17,427)	(14,029)
Pada 31 Disember As At 31 December		517,856	20,165	538,021
Pelunasan Berkumpul				
Accumulated Amortisation				
Pada 1 Januari As At 1 January		293,748	-	293,748
Kenaan Bagi Tahun Kewangan Charge For The Year		86,594	-	86,594
Pengelasan Semula Disposal/Write Off		(137)	-	(137)
Pada 31 Disember As At 31 December		380,205	-	380,205
Kerugian Penjejasan Berkumpul				
Accumulated Impairment Loss				
Pada 1 Januari31 Disember As At 1 January31 December		8,746	-	8,746
Amaun Dibawa Pada 31 Disember		128,905	20,165	149,070
Carrying Amount As At 31 December				

Perisian komputer terdiri daripada bayaran lesen, lain-lain kos yang berkaitan secara langsung bagi menyediakan aset untuk kegunaan yang dimaksudkan dan yuran profesional yang terbit secara langsung untuk membawa kepada keadaan aset itu berfungsi.

Computer software relates to the licence fee, other directly attributable cost of preparing the asset for its intended use and professional fees arising directly from bringing the asset to its working condition.

(a) Pengelasan semula aset antara perisian komputer dan hartanah dan peralatan.

(a) Reclassification of assets between computer software and property and equipments.

15. Hartanah Pelaburan

Investment Properties

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada Nilai Saksama At Fair Value		
Pada 1 Januari As At 1 January	903,000	900,000
Perubahan Nilai Saksama <i>Fair Value Changes</i>	-	3,000
Pada 31 Disember As At 31 December	903,000	903,000

PERKESO tidak mempunyai sekatan ke atas keupayaan merealisasi hartanah pelaburan dan tidak mempunyai obligasi kontrak sama ada untuk membeli, membina atau membangunkan hartanah pelaburan atau untuk membaiki, menyelenggara dan menaik taraf hartanah tersebut.

PERKESO has no restriction on the realisability of its investment properties and has no contractual obligations to either purchase, construct or develop investment properties or for repairs, maintenance and enhancements.

Nilai saksama hartanah pelaburan dikategorikan seperti berikut:

Fair value hierarchy of investment properties are categorised as follows:

	2023 Tahap 3 Level 3 (RM'000)	2022 Tahap 3 Level 3 (RM'000)
KUMPULAN dan PERKESO GROUP and PERKESO		
Tanah Pegangan Bebas Dan Bangunan <i>Freehold Land And Building</i>	903,000	903,000

Jadual berikut menunjukkan teknik penilaian yang digunakan dalam penentuan nilai saksama di Tahap 3, serta input-input yang tidak boleh ditinjau yang signifikan yang digunakan dalam model penilaian.

The following table shows the valuation techniques used in the determination of fair values within Level 3, as well as the significant unobservable inputs used in the valuation models.

Penerangan tentang teknik penilaian dan input-input yang digunakan Description of valuation technique and inputs used	Input-input yang tidak boleh ditinjau yang signifikan Significant unobservable inputs	Perhubungan antara input-input yang tidak boleh ditinjau yang signifikan dan pengukuran nilai saksama Inter-relationship between significant unobservable inputs and fair value measurement
Aliran tunai didiskaunkan: Kaedah penilaian mempertimbangkan nilai kini bagi aliran tunai bersih yang akan dihasilkan daripada hartanah berkenaan, mengambil kira jangkaan kadar pertumbuhan sewa, tempoh batal, kadar penghunian, kos insentif pajakan seperti tempoh tanpa sewa dan kos lain yang tidak dibayar oleh penyewa. Jangkaan aliran tunai bersih akan didiskaunkan menggunakan kadar diskaun risiko terlaras. Antara faktor lain, anggaran kadar diskaun mempertimbangkan kualiti bangunan dan lokasinya (utama berbanding sekunder), kualiti kredit penyewa dan syarat pajakan. Discounted cash flows: The valuation method considers the present value of net cash flows to be generated from the property, taking into account expected rental growth rate, void periods, occupancy rate, lease incentive costs such as rent-free periods and other costs not paid by tenants. The expected net cash flows are discounted using risk-adjusted discount rates. Among other factors, the discount rate estimation considers the quality of a building and its location (prime vs. secondary), tenant credit quality and lease terms. Pendekatan perbandingan jualan: Harga jualan bagi tanah dan bangunan yang setanding dan berdekatan diselaraskan untuk perbezaan dalam ciri utama seperti saiz hartanah. Input paling signifikan dalam pendekatan penilaian ini adalah harga setiap kaki persegi. Sales comparison approach: Sales price of comparable land and buildings in close proximity are adjusted for differences in key attributes such as property size. The most significant input into this valuation approach is price per square foot.	- Kadar permodalan risiko terlaras 5.0% (2022 :5.0%) - Risk-adjusted capitalisation rate 5.0% (2022: 5.0%) - Kadar penghunian 78.0% (2022: 97.0%) - Occupancy rate 78.0% (2022: 97.0%) - Harga setiap kaki persegi RM3,973.00 (2022: RM3,973.00) - Price per square foot RM3,973.00 (2022: RM3,973.00)	Anggaran nilai saksama akan meningkat (menurun) sekiranya: The estimated fair value would increase (decrease) if: - Kadar permodalan risiko terlaras adalah lebih rendah (tinggi) - risk-adjusted capitalisation rates were lower (higher) - Kadar penghunian adalah lebih tinggi (rendah) - occupancy rate was higher (lower) Anggaran nilai saksama akan meningkat (menurun) sekiranya harga setiap kaki persegi adalah lebih tinggi (rendah) The estimated fair value would increase (decrease) if the price per square foot is higher (lower)

Nilai saksama hartanah pelaburan di atas telah dianggarkan berdasarkan penilaian oleh penilai-penilai bebas yang berdaftar, yang mana berdasarkan kepada bukti pasaran bagi harga urus niaga hartanah yang serupa untuk hartanah tertentu di mana nilai-nilai tersebut akan diselaraskan bagi perbezaan terhadap ciri-ciri utama seperti saiz hartanah dan kualiti kelengkapan dalaman menurut kaedah perbandingan (pendekatan pasaran).

The fair values of the above investment properties were estimated based on valuations by independent registered valuers, which were based on market evidence of transaction prices for similar properties for certain properties in which the values are adjusted for differences in key attributes such as property size and quality of interior fittings under the comparison method (market approach).

16. Pelaburan dalam Subsidiari

Investment in Subsidiary

	PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)
Saham Tidak Tersiar Pada Kos Unquoted Shares At Cost	77,020	77,020

Butiran Subsidiari

Details Of Subsidiary

Nama Subsidiari Names Of Subsidiary	Negara Diperbadankan Country Of Incorporation	Aktiviti Utama Principal Activities	Kepentingan Pemilikan Proportion Of Ownership Interest	
			2023	2022
Pusat Rehabilitasi PERKESO Sdn. Bhd. ("PRPSB")* Pusat Rehabilitasi PERKESO Sdn. Bhd. ("PRPSB")*	Malaysia Malaysia	Perkhidmatan Rehabilitasi Rehabilitation Services	100%	100%

17. Urus Niaga Pertukaran belum Bayar

Payables from Exchange Transactions

	NOTA NOTE	KUMPULAN GROUP		PERKESO PERKESO	
		2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Pemiutang Perdagangan Trade Creditors	(a)	211,155	148,675	255,937	205,263
Lain-lain Belum Bayar Dan Akruan Other Payables And Accruals		302,420	231,293	308,730	212,967
		513,575	379,968	564,667	418,230

* Tidak diaudit oleh Jabatan Audit Negara.

* Not audited by National Audit Department.

18. Peruntukan Bagi Manfaat Anggota

Provision For Staff Benefits

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Peruntukan Bagi Manfaat Perubatan Pesara Provision For Retiree Medical	1,047,209	893,710
Peruntukan Bagi Bayaran Saguhati Tamat Perkhidmatan Provision For End Of Service Gratuity Payment	181,347	172,235
Matang Dalam 12 Bulan Maturing Within 12 Months	11,745	7,135
Matang Selepas 12 Bulan Maturing After 12 Months	169,602	165,100
Peruntukan Bagi Gantian Cuti Rehat Provision For Replacement Of Leave	34,506	30,320
Matang Dalam 12 Bulan Maturing Within 12 Months	1,251	1,424
Matang Selepas 12 Bulan Maturing After 12 Months	33,255	28,896
	1,263,062	1,096,265
Peruntukan Bagi Manfaat Anggota Provision For Staff Benefits	1,263,062	1,096,265
Matang Dalam 12 Bulan Maturing Within 12 Months	1,060,205	902,269
Matang Selepas 12 Bulan Maturing After 12 Months	202,857	193,996

Peruntukan bagi Manfaat Perubatan Pesara

Pelan manfaat perubatan pasca persaraan menyediakan faedah perubatan iaitu rawatan perubatan dan pergigian kepada pesara dan keluarga yang berkecualan.

- (a) Pergerakan dalam peruntukan bagi manfaat perubatan pesara PERKESO adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	893,710	847,590
Diiktiraf Dalam Lebihan Atau Kurangan Recognised In Surplus Or Deficit		
Kos Perkhidmatan Semasa Current Service Cost	9,283	15,082
Kos Faedah Interest Cost	44,433	42,220
Kerugian Aktuari Actuarial Loss	112,576	1,424
Bayaran Dibuat Dalam Tahun Payment Made During The Year	(12,793)	(12,606)
Pada 31 Disember As At 31 December	1,047,209	893,710

- (b) Amaun yang diiktiraf dalam Penyata Kedudukan Kewangan adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Nilai Semasa Obligasi Tidak Dibiayai Present Value of Unfunded Obligations	1,047,209	893,710
Liabiliti Bersih Pada 31 Disember Net Liability as at 31 December	1,047,209	893,710

Provision for Replacement of Leave

Post-retirement medical benefit plan provide medical benefits which is medical and dental treatments to eligible retirees and family.

- (a) Movement in provision for retiree medical benefit of PERKESO as follows:

- (b) The amounts recognised in the Statements of Financial Position are as follows:

(c) Andaian Aktuari

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut:

(c) Actuarial Assumptions

The principal actuarial assumptions used at the reporting date are as follows:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (%)	2022 (%)
Kadar Diskaun Discount Rate	4.7	5.0
Kadar Inflasi Kos Perubatan Medical Cost Inflation Rate		
- Penghospitalan (HP) dan Dialisis (DL) - Hospitalization (HP) and Dialysis (DL)	5.5	5.5
- Klinikal (CL), Pergigian (DT) dan Pakar (SP) - Clinical (CL), Dental (DT) and Specialist (SP)	4.5	4.5
Kadar Kematian Mortality Rate		
- Pra-persaraan - Pre-retirement	Berkaitan umur dan jantina. Malaysian Assured 2011 - 2015 Age and gender related. Malaysian Assured 2011 - 2015	
- Pasca-persaraan - Post-retirement	Jadual PA 90 2 tahun ke belakang PA 90 Table setback 2 years	

(d) Analisis Sensitiviti

Perubahan dalam andaian aktuari prinsipal akan mengurangkan (meningkatkan) nilai semasa obligasi manfaat anggota:

(d) Sensitivity Analysis

Changes in the principal actuarial assumptions will decrease (increase) the present value of staff benefits obligations:

	+1% (RM'000)	-1% (RM'000)
31 Disember 2023 31 December 2023		
Kadar Diskaun Discount Rate	202,851	(272,685)
Kadar Inflasi Kos Perubatan Medical Cost Inflation Rate	(262,861)	200,150
31 Disember 2022 31 December 2022		
Kadar Diskaun Discount Rate	177,074	(235,425)
Kadar Inflasi Kos Perubatan Medical Cost Inflation Rate	(238,500)	182,128

Peruntukan bagi Bayaran Sagu hati Tamat Perkhidmatan

Pelan manfaat ditentukan dengan bayaran sekali gus semasa persaraan atau apabila bersara lebih awal disebabkan kematian, persaraan atas faktor kesihatan atau persaraan pilihan.

- (a) Pergerakan dalam peruntukan bagi bayaran sagu hati tamat perkhidmatan PERKESO adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	172,235	162,606
Diiktiraf Dalam Lebihan Atau Kurangan Recognised In Surplus Or Deficit		
Kos Perkhidmatan Semasa Current Service Cost	9,796	21,497
Kos Faedah Interest Cost	7,929	7,452
Pelan Penyelesaian Plan Settlements	(10,710)	-
Kerugian Aktuari Actuarial Loss	8,841	-
Bayaran Dibuat Dalam Tahun Payment Made During The Year	(6,744)	(19,320)
Pada 31 Disember As At 31 December	181,347	172,235

- (b) Amaun yang diiktiraf dalam Penyata Kedudukan Kewangan adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Nilai Semasa Obligasi Tidak Dibiayai Present Value of Unfunded Obligations	181,347	172,235
Liabiliti Bersih Pada 31 Disember Net Liabilities as at 31 December	181,347	172,235

- (c) Andaian Aktuari

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (%)	2022 (%)
Kadar Diskaun Discount Rate	4.6	4.7
Kadar Kenaikan Gaji Rate Of Salary Increases	6.5	6.5
Kadar Kematian Mortality Rate	Berkaitan umur dan jantina, Malaysian Assured Lives 2011 - 2015 "Age and gender related, Malaysian Assured Lives 2011 - 2015"	

Provision for End of Service Gratuity Payment

Defined benefit plan with lump sum payment at retirement or at an earlier exit through death, ill-health retirement or optional retirement.

- (a) Movement in provision for end of service gratuity payment of PERKESO as follows:

- (b) The amounts recognised in the Statements of Financial Position are as follows:

- (c) Actuarial Assumptions

The principal actuarial assumptions used at the reporting date are as follows:

(d) Analisis Sensitiviti

Perubahan dalam andaian aktuari prinsipal akan mengurangkan (meningkatkan) nilai semasa obligasi manfaat anggota:

	+ 1% (RM'000)	- 1% (RM'000)
31 Disember 2023 31 December 2023		
Kadar Diskaun Discount Rate	16,718	(19,669)
Kadar Kenaikan Gaji Salary Increment Rate	(930)	1,429
31 Disember 2022 31 December 2022		
Kadar Diskaun Discount Rate	(18,818)	16,009
Kadar Kenaikan Gaji Salary Increment Rate	(1,110)	1,687

(d) Sensitivity Analysis

Changes in the principal actuarial assumptions will decrease (increase) the present value of staff benefits obligations:

Peruntukan bagi Gantian Cuti Rehat

Pelan manfaat ditentukan dengan bayaran sekali gus berdasarkan jumlah hari cuti yang ditunaikan semasa persaraan atau apabila bersara lebih awal disebabkan persaraan pilihan, persaraan atas faktor kesihatan atau kematian dalam perkhidmatan.

(a) Pergerakan dalam peruntukan bagi gantian cuti rehat PERKESO adalah seperti berikut:

Provision for Replacement of Leave

Defined benefit plan with lump sum payment based on number of leave days encashed at retirement or at an earlier exit through optional retirement, ill-health retirement or death in service.

(a) Movement in provision for replacement of leave of PERKESO as follows:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	30,320	26,885
Diiiktiraf Dalam Lebihan Atau Kurangan Recognised In Surplus Or Deficit		
Kos Perkhidmatan Semasa Current Service Cost	3,386	3,364
Kos Faedah Interest Cost	1,422	1,022
Kos Perkhidmatan Lepas Past Service Cost	1,144	-
Pelan Penyelesaian Plan Settlements	(517)	-
Kerugian Aktuari Actuarial Loss	618	-
Bayaran Dibuat Dalam Tahun Payment Made During The Year	(1,867)	(951)
Pada 31 Disember As At 31 December	34,506	30,320

(b) Amaun yang diiktiraf dalam Penyata Kedudukan Kewangan adalah seperti berikut:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Nilai Semasa Obligasi Tidak Dibiayai Present Value of Unfunded Obligations	34,506	30,320
Liabiliti Bersih Pada 31 Disember Net Liabilities as at 31 December	34,506	30,320

(b) The amounts recognised in the Statements of Financial Position are as follows:

(c) Andaian Aktuari

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut:

(c) Actuarial Assumptions

The principal actuarial assumptions used at the reporting date are as follows:

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (%)	2022w (%)
Kadar Diskaun Discount Rate	4.7	4.8
Kadar Kenaikan Gaji Rate Of Salary Increases	6.5	6.5
Kadar Kematian Mortality Rate	Berkaitan umur dan jantina. Malaysian Assured Lives 2011 - 2015 "Age and gender related. Malaysian Assured Lives 2011 - 2015"	

(d) Analisis Sensitiviti

Perubahan dalam andaian aktuari prinsipal akan mengurangkan (meningkatkan) nilai semasa obligasi manfaat anggota:

(d) Sensitivity Analysis

Changes in the principal actuarial assumptions will decrease (increase) the present value of staff benefits obligations:

	+1% (RM'000)	-1% (RM'000)
31 Disember 2023 31 December 2023		
Kadar Diskaun Discount Rate	3,849	(4,596)
Kadar Kenaikan Gaji Salary Increment Rate	(4,284)	3,678
31 Disember 2022 31 December 2022		
Kadar Diskaun Discount Rate	3,206	(3,821)
Kadar Kenaikan Gaji Salary Increment Rate	(3,875)	3,314

19. Peruntukan bagi Manfaat Sosial Provision for Social Benefits

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	317,217	285,550
Diiiktiraf Dalam Lebihan Atau Kurangan Recognised In Surplus Or Deficit	326,656	317,217
Bayaran Dibuat Dalam Tahun Payment Made During The Year	(317,217)	(285,550)
Pada 31 Disember As At 31 December	326,656	317,217

Pertubuhan Keselamatan Sosial (PERKESO) ditubuhkan di bawah Kementerian Sumber Manusia untuk mentadbir, melaksanakan dan menguatkuasakan Akta berikut:

- i) Akta Keselamatan Sosial Pekerja 1969 (Akta 4);
- ii) Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789);
- iii) Akta Sistem Insurans Pekerjaan 2017 (Akta 800); dan
- iv) Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838).

Akta Keselamatan Sosial Pekerja 1969 (Akta 4)

Akta Keselamatan Sosial Pekerja 1969 (Akta 4) merangkumi perlindungan keselamatan sosial kepada pekerja dan tanggungannya melalui Skim Bencana Pekerjaan dan Skim Keilatan.

- a) Skim Bencana Pekerjaan (bagi pekerja tempatan dan asing)

Memberi perlindungan kepada pekerja daripada bencana pekerjaan termasuk penyakit pekerjaan dan kemalangan dalam perjalanan.

- b) Skim Keilatan (bagi pekerja tempatan sahaja)

Skim ini memberi perlindungan 24 jam kepada pekerja terhadap keilatan atau kematian akibat daripada sebarang sebab yang tidak berkaitan dengan pekerjaan.

Manfaat yang disediakan di bawah setiap skim di atas adalah seperti berikut:

PERKESO was established under the Ministry of Human Resources to administer, implement and enforce the following Acts:

- i) Employees' Social Security Act 1969 (Act 4);
- ii) Self-Employment Social Security Act 2017 (Act 789);
- iii) Employment Insurance System Act 2017 (Act 800); and
- iv) Housewives' Social Security Act 2022 (Act 838).

Employees' Social Security Act 1969 (Act 4)

The Employees' Social Security Act 1969 (Act 4) covers social security protection to employees and their dependants through the Employment Injury Scheme and the Invalidity Scheme.

- a) Employment Injury Scheme (for both local and foreign workers)

Provides protection to employees against occupational injuries including occupational diseases and commuting accidents.

- b) Invalidity Scheme (for local workers only)

Provides 24-hour protection to employees against invalidity or death due to any reasons not related to employment.

Benefits provided under each of the above schemes are as follows:

Skim Bencana Pekerjaan Employment Injury Scheme	Skim Keilatan Invalidity Scheme	Skim Bencana Pekerjaan Bagi Pekerja Asing Employment Injury Scheme For Foreign Workers
• Faedah Hilang Upaya Sementara • Temporary Disablement Benefit	• Pencen Ilat • Invalidity Pension	• Faedah Hilang Upaya Sementara • Temporary Disablement Benefit
• Faedah Hilang Upaya Kekal • Permanent Disablement Benefit	• Bantuan Ilat • Invalidity Grant	• Faedah Hilang Upaya Kekal • Permanent Disablement Benefit
• Elaun Layanan Sentiasa • Constant-attendance Allowance	• Pencen Penakat • Survivors' Pension	• Elaun Layanan Sentiasa • Constant-attendance Allowance
• Kemudahan Pemulihan Jasmani Vokasional • Facilities For Physical Vocational Rehabilitation	• Elaun Layanan Sentiasa • Constant-attendance Allowance	• Kemudahan Pemulihan Jasmani Vokasional • Facilities For Physical Vocational Rehabilitation
• Faedah Orang Tanggungan • Dependants' Benefit	• Kemudahan Pemulihan Jasmani Vokasional dan Dialisis • Facilities For Physical Vocational Rehabilitation And Dialysis	• Faedah Orang Tanggungan • Dependants' Benefit
• Faedah Pengurusan Mayat • Funeral Benefit	• Faedah Pengurusan Mayat • Funeral Benefit	• Faedah Pengurusan Mayat • Funeral Benefit
• Faedah Perubatan • Medical Benefit	• Faedah Pendidikan • Education Benefit	• Faedah Perubatan • Medical Benefit
• Faedah Pendidikan • Education Benefit		

Skim ini dibiayai oleh caruman yang diterima daripada majikan dan pekerja yang dibahagikan kepada dua (2) kategori seperti berikut:

i) Caruman Kategori Pertama:

Bagi pekerja yang berumur kurang daripada 60 tahun, caruman yang perlu dibayar oleh majikan dan pekerja adalah untuk Skim Bencana Pekerjaan dan Skim Keilatan.

Kadar caruman di bawah kategori ini merangkumi 1.75% daripada bahagian majikan dan 0.5% daripada gaji bulanan pekerja berpandukan kepada jadual caruman.

ii) Caruman Kategori Kedua:

Kadar caruman di bawah kategori ini adalah 1.25% daripada gaji bulanan pekerja, yang perlu dibayar oleh majikan, berdasarkan jadual caruman. Semua pekerja yang telah mencapai usia 60 tahun mesti dilindungi di bawah kategori ini untuk Skim Bencana Pekerjaan sahaja.

Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789)

Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789) berkuat kuasa pada 1 Jun 2017 untuk memberi perlindungan kepada pemandu teksi, pemandu e-hailing dan pemandu bas yang bekerja sendiri di bawah Skim Bencana Pekerjaan. Skim ini memberi perlindungan terhadap bencana pekerjaan termasuk penyakit pekerjaan dan kemalangan semasa menjalankan aktiviti berkaitan pekerjaan.

Berkuat kuasa mulai 1 Januari 2020, perlindungan Skim Keselamatan Sosial Pekerjaan Sendiri telah diperluaskan kepada 19 sektor pekerjaan sendiri

The schemes are funded by contributions received from employers and employees divided into two (2) categories as follows:

i) Contributions of the First Category:

For employees who are less than 60 years of age, contributions payable by employers and employees are for the Employment Injury Scheme and the Invalidity Scheme.

The rate of contribution under this category comprises 1.75% of employer's share and 0.5% of employees' monthly wages according to the contribution schedule.

ii) Contributions of the Second Category:

The rate of contribution under this category is 1.25% of employees' monthly wages, payable by the employer, based on the contribution schedule. All employees who have reached the age of 60 must be covered under this category for the Employment Injury Scheme only.

Self-Employment Social Security Act 2017 (Act 789)

The Self-Employment Social Security Act 2017 (Act 789) came into force on 1 June 2017 which provides protection to self-employed taxi drivers, e-hailing drivers and self-employed bus drivers under the Employment Injury Scheme. This scheme provides protection against employment injuries including occupational diseases and accidents during work-related activities.

Effective from 1 January 2020, the scheme is extended to 19 other sectors of good and food transport, agriculture, livestock, forestry,

yang lain iaitu pengangkutan barangan dan makanan, pertanian, penternakan, perhutanan, perikanan, pembuatan, perniagaan dalam talian, teknologi maklumat, pemprosesan data, ejen, perkhidmatan profesional, perkhidmatan sokongan, kesenian, perkhidmatan isi rumah, kecantikan dan penjagaan kesihatan, penjaja, pembinaan, premis penginapan dan makanan.

Manfaat yang diberikan di bawah Skim Bencana Pekerjaan adalah seperti berikut:

fisheries, manufacturing, online business, information technology, data processing, agents, professional services, support services, arts, household services, beauty and healthcare, hawkers, construction, accommodation premises and food.

Benefits provided under the Employment Injury Scheme are as follows:

Skim Bencana Pekerjaan Employment Injury Scheme
- Faedah Hilang Upaya Sementara - Temporary Disablement Benefit
- Faedah Hilang Upaya Kekal - Permanent Disablement Benefit
- Elaun Layanan Sentiasa - Constant-attendance Allowance
- Kemudahan Pemulihan Jasmani/Vokasional - Facilities For Physical/Vocational Rehabilitation
- Faedah Orang Tanggungan - Dependants' Benefit
- Faedah Pengurusan Mayat - Funeral Benefit
- Faedah Perubatan - Medical Benefit
- Faedah Pendidikan - Education Benefit

Skim ini dibiayai oleh caruman yang diterima daripada orang berinsurans. Kadar caruman adalah 1.25% sebulan daripada pendapatan pilihan yang diinsuranskan.

The scheme is funded by contribution received from insured person. The rate of contribution is 1.25% per month from the insured salary option.

Akta Sistem Insurans Pekerjaan 2017 (Akta 800)

Akta Sistem Insurans Pekerjaan 2017 (Akta 800) berkuat kuasa pada 1 Januari 2018. Akta 800 memberikan perlindungan dan bantuan kepada pekerja yang kehilangan pendapatan pekerjaan melalui skim berikut:

- Insurans Pekerjaan
Memberi manfaat berbentuk kewangan kepada orang berinsurans yang layak menerima manfaat.
- Dasar Pasaran Buruh Aktif
Memberi bantuan pencarian pekerjaan kepada orang berinsurans.

Employment Insurance System Act 2017 (Act 800)

The Employment Insurance System Act 2017 (Act 800) came into effect on 1 January 2018. Act 800 provides protection and assistance to workers who have lost employment income through the following schemes:

- Employment Insurance
Provides monetary benefits for insured person which eligible to received the benefits.
- Active Labour Market Policies
Provides job search assistance to insured person.

Manfaat yang diberikan di bawah skim tersebut adalah seperti berikut:

Benefits provided under the schemes are as follows:

Insurans Pekerjaan Employment Insurance	Dasar Pasaran Buruh Aktif Active Labour Market Policies
- Elaun Mencari Pekerjaan (EMP) - Job Search Allowance (JSA)	- Program Penempatan Semula Pekerjaan - Re-employment Placement Program
- Elaun Pendapatan Berkurangan (EPB) - Reduced Income Allowance (RIA)	- Kaunseling Kerjaya - Career Counseling
- Fi Yuran Latihan (FL) - Training Fee (TF)	
- Elaun Latihan (EL) - Training Allowance (TA)	
- Elaun Bekerja Semula Awal (EBSA) - Early Re-employment Allowance (ERA)	

Akta 800 dibiayai oleh caruman yang diterima daripada majikan dan pekerja. Kadar caruman bagi skim ini adalah 0.2% untuk syer majikan dan 0.2% untuk syer pekerja berdasarkan gaji bulanan pekerja.

Act 800 is funded by contribution received from employers and employees. The contribution rate for these schemes is 0.2% for the employer and 0.2% for employee based on the employee's monthly salary.

Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838)

Housewives' Social Security Act 2022 (Act 838)

Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838) berkuat kuasa pada 1 Disember 2022 bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilangan semasa melakukan urusan berkaitan rumah tangga.

The Housewives' Social Security Act 2022 (Act 838) came into effect on 1 December 2022 which aims at providing social security protection to housewives against domestic accidents and invalidity in the course of performing their household duties and affairs.

Manfaat yang diberikan di bawah skim di atas adalah seperti berikut:

Benefits provided under each of the above scheme is as follows:

Perlindungan Bencana Domestik Domestic Accident Protection	Perlindungan Keilangan Invalidity Protection
- Faedah Hilang Upaya Kekal - Permanent Disablement Benefit	- Elaun Keuzuran - Morbid Allowance
- Pencen Penakat - Survivors' Pension	- Pencen Penakat - Survivors' Pension
- Elaun Layanan Sentiasa - Constant-attendance Allowance	- Elaun Layanan Sentiasa - Constant-attendance Allowance
- Kemudahan Pemulihan Jasmani Atau Dialisis - Physical Rehabilitation Or Dialysis Facilities	- Kemudahan Pemulihan Jasmani Atau Dialisis - Physical Rehabilitation Or Dialysis Facilities
- Faedah Pengurusan Mayat - Funeral Benefit	- Faedah Pengurusan Mayat - Funeral Benefit
- Faedah Perubatan - Medical Benefit	

Skim ini dibiayai melalui caruman yang dibuat sama ada oleh suami, suri rumah sendiri, keluarga atau mana-mana pihak ketiga bagi suri rumah tersebut. Caruman adalah berjumlah RM120 bagi tempoh 12 bulan berturut-turut dan perlu dibayar terlebih dahulu.

The scheme is funded through contributions made either by the husband, housewife herself, family or any third party for the housewife. The contribution is amounting to RM120 for a period of 12 consecutive months and must be paid in advance.

Pengiktirafan Peruntukan Manfaat Sosial

Recognition of Provision for Social Benefits

PERKESO telah mengiktiraf suatu peruntukan bagi semua penerima yang memenuhi kriteria kelayakan untuk pembayaran berikutnya. Bagi tujuan anggaran pembayaran berikutnya, PERKESO menggunakan pembayaran manfaat sosial yang bersifat berkala (iaitu secara umumnya bayaran bulanan) seperti pencen

PERKESO has recognised a provision for all beneficiary who have met the eligibility criteria for the next payment. For the purpose of estimating the next payment, PERKESO has used the social benefit payments which are periodical in nature (i.e. monthly payments in general) such as the survivors' pension, dependants' benefit,

penakat, faedah orang tanggungan, pencen ilat, faedah hilang upaya kekal dan elaun layanan sentiasa. Pembayaran yang bersifat berkala merupakan bahagian yang signifikan daripada jumlah pembayaran manfaat sosial.

Jadual di bawah menunjukkan jenis pembayaran faedah tunai bersifat berkala bagi pengiktirafan peruntukan untuk manfaat sosial dan kriteria kelayakan yang berkaitan untuk pembayaran berikutnya serta jumlah peruntukan yang diiktiraf.

invalidity pension, permanent disablement benefits and contant-allowance attendance. The payments which are periodical in nature constitute a significant portion of total social benefit payments.

The table below outlines the type of cash benefit payments which are periodical in nature scoped in for recognition of provision for social benefit and the related eligibility criteria for the next payment as well as the provision amount recognised.

Jenis Bayaran Faedah Tunai yang Bersifat Berkala Type of Cash Benefit Payments Which are Periodical in Nature	Kriteria Kelayakan bagi Pembayaran Manfaat Sosial Berikutnya Eligibility Criteria for Next Social Benefit Payment	Anggaran Peruntukan Estimated Provision	
		2023 (RM'000)	2022 (RM'000)
Faedah di bawah Akta 4: Benefits under Act 4:			
- Pencen Penakat - Survivors' Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans. These are periodical payment which have been approved by PERKESO. Eligibility criteria for these benefits would be the condition of insured person.	183,606	175,040
- Pencen Faedah Orang Tanggungan - Dependants' Benefit Pension		33,842	33,777
- Pencen Ilat - Invalidity Pension	Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak. Based on the above, provision is recognised based on actual payment in the next month for the eligible beneficiaries.	92,282	90,808
- Faedah Hilang Upaya Kekal Berkala - Periodical Permanent Disablement Benefit		12,842	13,271
- Elaun Layanan Sentiasa - Contant-Attendance Allowance		3,738	3,968
Faedah di bawah Akta 789: Benefits under Act 789:			
- Pencen Faedah Orang Tanggungan - Dependants' Benefit Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans. These are periodical payment which have been approved by PERKESO. Eligibility criteria for these benefits would be the condition of insured person.	278	340
- Faedah Hilang Upaya Kekal Berkala - Periodical Permanent Disablement Benefit		23	11
- Elaun Layanan Sentiasa - Contant-Attendance Allowance	Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak. Based on the above, provision is recognised based on actual payment in the next month for the eligible beneficiaries.	2	1

Faedah di bawah Akta 800:**Benefits under Act 800:**

- Elaun Mencari Pekerjaan - Job Search Allowance	Kriteria kelayakan bagi manfaat ini adalah bukti bahawa penerima faedah secara aktif sedang mencari pekerjaan. <i>Eligibility criteria for this benefit would be the evidence that the beneficiary is actively seeking for an employment.</i> Bayaran berperingkat maksimum adalah sebanyak 6 kali. Walau bagaimanapun, penerima perlu melalui proses pengesahan dan kelulusan untuk setiap pembayaran. Maka, pembayaran mungkin atau mungkin tidak bersifat berkala. <i>The maximum installment payment is 6 times. However, the beneficiary will have to go through the process of verification and approval for each payment. Hence, the payment may or may not be periodical in nature.</i> Sehubungan itu tiada peruntukan manfaat sosial diiktiraf bagi skim ini. <i>Therefore, no provision is recognised for this scheme.</i>	-	-
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Faedah di bawah Akta 838:**Benefits under Act 838:**

- Pencen Penakat - Survivors' Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans.	35	1
- Elaun Keuzuran - Morbid Allowance	Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak.	8	-
Jumlah Keseluruhan Grand Total		326,656	317,217

Jadual di bawah ialah gambaran keseluruhan bagi demografi dan faktor pengaruh luaran yang mempengaruhi amaun perbelanjaan yang ditanggung untuk setiap Akta.

The table below is an overview of demographics and external influence factors affecting the amount of expenditures incurred for the respective Acts.

2023		
Akta Act	Demografi Demographics	Anggaran Peruntukan External Influence Factors
Akta 4 Act 4	7,657,217 pekerja aktif 7,657,217 active employees 1,990,424 pekerja asing aktif 1,990,424 active foreign workers	- Kemalangan industri - Industrial accidents - Kemalangan pergi balik kerja - Commuting accidents - Keilatan - Invalidity - Kematian - Death
Akta 789 Act 789	668,446 pekerja sendiri aktif 668,446 active self-employed	- Kemalangan industri - Industrial accidents - Kematian - Death
Akta 800 Act 800	6,788,828 pekerja aktif 6,788,828 active employees	- Kegawatan ekonomi - Economic downturns - Perubahan landskap perniagaan seperti Revolusi Industri 4.0 - Change of business landscape such as Industrial Revolution 4.0
Akta 838 Act 838	205,796 suri rumah aktif 205,796 active housewives	- Kemalangan domestik - Domestic accidents - Keilatan - Invalidity

2022		
Akta Act	Demografi Demographics	Anggaran Peruntukan External Influence Factors
Akta 4 Act 4	7,626,328 pekerja aktif 7,626,328 active employees 1,576,334 pekerja asing aktif 1,576,334 active foreign workers	- Kemalangan industri - Industrial accidents - Kemalangan pergi balik kerja - Commuting accidents - Keilatan - Invalidity - Kematian - Death
Akta 789 Act 789	671,073 pekerja sendiri aktif 671,073 active self-employed	- Kemalangan industri - Industrial accidents - Kematian - Death
Akta 800 Act 800	6,777,108 pekerja aktif 6,777,108 active employees	- Kegawatan ekonomi - Economic downturns - Perubahan landskap perniagaan seperti Revolusi Industri 4.0 - Change of business landscape such as Industrial Revolution 4.0
Akta 838 Act 838	170,861 suri rumah aktif 170,861 active housewives	- Kemalangan domestik - Domestic accidents - Keilatan - Invalidity

20. Geran Kerajaan Government Grant

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Geran Kerajaan Matang Dalam 12 Bulan Government Grant Maturing Within 12 Months	66,363	105,412	66,363	105,412

(a) Pergerakan dalam geran kerajaan adalah seperti berikut:

(a) Movement in government grant is as follows:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Pada 1 Januari As At 1 January	105,412	434,237	105,412	434,237
Geran Kerajaan Diterima Government Grant Received	400,000	1,943,830	400,000	1,943,830
Pengeluaran Dibuat Disbursements Made	(439,049)	(2,272,655)	(439,049)	(2,272,655)
Pada 31 Disember As At 31 December	66,363	105,412	66,363	105,412

Dalam tahun kewangan semasa, Kumpulan menerima geran kerajaan berikut:

a) Geran untuk Program Insentif Kerajaan di Bawah Bajet Kerajaan 2023

Kerajaan mengumumkan beberapa program bantuan untuk membantu individu dan perniagaan yang telah terjejas akibat pengangguran atau pengurangan pendapatan. Program-program tersebut termasuk:

- (i) Program Subsidi Upah (PSU)
- (ii) Elaun Mencari Pekerjaan (SIP EMP+)
- (iii) Penjana Gig
- (iv) SPS Lindung
- (v) SPS Prihatin Wanita
- (vi) Program Perlindungan Sosial dan Latihan Bagi Pekerja Ekonomi Gig
- (vii) Kerjaya Madani
- (viii) SPS Madani - Padanan Caruman
- (ix) Program Saringan Kesihatan

PERKESO telah dilantik oleh kerajaan sebagai ejen pelaksana program. Sebagai ejen pelaksana, PERKESO bertanggungjawab menilai dan meluluskan permohonan bagi setiap program berdasarkan kriteria kelayakan yang ditetapkan oleh kerajaan. Dana untuk program-program ini telah diperuntukkan oleh kerajaan, disalurkan melalui Kementerian Kewangan ("MoF") dan Kementerian Sumber Manusia ("MoHR") kepada PERKESO, dan seterusnya disalurkan kepada penerima faedah masing-masing.

MoF dan MoHR menyalurkan dana berjumlah RM400.00 juta melalui PERKESO kepada penerima faedah di bawah program masing-masing pada tahun kewangan berakhir 2023. Selepas selesai pelbagai program, MoF mengkehendaki PERKESO menyerahkan dana yang tidak digunakan. Disebabkan oleh obligasi ini, geran yang diterima diklasifikasikan sebagai liabiliti. Geran yang diterima tidak diiktiraf sebagai hasil kerana PERKESO hanya bertindak sebagai ejen pelaksana dan pembayar dalam urusan niaga ini.

Sehingga 31 Disember 2023, baki geran yang belum digunakan adalah RM66.63 juta berkaitan Program Subsidi Upah. Daripada geran berjumlah RM400.00 juta, RM45.16 juta telah diperuntukkan untuk program ini bagi membantu penunggang dan wanita dalam ekonomi gig dengan caruman bulanan dengan kerajaan memberi subsidi 80% daripada jumlah caruman bulanan.

During the financial year, the Group received the following government grants:

a) Grant for Government Incentive Programmes under the Government Budget 2023

The government announced several aid programmes to assist individuals and businesses who had been negatively impacted by unemployment or a reduction in income. The programmes include:

- (i) Wage Subsidy Programme (WSP)
- (ii) Job Search Allowance (SIP EMP+)
- (iii) Penjana Gig
- (iv) SPS Lindung
- (v) SPS Prihatin Wanita
- (vi) Social Protection and Training Programs for Gig Economic Workers
- (vii) Kerjaya Madani
- (viii) SPS Madani - Padanan Caruman
- (ix) Health Screening Programme

PERKESO was appointed by the government as the program's implementing agent. As the implementing agent, PERKESO was in charge of evaluating and approving applications for each programme based on the eligibility criteria established by the government. The funds for these programmes were allocated by the government, channelled through the Ministry of Finance ("MoF") and Ministry of Human Resources ("MoHR") to PERKESO, and subsequently channelled to the respective beneficiaries.

MoF and MoHR channelled funds totaling RM400.00 million through PERKESO to beneficiaries under the respective programmes in the financial year ending 2023. Following the completion of the various relief programmes, the MoF required PERKESO to return any unused funds. Due to these obligations, the grants received were classified as liabilities. The grants received are not recognised as revenue as PERKESO is only acting as an implementing and paying agent in these transactions.

As of 31 December 2023, the balance of the undisbursed grant was RM66.36 million relating to the Wage Subsidy Programme. From a total of RM400.00 million grants, RM45.16 million was allocated for this programme to assist riders and women in the gig economy with monthly contributions where the government is subsidising 80% of the monthly contribution total.

Sehingga 31 Disember 2023, RM31.80 juta telah diperuntukkan untuk SPS Madani - Padanan Caruman bagi membantu sukarelawan beruniform, pekerja rumah ibadat, petugas komuniti dan pekerja di bawah kontrak untuk perkhidmatan dengan kerajaan memberi subsidi 100% bagi jumlah caruman bulanan.

Sehingga 31 Disember 2023, PERKESO telah menggunakan RM334.18 bilion kepada majikan dan pekerja di bawah program KerjayaMadani dan KerjayaJaminKerja.

b) Geran untuk Skim Keselamatan Sosial Suri Rumah

Sehingga 31 Disember 2023, PERKESO telah menggunakan RM20.00 juta untuk Skim Keselamatan Sosial Suri Rumah di bawah bajet kerajaan 2023.

c) Geran untuk Program Perlindungan Sosial dan Latihan bagi Pekerja Ekonomi Gig

PERKESO menerima geran berjumlah RM5.68 juta untuk melaksanakan Program Perlindungan Sosial dan Latihan bagi Pekerja Ekonomi Gig dan PERKESO telah menggunakan geran tersebut dalam tahun semasa.

As at 31 December 2023, RM31.80 million was allocated for SPS Madani - Padanan Caruman to assist the uniform volunteers, place of worship employees, community workers and employees under contract for services where the government is subsidising 100% of the monthly contribution.

As at 31 December 2023, PERKESO had disbursed RM334.18 billion to employers and employees under the KerjayaMadani Programme and KerjayaJaminKerja.

b) Grant for Skim Keselamatan Sosial Suri Rumah

As at 31 December 2023, PERKESO had disbursed RM20.00 million for Skim Keselamatan Sosial Suri Rumah under the government budget 2023.

c) Grant for Social Protection and Training Programmes for Gig Economic Workers

PERKESO received grants amounting to RM5.68 million to undertake the implementation of the Social Protection and Training Programs for Gig Economic Workers and PERKESO has utilized the grant during the year.

21. Terimaan Terdahulu Advance Receipt

Terimaan Terdahulu
Advance Receipt

KUMPULAN DAN PERKESO GROUP AND PERKESO	
2023 (RM'000)	2022 (RM'000)
77,559	80,094

Terimaan terdahulu merupakan caruman yang diterima terdahulu daripada pencarum di bawah Skim Bencana Kerja dan Keilatan (Akta 4), Skim Keselamatan Sosial Pekerjaan Sendiri (Akta 789) dan Skim Keselamatan Sosial Suri Rumah (Akta 838) dan akan diiktiraf sebagai hasil dalam tahun kewangan berikutnya.

Advance receipt represents contributions received in advance from contributors under the Employment Injury and Invalidity Scheme (Act 4), Self-Employment Social Security Scheme (Act 789) and Housewives' Social Security Scheme (Act 838) and to be recognised as revenue in the following financial years.

22. Liabiliti Pajakan

Lease Liabilities

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Pembayaran Pajakan Masa Depan Belum Bayar Future Lease Payment Payable:		
- Dalam Satu Tahun - Within One Year	7,704	6,693
- Lebih Satu Tahun Tetapi Kurang Daripada Lima Tahun - More Than One Year But Less Than Five Years	11,632	16,110
Jumlah Bayaran Pajakan Minimum Masa Hadapan Total Future Minimum Lease Payments	19,336	22,803
Tolak: Caj Kewangan Masa Depan Less: Future Finance Charges	(505)	(754)
Nilai Kini Bayaran Pajakan Minimum Present Value Of Minimum Lease Payments	18,831	22,049

Terdiri Daripada:

Comprising:

Liabiliti Semasa

Current Liabilities

Liabiliti Bukan Semasa

Non-Current Liabilities

7,418	6,328
11,413	15,721
18,831	22,049

23. Pinjaman

Borrowing

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Semasa Current	8,728	8,728
Bukan Semasa Non-Current	700,000	700,000

Amaun kos pinjaman yang dipermodalkan dalam Hartanah dan Peralatan pada tahun tersebut adalah berjumlah RM28.70 juta (2022: RM8.73 juta), diofset oleh pendapatan kewangan berkaitan sebanyak RM18.33 juta (2022: RM6.07 juta).

The total amount of borrowing costs capitalised in Property and Equipment during the year was RM28.70 million (2022: RM8.73 million), offsetted by the related finance income of RM18.33 million (2022: RM6.07 million).

24. Pendapatan Caruman

Contribution Income

	KUMPULAN DAN PERKESO GROUP AND PERKESO	
	2023 (RM'000)	2022 (RM'000)
Akta Keselamatan Sosial Pekerja 1969 (Akta 4) Employees' Social Security Act 1969 (Act 4)	5,757,139	5,029,712
Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789) Self-Employment Social Security Act 2017 (Act 789)	113,149	88,499
Akta Sistem Insurans Pekerjaan 2017 (Akta 800) Employment Insurance System Act 2017 (Act 800)	874,734	769,495
Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838) Housewives' Social Security Act 2022 (Act 838)	21,977	1,689
	6,766,999	5,889,395

25. Hasil daripada Urus Niaga Pertukaran

Revenue from Exchange Transactions

Hasil daripada urus niaga pertukaran PERKESO adalah terdiri daripada berikut:

Revenue from exchange transactions of PERKESO consists of the following:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Pendapatan Pelaburan Kasar Gross Investment Income				
Pendapatan Faedah Pinjaman Kepada Institusi Korporat <i>Interest Income Loan To Corporate Institution</i>	200	6,930	200	6,930
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	892,329	820,497	892,329	820,497
Deposit Dengan Institusi Kewangan Berlesen <i>Deposits With Licensed Financial Institutions</i>	9,503	11,164	7,027	9,453
Kesetaraan Tunai <i>Cash Equivalents</i>	144,875	139,675	144,875	139,675
Pendapatan Dividen Kasar Daripada Pelaburan Kewangan Sedia Untuk Dijual <i>Gross Dividend Income From Financial Investments Available-For-Sale</i>	284,174	243,548	284,174	243,548
Keuntungan Yang Terbit Daripada Jualan/Penebusan Pelaburan Kewangan Sedia Untuk Dijual <i>Gains Arising From Sale/Redemption Of Financial Investments Available-For-Sale</i>	450,081	357,968	450,081	357,968
Keuntungan Yang Terbit Daripada Jualan Penebusan Pelaburan Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan <i>Gains Arising From Sale/Redemption Of Financial Investments Designated At Fair Value Through Surplus Or Deficit</i>	346	-	346	-
Perubahan Dalam Nilai Saksama (Kerugian) Keuntungan Bersih Belum Realis Daripada Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan <i>Changes In Fair Value/Net Unrealised (Losses) Gains From Financial Assets Designated At Fair Value Through Surplus Or Deficit Unrealised</i>	(4,769)	10,078	(4,769)	10,078
Keuntungan (Kerugian) Belum Realis Daripada Penilaian Semula Aset Kewangan Derivatif <i>Gains/(Losses) From Revaluation Of Derivatives Financial Assets</i>	23,135	(30,084)	23,135	(30,084)
Pelarasan Nilai Saksama Atas Pelaburan Hartanah <i>Fair Value Adjustment On Investment Properties</i>	-	3,000	-	3,000
Keuntungan Bersih Atas Pertukaran Asing <i>Net Gains On Foreign Exchange</i>	88,949	105,767	88,949	105,767
Pendapatan Sewa Daripada Hartanah Pelaburan <i>Rental Income From Investment Properties</i>	31,604	37,362	31,604	37,362
Caj Premium <i>Premium Charges</i>	6,522	14,567	6,522	14,567
Pendapatan Lain <i>Other Income</i>	-	601	-	601
	1,926,949	1,721,073	1,924,473	1,719,362

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Pendapatan Bukan Pelaburan Lain Other Non-Investment Income				
Pendapatan Faedah Pinjaman Anggota <i>Interest Income Staff Loans</i>	2,119	1,892	2,119	1,892
Tabung Pinjaman Pendidikan <i>Education Loan Fund</i>	260	330	260	330
Tunai Di Bank <i>Cash At Banks</i>	2,968	1,783	2,947	1,759
Pendapatan Sewa Daripada Hartanah Bukan Pelaburan <i>Rental Income From Non-Investment Properties</i>	13,272	12,387	12,673	12,219
Keuntungan Daripada Pelupusan Hartanah Dan Peralatan <i>Gains From Disposal Of Property And Equipment</i>	7	84	7	84
Pampasan Kerugian Ke Atas Pulangan Pelaburan <i>Dividend Income From Subsidiary</i>	-	-	2,245	-
Pendapatan Lain <i>Other Income</i>	42,042	37,510	36,326	34,102
	60,668	53,986	56,577	50,386

Pendapatan dividen dan faedah Kumpulan berjumlah RM99.50 juta (2022: RM110.45 juta) dan RM849.75 juta (2022: RM110.59 juta) masing-masing diterima daripada entiti berkaitan kerajaan.

The Group's dividend income and interest income amounting to RM99.50 million (2022: RM110.45 million) and RM849.75 million (2022: RM110.59 million) respectively are received from government-related entities.

Pendapatan dividen dan faedah PERKESO berjumlah RM99.50 juta (2022: RM110.45 juta) dan RM847.25 juta (2022: RM109.31 juta) masing-masing diterima daripada entiti berkaitan kerajaan.

PERKESO's dividend income and interest income amounting to RM99.50 million (2022: RM110.45 million) and RM847.25 million (2022: RM109.31 million) respectively are received from government-related entities.

Pendapatan sewa PERKESO berjumlah RM12.44 juta (2022: RM17.67 juta) diterima daripada entiti berkaitan kerajaan.

PERKESO's rental income amounting to RM12.44 million (2022: RM17.67 million) are received from government-related entities.

26. Tuntutan dan Faedah Bersih

Net Claims and Benefits

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Faedah Hilang Upaya Sementara <i>Temporary Disablement Benefit</i>	516,187	514,863	516,187	514,863
Faedah Hilang Upaya Kekal <i>Permanent Disablement Benefit</i>	689,744	563,613	689,744	563,613
Faedah Orang Tanggungan <i>Dependants' Benefit</i>	409,288	375,669	409,288	375,669
Pencen dan Bantuan Ilat <i>Invalidity Pension and Grant</i>	1,111,487	1,021,274	1,111,487	1,021,274
Pencen Penakat <i>Survivors' Pension</i>	2,223,168	1,974,190	2,223,168	1,974,190
Faedah Pengurusan Mayat <i>Funeral Benefit</i>	42,492	42,390	42,492	42,390
Elaun Layanan Sentiasa <i>Constant-attendance Allowance</i>	47,582	47,820	47,582	47,820
Kemudahan Pemulihan Jasmani dan Vokasional <i>Physical and Vocational Rehabilitation Facilities</i>	37,893	39,099	312,810	219,456
Dialisis <i>Dialysis</i>	356,340	334,671	356,340	334,671
	5,434,181	4,913,589	5,709,098	5,093,946

27. Belanja Berkaitan Faedah Benefits Related Expenses

Nota Note	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Aktiviti Memupuk Kesihatan Dan Keselamatan Pekerjaan Activities To Promote Occupational Safety And Health	16,042	18,734	16,042	18,734
Mesin Dialisis Dialysis Machine (a)	2,800	2,800	2,800	2,800
Program Saringan Kesihatan Health Screening Programme	18,664	1,640	18,664	1,640
Elaun Lembaga Board Allowance (b)	5,931	4,388	5,931	4,388
Elaun Jemaah Doktor Medical Board Allowance	7,637	6,971	7,637	6,971
Faedah Perubatan Medical Benefit	6,824	5,106	6,824	5,106
Elaun Jemaah Doktor Rayuan Appellate Medical Board Allowance	2,938	3,016	2,938	3,016
Elaun Jemaah Rayuan Keselamatan Sosial Social Security Appellate Board Allowance	533	307	533	307
Perbelanjaan Am General Expenses	6,835	7,435	6,835	7,435
Lain-lain Others	41	33	41	33
	68,245	50,430	68,245	50,430

(a) Sumbangan mesin hemodialisis kepada pusat-pusat dialisis panel Organisasi Bukan Kerajaan (NGO) untuk menyediakan rawatan dialisis kepada orang berinsurans yang mengalami kegagalan buah pinggang peringkat akhir.

(a) Donation of haemodialysis machines to Non-Governmental Organizations (NGOs) panel dialysis centres for providing dialysis treatment to PERKESO's insured persons who suffer from end stage renal failure.

(b) Elaun Lembaga terdiri daripada:

(b) Board Allowance consists of:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Lembaga PERKESO Board of PERKESO	4,148	2,448	4,148	2,448
Jawatankuasa Sistem Insurans Pekerjaan Employment Insurance System Committee	1,139	1,229	1,139	1,229
Panel Pelaburan Investment Panel	30	25	30	25
Lain-lain Others	614	686	614	686
	5,931	4,388	5,931	4,388

28. Belanja Operasi

Operating Expenses

	Nota Note	KUMPULAN GROUP		PERKESO PERKESO	
		2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Kos Anggota Staff Costs	(a)	655,359	596,692	619,661	571,063
Bayaran Audit Audit Fees					
- Tahun Semasa - Current Year		555	495	440	385
- Terkurang Peruntukan dalam Tahun Sebelum - Under Provision in Prior Year		26	15	13	16
Belanja Susut Nilai Hartanah dan Peralatan Depreciation of Property and Equipment		74,213	78,555	59,211	68,459
Pelunasan Perisian Komputer Amortisation of Computer Software		69,943	87,380	69,183	86,594
Kerugian daripada Pelupusan Hartanah dan Peralatan Losses From Disposal of Property and Equipment		12	24	12	24
Pembalikan Penjejasan Hartanah dan Peralatan Reversal of Impairment of Property and Equipment		(191)	-	(191)	-
Hapus Kira Hartanah dan Peralatan Property and Equipment Written Off		-	5,643	-	5,643
Hartanah dan Peralatan Dibelanjakan Property and Equipment Expensed Off		-	83	-	83
Perisian Komputer Dibelanjakan Computer Software Expensed Off		117	950	117	950
Perbelanjaan Sewa Rental Expenses		85,051	65,386	78,668	59,791
Pelarasan Nilai Saksama Atas Pinjaman Anggota Fair value Adjustment on Staff Loans		1,111	427	1,111	427
Bekalan dan Perkhidmatan Services and Supplies		130,546	144,650	125,872	123,449
Harta Perbekalan Supply Items		962	2,915	962	2,126
Pemberian dan Bayaran Tetap Grants and Fixed Payment		641	559	641	559
Perbelanjaan Pelaburan Investment Expenditure		31,705	18,799	31,705	18,799
Perbelanjaan Operasi Lain Other Operating Expenditure		52,326	28,595	26,133	16,171
		1,102,376	1,031,168	1,013,538	954,539

(a) Kos Anggota terdiri daripada:

(a) Staff Costs consist of:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Gaji, Bonus Dan Elaun Salaries, Bonus And Allowances	452,911	381,242	421,105	361,630
Caruman KWSP Dan PERKESO EPF And PERKESO Contribution	76,888	66,591	73,313	63,577
Manfaat Ditentukan Defined Benefit	66,166	90,637	66,166	90,637
Manfaat Penamatan Termination Benefit	4,406	7,164	4,406	7,164
Lain-lain Others	54,988	51,058	54,671	48,055
	655,359	596,692	619,661	571,063

29. Kerugian Penjejasan Bersih bagi Aset Kewangan Net Impairment Losses for Financial Assets

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions				
Catatan Semula dalam Tahun Writeback during The Year	(410)	(326)	(410)	(326)
Hutang Lapuk Pulih dalam Tahun Bad Debts Recovered during The Year	(5,265)	(2,709)	(5,265)	(2,709)
Hutang Lapuk Dihapus Kira dalam Tahun Bad Debts Written Off during The Year	356	602	356	602
	(5,319)	(2,433)	(5,319)	(2,433)
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions				
Elaun Diperuntukkan dalam Tahun Allowance Made during The Year	29	3,065	29	3,065
Hutang Lapuk Pulih dalam Tahun Bad Debts Recovered during The Year	(20)	(1)	(20)	(1)
Hutang Lapuk Dihapus Kira dalam Tahun Bad Debts Written Off during The Year	297	74	297	74
	306	3,138	306	3,138
Aset Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale				
Kerugian Penjejasan Dalam Tahun Impairment Loss During The Year	150,024	362,553	150,024	362,553
	145,011	363,258	145,011	363,258

30. Pendedahan Pihak Berkaitan yang Signifikan

- (a) Sebagai tambahan kepada maklumat pihak berkaitan yang didedahkan di lain-lain tempat dalam penyata kewangan, transaksi signifikan antara PERKESO dan subsidiari seperti berikut telah dilaksanakan pada terma yang dipersetujui antara pihak berkenaan di sepanjang tahun kewangan.

Significant Related Party Disclosures

- (a) In addition to the related party information disclosed elsewhere in the financial statements, the following significant transactions and balances between PERKESO and the subsidiary took place at terms agreed between the parties during the financial year.

	PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)
Tuntutan dan Faedah Bersih Net Claims and Benefits	274,917	180,357
Belanja Operasi Operating Expenses	159	157
Amaun Terhutang Kepada Amount Due To		
Urus Niaga Pertukaran belum Bayar Payables from Exchange Transactions	98,675	67,420

(b) Entiti Berkaitan Kerajaan

PERKESO adalah sebuah organisasi di bawah Kementerian Sumber Manusia yang melapor secara langsung kepada Kerajaan Persekutuan Malaysia. Baki dan urus niaga yang signifikan antara PERKESO dan Kerajaan Malaysia dan entiti-entiti lain yang dikawal oleh Kerajaan adalah seperti berikut:

(b) Government-Related Entities

PERKESO is an organisation under the Ministry of Human Resources that reports directly to the Federal Government of Malaysia. The significant transactions and balances between PERKESO and the Government of Malaysia and other entities controlled by the Government are as follows:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,000	5,000	5,000	5,000
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	20,860,543	16,076,238	20,860,543	16,076,238
Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan atau Kurangan Financial Assets Designated At Fair Value Through Surplus or Deficit	9,952	14,992	-	-
Deposit dengan Institusi Kewangan Berlesen Deposits with Licensed Financial Institutions	91,105	60,650	-	-
Tunai dan Kesetaraan Tunai Cash and Cash Equivalents	2,272,061	4,505,305	2,260,543	4,497,776
Geran Kerajaan Government Grant	66,363	105,412	66,363	105,412
Pendapatan Faedah Interest Income	849,751	110,589	847,254	109,312
Pendapatan Dividen Dividend Income	99,502	110,449	99,502	110,449
Pendapatan Sewa Rental Income	12,435	17,672	12,435	17,672

(c) Pampasan Personel Pengurusan Utama

Pihak-pihak berkaitan dan hubungan mereka dengan PERKESO adalah seperti berikut:

Pihak-pihak Berkaitan

Personel Pengurusan Utama

Hubungan

Personel pengurusan utama terdiri daripada ahli Lembaga dan kumpulan pengurusan kanan.

Pihak-pihak Berkaitan bagi Personel Pengurusan Utama

- Ahli keluarga terdekat bagi personel pengurusan utama.
- Entiti yang dikawal, dikawal bersama atau yang mana kuasa mengundi signifikan dalam entiti tersebut, secara langsung atau tidak langsung berada pada personel pengurusan utama atau ahli keluarga terdekatnya.

(c) Compensation of Key Management Personnel

The related parties and their relationship with PERKESO are as follows:

Related Parties

Key Management Personnel

Related Parties Of Key Management Personnel

Relationship

Key management personnel consist of members of the Board and senior management team.

- Close members of the family of key management personnel.
- Entities that are controlled, jointly controlled or for which significant voting power in such entity resides with, directly or indirectly by key management personnel or its close members of the family.

Saraan Personel Pengurusan Utama

Saraan bagi personel pengurusan utama PERKESO dalam tahun adalah seperti berikut:

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Gaji, Bonus Dan Elaun Salaries, Bonus And Allowances	11,665	9,130	9,325	7,005
Caruman KWSP Dan PERKESO EPF And PERKESO Contribution	972	765	634	466
	12,637	9,895	9,959	7,471

31. Komitmen Modal Capital Commitment

	KUMPULAN GROUP		PERKESO PERKESO	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
Diluluskan Dan Dikontrak Bagi Hartanah Dan Peralatan Authorised And Contracted For Property And Equipment	196,345	434,068	192,020	417,457
Diluluskan Tetapi Tidak Dikontrak Bagi Hartanah Dan Peralatan Authorised But Not Contracted For Property And Equipment	1,859	4,566	255	1,726
	198,204	438,634	192,275	419,183

32. Kontingensi

(a) Liabiliti Luar Jangka

Prosiding masih berjalan di Mahkamah Tinggi dan Mahkamah Rayuan bagi kes rayuan yang dikemukakan oleh Orang Berinsurans dan PERKESO yang tidak berpuas hati dengan keputusan Jemaah Rayuan Keselamatan Sosial membabitkan pembayaran faedah berjumlah RM705,034.42 (2022: RM405,126.58). Tiada peruntukan disediakan untuk liabiliti luar jangka ini.

32. Contingencies

(a) Contingent Liabilities

Proceedings are still ongoing at the High Court and Court of Appeal in appeal cases lodged by Insured Persons and PERKESO over discontentment with Social Security Appellate Board's decisions involving benefit payments amounting to RM705,034.42 (2022: RM405,126.58). No provision has been provided for these contingent liabilities.³³

33. Polisi dan Objektif Pengurusan Risiko Kewangan

MPSAS 30 memperkenalkan pendedahan yang berkaitan dengan instrumen kewangan dan tidak mempunyai sebarang kesan ke atas klasifikasi dan penilaian instrumen kewangan PERKESO.

PERKESO adalah terdedah kepada risiko kewangan yang terbit daripada operasinya dan penggunaan instrumen kewangan. Risiko kewangan utama termasuk risiko kadar faedah, harga ekuiti dan risiko kredit dan kecairan.

PERKESO mempunyai polisi dan garis panduan yang diluluskan serta kawalan dalaman yang

33. Financial Risk Management Objectives and Policies

MPSAS 30 introduces disclosures relating to the financial instruments and does not have any impact on the classification and valuation of PERKESO's financial instruments.

PERKESO is exposed to financial risks arising from its operations and the use of financial instruments. The key financial risks include interest rate, equity price and credit and liquidity risks.

PERKESO has an approved set of guidelines and policies as well as internal controls

menetapkan strategi perniagaan keseluruhannya untuk menguruskan risiko-risiko tersebut. Objektif keseluruhan pengurusan risiko kewangan PERKESO adalah untuk meningkatkan nilai pihak-pihak yang berkepentingan menerusi pengurusan risiko PERKESO yang berkesan.

Lembaga PERKESO mengkaji dan bersetuju dengan polisi dan prosedur pengurusan risiko ini. Seksyen berikutnya memberi butiran mengenai pendedahan PERKESO kepada risiko kewangan yang dinyatakan di atas dan objektif, polisi dan proses untuk pengurusan risiko-risiko tersebut.

Jadual di bawah menunjukkan analisis instrumen kewangan yang dikategorikan seperti berikut:

- (a) Nilai Saksama Melalui Lebihan atau Kurangan
- (b) Sedia untuk Dijual
- (c) Pinjaman Dan Belum Terima pada Kos Terlunas

which set out its overall business strategies to manage these risks. PERKESO's overall financial risk management objective is to enhance stakeholders' value through effective management of PERKESO's risks.

The Board of PERKESO reviews and agrees policies and procedures for the management of these risks. The following sections provide details regarding PERKESO's exposure to the abovementioned financial risks and the objectives, policies and processes for the management of these risks.

The table below provides an analysis of financial instruments categorised as follows:

- (a) Fair Value Through Surplus or Deficit ("FVTSD")
- (b) Available-for-Sale ("AFS")
- (c) Loans and Receivables at Amortised Cost ("LR")

KUMPULAN GROUP 2023

	Amaun Dibawa Carrying Amount	Nilai Saksama Melalui Lebihan atau Kurangan Fair Value Through Surplus or Deficit	Sedia untuk Dijual Available-for-Sale	Pinjaman dan Belum Terima pada Kos Terlunas Loans and Receivables at Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan Financial Assets				
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	51,771	-	-	51,771
Pelaburan Kewangan Sedia untuk Dijual Financial Investments Available-For-Sale	28,695,959	-	28,695,959	-
Aset Kewangan Dinyatakan pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	270,368	270,368	-	-
Derivatif Derivative	67,653	67,653	-	-
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	408,347	-	-	408,347
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	497,803	-	-	497,803
Deposit dengan Institusi Kewangan Berlesen Deposit with Licensed Financial Institutions	92,017	-	-	92,017
Tunai dan Kesetaraan Tunai Cash and Cash Equivalents	4,545,807	-	-	4,545,807
	34,629,725	338,021	28,695,959	5,595,745
Liabiliti Kewangan Financial Liabilities				
Derivatif Derivative	24,865	24,865	-	-
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	513,575	-	-	513,575
Pinjaman Borrowing	708,728	-	-	708,728
	1,247,168	24,865	-	1,222,303

KUMPULAN
GROUP

2022

	Amaun Dibawa Carrying Amount	Nilai Saksama Melalui Lebihan atau Kurangan Fair Value Through Surplus or Deficit	Sedia untuk Dijual Available-for-Sale	Pinjaman dan Belum Terima pada Kos Terlunas Loans and Receivables at Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan Financial Assets				
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	55,911	-	-	55,911
Pelaburan Kewangan Sedia untuk Dijual Financial Investments Available-for-Sale	24,358,326	-	24,358,326	-
Aset Kewangan Dinyatakan pada Nilai Saksama Melalui Lebihan atau Kurangan Financial Assets Designated at Fair Value Through Surplus or Deficit	169,938	169,938	-	-
Derivatif Derivative	38,767	38,767	-	-
Urus Niaga Pertukaran Belum Terima Receivables from Exchange Transactions	341,439	-	-	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables from Non-Exchange Transactions	458,082	-	-	458,082
Deposit dengan Institusi Kewangan Berlesen Deposit with Licensed Financial Institutions	61,438	-	-	61,438
Tunai dan Kesetaraan Tunai Cash and Cash Equivalents	6,418,743	-	-	6,418,743
	31,902,644	208,705	24,358,326	7,335,613
Liabiliti Kewangan Financial Liabilities				
Derivatif Derivative	19,301	19,301	-	-
Urus Niaga Pertukaran Belum Bayar Payables from Exchange Transactions	379,968	-	-	379,968
Pinjaman Borrowing	708,728	-	-	708,728
	1,107,997	19,301	-	1,088,696

PERKESO
PERKESO

2023

	Amaun Dibawa Carrying Amount	Nilai Saksama Melalui Lebihan atau Kurangan Fair Value Through Surplus or Deficit	Sedia untuk Dijual Available-for-Sale	Pinjaman dan Belum Terima pada Kos Terlunas Loans and Receivables at Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan Financial Assets				
Urus Niaga Pertukaran Pinjaman Loans from Exchange Transactions	51,771	-	-	51,771
Pelaburan Kewangan Sedia untuk Dijual Financial Investments Available-for-Sale	28,695,959	-	28,695,959	-
Aset Kewangan Dinyatakan pada Nilai Saksama Melalui Lebihan atau Kurangan Financial Assets Designated at Fair Value Through Surplus or Deficit	260,416	260,416	-	-
Derivatif Derivative	67,653	67,653	-	-
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	400,721	-	-	400,721
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables from Non-Exchange Transactions	497,803	-	-	497,803
Deposit dengan Institusi Kewangan Berlesen Deposit with Licensed Financial Institutions	912	-	-	912
Tunai dan Kesetaraan Tunai Cash and Cash Equivalents	4,534,290	-	-	4,534,290
	34,509,525	328,069	28,695,959	5,485,497
Liabiliti Kewangan Financial Liabilities				
Derivatif Derivative	24,865	24,865	-	-
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	564,667	-	-	564,667
	708,728	-	-	708,728
	1,298,260	24,865	-	1,273,395

PERKESO
PERKESO

2022

	Amaun Dibawa Carrying Amount	Nilai Saksama Melalui Lebihan atau Kurangan Fair Value Through Surplus or Deficit	Sedia untuk Dijual Available-for-Sale	Pinjaman dan Belum Terima pada Kos Terlunas Loans and Receivables at Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan Financial Assets				
Urus Niaga Pertukaran Pinjaman Loans from Exchange Transactions	55,911	-	-	55,911
Pelaburan Kewangan Sedia untuk Dijual Financial Investments Available-for-Sale	24,358,326	-	24,358,326	-
Aset Kewangan Dinyatakan pada Nilai Saksama Melalui Lebihan atau Kurangan Financial Assets Designated at Fair Value Through Surplus or Deficit	154,946	154,946	-	-
Derivatif Derivative	38,767	38,767	-	-
Urus Niaga Pertukaran Belum Terima Receivables from Exchange Transactions	337,874	-	-	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables from Non-Exchange Transactions	458,082	-	-	458,082
Deposit dengan Institusi Kewangan Berlesen Deposit with Licensed Financial Institutions	788	-	-	788

Tunai dan Kesetaraan Tunai Cash and Cash Equivalents	6,411,214	-	-	6,411,214
	31,815,908	193,713	24,358,326	7,263,869
Liabiliti Kewangan Financial Liabilities				
Derivatif Derivative	19,301	19,301	-	-
Urus Niaga Pertukaran Belum Bayar Payables from Exchange Transactions	418,230	-	-	418,230
Amaun Terhutang kepada Subsidiari Amount Due to Subsidiary	8	-	-	8
Pinjaman Borrowing	708,728	-	-	708,728
	1,146,267	19,301	-	1,126,966

(a) Risiko Pasaran

Risiko pasaran ialah risiko potensi kerugian akibat perubahan dalam nilai portfolio pelaburan atau instrumen kewangan lain yang ditunjukkan oleh perubahan dalam pemboleh ubah pasaran seperti kadar faedah semasa, kesan kadar pertukaran mata wang dan perubahan dalam harga saham yang disenaraikan di bursa saham. Pelaburan PERKESO diuruskan oleh Pengurus Portfolio dan Pengurusan PERKESO sendiri. Risiko pasaran diuruskan dan diseimbangkan dengan mempelbagaikan pendedahan pelaburan PERKESO dalam instrumen kewangan berkualiti dan berkecairan tinggi untuk memelihara modal dan mengoptimumkan pulangan atas pelaburan kepada PERKESO.

(i) Risiko Kadar Faedah

Risiko kadar faedah ialah risiko perubahan dalam nilai instrumen kewangan disebabkan sensitivitinya terhadap perubahan dalam kadar faedah semasa. Walau bagaimanapun, risiko ini terhad kepada pelaburan jangka pendek dan jangka panjang dengan institusi kewangan berlesen dan pelaburan dalam sekuriti bon yang diuruskan oleh Pengurus Portfolio dan Pengurusan PERKESO. Pelaburan Kumpulan dan PERKESO dalam sekuriti bon ialah pelaburan jangka panjang dalam sekuriti yang bergred kualiti tinggi yang dipegang untuk mengoptimumkan pulangan pelaburan.

Jadual berikut menunjukkan aset kewangan dan liabiliti kewangan Kumpulan dan PERKESO dan amaun dibawa, dianalisis berdasarkan penetapan semula faedah atau tarikh matang yang mana lebih awal:

(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 stock exchange. PERKESO's investments are managed by Portfolio Managers and the PERKESO's Management themselves. The market risk is managed and balanced by diversifying the exposure of PERKESO's investments into quality and high liquidity financial instruments so as to preserve the capital as and to optimise returns on investment to PERKESO.

(i) 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 and long-term investments with licensed financial institutions and investments in bond securities managed by Portfolio Managers and PERKESO's Management. The Group's and PERKESO's investment in bond securities are long-term investments in a high quality graded securities which are held to optimise investment returns.

The following table indicates the Group's and PERKESO's financial assets and financial liabilities and carrying amount, analysed by the interest repricing or maturity date whichever is the earlier:

KUMPULAN GROUP							
2023							
	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non- Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA							
CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	5,440	-	-	-	-	5,440
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	153,134	324,297	-	-	-	477,431
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	260,416	260,416
Derivatif Derivative	-	-	-	-	-	67,653	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	-	-	-	-	408,347	408,347
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	-	-	-	-	497,803	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	-	92,017	-	-	-	92,017
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	1,324,267	3,167,620	-	-	-	53,920	4,545,807
JUMLAH ASET SEMASA TOTAL CURRENT ASSETS	1,324,267	3,326,194	416,314	-	-	1,288,139	6,354,914
ASET BUKAN SEMASA							
NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	-	-	-	46,331	-	46,331
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	-	-	2,824,950	17,810,749	7,582,829	28,218,528
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	9,952	-	-	9,952
JUMLAH ASET BUKAN SEMASA TOTAL NON-CURRENT ASSETS	-	-	-	2,834,902	17,857,080	7,582,829	28,274,811
LIABILITI SEMASA							
CURRENT LIABILITIES							
Derivatif Derivative	-	-	-	-	-	24,865	24,865
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	-	-	-	-	-	513,575	513,575
Liabiliti Pajakan Lease Liabilities	-	-	-	-	-	7,418	7,418
Pinjaman Borrowing	-	-	8,728	-	-	-	8,728
JUMLAH LIABILITI SEMASA TOTAL CURRENT LIABILITIES	-	-	8,728	-	-	545,858	554,586
LIABILITI BUKAN SEMASA							
NON-CURRENT LIABILITIES							
Liabiliti Pajakan Lease Liabilities	-	-	-	-	-	11,413	11,413
Pinjaman Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA TOTAL NON-CURRENT LIABILITIES	-	-	-	-	700,000	11,413	711,413

KUMPULAN GROUP							
2022							
	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non- Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA							
CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	6,527	-	-	-	-	6,527
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	34	48	1,292,420	-	-	-	1,292,502
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	154,946	154,946
Derivatif Derivative	-	-	-	-	-	38,767	38,767
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	-	-	-	-	341,439	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	-	-	-	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	-	60,990	-	-	-	60,990
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	5,355,156	1,020,000	-	-	-	43,587	6,418,743
JUMLAH ASET SEMASA TOTAL CURRENT ASSETS	5,355,190	1,026,575	1,353,410	-	-	1,036,821	8,771,996
ASET BUKAN SEMASA							
NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	-	-	-	49,384	-	49,384
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	-	-	2,440,273	13,953,815	6,671,736	23,065,824
Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	14,992	-	-	14,992
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	-	-	448	-	-	448
JUMLAH ASET BUKAN SEMASA TOTAL NON-CURRENT ASSETS	-	-	-	2,455,713	14,003,199	6,671,736	23,130,648
LIABILITI SEMASA							
CURRENT LIABILITIES							
Derivatif Derivative	-	-	-	-	-	19,301	19,301
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	-	-	-	-	-	379,968	379,968
Liabiliti Pajakan Lease Liabilities	-	-	-	-	-	6,328	6,328
Pinjaman Borrowing	-	-	-	-	8,728	-	8,728
JUMLAH LIABILITI SEMASA TOTAL CURRENT LIABILITIES	-	-	-	-	8,728	405,597	414,325
LIABILITI BUKAN SEMASA							
NON-CURRENT LIABILITIES							
Liabiliti Pajakan Lease Liabilities	-	-	-	-	-	15,721	15,721
Pinjaman Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA TOTAL NON-CURRENT LIABILITIES	-	-	-	-	700,000	15,721	715,721

PERKESO PERKESO							
2023							
	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non- Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	5,440	-	-	-	-	5,440
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	153,134	324,297	-	-	-	477,431
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	260,416	260,416
Derivatif Derivative	-	-	-	-	-	67,653	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	-	-	-	-	400,721	400,721
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	-	-	-	-	497,803	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	-	912	-	-	-	912
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	1,324,267	3,167,620	-	-	-	42,403	4,534,290
JUMLAH ASET SEMASA TOTAL CURRENT ASSETS	1,324,267	3,326,194	325,209	-	-	1,268,996	6,244,666
ASET BUKAN SEMASA NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange TransactionS	-	-	-	-	46,331	-	46,331
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	-	-	2,824,950	17,810,749	7,582,829	28,218,528
JUMLAH ASET BUKAN SEMASA TOTAL NON-CURRENT ASSETS	-	-	-	2,824,950	17,857,080	7,582,829	28,264,859
LIABILITI SEMASA CURRENT LIABILITIES							
Derivatif Derivative	-	-	-	-	-	24,865	24,865
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	-	-	-	-	-	564,667	564,667
Pinjaman Borrowing	-	-	8,728	-	-	-	8,728
JUMLAH LIABILITI SEMASA TOTAL CURRENT LIABILITIES	-	-	8,728	-	-	589,532	598,260
LIABILITI BUKAN SEMASA NON-CURRENT LIABILITIES							
Pinjaman Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA TOTAL NON-CURRENT LIABILITIES	-	-	-	-	700,000	-	700,000

PERKESO PERKESO							
2022							
	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	>5 Tahun >5 Years	Bukan Faedah Sensitif Non- Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA							
CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	-	6,527	-	-	-	-	6,527
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	34	48	1,292,420	-	-	-	1,292,502
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	154,946	154,946
Derivatif Derivative	-	-	-	-	-	38,767	38,767
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	-	-	-	-	337,874	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	-	-	-	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	-	788	-	-	-	788
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	5,355,156	1,020,000	-	-	-	36,058	6,411,214
JUMLAH ASET SEMASA TOTAL CURRENT ASSETS	5,355,190	1,026,575	1,293,208	-	-	1,025,727	8,700,700
ASET BUKAN SEMASA							
NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman Loans From Exchange TransactionS	-	-	-	-	49,384	-	49,384
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	-	-	-	2,440,273	13,953,815	6,671,736	23,065,824
JUMLAH ASET BUKAN SEMASA TOTAL NON-CURRENT ASSETS	-	-	-	2,440,273	14,003,199	6,671,736	23,115,208
LIABILITI SEMASA							
CURRENT LIABILITIES							
Derivatif Derivative	-	-	-	-	-	19,301	19,301
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	-	-	-	-	-	418,230	418,230
Amaun Terhutang Kepada Subsidiari Amount Due To Subsidiary	-	-	-	-	-	8	8
Pinjaman Borrowing	-	-	-	-	8,728	-	8,728
JUMLAH LIABILITI SEMASA TOTAL CURRENT LIABILITIES	-	-	-	-	8,728	437,539	446,267
LIABILITI BUKAN SEMASA							
NON-CURRENT LIABILITIES							
Pinjaman Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA TOTAL NON-CURRENT LIABILITIES	-	-	-	-	700,000	-	700,000

Sensitiviti Kadar Faedah

Jadual berikut menunjukkan sensitiviti terhadap perubahan yang mungkin berlaku dalam kadar faedah terhadap pinjaman tersebut. Dengan semua pemboleh ubah lain yang tetap, jadual di bawah meringkaskan pendedahan Kumpulan dan PERKESO kepada risiko kadar faedah terhadap pinjaman berkadar tetap. Kumpulan dan PERKESO tidak mengambil kira sebarang aset kewangan berkadar tetap pada nilai saksama melalui lebihan atau kurangan. Oleh itu, perubahan kadar faedah pada akhir tempoh pelaporan tidak akan mempengaruhi lebihan atau kurangan.

KUMPULAN GROUP	2023 (RM'000)	2022 (RM'000)
Kesan Kepada Rizab Impact To Reserves		
Kenaikan Dalam 100 Mata Asas (+100 bps) Increase In 100 Basis Points (+100 bps)	10,184	4,096
Penurunan Dalam 100 Mata Asas (-100 bps) Decrease In 100 Basis Points (-100 bps)	(10,184)	(4,096)
Kesan Kepada Lebihan Atau Kurangan Impact To Surplus Or Deficit		
Kenaikan Dalam 100 Mata Asas (+100 bps) Increase In 100 Basis Points (+100 bps)	256,571	240,720
Penurunan Dalam 100 Mata Asas (-100 bps) Decrease In 100 Basis Points (-100 bps)	(256,571)	(240,720)
PERKESO PERKESO	2023 (RM'000)	2022 (RM'000)
Kesan Kepada Rizab Impact To Reserves		
Kenaikan Dalam 100 Mata Asas (+100 bps) Increase In 100 Basis Points (+100 bps)	10,184	4,096
Penurunan Dalam 100 Mata Asas (-100 bps) Decrease In 100 Basis Points (-100 bps)	(10,184)	(4,096)
Kesan Kepada Lebihan Atau Kurangan Impact To Surplus Or Deficit		
Kenaikan Dalam 100 Mata Asas (+100 bps) Increase In 100 Basis Points (+100 bps)	255,660	240,114
Penurunan Dalam 100 Mata Asas (-100 bps) Decrease In 100 Basis Points (-100 bps)	(255,660)	(240,114)

Pergerakan yang diandaikan dalam mata asas bagi analisis sensitiviti kadar faedah adalah berdasarkan persekitaran pasaran semasa yang boleh ditinjau.

Pelaburan bagi Kumpulan dan PERKESO dalam sekuriti hutang dan pinjaman berkadar tetap terdedah kepada risiko perubahan nilai saksama disebabkan oleh perubahan kadar faedah. Pelaburan dalam sekuriti ekuiti dan penghutang dan pemiutang jangka pendek adalah tidak terdedah kepada risiko kadar faedah yang signifikan.

Pendedahan kepada Risiko Kadar Faedah

Profil kadar faedah bagi instrumen kewangan berfaedah Kumpulan dan PERKESO, berdasarkan

Interest Rate Sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of borrowings. With all other variables held constant, the table below summarises the Group's and PERKESO's exposure to interest rate risk on fixed rate borrowings. The Group and PERKESO do not account for any fixed rate financial assets at fair value through surplus or deficit. Therefore, a change in interest rates at the end of the reporting period would not affect surplus or deficit.

amaun dibawa pada akhir tempoh pelaporan adalah:

The assumed movement in basis points for interest rate sensitivity analysis is based on the currently observable market environment.

The Group's and PERKESO's investments in fixed rate debt securities and its fixed rate borrowings are exposed to a risk of change in their fair value due to changes in interest rates. Investments in equity securities and short-term receivables and payables are not significantly exposed to interest rate risk.

Exposure to Interest Rate Risk

The interest rate profile of the Group's and PERKESO's significant interest-bearing financial

instruments, based on carrying amounts as at the end of the reporting period was:

KUMPULAN GROUP	2023 (RM'000)	2022 (RM'000)
Instrumen Kadar Tetap Fixed Rate Instruments		
Aset Kewangan Financial Assets	23,596,034	20,162,582
Instrumen Kadar Terapung Floating Rate Instruments		
Aset Kewangan Financial Assets	2,154,920	4,004,188
PERKESO PERKESO	2023 (RM'000)	2022 (RM'000)
Instrumen Kadar Tetap Fixed Rate Instruments		
Aset Kewangan Financial Assets	23,450,096	20,057,557
Instrumen Kadar Terapung Floating Rate Instruments		
Aset Kewangan Financial Assets	2,154,920	4,004,188

Weighted Average Interest Rate and Average Maturity

Kadar Faedah Purata Wajaran dan Purata Kematangan

Aset Kewangan

Kadar faedah purata wajaran setahun dan purata kematangan deposit seperti pada 31 Disember adalah seperti berikut:

Financial Assets

The weighted average interest rates per annum and the average maturity of deposits as at 31 December were as follows:

KUMPULAN GROUP	Kadar Faedah Purata Wajaran Weighted Average Interest Rates (%)	Purata Kematangan Average Maturity (Hari)
2023		
Bank Berlesen Licensed Banks	3.67	113
Institusi Kewangan Lain Other Financial Institutions	4.04	36
2022		
Bank Berlesen Licensed Banks	2.51	108
Institusi Kewangan Lain Other Financial Institutions	2.78	34
PERKESO PERKESO	Kadar Faedah Purata Wajaran Weighted Average Interest Rates (%)	Purata Kematangan Average Maturity (Hari)
2023		
Bank Berlesen Licensed Banks	4.07	42
Institusi Kewangan Lain Other Financial Institutions	4.04	36
2022		
Bank Berlesen Licensed Banks	2.61	33
Institusi Kewangan Lain Other Financial Institutions	2.78	34

(ii) Risiko Harga Ekuiti

Sekuriti ekuiti tersiar harga Kumpulan dan PERKESO adalah mudah dipengaruhi oleh risiko harga pasaran yang terbit daripada ketidakpastian terhadap nilai masa hadapan sekuriti pelaburan tersebut. PERKESO menguruskan risiko harga ekuiti menerusi kepelbagaian pelaburan dan meletakkan had ke atas instrumen ekuiti secara individu dan keseluruhan. Laporan mengenai portfolio ekuiti adalah dikemukakan kepada pengurusan kanan PERKESO secara berkala. Lembaga PERKESO mengkaji dan meluluskan semua keputusan bagi pelaburan ekuiti.

Sensitiviti Harga Ekuiti

Jadual berikut menunjukkan sensitiviti terhadap kemungkinan perubahan yang munasabah dalam harga ekuiti, dengan semua pemboleh ubah lain yang tetap, bagi ekuiti Kumpulan dan PERKESO (berikutan perubahan dalam nilai saksama pelaburan ekuiti sedia untuk dijual).

KUMPULAN dan PERKESO GROUP and PERKESO	Kesan Kepada Lebihan Atau Kurangan Impact To Surplus Or Deficit (RM'000)	Kesan Kepada Rizab Impact To Reserve (RM'000)
2023		
Peningkatan 10% Dalam Harga Ekuiti <i>Increase Of 10% In Equity Price</i>	30,320	751,488
Penurunan 10% Dalam Harga Ekuiti <i>Decrease Of 10% In Equity Price</i>	(30,320)	(751,488)
2022		
Peningkatan 10% Dalam Harga Ekuiti <i>Increase Of 10% In Equity Price</i>	17,441	595,444
Penurunan 10% Dalam Harga Ekuiti <i>Decrease Of 10% In Equity Price</i>	(17,441)	(595,444)

(iii) Risiko Mata Wang

Kumpulan dan PERKESO adalah terdedah kepada risiko mata wang asing bagi sekuriti yang disebut harga di luar Malaysia yang didenominasikan dalam mata wang selain yang berkaitan dengan mata wang fungsian entiti Kumpulan dan PERKESO. Mata wang yang menimbulkan risiko ini adalah terutamanya Dolar Amerika ("USD").

Pendedahan kepada Risiko Mata Wang Asing

Pendedahan Kumpulan dan PERKESO terhadap risiko mata wang asing (mata wang selain daripada mata wang fungsian entiti Kumpulan dan PERKESO), berdasarkan nilai dibawa pada akhir tempoh pelaporan adalah seperti berikut:

(ii) Equity Price Risk

The Group's and PERKESO's quoted equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. PERKESO manages the equity price risk through diversification and placing limits on individual and total equity instruments. Reports on the equity portfolio are submitted to PERKESO's senior management on a regular basis. The Board of PERKESO reviews and approves all equity investment decisions.

Equity Price Sensitivity

The following table demonstrates the sensitivity to a reasonably possible change in the equity price, with all other variables held constant, of the Group's and PERKESO's equity (due to changes in the fair value of available-for-sale equity investments).

(iii) Currency Risk

The Group and PERKESO are exposed to foreign currency risk on investment quoted securities outside Malaysia that are denominated in a currency other than the respective functional currency of Group and PERKESO. The currency giving rise to this risk are primarily U.S. Dollar ("USD").

Exposure to Currency Risk

The Group's and PERKESO's exposure to foreign currency (a currency which is other than the functional currency of the Group and PERKESO entities) risk, based on carrying amounts as at the end of the reporting period are as follows:

KUMPULAN dan PERKESO GROUP and PERKESO	Denominasi dalam USD Denominated In USD	
	2023 (RM'000)	2022 (RM'000)
Baki Yang Diiktiraf Dalam Penyata Kedudukan Kewangan Balances Recognised In The Statement Of Financial Position		
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	2,447,006	1,960,221
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	14,383	-
	2,461,389	1,960,221

Analisis Sensitiviti Risiko Mata Wang

Risiko mata wang asing timbul daripada Kumpulan dan PERKESO yang mempunyai mata wang fungsian USD. Pendedahan kepada risiko mata wang bagi Kumpulan dan PERKESO yang tidak mempunyai mata wang fungsian USD adalah tidak signifikan dan dengan itu, analisis sensitiviti tidak ditunjukkan.

Pengukuhan USD sebanyak 10% (2022: 10%) berbanding mata wang berikut pada akhir tempoh pelaporan akan meningkatkan ekuiti dan lebihan atau kurangan dengan amaun yang ditunjukkan di bawah. Analisis ini berdasarkan variasi kadar pertukaran mata wang asing yang dianggap wajar oleh Kumpulan dan PERKESO pada akhir tempoh pelaporan. Analisis ini mengandaikan bahawa semua pemboleh ubah lain, khususnya kadar faedah, kekal tidak berubah.

Currency Risk Sensitivity Analysis

Foreign currency risk arises from Group and PERKESO which have a USD functional currency. The exposure to currency risk of Group and PERKESO which do not have a USD functional currency is not material and hence, sensitivity analysis is not presented.

A 10% (2022: 10%) strengthening of the USD against the following currencies at the end of the reporting period would have increased equity and surplus or deficit by the amounts shown below. This analysis is based on foreign currency exchange rate variances that the Group and PERKESO considered to be reasonably possible at the end of the reporting period. The analysis assumes that all other variables, in particular interest rates, remained constant.

KUMPULAN dan PERKESO GROUP and PERKESO	Ekuiti Equity		Lebihan Atau Kurangan Surplus Or Deficit	
	2023 (RM'000)	2022 (RM'000)	2023 (RM'000)	2022 (RM'000)
USD	246,139	196,022	246,139	196,022
USD				

(b) Risiko Kredit

Risiko kredit adalah risiko yang berlaku akibat daripada ketidakmampuan pihak-pihak yang terlibat dalam urusan niaga perniagaan untuk memenuhi tanggungjawab bagi membayar faedah atau pulangan pelaburan seperti yang dipersetujui apabila kontrak terbabit berkuat kuasa. Pendedahan PERKESO terhadap risiko kredit adalah melalui aktiviti pemberian pinjaman, urusan niaga perniagaan umum, penempatan tunai, pelaburan dengan institusi kewangan berlesen dan pelaburan dalam bon korporat. PERKESO menguruskan risiko kreditnya dengan memantau secara berterusan kedudukan kewangan dan kelayakan kredit pihak-pihak yang berkaitan untuk menjaga kepentingannya dalam urusan niaga yang terlibat.

(b) 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. PERKESO's exposure to credit risk is via lending activities, general business transactions, cash placements, investments with licensed financial institutions and investment in corporate bonds. PERKESO manages its credit risk by continuously monitoring the financial standing and credit worthiness of relevant parties to preserve its interest in the transaction involved.

Analisis Pendedahan Maksimum kepada Risiko Kredit dan Jaminan dan Penambahan Kredit Lain

Pada tarikh pelaporan, pendedahan maksimum PERKESO kepada risiko kredit mengikut kelas aset kewangan adalah ditunjukkan dalam jadual berikut:

Analysis of Maximum Exposure to Credit Risk and Collateral and Other Credit Enhancements

At the reporting date, PERKESO's maximum exposure to credit risk by class of financial assets are shown in the following table:

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit Maximum Exposure to Credit Risk		
KUMPULAN GROUP	Aset Kewangan Berdaulat Sovereign Financial Asset (RM'000)	Aset Kewangan Bukan Berdaulat Non-Sovereign Financial Asset (RM'000)	Jumlah Total (RM'000)
2023			
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,000	46,771	51,771
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	15,667,994	13,027,965	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	270,368	270,368
Derivatif Derivative	-	67,653	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	408,347	408,347
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	497,803	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	92,017	92,017
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	-	4,545,807	4,545,807
	15,672,994	18,956,731	34,629,725
2022			
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,000	50,911	55,911
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	13,304,577	11,053,749	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	169,938	169,938
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	341,439	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	61,438	61,438
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	-	6,418,743	6,418,743
	13,309,577	18,554,300	31,863,877

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit Maximum Exposure to Credit Risk		
PERKESO PERKESO	Aset Kewangan Berdaulat Sovereign Financial Asset (RM'000)	Aset Kewangan Bukan Berdaulat Non-Sovereign Financial Asset (RM'000)	Jumlah Total (RM'000)
2023			
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,000	46,771	51,771
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	15,667,994	13,027,965	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	260,416	260,416
Derivatif Derivative	-	67,653	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	400,721	400,721
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	497,803	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	912	912
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	-	4,534,290	4,534,290
	15,672,994	18,836,531	34,509,525

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit Maximum Exposure to Credit Risk		
PERKESO PERKESO	Aset Kewangan Berdaulat Sovereign Financial Asset (RM'000)	Aset Kewangan Bukan Berdaulat Non-Sovereign Financial Asset (RM'000)	Jumlah Total (RM'000)
2022			
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	5,000	50,911	55,911
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	13,304,577	11,053,749	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	154,946	154,946
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	-	337,874	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non-Exchange Transactions	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	-	788	788
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalent	-	6,411,214	6,411,214
	13,309,577	18,467,564	31,777,141

Aset Kewangan Berdaulat terdiri daripada Sekuriti Kerajaan Malaysia, Terbitan Pelaburan Kerajaan, Bon Yang Dijamin oleh Kerajaan Malaysia yang tidak bercagar, selamat dan dijamin sepenuhnya ke atas pembayaran balik prinsipal dan faedah.

Sovereign Financial Asset comprise of Malaysian Government Securities, Government Investment Issues, Bonds Guaranteed by Government of Malaysia which is uncollateralised, secured and fully guaranteed on repayment of principal and interest.

Analisis Pengumuran Aset Kewangan Sama Ada Tertunggak atau Terjejas
Aging Analysis for Either Past Due or Impaired Financial Assets

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit				
KUMPULAN GROUP	Bukan Tertunggak dan Bukan Terjejas Neither Past Due Nor Impaired (RM'000)	Tertunggak Sehingga 3 Bulan Past Due Up To 3 Months (RM'000)	Tertunggak 3 Hingga 12 Bulan Past Due 3 To 12 Months (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
2023					
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	51,771	-	-	640	52,411
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	28,695,959	-	-	-	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	270,368	-	-	-	270,368
Derivatif Derivative	67,653	-	-	-	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	408,347	-	-	16,565	424,912
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non- Exchange Transactions	497,803	-	-	-	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	92,017	-	-	-	92,017
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalents	4,545,807	-	-	-	4,545,807
	34,629,725	-	-	17,205	34,646,930

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit				
KUMPULAN GROUP	Bukan Tertunggak dan Bukan Terjejas Neither Past Due Nor Impaired (RM'000)	Tertunggak Sehingga 3 Bulan Past Due Up To 3 Months (RM'000)	Tertunggak 3 Hingga 12 Bulan Past Due 3 To 12 Months (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
2022					
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	55,911	-	-	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	24,358,326	-	-	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebih Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	169,938	-	-	-	169,938
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	341,439	-	-	17,419	358,858
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non- Exchange Transactions	458,082	-	-	-	458,082
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	61,438	-	-	-	61,438
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalents	6,418,743	-	-	-	6,418,743
	31,863,877	-	-	18,469	31,882,346

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit				
PERKESO PERKESO	Bukan Tertunggak dan Bukan Terjejas Neither Past Due Nor Impaired (RM'000)	Tertunggak Sehingga 3 Bulan Past Due Up To 3 Months (RM'000)	Tertunggak 3 Hingga 12 Bulan Past Due 3 To 12 Months (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
2023					
Urus Niaga Pertukaran Pinjaman Loans From Exchange Transactions	51,771	-	-	640	52,411
Pelaburan Kewangan Sedia Untuk Dijual Financial Investments Available-For-Sale	28,695,959	-	-	-	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebih Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	260,416	-	-	-	260,416
Derivatif Derivative	67,653	-	-	-	67,653
Urus Niaga Pertukaran Belum Terima Receivables From Exchange Transactions	400,721	-	-	16,565	417,286
Urus Niaga Bukan Pertukaran Boleh Pulih Recoverables From Non- Exchange Transactions	497,803	-	-	-	497,803
Deposit Dengan Institusi Kewangan Berlesen Deposit With Licensed Financial Institutions	912	-	-	-	912
Tunai Dan Kesetaraan Tunai Cash And Cash Equivalents	4,534,290	-	-	-	4,534,290
	34,509,525	-	-	17,205	34,526,730

Aset Kewangan Financial Assets	Pendedahan Maksimum kepada Risiko Kredit				
PERKESO PERKESO	Bukan Tertunggak dan Bukan Terjejas Neither Past Due Nor Impaired (RM'000)	Tertunggak Sehingga 3 Bulan Past Due Up To 3 Months (RM'000)	Tertunggak 3 Hingga 12 Bulan Past Due 3 To 12 Months (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
2022					
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	55,911	-	-	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	24,358,326	-	-	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	154,946	-	-	-	154,946
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	337,874	-	-	17,419	355,293
Urus Niaga Bukan Pertukaran Boleh Pulih <i>Recoverables From Non- Exchange Transactions</i>	458,082	-	-	-	458,082
Deposit Dengan Institusi Kewangan Berlesen <i>Deposit With Licensed Financial Institutions</i>	788	-	-	-	788
Tunai Dan Kesetaraan Tunai <i>Cash And Cash Equivalents</i>	6,411,214	-	-	-	6,411,214
	31,777,141	-	-	18,469	31,795,610

Analisis terhadap aset kewangan yang dinilai terjejas adalah seperti berikut:

An analysis of the financial assets assessed to be impaired are as follows:

KUMPULAN GROUP	31 Disember 2023 31 December 2023 (RM'000)	31 Disember 2022 31 December 2022 (RM'000)
Aset Kewangan Kasar Gross Financial Assets	477,323	415,819
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	52,411	56,961
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	424,912	358,858
Tolak: Elaun Penjejasan Less: Allowance For Impairment	(17,205)	(18,469)
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	(640)	(1,050)
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	(16,565)	(17,419)
Aset Kewangan Bersih Net Financial Assets	460,118	397,350

PERKESO PERKESO		
Aset Kewangan Kasar Gross Financial Assets	469,697	412,254
Urut Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	52,411	56,961
Urut Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	417,286	355,293
Tolak: Elaun Penjejasan Less: Allowance For Impairment	(17,205)	(18,469)
Urut Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	(640)	(1,050)
Urut Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	(16,565)	(17,419)
Aset Kewangan Bersih Net Financial Assets	452,492	393,785

Kualiti Kredit

Pembahagian aset kewangan kasar mengikut kualiti kredit seperti pada 31 Disember adalah seperti berikut:

Credit Quality

Distribution of gross financial assets by credit quality as at 31 December are as follows:

Aset Kewangan Financial Assets	Berdaulat Sovereign (RM'000)	Kukuh Strong (RM'000)	Sederhana Moderate (RM'000)	Lemah Sub-standard (RM'000)	Tiada Penarafan Non Rated (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
KUMPULAN GROUP							
2023							
Urut Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	5,000	-	-	-	46,771	640	52,411
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	15,667,994	5,436,227	-	8,908	7,582,830	-	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebih Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	-	9,952	-	-	260,416	-	270,368
Derivatif <i>Derivative</i>	-	-	-	-	67,653	-	67,653
Urut Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	-	-	-	-	408,347	16,565	424,912
Urut Niaga Bukan Pertukaran Boleh Pulih <i>Recoverables From Non- Exchange Transactions</i>	-	-	-	-	497,803	-	497,803
Deposit Dengan Institusi Kewangan Berlesen <i>Deposit With Licensed Financial Institutions</i>	-	-	-	-	92,017	-	92,017
Tunai Dan Kesetaraan Tunai <i>Cash And Cash Equivalents</i>	-	-	-	-	4,545,807	-	4,545,807
	15,672,994	5,446,179	-	8,908	13,501,644	17,205	34,646,930

Aset Kewangan Financial Assets	Berdaulat Sovereign (RM'000)	Kukuh Strong (RM'000)	Sederhana Moderate (RM'000)	Lemah Sub-standard (RM'000)	Tiada Penarafan Non Rated (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
KUMPULAN GROUP							
2022							
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	5,000	-	-	-	50,911	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	13,304,577	4,372,304	9,709	-	6,671,736	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihn Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	-	14,992	-	-	154,946	-	169,938
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	-	-	-	-	341,439	17,419	358,858
Urus Niaga Bukan Pertukaran Boleh Pulih <i>Recoverables From Non- Exchange Transactions</i>	-	-	-	-	458,082	-	458,082
Deposit Dengan Institusi Kewangan Berlesen <i>Deposit With Licensed Financial Institutions</i>	-	-	-	-	61,438	-	61,438
Tunai Dan Kesetaraan Tunai <i>Cash And Cash Equivalents</i>	-	-	-	-	6,418,743	-	6,418,743
	13,309,577	4,387,296	9,709	-	14,157,295	18,469	31,882,346

Aset Kewangan Financial Assets	Berdaulat Sovereign (RM'000)	Kukuh Strong (RM'000)	Sederhana Moderate (RM'000)	Lemah Sub-standard (RM'000)	Tiada Penarafan Non Rated (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
PERKESO PERKESO							
2023							
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	5,000	-	-	-	46,771	640	52,411
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	15,667,994	5,436,227	-	8,908	7,582,830	-	28,695,959
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihn Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	-	-	-	-	260,416	-	260,416
Derivatif <i>Derivative</i>	-	-	-	-	67,653	-	67,653
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	-	-	-	-	400,721	16,565	417,286
Urus Niaga Bukan Pertukaran Boleh Pulih <i>Recoverables From Non- Exchange Transactions</i>	-	-	-	-	497,803	-	497,803
Deposit Dengan Institusi Kewangan Berlesen <i>Deposit With Licensed Financial Institutions</i>	-	-	-	-	912	-	912
Tunai Dan Kesetaraan Tunai <i>Cash And Cash Equivalents</i>	-	-	-	-	4,534,290	-	4,534,290
	15,672,994	5,436,227	-	8,908	13,391,396	17,205	34,526,730

Aset Kewangan Financial Assets	Berdaulat Sovereign (RM'000)	Kukuh Strong (RM'000)	Sederhana Moderate (RM'000)	Lemah Sub-standard (RM'000)	Tiada Penarafan Non Rated (RM'000)	Terjejas Impaired (RM'000)	Jumlah Total (RM'000)
PERKESO							
PERKESO							
2022							
Urus Niaga Pertukaran Pinjaman <i>Loans From Exchange Transactions</i>	5,000	-	-	-	50,911	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual <i>Financial Investments Available-For-Sale</i>	13,304,577	4,372,304	9,709	-	6,671,736	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebih Atau Kurangan <i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>	-	-	-	-	154,946	-	154,946
Urus Niaga Pertukaran Belum Terima <i>Receivables From Exchange Transactions</i>	-	-	-	-	337,874	17,419	355,293
Urus Niaga Bukan Pertukaran Boleh Pulih <i>Recoverables From Non- Exchange Transactions</i>	-	-	-	-	458,082	-	458,082
Deposit Dengan Institusi Kewangan Berlesen <i>Deposit With Licensed Financial Institutions</i>	-	-	-	-	788	-	788
Tunai Dan Kesetaraan Tunai <i>Cash And Cash Equivalents</i>	-	-	-	-	6,411,214	-	6,411,214
	13,309,577	4,372,304	9,709	-	14,085,551	18,469	31,795,610

Aset kewangan dikelaskan mengikut skala penarafan kredit dalaman yang konsisten dengan agensi penarafan kredit luaran. Klasifikasi kualiti kredit adalah seperti berikut:

- (i) Penarafan jangka panjang untuk pembayaran obligasi kewangan jangka panjang

Financial assets are classified into an internal rating scale which is consistent with external rating agencies. The credit quality classification is as follows:

- (i) Long term rating for payment of long term financial obligations

Klasifikasi Kualiti Kredit Credit Quality Classification	Penarafan Kredit Domestik Domestic Credit Rating	Definisi Klasifikasi Kualiti Kredit Definition Of Credit Quality Classification
Berdaulat Sovereign	Berdaulat Sovereign	Dikeluarkan atau dijamin oleh kerajaan Issued or guaranteed by the government
Kukuh Strong	AA Dan Ke Atas AA And Above	Keupayaan yang kukuh untuk memenuhi kewajipan kewangan Superior or strong ability to meet financial obligations
Sederhana Moderate	A A	Keupayaan yang mencukupi untuk memenuhi kewajipan kewangan Adequate ability to meet financial obligations
Lemah Sub-standard	BB BB	Keupayaan rendahlemah untuk memenuhi kewajipan kewangan Lowweak ability to meet financial obligations

- (ii) Aset kewangan tiada penarafan

Ini termasuk aset kewangan tanpa penarafan kredit luaran.

- (ii) Non-rated financial assets

This includes financial assets without external credit rating.

- (iii) Penarafan jangka pendek untuk pembayaran obligasi kewangan jangka pendek

Ini termasuk aset kewangan yang dinilai sebagai terjejas berdasarkan dasar perakaunan PERKESO.

- (iii) Short term rating for payment of short term financial obligations

This includes financial assets which are assessed as impaired based on PERKESO's accounting policies.

(c) Risiko Kecairan

Risiko kecairan dan aliran tunai berlaku apabila dana yang diperlukan tidak mencukupi untuk memenuhi komitmen kewangan apabila tiba masanya. PERKESO memantau aliran keluar dan aliran masuk tunai yang diunjurkan pada setiap masa bagi memastikan kedudukan kewangannya kekal teguh dengan kecairan yang mencukupi. Di samping itu, PERKESO juga memastikan tahap kecairan asetnya adalah mencukupi dan sentiasa ada apabila diperlukan menerusi penempatan sejumlah wang tunai dan deposit boleh cair di institusi kewangan berlesen berdasarkan anggaran komitmen kewangan yang akan dibayar untuk penyelesaian.

Jadual di bawah meringkaskan profil kematangan liabiliti kewangan Kumpulan dan PERKESO berdasarkan obligasi pembayaran balik kontrak yang tidak didiskaunkan:

(c) Liquidity Risk

Liquidity and cash flow risk occurs when funds needed are inadequate to meet financial commitments as and when they fall due. PERKESO monitors the projected cash outflows and inflows at all times to ensure that its financial position remain steadfast with ample liquidity. In addition, PERKESO also ensure its assets liquidity level is sufficient and readily available upon needed by placement of a certain sum of cash and liquidable deposits at licensed financial institutions based on the estimated financial commitments that will due for settlement.

Liabiliti Kewangan Financial Liabilities	Kurang Daripada 12 Bulan Less Than 12 Months (RM'000)	Lebih Daripada 12 Bulan More Than 12 Months (RM'000)	Jumlah Total (RM'000)
KUMPULAN GROUP			
2023			
Derivatif Derivative	24,865	-	24,865
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	513,575	-	513,575
Liabiliti Pajak Lease Liabilities	7,704	11,632	19,336
Pinjaman Borrowing	8,728	700,000	708,728
Jumlah Total	554,872	711,632	1,266,504
2022			
Derivatif Derivative	19,301	-	19,301
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	379,968	-	379,968
Liabiliti Pajak Lease Liabilities	6,693	16,110	22,803
Pinjaman Borrowing	8,728	700,000	708,728
Jumlah Total	414,690	716,110	1,130,800
Liabiliti Kewangan Financial Liabilities	Kurang Daripada 12 Bulan Less Than 12 Months (RM'000)	Lebih Daripada 12 Bulan More Than 12 Months (RM'000)	Jumlah Total (RM'000)
PERKESO PERKESO			
2023			
Derivatif Derivative	24,865	-	24,865
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	564,667	-	564,667
Pinjaman Borrowing	8,728	700,000	708,728
Jumlah Total	554,872	711,632	1,266,504

2022			
Derivatif Derivative	19,301	-	19,301
Urus Niaga Pertukaran Belum Bayar Payables From Exchange Transactions	418,230	-	418,230
Amaun Terhutang Kepada Subsidiari Amount Owed to Subsidiaries	8	-	8
Pinjaman Borrowing	8,728	700,000	708,728
Jumlah Total	446,267	700,000	1,146,267

34. Nilai Saksama

(a) Penentuan Nilai Saksama dan Hierarki Nilai Saksama

PERKESO menggunakan hierarki berikut untuk menentukan dan mendedahkan nilai saksama instrumen kewangan menerusi teknik penilaian:

Tahap 1: Tersiar (tidak diselaraskan) harga dalam pasaran aktif untuk aset atau liabiliti yang sama.

Tahap 2: Input selain daripada tersiar harga yang termasuk dalam Tahap 1 yang mana boleh ditinjau untuk aset atau liabiliti, sama ada secara langsung atau tidak langsung.

Tahap 3: Input untuk aset atau liabiliti yang tidak berdasarkan data pasaran yang boleh ditinjau (input yang tidak boleh ditinjau).

(i) Instrumen Kewangan di Tahap 1

Nilai saksama bagi instrumen kewangan yang mengurusniagakan di pasaran aktif adalah berdasarkan harga pasaran tersiar pada tarikh lembaran imbalan. Suatu pasaran dianggap sebagai aktif jika harga tersiar adalah tersedia dan biasanya boleh didapati daripada suatu pertukaran dan harga tersebut mewakili urus niaga pasaran yang sebenar dan berlaku secara kebiasaan mengikut asas urus niaga yang tulus. Ini termasuk ekuiti tersenarai dan sekuriti hutang korporat yang mengurusniagakan secara aktif.

(ii) Instrumen Kewangan di Tahap 2

Apabila nilai saksama ditentukan menggunakan harga tersiar dalam pasaran kurang aktif atau harga tersiar bagi aset dan liabiliti yang bersamaan, instrumen tersebut secara umumnya diklasifikasikan sebagai Tahap 2. Dalam keadaan di mana harga tersiar secara umumnya tidak boleh didapati, PERKESO kemudiannya menentukan nilai saksama berdasarkan teknik-teknik penilaian yang menggunakan input parameter pasaran yang mana termasuk tetapi tidak terhad kepada keluk hasil, turun naik dan kadar pertukaran asing. Majoriti teknik-teknik penilaian hanya menggunakan data pasaran yang boleh ditinjau, dengan itu kebolehpercayaan terhadap pengukuran nilai saksama itu adalah tinggi. Ini termasuk sekuriti kerajaan dan bon korporat.

34. Fair Value

(a) Determination of Fair Value and Fair Value Hierarchy

PERKESO uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique:

Level 1: Quoted (unadjusted) prices in active markets for identical assets or liabilities.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liabilities, either directly or indirectly.

Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

(i) Financial Instruments in Level 1

The fair value of financial instruments traded in active markets is based on quoted market prices at the balance sheet date. A market is regarded as active if quoted prices are readily and regularly available from an exchange and those prices represent actual and regularly occurring market transactions on an arm's length basis. This includes listed equities and corporate debt securities which are actively traded.

(ii) Financial Instruments in Level 2

Where fair value is determined using quoted prices in less active markets or quoted prices for similar assets and liabilities, such instruments are generally classified as Level 2. In cases where quoted prices are generally not available, PERKESO then determine fair value based upon valuation techniques that use as inputs, market parameters including but not limited to yield curves, volatilities and foreign exchange rates. The majority of valuation techniques employ only observable market data and so reliability of the fair value measurement is high. These would include government securities and corporate bonds.

(iii) Instrumen Kewangan di Tahap 3

"PERKESO mengklasifikasikan instrumen kewangan sebagai Tahap 3 apabila terdapat kebergantungan ke atas input-input yang tidak boleh ditinjau pada model penilaian yang menyumbang secara signifikan terhadap nilai instrumen.

Rizab penilaian atau pelarasan harga yang mana bersesuaian akan digunakan untuk digabungkan menjadi nilai saksama."

"Teknik-teknik penilaian dan input-input yang digunakan secara umumnya bergantung kepada terma kontrak dan risiko yang terdapat dalam instrumen itu serta ketersediaan maklumat harga di pasaran. Teknik-teknik utama yang digunakan termasuk aset ketara bersih, aliran tunai didiskaunkan dan lain-lain model penilaian yang bersesuaian. Ini termasuk pelaburan ekuiti persendirian."

(b) Instrumen Kewangan Diukur pada Nilai Saksama dan Hierarki Nilai Saksama

Nilai saksama instrumen kewangan dan teknik penilaian serta input-input yang digunakan untuk menentukan nilai saksama adalah seperti berikut:

(iii) Financial Instruments in Level 3

"PERKESO classifies financial instruments as Level 3 when there is reliance on unobservable inputs to the valuation model attributing to a significant contribution to the instrument value.

Valuation reserves or pricing adjustments where applicable will be used to converge to fair value."

"The valuation techniques and inputs used generally depend on the contractual terms and the risks inherent in the instrument as well as the availability of pricing information in the market. Principal techniques used include net tangible assets, discounted cash flows and other appropriate valuation models. These includes private equity investments."

(b) Financial Instruments Measured at Fair Value and the Fair Value Hierarchy

The fair value of the financial instruments and valuation technique and inputs used to determine the fair value are as follows:

KUMPULAN GROUP	Jumlah Total (RM'000)	Tahap 1 Level 1 (RM'000)	Tahap 2 Level 2 (RM'000)	Tahap 3 Level 3 (RM'000)
2023				
Aset Kewangan Financial Assets				
Pelaburan Sedia Untuk Dijual Financial Investments Available-For-Sale				
- Saham Tersiar - Quoted Shares	7,514,876	7,514,876	-	-
- Sekuriti Kerajaan Malaysia - Malaysian Government Securities	3,483,700	-	3,483,700	-
- Terbitan Pelaburan Kerajaan Malaysia - Malaysian Government Investment Issues	1,773,895	-	1,773,895	-
- Bon Tersiar - Quoted Bonds	15,855,534	-	15,855,534	-
- Saham Tidak Tersiar - Unquoted Shares	67,954	-	-	67,954
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan Financial Assets Designated At Fair Value Through Surplus Or Deficit	270,368	270,368	-	-
Derivatif Derivative	67,653	532	67,121	-
	29,033,980	7,785,776	21,180,250	67,954
Liabiliti Kewangan Financial Liability				
Pinjaman Borrowing	708,728	-	-	708,728

PERKESO PERKESO	Jumlah Total (RM'000)	Tahap 1 Level 1 (RM'000)	Tahap 2 Level 2 (RM'000)	Tahap 3 Level 3 (RM'000)
2022				
Aset Kewangan				
Financial Assets				
Pelaburan Sedia Untuk Dijual				
<i>Financial Investments Available-For-Sale</i>				
- Saham Tersiar	6,606,953	6,606,953	-	-
- <i>Quoted Shares</i>				
- Sekuriti Kerajaan Malaysia	1,709,699	-	1,709,699	-
- <i>Malaysian Government Securities</i>				
- Terbitan Pelaburan Kerajaan Malaysia	807,735	-	807,735	-
- <i>Malaysian Government Investment Issues</i>				
- Bon Tersiar	15,169,156	-	15,169,156	-
- <i>Quoted Bonds</i>				
- Saham Tidak Tersiar	64,783	-	-	64,783
- <i>Unquoted Shares</i>				
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan	169,938	169,938	-	-
<i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>				
Derivatif	38,767	372	38,395	-
<i>Derivative</i>				
	24,567,031	6,777,263	17,724,985	64,783
Liabiliti Kewangan				
Financial Liability				
Pinjaman	708,728	-	-	708,728
<i>Borrowing</i>				

PERKESO PERKESO	Jumlah Total (RM'000)	Tahap 1 Level 1 (RM'000)	Tahap 2 Level 2 (RM'000)	Tahap 3 Level 3 (RM'000)
2023				
Aset Kewangan				
Financial Assets				
Pelaburan Sedia Untuk Dijual				
<i>Financial Investments Available-For-Sale</i>				
- Saham Tersiar	7,514,876	7,514,876	-	-
- <i>Quoted Shares</i>				
- Sekuriti Kerajaan Malaysia	3,483,700	-	3,483,700	-
- <i>Malaysian Government Securities</i>				
- Terbitan Pelaburan Kerajaan Malaysia	1,773,895	-	1,773,895	-
- <i>Malaysian Government Investment Issues</i>				
- Bon Tersiar	15,855,534	-	15,855,534	-
- <i>Quoted Bonds</i>				
- Saham Tidak Tersiar	67,954	-	-	67,954
- <i>Unquoted Shares</i>				
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan	260,416	260,416	-	-
<i>Financial Assets Designated At Fair Value Through Surplus Or Deficit</i>				
Derivatif	67,653	532	67,121	-
<i>Derivative</i>				
	29,024,028	7,775,824	21,180,250	67,954
Liabiliti Kewangan				
Financial Liability				
Pinjaman	708,728	-	-	708,728
<i>Borrowing</i>				

PERKESO PERKESO	Jumlah Total (RM'000)	Tahap 1 Level 1 (RM'000)	Tahap 2 Level 2 (RM'000)	Tahap 3 Level 3 (RM'000)
2022				
Aset Kewangan				
Financial Assets				
Pelaburan Sedia Untuk Dijual				
Financial Investments Available-For-Sale				
- Saham Tersiar	6,606,953	6,606,953	-	-
- Quoted Shares				
- Sekuriti Kerajaan Malaysia	1,709,699	-	1,709,699	-
- Malaysian Government Securities				
- Terbitan Pelaburan Kerajaan Malaysia	807,735	-	807,735	-
- Malaysian Government Investment Issues				
- Bon Tersiar	15,169,156	-	15,169,156	-
- Quoted Bonds				
- Saham Tidak Tersiar	64,783	-	-	64,783
- Unquoted Shares				
Aset Kewangan Dinyatakan Pada Nilai Saksama				
Melalui Lebihan Atau Kurangan				
Financial Assets Designated At Fair Value				
Through Surplus Or Deficit				
Derivatif	38,767	372	38,395	-
Derivative				
	24,552,039	6,762,271	17,724,985	64,783
Liabiliti Kewangan				
Financial Liability				
Pinjaman	708,728	-	-	708,728
Borrowing				

(c) Nilai Saksama bagi Instrumen Kewangan tidak Dibawa pada Nilai Saksama

- (i) Tunai dan Kesetaraan Tunai, Deposit dengan Institusi Kewangan Berlesen, Belum Terima dan Belum Bayar

Amaun dibawa bagi aset dan liabiliti kewangan ini adalah anggaran yang munasabah bagi nilai saksama disebabkan ianya sama ada bersifat jangka masa pendek atau boleh dibayar balik atas permintaan.

- (ii) Urus Niaga Pertukaran Pinjaman

Amaun dibawa bagi urus niaga pertukaran pinjaman adalah hampir dengan nilai saksama. Nilai saksama bagi pinjaman belum terima adalah dianggarkan dengan mendiskaunkan anggaran aliran tunai masa hadapan menggunakan kadar faedah semasa bagi aset kewangan dengan profil risiko yang sama.

(d) Penyesuaian Terhadap Penilaian Saksama Tahap 3 bagi Pelaburan Kewangan Sedia untuk Dijual

Penyesuaian terhadap penilaian saksama Tahap 3 bagi pelaburan kewangan sedia untuk dijual adalah seperti jadual berikut:

(c) Fair Value of Financial Instruments Not Carried at Fair Value

- (i) Cash and Cash Equivalents, Deposits with Licensed Financial Institutions, Receivables and Payables

The carrying amount of these financial assets and liabilities are reasonable approximation of fair value due either to their short term nature or are repayable on demand.

- (ii) Loans from Exchange Transactions

The carrying amount of loans from exchange transactions approximate the fair value. The fair value of loans receivable are estimated by discounting the estimated future cash flows using current interest rates for financial assets with similar risk profile.

(d) Reconciliation of Level 3 Fair Valuation of Financial Investments Available-For-Sale

The following table provides a reconciliation of Level 3 fair valuation for financial investments available-for-sale:

	2023 RM'000	2022 RM'000
Pada 1 Januari At 1 January	64,783	47,193
Belian Purchase	14,277	7,918
Pulangan Modal Return Of Capital	(17,438)	(1,311)
Keuntungan(Kerugian) Diiktiraf Dalam Aset Bersih Rizab Gains Recognised In Net Asset Reserve	6,332	10,983
Pada 31 Disember As At 31 December	67,954	64,783

(e) Risiko Harga Ekuiti Tidak Tersiar

Sekuriti ekuiti tidak tersiar PERKESO adalah mudah terdedah kepada risiko pasaran dan kecairan.

Jadual berikut menunjukkan sensitiviti terhadap kemungkinan perubahan yang munasabah dalam nilai saksama ekuiti, dengan semua pemboleh ubah lain tidak berubah, bagi ekuiti tidak tersiar PERKESO. Ia tidak memberi kesan ke atas lebihan atau kurangan PERKESO.

(e) Unquoted Equity Price Risk

PERKESO's unquoted equity securities are susceptible to market and liquidity risk.

The following table demonstrates the sensitivity to a reasonably possible change in equity fair value with all other variables held constant, of PERKESO's unquoted equity. There is no impact on PERKESO's surplus or deficit.

	Kesan kepada Rizab Impact to Reserve	
	2023 (RM'000)	2022 RM'000
Peningkatan 10% dalam Nilai Saksama Saham Tidak Tersiar Increase of 10% in Fair Value of Unquoted Shares	6,795	6,478
Penurunan 10% dalam Nilai Saksama Saham Tidak Tersiar Decrease of 10% in Fair Value of Unquoted Shares	(6,795)	(6,478)



The background features a series of overlapping blue squares and rectangles of various sizes, creating a layered, architectural effect. Some squares have thin white outlines, while others are solid blue. The overall composition is clean and modern.

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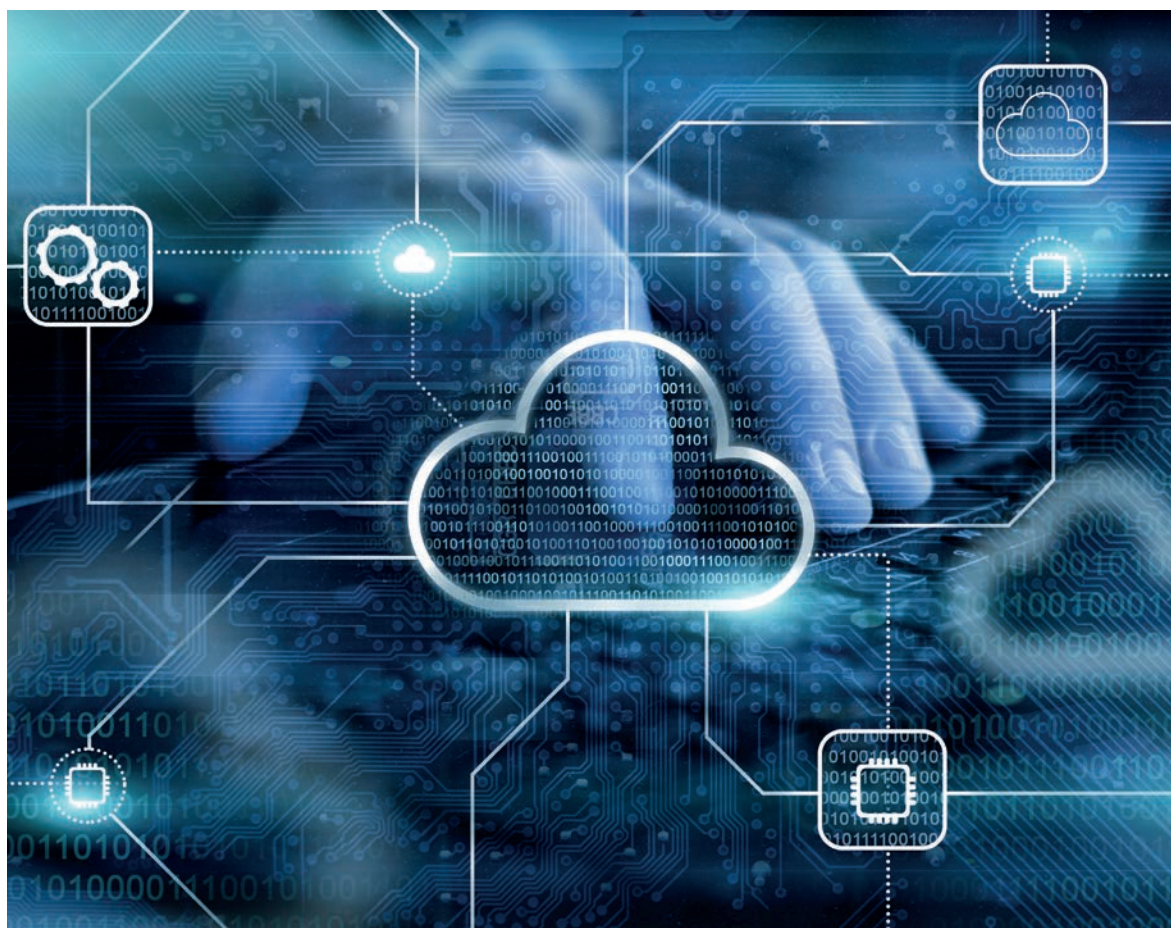
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TABLE 1: NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES BY STATE AND SCHEME, 2022-2023

Keseluruhan
Overall

"Negeri State"	Majikan Aktif Active Employers			Pekerja Aktif Active Employees		
	2022	2023	Δ'22'23	20223	20233	Δ'22'23
Johor	75,158	78,780	4.82%	1,197,056	1,259,493	5.22%
Kedah	22,667	23,305	2.81%	358,312	380,404	6.17%
Kelantan	10,467	11,028	5.36%	148,223	169,964	14.67%
Melaka	16,920	17,712	4.68%	269,062	289,384	7.55%
Negeri Sembilan	18,049	18,868	4.54%	266,623	279,257	4.74%
Pahang	21,144	21,957	3.85%	266,337	285,820	7.32%
Perak	41,261	42,859	3.87%	493,758	519,761	5.27%
Perlis	2,745	2,826	2.95%	32,156	35,178	9.40%
Pulau Pinang	39,997	42,077	5.20%	784,097	798,660	1.86%
Sabah	37,776	39,287	4.00%	504,910	533,050	5.57%
Sarawak	45,700	47,014	2.88%	628,980	659,190	4.80%
Selangor	134,342	142,867	6.35%	2,616,240	2,807,908	7.33%
Terengganu	10,854	11,492	5.88%	169,950	185,036	8.88%
W.P. Kuala Lumpur	88,007	94,070	6.89%	2,158,366	2,112,982	-2.10%
Jumlah Total	565,087	594,142	5.14%	9,894,070	10,316,087	4.27%

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 PNPPT pada tahun semasa majikan dan pekerja berurusan.

Refers to PNPPT for a current year which employers and employees deal for.

3 Termasuk pekerja tempatan, asing dan bekerja sendiri.

Includes local employees, foreign and self-employed.

Pekerja Tempatan (SBK & SK)
Local Worker

"Negeri State"	Majikan Aktif Active Employers			Pekerja Aktif Active Employees		
	2022	2023	Δ'22'23	20223	20233	Δ'22'23
Johor	70,464	73,168	3.84%	846,002	818,584	-3.24%
Kedah	21,802	22,456	3.00%	289,561	282,492	-2.44%
Kelantan	10,281	10,785	4.90%	122,993	121,088	-1.55%
Melaka	15,909	16,311	2.53%	200,401	198,898	-0.75%
Negeri Sembilan	16,812	17,407	3.54%	191,980	187,456	-2.36%
Pahang	19,722	20,355	3.21%	193,277	189,099	-2.16%
Perak	38,338	39,458	2.92%	366,788	356,150	-2.90%
Perlis	2,558	2,606	1.88%	25,148	24,721	-1.70%
Pulau Pinang	37,767	39,404	4.33%	607,880	590,012	-2.94%
Sabah	32,707	34,262	4.75%	362,798	377,086	3.94%
Sarawak	45,163	46,456	2.86%	532,090	536,796	0.88%
Selangor	124,023	128,932	3.96%	2,091,915	2,124,975	1.58%
Terengganu	10,644	11,187	5.10%	145,519	146,175	0.45%
W.P. Kuala Lumpur	80,332	84,050	4.63%	1,661,128	1,703,685	2.56%
Jumlah Total	526,522	546,837	3.86%	7,637,480	7,657,217	0.26%

Pekerja Asing (SBKPA)

Foreign Worker

"Negeri State"	Majikan Aktif Active Employers			Pekerja Aktif Active Employees		
	2022	2023	Δ'22'23	20223	20233	Δ'22'23
Johor	13,681	15,287	11.74%	298,367	369,072	23.70%
Kedah	2,593	2,686	3.59%	41,194	52,051	26.36%
Kelantan	564	677	20.04%	10,037	14,071	40.19%
Melaka	2,971	3,563	19.93%	57,394	75,514	31.57%
Negeri Sembilan	3,118	3,521	12.92%	57,267	70,956	23.90%
Pahang	3,223	3,570	10.77%	49,977	63,968	27.99%
Perak	7,313	8,107	10.86%	90,163	114,198	26.66%
Perlis	307	356	15.96%	2,614	3,162	20.96%
Pulau Pinang	7,204	8,042	11.63%	150,980	179,056	18.60%
Sabah	9,472	9,604	1.39%	107,743	119,771	11.16%
Sarawak	3,844	3,981	3.56%	65,391	78,539	20.11%
Selangor	27,458	32,167	17.15%	414,868	535,873	29.17%
Terengganu	716	878	22.63%	11,000	15,951	45.01%
W.P. Kuala Lumpur	18,029	21,155	17.34%	226,233	298,242	31.83%
Jumlah Total	100,493	113,594	13.04%	1,583,228	1,990,424	25.72%

Pekerja Sendiri (SKSPS)

Self-Employed

"Negeri State"	Majikan Aktif Active Employers			Pekerja Aktif Active Employees		
	2022	2023	Δ'22'23	20223	20233	Δ'22'23
Johor				52,687	71,837	36.35%
Kedah				27,557	45,861	66.42%
Kelantan				15,193	34,805	129.09%
Melaka				11,267	14,972	32.88%
Negeri Sembilan				17,376	20,845	19.96%
Pahang				23,083	32,753	41.89%
Perak				36,807	49,413	34.25%
Perlis				4,394	7,295	66.02%
Pulau Pinang				25,237	29,592	17.26%
Sabah				34,369	36,193	5.31%
Sarawak				31,499	43,855	39.23%
Selangor				109,457	147,060	34.35%
Terengganu				13,431	22,910	70.58%
W.P. Kuala Lumpur				271,005	111,055	-59.02%
Jumlah Total				673,362	668,446	-0.73%

Pekerja Tempatan (SIP)

Local Worker

"Negeri State"	Majikan Aktif Active Employers			Pekerja Aktif Active Employees		
	2022	2023	Δ'22'23	20223	20233	Δ'22'23
Johor	67,427	70,353	4.34%	760,711	738,651	-2.90%
Kedah	20,475	21,268	3.87%	254,797	249,766	-1.97%
Kelantan	9,465	10,145	7.18%	98,779	97,116	-1.68%
Melaka	15,051	15,504	3.01%	179,543	177,628	-1.07%
Negeri Sembilan	15,741	16,409	4.24%	169,248	166,017	-1.91%
Pahang	18,819	19,541	3.84%	171,525	168,494	-1.77%
Perak	36,117	37,281	3.22%	321,163	310,488	-3.32%
Perlis	2,333	2,405	3.08%	20,366	20,138	-1.12%
Pulau Pinang	36,124	37,762	4.53%	550,706	536,195	-2.63%
Sabah	31,076	32,724	5.30%	318,377	330,443	3.79%
Sarawak	43,380	44,802	3.28%	474,410	477,383	0.63%
Selangor	119,929	125,296	4.48%	1,867,335	1,909,267	2.25%
Terengganu	9,918	10,678	7.66%	120,072	122,700	2.19%
W.P. Kuala Lumpur	77,425	81,342	5.06%	1,483,848	1,493,781	0.67%
Jumlah Total	503,280	525,510	4.42%	6,790,880	6,798,067	0.11%

JADUAL 2: BILANGAN MAJIKAN DAN PEKERJA AKTIF MENGIKUT LINGKUNGAN PEKERJA DAN SKIM, 2022-2023
TABLE 2: NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES BY EMPLOYEES RANGE AND SCHEME, 2022-2023

Keseluruhan
Overall

"Lingkungan Pekerja Employees Range"	Majikan Aktif Active Employers		Pekerja Aktif Active Employees	
	2022	2023	2022 ¹	2023 ¹
Bawah Below 100	549,493	577,755	5,024,546	5,529,134
100 - 199	8,396	8,892	994,410	1,091,750
200 - 299	2,945	3,008	592,776	603,004
300 - 399	1,283	1,391	370,900	374,029
400 - 499	790	823	280,883	278,348
500 - 599	462	506	195,177	197,424
600 - 699	278	325	180,483	172,815
700 - 799	207	223	139,282	164,122
800 - 899	202	199	114,501	121,792
900 - 999	116	147	105,203	107,959
1,000 dan lebih and over	915	873	1,895,909	1,675,709
Jumlah Total	565,087	594,142	9,894,070	10,316,086

Nota Note :
¹ Termasuk pekerja tempatan, asing dan bekerja sendiri.
Includes local employees, foreign and self-employed.

Pekerja Tempatan (SBK & SK)
Local Worker

"Lingkungan Pekerja Employees Range"	Majikan Aktif Active Employers		Pekerja Aktif Active Employees	
	2022	2023	2022 ¹	2023 ¹
Bawah Below 100	514,597	535,366	3,983,682	4,019,848
100 - 199	6,567	6,382	722,758	729,969
200 - 299	2,058	1,937	400,273	390,892
300 - 399	998	956	256,828	259,962
400 - 499	572	531	190,200	197,001
500 - 599	326	329	146,193	145,278
600 - 699	232	242	128,247	128,713
700 - 799	178	169	111,961	117,130
800 - 899	144	147	93,206	83,014
900 - 999	94	105	80,925	81,547
1,000 dan lebih and over	756	673	1,523,207	1,503,863
Jumlah Total	526,522	546,837	7,637,480	7,657,217

Pekerja Asing (SBKPA) Foreign Worker

"Lingkungan Pekerja Employees Range"	Majikan Aktif Active Employers		Pekerja Aktif Active Employees	
	2022	2023	2022'	2023'
Bawah Below 100	97,206	109,114	726,447	840,840
100 - 199	1,986	2,633	275,715	361,781
200 - 299	627	910	147,703	212,112
300 - 399	265	344	89,458	114,067
400 - 499	113	183	49,367	81,347
500 - 599	75	102	43,017	52,146
600 - 699	43	66	25,600	44,102
700 - 799	34	65	23,971	46,992
800 - 899	27	44	23,028	38,778
900 - 999	24	25	24,654	26,412
1,000 dan lebih and over	93	108	154,268	171,846
Jumlah Total	100,493	113,594	1,583,228	1,990,423

Pekerja Tempatan (SIP) Local Worker (EIS)

"Lingkungan Pekerja Employees Range"	Majikan Aktif Active Employers		Pekerja Aktif Active Employees	
	2022	2023	2022'	2023'
Bawah Below 100	493,439	516,054	3,692,680	3,721,570
100 - 199	5,488	5,301	618,062	621,865
200 - 299	1,711	1,630	344,502	339,979
300 - 399	814	781	211,627	201,376
400 - 499	429	388	156,086	168,150
500 - 599	262	271	123,076	126,738
600 - 699	199	203	110,962	102,461
700 - 799	144	143	92,974	94,903
800 - 899	95	101	72,325	62,652
900 - 999	92	75	66,697	62,742
1,000 dan lebih and over	607	563	1,301,889	1,295,631
Jumlah Total	503,280	525,510	6,790,880	6,798,067

JADUAL 3: BILANGAN PEKERJA AKTIF MENGIKUT KUMPULAN UMUR, JANTINA DAN SKIM, 2023
TABLE 3: NUMBER OF ACTIVE EMPLOYEES BY AGE GROUP, GENDER AND SCHEME, 2023

Pekerja Tempatan (SBK & SK)

Local Worker

"Kumpulan Umur Age Group"	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"
15-19	143,740	102,938	246,678
20-24	634,199	520,109	1,154,308
25-29	803,840	696,786	1,500,626
30-34	667,814	520,629	1,188,443
35-39	566,129	420,834	986,963
40-44	445,215	329,778	774,993
45-49	369,458	274,785	644,243
50-54	302,357	202,718	505,075
55-59	219,908	131,362	351,270
60-64	116,754	63,013	179,767
65 dan lebih and over	86,778	38,073	124,851
Jumlah Total	4,356,192	3,301,025	7,657,217

Pekerja Asing (SBKPA)

Foreign Worker

"Kumpulan Umur Age Group"	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"
15-19	25,604	5,816	31,420
20-24	276,160	54,880	331,040
25-29	355,663	54,695	410,358
30-34	339,940	41,988	381,928
35-39	321,503	39,613	361,116
40-44	236,086	35,349	271,435
45-49	105,899	22,943	128,842
50-54	42,416	10,422	52,838
55-59	12,865	3,141	16,006
60-64	3,119	685	3,804
65 dan lebih and over	1,422	215	1,637
Jumlah Total	1,720,677	269,747	1,990,424

Pekerja Sendiri (SBKPA)

Self-Employed

"Kumpulan Umur Age Group"	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"
15-19	4,721	3,951	8,672
20-24	41,154	14,817	55,971
25-29	56,630	19,102	75,732
30-34	53,648	23,337	76,985
35-39	51,932	27,995	79,927
40-44	45,637	27,476	73,113
45-49	41,313	26,933	68,246
50-54	39,167	26,079	65,246
55-59	36,631	22,647	59,278
60-64	29,807	15,236	45,043
65 dan lebih and over	44,153	16,080	60,233
Jumlah Total	444,793	223,653	668,446

JADUAL 4: KEKERAPAN RELATIF KEMALANGAN DILAPORKAN 2019-2023
TABLE 4: RELATIVE FREQUENCY OF ACCIDENTS REPORTED, 2019-2023

Item	2019	2020 ³	2021 ³	2022 ³	2023 ³
"Bilangan kemalangan dilaporkan Number of accidents reported"	77,642	68,710	58,154	75,116	86,897
"Bilangan kemalangan semasa perjalanan ¹ dilaporkan Number of commuting ¹ accidents reported"	37,846	30,618	23,935	33,421	39,152
"Bilangan kemalangan perusahaan ² dilaporkan Number of industrial ² accidents reported"	39,796	38,092	34,218	41,695	47,745
"Kadar kemalangan (per 10,000 pekerja) Accident rate (per 10,000 employees)"	108	79	64	76	84
"Kemalangan perjalanan (per 10,000 pekerja) Commuting accident rate (per 10,000 employees)"	53	35	26	34	38
"Kadar kemalangan perusahaan (per 10,000 pekerja) Industrial accident rate (per 10,000 employees)"	55	44	38	42	46

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 occurred at the workplace including occupational diseases.

³ Termasuk pekerja tempatan, asing dan bekerja sendiri.

Includes local employees, foreign and self-employed.

JADUAL 5: BILANGAN KEMALANGAN DILAPORKAN MENGIKUT NEGERI DAN SKIM, 2023
TABLE 5: NUMBER OF ACCIDENTS REPORTED BY STATE AND SCHEME, 2023

Negeri State	Pekerja Tempatan (SBK)	Pekerja Asing (SBKPA)	Pekerja Sendiri (SKSPS)	Jumlah Total
Johor	11,266	1,436	534	13,236
Kedah	4,934	195	337	5,466
Kelantan	1,431	80	135	1,646
Melaka	3,153	218	179	3,550
Negeri Sembilan	3,272	254	197	3,723
Pahang	3,189	304	188	3,681
Perak	5,960	489	460	6,909
Perlis	349	2	75	426
Pulau Pinang	8,591	338	255	9,184
Sabah	1,724	250	95	2,069
Sarawak	3,532	231	257	4,020
Selangor	18,826	1,234	773	20,833
Terengganu	1,651	50	117	1,818
W.P. Kuala Lumpur	9,493	424	419	10,336
Jumlah Total	77,371	5,505	4,021	86,897

JADUAL 6: BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN, JANTINA DAN SKIM, 2023
TABLE 6: NUMBER OF ACCIDENTS AND BENEFITS PAID BY INDUSTRY, GENDER AND SCHEME, 2023

Pekerja Tempatan (SBK & SK)
Local Worker

"Kumpulan Umur Age Group"	"Kemalangan dilaporkan Accidents 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, Perikanan dan Perhutanan Agriculture, Forestry and Fishing"	1,404	331	1,735	1,417	360	1,777	400	70	470	37	-	37
"Perlombongan dan Pengkuarian Mining and Quarrying"	230	16	246	208	16	224	76	4	80	6	-	6
Pembuatan Manufacturing	12,572	3,492	16,064	13,104	3,992	17,096	4,092	917	5,009	189	23	212
"Perkhidmatan Elektrik, Gas, Air dan Kebersihan Electricity, Gas, Water and Sanitary Services"	402	55	457	366	49	415	160	15	175	3	-	3
Pembinaan Construction	9,915	2,288	12,203	10,151	2,511	12,662	2,967	606	3,573	174	13	187
Perdagangan Trading	-											
i. Perdagangan Borong Wholesale Trade	3,701	684	4,385	3,722	983	4,705	1,027	168	1,195	60	6	66
ii. Perdagangan Runcit Retail Trade	3,046	1,156	4,202	3,138	1,243	4,381	748	202	950	58	7	65
Jumlah Total	6,747	1,840	8,587	6,860	2,226	9,086	1,775	370	2,145	118	13	131
"Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman Accommodation and Food Services Activities"	958	385	1,343	969	393	1,362	193	73	266	11	4	15
"Pengangkutan dan Penyimpanan Transportation and Storage"	2,669	281	2,950	2,674	282	2,956	952	67	1,019	54	2	56
"Aktiviti Kewangan dan Insurans Takaful Financial and InsuranceTakaful Activities"	960	664	1,624	911	748	1,659	279	188	467	5	1	6
"Aktiviti Hartanah, Penyewaan dan Perniagaan Real Estate, Leasing and Business"	3,856	969	4,825	3,982	1,468	5,450	1,206	231	1,437	61	6	67
"Pentadbiran dan Pertahanan Awam Keselamatan Sosial Wajib Public Administration and Defence Compulsory Social Security"												
"i. Pentadbiran dan Pertahanan Awam Keselamatan Sosial Wajib Public Administration and Defence Compulsory Social Security"	12,774	3,608	16,382	12,741	4,444	17,185	3,456	706	4,162	265	35	300
ii. Pendidikan Education	159	148	307	179	149	328	54	25	79	-	2	2
iii. Kesihatan dan Kerja Sosial Health and Social Work	1,039	647	1,686	1,359	1,949	3,308	305	157	462	28	4	32
"Iv. Aktiviti Perkhidmatan Komuniti, Sosial dan Persendirian Lain Other Community, Social and Personal Services Activities"	183	57	240	182	60	242	42	15	57	3	-	3
Jumlah Total	14,155	4,460	18,615	14,461	6,602	21,063	3,857	903	4,760	296	41	337
"Isi Rumah Persendirian dan Pekerja Bergaji Private Household with Employed Person"	6,505	1,873	8,378	6,553	2,140	8,693	1,877	437	2,314	110	6	116
"Aktiviti Badan dan Pertubuhan Luar Wilayah Activities of Extraterritorial Organisations and Bodies"	279	65	344	366	87	453	102	13	115	3	1	4
Jumlah keseluruhan Grand total	60,652	16,719	77,371	62,022	20,874	82,896	17,936	3,894	21,830	1,067	110	1,177

Pekerja Asing (SBKPA)
Foreign Worker

"Kumpulan Umur Age Group"	"Kemalangan dilaporkan Accidents 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, Perikanan dan Perhutanan Agriculture, Forestry and Fishing"	758	32	790	710	28	738	35	1	36	1	1	2
"Pertambangan dan Pengkuarian Mining and Quarrying"	13	-	13	8	-	8	1	-	1	-	-	-
Pembuatan Manufacturing	1,824	91	1,915	2,018	111	2,129	154	11	165	11	2	13
"Perkhidmatan Elektrik, Gas, Air dan Kebersihan Electricity, Gas, Water and Sanitary Services"	5	-	5	5	-	5	-	-	-	-	-	-
Pembinaan Construction	694	33	727	589	40	629	25	3	28	8	-	8
Perdagangan Trading						-						
i. Perdagangan Borong Wholesale Trade	326	13	339	298	16	314	29	-	29	4	-	4
ii. Perdagangan Runcit Retail Trade	182	7	189	234	7	241	24	1	25	4	-	4
Jumlah Total	508	20	528	532	23	555	53	1	54	8	-	8
"Penginapan dan Aktiviti Perkhidmatan Makanan dan Minuman Accommodation and Food Services Activities"	22	-	22	17	1	18	2	-	2	-	-	-
"Pengangkutan dan Penyimpanan Transportation and Storage"	81	1	82	65	-	65	3	-	3	1	-	1
"Aktiviti Kewangan dan Insurans Takaful Financial and Insurance Takaful Activities"	2	1	3	3	1	4	1	-	1	-	-	-
"Aktiviti Hartanah, Penyewaan dan Perniagaan Real Estate, Leasing and Business"	256	6	262	243	14	257	12	-	12	6	-	6
"Pentadbiran dan Pertahanan Awam Keselamatan Sosial Wajib Public Administration and DefenceCompulsory Social Security"			-									
"i. Pentadbiran dan Pertahanan Awam Keselamatan Sosial Wajib Public Administration and DefenceCompulsory Social Security"	660	32	692	525	29	554	42	1	43	10	1	11
ii. Pendidikan Education	1	1	2	1	1	2	-	-	-	-	-	-
iii. Kesihatan dan Kerja Sosial Health and Social Work	27	-	27	15	-	15	-	-	-	1	-	1
"iv. Aktiviti Perkhidmatan Komuniti, Sosial dan Persendirian Lain Other Community, Social and Personal Services Activities"	2	1	3	-	-	-	-	-	-	-	-	-
Jumlah Total	690	34	724	541	30	571	42	1	43	11	1	12
"Isi Rumah Persendirian dan Pekerja Bergaji Private Household with Employed Person"	410	19	429	221	13	234	15	1	16	10	-	10
"Aktiviti Badan dan Pertubuhan Luar Wilayah Activities of Extraterritorial Organisations and Bodies"	5	-	5	8	-	8	1	-	1	-	-	-
Jumlah keseluruhan Grand total	5,288	237	5,505	4,960	261	5,221	344	18	362	56	4	60

Pekerja Sendiri (SKSPS)
Self-Employed

"Kumpulan Umur Age Group"	"Kemalangan dilaporkan Accidents 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"
Ejen Agents	31	15	46	23	8	31	7	-	7	-	-	-
Kesenian Arts	12	6	18	12	5	17	2	-	2	-	-	-
Makanan Food	38	73	111	17	46	63	6	10	16	-	1	1
Pembinaan Construction	105	7	112	103	3	106	20	-	20	2	-	2
Pembuatan Manufacturing	34	12	46	32	9	41	11	2	13	1	-	1
Pemprosesan Data Data Process	1	-	1	1	-	1						
Pengangkutan Barangan dan Makanan Transportation of Goods and Food	1,504	61	1,565	1,596	62	1,658	544	18	562	27	-	27
Pengangkutan Penumpang Transportation of Passengers	478	62	540	286	25	311	93	7	100	9	-	9
Penjagaan, Perawatan dan Pemulihan Kesihatan Health Care, Treatment and Rehabilitation	8	17	25	6	14	20	2	2	4	-	-	-
Penjaja Hawkers	117	107	224	103	94	197	18	14	32	1	2	3
Penternakan Farming	17	-	17	14	1	15	4	-	4	1	-	1
Perhutanan Forestry	3	-	3	3	-	3	1	-	1	-	-	-
Perikanan Fisheries	175	11	186	135	7	142	34	3	37	16	1	17
Perkhidmatan Isi Rumah Household Services	3	14	17	4	13	17	1	3	4	-	-	-
Perkhidmatan Profesional Professional Services	19	3	22	21	5	26	3	1	4	-	-	-
Perkhidmatan Sokongan Supporting Services	607	175	782	554	155	709	112	19	131	20	-	20
Perniagaan Online Online Business	15	16	31	13	15	28	5	3	8	-	-	-
Pertanian Agriculture	224	47	271	83	21	104	19	3	22	5	1	6
Premis Penginapan Accommodation Premises	4	-	4	-	-	-	-	-	-	-	-	-
Teknologi Maklumat Information Technology	-	-	-	4	2	6	2	-	2	-	-	-
Jumlah keseluruhan Grand total	3,395	626	4,021	3,010	485	3,495	894	85	969	82	5	87

JADUAL 7: BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT SEBAB KEMALANGAN DAN JANTINA, 2023
TABLE 7: NUMBER OF ACCIDENTS AND BENEFITS PAID BY CAUSE OF ACCIDENT AND GENDER, 2023

"Kumpulan Umur Age Group"	"Kemalangan dilaporkan Accident's 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												
"Orang terjatuh dari tempat tinggi dan terjunam ke dalam jurang lubang Person falling from heights into pitsholes"	9,346	2,520	11,866	9,583	2,733	12,316	2,720	589	3,309	155	10	165
"Orang terjatuh pada aras yang sama Person falling from same level"	10,089	3,287	13,376	10,356	3,246	13,602	2,832	787	3,619	220	23	243
Jumlah total	19,435	5,807	25,242	19,939	5,979	25,918	5,552	1,376	6,928	375	33	408
Terhempap oleh benda-benda yang jatuh Struck by falling object												
"Tertimbus oleh tanah batu pasir Slides and cave-in under earthsand"	181	24	205	183	22	205	25	2	27	6	-	6
"Ditimpa bangunan runtuh, dinding atau tangga Collapsing of building wall or staircase"	1,258	438	1,696	810	276	1,086	169	56	225	14	-	14
"Dihempap oleh benda-benda yang jatuh semasa penyelenggaraan Struck by falling objects during handling"	1,045	109	1,154	1,071	96	1,167	223	19	242	6	-	6
"Dihempap oleh benda-benda yang jatuh, tidak dispesifikasikan Struck by falling objects, unspecified"	2,486	600	3,086	2,345	687	3,032	511	93	604	12	-	12
Jumlah total	4,970	1,171	6,141	4,409	1,081	5,490	928	170	1,098	38	-	38
Terpijak di atas terkena terhempap oleh benda-benda (tidak termasuk benda jatuh) Stepping on, striking against or struck by object (excluding falling object)												
Terpijak sesuatu objek Stepping on objects	5,095	1,137	6,232	5,131	1,142	6,273	1,828	317	2,145	110	8	118
Terkena objek yang pegun Striking against stationary objects	7,981	1,638	9,619	8,431	1,882	10,313	2,255	432	2,687	96	15	111
Terkena objek yang bergerak Striking against moving objects	9,873	2,610	12,483	10,007	2,500	12,507	2,769	635	3,404	275	34	309
Terhempap oleh benda yang melayang atau berterbangan Struck by flying objects	953	148	1,101	930	142	1,072	227	28	255	5	-	-
Jumlah total	23,902	5,533	29,435	24,499	5,666	30,165	7,079	1,412	8,491	486	57	543
"Tersepit di antara objek pegun dan bergerak Caught between a stationary and moving objects"												
"Tersepit di antara objek yang bergerak Caught between moving objects"	930	150	1,080	1,077	278	1,355	298	51	349	5	-	5
"Tersepit di antara objek pegun dan bergerak Caught between a stationary and moving objects"	2,028	563	2,591	2,623	2,016	4,639	812	206	1,018	33	1	34

"Tersepit di antara objek yang bergerak Caught between moving objects"	164	15	179	176	18	194	55	8	63	3	-	3
Jumlah total	3,122	728	3,850	3,876	2,312	6,188	1,165	265	1,430	41	1	42
Perggerakan yang berat Over-exertion or strenuous movement												
Terseluih apabila mengangkat objek Over-exertion in lifting objects	475	150	625	260	53	313	113	17	130	-	-	-
Terseluih apabila menolak menarik objek Over-exertion in pushing or pulling objects	231	63	294	161	27	188	51	12	63	-	-	-
Terseluih semasa mengurus melontar objek Over-exertion in handling or throwing objects	5,922	1,118	7,040	6,123	1,507	7,630	1,457	198	1,655	32	3	35
Perggerakan yang berat Strenuous movements	2,219	616	2,835	1,807	408	2,215	492	112	604	29	2	31
Jumlah total	8,847	1,947	10,794	8,351	1,995	10,346	2,113	339	2,452	61	5	66
Terdedah tersentuh suhu yang panas Exposed to contact with extreme temperature												
Terdedah kepada haba yang panas Exposure to heat	158	40	198	145	34	179	24	-	24	4	-	4
Terdedah kepada hawa dingin beku Exposure to cold	2	1	3	2	1	3	-	-	-	-	-	-
Tersentuh kepada objek bahan yang panas Contact with hot substances objects	182	38	220	121	28	149	46	5	51	-	-	-
Tersentuh kepada objek bahan yang sejuk Contact with very cold substances objects	2	1	3	2	-	2	-	-	-	-	-	-
Jumlah total	344	80	424	270	63	333	70	5	75	4	-	4
Terdedah tersentuh elektrik Exposed to contact with electric current												
Terdedah tersentuh arus elektrik Exposure to contact with electric current	23	2	25	18	-	18	4	-	4	-	-	-
Jumlah total	23	2	25	18	-	18	4	-	4	-	-	-
Terdedah tersentuh bahan berbahaya Exposed to contact with harmful substance												
Terhidu tereserap bahan berbahaya Contact by inhalation or absorption to harmful substance	43	9	52	82	32	114	15	1	16	-	-	-
Terdedah kepada sinaran radiasi ion Exposure to ionising radiations	15	1	16	129	255	384	14	-	14	1	-	1
Terdedah kepada radiasi selain daripada radiasi ion Exposure to radiations other than ionising radiations	91	18	109	324	482	806	41	2	43	5	-	5
Jumlah total	149	28	177	535	769	1,304	70	3	73	6	-	6
Lain-lain kemalangan Other type of accidents												
Lain-lain kemalangan yang tidak diklasifikasikan Other types of accidents, not classified	8,523	2,286	10,809	8,095	3,755	11,850	2,183	427	2,610	194	23	217
Jumlah total	8,523	2,286	10,809	8,095	3,755	11,850	2,183	427	2,610	194	23	217
Jumlah keseluruhan Grand total	69,315	17,582	86,897	69,992	21,620	91,612	19,164	3,997	23,161	1,205	119	1,324

JADUAL 8: BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT LOKASI KECEDEeraan DAN JANTINA, 2023
TABLE 8: NUMBER OF ACCIDENTS AND BENEFITS PAID BY LOCATION OF INJURY AND GENDER, 2023

"Lokasi Kecederaan Location of Injury"	"Kemalangan dilaporkan Accidents 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												
Sekitar tempurung kepala otak Cranium region	309	59	368	245	49	294	46	9	55	41	6	47
Mata Eye	1,208	168	1,376	1,008	102	1,110	156	18	174	-	-	-
Telinga Ear	918	83	1,001	64	17	81	584	21	605	-	-	-
Mulut Mouth	177	29	206	141	31	172	25	11	36	-	-	-
Hidung Nose	109	22	131	97	14	111	21	3	24	1	-	1
Muka, lokasi tidak dinyatakan Face, unspecified location	509	155	664	490	155	645	80	20	100	3	-	3
Kepala, lokasi berganda Head, multiple locations	1,293	289	1,582	951	246	1,197	196	50	246	194	14	208
Kepala, lokasi tidak dinyatakan Head, unspecified location	256	48	304	202	39	241	30	5	35	30	6	36
Jumlah total	4,779	853	5,632	3,198	653	3,851	1,138	137	1,275	269	26	295
Leher Neck												
Leher (termasuk kerongkong dan tulang belakang) Neck (including throat and cervical vertebrae)	230	105	335	157	70	227	46	19	65	7	-	7
Jumlah total	230	105	335	157	70	227	46	19	65	7	-	7
Tubuh Trunk												
Belakang Back	2,453	972	3,425	1,661	473	2,134	746	164	910	16	3	19
Dada Chest	1,016	176	1,192	1,536	2,010	3,546	184	18	202	64	2	66
Abdomen Abdomen	146	29	175	76	17	93	11	3	14	3	-	3
Tulang punggung Pelvis	246	75	321	220	67	287	88	21	109	3	-	3
Tubuh, lokasi berganda Trunk, multiple locations	8,875	2,104	10,979	9,086	2,534	11,620	2,280	440	2,720	190	17	207
Tubuh, lokasi tidak dinyatakan Trunk, unspecified location	1,117	244	1,361	1,391	593	1,984	235	39	274	101	9	110
Jumlah total	13,853	3,600	17,453	13,970	5,694	19,664	3,544	685	4,229	377	31	408
Anggota atas Upper limb												
Bahu Shoulder	2,901	554	3,455	3,043	535	3,578	1,019	172	1,191	4	-	4

Lengan atas Upper arm	91	24	115	93	24	117	25	6	31	-	-	-
Siku Elbow	353	105	458	347	108	455	65	13	78	-	-	-
Siku ke pergelangan tangan Forearm	179	41	220	206	43	249	55	7	62	1	-	1
Pergelangan tangan Wrist	885	311	1,196	951	354	1,305	296	106	402	3	-	3
Tangan (kecuali jari) Hand (except fingers alone)	7,128	1,687	8,815	7,262	1,689	8,951	1,625	440	2,065	4	-	4
Jari Fingers	8,952	1,389	10,341	9,120	1,389	10,509	2,141	358	2,499	-	-	-
Anggota atas, lokasi berganda Upper limb, multiple locations	432	96	528	418	85	503	80	13	93	3	-	3
Anggota atas, lokasi tidak dinyatakan Upper limb, unspecified location	16	3	19	17	2	19	3	-	3	-	-	-
Jumlah total	20,937	4,210	25,147	21,457	4,229	25,686	5,309	1,115	6,424	15	-	15

Anggota bawah Lower limb

Pinggul pangkal paha Hip	757	255	1,012	673	200	873	236	55	291	1	-	1
Paha Thigh	523	121	644	616	143	759	228	41	269	4	-	4
Lutut Knee	2,537	896	3,433	2,507	879	3,386	685	201	866	-	-	-
Kaki Leg (lower leg)	6,434	2,000	8,434	6,747	2,091	8,838	1,663	447	2,110	7	2	9
Pergelangan Ankle	726	425	1,151	789	451	1,240	201	93	294	-	-	-
Kaki (kecuali jari) Feet (except toes alone)	2,208	731	2,939	2,261	739	3,000	583	140	723	3	-	3
Jari kaki Toes	1,283	472	1,755	1,276	477	1,753	304	76	380	1	-	1
Anggota bawah, lokasi berganda Lower limb, multiple locations	186	63	249	190	60	250	57	9	66	3	-	3
Anggota bawah, lokasi tidak dinyatakan Lower limb, unspecified location	49	16	65	44	13	57	17	3	20	1	-	1
Jumlah total	14,703	4,979	19,682	15,103	5,053	20,156	3,954	1,065	5,019	20	2	22

Lokasi berganda Multiple location

Kepala dan tubuh, kepala dan satu atau lebih anggota Head and trunk, head and one or more limbs	197	71	268	203	79	282	46	11	57	15	2	17
Tubuh dan satu atau lebih anggota Trunk and one or more limbs	920	274	1,194	1,193	810	2,003	153	29	182	25	8	33
Satu anggota atas, satu anggota bawah atau lebih One upper limb, one lower limb or more than two	1,428	365	1,793	1,464	373	1,837	329	63	392	27	3	30
Lokasi berganda lain Other multiple locations	6,947	1,561	8,508	7,430	1,766	9,196	1,792	303	2,095	135	17	152
Lokasi berganda lain, tidak dinyatakan Multiple locations, unspecified	4,064	1,288	5,352	4,100	1,662	5,762	729	190	919	182	16	198
Jumlah total	13,556	3,559	17,115	14,390	4,690	19,080	3,049	596	3,645	384	46	430

Kecelakaan am General injuries

Sistem peredaran darah	Circulatory system in general	12	3	15	3	2	5	1	-	1	-	-	-
Sistem pernafasan	Respiratory system in general	62	8	70	213	343	556	2	1	3	9	-	9
Sistem penghadaman	Digestive system in general	19	3	22	6	4	10	2	1	3	-	-	-
Sistem saraf	Nervous system in general	33	10	43	30	17	47	7	-	7	-	-	-
Kecelakaan am lain	Other general injuries	454	124	578	581	208	789	286	51	337	34	8	42
Kecelakaan am, lokasi tidak dinyatakan General injuries, unspecified locations		677	128	805	884	657	1,541	1,826	327	2,153	90	6	96
Jumlah Total		1,257	276	1,533	1,717	1,231	2,948	2,124	380	2,504	133	14	147
Jumlah keseluruhan Grand total		69,315	17,582	86,897	69,992	21,620	91,612	19,164	3,997	23,161	1,205	119	1,324

JADUAL 9: BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT JENIS KECEDEeraan DAN JANTINA, 2023
TABLE 9: NUMBER OF ACCIDENTS AND BENEFITS PAID BY TYPE OF INJURY AND GENDER, 2023

"Jenis Kecederaan Type of Injury"	"Kemalangan dilaporkan Accidents 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"
Keretakan Fractures	13,226	3,417	16,643	14,783	3,778	18,561	5,715	1,259	6,974	76	6	82
Dislokasi Dislocations	1,207	725	1,932	726	412	1,138	370	242	612	6	-	6
Tergeliat dan terseliuh Sprains and strains	7,197	2,132	9,329	7,692	2,159	9,851	2,331	505	2,836	66	4	70
Hentaman kuat dan cedera dalaman Concussions and other internal injuries	2,770	719	3,489	2,581	1,966	4,547	750	170	920	228	18	246
Amputasi dan enukelasi Amputations and enucleations	274	31	305	278	31	309	138	21	159	1	-	1
Kecederaan lain Other wounds	22,054	4,778	26,832	22,713	5,198	27,911	5,080	888	5,968	156	11	167
Luka luaran Superficial injuries	3,933	910	4,843	3,859	955	4,814	469	79	548	13	1	14
Kontusi dan kehancuran Contusions and crushings	201	65	266	207	53	260	55	9	64	-	-	-
Terbakar Burns	501	128	629	483	116	599	57	11	68	9	-	9
Terdedah kepada racun Acute poisonings	38	10	48	90	39	129	5	2	7	2	-	2
Kesan cuaca Effects of weather, exposure and related conditions	248	44	292	44	16	60	97	9	106	14	6	20
Matilemas Asphyxia	31	1	32	2	2	4	2	-	2	12	-	12
Kesan elektrik Effects of electric currents	19	2	21	18	5	23	6	1	7	1	-	1
Kesan radiasi Effects of radiation	43	5	48	106	251	357	17	-	17	2	-	2
Kecederaan berganda Multiple injuries of different nature	5,556	1,316	6,872	5,399	2,071	7,470	1,333	203	1,536	253	29	282
Kecederaan lain dan tidak dinyatakan Other and unspecified injuries	12,017	3,299	15,316	11,011	4,568	15,579	2,739	598	3,337	366	44	410
Jumlah total	69,315	17,582	86,897	69,992	21,820	91,812	19,164	3,997	23,161	1,205	119	1,324

JADUAL 10: BILANGAN KES ILAT DAN PENAKAT DILAPORKAN, 2023
TABLE 10: NUMBER OF INVALIDITY AND SURVIVORS' CASES REPORTED, 2023

"Penyakit Disease"	Ilat Invalidity			Penakat Survivors'		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Penyakit Usus yang Berjangkit (contoh: taun) Intestinal Infectious Diseases (eg cholera)	1	-	1	24	6	30
COVID-19 COVID-19	5	3	8	175	80	255
Tuberkulosis (Batuk Kering)(contoh: tuberkulosis paru-paru) Tuberculosis (eg pulmonary tuberculosis)	48	24	72	51	8	59
Lain-lain penyakit bakteria (contoh: wabak, penyakit kusta) Other bacterial diseases (eg plague, leprosy)	16	4	20	95	47	142
Penyakit Virus (contoh: cacar, denggi, hepatitis virus) Viral Diseases (eg smallpox, dengue, viral hep.)	80	72	152	232	85	317
Rickettsioses dan lain-lain penyakit bawaan antropod Rickettsioses & other arthropodborne disease	2	-	2	1	1	2
Penyakit Kelamin Venereal Diseases	198	85	283	43	16	59
Lain-lain penyakit berjangkit dan parasit & kesan lewat penyakit berjangkit dan parasit Other infectious, parasitic diseases & late effects of infectious & parasite diseases	158	76	234	65	27	92
Neoplasma malignan bibir, rongga mulut dan tekak Malignant neoplasm of lip, oral cavity & pharynx	19	8	27	19	4	23
Neoplasma malignan organ penghadaman & peritoneum Malignant neoplasm of digestive organs & peritoneum	90	40	130	94	47	141
Neoplasma malignan organ pernafasan & intratoraks Malignant neoplasm of respiratory & intrathoracic organs	56	23	79	104	31	135
Neoplasma malignan tulang, kulit penghubung & payudara Malignant neoplasm of bone, connective, skin & breast	365	415	780	29	88	117
Neoplasma malignan organ genitourinari Malignant neoplasm of genitourinary organs	410	295	705	306	131	437
Neoplasma malignan lain-lain bahagian yang tidak dinyatakan Malignant neoplasm of other & unspecified sites	746	276	1,022	42	19	61
Neoplasma malignan tisu limfatik & haemopoietic Malignant neoplasm of lymphatic & haemopoietic tissue	24	25	49	11	17	28
Neoplasma Benign (tidak berbahaya) Benign Neoplasm	130	127	257	76	56	132
Karsinoma in situ Carcinoma in situ	850	1,261	2,111	919	848	1,767
Lain-lain neoplasma yang tidak dinyatakan Other & unspecified neoplasm	333	147	480	442	124	566
Penyakit endokrin & metabolik Endocrine & metabolic diseases	72	47	119	67	26	93
Kekurangan Nutrisi Nutritional Deficiencies	5	8	13	27	8	35
Gangguan Imuniti Immunity Disorders	22	15	37	19	9	28
Penyakit darah & organ penghasil darah Diseases of blood & blood forming organs	440	237	677	185	67	252
Gangguan Mental Mental Disorders	318	234	552	9	3	12
Penyakit sistem saraf (contoh: sawan) Diseases of the nervous system (eg epilepsy)	424	210	634	43	16	59
Penyakit sindrom lumpuh yang lain Diseases of the other paralytic syndromes	378	151	529	99	28	127
Gangguan mata & adneksa Disorders of the eye & adnexa	509	279	788	8	2	10
Gangguan telinga & proses mastoid Disorders of the ear & mastoid process	68	38	106	-	-	-

Demam reumatik & penyakit jantung reumatik <i>Rheumatic fever & rheumatic heart disease</i>	626	202	828	780	145	925
Penyakit hipertensi <i>Hypertensive disease</i>	1,548	762	2,310	528	126	654
Penyakit jantung iskemik <i>Ischaemic heart disease</i>	921	204	1,125	2,100	415	2,515
Penyakit peredaran pulmonari & lain-lain penyakit jantung <i>Diseases of pulmonary circulation & other heart diseases</i>	411	96	507	810	214	1,024
Penyakit serebrovaskular <i>Cerebro-vascular disease</i>	224	60	284	164	56	220
Lain-lain penyakit sistem peredaran <i>Other diseases of the circulatory system</i>	1,274	702	1,976	975	387	1,362
Penyakit saluran respiratori atas <i>Diseases of the upper respiratory tract</i>	37	21	58	46	20	66
Lain-lain penyakit sistem respiratori <i>Other diseases of the respiratory system</i>	75	53	128	308	104	412
Penyakit lain-lain bahagian penghadaman <i>Diseases of the other parts of the digestive</i>	357	199	556	171	55	226
Penyakit sistem muskuloskeletal & tisu penghubung (contoh: artritis) <i>Diseases of the musculoskeletal system & connective tissue (eg arthritis)</i>	1,153	578	1,731	75	26	101
Tulang retak <i>Fractures</i>	3,314	1,118	4,432	50	4	54
Kecederaan intrakranial & dalaman termasuk saraf <i>Intracranial & internal injuries including nerves</i>	121	82	203	65	16	81
Luka terbuka & kecederaan saluran darah <i>Open wounds & injury to blood vessels</i>	123	104	227	12	2	14
Keracunan & kesan toksik <i>Poisoning & toxic effects</i>	-	1	1	7	2	9
Kemalangan pengangkutan <i>Transport accidents</i>	423	142	565	578	57	635
Bunuh diri dan kecederaan diri sendiri <i>Suicide and self-inflicted Injury</i>	1	-	1	67	9	76
Pembunuhan dan kecederaan yang sengaja dilakukan oleh orang lain <i>Homicide and injury purposely inflicted by other persons</i>	2	3	5	6	-	6
Lain-lain kekejaman <i>Other violence</i>	11,611	5,810	17,421	5,635	1,859	7,494
Usia tua <i>Old age</i>	3	1	4	77	40	117
Jumlah total	27,991	14,238	42,229	15,639	5,331	20,970

JADUAL 11: BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB DAN JANTINA, 2023
TABLE 11: NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFITS BY AGENT CAUSES AND GENDER, 2023

"Agen Penyebab Agent Causes"	"Kemalangan dilaporkan Accidents 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"
Machines												
Pengerak utama kecuali motor elektrik Prime-movers, except electrical motors	29		1	30	22		2	24	5		1	6
Jentera transmisi Transmission machinery	59		2	61	67		2	69	21		1	22
Mesin kerja logam Metalworking machines	600		63	663	616		76	692	184		21	205
Mesin kayu dan mesin asimilasi Wood and assimilated machines	412		33	445	408		30	438	106		9	115
Mesin pertanian Agricultural machines	39		2	41	50		2	52	12		2	14
Mesin perlombongan Mining machinery	94		15	109	93		14	107	16		3	19
Lain-lain mesin yang tidak diklasifikasi Other machines not elsewhere classified	503		72	575	528		72	600	181		19	200
Jumlah total	1,736		188	1,924	1,784		198	1,982	525		56	581
Means of transport and lifting equipment												
Mesin dan peralatan angkat Lifting machines and appliances	153		12	165	153		12	165	49		3	52
Pengangkutan kereta api Means of rail transport	10		-	10	8		1	9	4		1	5
Lain-lain pengangkutan beroda kecuali kereta api Other wheeled means of transport, excluding rail transport	7,329		1,008	8,337	7,035		907	7,942	2067		216	2,283
Pengangkutan air Means of air transport	3		-	3	3		-	3	1		-	1
Pengangkutan air Means of water transport	10		1	11	14		1	15	3		-	3
Lain-lain pengangkutan Other means of transport	24		1	25	24		1	25	4		-	4
Jumlah total	7,529		1,022	8,551	7,237		922	8,159	2,128		220	2,348
Other equipment												
Kebuk tekanan Pressure vessels	47		10	57	46		11	57	12		2	14
Relau, ketuhtar, tanur Furnaces, ovens, kilns	18		2	20	13		1	14	5		-	5

Loji penyejukan Refrigerating plants	-	-	-	1	-	1	-	-	-	-	-
Pemasangan elektrik termasuk motor elektrik, kecuali peralatan tangan elektrik Electrical installations, including electric motors but excluding electric hand tools	13	1	14	13	1	14	4	-	4	-	-
Peralatan tangan elektrik Electric hand tools	24	-	24	24	1	25	5	1	6	-	-
Alat, peralatan dan perkakas, kecuali peralatan tangan elektrik Tools, implements and appliances, except electric hand tools	669	58	727	622	50	672	93	11	104	1	1
Tangga, ramp mudah alih Ladders, mobile ramps	82	25	107	84	22	106	17	4	21	-	-
Perancah Scaffolding	163	19	182	158	21	179	25	3	28	2	2
Lain-lain kelengkapan yang tidak diklasifikasi di mana-mana Other equipment, not elsewhere classified	572	70	642	516	66	582	107	13	120	4	4
Jumlah total	1,568	185	1,773	1,477	173	1,650	268	34	302	10	10
Material, Substances and Radiations											
Bahan letupan Explosives	7	-	7	10	-	10	4	-	4	-	-
Habuk, gas, cecair dan bahan kimia, kecuali bahan letupan Dusts, gases, liquids and chemicals, excluding explosives	132	18	150	102	17	119	21	4	25	1	1
Serpihan terbang Flying fragments	49	2	51	44	2	46	5	-	5	-	-
Radiasi Radiations	1	2	3	2	2	4	-	-	-	-	-
Lain-lain bahan yang tidak diklasifikasi Other materials and substances not classified	319	76	395	335	69	404	86	11	97	4	4
Jumlah total	508	98	606	493	90	583	116	15	131	5	5
Working Environment											
Luar Outdoor	5,752	1,587	7,339	5,030	1,280	6,310	1099	249	1,348	76	5
Dalam Indoor	16,771	4,188	20,959	15,984	3,846	19,830	3808	869	4,677	96	1
Bawah tanah Underground	74	9	83	67	9	76	17	2	19	6	-
Jumlah total	22,597	5,784	28,381	21,081	5,135	26,216	4,924	1,120	6,044	178	6
Kerja dari rumah Work From Home	13	17	30	11	14	25	6	5	11	-	-
COVID-19 COVID-19	-	-	-	3,509	3,888	7,397	57	8	65	25	5
Lain-lain agensi yang tidak diklasifikasi di mana-mana Other Agencies, Not Elsewhere Classified	454	87	541	1,790	471	2,261	379	77	456	17	2
Jumlah keseluruhan Grand total	34,425	7,381	41,806	37,382	10,891	48,273	8,403	1,535	9,938	419	22

Nota Note :
i Tidak termasuk kes penyakit khidmat dilaporkan Exclude occupational disease cases reported

JADUAL 12: BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB DAN JANTINA, 2023
TABLE 12: NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFITS PAID BY AGENT CAUSES AND GENDER, 2023

"Agen Penyebab Agent Causes"	"Kemalangan dilaporkan Accidents 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												
Agen kimia Chemical agents	116	32	148	13	-	13	11	2	13	-	-	-
Agen fizikal Physical agents	1,582	655	2,237	236	196	432	786	217	1,003	-	-	-
Agen biologi Biological agents	35	10	45	14	5	19	8	0	8	-	-	-
Jumlah total	1,733	697	2,430	263	201	464	805	219	1,024	-	-	-
Diseases by Target Organ System												
Penyakit respiratori khidmat Occupational respiratory diseases	227	82	309	538	1,447	1,985	63	6	69	1	-	1
Penyakit kulit khidmat Occupational skin diseases	344	185	529	106	48	154	104	29	133	-	-	-
Gangguan musculoskeletal khidmat Occupational musculo-skeletal disorders	945	529	1,474	186	84	270	230	81	311	-	-	-
Jumlah total	1,516	796	2,312	830	1,579	2,409	397	116	513	1	-	1
Kanser khidmat Occupational Cancer	5	2	7	-	-	-	1	-	1	-	-	-
Lain-lain Others	808	382	1,190	123	41	164	166	37	203	3	-	3
Jumlah keseluruhan Grand total	4,062	1,877	5,939	1,216	1,821	3,037	1,369	372	1,741	4	-	4

JADUAL 13: BILANGAN KEMALANGAN PERJALANAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB DAN JANTINA, 2023
TABLE 13: NUMBER OF COMMUTING ACCIDENTS AND BENEFITS PAID BY AGENT CAUSES AND GENDER, 2023

[illegible]

Pemasangan elektrik termasuk motor elektrik, kecuali peralatan tangan elektrik Electrical installations, including electric motors but excluding electric hand tools	4	-	4	4	-	4	-	-	-	-	-	-	-
Peralatan tangan elektrik Electric hand tools	1	-	1	1	-	1	-	-	-	-	-	-	-
Alat, peralatan dan perkakas, kecuali peralatan tangan elektrik Tools, implements and appliances, except electric hand tools	8	3	11	7	1	8	2	-	2	-	-	-	-
Tangga, ramp mudah alih Ladders, mobile ramps	1	2	3	1	2	3	-	-	-	-	-	-	-
Perancah Scaffolding	3	1	4	4	1	5	1	2	3	-	-	-	-
Lain-lain kelengkapan yang tidak diklasifikasi di mana-mana Other equipment, not elsewhere classified	20	5	25	13	4	17	6	0	6	-	-	-	-
Jumlah total	49	12	61	41	8	49	11	3	14	2	-	2	2
Material, Substances and Radiations													
Bahan letupan Explosives	1	-	1	-	-	-	-	-	-	-	-	-	-
Habuk, gas, cecair dan bahan kimia, kecuali bahan letupan Dusts, gases, liquids and chemicals, excluding explosives	2	2	4	4	3	7	1	1	2	-	-	-	-
Serpihan terbang Flying fragments	2	-	2	2	-	2	1	-	1	-	-	-	-
Radiasi Radiations	-	-	-	-	-	-	-	-	-	-	-	-	-
Lain-lain bahan yang tidak diklasifikasi Other materials and substances not classified	121	47	168	97	39	136	11	2	13	3	1	4	4
Jumlah total	126	49	175	103	42	145	13	3	16	3	1	4	4
Working Environment													
Luar Outdoor	2,063	648	2,711	1,985	682	2,667	768	248	1,016	47	6	53	53
Dalam Indoor	1,432	615	2,047	978	500	1,478	360	149	509	17	5	22	22
Bawah tanah Underground	10	1	11	4	1	5	0	1	1	1	-	1	1
Jumlah total	3,505	1,264	4,769	2,967	1,183	4,150	1,128	398	1,526	65	11	76	76
Kerja dari rumah Work from home	59	19	78	50	17	67	13	7	20	-	-	-	-
COVID-19 COVID-19	-	-	-	822	640	1,462	13	3	16	7	1	8	8
Lain-lain agen yang tidak diklasifikasi di mana-mana Other agencies, not else where classified	301	99	400	447	129	576	56	19	75	5	2	7	7
Jumlah keseluruhan Grand total	30,828	8,324	39,152	31,394	8,908	40,302	9,392	2,090	11,482	782	97	879	879

Nota Note :
 *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 14: BILANGAN PENERIMA HUS MENGIKUT KUMPULAN UMUR, JANTINA DAN SKIM, 2023
TABLE 14: NUMBER OF TD RECIPIENTS BY AGE GROUP, GENDER AND SCHEME, 2023

"Kumpulan Umur Age Group"	Pekerja Tempatan (SBK)			Pekerja Asing (SBKPA)			Pekerja Sendiri (SKSPS)		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Bawah below 20	1,483	393	1,876	60	4	64	14	2	16
20-24	8,392	2,703	11,095	790	41	831	259	25	284
25-29	10,752	3,638	14,390	1,007	37	1,044	409	25	434
30-34	9,444	3,351	12,795	922	33	955	422	38	460
35-39	8,234	2,661	10,895	873	42	915	467	47	514
40-44	6,613	2,119	8,732	570	31	601	363	71	434
45-49	5,760	1,899	7,659	282	23	305	303	62	365
50-54	4,548	1,609	6,157	81	11	92	245	66	311
55-59	3,343	1,265	4,608	21	5	26	194	73	267
60-64	1,557	480	2,037	4	-	4	126	36	162
65 dan lebih and over	1,896	756	2,652	350	34	384	208	40	248
Jumlah total	62,022	20,874	82,896	4,960	261	5,221	3,010	485	3,495

JADUAL 15: BILANGAN PENERIMA HUK MENGIKUT KUMPULAN UMUR, JANTINA DAN SKIM, 2023
TABLE 15: NUMBER OF PD RECIPIENTS BY AGE GROUP, GENDER AND SCHEME, 2023

"Kumpulan Umur Age Group"	Pekerja Tempatan (SBK)			Pekerja Asing (SBKPA)			Pekerja Sendiri (SKSPS)		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Bawah below 20	297	76	373	2	-	2	4	1	5
20-24	1,716	373	2,089	37	3	40	86	3	89
25-29	2,594	460	3,054	72	1	73	145	10	155
30-34	2,814	514	3,328	77	1	78	143	5	148
35-39	2,677	567	3,244	70	2	72	131	9	140
40-44	2,353	495	2,848	52	6	58	131	10	141
45-49	1,944	486	2,430	20	4	24	74	6	80
50-54	1,536	459	1,995	9	-	9	67	13	80
55-59	1,249	310	1,559	5	1	6	44	20	64
60-64	485	107	592	-	-	-	24	6	30
65 dan lebih and over	271	47	318	-	-	-	35	2	37
Jumlah total	17,936	3,894	21,830	344	18	362	884	85	969

JADUAL 16: BILANGAN KES FOT DIBAYAR MENGIKUT KUMPULAN UMUR, JANTINA DAN SKIM, 2023
TABLE 16: NUMBER OF DB PAID CASES BY AGE GROUP, GENDER AND SCHEME, 2023

"Kumpulan Umur Age Group"	Pekerja Tempatan (SBK)			Pekerja Asing (SBKPA)			Pekerja Sendiri (SKSPS)		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Bawah below 20	64	6	70	-	-	-	1	-	1
20-24	187	23	210	2	-	2	9	-	9
25-29	136	19	155	6	1	7	10	-	10
30-34	132	16	148	9	-	9	10	-	10
35-39	110	9	119	9	1	10	8	1	9
40-44	112	14	126	16	1	17	3	-	3
45-49	95	7	102	9	1	10	12	1	13
50-54	66	7	73	4	-	4	8	1	9
55-59	69	4	73	-	-	-	6	2	8
60-64	50	5	55	1	-	1	6	-	6
65 dan lebih and over	46	-	46	-	-	-	9	-	9
Jumlah total	1,067	110	1,177	56	4	60	82	5	87

**JADUAL 17: BILANGAN PENERIMA PENCEN DAN BANTUAN ILAT
MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023**
**TABLE 17: NUMBER OF INVALIDITY PENSION AND GRANT RECIPIENTS
BY AGE GROUP AND GENDER, 2023**

"Kumpulan Umur Age Group"	L M	P F	"Jumlah Total"
Bawah below 20	21	16	37
20-24	109	74	183
25-29	221	181	402
30-34	437	288	725
35-39	719	436	1,155
40-44	1,101	681	1,782
45-49	1,543	928	2,471
50-54	2,119	1,037	3,156
55-59	482	251	733
60-64	3	3	6
65 dan lebih and over	6,755	3,895	10,650
Jumlah total	1,067	110	1,177

JADUAL 18: BILANGAN KES PENCEN PENAKAT MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 18: NUMBER OF SURVIVORS' BENEFIT PAID CASES BY AGE GROUP AND GENDER, 2023

"Kumpulan Umur Age Group"	L M	P F	"Jumlah Total"
Bawah below 20	1	1	2
20-24	213	57	270
25-29	500	187	687
30-34	761	287	1,048
35-39	1,151	444	1,595
40-44	1,609	590	2,199
45-49	2,125	784	2,909
50-54	2,664	810	3,474
55-59	3,142	742	3,884
60-64	974	234	1,208
65 dan lebih and over	585	111	696
Jumlah total	13,725	4,247	17,972

JADUAL 19: BILANGAN ELS DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 19: NUMBER OF CAA PAID CASES BY AGE GROUP AND GENDER, 2023

"Kumpulan Umur Age Group"	L M	P F	"Jumlah Total"
Bawah below 20	3	-	3
20-24	11	-	11
25-29	20	12	32
30-34	32	18	50
35-39	59	22	81
40-44	59	40	99
45-49	77	55	132
50-54	103	46	149
55-59	145	61	206
60-64	6	3	9
65 dan lebih and over	2	-	2
Jumlah total	517	257	774

JADUAL 20: BILANGAN KES FPM DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 20: NUMBER OF FB PAID CASES BY AGE GROUP AND GENDER, 2023

"Kumpulan Umur Age Group"	Pekerja Tempatan (SBK)			Pekerja Asing (SBKPA)			Pekerja Sendiri (SKSPS)		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Bawah below 20	48	5	53	1	-	1	1	-	1
20-24	397	84	481	15	1	16	8	-	8
25-29	628	207	835	20	3	23	5	-	5
30-34	856	301	1,157	19	1	20	8	-	8
35-39	1,289	469	1,758	25	-	25	7	-	7
40-44	1,755	623	2,378	17	1	18	5	-	5
45-49	2,292	847	3,139	7	2	9	8	1	9
50-54	2,884	972	3,856	1	-	1	7	1	8
55-59	3,416	1,010	4,426	1	-	1	6	2	8
60-64	1,144	388	1,532	1	-	1	7	-	7
65 dan lebih and over	811	360	1,171	1	-	1	12	-	12
Jumlah total	15,520	5,266	20,786	108	8	116	74	4	78

JADUAL 21: BILANGAN PENERIMA HUS MENGIKUT JULAT BAYARAN DAN SKIM, 2022-2023
TABLE 21: NUMBER OF TD RECIPIENTS BY RANGE OF PAYMENT AND SCHEME, 2022-2023

"Julat bayaran Payment range (RM)"	2022				2023			
	SBK	SBKPA	SKSPS	"Jumlah Total"	SBK	SBKPA	SKSPS	"Jumlah Total"
Bawah below 1,000	200,488	13,895	2,349	216,732	32,188	2,635	1,282	36,105
1,000 - 1,999	28,777	1,556	550	30,883	11,720	999	608	13,327
2,000 - 2,999	7,985	459	315	8,759	8,046	578	439	9,063
3,000 - 3,999	5,643	245	238	6,126	6,160	354	279	6,793
4,000 - 4,999	4,254	148	160	4,562	4,793	229	201	5,223
5,000 - 5,999	3,183	88	107	3,378	3,879	142	157	4,178
6,000 - 6,999	2,587	50	85	2,722	3,038	85	101	3,224
7,000 - 7,999	1,858	54	83	1,995	2,383	56	95	2,534
8,000 - 8,999	1,539	25	38	1,602	1,922	34	56	2,012
9,000 - 9,999	1,165	21	24	1,210	1,577	29	54	1,660
10,000 dan ke atas and above	4,896	51	116	5,063	7,190	80	223	7,493
Jumlah Total	262,375	16,592	4,065	283,032	82,896	5,221	3,495	91,612

JADUAL 22: BILANGAN PENERIMA HUK (PUKAL) MENGIKUT JULAT BAYARAN DAN SKIM, 2023
TABLE 22: NUMBER OF PD RECIPIENTS (LUMP-SUM) BY RANGE OF PAYMENT AND SCHEME, 2022-2023

"Julat bayaran Payment range (RM)"	2022				2023			
	SBK	SBKPA	SKSPS	"Jumlah Total"	SBK	SBKPA	SKSPS	"Jumlah Total"
Bawah below 1,000	10	-	1	11	14	-	1	15
1,000 - 1,999	7,159	44	132	7,335	8,972	84	521	9,577
2,000 - 2,999	4,092	41	57	4,190	4,629	48	230	4,907
3,000 - 3,999	2,272	30	23	2,325	2,558	48	83	2,689
4,000 - 4,999	1,442	29	12	1,483	1,658	26	55	1,739
5,000 - 5,999	880	13	7	900	984	23	15	1,022
6,000 - 6,999	556	16	4	576	629	19	11	659
7,000 - 7,999	324	11	2	337	401	20	8	429
8,000 - 8,999	245	6	4	255	282	5	2	289
9,000 - 9,999	169	4	1	174	170	4	5	179
10,000 dan ke atas and above	-	11	4	15	506	14	9	529
Jumlah Total	17,149	205	247	17,601	20,803	291	940	22,034

JADUAL 23: BILANGAN PENERIMA HUK (BERKALA) MENGIKUT JULAT BAYARAN DAN SKIM, 2023
TABLE 23: NUMBER OF PD RECIPIENTS (PERIODICAL) BY RANGE OF PAYMENT AND SCHEME, 2022-2023

"Julat bayaran Payment range (RM)"	2022				2023			
	SBK	SBKPA	SKSPS	"Jumlah Total"	SBK	SBKPA	SKSPS	"Jumlah Total"
300 dan ke bawah and below	221	-	-	221	185	-	-	185
301 - 600	68	-	-	68	54	-	-	54
601 - 900	14	-	-	14	13	-	-	13
901 - 1,200	0	-	-	0	4	-	-	4
1,201 - 1,500	3	-	-	3	2	-	-	2
1,501 - 1,800	1	-	-	1	4	-	-	4
1,801 dan ke atas and above	8	-	-	8	3	-	-	3
Jumlah Total	315	-	-	315	265	-	-	265

JADUAL 24: BILANGAN PENERIMA HUK (PUKAL & BERKALA) MENGIKUT JULAT BAYARAN DAN SKIM, 2023
TABLE 24: NUMBER OF PD RECIPIENTS (LUMP-SUM & PERIODICAL) BY RANGE OF PAYMENT AND SCHEME, 2022-2023

"Julat bayaran Payment range (RM)"	2022			2023		
	SBK	SBKPA	SKSPS	SBK	SBKPA	SKSPS
300 dan ke bawah and below	2	-	-	-	-	-
301 - 600	4	-	-	-	1	-
601 - 900	22	-	2	-	1	-
901 - 1,200	45	2	-	2	3	-
1,201 - 1,500	53	3	-	1	2	-
1,501 - 1,800	61	5	1	8	2	-
1,801 dan ke atas and above	559	59	7	60	20	-
Jumlah Total	746	69	10	71	29	-

"Julat bayaran Payment range (RM)"	2022			2023		
	SBK	SBKPA	SKSPS	SBK	SBKPA	SKSPS
300 dan ke bawah and below	125	9	3	7	7	-
301 - 600	289	35	5	32	8	-
601 - 900	161	16	1	14	8	-
901 - 1,200	81	7	1	9	5	-
1,201 - 1,500	45	2	-	8	-	-
1,501 - 1,800	23	0	-	-	-	-
1,801 dan ke atas and above	22	0	-	1	1	-
Jumlah Total	746	69	10	71	29	-

JADUAL 25: BILANGAN KES FOT DIBAYAR MENGIKUT JULAT BAYARAN DAN SKIM, 2022-2023
TABLE 25: NUMBER OF DB PAID CASES BY RANGE OF PAYMENT AND SCHEME, 2022-2023

"Julat bayaran Payment range (RM)"	2022				2023			
	SBK	SBKPA	SKSPS	"Jumlah Total"	SBK	SBKPA	SKSPS	"Jumlah Total"
Bawah below 1,000	73	4	26	103	51	2	6	59
1,000 - 1,999	605	38	54	697	521	37	71	629
2,000 - 2,999	314	13	3	330	336	17	1	354
3,000 - 3,999	293	4	1	298	159	4	9	172
4,000 dan ke atas and above	-	-	-	-	110	-	-	110
Jumlah Total	1,285	59	84	1,428	1,177	60	87	1,324

JADUAL 26: BILANGAN PENERIMA PENCEN DAN BANTUAN ILAT MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 26: NUMBER OF INVALIDITY PENSION AND GRANT RECIPIENTS ACCORDING TO RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022	2023
200 dan ke bawah and below	130	131
201 - 400	301	288
401 - 600	1,607	1,385
601 - 800	1,499	1,306
801 - 1,000	1,320	1,222
1,001 - 1,200	1,046	1,033
1,201 - 1,400	943	900
1,401 - 1,600	894	825
1,601 - 1,800	613	538
1,801 - 2,000	672	613
2,001 dan ke atas and above	2,496	2,409
Jumlah Total	11,521	10,650

JADUAL 27: BILANGAN KES PENCEN PENAKAT MENGIKUT JULAT BAYARAN, 2023
TABLE 27: NUMBER OF SURVIVORS' BENEFIT PAID CASES ACCORDING TO RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022	2023
400 dan ke bawah and below	6	-
401 - 600	3,328	2,947
601 - 800	2,707	2,413
801 - 1,000	2,376	2,329
1,001 - 1,200	1,789	1,802
1,201 - 1,400	1,569	1,519
1,401 - 1,600	1,439	1,362
1,601 - 1,800	1,000	1,009
1,801 - 2000	1,052	966
2,001 dan ke atas and above	3,404	3,625
Jumlah Total	18,670	17,972
Jumlah Total	11,521	10,650

JADUAL 28: BILANGAN HARI KERJA YANG HILANG AKIBAT KEMALANGAN (HUS) MENGIKUT KUMPULAN UMUR, JANTINA DAN SKIM, 2023
TABLE 28: NUMBER MAN-DAYS LOST DUE TO ACCIDENTS BY AGE GROUP, GENDER AND SCHEME, 2023

"Kumpulan Umur Age Group"	Pekerja Tempatan (SBK&SK)			Pekerja Asing (SBKPA)			Pekerja Sendiri (SKSPS)		
	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"	L M	P F	"Jumlah Total"
Bawah below 20	78,774	15,645	94,419	2,030	36	2,066	310	19	329
20-24	415,740	102,668	518,408	23,477	1,096	24,573	20,038	1,965	22,003
25-29	536,606	115,172	651,778	30,522	970	31,492	29,312	1,047	30,359
30-34	495,333	108,050	603,383	28,813	609	29,422	26,038	1,763	27,801
35-39	464,066	101,094	565,160	26,938	1,533	28,471	31,294	2,323	33,617
40-44	402,733	94,529	497,262	21,240	1,565	22,805	25,270	5,215	30,485
45-49	350,848	96,722	447,570	11,934	1,107	13,041	21,737	2,955	24,692
50-54	273,778	86,506	360,284	2,965	327	3,292	15,917	3,431	19,348
55-59	215,199	70,401	285,600	984	192	1,176	9,848	4,058	13,906
60-64	92,577	25,422	117,999	70	-	70	8,595	1,993	10,588
65 dan lebih and over	91,220	24,409	115,629	7,418	749	8,167	10,562	1,767	12,329
Jumlah Total	3,416,874	840,618	4,257,492	156,391	8,184	164,575	198,921	26,536	225,457

JADUAL 30: BILANGAN KES TUNTUTAN DIBAYAR, 2023
TABLE 30: NUMBER OF CLAIM PAID CASES, 2023

PPN PPP	HUK PD					"Maut Death"	"PI & BI IP & IG"	"PP SB"	"FPM FB"	"ELS CAA"
	"HUS TD"	"Berkala Periodical"	"Pukul Lump-sum"	"Pukul & Berkala Lump-sum & Periodical"	"Jumlah Total"					
Kuala Lumpur	10,482	21	2,594	33	2,648	79	1,406	1,396	1,697	56
Petaling Jaya Shah Alam	10,280	24	1,792	75	1,891	113	667	1,079	1,272	73
Rawang	1,354	4	353	21	378	19	276	466	527	19
Klang	5,561	21	1,673	46	1,740	69	655	1,185	1,364	20
Putrajaya	3,416	10	910	30	950	36	462	791	840	18
Tanjung Karang	518	1	94	5	100	12	72	162	189	17
Georgetown	3,355	13	905	26	944	20	352	497	562	18
Seberang Jaya	6,262	26	1,958	53	2,037	62	415	721	875	32
Ipoh	2,943	18	816	40	874	42	480	650	784	20
Taiping	1,158	4	432	9	445	27	243	376	431	10
Tapah Cameron Highlands	364	1	122	8	131	4	80	120	132	15
Teluk Intan	791	8	182	10	200	4	105	210	261	8
Kuala Kangsar	389	1	154	7	162	13	71	148	187	4
Seri Manjung	940	2	214	13	229	17	116	187	241	15
Alor Setar	1,994	14	539	12	565	50	238	439	506	12
Sungai Petani	2,035	8	784	41	833	47	309	651	766	20
Kulim	1,419	6	290	7	303	25	255	381	499	39
Kangar	748	-	89	4	93	9	72	139	169	6
Langkawi	367	1	106	1	108	1	35	68	82	3
Johor Bahru	7,100	21	1,732	82	1,835	104	755	1,272	1,475	48
Kluang	1,334	5	299	18	322	22	136	285	333	3
Muar	2,042	5	420	14	439	21	135	243	282	8
Segamat	748	-	127	6	133	5	52	172	202	2
Batu Pahat	2,065	7	384	14	405	19	180	293	343	9
Seremban	3,336	10	677	25	712	57	321	686	773	21

Kuala Pilah	410	1	103	8	112	8	95	160	182	3
Melaka	3,541	6	713	19	738	53	295	696	831	8
Kota Marudu	54	-	8	-	8	5	29	83	71	4
Bentong Raub	1,049	3	91	11	105	12	60	111	144	7
Temerloh	988	4	290	16	310	17	158	280	335	10
Kuantan	1,783	6	612	36	654	28	294	420	468	17
Labuan	84	-	8	1	9	2	13	51	57	3
Limbang	47	-	10	1	11	-	5	29	26	2
Serian	67	-	7	-	7	3	55	61	72	6
Kemaman	985	-	128	11	139	10	67	151	172	8
Dungun	390	2	110	2	114	4	60	88	106	3
Kuala Terengganu	1,079	-	228	14	242	31	160	322	351	6
Miri	446	2	53	9	64	13	145	251	295	5
Bintulu	543	4	119	12	135	15	82	163	192	5
Sri Aman	56	-	11	1	12	2	11	38	45	5
Kuching	1,337	-	211	19	230	29	296	492	531	53
Sibu	750	2	79	15	96	17	135	245	283	5
Kapit	51	-	17	2	19	6	13	40	48	2
Sarikei	118	-	21	2	23	4	37	76	76	5
Mukah	48	-	5	1	6	4	11	36	59	1
Kota Bharu	1,263	1	243	18	262	34	232	509	577	23
Kuala Krai	353	1	85	5	91	8	79	122	144	7
Tawau	330	-	77	3	80	8	50	139	170	8
Keningau	95	-	25	4	29	4	38	78	87	5
Lahad Datu	190	1	59	5	65	5	31	79	88	8
Kota Kinabalu Kudat	694	1	90	13	104	23	246	408	427	50
Sandakan	312	-	41	4	45	15	42	163	201	7
Beaufort	33	-	4	1	5	-	23	64	72	8
Skim Pekerjaan Sendiri (SPS)	3,495	-	940	29	969	87	-	-	78	4
Jumlah Total	91,612	265	22,034	862	23,161	1,324	10,650	17,972	20,980	774

JADUAL 31: BILANGAN PENERIMA BARU FAEDAH, 2023
TABLE 31: NUMBER OF NEWLY BENEFIT RECIPIENTS, 2023

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"	"Jumlah Total"	"PI & BI IP & IG"	"PP SB"	"ELS CAA"	"FPM FB"	"Jumlah Total"		
Kapit	51	19	9	-	7	86	13	72	2	48	135	221	
Sarikei	118	23	13	-	5	159	37	178	5	80	300	459	
Mukah	48	6	10	-	7	71	11	83	1	60	155	226	
Kota Bharu	1,263	262	96	1	42	1,664	232	1,278	22	579	2,111	3,775	
Kuala Krai	353	91	20	-	11	475	79	314	7	145	545	1,020	
Tawau	330	80	23	-	9	442	50	389	8	171	618	1,060	
Keningau	95	29	13	-	2	139	38	223	5	85	351	490	
Lahad Datu	190	65	16	1	5	277	31	191	7	88	317	594	
Kota Kinabalu Kudat	694	104	68	1	27	894	246	971	49	438	1,704	2,598	
Sandakan	312	45	41	-	8	406	42	405	7	204	658	1,064	
Beaufort	33	5	-	-	-	38	23	149	8	78	258	296	
Skim Pekerjaan Sendiri (SPS)	3,495	969	214	4	84	4,766	-	-	-	-	-	4,766	
Jumlah Total	91,612	23,161	3,280	32	1,320	119,405	10,650	38,965	742	20,567	70,924	190,329	
Jumlah keseluruhan Grand total												567,601	

Nota Note :
1) Termasuk penerima Faedah Perubatan (16,322), Rawatan Dialisis (16,725), Pemulihan Jasmani dan Vokasional (50,534) dan Program Saringan Kesihatan (174,286).
Includes Medical Benefit (16,322), Dialysis Treatment (16,725), Physical and Vocational Rehabilitation (50,534) and Health Screening Program recipients (174,286).

JADUAL 32: BILANGAN TERKUMPUL PENERIMA FAEDAH SEHINGGA 31 DISEMBER 2023
TABLE 32: CUMULATIVE NUMBER OF BENEFIT RECIPIENTS AS AT 31 DECEMBER 2023

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"	"Jumlah Total"	"PI & BI IP & IG"	"PP SB"	"ELS CAA"	"FPM FB"	"Jumlah Total"	
Keningau	95	118	195	4	2	414	183	1,576	19	85	1,863	2,277
Lahad Datu	190	134	193	1	5	523	171	1,477	33	88	1,769	2,292
Kota Kinabalu Kudat	694	529	1,232	18	27	2,500	1,832	8,989	401	438	11,660	14,160
Sandakan	312	194	453	1	8	968	275	3,251	45	204	3,775	4,743
Beaufort	33	10	26	1	-	70	72	489	17	78	656	726
Skim Pekerjaan Sendiri(SFS)	3,495	981	584	4	84	5,148	-	-	-	-	-	5,148
Jumlah Total	91,612	48,297	48,894	700	1,320	190,823	79,680	378,227	7,075	20,567	485,549	676,372
Jumlah keseluruhan Grand total												934,239

Nota Note :

¹ Termasuk penerima Faedah Perubatan (16,322), Rawatan Dialisis (16,725), Pemulihan Jasmani dan Vokasional (50,534) dan Program Saringan Kesihatan (174,286).
 Includes Medical Benefit (16,322), Dialysis Treatment (16,725), Physical and Vocational Rehabilitation (50,534) and Health Screening Program recipients (174,286).

JADUAL 33: BILANGAN KEHILANGAN PEKERJAAN DILAPORKAN MENGIKUT NEGERI, 2021-2023
TABLE 33: NUMBER OF LOSS OF EMPLOYMENT REPORTED BY STATE, 2021-2023

Negeri State	2021	2022	2023
Johor	5,921	3,684	4,994
Kedah	4,272	1,882	3,467
Kelantan	906	1,047	1,530
Melaka	1,684	679	1,986
Negeri Sembilan	2,092	1,272	2,250
Pahang	1,744	1,496	1,573
Perak	3,667	2,287	2,589
Perlis	209	85	273
Pulau Pinang	5,122	2,023	4,706
Sabah	4,140	1,919	2,161
Sarawak	2,352	1,317	2,696
Selangor	17,221	9,725	13,823
Terengganu	1,239	975	1,115
W.P. Kuala Lumpur	10,791	5,997	6,819
Jumlah Total	61,360	34,388	49,982

JADUAL 34: BILANGAN KEHILANGAN PEKERJAAN MENGIKUT SAIZ MAJIKAN, 2021-2023
TABLE 34: NUMBER OF LOSS OF EMPLOYMENT BY EMPLOYER SIZE, 2023-2023

"Saiz Majikan Employer Size"	2021	2022	2023
Besar	28,326	16,853	28,156
Sederhana	7,904	3,738	7,264
Kecil	19,728	10,074	11,422
Mikro	5,402	3,723	3,140
Jumlah Total	61,360	34,388	49,982

JADUAL 35: BILANGAN KEHILANGAN PEKERJAAN MENGIKUT KUMPULAN UMUR DAN JANTINA, 2021-2023
TABLE 35: NUMBER OF LOSS OF EMPLOYMENT BY AGE GROUP AND GENDER, 2021-2023

"Kumpulan Umur Age Group"	2021			2022			2023		
	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"	"Lelaki Male"	"Perempuan Female"	"Jumlah Total"
15-19	116	71	187	90	62	152	181	140	321
20-24	1,931	1,868	3,799	1,494	1,002	2,496	2,553	2,259	4,812
25-29	5,320	5,015	10,335	3,430	2,484	5,914	4,795	4,434	9,229
30-34	5,881	4,643	10,524	3,287	2,263	5,550	4,699	3,636	8,335
35-39	5,197	3,975	9,172	2,869	2,008	4,877	4,117	2,993	7,110
40-44	4,710	3,592	8,302	2,616	1,706	4,322	3,609	2,488	6,097
45-49	4,404	3,188	7,592	2,409	1,581	3,990	3,412	2,279	5,691
50-54	4,189	2,494	6,683	2,716	1,498	4,214	3,271	1,823	5,094
55-59	3,029	1,736	4,765	1,837	1,036	2,873	2,050	1,160	3,210
60-64	1	-	1	-	-	-	59	24	83
Jumlah Total	34,778	26,582	61,360	20,748	13,640	34,388	28,746	21,236	49,982

JADUAL 36: BILANGAN KEHILANGAN PEKERJAAN MENGIKUT SEBAB, 2021-2023
TABLE 36: NUMBER OF LOSS OF EMPLOYMENT BY REASON, 2021-2023

Sebab Kehilangan Pekerjaan Cause of Loss of Employment	2021	2022	2023
Bencana alam (banjir kebakaran tempat kerja dan sebagainya) Natural disaster (floodfire at workplace and others)	437	42	50
Berhenti secara sukarela Voluntary resignation	3,397	1,380	1,465
Bersara Retirement	94	46	33
Diberhentikan tanpa sebab Terminated for no reason	1,196	613	707
Dipaksa dinasihatkan untuk berhenti Forced advised to resign	3,748	1,160	1,102
Faktor kesihatan atau umur Health or age factor	1,911	2,270	1,982
Majikan langgar kontrak (tidak bayar gaji dan sebagainya) Breach of contract by employer (non-payment of salary and others)	450	245	685
Masalah prestasi kewangan syarikat Company financial problems	6,205	2,366	3,288
Pakej bersara awal Early retirement package	301	169	96
Pekerja berasa terancam (ugutan gangguan seksual dan sebagainya) Employee feeling threatened (threat sexual harassment and others)	63	35	36
Pembuangan terancang oleh majikan (constructive dismissal) Constructive dismissal	813	564	730
Pencapaian prestasi kurang memuaskan (poor performance) Poor performance	1,830	1,215	2,072
Pengambilalihan syarikat Company take-over	415	1,117	392
Pengecilan tenaga kerja Workforce downsizing	10,092	6,190	10,013
Penggabungan syarikat Company merger	40	42	39
Penutupan perniagaan Dissolution of business	10,431	6,240	9,195
Penutupan sebahagian Partial dissolution	1,820	1,018	1,520
Perpindahan lokasi syarikat Company relocation	249	396	236
Salah laku atau melanggar terma kontrak perkhidmatan oleh pekerja Misconduct or breach of terms of service by employee	533	452	738
Tamat kontrak Contract expiration	3,605	1,305	1,941
Voluntary Mutual Separation Scheme (VSS MSS) Voluntary mutual separation scheme	10,598	6,464	11,556
Lain-lain Others	3,132	1,059	2,106
Jumlah Total	61,360	34,388	49,982

JADUAL 37: BILANGAN KEHILANGAN PEKERJAAN MENGIKUT PERUSAHAAN, 2021-2023
TABLE 37: NUMBER OF LOSS OF EMPLOYMENT BY INDUSTRY, 2021-2023

Perusahaan Industry	2021	2022	2023
Pertanian, perhutanan dan perikanan <i>Agriculture, forestry and fishery</i>	504	366	998
Perlombongan dan pengkuarian <i>Mining and quarrying</i>	732	254	306
Pembuatan <i>Manufacturing</i>	13,205	8,843	15,161
Bekalan elektrik, gas, wap dan pendingin udara <i>Supply of electricity, gas, steam and air conditioning</i>	510	237	75
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemuliharaan <i>Supply of water; sewage, waste management and conservation activity</i>	163	97	98
Pembinaan <i>Construction</i>	4,888	2,381	3,193
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal <i>Wholesale and retail trade, motorised vehicles and motorcycle repairs</i>	10,613	4,763	7,316
Pengangkutan dan penyimpanan <i>Transportation and storage</i>	3,136	4,077	4,025
Penginapan dan aktiviti perkhidmatan makanan dan minuman <i>Accommodation, food and beverage services</i>	4,856	1,056	1,231
Maklumat dan komunikasi <i>Information and communication</i>	4,762	2,457	3,532
Aktiviti kewangan dan insurans takaful <i>Financial and insurance activities</i>	2,080	1,002	993
Aktiviti hartanah <i>Real estate activities</i>	1,739	576	790
Aktiviti profesional, saintifik dan teknikal <i>Professional, scientific and technical activities</i>	4,986	3,112	3,139
Aktiviti pentadbiran dan khidmat sokongan <i>Administrative activities and supporting services</i>	4,150	1,520	2,765
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib <i>Public administration and defence; mandatory social security activities</i>	73	403	1,192
Pendidikan <i>Education</i>	1,764	694	443
Aktiviti kesihatan kemanusiaan dan kerja sosial <i>Health, humanitarian and social work activities</i>	612	476	618
Kesenian, hiburan dan rekreasi <i>Arts, entertainment and recreation</i>	637	300	136
Aktiviti perkhidmatan lain <i>Other services</i>	1,904	1,715	3,811
Aktiviti isi rumah sebagai majikan <i>Domestic activities as employers</i>	3	34	117
Aktiviti Badan Luar Wilayah <i>Regional Bodies Activities</i>	43	25	43
Jumlah Total	61,360	34,388	49,982

JADUAL 38: BILANGAN KEHILANGAN PEKERJAAN MENGIKUT KATEGORI PEKERJAAN, 2021-2023
TABLE 38: NUMBER OF LOSS OF EMPLOYMENT BY JOB CATEGORY, 2021-2023

Kategori Pekerjaan Job Category	2021	2022	2023
Pengurus Managers	9,616	4,901	7,001
Profesional Professionals	17,051	8,467	13,092
"Juruteknik & Profesional Bersekutu Technicians & Associate Professionals"	12,189	6,509	8,250
Pekerja Sokongan Pengkeranian Clerical Support Workers	5,692	3,066	3,138
Pekerja Perkhidmatan & Jualan Service & Sales Workers	4,319	1,463	2,893
"Pekerja Kemahiran Pertanian, Perhutanan, Penternakan & Perikanan Skilled Agricultural, Forestry, Livestock & Fisheries Workers"	51	19	59
"Pekerja Kemahiran & Pekerja Pertukangan yang Berkaitan Craft & Related Trades Workers"	1,105	787	1,148
"Operator Mesin & Loji, dan Pemasang Plant & Machine Operators and Assemblers"	6,644	5,675	9,767
Pekerja Asas Elementary Occupations	3,931	3,050	4,215
Dalam Semakan Revision Stage	762	451	419
Jumlah Total	61,360	34,388	49,982

JADUAL 39: BILANGAN PENERIMA EMP MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 39: NUMBER OF JSA RECIPIENTS BY AGE GROUP AND GENDER, 2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah below 20	160	117
20-24	3,294	3,198
25-29	7,898	7,683
30-34	8,214	6,842
35-39	7,563	5,845
40-44	6,944	5,020
45-49	6,682	4,746
50-54	6,826	4,225
55-59	4,474	2,554
60 dan lebih and over	15	9
Jumlah Total	52,070	40,239

JADUAL 40: BILANGAN PENERIMA EBSA MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 40: NUMBER OF ERA RECIPIENTS BY AGE GROUP AND GENDER, 2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah below 20	48	28
20-24	900	787
25-29	2,025	1,688
30-34	1,891	1,278
35-39	1,564	1,064
40-44	1,129	735
45-49	859	507
50-54	568	317
55-59	225	111
60 dan lebih and over	2	-
Jumlah Total	9,211	6,515

JADUAL 41: BILANGAN PENERIMA EPB MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 41: NUMBER OF RIA RECIPIENTS BY AGE GROUP AND GENDER, 2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah below 20	1	-
20-24	14	20
25-29	44	42
30-34	47	28
35-39	31	17
40-44	30	26
45-49	19	21
50-54	20	9
55-59	10	10
60 dan lebih and over	-	-
Jumlah Total	216	173

JADUAL 42: BILANGAN PENERIMA ELAUN LATIHAN MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 42: NUMBER OF TRAINING ALLOWANCE RECIPIENTS BY AGE GROUP AND GENDER, 2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah below 20	2	4
20-24	40	37
25-29	84	115
30-34	115	123
35-39	112	121
40-44	113	95
45-49	83	70
50-54	61	36
55-59	22	19
60 dan lebih and over	-	-
Jumlah Total	632	620

JADUAL 43: BILANGAN PENERIMA FI LATIHAN MENGIKUT KUMPULAN UMUR DAN JANTINA, 2023
TABLE 43: NUMBER OF TRAINING FEE RECIPIENTS BY AGE GROUP AND GENDER, 2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah below 20	2	4
20-24	40	40
25-29	87	112
30-34	126	128
35-39	120	130
40-44	110	103
45-49	92	71
50-54	69	38
55-59	24	21
60 dan lebih and over	-	-
Jumlah Total	670	647

JADUAL 44: BILANGAN PENERIMA EMP MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 44: NUMBER OF JSA RECIPIENTS BY RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022						2023					
	EMP1	EMP2	EMP3	EMP4	EMP5	EMP6	EMP1	EMP2	EMP3	EMP4	EMP5	EMP6
Bawah Below 500	74	216	1,027	1,126	1,849	1,443	93	141	296	196	554	390
500 - 999	1,464	4,451	3,307	2,683	3,140	2,675	1,024	5,396	3,977	2,301	1,984	1,298
1,000 - 1,499	4,104	4,143	3,030	2,544	4,218	3,907	6,888	5,939	3,259	2,102	3,563	2,601
1,500 - 1,999	4,318	8,024	4,369	3,712			6,388	4,465	6,345	4,274	-	-
2,000 - 2,499	3,174						4,619	8,039	-	-	-	-
2,500 - 2,999	2,843						3,564	-	-	-	-	-
3,000 dan ke atas and above	7,442						12,613	-	-	-	-	-
Jumlah Total	23,419	16,834	11,733	10,065	9,207	8,025	35,189	23,980	13,877	8,873	6,101	4,289

JADUAL 45: BILANGAN PENERIMA EBSA MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 45: NUMBER OF ERA RECIPIENTS BY RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022	2023
Bawah Below 500	3,266	3,690
500 - 999	4,352	5,645
1,000 - 1,499	2,389	3,409
1,500 - 1,999	728	1,704
2,000 - 2,499	274	483
2,500 dan ke atas and above	385	795
Jumlah Total	11,394	15,726

JADUAL 46: BILANGAN PENERIMA EPB MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 46: NUMBER OF RIA RECIPIENTS BY RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	"Lelaki Male"	"Perempuan Female"
Bawah Below 1,000	-	4
1,000 - 1,999	4	1
2,000 - 2,999	15	9
3,000 - 3,999	56	31
4,000 - 4,999	53	52
5,000 - 5,999	51	49
6,000 - 6,999	45	33
7,000 - 7,999	30	31
8,000 - 8,999	19	27
9,000 - 9,999	24	29
10,000 dan ke atas and above	57	123
Jumlah Total	354	389

JADUAL 47: BILANGAN PENERIMA ELAUN LATIHAN MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 47: NUMBER OF TRAINING ALLOWANCE RECIPIENTS BY RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022	2023
Bawah Below 200	2,244	1,073
200 - 399	207	151
400 - 599	63	26
600 - 799	2	2
800 - 999	-	-
1,000 dan ke atas and above	-	-
Jumlah Total	2,516	1,252

JADUAL 48: BILANGAN PENERIMA FI LATIHAN MENGIKUT JULAT BAYARAN, 2022-2023
TABLE 48: NUMBER OF TRAINING FEE RECIPIENTS BY RANGE OF PAYMENT, 2022-2023

"Julat bayaran Payment range (RM)"	2022	2023
Bawah Below 1,000	67	16
1,000 - 1,999	130	44
2,000 - 2,999	666	248
3,000 - 3,999	2,731	917
4,000 dan ke atas and above	358	92
Jumlah Total	3,952	1,317

JADUAL 49: BILANGAN PENEMPATAN PEKERJAAN MENGIKUT PERUSAHAAN, 2021-2023
TABLE 49: NUMBER OF JOB PLACEMENTS BY INDUSTRY, 2020-2023

Perusahaan Industry	2021	2022	2023
Pertanian, perhutanan dan perikanan <i>Agriculture, forestry and fishery</i>	4,003	2,991	2,148
Perombongan dan pengkuarian <i>Mining and quarrying</i>	772	883	734
Pembuatan <i>Manufacturing</i>	60,209	72,189	44,869
Bekalan elektrik, gas, wap dan pendingin udara <i>Supply of electricity, gas, steam and air conditioning</i>	2,736	1,407	1,287
Bekalan air; pembentungan, pengurusan sisa dan aktiviti pemuliharaan <i>Supply of water; sewage, waste management and conservation activity</i>	1,319	939	1,378
Pembinaan <i>Construction</i>	17,322	9,643	11,666
Perdagangan borong dan runcit, pembaikan kenderaan bermotor dan motosikal <i>Wholesale and retail trade, motorised vehicles and motorcycle repairs</i>	36,022	49,994	31,726
Pengangkutan dan penyimpanan <i>Transportation and storage</i>	19,606	15,322	8,805
Penginapan dan aktiviti perkhidmatan makanan dan minuman <i>Accommodation, food and beverage services</i>	32,341	24,206	17,978
Maklumat dan komunikasi <i>Information and communication</i>	19,763	18,355	5,981
Aktiviti kewangan dan insurans takaful <i>Financial and insurance activities</i>	5,522	4,252	5,319
Aktiviti hartanah <i>Real estate activities</i>	4,694	1,311	1,850
Aktiviti profesional, saintifik dan teknikal <i>Professional, scientific and technical activities</i>	14,452	11,883	16,295
Aktiviti pentadbiran dan khidmat sokongan <i>Administrative activities and supporting services</i>	16,846	12,704	8,791
Pentadbiran awam dan pertahanan; aktiviti keselamatan sosial wajib <i>Public administration and defence; mandatory social security activities</i>	5,717	9,962	12,495
Pendidikan <i>Education</i>	13,596	5,698	6,704
Aktiviti kesihatan kemanusiaan dan kerja sosial <i>Health, humanitarian and social work activities</i>	6,818	19,123	6,114
Kesenian, hiburan dan rekreasi <i>Arts, entertainment and recreation</i>	3,822	1,597	1,536
Aktiviti perkhidmatan lain <i>Other services</i>	51,718	28,797	28,019
Aktiviti isi rumah sebagai majikan <i>Domestic activities as employers</i>	2,928	2,144	778
Aktiviti Badan Luar Wilayah <i>Regional Bodies Activities</i>	658	644	441
Jumlah Total	320,864	294,044	214,914

JADUAL 50: BILANGAN PENEMPATAN PEKERJAAN MENGIKUT KATEGORI PEKERJAAN, 2021-2023
TABLE 50: NUMBER OF JOB PLACEMENTS BY JOB CATEGORY, 2020-2023

Kategori Pekerjaan Job Category	2021	2022	2023
Pengurus Managers	23,041	10,142	13,460
Profesional Professionals	57,307	32,787	43,393
Juruteknik & Profesional Bersekutu Technicians & Associate Professionals	56,139	57,460	43,758
Pekerja Sokongan Pengkeranian Clerical Support Workers	30,273	14,056	17,364
Pekerja Perkhidmatan & Jualan Service & Sales Workers	56,280	131,955	38,656
"Pekerja Kemahiran Pertanian, Perhutanan, Penternakan & Perikanan Skilled Agricultural, Forestry, Livestock & Fisheries Workers"	710	1,239	2,045
"Pekerja Kemahiran & Pekerja Pertukangan yang Berkaitan Craft & Related Trades Workers"	15,978	5,779	7,945
"Operator Mesin & Loji, dan Pemasang Plant & Machine Operators and Assemblers"	40,972	26,757	18,455
Pekerja Asas Elementary Occupations	40,164	13,869	29,838
Jumlah Total	320,864	294,044	214,914

JADUAL 51: BILANGAN PERMOHONAN PROGRAM RETURN TO WORK (RTW) MENGIKUT JANTINA, 2021-2023
TABLE 51: NUMBER OF APPLICATIONS UNDER THE RETURN TO WORK PROGRAM BY GENDER, 2020-2023

Jantina Gender	2021	2022	2023
Lelaki Male	8,204	11,678	13,534
Perempuan Female	2,257	3,341	4,270
Jumlah Total	10,461	15,019	17,804

JADUAL 52: BILANGAN PERMOHONAN PROGRAM RETURN TO WORK (RTW) MENGIKUT KUMPULAN UMUR, 2021-2023
TABLE 52: NUMBER OF APPLICATIONS UNDER THE RETURN TO WORK PROGRAM BY AGE GROUP, 2020-2023

"Kumpulan Umur Age Group"	2021	2022	2023
15-19	114	105	149
20-24	1,122	1,469	1,620
25-29	1,674	2,269	2,714
30-34	1,693	2,335	2,791
35-39	1,590	2,340	2,805
40-44	1,413	2,157	2,458
45-49	1,250	1,919	2,256
50-54	950	1,434	1,737
55-59	514	830	1,049
60-64	99	123	173
65 dan lebih and over	42	38	52
Jumlah Total	10,461	15,019	17,804

JADUAL 53: BILANGAN OB KEMBALI BEKERJA DI BAWAH PROGRAM RTW MENGIKUT JANTINA, 2021-2023
TABLE 53: NUMBER OF INSURED PERSONS RETURNING TO WORK UNDER THE RTW PROGRAM BY GENDER, 2020-2023

Jantina Gender	2021	2022	2023
Lelaki Male	5,599	8,841	10,494
Perempuan Female	1,564	2,442	3,290
Jumlah Total	7,163	11,283	13,784

**JADUAL 54: BILANGAN OB KEMBALI BEKERJA DI BAWAH PROGRAM RTW
MENGIKUT KUMPULAN UMUR, 2021-2023**
**TABLE 54: NUMBER OF INSURED PERSONS RETURNING TO WORK
UNDER THE RTW PROGRAM BY AGE GROUP, 2020-2023**

"Kumpulan Umur Age Group"	2021	2022	2023
15-19	73	65	103
20-24	809	1,117	1,297
25-29	1,225	1,853	2,284
30-34	1,258	1,890	2,280
35-39	1,117	1,805	2,197
40-44	923	1,553	1,905
45-49	786	1,345	1,676
50-54	588	1,023	1,203
55-59	304	509	701
60-64	57	97	104
65 dan lebih and over	23	26	34
Jumlah Total	7,163	11,283	13,784

JADUAL 55: BILANGAN OB KEMBALI BEKERJA MENGIKUT HIERAKI KES DI BAWAH PROGRAM RTW, 2021-2023
**TABLE 55: NUMBER OF INSURED PERSONS RETURNING TO WORK UNDER THE RTW PROGRAM BY CASE
HIERARCHY, 2020-2023**

Hierarki Kes	2021	2022	2023
Kerja Sama Majikan Sama Same job, same employer	4,824	7,374	9,254
Kerja Serupa Majikan Sama Similar job, same employer	681	1,063	1,410
Kerja Berbeza Majikan Sama Different job, same employer	223	350	392
Kerja Sama Majikan Berbeza Same job, different employer	202	334	286
Kerja Serupa Majikan Berbeza Similar job, different employer	76	136	143
Kerja Berbeza Majikan Berbeza Different job, different employer	513	877	867
Bekerja Sendiri Self-employed	477	897	1,178
Revision stage Revision stage	167	252	254
Jumlah Total	7,163	11,283	13,784

JADUAL 56: BILANGAN SURU RUMAH BERINSURANS AKTIF MENGIKUT NEGERI, 2022-2023
TABLE 56: NUMBER OF ACTIVE INSURED HOUSEWIVES BY STATE, 2022-2023

Negeri State	Suri Rumah Berinsurans Aktif Active Insured Housewives		
	2022	2023	Δ'22'23
Johor	10,569	14,644	38.56%
Kedah	6,383	8,545	33.87%
Kelantan	10,429	12,383	18.74%
Melaka	6,020	7,483	24.30%
Negeri Sembilan	7,828	9,664	23.45%
Pahang	5,750	7,296	26.89%
Perak	9,696	12,631	30.27%
Perlis	2,013	2,354	16.94%
Pulau Pinang	10,389	12,608	21.36%
Sabah	38,301	40,233	5.04%
Sarawak	43,086	45,656	5.96%
Selangor	5,271	13,564	157.33%
Terengganu	12,854	14,305	11.29%
W.P. Kuala Lumpur	2,325	4,447	91.27%
Jumlah Total	170,914	205,807	20.42%

JADUAL 57: BILANGAN SURU RUMAH BERINSURANS AKTIF MENGIKUT KUMPULAN UMUR, 2022-2023
TABLE 57: NUMBER OF ACTIVE INSURED HOUSEWIVES BY AGE GROUP, 2022-2023

"Kumpulan Umur Age Group"	Suri Rumah Berinsurans Aktif Active Insured Housewives		
	2022	2023	Δ'22'23
Bawah Below 15	2	103	5050.00%
15-19	11,064	3,715	-66.42%
20-24	33,523	37,796	12.75%
25-29	14,469	19,801	36.85%
30-34	7,541	12,512	65.92%
35-39	11,666	16,133	38.29%
40-44	23,288	27,631	18.65%
45-49	35,701	40,953	14.71%
50-54	33,660	46,612	38.48%
55	-	551	-
Jumlah Total	170,914	205,807	20.42%

JADUAL 58: BILANGAN KES DILAPORKAN MENGIKUT JENIS TUNTUTAN DAN NEGERI, 2023
TABLE 58: NUMBER OF CASES REPORTED BY CLAIM TYPE AND STATE, 2023

Negeri State	Bencana Domestik Domestic Injury	Keilatan Invalidity	Kematian Deaths	Jumlah Total
Johor	21	6	31	58
Kedah	6	4	16	26
Kelantan	9	6	36	51
Melaka	7	3	4	14
Negeri Sembilan	13	3	12	28
Pahang	7	4	21	32
Perak	22	7	25	54
Perlis	1	-	4	5
Pulau Pinang	12	6	20	38
Sabah	2	6	46	54
Sarawak	14	18	79	111
Selangor	26	13	9	48
Terengganu	8	8	28	44
W.P. Kuala Lumpur	1	5	7	13
Jumlah Total	149	89	338	576

JADUAL 59: BILANGAN KES TUNTUTAN DIBAYAR, 2023
TABLE 59: NUMBER OF CLAIM PAID CASES, 2023

PPN PPP	HUK PD	UZR MBD	PP SB	ELS CAA	FPM FB
Kuala Lumpur	-	1	5	-	7
Petaling Jaya Shah Alam	1	2	2	-	2
Rawang	3	-	1	-	1
Klang	7	-	2	-	2
Putrajaya	4	-	1	-	2
Tanjung Karang	1	-	2	-	2
Georgetown	3	-	4	-	4
Seberang Jaya	1	2	7	-	14
Ipoh	2	1	4	-	5
Taiping	4	-	6	-	7
Tapah Cameron Highlands	-	-	1	-	2
Teluk Intan	-	-	-	-	-
Kuala Kangsar	1	-	3	-	9
Seri Manjung	4	1	1	-	1
Alor Setar	1	-	4	-	5
Sungai Petani	-	1	5	-	7
Kulim	-	-	2	-	3
Kangar	-	-	3	-	4
Langkawi	-	-	1	-	1
Johor Bahru	1	-	12	-	19
Kluang	-	-	2	-	4
Muar	1	-	2	-	4
Segamat	-	-	2	-	2
Batu Pahat	-	1	2	-	2
Seremban	3	1	6	-	7
Kuala Pilah	3	-	5	-	5
Melaka	5	1	2	-	4
Kota Marudu	-	-	7	-	11
Bentong Raub	-	-	-	-	-
Temerloh	-	-	5	-	6
Kuantan	1	-	13	-	14
Labuan	-	-	3	-	4
Limbang	-	1	2	-	3
Serian	-	-	6	-	6
Kemaman	-	-	3	-	4
Dungun	1	1	5	-	6
Kuala Terengganu	2	-	16	-	19
Miri	-	-	1	-	2
Bintulu	-	-	-	-	1
Sri Aman	-	-	7	-	10
Kuching	2	4	18	-	22
Sibu	1	2	3	-	5
Kapit	-	-	1	-	2
Sarikei	-	-	9	-	12
Mukah	-	-	1	-	5

Kota Bharu	5	-	22	-	26
Kuala Krai	2	-	3	-	5
Tawau	-	-	5	-	8
Keningau	-	-	7	-	9
Lahad Datu	-	1	-	-	1
Kota Kinabalu Kudat	-	-	-	-	1
Sandakan	-	-	11	-	14
Beaufort	-	-	1	-	1
Jumlah Total	59	20	236	-	322

JADUAL 60: BILANGAN PENERIMA BARU FAEDAH, 202
TABLE 60: NUMBER OF NEWLY BENEFIT RECIPIENTS, 2023

PPN PPP	SKIM BENCANA DOMESTIK DOMESTIC INJURY SCHEME					SKIM KEILATAN INVALIDITY SCHEME					"Jumlah keseluruhan Grand total"
	"HUK PD"	"ELS CAA"	"FPM FB"	PP SB	"Jumlah Total"	UZR MBD	"ELS CAA"	"FPM FB"	PP SB	"Jumlah Total"	
Kuala Lumpur	-	-	-	-	-	1	-	7	8	16	16
Petaling Jaya Shah Alam	-	-	-	-	-	2	-	2	4	8	8
Rawang	2	-	-	-	2	-	-	1	3	4	6
Klang	5	-	-	-	5	-	-	2	3	5	10
Putrajaya	1	-	-	-	1	-	-	2	2	4	5
Tanjong Karang	1	-	-	-	1	-	-	2	7	9	10
Georgetown	1	-	-	-	1	-	-	4	17	21	22
Seberang Jaya	-	-	-	-	-	2	-	14	16	32	32
Ipoh	2	-	-	-	2	1	-	5	6	12	14
Taiping	2	-	-	-	2	-	-	7	11	18	20
Tapah Cameron Highlands	-	-	-	-	-	-	-	2	1	3	3
Teluk Intan	-	-	-	-	-	-	-	-	-	-	-
Kuala Kangsar	1	-	-	-	1	-	-	9	6	15	16
Seri Manjung	1	-	-	-	1	1	-	1	5	7	8
Alor Setar	-	-	-	-	-	-	-	5	10	15	15
Sungai Petani	-	-	-	-	-	1	-	7	12	20	20
Kulim	1	-	-	-	1	-	-	3	7	10	11
Kangar	-	-	-	-	-	-	-	4	8	12	12
Langkawi	-	-	-	-	-	-	-	1	2	3	3
Johor Bahru	-	-	-	-	-	-	-	19	29	48	48
Kluang	-	-	-	-	-	-	-	4	6	10	10
Muar	-	-	-	-	-	-	-	4	7	11	11
Segamat	-	-	-	-	-	-	-	2	4	6	6
Batu Pahat	-	-	-	-	-	1	-	2	4	7	7
Seremban	1	-	-	-	1	1	-	7	13	21	22
Kuala Pilah	2	-	-	-	2	-	-	5	7	12	14

Melaka	1	-	-	-	-	1	1	4	5	10	11
Kota Marudu	-	-	-	-	-	-	-	11	16	27	27
Bentong Raub	-	-	-	-	-	-	-	-	-	-	-
Temerloh	-	-	-	-	-	-	-	6	19	25	25
Kuantan	-	-	-	-	-	-	-	14	31	45	45
Labuan	-	-	-	-	-	-	-	4	8	12	12
Limbang	-	-	-	-	-	1	-	3	5	9	9
Serian	-	-	-	-	-	-	-	6	10	16	16
Kemaman	-	-	-	-	-	-	-	4	4	8	8
Dungun	1	-	-	-	-	1	1	6	12	19	20
Kuala Terengganu	-	-	-	-	-	-	-	19	34	53	53
Miri	-	-	-	-	-	-	-	2	2	4	4
Bintulu	-	-	-	-	-	-	-	1	-	1	1
Sri Aman	-	-	-	-	-	-	-	10	13	23	23
Kuching	-	-	-	-	-	-	4	22	36	62	62
Sibu	1	-	-	-	-	1	2	5	6	13	14
Kapit	-	-	-	-	-	-	-	2	1	3	3
Sarikei	-	-	-	-	-	-	-	12	18	30	30
Mukah	-	-	-	-	-	-	-	5	3	8	8
Kota Bharu	4	-	-	-	-	4	-	26	56	82	86
Kuala Krai	-	-	-	-	-	-	-	5	6	11	11
Tawau	-	-	-	-	-	-	-	8	12	20	20
Keningau	-	-	-	-	-	-	-	9	12	21	21
Lahad Datu	-	-	-	-	-	-	1	1	-	2	2
Kota Kinabalu Kudat	-	-	-	-	-	-	-	1	-	1	1
Sandakan	-	-	-	-	-	-	-	14	30	44	44
Beaufort	-	-	-	-	-	-	-	1	2	3	3
Jumlah Total	27	-	-	-	-	27	20	322	539	881	908
Jumlah keseluruhan Grand total *											946

Nota Note :
* Termasuk penerima Faedah Perubatan (35) dan Pemulihan Jasmani dan Vokasional (3).
Includes Medical Benefit (35) and Physical and Vocational Rehabilitation(3).

JADUAL 61: BILANGAN TERKUMPUL PENERIMA FAEDAH SEHINGGA 31 DISEMBER 2023
TABLE 61: CUMULATIVE NUMBER OF BENEFIT RECIPIENTS AS AT 31 DECEMBER 2023

PPN PPP	SKIM BENCANA DOMESTIK DOMESTIC INJURY SCHEME					SKIM KEILATAN INVALIDITY SCHEME					"Jumlah keseluruhan Grand total"
	"HUK PD"	"ELS CAA"	"FPM FB"	PP SB	"Jumlah Total"	UZR MBD	"ELS CAA"	"FPM FB"	PP SB	"Jumlah Total"	
Kuala Lumpur	-	-	-	-	-	1	-	7	8	16	16
Petaling Jaya Shah Alam	5	-	-	-	5	2	-	2	4	8	13
Rawang	4	-	-	-	4	-	-	1	3	4	8
Klang	10	-	-	-	10	-	-	2	3	5	15
Putrajaya	7	-	-	-	7	-	-	2	2	4	11
Tanjong Karang	2	-	-	-	2	-	-	2	7	9	11
Georgetown	9	-	-	-	9	-	-	4	17	21	30
Seberang Jaya	3	-	-	-	3	2	-	14	16	32	35
Ipoh	5	-	-	-	5	1	-	5	6	12	17
Taiping	8	-	-	-	8	-	-	7	11	18	26
Tapah Cameron Highlands	-	-	-	-	-	-	-	2	1	3	3
Teluk Intan	1	-	-	-	1	-	-	-	-	-	1
Kuala Kangsar	2	-	-	-	2	-	-	9	6	15	17
Seri Marjunga	6	-	-	-	6	1	-	1	5	7	13
Alor Setar	2	-	-	-	2	-	-	5	10	15	17
Sungai Petani	3	-	-	-	3	1	-	7	12	20	23
Kulim	1	-	-	-	1	-	-	3	7	10	11
Kangar	-	-	-	-	-	-	-	4	8	12	12
Langkawi	-	-	-	-	-	-	-	1	2	3	3
Johor-Bahru	10	-	-	-	10	-	-	19	29	48	58
Kluang	1	-	-	-	1	-	-	4	6	10	11
Muar	4	-	-	-	4	-	-	4	7	11	15
Segamat	2	-	-	-	2	-	-	2	4	6	8
Batu Pahat	4	-	-	-	4	1	-	2	4	7	11
Seremban	9	-	-	-	9	1	-	7	13	21	30
Kuala Pilah	4	-	-	-	4	-	-	5	7	12	16
Melaka	7	-	-	-	7	1	-	4	5	10	17

Kota Marudu	-	-	-	-	-	-	-	-	-	11	16	27	27
Bentong Raub	1	-	-	-	-	1	-	-	-	-	-	-	1
Temerloh	2	-	-	-	-	2	-	-	-	6	19	25	27
Kuantan	4	-	-	-	-	4	-	-	-	14	31	45	49
Labuan	-	-	-	-	-	-	-	-	-	4	8	12	12
Limbang	-	-	-	-	-	-	-	1	-	3	5	9	9
Serian	3	-	-	-	-	3	-	-	-	6	10	16	19
Kemaman	1	-	-	-	-	1	-	-	-	4	4	8	9
Dungun	3	-	-	-	-	3	1	-	-	6	12	19	22
Kuala Terengganu	4	-	-	-	-	4	-	-	-	19	34	53	57
Miri	-	-	-	-	-	-	-	-	-	2	2	4	4
Bintulu	3	-	-	-	-	3	-	-	-	1	-	1	4
Sri Aman	-	-	-	-	-	-	-	-	-	10	13	23	23
Kuching	4	-	-	-	-	4	4	-	-	22	36	62	66
Sibu	2	-	-	-	-	2	2	-	-	5	6	13	15
Kapit	-	-	-	-	-	-	-	-	-	2	1	3	3
Sarikei	-	-	-	-	-	-	-	-	-	12	18	30	30
Mukah	-	-	-	-	-	-	-	-	-	5	3	8	8
Kota Bharu	5	-	-	-	-	5	-	-	-	26	56	82	87
Kuala Krai	2	-	-	-	-	2	-	-	-	5	6	11	13
Tawau	-	-	-	-	-	-	-	-	-	8	12	20	20
Keningau	-	-	-	-	-	-	-	-	-	9	12	21	21
Lahad Datu	-	-	-	-	-	-	-	1	-	1	-	2	2
Kota Kinabalu Kudat	2	-	-	-	-	2	-	-	-	1	-	1	3
Sandakan	-	-	-	-	-	-	-	-	-	14	30	44	44
Beaufort	-	-	-	-	-	-	-	-	-	1	2	3	3
Jumlah Total	145	-	-	-	-	145	20	-	-	322	539	881	1,026
Jumlah keseluruhan Grand total *													1,064

Nota Note :
* Termasuk penerima Faedah Perubatan (35) dan Pemulihan Jasmani dan Vokasional (3).
Includes Medical Benefit (35) and Physical and Vocational Rehabilitation (3).



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