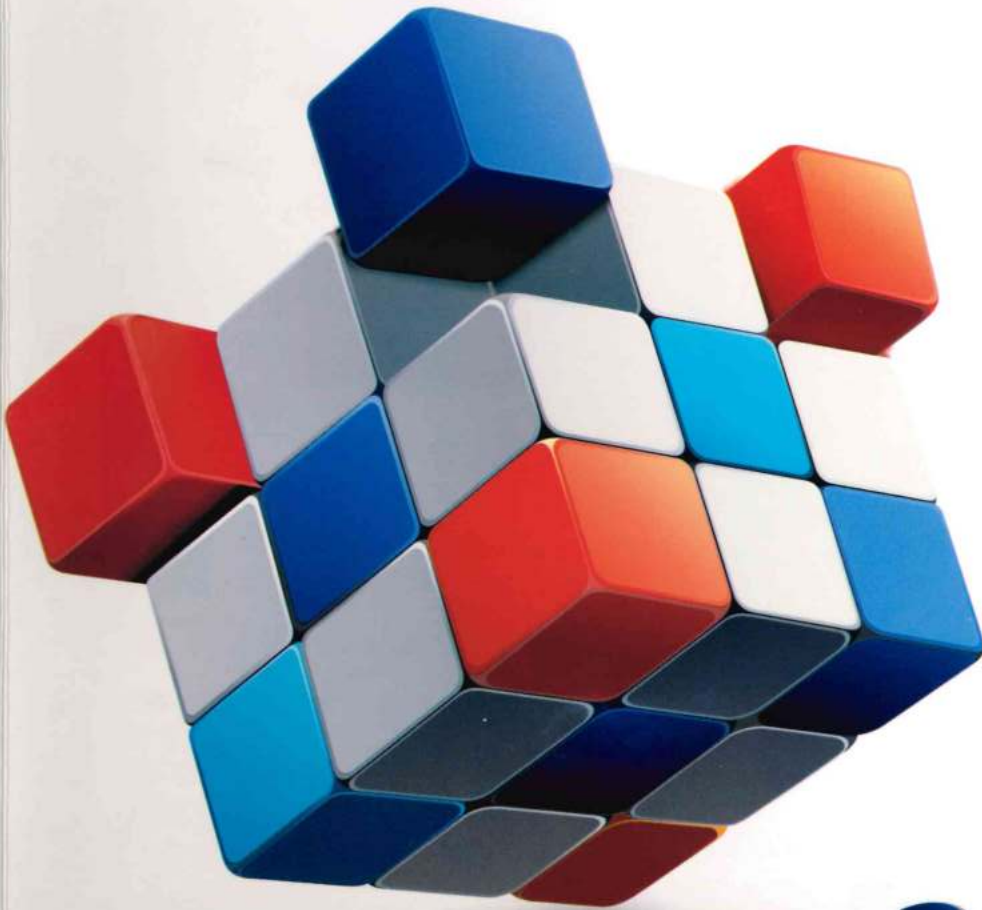




AKADEMI PENCEGAHAN RASUAH MALAYSIA
Peneraju Pusat Kecemerlangan Pencegahan Rasuah



2014

LAPORAN TAHUNAN

SIDANG PENGARANG

PENAUNG

Tan Sri Abu Kassim Mohamed

PENASIHAT

Dato' Sri Hj Zakaria Hj Jaffar

PENGERUSI

Dato' Abdul Wahab Abdul Aziz

KETUA PENGARANG

Zamal Abd Rahman

PENGARANG

Aini Awang Muda
Abdul Malek Abdullah
Hufaidatul Azfa Saffie

URUSETIA PENERBITAN PENGUMPULAN BAHAN

Jaafar Tajuddin
Mohd Amirul Faiz Mohd Fozi
Mohd Shafiq Satar
Firdaus Umar @ Adli
Hufaidatul Azfa Saffie
Mohd Zulfadzly Abdul Jalil
Razmy Zulkifli
Mohd Ihsan Anuar
Affendy Hamad
Normizol Junoh
Norasyikin Abdul Hamid

GRAFIK & REKALETAK

Nur Shahida Azlin Mohd Dee

JURUFOTO

Saidin Omar Muchlis

PEMBACA PRUF

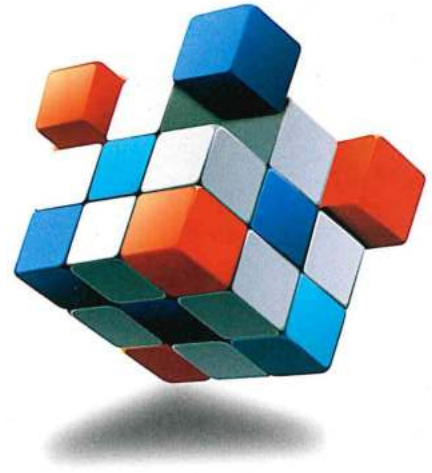
Azlan Abd Aziz

Sidang Pengarang merakamkan penghargaan terima kasih kepada semua sumbangan dan sokongan sehingga menjayakan penerbitan ini.



Kubikal merah dan biru melambangkan kelestarian dalam memacu pemikiran yang inovatif. Kemahiran dan kepakaran diterjemah melalui kesepaduan tenaga kerja modal insan.

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PERUTUSAN

KETUA PESURUHJAYA SPRM

Assalamualaikum w.b.t dan Salam Sejahtera

Syabas dan tahniah diucapkan kepada Akademi Pencegahan Rasuah Malaysia (MACA) yang komited dalam pembangunan kapasiti dan kapabiliti modal insan dalam organisasi SPRM. Setelah hampir satu dekad penubuhan, MACA dilihat terus menempa kejayaan demi kejayaan dalam melahirkan modal insan yang berkualiti dan berkelas antarabangsa dalam sektor pencegahan rasuah.

Sambutan memberangsangkan dari dalam dan luar negara dengan sendiri menunjukkan bahawa MACA terus mendapat perhatian dalam penyediaan latihan bagi meningkatkan kemahiran pencegahan rasuah. Perangkaan dari segi jumlah kursus yang ditawarkan dan peningkatan peserta merupakan satu bukti penting bahawa MACA kekal sebagai pusat latihan utama. Penganjuran salah satu modul Program Sarjana Pengajian Pencegahan Rasuah (MACS) di MACA pada Mei 2014 merupakan bukti yang MACA terus diktiraf oleh masyarakat antarabangsa khususnya Akademi Pencegahan Rasuah Antarabangsa (IACA). Ia satu lagi indikator penting susulan pengiktirafan Pejabat Pertubuhan Bangsa-bangsa Bersatu Berkenaan Dadah dan Jenayah (UNODC) pada tahun 2013. Pengiktirafan itu juga membuktikan bahawa MACA mempunyai kemudahan yang holistik dalam menyediakan latihan kepada agensi-agensi pencegahan di seluruh dunia. Kedudukan ini perlu dipertahan dan dikekalkan. Ia satu aset penting bagi Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) dan Malaysia.

Bagi merealisasikan visi dan misi MACA tercapai sebagai hab latihan dan rujukan kepada agensi luar, cadangan-cadangan penambaan dalam pengendalian program latihan di MACA ini adalah berlandaskan kepada pandangan idea dan kajian-kajian yang telah dijalankan. Ruang dan peluang penambaan sentiasa dilakukan oleh MACA.

Dengan kerjasama lebih bersistematik, terancang, bersepadu dan berterusan, MACA telah berjaya meraih keyakinan masyarakat supaya sama-sama membanteras gejala rasuah di Malaysia, seiring dengan matlamat Program Transformasi SPRM. Semoga MACA boleh merealisasikan impian masyarakat Malaysia bebas rasuah menjadi realiti satu hari kelak serta menjadikan SPRM agensi pencegahan rasuah terunggul di dunia.

Selamat Maju Jaya.

Tan Sri Abu Kassim Mohamed

Ketua Pesuruhjaya
Suruhanjaya Pencegahan Rasuah Malaysia



TINTA

KETUA PESURUHJAYA

(PENGURUSAN & PROFESIONALISME) SPRM

Assalamualaikum w.b.t dan Salam Sejahtera,

Saya mengucapkan setinggi-tinggi kesyukuran kehadiran Allah S.W.T kerana dengan keizinan-Nya, Akademi Pencegahan Rasuah Malaysia (MACA) terus mendapat pengiktirafan antarabangsa sebagai hab latihan.

Pada tahun 2014, MACA telah mendapat pengiktirafan serantau dan antarabangsa. Pada pertengahan tahun, MACA telah dipilih sebagai pusat tunggal di luar Vienna, Austria untuk mengadakan Program Sarjana Pengajian Pencegahan Rasuah, yang ditawarkan oleh Akademi Pencegahan Rasuah Antarabangsa (IACA). Manakala di akhir tahun, kedudukan MACA juga telah diiktiraf oleh SEA-PAC sebagai hab latihan dan pusat kecemerlangan pencegahan rasuah yang terbaik di rantau Asia Tenggara.

Pengiktirafan-pengiktirafan seperti ini tidak datang dengan mudah. Ia diperoleh hasil daya dan usaha berpanjangan. Pengiktirafan ini mencerminkan keyakinan dan kepercayaan masyarakat antarabangsa ke atas MACA, SPRM dan juga Malaysia secara keseluruhan.

Saya amat berbangga dengan kejayaan yang diperoleh dan yakin semua ini adalah atas hasil usaha keras dan komitmen yang ditunjukkan warga MACA di bawah kepimpinan YBhg. Dato' Abdul Wahab Abdul Aziz. MACA melaksana dan menjayakan program-program mengikut keperluan dan kehendak semasa bukan sahaja di Malaysia, malah antarabangsa.

Tahniah sekali lagi saya ucapkan kepada MACA kerana hasil kecemerlangan MACA kini semakin terserlah dalam bidang pembangunan dan pembelajaran di persada antarabangsa. Ianya terzahir bila mana United Nations Development Programme (UNDP) turut menggunakan tenaga pakar dari MACA dalam programnya iaitu *integrity curriculum development*.

Pencapaian MACA turut meraih keyakinan banyak negara antaranya Afghanistan, Bhutan, Maldives dan Fiji yang menghantar pegawai-pegawai menjalani latihan atau mengikuti program berprestij seperti *Intelligence Based Investigation (IBI)* dan *Certified Integrity Officer (Celo)*.

Syabas saya ucapkan kepada seluruh warga MACA kerana sentiasa dan secara berterusan memberi komitmen padu dalam mencapai visi dan misi MACA.

Teruskan Kecemerlangan!

Dato' Sri Hj. Zakaria Hj. Jaffar

Timbalan Ketua Pesuruhjaya

(Pengurusan & Profesionalisme)

Suruhanjaya Pencegahan Rasuah Malaysia



CORETAN

PENGARAH

AKADEMI PENCEGAHAN RASUAH MALAYSIA

Assalamualaikum w.b.t dan Salam Sejahtera,

Alhamdulillah, dengan limpah kurnia-Nya, dan iltizam yang tinggi oleh warga Akademi Pencegahan Rasuah Malaysia (MACA) khususnya sidang redaksi, Laporan Tahunan MACA 2014 berjaya diterbitkan.

MACA terus mengorak langkah mendepani cabaran mendatang melalui pelaksanaan tanggungjawab memperkasa kapasiti dan kapabiliti warga SPRM. Aspek pembangunan dan pembelajaran (L&D) menjadi keutamaan dengan penekanan terhadap kualiti setiap program dianjurkan. Penilaian program menjadi amat penting demi memastikan setiap pelanggan MACA mengecapi matlamat diperlukan.

Laporan Tahunan MACA 2014 merupakan siri penerbitan yang dilakukan secara berterusan demi memastikan lakaran sejarah MACA dapat diabadikan. Catatan yang terkandung dalam laporan ini menampakkan kesungguhan warga MACA dalam menjalankan tugas melatih warga SPRM dan masyarakat tempatan serta antarabangsa. Komitmen warga MACA bukan sekadar tertumpu di arena tempatan malahan telah merentasi sempadan menembusi antarabangsa.

Saya mengucapkan syabas dan tahniah kepada semua warga MACA yang telah mencurahkan bakti menjalankan peranan sepanjang tahun 2014. Berkaitan penghasilan dokumen bersejarah ini, tahniah diucapkan kepada semua pihak yang telah bertungkus-lumus memastikan penerbitan Laporan Tahunan MACA 2014 berjalan lancar. Semoga laporan ini menjadi bahan rujukan dan sumber maklumat yang bermakna buat semua kategori masyarakat di peringkat dalam dan luar negara.

Akhir kata, saya berharap agar laporan ini menjadi pencetus dan inspirasi buat semua warga MACA dalam memacu usaha memartabatkan MACA sebagai "Peneraju Pusat Kecemerlangan Pencegahan Rasuah" serantau dan antarabangsa.

Sekian, terima kasih.

Dato' Abdul Wahab Abdul Aziz

Pengarah

Akademi Pencegahan Rasuah Malaysia (MACA)



WARKAH PENGARANG

Agenda memperkasa modal insan melalui pengukuhan aspek pengetahuan dan kemahiran menjadi fokus penting MACA. Pengetahuan dan kemahiran merupakan keperluan kepada SPRM dalam menjalankan peranan membanteras rasuah, penyelewengan dan salahguna kuasa dari terus berleluasa. Aspek pemantapan etika dan penerapan nilai-nilai murni demi memastikan modal insan berintegriti turut dititikberatkan. Adunan ini penting bagi menetengahkan modal insan berkualiti bagi membawa organisasi melaksanakan fungsi dengan baik demi menjaga Negara.

Laporan Tahunan MACA 2014 merungkai peranan dan tanggungjawab MACA memastikan modal insan SPRM berkualiti. Peranan MACA bukan hanya tertumpu kepada warga SPRM malahan warga agensi awam, swasta serta antarabangsa. Secara ringkas, laporan tahunan ini mengandungi lima Bahagian yang menyorot kembali kegigihan MACA dalam aspek pembangunan dan pembelajaran.

KEYAKINAN ANTARABANGSA

Masyarakat antarabangsa memandang MACA sebagai satu entiti unggul dalam bidang latihan berkaitan Pencegahan Rasuah. Semasa Mesyuarat Negara Anggota Asia Tenggara Memerangi Rasuah (SEA-PAC) kali ke-10 di Kuala Lumpur pada 1 hingga 3 Disember, MACA telah diiktiraf sebagai hab latihan Pencegahan Rasuah bagi rantau Asia Tenggara. Selaras dengan itu, MACA bakal menyediakan program kepimpinan untuk ahli SEA-PAC. Selain itu, MACA turut menerima pengiktirafan melalui mandat bagi melaksanakan Modul Keenam Program Sarjana Pengajian Pencegahan Rasuah (MACS), Akademi Pencegahan Rasuah Antarabangsa (IACA). Modul dikendalikan oleh beberapa tenaga pakar terkemuka membabitkan 26 peserta dari 17 negara.

Selain pengiktirafan itu, keupayaan MACA dalam bidang latihan turut menjadi tumpuan dan menarik minat negara lain. Teknik *Intelligence Base Investigation* (IBI) sebagai amalan terbaik SPRM dalam membanteras rasuah dikongsi bersama dengan negara lain seperti Kemboja, Taiwan, Sri Lanka, Indonesia, Brunei Darussalam, Fiji, Timor Leste, Bhutan, Thailand, Palestin dan Botswana. Bahagian Perisikan selaku *Subject Matter Experts* (SME) berkongsi kepakaran dengan peserta dari negara-negara tersebut.

MACA mengorak langkah merentas sempadan untuk mengembangkan kepakaran. Program penghantaran tenaga pakar dilaksanakan ke beberapa negara seperti Maldives, Fiji, Bhutan dan Nepal sebagai langkah perkongsian bestari dalam mengukuhkan kerjasama. Perkongsian kepakaran MACA meliputi:

Negara	Bidang Perkongsian
Maldives	<i>Training Workshop on Corruption Investigation and Prevention</i> membabitkan 49 pegawai Maldives.
Fiji	<i>Corruption Prevention and Community Education</i>
Bhutan	Penyediaan SOP dan penggunaan peralatan teknikal; dan Program Latihan Etika dan Integriti membabitkan penjawat awam Bhutan.
Nepal	Peningkatan kapabiliti pegawai dalam aspek penyiasatan dan pendakwaan



Selain tenaga pakar, MACA turut diintai secara dekat melalui kunjungan beberapa agensi antarabangsa. Berdasarkan rekod, sebanyak lapan agensi telah melawat MACA bertujuan untuk mempelajari amalan terbaik dalam pemerksaan modal insan serta mencungkil keunggulan MACA dalam pelaksanaan pembangunan dan pembelajaran. Di samping itu, MACA dijadikan suatu penanda aras dalam aspek latihan yang boleh dijadikan contoh bagi membangun dan mewujudkan institusi latihan di negara mereka. Antara delegasi antarabangsa yang mengunjungi MACA adalah:



ANTI-CORRUPTION
COMMISSION OF ZAMBIA



GOVERNMENT INSPECTORATE
OF VIETNAM



ANTI-CORRUPTION
COMMISSION OF TIMOR LESTE



INTERNATIONAL GRADUATE
SCHOOL OF LEADERSHIP
Building Leaders for Transformation

RIPA INTERNATIONAL



**TRANSPARENCY
INTERNATIONAL**
the coalition against corruption

Sungguhpun MACA memainkan peranan yang aktif di luar negara, tanggungjawab memantapkan modal insan warga SPRM tidak pernah diabaikan. Pembangunan kapasiti dan kapabiliti warga kerja SPRM diberi perhatian lebih serius melalui pelaksanaan pelbagai latihan.

PENGUKUHAN KEMAHIRAN BIDANG OPERASI

Arus perkembangan semasa khususnya kepesatan teknologi menjadi suatu bentuk cabaran yang perlu dihadapi setiap agensi penguatkuasa. Dalam hal ini, MACA bertanggungjawab menganjurkan program bersesuaian untuk melengkapkan modal insan dengan kemahiran yang tinggi. Pembanterasan jenayah rasuah menjadi semakin sukar dan perlu dilakukan menggunakan kaedah bersesuaian dengan arus semasa. Justeru, MACA memberi fokus latihan kepada bidang kewangan swasta. Penganjuran program dilakukan secara kerjasama dengan membabitkan agensi penting lain mengikut kepakaran iaitu Bank Negara Malaysia, Suruhanjaya Syarikat Malaysia, Suruhanjaya Komunikasi dan Multimedia dan Petronas.

Selain itu, bidang forensik turut menjadi tumpuan seiring dengan inisiatif transformasi. Penganjuran kursus forensik elektrik dan mekanikal serta forensik minyak dan gas menjadi bukti kesungguhan MACA dalam menyediakan pengetahuan dan kemahiran buat warga SPRM. Kedua-dua bidang tersebut merupakan bidang baru yang dijayakan oleh MACA bersesuaian dengan keperluan arus perkembangan semasa. Dalam mendokong agenda transformasi operasi, MACA terlibat secara langsung memastikannya berjalan lancar. Pengurusan Penyiasatan Berpasukan (MTI) merupakan antara elemen utama dalam memastikan perjalanan operasi dilakukan dengan lancar. Mengikut rekod, seramai 110 pegawai siasatan telah menjalani latihan berkaitan MTI dengan jayanya. Matlamat MTI adalah untuk memastikan sesuatu siasatan dilaksanakan dengan cepat dan profesional.

Di peringkat domestik, MACA juga mendapat perhatian agensi tempatan dalam negara sama seperti di peringkat antarabangsa. Pelbagai agensi luar telah mendapatkan latihan dari MACA sebagai langkah mengukuhkan profesionalisme pegawai mereka khususnya dalam bidang siasatan. Beberapa kursus yang dijalankan digubal modulnya secara teliti oleh MACA mengikut keperluan agensi terbabit. Kursus sedemikian dikenali sebagai *tailor made* dan menjadi ukuran keupayaan sesebuah institusi latihan. Kesan pelaksanaan program latihan berkonsep *tailor made* ini berjaya membantu sesebuah agensi menutup jurang kemahiran yang wujud dalam kalangan pekerja secara menyeluruh.

Menyedari kepentingan bidang perisikan sebagai pemangkin dalam kejayaan sesuatu operasi, perhatian serius terhadap aspek latihan berkaitan dirancang dengan rapi. Bagi memperkasa bidang perisikan, dua latihan berkaitan teknologi dijalankan iaitu teknologi i2 dan *Remote Sensing and Geography Information System (GIS)*. Kedua-duanya mendedahkan pegawai perisikan dengan teknologi terkini dalam menjalankan peranan dan tanggungjawab.

Mengenai bidang undang-undang pula, pendedahan terhadap aspek komersial ditekankan. Pelaksanaan latihan dijalankan membabitkan tenaga pakar dari universiti tempatan seperti Univesiti Malaya dan Universiti Teknologi Mara. Pendedahan meluas terhadap aspek perbankan, kontrak, undang-undang syarikat dan pemakaian keterangan berkaitan dengannya

didedahkan kepada peserta dengan meluas. Aspek latihan selain bidang swasta berjalan seperti biasa mengikut perancangan Kluster Penyiasatan, Kluster Perisikan dan Kluster Pendakwaan dan Perundangan. Pendedahan terhadap aspek swasta menjadi fokus sejajar transformasi operasi SPRM. Tuntutan itu menjadi cabaran yang digalas MACA dalam memastikan modal insan SPRM terus ulung selari arus perdana. Keupayaan bidang operasi sebagai tonggak SPRM dipandang serius. Namun, pemerkasaan bidang lain turut dirancang dengan rapi sebagai pelengkap kepada pengukuhan bidang operasi yang dijalankan dari semasa ke semasa.

PEMERKASAAN MODAL INSAN

Modal insan merupakan aset yang amat bermakna buat SPRM. Aspek kepimpinan ibarat nadi untuk menempuh kejayaan. Keupayaan menggerakkan sumber yang ada untuk mencapai matlamat organisasi merupakan ukuran keunggulan seseorang pemimpin. Teras yang mendasari kepimpinan dalam organisasi SPRM adalah integriti. Justeru, latihan kepimpinan berteraskan integriti telah dirangka meliputi pelbagai lapisan atau peringkat berikut:



Bagi warga baru SPRM, Kursus Latihan Asas merupakan kursus wajib yang perlu diikuti. Keupayaan MACA dalam membangunkan modal insan berkualiti turut dinilai melalui kejayaan penganjuran kursus ini. Seramai 166 pegawai baru berjaya dilatih sepanjang tahun 2014 membabitkan tiga siri kursus iaitu Siri 15, Siri 16 dan Siri 17. Perkara unik dan menarik mengenai perjalanan kursus ini ialah mengenai keupayaan menjalankannya menggunakan tenaga warga MACA sendiri.

Melalui kursus ini juga, SPRM dikenali masyarakat melalui siri Program Anak Angkat yang dijalankan membabitkan peserta di beberapa kawasan. Peserta kursus telah didedahkan untuk mendekati masyarakat sebelum menempuh alam penugasan. Pendedahan awal telah mendidik peserta untuk berinteraksi dengan masyarakat dan membawa mesej kemanusiaan yang jelas iaitu menghindari rasuah. Program ini merupakan modul pemerkasaan modal insan yang amat penting kerana penerapan nilai-nilai yang amat tinggi dimulai dengan semangat berpasukan yang tinggi untuk menjayakannya, mendokong integriti dan menyebarkan mesej menghindari rasuah.

Berkaitan dengan pembangunan modal insan juga, MACA bukan sahaja mementingkan peningkatan kapasiti dan kapabiliti peserta program tetapi juga pegawai MACA sendiri. Warga MACA turut terbabit dalam meningkatkan kemahiran agar berupaya melaksanakan latihan dengan sempurna. Sebagai contoh, latihan kecergasan fizikal dilaksanakan membabitkan jurulatih MACA. Program kecergasan yang dijalankan di Sabah berakhir dengan kemuncak mendaki Gunung Kinabalu.

Dalam memastikan tenaga pengajar berkualiti dan seiring dengan institusi lain, MACA menyediakan ruang latihan yang terbuka. MACA menyediakan peruntukan kewangan mencukupi bagi menghantar tenaga pengajar menyertai latihan yang dianjurkan penyedia latihan di peringkat tempatan dan antarabangsa. Sebanyak 11 siri latihan dalam Negara membabitkan kira-kira 70 orang tenaga pengajar MACA. Manakala tiga tenaga pengajar MACA pula dihantar mengikuti latihan di luar negara. Pemerkasaan modal insan bukan semata-mata tertumpu kepada dalaman SPRM sahaja. Tanggungjawab ini turut dilaksanakan MACA membabitkan agensi awam dan swasta yang memerlukan. Keupayaan MACA terus diintai oleh organisasi lain yang dapat dilihat melalui penyertaan dalam program MACA.



PENGUKUHAN KELESTARIAN INTEGRITI

Agenda memperkasa integriti amat dititikberatkan dan keupayaan MACA tidak dapat disangkal lagi. MACA selaku hab latihan integriti yang diiktiraf turut memainkan tanggungjawab melatih agensi swasta. Program Pegawai Integriti Bertauliah (CeIO) merupakan program ulung yang menyatukan penyertaan sektor awam dan swasta. Program ini menjadi wadah dalam menyatukan kerjasama dan membuka ruang rangkaian kerjasama dalam kalangan peserta yang mempunyai latar belakang berbeza. Sepanjang tahun 2014, sebanyak lima siri program telah dijalankan membabitkan 152 peserta.

Penglibatan sektor swasta dalam latihan dianjurkan MACA berkait rapat dengan kepakaran dan kepercayaan terhadap MACA. Sektor korporat terkenal seperti Petronas, Tenaga Nasional Berhad (TNB) menghantar peserta untuk menjalani siri latihan di MACA. Di pihak sektor awam pula, Kerajaan Negeri Kelantan menjadi agensi negeri pertama menggunakan khidmat MACA dalam melatih pegawainya berkaitan integriti.

FAKTA KEJAYAAN 2014

Pemerkasaan modal insan amat berkait rapat dengan aspek latihan selaras dengan Pekeliling Perkhidmatan Bilangan 6 Tahun 2005. Peranan MACA yang utama adalah memastikan setiap warga SPRM menghadiri sekurang-kurangnya tujuh hari kursus dalam setahun. Pencapaian MACA dianggap cemerlang apabila mendapat penghargaan dari Jabatan Perdana Menteri kerana bilangan warga SPRM yang cukup tujuh hari kursus mencapai 92.67 peratus. Angka ini merupakan pencapaian tertinggi berbanding tahun sebelumnya iaitu hanya 89 peratus.

Berdasarkan statistik, seramai 4,237 peserta telah mengikuti 133 program latihan dianjurkan oleh MACA. Berkaitan bilangan peserta itu, seramai 629 peserta adalah dari agensi awam, 614 dari sektor swasta, 228 peserta antarabangsa dan 2703 lagi warga SPRM. Pencapaian keseluruhan Petunjuk Prestasi Utama (KPI) MACA yang dikeluarkan oleh Bahagian Pemantauan dan Penyelarasan ialah 97.29 peratus.

91

Kursus telah dirancang
berdasarkan analisis
keperluan latihan (TNA)

88

@ 96.7% kursus dirancang
telah dilaksanakan & 3 @
3.3% digugurkan

45

Kursus keperluan semasa
yang dilaksanakan (ganti
kursus digugurkan)

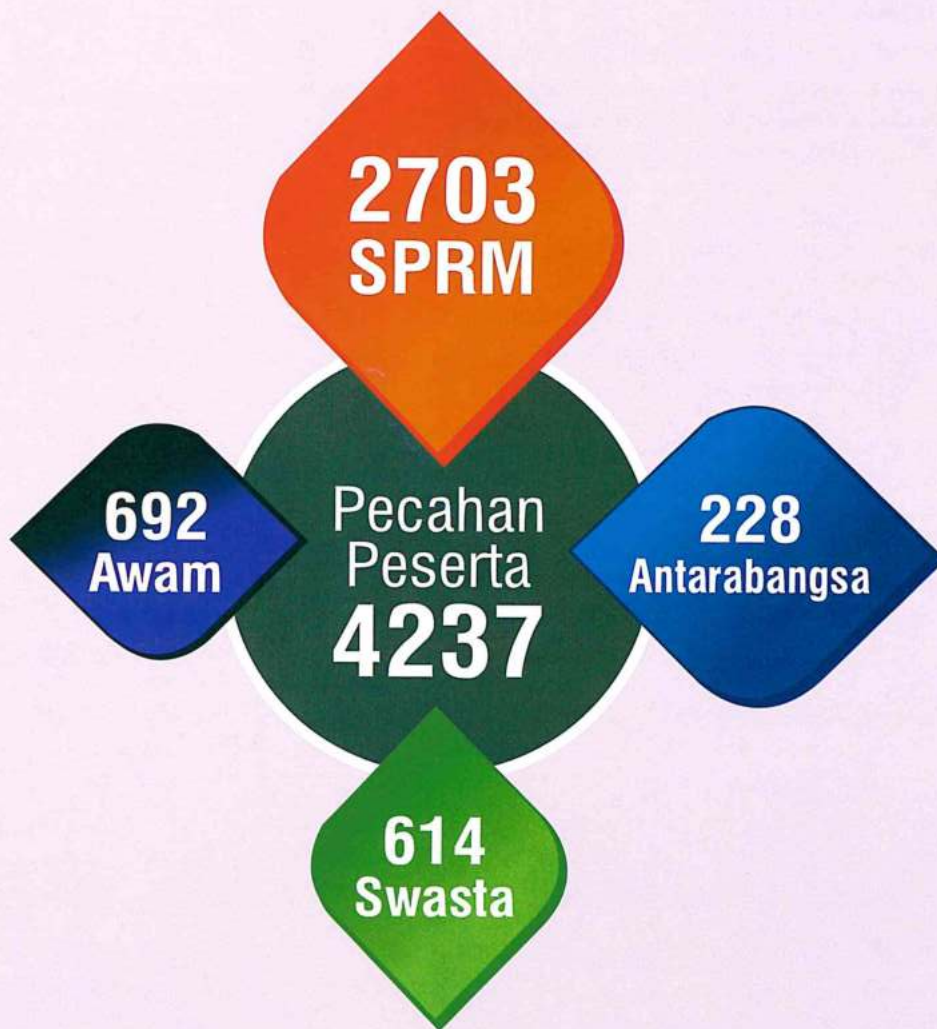
4237

Bilangan peserta kursus
bagi tahun 2014

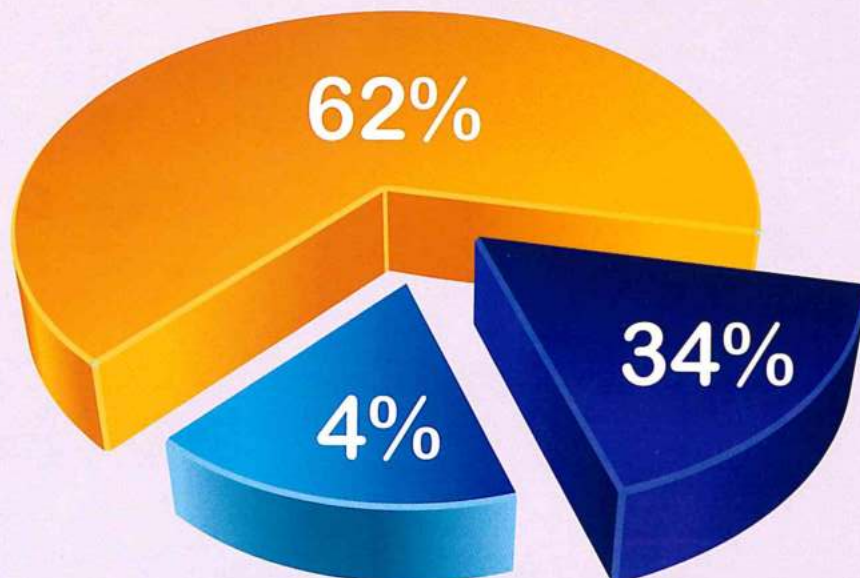
92.67%

Pegawai SPRM yang cukup
7 hari kursus





KATEGORI PESERTA SPRM



- KUMPULAN PELAKSANA
- PENGURUSAN & PROFESIONAL
- JUSA

LAPORAN PENCAPAIAN KPI (PENGURUSAN) 2014

KELOMPOK	DIMENSI PRESTASI	WAJARAN	PETUNJUK PRESTASI UTAMA	SASARAN	PENCAPAIAN	PERATUSAN	MARKAH
Tanggungjawab bersama Jabatan	Kesan Kepada Masyarakat / Ekonomi/ Organisasi/ Perkhidmatan & Tadbir Urus dan Akauntabiliti	15	Tahap Keyakinan Masyarakat Terhadap SPRM	68%	67.80%	99.71%	93.07%
			Pengiktirafan Antarabangsa Terhadap SPRM	71%	100%	100%	
			Pencapaian NKRA/MKRA	90%	60.17%	66.86%	
			Pencapaian Inisiatif RMK 10	90%	98%	100%	
			Pencapaian Tadbir Urus dan Akauntabiliti	90%	88.89%	98.77%	
Aktiviti Bahagian Secara Spesifik	Penyampian Fungsi Utama dan Penambahbaikan Proses	48	Pelaksanaan 7 Hari Berkursus	90%	93.02%	100%	96.58%
			Program Latihan Untuk Agensi Tempatan dan Antarabangsa	7 Program	24 Program	100%	
			Pentauliahan Kepada Pegawai Integriti Bertauliah (CeIO)	60 Orang	100 Orang	100%	
			Pengurusan Aset	90%	77.70%	86.33%	
		32	Kajian Pemantapan Pembelajaran dan Pembangunan	4 Kajian	4 Kajian - 100%	100%	
			Program Latihan Kepimpinan	6 Program	7 Program	100%	
			Pelaksanaan Program Latihan Yang Dirancang	85%	96.70%	100%	
Keberkesanan Peribadi	Kepimpinan Transformasi Agensi	5	Penilaian oleh Pegawai Atasan / Rakan Sejawat / Pegawai	90%	100%	100%	100%

PETUNJUK PENCAPAIAN

BT	OT	ET	ST
<75%	75% - <85%	85% - <95%	ST

KAEDAH PENGUKURAN

$$\frac{\text{Pencapaian}}{\text{Sasaran}} \times 100 = \% \text{ Pencapaian}$$

$$\frac{\text{Markah Pencapaian}}{100} \times \text{Wajaran} = \text{Skor KPI}$$

STATUS PENCAPAIAN

KELOMPOK	WAJARAN	MARKAH	SKOR	STATUS
BERSAMA	15	93.07%	13.96	ET
SPEKIFIK (P)	48	96.58%	46.36	ST
SPEKIFIK (A)	32	100%	32.00	ST
PERIBADI	5	100%	5.00	ST
KESELURUHAN	100		97.32%	ST

Nota : Skor keseluruhan semasa adalah jika mengambil kira skor kelompok 3 mencapai markah 100%

MENDEPANI CABARAN

Bagi tahun 2015, pihak pengurusan tertinggi SPRM telah menetapkan sasaran keyakinan masyarakat sebanyak 70%, dengan menggunakan empat strategi berimpak iaitu (1) *Manage High Profile/ Public Interest Cases Effectively*; (2) *Managing issues Effectively*; (3) *Strategic Engagement with Opinion Leaders (Political & NGO)*; dan (4) *Effective Engagement with Private Sectors*.

Berdasarkan ketetapan dan hala tuju SPRM tersebut, MACA memainkan peranan yang amat besar sebagai pendokong empat strategi berkenaan. Walaupun MACA tidak secara langsung dipotretkan dalam empat strategi yang digariskan, namun MACA adalah landasan yang berperanan memacu kepada pencapaian kejayaan strategi tersebut melalui tanggungjawab menyediakan modal insan berwibawa. Selain peranan setiap bahagian dalam SPRM, peranan MACA adalah jelas dan kejayaan empat strategi tersebut berkait rapat dengan pembangunan kapasiti dan kapabiliti warga SPRM yang menjadi peranan utama MACA.

Setiap kluster di MACA adalah bertanggungjawab secara langsung dalam bibit-bibit pemerksaan dan penguatan warga SPRM. Peranan untuk menitipkan pengetahuan dan kemahiran dalam bidang operasi, pencegahan serta pengurusan dan profesionalisme berteraskan integriti merupakan tanggungjawab yang perlu digalas MACA. Bagi memastikan hasrat itu tercapai, MACA perlu memastikan pembelajaran menggunakan kaedah terkini setanding penyedia latihan antarabangsa. Selaras itu, MACA telah membentuk *MACA Design and Development Committee (MDDC)* bagi memastikan setiap program dilaksanakan menepati standard kualiti dan dilaksanakan mengikut keperluan sesuatu program.

Secara keseluruhannya, MACA sentiasa komited dalam melontarkan khidmat bakti. Segala bentuk perkhidmatan yang diberikan warga MACA adalah yang terbaik mengikut kemampuan. Sepanjang penubuhan MACA yang hampir mencapai usia satu dekad, MACA telah mengharungi cabaran dengan penuh cecal dan memberi yang terbaik kepada setiap pelanggannya.

Akhir kata, sidang redaksi mengucapkan terima kasih kepada semua pihak yang terlibat secara langsung atau tidak langsung dalam penerbitan Laporan Tahunan MACA 2014 ini khususnya warga kerja Kluster Perancangan Penyelidikan dan Korporat. Semoga komitmen dan semangat jitu yang diberi oleh setiap warga MACA pada tahun 2014 akan diteruskan pada tahun 2015 dengan penuh keikhlasan.

Zamal Abd Rahman

Ketua Pengarang



MAKLUMAT KORPORAT

Sejarah MACA

Penubuhan Akademi Pencegahan Rasuah Malaysia (MACA) telah diumumkan oleh YAB Perdana Menteri Malaysia, Dato' Seri Abdullah Ahmad Badawi semasa menghadiri '4th Steering Committee Meeting ADB-OECD Anti-Corruption Initiative for Asia and Pacific' pada 3 Disember 2003 di Kuala Lumpur. Secara umumnya MACA diharap akan menjadi pusat serantau bagi usaha-usaha meningkatkan kapasiti dan kapabiliti dalam pambanterasan rasuah.

Pelbagai institusi dan pertubuhan antarabangsa telah menyatakan hasrat untuk bekerjasama dengan Malaysia dalam menyediakan tenaga pengajar, pakar untuk merangka dan mengendalikan kursus, latihan, seminar, dan bengkel setiap tahun terutamanya di rantau Asia-Pasifik dalam pambanterasan jenayah rasuah. Ini boleh dilaksanakan melalui hubungan dua hala dan pelbagai hala (*bilateral and multilateral*) dengan agensi-agensi penguatkuasa pencegahan rasuah serantau seperti ICAC Hong Kong, FBI, BMR Brunei Darussalam, KICAC (Republic of Korea), Indonesia, CPIB Singapura, Thailand dan lain-lain lagi. Melalui pelbagai program yang dirancang adalah diharapkan MACA akan muncul sebagai pusat pembelajaran dan latihan terpenting di rantau Asia.

Penubuhan MACA ini juga bertujuan untuk meningkatkan kemahiran dan profesionalisme pegawai-pegawai Suruhanjaya Pencegahan Rasuah Malaysia. Hasrat tersebut mampu dicapai melalui penyediaan latihan dalam perkhidmatan meliputi modul penyiasatan, pendakwaan, perisikan, pendidikan masyarakat, pemeriksaan dan perundingan, tatacara kerja, pengurusan dan kewangan, keselamatan, kepimpinan, latihan kejurulatihan (*training of trainers*), teknologi maklumat serta pengajian bahasa terutamanya Bahasa Inggeris.

Visi

Menjadi sebuah pusat kecemerlangan pencegahan rasuah bertaraf serantau dan antarabangsa.

Misi

- Menerajui pembangunan modal insan SPRM secara dinamik, progresif dan berterusan;
- Meningkatkan kapasiti dan kapabiliti sektor awam dan swasta dalam usaha pencegahan rasuah melalui perkongsian bestari; dan
- Menjalinkan rangkaian perkongsian strategik di peringkat antarabangsa melalui program latihan pencegahan rasuah.



Objektif

- Memantapkan kebebasan, ketelusan dan profesionalisme pegawai SPRM di dalam melaksanakan tugas;
- Mengukuhkan integriti dan akauntabiliti pegawai SPRM melalui program latihan yang berkesan dan berterusan;
- Melatih modal insan sektor awam bagi meningkatkan kapasiti dan kapabiliti dalam usaha pencegahan rasuah;
- Meningkatkan program latihan pencegahan rasuah melalui perkongsian bestari bersama sektor swasta;
- Memperluaskan usahasama (*Collaboration*) dan kerjasama (*Cooperation*) dengan agensi penguatkuasaan, institusi latihan dan badan-badan antarabangsa; dan
- Menganjurkan program pembangunan kapasiti dan Kapabiliti bagi masyarakat global.

Piagam Pelanggan

Kami berjanji merancang dan melaksanakan program latihan yang berkualiti dan menepati keperluan pelanggan dengan:

- Menyampaikan maklumat program latihan kepada pelanggan sekurang-kurangnya dua (2) minggu untuk program domestik dan tiga (3) bulan bagi program antarabangsa sebelum kursus bermula;
- Melaksanakan sekurang-kurangnya 90% daripada program latihan yang dirancang setiap tahun;
- Menjalankan sekurang-kurangnya dua (2) kajian setahun;
- Menghasilkan sekurang-kurangnya dua (2) penerbitan setahun;
- Menjalankan sekurang-kurangnya dua (2) konsultasi berbentuk latihan setahun;
- Menyediakan laporan penilaian program latihan yang dilaksanakan selewat-lewatnya dua (2) minggu selepas tamat program; dan

Kumpulan Sasaran

Akademi Pencegahan Rasuah Malaysia mensasarkan latihan dan program pencegahan rasuah kepada para peserta dari dalam dan luar negara. Penglibatan 4 kumpulan sasaran ini mencerminkan peranan MACA sebagai institusi latihan khusus dalam pencegahan rasuah. 4 kumpulan sasaran MACA tersebut:

Pegawai-Pegawai SPRM

MACA adalah entiti di bawah SPRM yang bertanggungjawab untuk menyediakan latihan yang mencukupi kepada semua pegawai dan kakitangan SPRM dalam meningkatkan keupayaan diri dalam melaksanakan tugas dengan cekap dan profesional. Bidang-bidang latihan yang ditawarkan merangkumi "core business" secara komprehensif serta bidang-bidang lain seperti pengurusan, keselamatan seumpamanya.

Jabatan / Agensi Kerajaan dan Agensi Penguatkuasaan Tempatan

Selaras dengan agensi kerajaan untuk mewujudkan "Perkhidmatan Awam Bertaraf Dunia". MACA menawarkan program latihan untuk agensi kerajaan khusus dalam bidang pencegahan rasuah. Program-program yang disediakan adalah berkualiti dan berupaya melengkapkan diri dengan pengetahuan dan kemahiran.

Sektor Swasta

MACA menyediakan platform kepada sektor swasta seperti Syarikat Berkaitan Kerajaan (GLC) dan badan-badan korporat dalam meningkatkan kefahaman dan kemahiran dalam bidang pencegahan rasuah, integriti dan tadbir urus terbaik.

Peserta Dari Organisasi Antarabangsa Dan Agensi Penguatkuasaan Antarabangsa

MACA mengorak langkah menuju ke arena global dalam bidang latihan pencegahan rasuah di mana MACA menawarkan program-program latihan yang berkualiti khusus untuk peserta luar negara dari pelbagai organisasi dan agensi penguatkuasaan. Semua program latihan yang ditawarkan menepati kehendak semasa selaras dengan undang-undang dan amalan terbaik. Program latihan juga boleh direkabentuk mengikut keperluan di peringkat antarabangsa.

Pengurusan MACA



PENGARAH
TPj Dato' Abdul Wahab Abdul Aziz



TIMBALAN PENGARAH
PKPj Thilagavathy a/p S. Thamboo



KETUA KLUSTER
PENGAJIAN ANTARABANGSA
PKPj Abdul Razak Hamzah



KETUA KLUSTER
LATIHAN ASAS
P/PPKj Zuhairie Abu Bakar



KETUA KLUSTER
KECEMERLANGAN
KEPIMPINAN SPRM
P/PPKj Rasidah Abdul Karim



KETUA KLUSTER
PERANCANGAN,
PENYELIDIKAN & KORPORAT
PPj Zamal Abd Rahman



KETUA KLUSTER
PENYIATAAN
PPj Zarizal Ahmad



KETUA KLUSTER
PERUNDANGAN & PENDAKWAAN
PPj Rosnan Mohd Ali



KETUA KLUSTER
PERISIKAN
PPj Sukhairul Hashim



KETUA KLUSTER
PENCEGAHAN RASUAH &
PENGURUSAN
PsK Zulkefli Zainal Abidin



KETUA KLUSTER
PEMBANGUNAN
INTEGRITI KORPORAT
PsK Farah Najwa Abdul Aziz



KETUA KLUSTER
MACA WILAYAH TIMUR
PsK Zakaria Taib



KETUA KLUSTER
PENGURUSAN
En. Azlan Abdul Samat



**KEUNGGULAN MACA
KEYAKINAN ANTARABANGSA**

MACA berjaya meningkatkan tahap keyakinan komuniti antarabangsa melalui penganjuran kursus-kursus dan perkongsian tenaga pakarnya ke luar negara. Penganjuran dan penglibatan Malaysia dalam mesyuarat antarabangsa seperti Mesyuarat Negara Anggota Asia Tenggara Memerangi Rasuah (SEA-PAC) tahun lalu menunjukkan pengiktirafan terhadap sumbangan penting Malaysia, khususnya MACA dalam hab latihan pencegahan rasuah bagi rantau Asia Tenggara.

Tambahan kepada itu, MACA menghantar *Subject Matter Expert* ke negara-negara seperti Maldives, Fiji, Bhutan dan Nepal. Program penghantaran tenaga pakar ke luar negara sepanjang tahun kajian ini dilihat sebagai keyakinan antarabangsa dan satu cara perkongsian bestari dalam mengukuhkan kerjasama antara kedua-dua negara.

SEA-PAC Iktiraf MACA Sebagai Hab Latihan Pencegahan Rasuah Rantau Asia Tenggara

Mesyuarat SEA-PAC Kali Ke-10 yang berlangsung di Kuala Lumpur dari 1 hingga 3 Disember telah mengiktiraf MACA sebagai hab latihan pencegahan rasuah bagi rantau Asia Tenggara. Mesyuarat telah diberi satu taklimat di bawah tajuk *MACC Integrity Based Leadership* oleh Puan Faridah Hanim Haron, Ketua Pembangunan Strategik dan Kepimpinan SPRM. Hasilnya, SEA-PAC yang dianggotai Malaysia, Brunei Darussalam, Kemboja, Indonesia, Myanmar, Filipina, Singapura, Thailand, Laos dan Vietnam, dalam kenyataan bersama telah mengiktiraf usaha-usaha SPRM dalam menjadikan MACA sebagai hab latihan pencegahan rasuah di rantau Asia Tenggara dan bersetuju mempertimbangkan idea supaya MACA menyediakan Program Kepimpinan untuk anggotanya.

Ini merupakan satu pencapaian yang membanggakan kerana MACA sebagai hab latihan turut diiktiraf oleh Pejabat PBB Berkenaan Dadah dan Jenayah (UNODC) pada tahun 2013. MACA layak diiktiraf kerana modul pembelajaran yang ditawarkan melahirkan generasi pencegah rasuah bertaraf antarabangsa selari dengan cogan kata Pusat Kecemerlangan Pencegahan Rasuah.



1 YBhg. Tan Sri Abu Kassim Mohamed, Ketua Pesuruhjaya SPRM mempengerusikan mesyuarat SEA-PAC.

2 Antara peserta mesyuarat SEA-PAC di Kuala Lumpur.

Perkongsian Pendekatan IBI Dalam Menangani Rasuah Secara Global

Kaedah *Intelligence Based Investigation* (IBI) atau siasatan berasaskan perisikan dilihat sebagai salah satu pendekatan yang terbukti mampu memberi kejayaan dalam usaha untuk membanteras jenayah rasuah secara global. Kursus IBI yang dilaksanakan sebanyak tiga kali mulai tahun 2012 memberi fokus kepada pengurusan pegawai *undercover* yang diajar secara praktikal.

Malaysia juga telah diiktiraf oleh UNODC sebagai sebuah negara yang mempunyai 23 kejayaan dan amalan terbaik dalam sektor pencegahan rasuah. Salah satu usaha amalan terbaik tersebut adalah penggunaan kaedah IBI. Konsep IBI bukan sahaja diguna pakai untuk penyiasatan sesuatu kes secara domestik, malahan turut boleh diguna pakai apabila melibatkan penyiasatan merentasi sempadan, melibatkan dua atau lebih negara.



Peserta Kursus IBI mendengar penerangan dari pegawai SPRM

Antara negara yang menghantar pegawai pencegahan rasuah mereka untuk mengikuti Kursus IBI ialah Kemboja, Taiwan, Sri Lanka, Indonesia, Brunei Darussalam, Fiji, Timor Leste, Bhutan, Thailand, Palestin dan Botswana. Setakat 2014, seramai 35 peserta telah mengikuti Kursus IBI. *Subject Matter Expert* dari Bahagian Perisikan SPRM turut bekerjasama dalam berkongsi teknik-teknik yang diguna pakai, antaranya penggunaan sistem maklumat berpusat secara atas talian dan perisian perisik. Di samping itu, peserta kursus telah didedahkan dengan latihan dalam penggunaan ejen provokator dalam operasi *undercover*. Teknik IBI dilihat menjadi salah satu kaedah yang menyumbang kepada kejayaan dalam membanteras rasuah secara global. Dalam operasi Ops Jarum pada 2010, SPRM dan Biro Mencegah Rasuah Brunei Darussalam telah berjaya membongkar kes penyeludupan diesel dari Brunei ke Malaysia.



YBhg. Dato' Azam Baki, Pengarah Bahagian Perisikan SPRM bersama peserta-peserta kursus IBI

MACA Kembang Kepakaran Latihan Ke Luar Negara

MACA kini mengembangkan kepakaran di persada dunia dengan menghantar *Subject Matter Expert* ke negara-negara seperti Maldives, Fiji, Bhutan dan Nepal. Program penghantaran tenaga pakar ke luar negara ini dilihat sebagai satu cara perkongsian bestari dalam mengukuhkan kerjasama antara Malaysia dan negara penerima.

MACA menyelaras dan menghantar tenaga pakar SPRM ke negara-negara berkenaan, terutamanya dalam bidang siasatan, perisikan, perundangan serta etika dan integriti. Selain mempromosikan MACA sebagai hab latihan dalam pencegahan rasuah, penghantaran tenaga pakar ke luar negara dilihat sebagai satu pengiktirafan antarabangsa ke atas kemampuan MACA dalam perkongsian ilmu demi membanteras rasuah secara global. Maldives memohon MACA untuk menghantar tenaga pakar untuk memberi latihan kepada seramai 49 pegawai dalam *Training Workshop on Corruption Investigation and Prevention*. Dalam program tersebut, tenaga pakar yang terdiri daripada KPKPj Samat Kasah, KPKPj Idris Zaharudin dan PKPj Abdul Razak Hamzah dan Encik Kanakaraja Mutuhusamy telah berkongsi pengetahuan dan kemahiran mengenai aktiviti penyiasatan, perundangan dan pencegahan rasuah.

Selain Maldives, Fiji juga telah mendapatkan khidmat tenaga pakar SPRM. Fokus kepakaran yang diminta adalah mengenai *Corruption Prevention dan Community Education*. MACA telah menghantar KPKPj Ganason S. Periathamby, KPKPj Samat Kasah dan PPj Mohan Munusamy untuk berkongsi pengetahuan dalam aspek pencegahan rasuah dalam program latihan berkenaan. Dalam memperhebat usaha perkongsian pengalaman dan kepakaran dengan negara-negara membangun yang lain, MACA turut mendokong objektif *South-south Cooperation* menerusi *Malaysian Technical Cooperation Program (MTCP)*. Dua program telah diadakan di Bhutan dan Nepal. Program ini merupakan sebahagian daripada komitmen Malaysia ke arah mempromosikan kerjasama teknikal di negara-negara membangun bagi memperkukuhkan kerjasama serantau dan sub-serantau serta memupuk sifat berdikari negara-negara terlibat. Di bawah MTCP, MACA telah menghantar enam tenaga pakar termasuk Timbalan Ketua Pesuruhjaya (Pengurusan dan Profesionalisme) SPRM, Dato' Sri Hj. Zakaria Hj. Jaffar dan Pengarah MACA, Dato' Abdul Wahab Abdul Aziz.

Di Bhutan, SPRM telah membantu Suruhanjaya Pencegahan Rasuah Bhutan dalam penyediaan latihan prosedur operasi standard (SOP) dan penggunaan peralatan teknikal terkini dalam aktiviti perisikan. Selain itu, turut dikongsi ialah Program Latihan Etika dan Pengurusan Integriti. Malah, Suruhanjaya Pencegahan Rasuah Bhutan juga telah meminta MACA untuk menghantar tenaga pakar bagi membantu meningkatkan pengetahuan dan kemahiran penjawat-penjawat awam Bhutan berkaitan modul etika dan integriti berdasarkan konteks Malaysia. Dalam pada itu, penghantaran tenaga pakar ke Nepal pula adalah untuk mewujudkan kerjasama antara SPRM dan Suruhanjaya Penyiasatan Salah Guna Kuasa Nepal (CIAA). Kerjasama ini memfokus kepada usaha meningkatkan kapabiliti pegawainya. Pegawai CIAA Nepal turut dilatih dalam aspek penyiasatan, pendakwaan, analisis perundangan, fakta dan amalan kehakiman dalam kes-kes rasuah, hubungan antara penyiasatan dan pendakwaan, termasuk penyediaan kertas pertuduhan. Pelbagai latihan dijalankan bagi memberi kefahaman kepada peserta. Kemahiran teknik penyiasatan dan perundangan yang diguna pakai di Malaysia juga dikongsi bersama.



YBhg. Dato' Sri Hj. Zakaria Hj. Jaffar, Timbalan Ketua Pesuruhjaya (Pengurusan & Profesionalisme) bersama YBhg. Dato' Abdul Wahab Abdul Aziz, Pengarah MACA dalam sesi latihan penyediaan SOP di Bhutan.

Program MACS Tambah Pengiktirafan Antarabangsa Kepada MACA dan SPRM

MACA terus menempa pengiktirafan di persada antarabangsa apabila diberi mandat untuk menjadi tuan rumah Program Sarjana Pengajian Pencegahan Rasuah (MACS). Akademi Pencegahan Rasuah Antarabangsa (IACA) yang beribu pejabat di Vienna, Austria telah memilih MACA sebagai lokasi untuk mengendalikan modul keenam MACS iaitu Modul Penguatkuasaan. Modul ini berlangsung dari 12 hingga 23 Mei di mana ia telah diikuti oleh 26 peserta dari 17 negara, yang terdiri daripada anggota agensi penguat kuasa, badan-badan bukan kerajaan serta anggota pentadbiran kerajaan. Pemilihan MACA merupakan satu lagi pengiktirafan ke atas SPRM dan Malaysia. Pada tahun 2013, kedudukan MACA sebagai pusat latihan teknikal telah diiktiraf oleh UNDOC dalam laporannya berkaitan pematuhan Malaysia ke atas Konvensyen PBB Berkenaan Pencegahan Rasuah (UNCAC).

Modul dikendalikan oleh tenaga pakar dari Malaysia dan luar negara, termasuklah Ketua Pesuruhjaya SPRM, Tan Sri Abu Kassim Mohamed yang juga merupakan Naib Presiden Persatuan Pihak Berkuasa Anti Rasuah Antarabangsa (IAACA) dan Naib Pengerusi Lembaga Pentadbir IACA; bekas Timbalan Pesuruhjaya ICAC Hong Kong, Daniel Li; Penyelaras Program IACA, Professor Alan Doig; Pengarah Bahagian Perisikan SPRM, Datuk Azam Baki; Pengarah Bahagian Forensik SPRM, Datuk IG Chandran dan Pensyarah perakaunan Universiti Teknologi Mara (UiTM), Prof Dr. Syed Noh Syed Ahmad.

Dalam temu bual bersama media tempatan, Prof Doig dipetik berkata, Malaysia khususnya MACA dipilih kerana pengalaman dan kemudahan yang ada di MACA untuk mengenalikan modul keenam MACS. Malah katanya, MACA terkenal sebagai akademi latihan komprehensif yang menyentuh pelbagai bidang iaitu operasi, siasatan, pencegahan dan modal insan. Sehubungan itu, beliau berpendapat, negara rantau Asia Tenggara patut menghantar pegawai pencegahan rasuah mengikuti latihan di MACA kerana memiliki sumber yang lengkap dari segi latihan kepakaran dalam mengendalikan aktiviti pencegahan rasuah.

Pada hari terakhir program berkenaan, para peserta telah menghadiri *Executive Forum* bertemakan *Political Will: National, Regional and International* yang telah disampaikan oleh Menteri di Jabatan Perdana Menteri, YB Senator Datuk Paul Low Seng Kuan; Dekan IACA, Martin Kreutner dan Pengarah Eksekutif Dewan Perniagaan dan Industri Antarabangsa Malaysia, Steward Forbes.

YBhg. Tan Sri Abu Kassim Mohamed, Ketua Pesuruhjaya sebagai tenaga pengajar dalam modul 6 MACS di MACA.



YB Senator Datuk Paul Low Seng Kuan, Menteri Di Jabatan Perdana Menteri turut hadir sebagai panel Executive Forum untuk peserta MACS.

Prof Alan Doig, Penyelaras Program IACA turut menjadi salah seorang tenaga pengajar

Program CeLO Antarabangsa

CIDC juga telah melaksanakan Program Pegawai Integriti Bertauliah Antarabangsa dari 13 hingga 28 Oktober. Program siri kedua ini mendapat penyertaan yang banyak iaitu seramai 13 peserta berbanding dengan tahun yang terdahulu iaitu hanya sembilan peserta. Peserta terdiri daripada warga Singapura, Brunei, Maldives, Fiji, Zambia dan Azerbaijan. Bagi meningkatkan mutu pengajaran dan kualiti pengetahuan. CIDC telah menjemput empat penceramah luar negara iaitu Dr. Zeger Ven Der Wal (National University of Singapore), Martin Polaine (UK Global Centre), Mike Douglas Simon dan Dr. Mark Lovatt (Transparency International Malaysia).

Peserta Program CeLO didedahkan kepada empat komponen modul iaitu Modul Pengenalan Integriti, Modul Perundangan dan Peraturan, Modul Pematuhan dan Pemantauan dan Modul Pembentukan Pelan Integriti. Modul-modul ini membolehkan mereka mengikuti program ini dengan sistemik dan dinamik selaras dengan objektif yang ditetapkan.



Pengarah MACA bersama peserta CeLO Antarabangsa

Ulasan Peserta Program CeLO Antarabangsa Tahun 2014



"Certified Integrity Officer Programme For International Participants 2014 is the best Programme that I had attended. The module is very comprehensive and I benefitted from this programme. Well done MACA"

Mr. Filimoni Daveta Taubale
Fiji Anti Corruption Commision Againt Corruption



"This is very good course should be attend by those practitioners in the line of holding and promoting integrity. I have learn a lot of basic and advance stuff of how to promote values of integrity to common people. I'm sure MACA will continue this course and invite a participants from the world"

Mr. Muhammad Hisham Sulaiman
Anti-Corruption Bureau Brunei



The expertise in the lecturing is very excellent. We can share actual an good knowledge. Good job MACA!!!

Mr. Raymond Banda
Anti-Corruption Commission Zambia

Penganjuran Kursus-Kursus

Seperti tahun-tahun sebelum ini, MACA juga menganjurkan kursus-kursus bagi peserta antarabangsa melalui Kluster Pengajian Antarabangsa. Pada tahun 2014, MACA telah menganjurkan 14 kursus yang disertai 321 peserta. Antara kursus tersebut ialah *Training on Corruption Offences and Investigation of Financial Workshop* yang berlangsung dari 24 Februari hingga 14 Mac. Ia disertai 26 pegawai dari Jabatan Peguam Negara Afghanistan. Kandungan kursus dirangka khusus bagi memenuhi permintaan Jabatan Peguam Negara Afghanistan yang mahu meningkatkan kefahaman dan pengetahuan berkenaan dengan trend kesalahan rasuah, teknik siasatan kewangan menggunakan kaedah forensik. Afghanistan melahirkan rasa puas hati atas komitmen MACA dalam menyediakan kursus tiga minggu ini.

MACA turut mengadakan kursus khusus bagi pegawai-pegawai dari Mesir. *Training Program on Prevention Measures in Fighting Corruption* untuk Pihak Berkuasa Kawalan Pentadbiran (ACA) telah disertai oleh 10 pegawai dari 10 Mac hingga 14 Mac. Para peserta telah diberi kefahaman secara mendalam mengenai aspek pencegahan rasuah, meningkatkan integriti, tanggungjawab masyarakat dalam melawan rasuah, pengalaman Malaysia dan SPRM dalam membasmi rasuah serta peranan Sekretariat Pencegahan Rasuah (SPR) di Institusi Pengajian Tinggi. Selain kursus lima hari dalam kelas, peserta juga telah dibawa untuk melawat Pejabat Ketua Pegawai Integriti Petronas.



PKPj Ch'ng Soon Eng sebagai tenaga pengajar dalam penganjuran kursus pegawai-pegawai Mesir.





KEMAHIRAN MANTAP OPERASI GEMILANG

MACA menyediakan platform yang sesuai untuk pegawai-pegawai SPRM meningkatkan tahap profesionalisme dalam kerjaya di samping memantapkan imej sendiri.

Untuk memantapkan penguasaan dalam bidang kemahiran operasi, MACA menyokong pelaksanaan transformasi operasi melalui penganjuran latihan dalam bidang forensik dan kewangan sektor swasta.

MACA berperanan membangun dan memperkemaskan program latihan mengikut arus perkembangan semasa supaya lebih sistematik dan berkesan. Selaras dengan program transformasi SPRM, MACA turut membangunkan program latihan yang berimpak tinggi dan menjadi lebih efektif dalam penyampaian program latihan kepada kumpulan sasaran. Setiap program latihan yang dibangunkan dikendalikan secara efisien supaya kapasiti dan kapabiliti modal insan sektor awam dan swasta dapat diperkasakan. Pada masa yang sama, MACA turut menyelaras kursus penyiasatan dengan kerjasama institusi-institusi latihan penguatkuasa dalam dan luar negara.

Pengurusan Penyiasatan Berpasukan – Merealisesi Transformasi Operasi SPRM

Pengurusan Penyiasatan Berpasukan (MTI) merupakan program transformasi operasi bagi memastikan kerja penyiasatan dapat dilaksanakan dengan lebih efisien. Sehubungan itu, MACA terus mendapat mandat bagi memastikan inisiatif ini difahami dan dibudayakan ketika menjalankan kerja-kerja siasatan. Justeru, pada tahun 2014 MACA telah menjalin kerjasama dengan Bahagian Operasi Khas (BOK) dengan menganjurkan dua Kursus Aplikasi MTI iaitu di Bukit Tinggi, Pahang mulai 19 hingga 12 Oktober manakala di UiTM Dungun, Terengganu dari 20 hingga 22 Oktober. Ia melibatkan seramai 110 pegawai penyiasat SPRM. Kursus ini menekankan kepada pelaksanaan MTI secara berkesan agar sesuatu kes dapat disiasat dengan cepat dan secara profesional di mana ia akan membantu meningkatkan keyakinan masyarakat terhadap SPRM.



Peserta kursus Bahagian Operasi Khas bergambar bersama YBhg. Dato' Sri Hj. Mohd Shukri Abdull, Timbalan Ketua Pesuruhjaya (Operasi) SPRM.

Program Latihan Dalam Sektor Swasta Memperkasakan Pegawai Penyiasat

MACA terus mengorak langkah dalam memperkasakan pegawai penyiasat SPRM dengan menganjurkan program-program yang berimpak tinggi. Meningkatkan tahap profesionalisme dan kemahiran pegawai penyiasat SPRM terus menjadi keutamaan agar tugas penyiasatan dapat dilaksanakan dengan lebih berkesan. Sehubungan itu, Kursus Penyiasatan Sektor Swasta (PSI) telah diperkenalkan pada tahun 2014. Seramai 30 pegawai penyiasat SPRM yang terpilih telah didedahkan dengan latihan dalam empat modul secara berasingan.

Objektif penganjuran program ini adalah hasil kerjasama yang telah dijalinkan dengan perkongsian pengalaman dan kepakaran bersama Bank Negara Malaysia (BNM), Suruhanjaya Syarikat Malaysia (SSM), Suruhanjaya Komunikasi dan Multimedia (SKMM) dan PETRONAS. Impak daripada penganjuran kursus ini, pegawai penyiasatan dapat meningkatkan pengetahuan dan kemahiran di samping membuka jalinan kerjasama dengan pihak swasta.



Pengarah Siasatan SSM berkongsi pengalaman dengan para peserta.

Profesionalisme Pegawai Integriti Agensi Luar Diperkukuhkan

Menjadi fokus MACA untuk mempertingkatkan pengetahuan dalam bidang penyiasatan bagi pegawai integriti agensi luar menjadi fokus MACA dengan menganjurkan Kursus Asas Penyiasatan Untuk Pegawai Integriti Agensi/Jabatan Luar. Kursus kali pertama ini telah berlangsung dari 28 hingga 30 April dan dihadiri oleh 27 pegawai integriti agensi luar.

Dalam program ini peserta didedahkan dengan modul tugas pegawai penyiasat, pengendalian aduan/maklumat, menemu bual dan merakam percakapan saksi dan suspek, pengurusan kertas siasatan dan pengendalian eksibit. Antara agensi yang mengambil bahagian adalah Agensi Anti Dadah Kebangsaan, Kementerian Pendidikan, Jabatan Pengangkutan Jalan, Universiti Kebangsaan Malaysia, Kerajaan Negeri Kedah, Amanah Raya Berhad, Jabatan Pengairan dan Saliran, Majlis Amanah Rakyat, DiGi, Kementerian Pertahanan, Jabatan Muzium Negara, Sapura, Jabatan Tenaga Kerja dan Lembaga Zakat Selangor. Maklum balas yang diterima amat baik kerana mereka tidak pernah didedahkan dengan ilmu penyiasatan sebelum ini. Peserta-peserta yang dinilai menyifatkan kursus ini amat baik dan patut diadakan lagi.



Ketua Kluster Perisikan berinteraksi dengan peserta mengenai subjek pengendalian aduan/maklumat.

Bidang Forensik Memantapkan 'Skill' Pegawai Penyiasat

MACA juga telah diberi mandat untuk menjalankan kursus berkaitan kemahiran dalam bidang forensik seiring dengan program inisiatif transformasi. Sehubungan itu, MACA telah mengambil inisiatif menganjurkan Kursus Pengenalan Kepada Forensik Elektrikal dan Mekanikal mulai 10 hingga 13 Mac dan Kursus Pengenalan Kepada Forensik Minyak dan Gas (6 hingga 9 Mei). Kedua-dua kursus ini pertama kali dianjurkan bagi memantapkan kemahiran dan kepakaran pegawai penyiasat agar memperoleh pengetahuan mengenai industri minyak dan gas, serta bidang elektrikal dan mekanikal. Kursus ini masing-masing dihadiri oleh 23 pegawai penyiasat SPRM.

Tenaga pakar dalam industri minyak dan gas dari Ranaco Marine Sdn. Bhd manakala tenaga pakar elektrikal dan mekanikal dari Kumpulan IKRAM telah mengendalikan kursus ini yang dilihat amat relevan dengan bidang tugas SPRM. Secara keseluruhannya kandungan kursus ini disifatkan amat baik. Analisis menunjukkan tahap kefahaman peserta telah meningkat dari 10% sebelum kursus kepada 88% selepas kursus. Para peserta juga berpuas hati dengan pelaksanaan kursus ini dan berharap ia dapat diteruskan pada masa akan datang.



Tenaga pengajar dari IKRAM menyampaikan ceramah mengenai konsep elektrikal dan mekanikal kepada peserta.

MACA Hab Latihan Pencegahan Rasuah Agensi Luar Domestik

MACA terus mendapat kepercayaan dari agensi luar dalam mempelajari selok-belok bidang penyiasatan. Ini terbukti apabila pada tahun 2014, MACA melalui Kluster Penyiasatan telah menganjurkan 14 kursus secara *'tailor made'* bagi 14 agensi luar dan dalam negara. Ia menunjukkan peningkatan sejumlah 11 kursus berbanding hanya tiga kursus pada tahun 2013. Kursus-kursus ini adalah atas permintaan agensi-agensi terbabit.

Modul kursus berkisar mengenai peranan pegawai penyiasat, kuasa-kuasa siasatan, menemu bual saksi/suspek, merakam percakapan saksi/suspek, penggeledahan dan penyitaan, pengendalian barang kes dan pengurusan kertas siasatan. Daripada 14 kursus yang diadakan, MACA telah melatih seramai 436 pegawai berbanding 86 orang pada tahun 2013. Peningkatan ini menunjukkan kewibawaan MACA dalam menganjurkan program latihan yang berkualiti. Ekoran sambutan yang positif, MACA komited dalam berkongsi pengetahuan dan pengalaman agar usaha pencegahan rasuah dapat dimainkan oleh semua pihak.

Selain itu, Kluster Penyiasatan turut melaksanakan kursus-kursus lain dalam memperkasakan pegawai penyiasat SPRM. Pelaksanaan kursus-kursus tersebut penting bagi membolehkan setiap pegawai penyiasat SPRM berpeluang mengikutinya. Ia ditawarkan setiap tahun.



Peserta dari Kementerian Dalam Negeri yang mengikuti program.

Memantapkan Pendakwaan, Tingkatkan Sabitan

Pemantapan pegawai-pegawai SPRM dalam bidang perundangan dan pendakwaan diperkasakan dengan jalinan kerjasama strategik dari sudut keilmuan dan perkongsian kepakaran yang dimiliki oleh institusi-institusi pendidikan tempatan seperti Universiti Teknologi Mara (UiTM) dan Universiti Malaya (UM), bahkan turut melibatkan agensi penguatkuasaan seperti Polis Diraja Malaysia (PDRM), Suruhanjaya Syarikat Malaysia, Suruhanjaya Sekuriti Malaysia dan Jabatan Kehakiman melalui penganjuran program kursus yang menjurus kepada bidang perundangan.

MACA meneruskan program kursus selaras dengan program transformasi, ini termasuk dua daripada 13 program kursus yang telah diadakan dengan kerjasama strategik bersama institut pengajian tinggi awam yang telah dianjurkan oleh Kluster Perundangan dan Pendakwaan.

Keseluruhan program yang dianjurkan dapat meningkatkan serta memantapkan tahap kefahaman dan kemahiran pengendalian sistem perundangan mahkamah kepada para peserta.

Bengkel Pengenalan Undang-undang Komersial (Kontrak, Perbankan, Syarikat dan Perkongsian) Dengan Kerjasama Fakulti Undang-undang, Universiti Malaya

Kluster Perundangan dan Pendakwaan telah menganjurkan Bengkel Pengenalan Undang-undang Komersial (Kontrak, Perbankan, Syarikat dan Perkongsian) mulai 27 hingga 29 Mei dengan kerjasama Fakulti Undang-undang, Universiti Malaya. Peserta diberi penekanan ke atas konsep undang-undang yang diguna pakai oleh sistem perbankan Malaysia, undang-undang syarikat dan perkongsian, undang-undang kontrak serta kesalahan *fraud*, perubahan wang haram dan liabiliti jenayah/remidi serta hak kerahsiaan. Bengkel ini diadakan oleh 27 pegawai SPRM dan Timbalan Pendakwa Raya.



Sesi soal jawab antara peserta kursus dengan Timbalan Pendakwa Raya.

Bengkel Undang-undang Keterangan Dokumentar (kerjasama IFS UiTM)

Jalinan kerjasama turut diadakan bersama Institut Forensik Sains, Universiti Teknologi Mara, yang menyaksikan penganjuran Bengkel Undang-undang Keterangan Dokumentar. Seramai 20 pegawai SPRM telah menyertai bengkel ini yang berlangsung mulai 23 hingga 24 September. Bengkel ini memfokus konsep dan pemakaian undang-undang dokumentar dalam aspek dokumen yang diperolehi dari komputer atau peralatan elektronik, peranan saksi pakar dalam memberi keterangan serta peranan pakar berkenaan kerelevanan dan kebolehterimaan di mahkamah, beban pembuktian, anggapan dan standard pembuktian yang diguna pakai.



Sesi ceramah semasa Bengkel Undang-undang Keterangan Dokumentar

Bengkel Kemahiran Kepeguaman: Isu-isu Semasa

Kluster Perundangan dan Pendakwaan juga telah menganjurkan Bengkel Kemahiran Kepeguaman: Isu-isu Semasa. Bengkel telah dihadiri oleh 24 Timbalan Pendakwa Raya dan 12 Pegawai Pendakwa SPRM. Mereka telah dibekalkan dengan keperluan semasa bagi seorang pegawai pendakwa yang profesional di mahkamah. Modul yang diberi pendedahan dalam bengkel ini berkaitan dengan pemerhatian kepada konsep dan amalan sistem perbankan dan institusi kewangan daripada aspek prosedur dan dokumentasi, pengurusan dan pemeriksaan balas ke atas saksi, metodologi kes serta pendedahan kepada forensik komputer. Peserta turut mendapat pengetahuan dan kefahaman yang mendalam mengenai aspek teknik-teknik keperluan sebagai pegawai pendakwa memandangkan tenaga pengajar yang berpengalaman dari Akademi Maybank, Affin Bank, Jabatan Peguam Negara, Hakim Mahkamah Seksyen Kuala Lumpur dan Juruperunding Forensik Komputer.

Kursus Keterangan Rakan Sejenayah & Ejen Provokator

Ketika proses penyiasatan SPRM, penggunaan ejen penyamaran banyak membantu dalam menjayakan operasi siasatan dan risikan yang dilakukan. Justeru, keterangan daripada ejen dalam proses perundangan dan pendakwaan mahkamah diperlukan dalam pembuktian kes. Seramai 31 pegawai SPRM dan seorang Timbalan Pendakwa Raya telah menghadiri kursus ini dengan memberi pendedahan kepada isu-isu yang berhubung kait dengan pemakaian undang-undang ejen provokator dan rakan sejenayah berhubung kait dengan soal perundangan dalam memberi keterangan yang berkesan di mahkamah dan langkah mengatasi persoalan pembelaan daripada pihak tertuduh. Modul kursus ini turut menerangkan dan menterjemahkan hala tuju operasi *undercover* serta cabaran dan pendekatan terbaik yang diperlukan oleh seseorang ejen provokator dari sudut perundangan. Kursus yang diadakan pada 26 hingga 28 Ogos ini dapat meningkatkan keberkesanan peranan dan tugas pegawai SPRM bagi memperoleh keterangan dan bukti semasa melakukan tugas-tugas siasatan dan risikan.



Sesi soal jawab antara peserta dengan Timbalan Pendakwa Raya.

Teknologi i2 Memperkasakan Operasi Perisikan

Sejajar dengan program transformasi operasi SPRM dan perkembangan teknologi semasa, Kluster Perisikan MACA dengan kerjasama Prisma Khas Sdn. Bhd telah menganjurkan kursus aplikasi teknologi i2 Notebook 8.9.5 kepada pegawai-pegawai perisikan. Kursus ini memberi pendedahan kepada pegawai perisikan berkaitan kaedah menganalisis panggilan telefon, menganalisis maklumat kewangan, mengesan penipuan dan 'family tree'.

Dengan bantuan kepakaran tenaga pengajar, para peserta telah dapat meningkatkan pengetahuan dan kemahiran dalam mengendalikan perisian i2. Secara tidak langsung, tahap keyakinan masyarakat dapat dipertingkatkan apabila pegawai perisikan dapat melaksanakan tugas dengan lebih sistematik dan efektif.



Interaksi dua hala antara penceramah, Cik Hazidah Haidar dengan peserta.

Teknologi Remote Sensing dan Geography Information System (GIS) Memantapkan Operasi Perisikan

MACA terus diberi mandat untuk melaksanakan kursus yang berkaitan dengan kemahiran penggunaan teknologi satelit seiring dengan program transformasi operasi SPRM. MACA melalui Kluster Perisikan telah menganjurkan Kursus Pengenalan dan Kursus Lanjutan 'Remote Sensing and Geography Information System' (GIS). Kursus ini telah dilaksanakan dengan kerjasama Agensi Remote Sensing Malaysia (ARSM).

Kursus ini telah memberi manfaat kepada peserta apabila dapat mengaplikasikan teknologi *Remote Sensing* dan GIS dalam operasi perisikan. Teknologi ini menggunakan satelit bagi mengumpulkan maklumat dan pemerhatian mengenai permukaan bumi dari jauh. Peserta telah diberikan latihan secara 'hands on' dan secara langsung telah mewujudkan 'networking' dengan tenaga pengajar.



Peserta sedang mendengar penerangan terperinci daripada Dr. Mohd Kamal Azidy Musa tenaga pengajar dari ARSM.

Forensik Siber Menjadikan Tugas Perisikan Lebih Efisien

Perisian teknologi maklumat semakin hari dikemas kini dan diperbaharui bagi memastikan penggunaannya memenuhi kehendak semasa. Justeru, bagi meningkatkan tahap profesionalisme pegawai perisikan dalam bidang teknologi maklumat, MACA dengan kerjasama Institut Sains Forensik, UiTM telah menganjurkan Kursus Forensik Siber mulai 14 hingga 16 Oktober. Kursus yang julung kali diadakan ini telah memberi pendedahan kepada peserta dengan penggunaan sistem 'stylometric' untuk menganalisa e-mail dan perbualan telefon.

Selain itu, tenaga pengajar yang berpengalaman dan modul kursus yang komprehensif telah dapat meningkatkan pengetahuan dan kemahiran dalam menggunakan perkakasan dan perisian untuk mendapatkan maklumat melalui media sosial.

Pemanduan Defensif Melancarkan Tugas Intipan

Melihat kepada tugas risikan yang mencabar dan berisiko tinggi terutamanya ketika di jalan raya, MACA telah menganjurkan Kursus Lanjutan Pemanduan Defensif. Kursus ini diadakan dengan kerjasama Maktab Teknik PDRM Bakri. Ia disertai oleh 11 pegawai perisikan yang pernah menghadiri Kursus Asas Pemanduan Defensif.

Pemanduan defensif merupakan teknik pemanduan dan kawalan bagi mengelak daripada terbabit dengan kemalangan. Kursus ini telah meningkatkan tahap keyakinan dan kemampuan kawalan ketika dalam keadaan kecemasan. Ini menjadikan tugas perisikan, khususnya intipan dapat dilaksanakan dengan efektif dan selamat.



Peserta mengikuti latihan pemanduan.

Seminar Psikologi Dalam Siasatan

MACA Wilayah Timur telah menganjurkan Seminar Psikologi Dalam Siasatan dari 6 hingga 8 Mei. Seminar ini telah dihadiri oleh seramai 25 pegawai kanan SPRM gred P42 hingga P52. Mereka terdiri daripada Ketua Siasatan Negeri, Ketua Penolong Pengarah Cawangan Siasatan Ibu Pejabat dan juga Ketua Cawangan Negeri. Beberapa pakar dalam bidang psikologi telah dijemput bagi mengendalikan seminar ini iaitu pensyarah Universiti Malaysia Terengganu. Keistimewaan seminar ini adalah mereka diberi pendedahan tentang bagaimana memahami tabiat manusia semasa berhadapan dengan pelangan.



Peserta Seminar Psikologi Dalam Siasatan di MACA Wilayah Timur.

MACA menyokong agenda pengukuhan tadbir urus dalam pemantapan integriti melalui penganjuran latihan. Selain latihan, MACA turut membantu agensi awam dan swasta dalam pembangunan modul latihan berkaitan tadbir urus dan integriti. Selain itu, MACA juga menyediakan khidmat nasihat dan rundingan mengenai etika dan integriti kepada agensi-agensi Kerajaan, Swasta dan GLC.

MACA Memperkasa Usaha Lestarikan Integriti Negara

MACA melalui Kluster Pembangunan Integriti Korporat (CIDC) meneruskan mandat melahirkan Pegawai Integriti Bertauliah (CeIO) bagi memperkasa agenda integriti negara. Dalam hal ini, Program CeIO merupakan inisiatif bagi memupuk budaya integriti, sekali gus membantu usaha memerangi jenayah rasuah. MACA berharap Pegawai Integriti Bertauliah yang dilahirkan mampu menjalankan tanggungjawab meningkatkan dan membudayakan nilai integriti di organisasi mereka ditempatkan. Tahun 2014 memperlihatkan sambutan ke atas Program CeIO terus meningkat. MACA menerima permohonan penyertaan yang berganda dari pelbagai agensi awam dan swasta serta komuniti antarabangsa. Bilangan Program CeIO pada tahun 2014 telah meningkat kepada lima siri termasuk Program CeIO Eksekutif dan CeIO Antarabangsa berbanding hanya tiga pada tahun 2013.

Penganjuran Program CeIO Bersiri merupakan program dikhususkan kepada peserta dari pelbagai Kementerian, Jabatan Kerajaan, Badan-Badan Swasta, Syarikat Berkaitan Kerajaan dan Kerajaan Negeri. Tiga CeIO bersiri telah diadakan pada tahun 2014, iaitu:



Salah satu komponen penting dalam CeLO dan wajib disertai oleh peserta program ialah *Enhancing Integrity Project* (EIP). EIP merupakan satu subjek keperluan pengiktirafan dalam Program CeLO. Antara projek-projek EIP yang telah dilaksanakan sepanjang tahun 2014 adalah seperti berikut:

1 Peserta Program CeLO Siri 6 Bil.1/2014 telah mengadakan EIP, yang bertemakan Integriti Memartabatkan Nasib Kanak-kanak dan Remaja Terasing Dijulang. Program ini melibatkan kanak-kanak remaja kawasan Chow Kit di Kuala Lumpur Crash Pad di bawah kelolaan Yayasan Chow Kit. Seramai 31 penuntut Universiti Kebangsaan Malaysia telah bertindak sebagai *Protege* projek ini yang diadakan selama tiga hari bermula 7 Mac. Ia dirasmikan oleh YB Senator Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri. Projek ini diadakan untuk menyemai nilai-nilai murni dan budaya integriti dalam setiap anggota masyarakat, terutama golongan muda dan memberi kesedaran kepada remaja bahawa mereka juga merupakan warga penting ke arah membangunkan sebuah negara bangsa berkualiti, beretika, berintegriti dan berdaya tahan.

2 Dalam pada itu, projek EIP CeLO Siri 7 yang bertemakan Pemeliharaan dan Pemulihan Warisan Geologi Tanjung Balau telah diadakan dari 9 hingga 11 Mei di Tanjung Balau, Johor sebagai satu inisiatif menghargai warisan geologi dan alam sekitar. Para peserta dengan kerjasama Lembaga Kemajuan Johor Tenggara (KEJORA), Warisan Geologi Malaysia dan Universiti Kebangsaan Malaysia merumuskan beberapa penemuan khazanah alam pesisir pantai Tanjung Balau yang berusia berjuta tahun. Meskipun usaha mempromosikan Tanjung Balau telah bermula sejak 1990-an, namun terhenti pada tahun 2006. Justeru, para peserta telah menggunakan peluang ini untuk melahirkan semula kesedaran mengenai kepentingan melestarikan khazanah alam semula jadi kerana ini juga merupakan salah satu aspek penting dalam budaya berintegriti. Projek ini melibatkan Komuniti Tanjung Balau, pengurusan dan warga KEJORA serta 30 *protege* yang terdiri daripada kalangan penuntut Kolej Profesional MARA, Tanjung Balau.

3 Projek EIP CeLO Siri 8 pula bertemakan Memartabatkan Integriti, Melestarikan Ekopelancongan. Projek tiga hari bermula 25 September ini diadakan bagi meningkatkan kesedaran mengenai pemeliharaan ekopelancongan dan biodiversiti di Tasik Kenyir, Terengganu yang menjadi pusat pelancongan. Seramai 30 penuntut Universiti Sultan Zainal Abidin, Terengganu mengambil bahagian sebagai *protege*, di mana mereka berperanan sebagai pewaris kelestarian integriti dengan mewarwarkan kepada golongan muda dan mengamalkan nilai integriti dalam kehidupan harian.

Dengan menyertai EIP para peserta berpeluang menilai kehidupan sebenar dengan memupuk serta mengamalkan nilai-nilai integriti. Bermakna Program CeLO dalam mengadakan pembabitatan masyarakat pelbagai lapisan ke atas menjadikan berintegriti sebagai satu budaya penting bagi memerangi rasuah.



YB Senator Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri ketika menyempurnakan majlis perasmian projek EIP CeLO Siri 6 Bil. 1/2014.



Program Pemeliharaan dan Pemuliharaan Warisan Geologi di Tanjung Balau, Johor oleh peserta CeLO Siri 7.

Testimoni CeLO Bersiri (Tempatan)



“Program Pegawai Integriti Bertauliah (CeLO) adalah adalah program yang unik dan berjaya menggarapkan serta memanfaatkan pelbagai kepakaran individu, budaya kerja dan pengalaman organisasi pelbagai sektor. Program ini amat berpotensi dan bersifat ke hadapan dalam usaha melestarikan agenda integriti sama ada di peringkat nasional mahupun antarabangsa”.

Lt Kol. Ahmad Yusof
Pengkulu CeLO Siri 6 Bil 1/2014



“Program Pegawai Integriti Bertauliah adalah program yang dinamik. Satu proses pembelajaran dalam pekerjaan yang mencakupi banyak bidang dalam sektor awam dan swasta. Peserta juga dapat mewujudkan jaringan hubungan sesama mereka dalam proses mengaplikasikan pengetahuan dalam pekerjaan sebenar”.

Mohd Muneer Hj. Mohd Nor
Pengkulu CeLO Siri 7 Bil 2/2014
Ketua Pegawai Integriti SUK Kelantan



Modul program yang disediakan amat mencakupi pelbagai bidang yang berkait tugas sebagai CeLO. Usaha murni dan inisiatif SPRM merupakan langkah terbaik dan menepati masanya dalam memastikan negara kita menuju ke mercu integriti yang terunggul.

Zalidi Abdul Rahim
Pengkulu CeLO Siri 8 Bil. 3/2014
Ketua Unit Integriti PWTC

CeLO Eksekutif Tingkatkan Kualiti Pegawai Kader SPRM

Program Pegawai Integriti Bertauliah Eksekutif Siri 1 Tahun 2014 merupakan program yang julung kali diadakan bagi melatih seramai 46 pegawai SPRM dan pelajar lepasan Sarjana Sains Sosial (Pengajian Rasuah) SPRM-UKM. Program dilaksanakan dari 24 Februari hingga 1 Mac. Ia merupakan satu inisiatif bagi meningkatkan kemahiran dan pengetahuan pegawai SPRM yang ditempatkan secara kader di agensi-agensi Kerajaan sebagai Ketua Unit Integriti selaras dengan Pekeliling Perkhidmatan Bil. 6 Tahun 2013. Penerimaan kemahiran yang dimiliki oleh CeLO dalam merancang dan melaksanakan program integriti di agensi-agensi merupakan satu pengiktirafan yang begitu bermakna kepada MACA.

Secara keseluruhannya seramai 56 orang tenaga pengajar dari pelbagai agensi sektor awam dan swasta terlibat secara langsung dalam menjayakan program ini. Kepakaran tenaga pengajar yang terdiri daripada pegawai SPRM, Institut Integriti Malaysia, BEIM, SSM, MICG, UKM, UPM, MOF, TI, BANK NEGARA, Jabatan Audit Negara, PDRM dan JPA telah digabungkan bagi memastikan kualiti modul.

Penganjuran program oleh Kluster Pembangunan Integriti Korporat (CIDC) pada tahun 2014 telah menunjukkan peningkatan. Jumlah penyertaan sektor awam dan swasta telah meningkat dari 76 orang pada tahun 2013 kepada 152 orang pada tahun semasa. Peningkatan seratus peratus ini merupakan indikator penting bahawa program anjuran MACA semakin mendapat permintaan.

Ikrar Integriti Korporat



PETRONAS menjadikan CIDC sebagai pusat yang menerajui latihan kepada vendor-vendor yang berurusan secara langsung dalam pembekalan, pembangunan dan pelbagai urusan niaga bersama syarikatnya. Sebanyak tujuh siri program melibatkan 432 peserta, dengan penerapan elemen integriti dalam melaksanakan sebarang urusan niaga dan urusan tadbir. Topik program antara lain memfokus kepada soal kesalahan-kesalahan di bawah Akta SPRM 2009, *No Gift Policy*, *Whistle Blower Act* serta Pencegahan Rasuah Melalui Kawalan Sistem. Peserta juga dibawa melawat Bilik *Video Interviewing Room (VIR)* dan *Moot Court*.



Tenaga Nasional Berhad - Hasil kesepakatan MACA dan Bahagian Hal Ehwal Dalaman, Tenaga Nasional Berhad (TNB) program kesedaran integriti bagi vendor syarikat itu telah diadakan sebanyak empat kali. Program ini diadakan bermula bulan April sehingga Mei. Langkah ini berjaya melatih seramai 126 vendor yang berdaftar dengan TNB. TNB bercadang untuk mengadakan program seumpama ini pada tahun 2015 dan berhasrat menjadikan program integriti sebagai salah satu aktiviti tetap dengan dimasukkan dalam jadual latihan tahunan TNB.



Kerajaan Negeri Kelantan - Bagi meningkatkan keupayaan tadbir urusan organisasi, CIDC diberi kepercayaan oleh Kerajaan Negeri Kelantan untuk mengadakan Program Latihan Pengukuhan Integriti kepada pegawai-Pegawai Tadbir Negeri (PTN) seluruh Negeri Kelantan. Program yang berlangsung selama lima hari bermula pada 18 Ogos disertai seramai 35 peserta.

Konvokesyen Kali Ketiga Pegawai Integriti Bertauliah

Konvokesyen Kali Ketiga CeLO telah diadakan pada 10 April 2014 bagi mengiktiraf seramai 75 CeLO yang telah menjalani latihan sepanjang tahun 2013. Konvokesyen yang berlangsung ini telah diadakan di Pusat Konvensyen Antarabangsa Putrajaya (PICC) di mana ia disempurnakan oleh YBhg. Tan Sri Dr. Ali Hamsa, Ketua Setiausaha Negara. Dalam ucapannya Ketua Setiausaha Negara antara lain berkata, Program CeLO merupakan landasan yang terbaik dalam mencapai dan meningkatkan integriti individu dan organisasi secara khususnya. Peranan dan kehadiran CeLO bukan sahaja akan menjadi pemangkin kepada pembangunan dan pemantapan integriti, tetapi jua memperlihatkan usaha dan kesungguhan Kerajaan dalam menjana dan mengerakkan pelbagai dasar dan program bagi memerangi rasuah. Sehubungan itu beliau mahu Ketua-ketua Jabatan memastikan pegawai-pegawai mereka yang telah mengikuti Program CeLO ditempatkan di Unit Integriti masing-masing bagi memberi lebih penekanan dan fokus kepada usaha pemantapan integriti secara berterusan.



KPKPj Saiful Ezral menerima sijil dari YBhg. Tan Sri Dr. Ali Hamsa, Ketua Setiausaha Negara dalam Majlis Konvokesyen Kali Ketiga CeLO di PICC.



Pegawai Integriti Bertauliah bergambar bersama Tan Sri Dr. Ali Hamsa, Ketua Setiausaha Negara pada Majlis Konvokesyen Ke-3 yang diadakan pada 10 April 2014 di Pusat Konvensyen Antarabangsa Putrajaya.

Program Sarjana Sains Sosial (Pengajian Rasuah) Menembusi Peringkat Antarabangsa

Seramai 20 penuntut dari Kumpulan Keempat Program Sarjana Sains Sosial (Pengajian Rasuah) Sesi 2012/2013 yang telah mengikuti program ini dari 18 Februari 2013 hingga 17 Ogos 2014 telah menerima ijazah masing-masing pada November 2014. Dalam pada itu, penyertaan program pada tahun 2014 agak unik kerana pertama kali melibatkan penyertaan penuntut antarabangsa iaitu dari Brunei Darussalam. Program sepenuh masa yang diadakan di Kampus Induk UKM, Bangi dengan kerjasama MACA telah berjaya merealisasikan hasrat Kerajaan Malaysia bagi mempertingkatkan tahap pencapaian akademik dalam bidang pencegahan rasuah dan pemantapan integriti. Peningkatan penuntut dari semasa ke semasa menunjukkan program ini berupaya meraih keyakinan masyarakat terhadap usaha SPRM memerangi jenayah rasuah.

Pada tahun 2014, penuntut juga telah mengadakan Projek Penanda Arasan di New Zealand bertujuan mendapatkan idea dalam memperkukuhkan usaha pencegahan rasuah di Malaysia. Negara yang dikunjungi mestilah negara yang berada di kedudukan terbaik dalam Indeks Persepsi Rasuah (CPI). Antara negara yang telah dilawati ialah Singapura; Hong Kong; New South Wales, Australia dan New Zealand. Lawatan ini membolehkan mereka memahami dan memperoleh idea daripada negara-negara yang mempunyai imej yang bersih berkaitan rasuah dan kedudukan integriti yang tinggi, selain menilai amalan terbaik yang boleh diguna pakai di negara Malaysia.



Penuntut Kumpulan Keempat Program Sarjana Sains Sosial (Pengajian Rasuah) bergambar bersama Prof Dr Rahimah Abdul Aziz selepas Majlis Konvokesyen pada 4 November 2014.



Delegasi turut mengunjung Kedutaan Malaysia di New Zealand.



Lawatan ke New Zealand Ombudsmen Office.



**MODAL INSAN CEMERLANG
INTEGRITI UNGGUL MENJADI TUNJANG**

Modal insan yang MACA bangunkan tidak hanya dilengkapi dengan ilmu pengetahuan dan kemahiran semata-mata, namun ia diperkukuhkan dengan akhlak yang terpuji dan nilai-nilai murni. Aspek akhlak, budi pekerti, integriti, amanah dan nilai-nilai murni adalah komponen yang amat penting dalam membina warga kerja yang kompeten, seterusnya menjadi negara bangsa berjaya dan cemerlang terutamanya di dalam perkhidmatan awam.

Integriti mungkin dianggap satu perkara yang mudah. Tetapi hakikatnya ketiadaan integriti hanya pada segelintir individu boleh mendatangkan malapetaka yang besar kepada sesuatu organisasi, masyarakat dan juga negara. Oleh itu, sudah sampai masanya MACA meletakkan pendidikan moral dan akhlak ke arah melahirkan insan yang amanah, berintegriti dan bertanggungjawab.

Modal insan SPRM dibentuk oleh MACA yang juga bertanggungjawab untuk meningkatkan profesionalisma tenaga pengajar agar setanding dengan institusi latihan lain. Dalam aspek pengurusan dan profesionalisme juga MACA merancang pembangunan modal insan supaya lebih kompeten dalam pelaksanaan tugas.

Mewujudkan Pembangunan Kepimpinan Strategik

Intipati bagi kejayaan sebuah organisasi

Seperti organisasi-organisasi lain, SPRM juga bergantung kepada kepimpinan yang mampu untuk mendorong organisasi kepada perubahan yang tidak pernah terjadi sebelum ini. Kepimpinan tersebut berkeupayaan untuk menghadapi kesukaran dalam keadaan *Volatility, uncertainty, complexity*, dan *ambiguity* atau dengan kata mudahnya ia merujuk kepada Dunia VUCA, yang memerlukan wawasan dan ketangkasan. Pemimpin hari ini memerlukan kemahiran terkini bagi menangani cabaran-cabaran hari ini dan pada masa akan datang.

Sepanjang 2014, MLEC menumpukan kepada pembangunan pemimpin di setiap peringkat dan matlamatnya telah pun tercapai. Kumpulan pertama pemimpin dari setiap peringkat telahpun menghadiri program ini dengan berlandaskan Model *MACC Integrity Based Leadership*. Mereka juga dinilai berdasarkan beberapa petunjuk dan hasil penilaian tersebut dijadikan sebagai rujukan untuk pembangunan kepimpinan yang berterusan.

Menuju ke hadapan, beberapa inisiatif telah ditambah untuk memastikan pertumbuhan kepimpinan berterusan dalam mengukuhkan kekuatan barisan kepimpinan tersebut. Kami juga telah merancang untuk memperluaskan program-program kepimpinan ini ke peringkat kebangsaan dan juga peringkat Antarabangsa.

- Program Pengesahan Jawatan Kepimpinan di peringkat Pemimpin Strategik dan Pemimpin Kanan
 - Program *Integrity Based Leadership* (Antarabangsa)
 - Bicara *Integrity Based Leadership* (Antarabangsa)
 - Program *Integrity Based Leadership* (Kebangsaan)
 - *6D ISD Model In Action For Leaders* (Kebangsaan)
 - *Personal Branding* untuk Usahawan Muda (Kebangsaan)
 - *Integrity Based Leadership* untuk Usahawan Muda (Kebangsaan-MTDC)
 - Penilaian Kepimpinan untuk Perancangan Penggantian (*Succession Planning*)
- ♣ Semua program tersebut akan dianjurkan oleh MLEC / MACA.



Faridah Hanim Haron
Ketua Pembangunan & Kepimpinan Strategik SPRM
Penasihat Pembangunan & Pembelajaran MACA

Melahirkan Warga Kerja Bertaraf Dunia

Pada tahun 2014, Pusat Kecemerlangan Kepimpinan SPRM (MLEC) terus mengorak langkah dengan merangka modul-modul kepimpinan sendiri selari dengan Model Kepimpinan Berasaskan Integriti. Modul-modul ini telah dilaksanakan menerusi kursus kepimpinan melibatkan pelbagai pangkat dan gred di SPRM.

Dalam perkara ini, MLEC telah membangunkan enam Laluan Kepimpinan SPRM yang mana program ini juga dijadikan sebagai rangka kerja untuk mengenal pasti pemimpin-pemimpin masa depan SPRM, menilai kompetensi mereka dan merancang pembangunan kepimpinan secara menyeluruh. Pendekatan ini menjadi pelengkap kepada pelaksanaan inisiatif dalam merangka program. Berikut adalah program kepimpinan yang telah diadakan sepanjang tahun 2014:

Visionary Leaders - Leadership At The Peak (LATP)

Bagi melengkapkan transformasi kepimpinan, program yang dirangka khas bagi pengurusan tertinggi SPRM, yang dinamakan sebagai *'Leadership At The Peak'*, telah diadakan di MACA. Program selama tiga hari ini, bermula 3 Julai, telah dihadiri oleh enam peserta iaitu pegawai gred JUSA B dan ke atas. Program ini dilaksanakan untuk peserta menyelami dan mendalami aspek kepimpinan meliputi aspek seperti *'high performance culture, institutional capabilities'* dan *'tool'* lain dalam kepimpinan. Bengkel ini yang direka khas dengan kaedah, alat dan teknik asas yang penting dalam membina budaya berprestasi tinggi untuk SPRM. Ini akan membolehkan SPRM berdiri teguh dalam menghadapi cabaran dan mengembangkan keupayaan institusi yang mampan. Pemimpin akan mempelajari teknik-teknik yang berkesan dan di hujung program peserta merasakan dirinya sebagai seorang pemimpin yang dilengkapi dengan kemahiran praktikal yang dapat digunakan untuk meningkatkan pencapaian SPRM secara khusus.



Pengurusan Tertinggi SPRM menghadiri Program *Leadership At The Peak*.

Strategic Leaders (JUSA C) - MACC Premier Transformational Leadership

Program *MACC Premier Transformational Leadership* pula telah diadakan dari 7 hingga 10 Mei. Ia telah dihadiri oleh 21 pegawai-pegawai kanan gred JUSA C. Program ini disediakan untuk meningkatkan kapasiti dan kapabiliti dalam kepimpinan secara holistik demi mengukuhkan kemahiran kepimpinan yang akan turut mendedahkan pegawai-pegawai kanan kepada cabaran-cabaran yang akan menguji keupayaan serta kefahaman kepimpinan dalam menghadapi situasi yang pelbagai. Di samping itu, program turut menggabungkan dua elemen iaitu penilaian dan pembangunan dan ia terbukti salah satu program yang mencabar yang dikendalikan oleh MLEC.



Pengarah SPRM Bahagian dan Negeri menghadiri Program *MACC Premier Transformational Leadership*.

Senior Leaders - Performance Edge Leadership

Program *Performance Edge Leadership* - P54 pula diadakan dari 17 hingga 20 Jun 2014. Ia dihadiri oleh 29 pegawai kanan gred P54. Program ini bertujuan meningkatkan kapasiti dan kapabiliti dalam aspek kepimpinan secara holistik, seterusnya mengukuhkan kemahiran kepimpinan di tahap pengurusan tertinggi. Sepanjang program berlangsung, para peserta telah didedahkan dengan cabaran-cabaran yang akan menguji keupayaan serta ketahanan kepimpinan individu dalam menghadapi situasi yang pelbagai.




Pegawai-pegawai kanan SPRM (P54) menghadiri *Performance Edge Leadership*.

Emerging Leaders - Maximising Your Leadership Potential

Kursus *Emerging Leaders Maximising Your Leadership Potential* telah dilaksanakan dalam dua siri. Siri pertama dari 16 hingga 22 Mac di mana ia telah dihadiri oleh 29 peserta pegawai gred P52 manakala siri kedua dari 2 hingga 12 April 2014, yang mana kumpulan sasarannya adalah pegawai gred P48.

Program ini diadakan untuk meningkatkan kecekapan kepimpinan meliputi bidang-bidang seperti mengaitkan Model Kepimpinan Kompetensi SPRM kepada realiti kehidupan, menganalisis amalan semasa berasaskan kepimpinan berintegriti, kaedah untuk mempengaruhi secara berkesan, mengenal pasti peranan sebagai pemimpin dalam membuat pasukan yang berjaya. Peserta juga dikehendaki menduduki ujian Indikator Perwatakan (IP) secara online, yang diselia oleh Bahagian Pengurusan Psikologi, Jabatan Perkhidmatan Awam.

KAEDAH-KAEDAH PENILAIAN KEPIMPINAN				
	MACC Integrity Based Leadership Competency Assessment			
	Leadership Skills Assessment			
	Emotional Intelligence Test			
	Presentation Assessment			
	Leadership Potential Assessment (Role Play)			
	Howard Gardner Multiple Intelligence Test			
	MBTI Personality Type			
	The 9 Roles of Strategic Leadership Assessment			
Maximising Your Leadership Potential	Premier Transformational Leadership (JUSA C)	Performance Edge Leadership (P54)	The Effective Young Leaders (P44)	Undercovering The Leader in You (P38)



YBhg. Dato' Abdul Wahab Abdul Aziz, Pengarah MACA dalam sesi bersama peserta Program *Maximising Your Leadership Potential*.

Young Leaders - The Effective Young Leaders (TEYL)

Program *The Effective Young Leaders (TEYLS)* - P44 telah diadakan dari 19 hingga 22 Ogos dengan penyertaan pegawai gred P44. Program ini diadakan untuk meningkatkan kapasiti dan kapabiliti dalam kepimpinan secara holistik bagi mengukuhkan kemahiran kepimpinan yang akan turut mendedahkan pegawai-pegawai kanan kepada cabaran-cabaran yang akan menguji keupayaan serta kefahaman kepimpinan dalam menghadapi situasi yang pelbagai. Program ini melibatkan dua kaedah penilaian untuk mengukur tahap kepimpinan para peserta iaitu Model Kompetensi Kepimpinan SPRM dan model MBTI.



Interaksi dua hala antara penceramah dengan peserta program *The Effective Young Leaders*.

Potential Leader (P38) – Uncovering The Leadership In You

Pada 10 hingga 12 November telah berlangsung Program *Uncovering The Leadership In You*, yang dirangka khas untuk bakal pemimpin SPRM di gred P38. Objektif utama program ini, yang disertai 33 pegawai ialah memberi pengetahuan teori dan praktikal yang diperlukan untuk meningkatkan kemahiran kepimpinan setiap peserta. Peserta dikehendaki melengkapkan profil personaliti sendiri dan perbincangan mengenai topik-topik yang berkaitan, sebagai satu cara untuk meningkatkan pengalaman pembelajaran. Hasil analisis selepas program mendapati tahap pengetahuan peserta meningkat selepas program iaitu sebanyak 97% daripada sebelum program iaitu 56%.



Peserta program *Undercovering The Leadership In You* mendengar taklimat daripada tenaga pengajar.

Power Presentation Skill For Strategic Leaders (JUSA C)

Lanjutan daripada Program *MACC Premier Transformational Leadership*, MLEC mengambil inisiatif untuk melaksanakan satu program “*POWER PRESENTATION SKILL FOR STRATEGIC LEADERS*” yang direka khas untuk pegawai-pegawai kanan SPRM gred JUSA C bagi memantapkan lagi keberkesanan dalam kaedah penyampaian.

- Menggunakan teknik-teknik tertentu supaya mutu persembahan menarik pendengar
- Mengendalikan soalan yang sukar dengan penuh keyakinan
- Mengetahui teknik penggunaan suara dan pengawalan bahasa badan

Kursus ini telah dihadiri seramai 20 peserta di mana mereka telah didedahkan kepada sembilan modul kursus. Peserta diajar kaedah untuk merancang sesebuah penyampaian menggunakan lapan langkah. Peserta juga didedahkan dengan teknik lontaran suara, “*eye contact*”, penggunaan tangan yang betul dan juga pergerakan yang boleh dan tidak boleh dilakukan semasa sedang menyampaikan ucapan.

Secara keseluruhannya, pada tahun 2014, MLEC telah berjaya menyahut seruan Pengurusan Tertinggi SPRM dengan melakukan Transformasi kepada pegawai-pegawai SPRM khususnya dengan merangka modul-modul program kepimpinan mengikut Model Laluan Kepimpinan SPRM.



Program *Power Presentation Skill For Strategic Leaders* memantapkan kemahiran pegawai-pegawai kanan SPRM (Gred JUSA C).

Kursus Asas Pegawai SPRM Siri 15 Bil 1/2014 dan Siri 2/2014

Kursus Asas Pegawai SPRM adalah kursus wajib yang perlu dijalani dan tamat dengan jaya oleh setiap pegawai SPRM yang baru dilantik. Pegawai kadet SPRM yang menjalani kursus ini dikecualikan daripada mengikuti Kursus Induksi Modul Khusus dan Modul Umum seperti ditetapkan Jabatan Perkhidmatan Awam (JPA).

Pada tahun 2014, seramai 166 pegawai baru telah mengikuti Kursus Asas Pegawai SPRM dalam tiga siri iaitu Siri 15 Bil 1/2014, Siri 16 Bil. 2/2014 dan Siri 17 Bil. 3/2014. Setiap siri diadakan selama 12 bulan seperti yang diperakukan oleh Panel Pembangunan Sumber Manusia SPRM (PPSM). Ia merangkumi dua fasa:

MODEL KURSUS ASAS PEGAWAI SPRM

FASA 1 (5 BULAN) Sesi Pembelajaran	FASA 2 (7 BULAN) Sesi Pemantapan & Penilaian
PROGRAM AKADEMIK <ul style="list-style-type: none"> • Modul Induksi Umum • Modul Undang-Undang • Modul Perisikan • Modul Siasatan 	PROGRAM PEMENTORAN <ul style="list-style-type: none"> • Mentor & Menti • Pemantauan Mentor • Tugas Sebenar
PROGRAM PENGUKUHAN NILAI ETIKA <ul style="list-style-type: none"> • Modul Teambuilding • Modul Tauhidik • Modul Pembinaan Karektor • Modul janjiaku • Modul Nilai Murni CSR 1 	PROGRAM PEMANTAPAN <ul style="list-style-type: none"> • Kursus Pemantapan 1 (Kluster Penyiasatan) • Kursus Pemantapan 2 (Kluster Penyiasatan)
PROGRAM KEMAHIRAN & FIZIKAL <ul style="list-style-type: none"> • Modul Latihan Menembak • Modul Kawad • Modul SMD MACC • Modul Jasmani (UKJK) • Modul Sukan 	PROGRAM PENILAIAN KESELURUHAN <ul style="list-style-type: none"> • Teambuilding (2) / CSR (2) • Ulangkaji & Pembentangan Kajian Kes • Ujian Akhir • Perbarisan Tamat Latihan • Pemarkahan Keseluruhan

KEMASUKAN PEGAWAI BARU SPRM 2014

SIRI 15 BIL 1/2014

- Bermula 1 April 2014 hingga 31 Mac 2015
- 54 kadet lantikan baru Gred P29

SIRI 16 BIL 2/2014

- Bermula 1 Oktober 2014 hingga 30 September 2015
- 85 kadet lantikan baru Gred P29

SIRI 17 BIL 3/2014

- Bermula 17 November 2014 hingga 17 Oktober 2015
- 27 kadet lantikan baru Gred P41



Pegawai-pegawai kadet yang baru turut menjalani ujian tapisan kendalian Agensi Anti Dadah Kebangsaan pada hari pertama pendaftaran di MACA.



KPKPs Ahmad Fadlan Mohd Tajuddin dari Kluster Latihan Asas memberikan taklimat kepada pegawai kadet Siri 16 Bil. 2/2014.

Tamat Latihan Kursus Asas Pegawai SPRM Siri 13 Bil 1/2013 dan Siri 14 Bil 2/2013

Seramai 96 Kadet Penolong Penguasa Gred P29 Kursus Asas Pegawai SPRM Siri 13 Bil 1/2013 dan Siri 14 Bil 2/2013 telah diraikan dalam program Perbarisan Tamat Latihan, masing-masing diadakan 27 Februari dan 28 Ogos di SPRM Johor.

Majlis Tamat Latihan disempurnakan oleh YBhg. Tan Sri Abu Kassim Mohamed, Ketua Pesuruhjaya SPRM. Turut hadir YBhg. Dato' Sri Mohd Shukri Abdul, Timbalan Ketua Pesuruhjaya (Operasi), YBhg. Dato' Hj. Zakaria Hj Jaffar, Timbalan Ketua Pesuruhjaya (Pengurusan dan Profesionalisme), YBhg. Dato' Abdul Wahab Abdul Aziz, Pengarah MACA, dan anggota keluarga pegawai kadet Siri 13 dan 14.



Pegawai-pegawai kadet diraikan dalam majlis yang berbeza dalam Perbarisan Tamat Latihan Kursus Asas Pegawai SPRM Siri 13 dan Siri 14 di SPRM Johor.

Merakyatkan SPRM Melalui Program Anak Angkat

Kluster Latihan Asas menganjurkan Program Anak Angkat melalui pegawai-pegawai kadet untuk melahirkan modal insan yang cemerlang dan memberi perspektif positif masyarakat terhadap SPRM selaras dengan hasrat pengurusan tertinggi. Program di Kampung Luat Lenggong, Perak berlangsung dari 12 hingga 15 Februari. Ia disertai oleh 42 Pegawai Kadet Kursus Asas Pegawai SPRM Siri 13 Bil. 1/2013. Program ini turut dijayakan oleh masyarakat dari Kawasan Parlimen Lenggong dengan kerjasama Bahagian Pendidikan Masyarakat SPRM, NKRA dan JKKK Kampung Luat. Langkah ini telah membantu menerapkan nilai-nilai integriti di kalangan masyarakat dan pendedahan tentang usaha pambanterasannya juga diberikan, sekali gus mendekatkan masyarakat dengan SPRM.

Akhir program masyarakat setempat melafazkan 'IKRAR LENGGONG BEBAS RASUAH' yang diketuai oleh Ahli Parlimen Lenggong, YB Dato' Shamsul Anuar Hj Nasarah.



Dua Program Anak Angkat telah diadakan pada tahun 2014 masing-masing di Kampung Luat Lenggong, Perak dan Felda Jengka 14 dan 15 Pahang.



Pegawai kadet bersalaman dengan penduduk kampung di Felda Jengka 14 & 15 Pahang.

Dalam pada itu, program anak angkat di Felda Jengka 14 dan 15 telah berlangsung dari 17 hingga 20 Ogos. Di bawah tema 'Pemeriksaan Kerjaya SPRM', program disertai seramai 54 Pegawai Kadet SPRM Siri 14 Bil. 2/2013. Program selama empat hari ini berjaya menarik perhatian dan penglibatan daripada warga belia, NGO serta penduduk Felda Jengka 14 dan 15 melalui input-input yang memfokus kepada penerapan nilai integriti dan nilai murni serta pendedahan dan penyebaran maklumat berkaitan pambanterasannya rasuah serta kerjaya SPRM.

Penganjuran program telah menampakkan impak yang positif di mana SPRM dan MACA semakin dikenali dan mendapat sokongan masyarakat setempat dalam usaha pambanterasannya rasuah.

MACA Peneraju, Menakluk Kinabalu

Tahun 2014 menyaksikan MACA bukan sahaja menjadi pusat pembelajaran dan latihan, malah mencatatkan sejarah apabila peserta Kursus Kejurulatihan Kecergasan SPRM 2014 berjaya menawan Gunung Kinabalu, puncak tertinggi di Asia Tenggara, pada 25 September. Kejayaan ini dicatatkan oleh pegawai-pegawai SPRM yang mengikuti kursus dari 20 hingga 23 September. Kursus ini diaturkan oleh MACA untuk melahirkan tenaga pengajar yang bertauliah, terutamanya jurulatih dari Kluster Latihan Asas bagi membentuk kadet-kadet yang berkualiti dalam aspek kecergasan.

Pelepasan pendakian 'MACA Peneraju, Menakluk Kinabalu' disempurnakan oleh Timbalan Ketua Pesuruhjaya (Pengurusan dan Profesionalisme), YBhg. Dato Hj. Zakaria Hj. Jaffar. Hasil dorongan semua pihak, para peserta berjaya menawan Gunung Kinabalu pada pagi 25 September setelah mendaki lebih kurang empat jam dari Laban Rata dan seterusnya mengibarkan bendera SPRM dan MACA sebagai simbolik kejayaan Misi Menakluk Kinabalu.

Pengarah MACA, YBhg. Dato' Abdul Wahab Abdul Aziz menyifatkan kejayaan mendaki Gunung Kinabalu sebagai satu detik bersejarah dalam usaha melahirkan tenaga kerja berprestasi tinggi.



Peserta Kursus Kejurulatihan Kecergasan SPRM 2014 di Puncak Gunung Kinabalu.

MACA Terus Komited Memperkasa Prosedur Pengurusan Aset SPRM

Kluster Pencegahan Rasuah dan Pengurusan terus berusaha meningkatkan tahap kecekapan pegawai dan kakitangan SPRM dalam menjalankan pengurusan aset SPRM. Kursus Pengurusan Aset Alih Kerajaan (SPA) yang berlangsung di Dewan Kedah MACA dari 25 dan 26 Februari telah disertai seramai 23 pegawai dan kakitangan SPRM Bahagian dan SPRM Negeri seluruh negara, yang mana mereka adalah pegawai dilantik sebagai Pemeriksa Aset. Kursus ini berjaya mencapai objektif utamanya iaitu meningkatkan kesedaran dan pengetahuan pegawai pemeriksa mengenai Pekeliling Perbenderahaan Bil 5 Tahun 2007 (Tatacara Pengurusan Aset Alih).

Dalam pada itu, Kursus Pengurusan Aset Tak Alih Kerajaan (MySPATA) telah diadakan dari 4 hingga 6 Mac. Seramai 43 pegawai dan kakitangan SPRM Bahagian dan SPRM Negeri telah hadir. Mereka telah didedahkan dengan aspek pengenalan kepada Jawatankuasa Pengurusan Aset Kerajaan (JPAK) dan aktiviti-aktiviti utama, Pengenalan Kepada Garis Panduan Sistem Kod Aset Tak Alih (SKATA) dan Garis Panduan Pengumpulan Data (PeDATA). Selain itu, peserta telah didedahkan mengenai pelaksanaan pendaftaran bangunan dalam sistem aplikasi MySPATA.



Kursus Pengurusan Aset Tak Alih Kerajaan (MySPATA) yang telah diadakan Makmal Komputer MACA.

Perhubungan Awam Efektif Di Kalangan Pegawai SPRM

Pengurusan komunikasi strategik dan perhubungan awam penting dalam peningkatan imej organisasi dan juga pegawai. Selaras dengan itu, Kursus Pengurusan Strategik dan Perhubungan Awam telah diadakan dari 25 dan 26 Mac di Dewan Kuliah Sabah, MACA. Seramai 21 pegawai dan kakitangan SPRM dari bahagian, SPRM Negeri serta Cawangan telah hadir. Latihan ini diberikan dengan harapan peserta akan bertindak sebagai "*Key Communicator*". Salah satu modul kursus ini ialah meningkatkan kefahaman merancang bagaimana mengendalikan sesuatu isu atau krisis (*Damage Control*).



Komitmen Memperkasa Kapabiliti Warga SPRM

Salah satu peranan teras MACA ialah meningkatkan kapabiliti warga kerja SPRM sama ada pegawai dan gunasama selaras dengan dasar kerajaan yang dinyatakan dalam Pekeliling Perkhidmatan Bilangan 6 Tahun 2005. Peranan ini diteruskan pada tahun 2014 iaitu tahun kesembilan penubuhan MACA, di mana tanggungjawab ini diletakkan ke atas Kluster Perancangan, Penyelidikan dan Korporat.

Kluster ini bertanggungjawab memantau pelaksanaan kursus tujuh hari bagi warga kerja SPRM, yang bertujuan meningkatkan motivasi mereka. Seramai 2,365 warga kerja SPRM telah mengikuti kursus wajib tujuh hari pada tahun 2014. Ini menunjukkan seramai 92.67 peratus warga kerja telah mengikuti kursus mandatori tujuh hari dalam setahun, sekali gus menyumbang kepada Petunjuk Prestasi Utama (KPI). Ia satu peningkatan berbanding 89 peratus pada tahun 2013. Peningkatan ini menunjukkan MACA telah berupaya membantu atau menyumbang ke arah tadbir urus yang seimbang dan cemerlang.

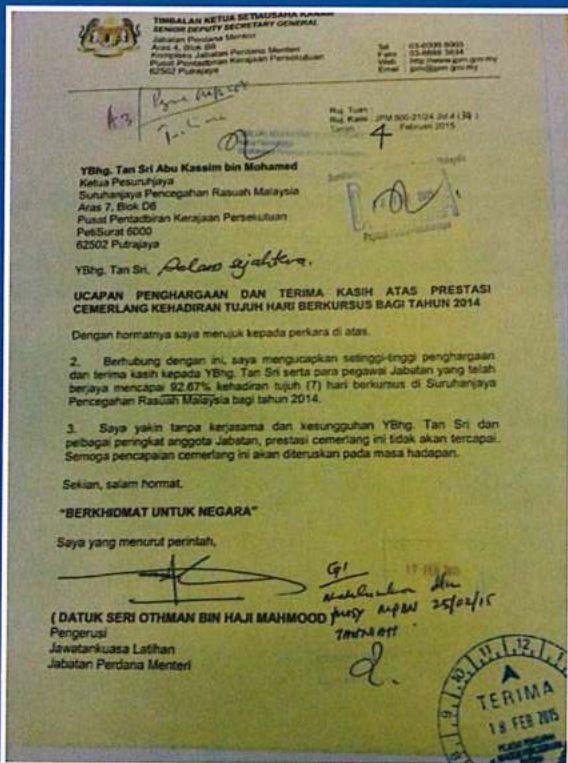
Perkembangan positif ini telah mendapat pengiktirafan Jabatan Perdana Menteri buat kali pertama. MACA melihat pengiktirafan ini sebagai satu suntikan dan seterusnya memastikan setiap pegawai SPRM mengikuti kursus tujuh hari dalam setahun pada tahun-tahun akan datang. Peningkatan bilangan warga kerja memenuhi keperluan tujuh hari berkursus juga susulan pemantauan tegas yang dijalankan. Kluster ini selaku urusetia telah mengenal pasti beberapa bahagian dan Pejabat Negeri yang rendah peratusan dari segi penyertaan kursus wajib ini. Sehubungan itu, PRCC telah membuat inspektorat dari 25 hingga 26 September, antara lain telah memantau buku log latihan pegawai dan kakitangan serta mengenal pasti masalah-masalah yang wujud. MACA telah mengambil strategi dan tindakan sesuai bagi membolehkan lebih ramai warga kerja SPRM mengikuti kursus tujuh hari.

2,365

Pegawai dan Kakitangan SPRM yang berkursus

92.67%

Penyertaan Kursus Tujuh Hari



"Saya mengucapkan setinggi-tinggi penghargaan dan terima kasih kepada YBhg. Tan Sri Ketua Pesuruhjaya serta para pegawai jabatan yang telah berjaya mencecah 92.67 peratus kehadiran tujuh hari berkursus di Suruhanjaya Pencegahan Rasuah Malaysia pada tahun 2014. Saya yakin tanpa kerjasama dan kesungguhan jabatan, prestasi cemerlang ini tidak akan tercapai. Semoga pencapaian cemerlang ini akan diteruskan pada masa hadapan."

YBhg. Datuk Seri Othman Hj Mahmood
Pengerusi Jawatankuasa Latihan
Jabatan Perdana Menteri

Bengkel Pelan Strategik MACA

MACA telah mengadakan dua bengkel untuk merangka Pelan Strategik MACA 2015-2017. Bengkel ini dijalankan bagi mendapatkan pelan strategik MACA susulan kepada Pelan Strategik MACA 2012-2014.

Siri 1 14 Ogos di MACA Wilayah Timur

Siri 2 19 - 21 Oktober di MACA Wilayah Timur

Pelan ini dirangka untuk menetapkan satu penandarasan bagi meningkatkan lagi profesionalisme pegawai-pegawai SPRM. Perbincangan Pelan Strategik MACA 2015-2017 memfokus kepada pendekatan 3P iaitu *People, Product and Present*.

Sebagai pusat latihan SPRM, MACA perlu membawa kelainan menerusi perancangan strategik, di samping meneruskan kesinambungan tanggungjawab sedia ada. Justeru, objektif Pelan Strategik MACA 2015-2017 yang masih dalam proses penggubalan adalah untuk menjadikan MACA sebagai pusat kecemerlangan pembelajaran dalam bidang pencegahan rasuah.

Peserta bengkel terdiri daripada pegawai-pegawai kanan MACA. Mereka telah memberi komitmen yang baik sepanjang bengkel. Malah telah sedaya upaya mencurahkan idea bernas dalam merangka strategi dan program-program yang bersesuaian. Pengurusan meletakkan sasaran untuk memuktamadkan Pelan Strategik MACA 2015-2017 selewat-lewatnya pada bulan Julai 2015.



Bengkel Pelan Strategik MACA 2015-2017 diadakan di MACA Wilayah Timur.

Kajian

Kluster ini juga menjalankan kajian *Training Gap Analysis* melibatkan pegawai-pegawai unit siasatan P41 hingga P52. Terdapat dua tujuan kajian iaitu mengenal pasti jurang pengetahuan pegawai-pegawai unit siasatan dan yang kedua mengenal pasti bentuk latihan yang bersesuaian.

Satu kajian mengenai *Training Need Analysis* juga dikendalikan bagi memenuhi kehendak dan keperluan kursus bahagian-bahagian dan negeri di seluruh Malaysia. Ini bagi memenuhi keperluan dan kehendak pegawai dalam melaksanakan tugas-tugas jabatan. Malah tuntutan ini adalah sebagai insentif yang boleh mendorong kemajuan kerja setiap pegawai. Hasilnya akan dibentangkan kepada pengurusan pada tahun 2015.

MACA Sentiasa Perkukuh Sistem Penyampaian

Kluster Perancangan, Penyelidikan dan Korporat juga berusaha mengukuhkan sistem penyampaian MACA melalui sistem penyampaian terbaik. Ini adalah hasil strategi keberkesanan pelaksanaan dan pemantauan melalui KPI, berdasarkan prestasi. Kesemua ini diterjemahkan melalui penerbitan buletin dan newsletter yang diterbitkan secara e-elektronik sebanyak 12 keluaran setahun. Malah penerbitan laporan tahunan yang bermula sejak tahun 2012 telah distrukturkan penerbitannya setahun sekali, dengan dua versi iaitu Bahasa Melayu dan Bahasa Inggeris.

MACA juga telah menyertai program Hari Terbuka SPRM, yang kali pertama diadakan bersempena Sambutan Hari Antirasuah Sedunia pada 9 Disember di Pusat Pameran Mid Valley Megamall, Kuala Lumpur. Melalui program hari terbuka, masyarakat lebih faham kewujudan MACA sebagai satu komponen dalam SPRM yang mempunyai hubungan langsung dengan sistem masyarakat bagi menyediakan program pendidikan dan pencegahan rasuah. Komunikasi dua hala bersama pengunjung yang hadir secara tidak langsung telah dapat menyahut seruan dan dasar transformasi SPRM.



Petugas MACA memberi penerangan kepada pengunjung Hari Terbuka SPRM.

RM243,300

Peruntukan ILA JPA 2014

RM83,300

Peruntukan Latihan
Dalam Negara

11 Kursus
73 Orang Peserta

RM159,700

Peruntukan Latihan
Luar Negara

3 Kursus

- Security Coordination & Management
- Implementing Talent Management, Leadership Development & Succession Planning
- Managing & Implementing Strategy

3 Orang Peserta

Pembangunan Kepimpinan Modal Insan

Pada tahun 2014, MACA menerima peruntukan Institut Latihan Awam (ILA), Jabatan Perkhidmatan Awam (JPA) sebanyak RM243,300.00. Peruntukan ini diserahkan kepada MACA untuk membangunkan kompetensi tenaga pengajar dan meningkatkan kemahiran di kalangan pegawai dan kakitangan SPRM. Sepanjang tahun lalu, sebanyak 14 program telah berjaya dilaksanakan, merangkumi tiga program latihan di luar negara dan 11 program latihan dalam negara. Program-program di bawah peruntukan ILA ini diurus dan diselia oleh Kluster Perancangan, Penyelidikan dan Korporat.



Memantapkan Kecemerlangan Melalui Pembelajaran

Perasmian Hari Terbuka MACA 2014

Majlis Perasmian Hari Terbuka MACA 2014 telah disempurnakan oleh YBhg. Dato' Hj. Zakaria Hj. Jaffar, Timbalan Ketua Pesuruhjaya (Pengurusan & Profesionalisme) SPRM. Beliau berkata MACA bermula dengan hanya sebuah bahagian dalam Badan Pencegahan Rasuah (BPR), iaitu bahagian latihan. Namun, MACA telah mengorak langkah merentas sempadan. MACA kini telah menjadi Peneraju Pusat Kecemerlangan Pencegahan Rasuah yang dikenali dipersada antarabangsa melalui kursus berprestij yang dianjurkan dari semasa ke semasa.

"Antara kursus yang dilaksanakan adalah seperti kursus asas pegawai SPRM, kursus asas penyiasatan agensi luar, Program Pegawai Integriti Bertauliah (CeIO), kursus kecemerlangan kepimpinan dan pelbagai lagi. Terbaru dalam mesyuarat Negara Anggota Asia Tenggara Memerangi Rasuah (SEA-PAC) kali ke-10 yang berlangsung di Kuala Lumpur pada 1 hingga 3 Disember 2014, SEA-PAC telah mengiktirafkan peranan MACA sebagai hab latihan pencegahan rasuah bagi rantau asia tenggara. Tahniah saya ucapkan kepada semua warga MACA," katanya lagi.

"Saya juga ingin mengambil kesempatan ini untuk menyeru institusi latihan yang ada, supaya meningkatkan kerjasama khususnya dalam bidang *research and development*. Segala kepakaran yang dimiliki wajar dikongsi bersama demi kepentingan negara. Tenaga kerja dituntut supaya memiliki pengetahuan yang tinggi, kompeten, berinovasi serta kreatif. Peranan institusi amat penting sekali bagi mencapai aspirasi negara."

*Petikan ucapan YBhg. Dato' Sri Hj. Zakaria Hj. Jaffar,
Timbalan Ketua Pesuruhjaya (Pengurusan & Profesionalisme) SPRM
pada Perasmian Hari Terbuka MACA 2014*



Dato' Sri Hj Zakaria Hj Jaffar ketika berucap merasmikan Hari Terbuka MACA 2014.

Seminar Kecemerlangan Pembangunan Modal Insan

Hari Terbuka MACA 2014 telah diadakan dengan tema Memantapkan Kecemerlangan Melalui Pembelajaran. Pembelajaran adalah penyumbang utama pembangunan modal sosial, sahsiah dan ekonomi negara. Pembelajaran juga merupakan pencetus kreativiti dan penjana inovasi yang melengkapkan generasi muda dengan kemahiran yang diperlukan untuk bersaing dalam pasaran kerja, dan menjadi pengupaya perkembangan kepada satu-satu kerja. Hari pertama penganjuran Hari Terbuka MACA telah diisi dengan Seminar Kecemerlangan Pembangunan Modal Insan.

Seminar yang dianjurkan ini telah mencapai objektifnya iaitu memberi pendedahan kepada para peserta mengenai kepentingan aspek Pembangunan dan Pembelajaran (*Learning and Development*). Skop seminar ini merangkumi isu, cabaran dan penyelesaian terkini ke arah memastikan kelestaraan dan kemampuan dalam pembangunan pembelajaran. Topik yang diketengahkan adalah *Engaging Audience with Impactful Delivery*, disampaikan oleh YBhg. Dato' Roslan Ab Hamid, Pengerusi Eksekutif Ekonomi Persahabatan Sdn. Bhd.

Tidak kurang hebatnya YBhg. Dato' Abdul Wahab Abdul Aziz, Pengarah MACA ketika menyampaikan ceramahnya bertajuk *Making Learning Transfer Work!*, begitu juga Puan Faridah Hanim Haron, Ketua Pembangunan dan Kepimpinan Strategik SPRM yang mengupas topik *Making Learning Fun and Impact*. Pembentangan ketiga-tiga tokoh ini mendapat perhatian seramai 180 hadirin yang hadir daripada warga MACA serta penglibatan Institut Latihan Awam dan Swasta.



Sesi soal jawab semasa seminar berlangsung.

Bicara Agama

Pengisian Hari Terbuka MACA diteruskan lagi pada hari yang sama dengan Program Bicara Agama yang disampaikan oleh YBrs. Dr. Zaifuddin Rashid dengan tajuk "Tanggungjawab Menyampaikan Ilmu Adalah Satu Ibadah".

Forum *Integrity Based Leadership*

Sementara itu, pengisian Hari Terbuka MACA diteruskan lagi dengan Forum *Integrity Based Leadership*, di mana satu model lengkap perincian kompetensi kepimpinan SPRM diperjelas. Perkongsian ilmu di dalam forum ini juga memberi pendedahan kepada para peserta berkaitan impak kepimpinan berteraskan integriti dalam organisasi. Panel yang tidak asing lagi buat dunia akademik SPRM ialah Puan Faridah Hanim Haron, Ketua Pembangunan Strategik Kepimpinan SPRM. Beliau yang juga Penasihat Pembangunan dan Pembelajaran MACA telah digandingkan bersama YBhg. Prof. Dato' Mahmood Nazar, Timbalan Presiden Profesor Psikologi, Fakulti Kesihatan Bersekutu dan Sains Gunaan, Kolej Universiti Sains Perubatan Cyberjaya dan Tuan Haji Mahamad Zamri Zakaria, Pengarah Kanan Bahagian Perhubungan Korporat, Yayasan Pembangunan Ekonomi Islam Malaysia. Peserta forum terdiri daripada seramai 180 peserta daripada Institusi Latihan Awam dan Swasta. Forum ini juga turut mendapat perhatian pegawai-pegawai kadet yang hadir pada hari tersebut.



Mahamad Zamri Zakaria, Pengarah Kanan Bahagian Perhubungan Korporat, Yayasan Pembangunan Ekonomi Islam Malaysia antara panel Forum *Integrity Based Leadership*.

Lain-lain Aktiviti Di Hari Terbuka MACA 2014



"Fun Ride "Cycle For Excellence"



Majlis Makan Malam Sempena Hari Terbuka MACA 2014



Sukan



Kempen Derma Darah



Pameran Kesedaran Bahaya Nyamuk Aedes

Agihan Perbelanjaan MACA

Bagi perbelanjaan mengurus tahun 2014, MACA telah diperuntukkan sebanyak RM11,509,315.25. Butiran peruntukan adalah seperti berikut:

BIL	BUTIRAN PERBELANJAAN	PERUNTUKAN (RM)	PERATUSAN (%)
1.	Emolumen	11,509,315.25	51.83
2.	Perkhidmatan & Bekalan	5,405,515.25	46.96
3.	Biasiswa	138,800.00	1.21
JUMLAH		1,509,315.25	100.00

Daripada perbelanjaan Perkhidmatan dan Bekalan, sebanyak RM2,000,000.00 digunakan untuk keperluan mengurus kursus. Ia merangkumi perbelanjaan makan/minum, bayaran elaun penceramah, perkhidmatan penginapan dan lain-lain. Biasiswa yang diperuntukkan adalah bagi menampung kos pegawai SPRM yang mengikuti kursus Sarjana Sains Sosial (Pengajian Rasuah) di Universiti Kebangsaan Malaysia (UKM). Kursus jangka panjang peringkat sarjana ini dirangka dan ditawarkan dengan kerjasama SPRM dengan UKM dengan tempoh pengajian selama 18 bulan.

Selain peruntukan biasiswa bagi kursus Sarjana Sains Sosial (Pengajian Rasuah) di UKM, MACA juga menerima sumbangan sebanyak RM83,300.00 bagi tujuan biasiswa daripada Jabatan Perkhidmatan Awam. Peruntukan ini diserahkan kepada MACA untuk membangunkan kompetensi tenaga pengajar dan meningkatkan kemahiran dikalangan pegawai SPRM.

Portal Akademi Pencegahan Rasuah Malaysia

Semenjak dilancarkan pada tahun 2012, portal MACA, maca.sprm.gov.my telah menerima 66,000 kunjungan di mana seramai 22,000 pengunjung telah mengakses pada tahun 2014. Pelbagai maklumat berkaitan kursus, aktiviti MACA dan buletin MACA telah disediakan oleh portal MACA.

Statistik Penggunaan Makmal Komputer 2014

Terdapat dua makmal komputer di MACA yang boleh memuatkan 30 peserta setiap satu. Setiap makmal komputer dilengkapi dengan kemudahan komputer, pencetak, projektor, sistem audio dan rangkaian Internet. Makmal Komputer telah digunakan sepanjang tahun bagi kursus-kursus yang menggunakan aplikasi atas talian. Berikut adalah statistik penggunaan makmal komputer sepanjang tahun 2014.

JANUARI - MAC	<ul style="list-style-type: none"> • Kursus Pengumpulan Maklumat Berkesan Melalui Internet • Kursus Pengurusan Aset Tak Alih Kerajaan (MYSPATA) • Taklimat Penggunaan Sistem 1 Malaysia Training Centre (1MTC)
APRIL - JUN	<ul style="list-style-type: none"> • Ujian Indeks Perwatakan Unggul bagi Kadet Kursus Asas Siri 15/2014 • Ujian Indeks Perwatakan Unggul bagi Penilaian Kenaikan Pangkat Pegawai SPRM • Taklimat Penggunaan Sistem e-Diary SPRM • Latih Amal Penyediaan Kertas Risikan bagi Kursus Asas SPRM Siri 15/2014 • Taklimat 'Corruption Reporting System (CRIS)' kepada Kadet Kursus Asas Siri 14 • Taklimat berkaitan penggunaan ICT di SPRM oleh Cawangan Teknologi Maklumat (CTMK) • Kursus <i>Microsoft Office Power Point</i> anjuran Pusat Darah Negara
JULAI - SEPTEMBER	<ul style="list-style-type: none"> • Kadet Siri 15-Pengemaskinian Maklumat Dalam Sistem HRMIS • Ujian Indeks Perwatakan Unggul bagi Penilaian Kenaikan Pangkat Pegawai SPRM • Ujian EPSA-Modul Pengenalan Kepada Organisasi Kursus Asas SPRM Kadet Siri 15
OKTOBER - DISEMBER	<ul style="list-style-type: none"> • Kursus Penulisan Media Secara Efektif • Kursus Perisikan Forensik Siber • Kursus Perisikan <i>i2 Analysis Notebook</i> • Kursus <i>Corruption Reporting Information System (CRIS)</i>

Kemudahan Asrama

MACA mempunyai dua blok asrama lima tingkat, Blok A dan Blok B, yang digunakan bagi tujuan penginapan pegawai kadet SPRM yang mengikuti latihan asas dan juga peserta-peserta yang mengikuti kursus. Setiap blok mempunyai empat jenis bilik dan statistik penggunaan adalah seperti dalam Jadual berikut.

Bil	Jenis Bilik	Kelayakan	Jumlah Bilik
1.	Suite	Gred 52 & ke atas	20
2.	Deluxe	Gred 41 & ke atas	59 ⁶⁰
3.	Twin Sharing	Terbuka	40
4.	Dorm	Terbuka	18 ²⁰
JUMLAH			137

Statistik Penggunaan Bilik Asrama Mengikut Bulan

Melalui satu tahun penglibatan MACA di dalam Projek Pusat Latihan 1 Malaysia (1MTC), jumlah penggunaan asrama didapati meningkat daripada 933 orang peserta kepada 3,421 orang yang menggunakannya pada 2014.

BIL	BULAN	JUMLAH (ORANG)
1.	Januari	-
2.	Februari	249
3.	Mac	480
4.	April	503
5.	Mei	191
6.	Jun	437
7.	Julai	141
8.	Ogos	230
9.	September	619
10.	Oktober	130
11.	November	256
12.	Disember	185
JUMLAH		3,421

Statistik Penggunaan Fasilitas Di MACA Wilayah Timur Bagi Pelaksanaan Kursus

Bil	Bulan	Tahun 2013	Jumlah Peserta	Tahun 2014	Jumlah Peserta
1.	Program Anjuran MACA Wilayah Timur	2	177	6	275
2.	Program Anjuran MACA Kuala Lumpur	8	203	9	251
3.	Program Anjuran SPRM (Ibu Pejabat/ Negeri)	1	30	3	109
4.	Program Anjuran Jabatan Luar	6	295	26	1,170
JUMLAH		17	705	44	1,805



LAWATAN LUAR DAN DALAM NEGARA

Lawatan Dalam dan Luar Negara ke MACA



22 April 2014

Lawatan Delegasi Suruhanjaya Pencegahan Rasuah Republik Zambia.



18 April 2014

Lawatan The Malaysian Youth Hostel Association (MyHA) Collaboration and Al-Mashriq Training.



30 April 2014

MACA menerima kehadiran seramai 12 pegawai dari Markas Angkatan Tentera Malaysia. PPs Razmy Zulkifli sedang memberikan penjelasan mengenai pegawai kadet kepada Ketua Delegasi, Kolonel Md Zin Salleh.



23 September 2014

Lawatan Suruhanjaya Pencegahan Rasuah Timor Leste.



20 April 2014

MACA menerima Kunjungan Lawatan Ilmiah Mahasiswa Universiti Malaysia Pahang.



23 September 2014

Peserta RIPA International diberi taklimat *Ethics, Accountability and Corruption* oleh Psk Mohan Munusamy.



25 September 2014

Lawatan Transparency International dan National Institute of Development Administration.



15 Oktober 2014

Lawatan Government Inspectorate of Vietnam.



Lawatan delegasi International Graduate Leadership School, Manila yang diketuai oleh Thomas Roxas. Lawatan kerja rasmi ini turut diiringi oleh David Yap, Setiausaha Akhbar kepada Menteri di Jabatan Menteri, YB Senator Datuk Paul Low Seng Kuan.



13 November 2014

Pegawai Angkatan Tentera Malaysia (ATM) yang mengadakan lawatan ke MACA diberikan ceramah Integriti Kepimpinan oleh Faridah Hanim Haron, Ketua Pembangunan dan Kepimpinan Strategik SPRM.



13 November 2014

Lawatan Agensi Pencegahan Rasuah, Kementerian Kehakiman China yang diketuai oleh Timbalan Pengarahnya, Cheng Ming-Chien.

Lawatan Ketua Pesuruhjaya SPRM ke MACA Wilayah Timur

Satu lawatan singkat telah dibuat Ketua Pesuruhjaya, YBhg. Tan Sri Abu Kassim Mohamed ke MACA Wilayah Timur Kota Bharu pada 23 Februari. Sempena lawatan tersebut satu taklimat telah disampaikan oleh PsK Zakaria Taib, Ketua Kluster MACA Wilayah Timur, berkaitan program yang telah diadakan di MACA Wilayah Timur. Sebelum ini, Ketua Pesuruhjaya telah meminta agar MACA Wilayah Timur mengoptimumkan penggunaan fasiliti oleh agensi luar dengan mengadakan program promosi secara lebih meluas.



Kunjungan Hormat Y.B Dato' Haji Abd. Aziz Derashid, Adun Kuala Balah (Pengerusi Kesedar) Ke MACA Wilayah Timur

Pada 3 September 2014 Satu Kunjungan Hormat oleh Y.B Dato' Haji Abd. Aziz Derashid, ADUN Kuala Balah Jeli, Kelantan merangkap Pengerusi KESEDAR telah dibuat di MACA Wilayah Timur. Kunjungan ini diadakan bagi melawat bangunan dan fasiliti yang ada di MACA Wilayah Timur untuk kegunaan KESEDAR.

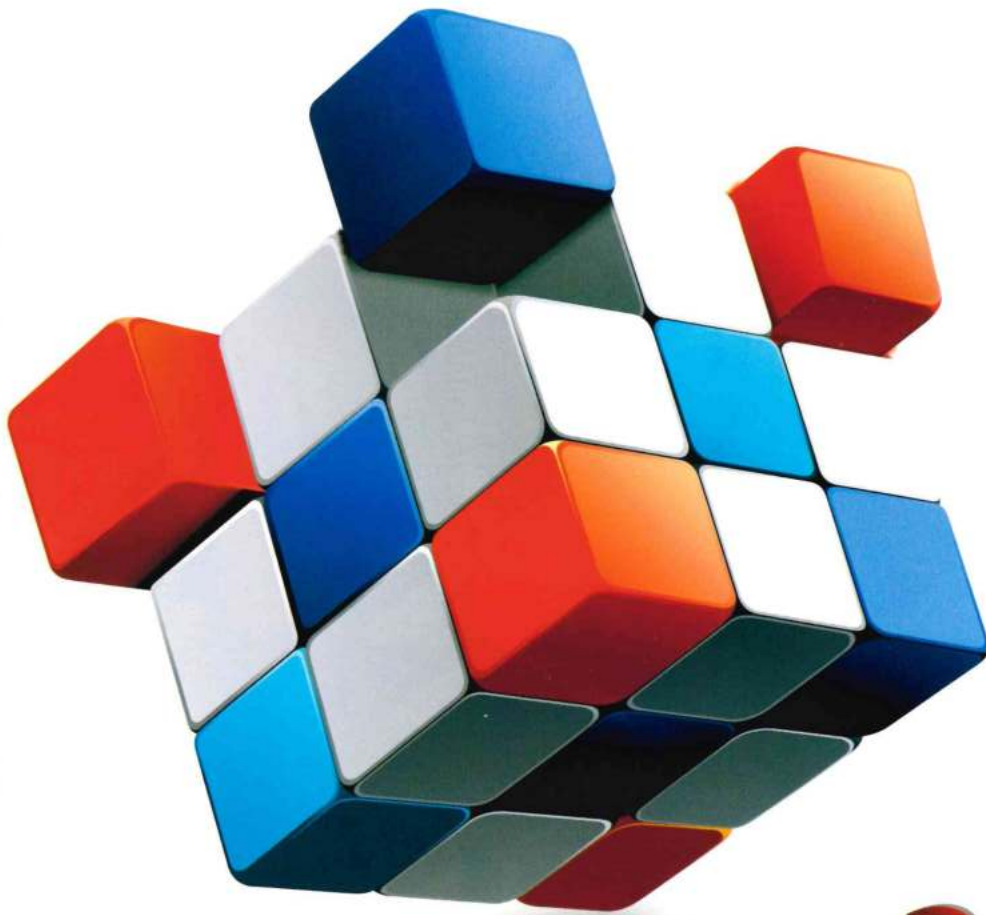


AKRONIM GELARAN JAWATAN

Gelaran Jawatan	Singkatan
Ketua Pesuruhjaya	KPj
Timbalan Ketua Pesuruhjaya	TKPj
Pesuruhjaya	Pj
Timbalan Pesuruhjaya	TPj
Ketua Penolong Kanan Pesuruhjaya	KPKPj
Penolong Kanan Pesuruhjaya	PKPj
Penolong Pesuruhjaya	PPj
Penguasa Kanan	PsK
Penguasa	Ps
Ketua Penolong Kanan Penguasa	KPKPs
Penolong Kanan Penguasa	PKPs
Penolong Penguasa	PPs



MALAYSIA ANTI-CORRUPTION ACADEMY
Leading Centre of Excellence in Anti-Corruption



2014

ANNUAL REPORT

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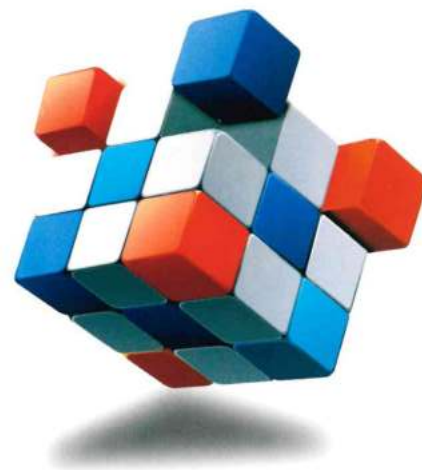
Azlan Abd Aziz

The Editorial Board wish to thank for all the contributions and supports forwarded to ensure the success of this publication.



The red and blue cubic shows the sustainability of innovative thinking driving. Intelligence and expertise are transformed through the uniformity of human capital workforce.

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MESSAGE OF THE CHIEF COMMISSIONER

Assalamualaikum w.b.t and Warm Greetings

Well done and congratulations to the Malaysia Anti-Corruption Academy (MACA) that is committed in the development of capacity and capability of human capital of the MACC. After nearly a decade of establishment, MACA is continuously proving success in the area of producing quality and world class workforce in the anti-corruption sector.

Overwhelming response from within and outside Malaysia clearly shows that MACA is under the attention of various parties in providing trainings in order to upgrade the skills of combating corruption. Statistics in-terms of the number of courses offered and increase in participants are important evidence that MACA remains as a main training centre. The selection of MACA to hold one of the modules of Master in Anti-Corruption Studies (MACS) in May 2014 is a testament to the continued recognition on MACA by the international community, especially the International Anti-Corruption Academy (IACA) as anti-corruption training hub. It is another important indicator to MACA which was recognised by the United Nations Office on Drugs and Crime (UNODC) in 2013. Recognition was also shown that MACA has holistic facilities to provide training for anti-corruption agencies worldwide.

We need to sustain and maintain this by taking various steps as one of the most sought after training centre in anti-corruption field. MACA is an important asset for the Malaysian Anti-Corruption Commission (MACC) and also for Malaysia at large.

In order to materialize the vision and mission of MACA as a training hub and as referrals to external agencies, the recommendations of improvements to the MACA is based on the idea of the views and studies that have been conducted. The MACA is always taking steps and opportunities for improvement.

With a more systematic, planned, integrated and sustainable collaboration, MACA has won the confidence of the people to combat corruption in Malaysia. This is in line with the objectives of the MACC's Transformation Program. It is our hope that the MACA could able to make realize the dream of creating a corruption-free society and make the MACC as an excellence anti-corruption agency in the world.

All the best!

Tan Sri Abu Kassim Mohamed

Chief Commissioner

Malaysian Anti-Corruption Commission (MACC)



WORDS OF

DEPUTY CHIEF COMMISSIONER (MANAGEMENT & PROFESIONALISME)

Assalamualaikum w.b.t and Warm Greetings

I express my sincere thanks to the Allah SWT for with His permission, Malaysia Anti-Corruption Academy (MACA) continuously gaining international recognition as a training hub.

In 2014, MACA has gained regional and international recognition. By mid-year, MACA has been selected as the one and only venue outside Vienna, Austria to host anti-corruption graduate studies, which is being offered by the International Anti-Corruption Academy (IACA). While at the end of the year, the position of MACA has also been recognized by the SEA-PAC as a training hub and the best centre of excellence in anti-corruption sector in Southeast Asia.

These recognitions do not come easily. It is the result of continuous and unremitting efforts. Furthermore, this is also reflects the confidence and trust of the international community on the MACA, the MACC and also Malaysia as a whole. I am very proud with the success of MACA and believe all this is the result of hard work and commitment shown by the staff of MACA under the leadership of Dato' Abdul Wahab Abdul Aziz, the Director of MACA. The MACA is taking all the steps to implement and ensuring the success of the programs according to the needs and demands, not only in Malaysia but also other countries.

Once again I wish to extend my warmest congratulations to the MACA because of its continuous excellence is an evident in the areas of learning and development at the international arena. This is also proven when the United Nations Development Programme (UNDP) utilised MACA's expert in their integrity curriculum development program.

MACA's achievement also won the confidence of many countries including Afghanistan, Bhutan, Maldives and Fiji who had sent their officers to undergo training or participate in prestigious program such as Based Intelligence Investigation (IBI) and the Certified Integrity Officers (CeIO). I wish to congratulate all staff of MACA, whom are always and continually provide a strong commitment to achieve the vision and mission of the MACA.

Strive for Continuous Excellence!

Dato' Sri Hj. Zakaria Hj. Jaffar

Deputy Chief Commissioner

(Management & Profesionalisme)

Malaysian Anti-Corruption Commission (MACC)



NOTE'S

DIRECTOR OF MALAYSIA ANTI-CORRUPTION ACADEMY

Assalamualaikum w.b.t and Warm Greetings

Allhamdulillah, with Allah's grace, and commitment by the staff of Malaysia Anti-Corruption Academy (MACA) especially the editorial team, MACA's Annual Report 2014 successfully published.

MACA continue to move to face the challenges ahead with the implementation of the responsibility to strengthen the capacity and capability of the personal of the MACC. The aspects of learning and development (L&D) to be the priority of MACA, with emphasising on the quality of every program recommended and conducted. The evaluation of the program is very important to ensure that every customers of MACA achieve the goals outlined.

MACA's Annual Report 2014 is a series of publications which carried out continuously to ensure sketches of the history of the MACA can be immortalized. Contents in this report reflect the eagerness of MACA staffs in their duties of training MACC personnel and also domestic and international communities. The commitment of MACA's staff is not just concentrated at the domestic arena, but has reached beyond border, where they successfully penetrated the international arena.

I congratulate all the officers that had given MACA their fullest support throughout the year 2014. In related to this historic document, congratulations to all those who have worked tirelessly to ensure the construction of MACA Annual Report 2014 went smoothly. Hopefully this report will be a reference and source of information for all categories of people at home and abroad.

Finally, I hope this report will provide impetus and inspiration for all citizens in driving the MACA's efforts to elevate as "Lead Centre of Excellence for the Prevention of Corruption" regionally and internationally.

Thank you.

Dato' Abdul Wahab Abdul Aziz

Director

Malaysia Anti-Corruption Academy (MACA)



EDITOR'S MISSIVE

Empowering human capital by intensifying knowledge and skills for Malaysian Anti-Corruption Commission (MACC) officers are the main key of Malaysia Anti-Corruption Academy (MACA). It is essential to cultivate knowledge and skills as it will boost MACC's role in fighting corruption, malpractices and abuse of power as well as to stop the pandemic from being widespread. MACA also emphasizes in strengthening the ethical and value aspects to ensure the integrity of human capital are being uphold. These components is important to develop quality human capital in order for the organization to serve and protect the nation constructively.

In the 2014 annual report, MACA's role and responsibilities were divided into five aspects, not only to enhance the quality of human capital in MACC but as well as highlighting the persistence of MACA in terms of development and learning. MACA's role does not only confine to educate its staffs and MACC officers but also the public, private sectors and International agencies.

INTERNATIONAL CONFIDENCE

The international community acknowledges MACA as an excellent entity in providing Anti-Corruption related trainings when it was recognised as a training hub for corruption prevention in the South East Asia region during the 10th SEA-PAC meeting held in Kuala Lumpur in December last year.

Subsequently, MACA would also provide leadership programs for members of SEA-PAC. MACA also received recognition after given a mandate to host the sixth module of Masters in Anti-Corruption Studies (MACS) programme, offered by the International Anti-Corruption Academy (IACA). The module, which was conducted by a number of leading energy experts, participated by 26 students from 17 countries.

Apart from this recognition, the competence of MACA in training sectors also attracts the interest of various nation. The Intelligence Base Investigation (IBI) techniques by MACC, which is regarded as the best practice in fighting corruption was also shared with agencies from Cambodia, Taiwan, Sri Lanka, Indonesia, Brunei, Fiji, Timos Leste, Bhutan, Thailand, Palestine and Botswana.

MACA strides beyond border to further expand its expertise by sending experts from the academy to countries such as Maldives, Fiji, Bhutan and Nepal as part of smart partnership includes:



Countries	Area of Expertise Sharing
Maldives	Training Workshop on Corruption Investigation and Prevention involving 49 officers.
Fiji	Corruption Prevention and Community Education
Bhutan	Development of SOP and usage of technical tools; and Ethics and Integrity Training Program involving government staff of Bhutan
Nepal	Officers capability enhancement in the aspect of investigation and prosecution

Apart from experts, MACA has also received visits from a total of eight International agencies to study the best practices in human capital empowerment and that benefits their agencies. MACA has become a benchmark in-terms of training that can serve as a model for developing and establishing training institutions in their countries. Among the international delegation that visited MACA are:



ANTI-CORRUPTION
COMMISSION OF ZAMBIA



GOVERNMENT INSPECTORATE
OF VIETNAM



ANTI-CORRUPTION
COMMISSION OF TIMOR LESTE



INTERNATIONAL GRADUATE
SCHOOL OF LEADERSHIP
Building Leaders for Transformation

RIPA INTERNATIONAL



**TRANSPARENCY
INTERNATIONAL**
the coalition against corruption

Although MACA plays an active role outside Malaysia, the responsibility to strengthen human capital of MACC was never neglected. The capacity and capability of MACC officers are addressed seriously through the implementation of various training.

STRENGTHENING FIELD OPERATIONS SKILLS

The current pace of development especially with the constant changes in technology landscape has become major challenges for every law enforcement agencies worldwide. In this case, MACA is responsible in providing appropriate programs to complement human capital with higher skills. Combating corruption is becoming increasingly onerous and laborious which needs to be carry out using significant methods in accordance with the current needs. Thus, MACA is focusing in providing training for private financial sectors. The program is conducted in collaboration with other key agencies such as experts from Bank Negara Malaysia, Companies Commission of Malaysia, the Malaysian Communications and Multimedia Commission, and PETRONAS.

Another fields MACA is focusing in line with its transformation initiatives is the Forensics, where they are focusing on forensics courses for Mechanical and Electrical as well as Oil and Gas. This shows the seriousness of MACA in providing knowledge and skills for MACC officers. The two new courses were introduced by MACA in line with the current expansion as it is important for MACA to directly involved to ensure the smoothness of training approach. Management Team Investigation (MTI) is another key element in ensuring that the operations of MACC is carried out smoothly. MTI's goal is to ensure an inquiry is being carried out promptly, professionally and transparently. To date, a total of 110 officers had undergone MTI training sessions successfully.

Domestically, MACA also had drawn the attention of local agencies, where various agencies especially those involves in investigation have been sending their employees to undergo training in MACA in order to strengthen professionalism in their organization. Some courses were carefully formulated by MACA according to the needs of the agencies concerned. Such courses are known as tailor made and considered as measure of the ability of a training institution. Impact of the implementation of tailor made training program successfully helped the respective agencies to close the skills gap among their workers.

Knowing the importance of intelligence field as a catalyst in ensuring the success of an operation, methods and materials used are meticulously planned. To empower the intelligence field, two technology-related trainings were conducted; i2 technologies and Remote Sensing and Geographic Information System (GIS). Both courses exposes intelligence officers with the latest technology to assist them while carrying out their duties.

In-terms of legal, MACA emphasizes in the exposure to the commercial aspects where trainings being carried out by experts from local universities such as University of Malaya and University of Technology Mara. They explore and exposed extensively to all aspects of banking, contracts, company law and application of related information widely disclosed to participants. Trainings were conducted as planned by private sectors as well as the Investigation Cluster,

Intelligence Cluster and Prosecution and Legal Cluster. This exposure to private agencies are in line with MACC's operations transformation and it is an important challenge in ensuring the organization's excellent human capital. Operations is a very important area MACC had identified for empowerment so plans are constructed diligently to ensure the strengthening of the operation's exercise.

EMPOWERMENT OF HUMAN CAPITAL

Human capital is an essential resources for MACC and leadership is like the heart of the success so the ability to mobilize resources to achieve organizational goals which is the yardstick to measure the capability of a leader is significant. The fundamental of a leadership in an organisation is the integrity of the employees. Thus, leadership training has been developed based on integrity, which includes various layers or levels as outlined below:



For the new officers, who had only recently joined the enforcement body, it is compulsory for them to go through the Basic Training Course to develop quality human capital. A total of 166 new officers were trained last year in three series: Series 15, Series 16 and Series 17. The unique and attractive element about the course is about the ability of officers to carry out their function by utilising MACA's resources.

Since the course was introduced, the MACC has become more visible to the public through series of adoption programme carried out in several places, where the officers would be exposed to the community before their official deployment. Early exposure enables the officers to interact and communicate with the people besides sending out a strong message to them to eradicate corruption. The program is part of empowerment of human capital module that is essential to apply good values, begin with high level of teamwork for success, upholding integrity and bring out the message of importance of curbing corruption.

On human capital development, MACA not only concerned in the improvement of the capacity and capability of the participants, but also our in house officers. The officers in MACA were also involved in improving training skills in order to be able to execute perfectly. For example, the physical fitness training was conducted involving MACA coaches in Sabah which ended with special program of climbing the Mount Kinabalu.

In ensuring the quality of teaching is parallel with other institutions, MACA also provides open training space besides providing adequate financial provision to send their instructors to participate in training courses offered both locally and internationally. To date, 70 instructors from MACA had taken part in a total of 11 series of training. Three of the instructed had obtain training abroad. Empowerment of human capital is not solely focused on MACC but as well as public and private agencies. MACA's success in attracting various organisations were seen through their participation in our program in year 2014.



STRENGTHENING INTEGRITY SUSTAINABILITY

The agenda of strengthening integrity is being emphasised, thus, the capacity of MACA as an Integrity training hub which plays an important role in providing trainings to private agencies cannot be rebuffed. Certified Integrity Officers (CeIO) Program is a program that brings together participants from leading public and private sectors as well as serves as a platform in bringing together a network of cooperation among participants with different backgrounds. Throughout the year, a total of five series of programs have been carried out involving 152 participants.

Private sector involvement is closely related to the expertise and confidence on MACA's capability and expertise. Well known corporate sectors such as Petronas and Tenaga Nasional Berhad (TNB) sent representatives to participate a series of training in MACA. On the other hand, among public authorities, the Kelantan State Government was the first state agency utilised MACA's service to train their officers in-term of integrity.

ACHIEVEMENT 2014

Strengthening human capital are closely related to training aspects in accordance with Circular No. 6 2005 on Public Sector Human Resource Training Policy. The main role of MACA is to ensure that every MACC officers attends at least seven days of course each year. MACA's achievement considered as an outstanding performance as the Academy received an award from the Prime Minister as the number of MACC officers attended the compulsory seven days course increase to 92.67 per cent compared to 89 per cent in the previous year.

A total of 4,237 participants attended 133 training programs organised by MACA. On the number of participants, a total of 629 participants were from public agencies, private-sector (614), international participants (228) and the remaining 2,703 were MACC officers. In-term of overall KPI performance, evaluation of Monitoring and Coordination Division showed that MACA achieved 97.32 percent.

91

The courses at MACA were designed based on a training needs analysis (TNA)

88

@ 96.7% of the planned courses have been implemented & 3 @ 3.3% were dropped

45

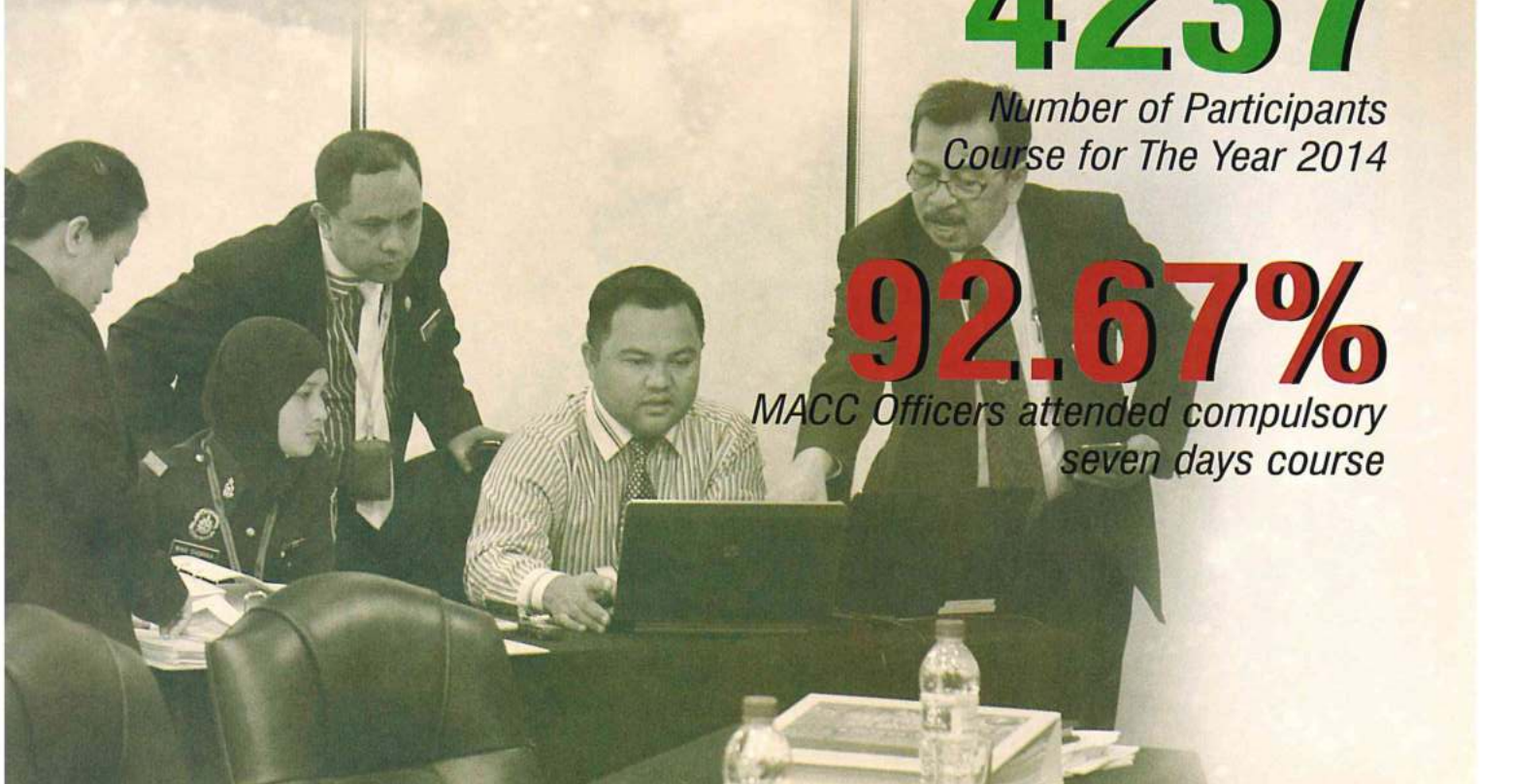
Current required courses that were carried out (Replacement for dropped courses)

4237

Number of Participants Course for The Year 2014

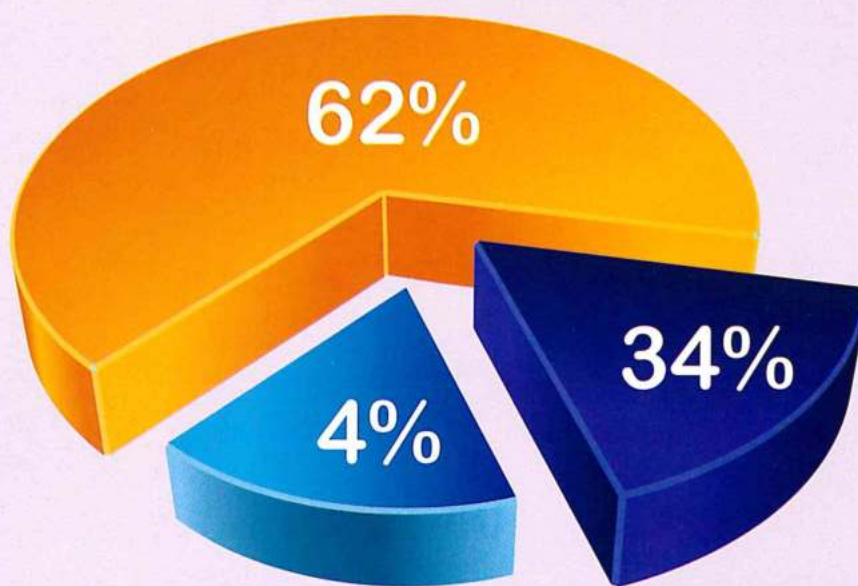
92.67%

MACC Officers attended compulsory seven days course





CATEGORY OF MACC PARTICIPANTS



- IMPLEMENTATION GROUP
- MANAGEMENT & PROFESSIONAL
- JUSA

KPI PERFORMANCE REPORT (MANAGEMENT) 2014

GROUP	PERFORMANCE DIMENSIONS	WEIGHTAGE	KEY PERFORMANCE INDICATORS	TARGET	ACHIEVEMENT	PERCENTAGE	MARK
Responsibilities towards Department	Impact on Society, Economy / Organization / Services & Governance and Accountability	15	Confident Level of Society towards MACC	68%	67.80%	99.71%	93.07%
			International Recognition towards MACC	71%	100%	100%	
			Achievements of NKRA/MKRA	90%	60.17%	66.86%	
			Achievements Initiative of RMK 10	90%	98%	100%	
			Achievement of Governance and Accountability	90%	88.89%	98.77%	
Specific Activities of Division	Presentation of Key Functions and Process Improvement	48	Implementation of 7 day training	90%	93.02%	100%	96.58%
			Training program for local and international agencies	7 Program	24 Program	100%	
			Accreditations of Certified Integrity Officer (CeIO)	60 Participants	100 Participants	100%	
			Asset Management	90%	77.70%	86.33%	
		32	Research on Strengthening the learning and development	4 Research	4 Research - 100%	100%	
			Leadership Training Program	6 Program	7 Program	100%	
			Implementation of the planned training programs	85%	96.70%	100%	
Personal Effectiveness	Leadership Transformation Agency	5	Assessment by the Superior/ Colleague/Supervision Officer	90%	100%	100%	100%

PERFORMANCE INDICATORS			
BT	OT	ET	ST
<75%	75% - <85%	85% - <95%	>95%

METHOD OF MEASUREMENT

$$\frac{\text{Achievement}}{\text{Target}} \times 100 = \% \text{ Achievement}$$

$$\frac{\text{Mark of Achievement}}{100} \times \text{Weightage} = \text{Score of KPI}$$

ACHIEVEMENT				
GROUP	WEIGHTAGE	MARK	SCORE	STATUS
TOGETHER	15	93.07%	13.96	ET
SPECIFIC (P)	48	96.58%	46.36	ST
SPECIFIC (A)	32	100%	32.00	ST
PERSONAL	5	100%	5.00	ST
TOTAL	100	97.32%	97.32	ST

Note : The current overall score is considering the score 3 group achieved a score of 100%

MEETING THE CHALLENGE

In 2015, the management of MACC has set a target to increase public confidence by 70 per cent, through a four-impact strategy. The strategies are (1) Managing High Profile or Public Interest Cases Effectively, (2) Effectively Managing Issues, (3) Strategic Engagement with Opinion Leaders (Political & NGO); and (4) Effective Engagement with Private Sectors.

Based on the assessment and direction of MACC, MACA plays a paramount role to achieve the four strategies, both direct and indirectly. MACA is responsible to spur track to reach the strategy's success through a responsibility of providing competent workforce. The role of MACA is very clear, where it is closely related to the capacity and capability building of MACC officers. Each cluster in MACA is responsible directly in seeding empowerment and strengthening the capability of MACC officers.

To entrust the role of knowledge and skills in the areas of operations, prevention and management based on integrity and professionalism is a responsibility that should be shouldered by MACA. To ensure that the goal is achieved, MACA should ensure comparable learning using the latest methods of training available internationally. Accordingly, MACA has established a Design and Development Committee (DDC) to ensure that each program meets the quality standards implemented and carried out in accordance with the requirements of the program.

Overall, MACA is committed to catapult their services. Any form of services provided by officers of MACA are the best within their means. As an establishment of nearly a decade old, MACA has the challenge with full determination and to give the best to every stakeholders.

Finally, the editor would like to thank all those involved directly or indirectly in making the 2014 Annual Report successful especially officers of Research and Corporate Planning Cluster. May the commitment and enthusiasm given by every officers of MACA will continued in 2015 with full sincerity.

Zamal Abd Rahman

Chief Editor



CORPORATE INFORMATION

History of MACA

The Establishment of Malaysia Anti-Corruption Academy was announced by former Malaysian Prime Minister Dato' Seri Abdullah Ahmad Badawi while attending the '4th Steering Committee Meeting ADB-OECD Anti-Corruption Initiative for Asia and Pacific' on 3rd December 2003 in Kuala Lumpur. Generally, MACA aspire to be one of the regional centre in their endeavour to boost the capacity and capability in eradicating corruption.

Various institution and International bodies have expressed their eagerness to cooperate with MACA in providing trainers and experts to formulate and conduct courses, training, seminars, and workshops on fighting corruption every year, particularly in the Asia - Pacific region. This can be done through bilateral and multilateral relations with other Anti-Corruption enforcement agencies in the region such as ICAC Hong Kong, FBI, BMR Brunei Darussalam, KICAC (Republic of Korea), Indonesia, CPIB Singapore, Thailand and several other countries.

MACA wishes to emerge as the most significant learning and training centre in Asia through a wide range of programs designed for participants. The establishment of MACA also aims to enhance the skills and professionalism of Malaysian Anti-Corruption Commission (MACC) officers. The goal can be achieved through in-house services and training modules comprising investigation, prosecution, intelligence, education, examination and consultation, working procedures, management and finance, safety, leadership, coaching (training for trainers), information technology and language learning (especially English).

Vision

To become a center of excellent in combating corruption regionally and internationally.

Mission

- To lead MACC's human capital development continuously in a dynamic and progressive manner
- To Increase the capacity and capability of public and private sectors in their effort to eradicate corruption through smart partnership; and
- To establish a strategic partnership networking at the International level through anti-corruption training program.



Objective

- To Strengthening the independence, transparency and professionalism of MACC officers in carrying out their duties;
- To Strengthen the integrity and accountability of MACC officers through continuous effective training programs;
- To train public sectors on human capital to increase the capacity and capability in efforts to fight corruption;
- To Improve corruption prevention training program through smart partnerships among the private sectors;
- To expand collaboration and cooperation with enforcement agencies, training institutions and international bodies; and
- To organize capacity and capability development program globally.

Customer Charter

We promise to design and implement quality training program and meet the participant's need by:

- Relaying information on training programs to participants at least two weeks before (for domestic programs) and three months before (for International programs) the course commence;
- Conducting at 90% of the planned program each year;
- Conducting at least two studies per year;
- Producing at least two publications yearly;
- Conducting at least two consultation training every year;
- Preparing training program evaluation report at least two weeks after a program has completed; and
- Ensuring the speakers for the training programs attains at least 85% level of satisfaction from the participants.

Target Group

Malaysia Anti-Corruption Academy aims to widespread their anti-corruption training programmed not only local participants but as well as international participants'. MACA had also targeted and identified the involvement of four groups, which will reflect it as an institution specializes in anti-corruption programs and courses. The targeted four group are as below:

MACC Officers

MACA is an entity under MACC that responsible to provide adequate training to all MACC officers and employees in order to boost their ability and competence in carrying out their task efficiently and professionally. Areas of training offered includes comprehensive 'core businesses' as well as management, safety and others.

Government Departments/Agencies and Local Enforcement Agency

In line with the government agencies aspiration to create a 'World-Class Public Service', MACA offers training programs for government agencies specialize in corruption prevention. The programs provided are of high quality and enables participants to equip themselves with knowledge and skills.

Private Sector

MACA provides a platform for the private sector such as government-linked companies (GLCs) and corporate bodies in enhancing knowledge and skills in the field of corruption prevention, integrity and good governance.

Participants of International Organizations and International Enforcement Agency

MACA move towards the global arena in the field of anti-corruption training where MACA offers training programs with specific quality for foreign participants from various organizations and law enforcement agencies. All training programs offered meets the current requirements in accordance with the law and best practice.

MACA's Management



DIRECTOR
TPj Dato' Abdul Wahab Abdul Aziz



DEPUTY DIRECTOR
PKPj Thilagavathy a/p S. Thamboo



HEAD OF INTERNATIONAL CLUSTER
PKPj Abdul Razak Hamzah



HEAD OF BASIC TRAINING CLUSTER
P/PPKj Zuhairie Abu Bakar



HEAD OF MACC LEADERSHIP EXCELLENCE CLUSTER
P/PPKj Rasidah Abdul Karim



HEAD OF PLANNING, RESEARCH & CORPORATE CLUSTER
PPj Zamal Abd Rahman



HEAD OF INVESTIGATION CLUSTER
PPj Zarizal Ahmad



HEAD OF LEGAL & PROSECUTION CLUSTER
PPj Rosnan Mohd Ali



HEAD OF INTELLIGENCE CLUSTER
PPj Sukhairul Hashim



HEAD OF MANAGEMENT & CORRUPTION PREVENTION CLUSTER
PsK Zulkefli Zainal Abidin



HEAD OF CORPORATE INTEGRITY DEVELOPMENT CLUSTER
PsK Farah Najwa Abdul Aziz



HEAD OF MACA EASTERN REGION CLUSTER
PsK Zakaria Taib



HEAD OF MANAGEMENT DEPARTMENT
En. Azlan Abdul Samat



***MACA'S DETERMINATION
CONFIDENCE INTERNATIONAL***

Malaysia Anti-Corruption Academy managed to increase the confidence level among international community through courses organised by the academy besides sharing and exchanging views and ideas with participants from other nations. MACA's approach in organizing and participating in international meetings such as South East Asia - Parties Against Corruption (SEA-PAC) in 2014 reflected the recognition towards the importance of Malaysia's contribution, especially the involvement of MACA that labelled as anti-corruption training hub in Southeast Asia.

MACA had also sent in house experts specializes in certain areas to countries such as the Maldives, Fiji, Bhutan and Nepal in 2014 as an approach in strengthening international confidence, smart partnerships bilateral relation between countries.

SEA-PAC Had Recognised MACA As The Leading Anti-Corruption Training Hub In Southeast Asia

SEA-PAC had recognised MACA as the leading anti-corruption training hub in Southeast Asia during the 10th SEA-PAC conference which was held in Kuala Lumpur from 1st to 3rd December 2014. During the conference, MACC's Strategic Leadership and Development head, Mrs. Faridah Hanim Haron presented a talk on 'MACC's Integrity Based Leadership'. As a result of the conference, in a joint statement, Brunei, Cambodia, Indonesia, Myanmar, Philippines, Singapore, Thailand, Laos and Vietnam had recognised efforts by MACA as an anti-corruption training hub and agreed to consider the idea that MACA should provide leadership programs for participants.

This is a remarkable achievement for MACA as the academy also had been recognised by the United Nations Office on Drugs and Crime (UNODC) in 2013 and modules offered succeeded in producing officers with International standards in line with the MACA's motto-Center of Excellence In Anti-Corruption field.



1 The Honourable Tan Sri Abu Kassim Mohamed, MACC Chief Commissioner chaired SEA-PAC meeting.

2 Participants in SEA-PAC Meeting, Kuala Lumpur.

Sharing of IBI Approach To Fight Corruption Globally

The Intelligence Based Investigation (IBI) method used to combat corruption is seen as one of the approaches proven to be successful globally. IBI courses have been conducted three times since 2012 and focuses on the management of undercover officers who were given practical training. Malaysia has also been recognised by UNODC as a country with 23 successes and good practices in the anti-corruption field. One of the best practices is the use of IBI concept that applies not only in investigation cases domestically, but also suitable to be applied in cross-border investigations, involving two or more countries.



IBI's participants listening explanation by MACC officer.

Among the countries that sent their anti-corruption officials to attend IBI courses are Cambodia, Taiwan, Sri Lanka, Indonesia, Brunei Darussalam, Fiji, Timor Leste, Bhutan, Thailand, Palestine and Botswana. As of 2014, a total of 35 participants attended the IBI courses. Subject Matter Expert (SME) of the MACC Intelligence Division also collaborated by sharing the techniques used, including the use of a centralized information system on-line and spywares. IBI technique is seen as one of the ways that contributes to success in the global's mission against corruption. For example, in "Ops Jarum" operation in 2010, the MACC and the Anti-Corruption bureau of Brunei Darussalam had managed to dismantle smuggling of diesel from Brunei Darussalam to Malaysia.



The Honourable Dato' Azam Baki, Director of MACC Intelligence Division with IBI's participants.

MACA Expands Training Specialists Abroad

MACA is now developing its expertise on the world stage by sending Subject Matter Experts to countries like Maldives, Fiji, Bhutan and Nepal to strengthen the smart partnership cooperation between Malaysia and the recipient countries. MACA is coordinating and sending MACC experts to the countries concerned, particularly in the areas of investigation, intelligence, law and ethics and integrity. In order to promote MACA as a training hub in corruption prevention corruption, sending their expert abroad is seen as an international recognition in-term of knowledge sharing capabilities by MACA. Maldives has requested MACA to send experts to provide training for a total of 49 officers on training and Workshop on Corruption Investigation and Prevention. Among the experts took part in this program were KPKPj Samat Kasah, KPKPj Idris Zaharudin and PKPj Abdul Razak Hamzah and Mr Kanakaraja Muthusamy. They shared knowledge and skills related to investigative activity and anti-corruption legislation.

Besides Maldives, Fiji also has engaged experts from MACC to focus on the Corruption Prevention and Community Education. Thus, MACA had sent KPKPj Ganason S. Periathamby, KPKPj Samat Kasah and PPj Mohan Munusamy to exchange ideas and views on corruption prevention. In order to enhance the sharing of experience and expertise to various developing countries, MACA also supported the objectives of the South-South Cooperation through the Malaysian Technical Cooperation Programme (MTCP). Two courses were held in Bhutan and Nepal. This program is part of Malaysia's commitment towards the promotion of technical cooperation in developing countries to strengthen regional and sub-regional cooperation as well as fostering self-reliance of countries involved. Under the MTCP, MACA sent six experts including MACC Deputy Chief Commissioner (Management and Professionalism), Dato' Sri Hj. Zakaria Hj. Jaffar and MACA Director, Dato' Abdul Wahab Abdul Aziz.

MACC had also assisted the Anti-Corruption Commission of Bhutan to provide training on standard operating procedures (SOPs) and the use of the latest technical equipment in intelligence activities. In fact, the Anti-Corruption Commission of Bhutan also requested MACA to send experts to help enhance knowledge and skills of their civil servants on ethics and integrity modules. In the meantime, MACA also send experts to Nepal in order to establish cooperation between MACC and the Commission of Investigation of Abuse of Authority of Nepal (CIAA). The cooperation focused on enhancing capabilities of the officials. Nepal CIAA officials were trained in the aspects of the investigation, prosecution, legal analysis, facts and judicial practice in the cases of corruption, the relationship between investigation and prosecution, including the preparation of charge sheet. Various types of exercises were carried out to enlighten the participants. Investigation techniques and legal skills that were being applied in Malaysia also were shared with participants.



The Honourable Dato' Sri Hj. Zakaria Hj. Jaffar, MACC Deputy Chief Commissioner (Management & Profesionalisme) with The Honourable Dato' Abdul Wahab Abdul Aziz, Director of MACA on SOP preparation training sessions in Bhutan.

MACS Program Adds International Recognition To MACC and MACA

In 2014, MACA had taken all necessary steps to continue to forge recognition at the international arena. MACA were given the mandate to host Master in Anti-Corruption Studies (MACS) in Kuala Lumpur by International Anti-Corruption Academy (IACA), which is headquartered in Vienna, Austria to conduct the sixth module of MACS - Enforcement Module. The session which took place from 12 to 23 May, was attended by 26 participants from 17 countries, consisting of members of enforcement agencies, non-governmental organizations and members of government. The selection of MACA by IACA is another recognition for the MACC and Malaysia. As stated earlier, in 2013, MACA's position as a technical training centre was recognised by UNODC in its report on Malaysia's compliance on the United Nations Convention on Anti-Corruption (UNCAC).

The course was handled by experts from Malaysia and overseas including the MACC Chief Commissioner, Tan Sri Abu Kassim Mohamed; who is also the Vice President of the International Anti-Corruption Authorities (IAACA) and IACA Vice Chairman of the Governance Board; former Deputy Commissioner of ICAC Hong Kong, Daniel Li, IACA Program Coordinator; Professor Ian Doig, MACC Intelligence Division Director, Datuk Azam Baki, MACC Forensic Division Director Datuk IG Chandran and accounting lecturer at University of Technology Mara (UiTM), Prof. Dr. Syed Ahmad Syed Noh.

In an interview with local media, Prof. Doig was quoted as saying that Malaysia, especially the MACA was selected because of their experience and the facilities the academy has. In fact, MACA also well known as a comprehensive training academy that touches many areas including operations, investigation, prevention and human capital. Thus, he stressed that the Southeast Asia countries should send their officers for training in anti-corruption in MACA as a complete source of training expertise in anti-corruption field.

On the last day of the program, participants attended Executive Forum themed Political Will: National, Regional and International, with the panelists were the Minister in the Prime Minister's Department of Malaysia, YB Senator Datuk Paul Low Seng Kuan; IACA Dean, Martin Kreutner and Executive Director of the International Chamber of Commerce and Industry of Malaysia, Stewart Forbes.

The Honourable Tan Sri Abu Kassim Mohamed, MACC Chief Commissioner as a speakers in module 6 MACS in MACA .



YB Senator Datuk Paul Low Seng Kuan, Minister in Prime Minister Department was also present as a Executive Forum panel for MACS participants.

Prof Alan Doig, Program Coordinator of IACA also became one of the instructors.

CeIO International Program

CIDC has also conducted the International Certified Integrity Officers (CeIO) International Program from October 13-28. This was the second series where a total of 13 participants attended the program compared to the previous year of only nine people. Participants were from Singapore, Brunei, Maldives, Fiji, Zambia and Azerbaijan. To improve the quality of teaching and the quality of knowledge, CIDC had invited four foreign speakers, namely Dr. Zeger Ven Der Wal (National University of Singapore), Martin Polaine (UK Global Centre), Simon and Dr. Mike Douglas Mark Lovatt (Transparency International Malaysia).

Participants of CeIO Program were exposed to four components of the module: Integrity Identity, Legislation and Regulation, Compliance and Monitoring and Formation of Integrity Plan. These modules enable them to participate in this program in systematic and dynamic approach in line with the objectives were set.



Director of MACA with the International CeIO participants.

View of 2014 CeIO International Program Participant



"Certified Integrity Officer Programme For International Participants 2014 is the best Programme that I had attended. The module is very comprehensive and I benefitted from this programme. Well done MACA"

Mr. Filimoni Daveta Taubale
Fiji Anti Corruption Commission Against Corruption



"This is a very good course should be attend by those practitioners in the line of holding and promoting integrity. I have learn a lot of basic and advance stuff of how to promote values of integrity to common people. I'm sure MACA will continue this course and invite a participants from the world"

Mr. Muhammad Hisham Sulaiman
Anti-Corruption Bureau Brunei



The expertise in the lecturing is very excellent. We can share actual an good knowledge. Good job MACA!!!

Mr. Raymond Banda
Anti-Corruption Commission Zambia

Organisation of Courses

As previous years, MACA also organise courses for international participants through MACA's International Studies Cluster. In 2014, MACA has organised 14 courses with 321 participants. Some of the courses are on Corruption Offenses Training and Investigation of Financial Workshop which took place from 24 February to 14 March. It was attended by 26 officials of the Attorney General Office of Afghanistan. The Course's content was designed specifically to meet the demands of the Attorney General Office of Afghanistan to enhance the understanding and knowledge related to the trend of corruption, financial investigation techniques using forensic methods. At the end of course, Afghanistan expressed satisfaction over the commitment of MACA in providing the three week course for their officers.

MACA also organised special courses for officers from Egypt. Training Program on Prevention Measures in Fighting Corruption for Administrative Control Authority (ACA), Egypt was attended by 10 officials from March 10-14. Participants were given an in-depth understanding about prevention of corruption; promote integrity, community responsibility in the fight against corruption, Malaysia and MACC experience in combating corruption and the role of the Secretariat of Anti-Corruption in Higher Education Institutions. In addition to the five-day course in the classroom, participants were also visited the Office of Petronas Chief Integrity Officer.



PKPj Ch'ng Soon Eng as a trainer in organizing courses for Egyptian officials.





***QUALITY SKILLS
SPLENDID OPERATION***

MACA provides an ideal platform for Malaysian Anti-Corruption Commission officers to enhance professionalism in their career besides strengthening self-image.

In order to intensify and strengthen the operational skill, MACA supports the implementation of operational transformation by organizing training in forensics and private financial sectors.

MACA is responsible in developing and refining training programs in accordance to the current expansion to be more systematic and effective. In line with MACC's transformation program, MACA also developed a training program with high impact and more effective in delivering the training programs to targeted groups. Each and every programs developed are handled efficiently to ensure the capacity and capability of human capital in public and private sectors are empowered. At the same time, MACA also collaborates with local and international enforcement training institutions to coordinates investigation related courses.

Management Investigation Team – In Line MACC's Operations Transformation MTI

Management Investigation Team - In line MACC's Operations Transformation MTI is as an operational transformation program to assure that an investigation being carried out more efficiently. MACA has been continuously attaining mandate to ensure that the initiative is understood and cultivated by each and every Investigation Officers while conducting inquiries. Thus, in 2014 MACA has been working with the Special Operations Division (BOK) by organizing two courses of MTI applications in Bukit Tinggi, Pahang from 19 to 12 October, while in UiTM Dungun, Terengganu from 20 to 22 October, which saw 110 MACC investigating officers taking part. This course emphasizes on the effectiveness of MTI implementation of the MTI so that a case can be investigated quickly and in a professional manner, which helps to increase public confidence in towards MACC.



Participants who took part in Special Operation Division course having photo session with Dato Sri Mohd Shukri Abdull, MACC's Deputy Commissioner (Operations).

Training Program In Private Sector Strengthens The Competence of Investigating Officer

MACA further strides in strengthening the ability of MACC investigating officers by organizing programs that gives greater affects as well as boost the Investigation officer's professionalism and skills. This should be the priority of each and every single Investigation Officer and carry out the duties and responsibilities more effectively. Therefore, Public Sector Investigation (PSI) course was introduces in 2014 where a total of 30 investigation officers exposed to training in four modules separately.

The objective of the program was the result of cooperation established with the sharing of experiences and expertise with Bank Negara Malaysia (BNM), the Companies Commission of Malaysia (SSM), the Malaysian Communications and Multimedia Commission (MCMC) and PETRONAS. After taking part in the course, the Investigation Officers was seen improving their knowledge and skills as well as cooperating with the private sector.



MCMC's Investigation Director shared experience with participants.

Professionalism of External Agency's Integrity Officers Enhanced

MACA had always focused in improving knowledge in investigation aspects for officers from external agencies by organizing Basic Investigation course. The course was held for the first time from 28 to 30 April and was attended by 27 Integrity officers from external agencies.

In this program participants would be exposed to the investigating officer's task module, handling complaints / information, interviewing and recording the conversations of witnesses and suspects, Investigation Paper management and handling of exhibits. Among the agencies participated were National Anti-Drug Agency, Ministry of Education, Road Transport Department, Universiti Kebangsaan Malaysia, Kedah State Government, Amanah Raya Berhad, Department of Irrigation and Drainage, Majlis Amanah Rakyat, DiGi, Ministry of Defence, the National Museum, Sapura, The Department of Labour and Lembaga Zakat Selangor. Feedback has been very convincing as they was never exposed to the science of investigation previously.



Intelligent Cluster chief interacting with participants subjects related to handling complaints/information.

Forensic 'Skills' Strengthens The Ability of Investigating Officer

MACA has also been given the mandate to conduct courses on forensic skills in line with the transformation program initiatives. Therefore, MACA has taken the initiative to organize courses on Introduction to Electrical and Mechanical forensics which was conducted from 10 to March 13 and also course on Introduction to Oil and Gas forensics from 6 to 9 May. This was the first time, the both courses were organized to strengthen investigation officer's skills and expertise in both areas. The course which was attended by 23 MACC's investigating officers was conducted by experts from Tranaco Marine Sdn. Bhd (Oil & Gas Industry) and experts from IKRAM (Electrical and Mechanical Industry).

Overall, the content of the courses were deemed very good and received positive feedbacks from participants. An analysis done before and after the course also showed the understanding level of participants increased from 10% to 88% at the end of the programs. Such courses has attained the recognition and support of the participants who hopes, MACA would continue to conduct more such courses in future.



Trainers of IKRAM lectured on electrical and mechanical concept to participants.

MACA Is The Training Hub For Domestic Affair Agencies

MACA has been continuously drawing the trust of external agencies who are eager to learn in depth more about investigation. This was proven when the Investigation Cluster of MACA organized 14 'tailor made' courses for external agencies from 14 departments in 2014. In 2013, only three such courses were conducted. The number increased upon continuous request from agencies participated previously.

The course contents highlighted the role of an investigating officer, power and capacity of investigation, interrogation (witness/suspect), conversation recording (witness/suspect), search and seizure and handling of case exhibits and Investigation paper management. A total of 436 were trained in 2014 compared to 83 in 2013 and this shows that MACA is committed in producing quality training programs constantly. As the responses heightens, MACA have pledged to share and exchange knowledge and experience in anti-corruption to bring all parties to fight corruption together.

Besides that, Investigation Cluster has also been conducting other courses to ensure the enhancement of MACC's investigation officers. The implementation is vital in order to enable each Investigation Officer to participate in it as the course is being offered every year.



Participants from Home Ministry Department.

Strengthen Prosecution, Increase Conviction

To strengthen the knowledge and expertise of MACC officers in the field of legislation and prosecution are empowered with strategic partnership not only with local educational institutions such as Universiti Teknologi Mara (UiTM) and Universiti Malaya (UM) but as well as law and enforcement agencies such as the Royal Malaysia Police, the Companies Commission of Malaysia, the Securities Commission and the Department of Justice through programs related to the law.

MACA continues to introduce and implement programs that applicable to the transformation program. Two out of the 13 courses held through strategic partnerships with institutes of higher learning which was organized by the Legal and Prosecution Cluster.

Overall, the program is important to improve and enhance the skills and level of understanding related to the legal system especially in the court proceedings to the participants.

A workshop on Introduction to Commercial Law (Contracts, Banking, Corporate and Partnership) was conducted in collaboration with Universiti Malaya's Faculty of Law

A workshop on Introduction to Commercial Law (Contracts, Banking, Corporate and Partnership) of MACA was conducted in collaboration with Universiti Malaya's Faculty of Law under the Legal and Prosecution cluster from 27 to 29 May together with the Law Faculty. The course emphasized on the legal concept adopted by the Malaysian banking system, law firms and partnerships, contract law and fraudulent offenses, money laundering and criminal liability / remedial and confidentiality rights. The workshop was held for 27 MACC officers and deputy public prosecutor.



Q&A sessions between the participants and the Deputy of Public Prosecutors.

Law Workshop Documentary Evidence (IFS UiTM)

A workshop on law documentary was also held with the Institute of Forensic Science, Universiti Teknologi Mara, in which a total of 20 MACC officers had participated in the workshop which took place from 23 to 24 September. This workshop focuses on the concept and application of laws in the documentary aspect of the document obtained by computer or electronic equipment, the role of expert witnesses in giving evidence and the role of relevance and admissibility of expert in court, the burden of proof, presumption and evidentiary standard applicable.



The talk during the Legal Information Documentar workshop.

Advocacy Skills Workshop: Current Issues

Legal and Prosecution Cluster has also organized a Workshop on Advocacy Skills: Current Issues. The workshop was participated by 24 Deputy Public Prosecutors and 12 MACC Prosecuting Officer. A professional officer with knowledge of court prosecutions were placed at the workshop to assist them. Modules exposed in this workshop deals with observations on the concept and practice of the banking system and financial institutions in terms of procedures and documentation, management and cross-examination of witnesses, the case methodology and exposure to computer forensics. Participants also instilled with knowledge and understanding of the techniques applied by officers involves in prosecution as the trainer chosen has vast experience in Academy of Maybank, Affin Bank, the Attorney General, Kuala Lumpur Sessions Court Judge and Computer Forensics Consultants.

Course On Accomplice Evidence and Provocateur Agent

During an investigation process by MACC, the use of undercover agents has helped in the success of investigations and intelligence operations conducted. Thus, the statement and evidence by those undercover agents are important during prosecution of a case in the court. A total of 31 MACC officers and a deputy public prosecutors attended this course was introduced on issues pertaining to the application of agents provocateurs and accomplices in respect of legal issues in an effective testifying in court and steps to resolve the question of the defense of the accused. The course module also explains and interprets the direction of undercover operations and the challenges and best approaches required by an agent provocateur from the legal angle. Courses are held from 26 to 28 August which expected to enhance the role and duties of MACC officers to obtain information and evidence during investigation and intelligence.



Q&A sessions between the participants and the Deputy of Public Prosecutors.

i2 Technology That Empowers Intelligence Operations

In line with MACC's operational transformation and current development on technology, Intelligence Cluster of MACA collaborates with the assistance of Prisma Sdn. Bhd had organized courses on Notebook 8.9.5 i2 Technology applications for intelligence officers. This course provides exposure to relevant intelligence officer on methods of analyzing calls, financial information, detect fraud and 'family tree'.

With the help of the expertise of instructors, participants can improve their knowledge and skills in handling i2 software. Indirectly, the level of public confidence can be enhanced when intelligence officers can carry out the task in a more systematic and effective manner.



There was two-ways interaction between the speakers, Ms. Hazidah Haidar with participants.

Remote Sensing Technology and Geographic Information System (GIS) Strengthens Intelligence Operations

MACA has been continuously given mandate to carry out skills enhancement training related to the use of satellite technology in line with the MACC's operation transformation program. MACA with the help of Intelligence Cluster has organised 'Remote Sensing and Geographic Information System (GIS)' course. The course was conducted in collaboration with the Malaysian Remote Sensing Agency (RSM).

The course was beneficial to participants when they are able to apply the technology of Remote Sensing and GIS in their intelligence operations. It uses satellite technology to gather information and observe on the Earth's surface from a distance. Participants were given training in 'hands on' and directly has created a 'networking' with trainers.



The input and description was explained in detail by Dr. Mohd Kamal Azidy Musa, who is the trainer from RSM.

Cyber Forensics Intelligence Task Makes More Efficient

The Information technology system have been constantly updated from time to time to meet the demand which has become increasingly demanding in recent time. This is important to raise the professionalism of intelligence officers in information technology. MACA together with the Forensic Science Institute, UiTM has organized courses for Cyber Forensics from 14 to 16 October. The inaugural course was to expose the participants to experience the 'stylometrik' system to analyze emails and telephone conversations.

With the expertise from qualified instructors and a comprehensive training module, participants has been able to improve their knowledge and skills in using the 'tools' and 'software' to gather information through social media.

Defensive driving Launches Surveillance Task

Looking at the risky intelligence task especially while on the road, MACA has organized Defensive Driving Extension Course, which was held in collaboration with PDRM's Bakri Technical College in Muar, Johor. The course was participated by 11 intelligence officers, who had previously attended basic Defensive Driving Course.

Defensive driving is a form of driving techniques used to control and prevent vehicles from accidents which could boost the confidence and ability to control the vehicles during emergency. This makes the task of intelligence especially during surveillance task can be carried out not only effectively but as well as safely.



Participants joint a driving test.

Psychology In Investigation Seminar

MACA at the Eastern region had organized an Investigation Seminar in Psychology from 6 to May 8, which was attended by 25 senior officers of MACC (grade P42 to P52) consisting of the Head of the State Investigations, Assistant Director of Investigation Branch Headquarters, and State's Head of Branch. Several experts in psychology from University Terengganu Malaysia have been invited to conduct this, which was a privilege given to overview of how to understand human behavior when dealing with clients.



Participants of Psychological In Investigation Seminar in MACA Eastern Region.



***STRENGTHENING
GOVERNANCE AND INTEGRITY***

MACA supports the agenda of strengthening good governance in enhancing integrity by organising integrity training. In addition to training sessions, the MACA also helps public and private agencies to develop training modules related to good governance and integrity. Furthermore, the MACA also provides advisory and consultancy services on ethics and integrity aspects to the government agencies, private sector and GLCs.

MACA Empowers Nation's Integrity Sustainability Efforts

MACA through Corporate Integrity Development Cluster (CIDC) continues the mandate to train Certified Integrity Officers (CeIO) to strengthen the national integrity agenda. Thus, CeIO Program is an initiative to foster the integrity culture, subsequently to help fighting corruption. MACA hopes that trained CeIO are capable of carrying the responsibility to enhance and develop the integrity culture in the organisation they are placed. The year 2014 saw an increase in participation in CeIO Program. MACA has received numerous application from various agencies from both public and private sectors, and also from international community. Number of CeIO Program in year 2014 increased to five series including Executive and International CeIO Program compared to three in year 2013.

A series of CeIO Program were organised, devoted to the participants of the various Ministries, Government Departments, Private Bodies, GLCs and Government Affairs. Three series of CeIO Program were held in 2014, namely:

32
Participants

CeIO Program Series 6 No 1/2014
Date: 19 January-15 April 2014

CeIO Program Series 7 No 2/2014
Date: 16 February-27 May 2014

30
Participants

30
Participants

CeIO Program Series 8 No 3/2014
Date: 4 May-27 July 2014

One of the important components in CeIO Program, attended by program participants is Enhancing Integrity Project (EIP). EIP is a participation recognition requirement in CeIO Module. EIPs that have been implemented throughout 2014 are as follows:

1

CeIO Program participants of Series 6 No. 1/2014 conducted EIP, themed *Integrity Upholds Fate of Children and Isolated Kids Protected*. The program involves teenage children of Chow Kit area in Kuala Lumpur Crash Pad under the auspices of Chow Kit Foundation. A total of 31 students from Universiti Kebangsaan Malaysia acted as protégé in the project which was held for three days from March 7. It was officiated by Senator Datuk Paul Low Seng Kuan, the Minister in the Prime Minister Department. The objective of the project is to promote the values and culture of integrity among every member of the society, especially young people and to bring awareness to the youth that they are an important people in the development of quality, ethical, integrity and resilience society.

2

In the meantime, EIP organised by the participants of CeIO Program Series 7, themed *Geological Heritage Preservation and Restoration of Tanjung Balau* was held from 9 to 11 May at Tanjung Balau, Johor as an initiative to value geological heritage and environment. The participants, with the cooperation of Lembaga Kemajuan Johor Tenggara (KEJORA), the Geological Heritage of Malaysia and National University of Malaysia, focused on natural treasures found at Tanjung Balau millions of years ago. Despite efforts to promote the Tanjung Balau started in the 1990s, it was abandoned in 2006. Thus, the participants had the opportunity to create awareness about the importance of preserving the natural resources as this is an important aspect of integrity culture. The project involves the Community of Tanjung Balau, management and staff and 30 KEJORA protege comprising Tanjung Balau MARA Professional College students.

3

On the other hand, EIP of CeIO Series 8 was conducted under the theme *Upholding Integrity, Ecotourism Sustainability*. The project was held for three days from 25 September, to raise awareness on the ecotourism and biodiversity conservation of Tasik Kenyir, Terengganu, one of the tourism destinations. A total of 30 students from University of Sultan Zainal Abidin, Terengganu participated as a protégé, where they acted as heir to preserve the integrity and disseminate to young generation the important of adopting integrity value in their daily life.

By joining EIP, participants had the opportunity to assess the real life by promoting and practicing the values of integrity. This means that CeIO Program able to bring together the involvement of the members of all levels of society and stressed the important of integrity culture in combating corruption.



YB Senator Datuk Paul Low Seng, the Minister in the Prime Minister Department delivering his speech during the opening ceremony of EIP of CeIO program Series 6 No 1/2014.



Geology Heritage Conservation and Preservation Program at Tanjung Balau, Johor organised by participants of CeIO Programme Series Seven.

Testimony of CeIO Participants (Local)



"Certified Integrity Officers (CeIO) Program is an unique program and successfully incorporated and utilised various individual skills, work culture and organisational experience of various sectors. This program is great potential and is reflecting the forward steps to preserve the integrity agenda both at national and international levels."

Lt Kol. Ahmad B. Yusof
Head, CeIO Program Series 6 No. 1/2014



"Certified Integrity Officer Program is a dynamic program. It is a learning process in the work environment comprises of many areas of public and private sectors. Participants are also able to develop network of relationships among themselves in the process of applying knowledge in real job."

Mohd Muneer B. Hj Mohd Nor
Head, CeIO Program Series 7 No. 2/2014
Chief Integrity Officer, State Secretary of Kelantan



"Program modules developed covers various fields related to the assignment of CeIO Program. MACC's efforts and initiatives are important steps and timely in ensuring our country's hallmarks of integrity towards the top."

Zalidi Abdul Rahim
Head, CeIO Program Series 8 No. 3/2014
PWTC Integrity Unit Chief

Executive CeIO Enhance The Quality Of MACC Cadre Officers

Executive CeIO Program Series 1 2014 was an inaugural program conducted to train a total of 46 MACC officers and graduates of Master of Social Sciences Program (Corruption Studies) MACC-UKM. The program conducted from 24 February to 1 March. It was an initiative to improve the skills and knowledge of MACC cadre officers placed at the government agencies as Head of the Integrity Unit, in accordance with Circular No. 6 Year 2013. CeIO's skill in designing and implementing suitable program of integrity in their agencies is a significant recognition for the MACA.

Overall, a total of 56 instructors from public and private sector agencies directly involved in making sure the success of this program. The expertise of instructors consisting of MACC officers, the Integrity Institute of Malaysia, BEIM, SSM, MICG, UKM, UPM, MoF, TI, Bank Negara Malaysia, National Audit Office, the Police and the PSD were combined to ensure the quality of the modules of the program.

Program organised by CIDC in year 2014 showed an increase in-terms of participation. Total participation of public and private sector has increased from 76 in year 2013 to 152 in 2014. An increase of one hundred per cent is a significant indicator that the program organised by MACA is receiving continuous demand.

Corporate Integrity Pledge



PETRONAS

PETRONAS appointed CIDC as a leading centre to train their vendors, who are directly takes part in supplying, developing and a variety of transactions with the company. A total of seven series programs involved 432 participants, with the implementation of elements of integrity in the performance of any transaction and governance. Among others, topics of the program focused on the question of offenses under the MACC Act 2009, No Gift Policy, Whistle Blower Act and the Anti-Corruption through Control System. Participants also visited Interviewing Room, Video Room (VIR) and Moot Court in MACA.



TENAGA NASIONAL BERHAD

Tenaga Nasional Berhad - as result of agreement between MACA and Internal Affairs Division, Tenaga Nasional Berhad (TNB), program on integrity awareness for the vendors of the company held four times. During the program which was held from April until May, MACA managed to train a total of 126 vendors registered with TNB. TNB plans to hold similar program in year 2015 and intends to make the integrity program as one of the regular activities to be included in the annual training schedule of TNB.



State Government of Kelantan - in order to improve governance of the organisation, CIDC was entrusted by the Kelantan State Government to provide Reinforcement Training Program for the State Administration Officer (PTN) throughout the State. The program was held for five days, starting on August 18 with a total of 35 participants.

Third Convocation of Certified Integrity Officers

CeIO Third Convocation was held on 10 April 2014 to recognise a total of 75 CeIOs who have undergone training in 2013. Convocation was held at the Putrajaya International Convention Centre (PICC) and was officiated by Tan Sri Dr. Ali Hamsa, the Chief Secretary of Malaysia. In his speech, among others, the Chief Secretary said that CeIO Program is a good foundation to achieve and to enhance integrity of an individual and organisations. CeIO's role and presence will not only be a catalyst for development and to strengthen integrity, but nevertheless shows the efforts and commitment of the government in generating and mobilizing various policies and programs to combat corruption. As such, he wants the Heads of Departments to ensure that officers who have attended CeIO Program were placed at the Integrity Unit to give more emphasis and focus on the efforts to enhance integrity.



KPKPj Saiful Ezral received a certificate from The Honourable Tan Sri Dr. Ali Hamsa, Chief Secretary to the Government in the Third CeIO Convocation at PICC.



Certified Integrity Officers posing with Tan Sri Dr. Ali Hamsa, the Secretary of State at the 3rd convocation ceremony held on 10 April 2014 at the Putrajaya International Convention Centre.

Master Of Social Science Program (Corruption Studies) Reachs International Arena

A total of 20 students from fourth intake of Master Social Sciences Program (Corruption Studies) 2012/2013, who attended the program from 18 February 2013 to 17 August 2014, received their degree in November 2014. In the meantime, the 2014 program was quite unique because for the first time MACA witnessed the participation of international student from Brunei Darussalam. This is a full-time program that conducted in main campus of UKM, Bangi in collaboration with MACA, and has successfully realised the Government's aims to upgrade the level of academic achievement in the field of anti-corruption and also to strengthen integrity. The increase of students also shows that this program seeks to achieve public confidence in MACC's efforts to combat crime and corruption.

In 2014, the students also held a Benchmarking Project by visiting New Zealand to get ideas to strengthen anti-corruption efforts in Malaysia. They visited countries that has scored better ranking in the Corruption Perception Index (CPI). To date, they had visited Singapore, Hong Kong, New South Wales, Australia and New Zealand. The visit enabled them to understand and get a better idea from the countries that has a clean image in-terms of corruption and high level of integrity, and also to develop best practices which can be applied in Malaysia.



The fourth group of students of Master of Social Sciences Program (Corruption Studies) poses with Prof Dr Rahimah Abdul Aziz during the convocation on 4 November 2014.



The delegation also visited the Embassy of Malaysia in New Zealand.



Visit to New Zealand Ombudsman Office.



***EXCELLENCE HUMAN CAPITAL
TOWERING INTEGRITY IS PIVOT***

The human capital developed by MACA incorporates good characteristics and values together with the elementary knowledge and skills. Aspects on moral, character, integrity, trust and values are important components towards building a competent workforce that will subsequently contribute to the success of a nation and excellent public services.

Integrity is often passed off as a simple matter. But in reality it concerns the lack of integrity among handful of individuals that can cause great disaster to organisations, communities and nations. Hence, it is high time for MACA to include virtuous and moral education in order to produce human capital that possesses characteristics of trustworthy, integrity and responsibility.

MACC's human capital is developed by MACA as well as entrusted to enhance the professionalism of its instructors to be on par with acclaimed training institutions. MACA developed its human capital development plans towards enhancing the level of competency in performing the duties related to management and professionalism.

Establishing a Strategic Leadership Development

A Critical Ingredient for Organizational Success

Similar to any other organisations, MACC depends upon capable leadership to guide the organisation through unprecedented changes. Leadership that is able to confront the predicaments that need to be dealt with in this time of volatility, uncertainty, complexity, and ambiguity or simply referred as the VUCA World, need to be more visionary and agile. Leaders today require new skills to deal with new challenges today and in the future.

Throughout 2014, our focus was to develop leaders at all levels and was achieved. The first batch of leaders from every level attended the programme. These are lined in accordance to the leadership pipeline and guided using the MACC Integrity Based Leadership Model. They were also assessed based on several anchors. The result was mainly needed as reference for continuous development.

Moving forward, several initiatives were added to ensure continuous growth of leadership to strengthen the leadership bench strength. We also plan to extend these leadership programmes to the National and International level.

- Leadership confirmation programme for Strategic and Senior Leaders
- Integrity Based Leadership Programme (International)
- Integrity Based Leadership Talk (International)
- Integrity Based Leadership Programme (National)
- 6D ISD Model in Action for Leaders (National)
- Personal Branding for Young Entrepreneurs (National)
- Integrity Based Leadership for Young Entrepreneur (National-MTDC)
- Leadership Assessment for Succession Planning

• All programme to be organised by MLEC/MACA.

Faridah Hanim Haron
Head of MACC Strategic Leadership Development
MACA Learning & Development Advisor



Developing World-Class Officers

In 2014, the MACC Leadership Excellence Center (MLEC) continued to develop leadership modules in line with the MACC Integrity-Based Leadership Model. These modules were delivered at the leadership courses for MACC officers of various ranks and grades.

As such, MLEC has developed six MACC Leadership Pipeline used as a framework in identifying future leaders of the MACC, competency assessment and the overall leadership development plan. This approach complements the implementation of the initiative in drawing up the program. Below are leadership programs conducted in 2014:

Visionary Leaders - Leadership At The Peak (LATP)

The specially designed program known as 'Leadership at the Peak' is catered for the top management of the MACC and is the completion of the leadership transformation. The three-day program was attended by six participants of grades JUSA B and above. The program was designed for participants to learn and explore aspects of leadership that include aspects such as high performance culture, institutional capabilities and other 'tools' required in leadership. The workshop was designed incorporating methods, tools and techniques important in building a high performance culture at the MACC. This will enable the MACC to be able to face challenges and to develop sustainable institutional capacity. Participants were exposed to effective techniques and towards instilling the sense of being a leader equipped with practical skills to improve the performance of the MACC.



MACC Top Management attending on Leadership At The Peak Program.

Strategic Leaders (JUSA C) - MACC Premier Transformational Leadership

The MACC Premier Transformational Leadership Program was attended by 21 senior officials of grades JUSA C. The program was developed to enhance the leadership capacity and capability that is holistic in order to strengthen leadership skills and to expose senior officials to challenges that will test the ability and understanding of leaders in facing a variety of situations. In addition, the challenging program by MLEC also incorporated two other elements, namely, evaluation and development.



MACC Director of Division and Premier of State attending MACC Premier Transformational Leadership Program.

Senior Leaders - Performance Edge Leadership

The Performance Edge Leadership Program was attended by 29 Grade P54 officers. The program aims to enhance the capacity and capability holistically, thus enhancing their skills at the senior level of leadership. Throughout the program, participants were exposed to challenges that tested their capability and durability of individual leadership in a variety of situations.






Senior Officers MACC (P54) attended the Performance Edge Leadership Program.

Emerging Leaders - Maximising Your Leadership Potential

The Emerging Leaders Course - Maximising Your Leadership Potential, was conducted in two series. The first series was held from 16 to 22 March, that was participated by 29 officers of Grade P52 while the second series, which took place from 2 to 12 April, was participated by officers of Grade P48.

The program aims to enhance leadership efficiency in areas such as associating the MACC Competency Leadership Model in facing the realities of life, analyzing current practices based on leadership with integrity, effective influencing methods and identifying roles as a leader in creating successful teams. Participants also undertook an online Character Indicator (IP) test, which was supervised by the Division of Psychology Management of the Public Services Department.

LEADERSHIP EVALUATION METHODS

-  MACC Integrity Based Leadership Competency Assessment
-  Leadership Skills Assessment
-  Emotional Intelligence Test
-  Presentation Assessment
-  Leadership Potential Assessment (Role Play)
-  Howard Gardner Multiple Intelligence Test
-  MBTI Personality Type
-  The 9 Roles of Strategic Leadership Assessment

Maximising
Your Leadership
Potential

Premier
Transformational
Leadership
(JUSA C)

Performance
Edge Leadership
(P54)

The Effective
Young Leaders
(P44)

Undercovering
The Leader in
You (P38)



The Honourable Dato' Abdul Wahab Abdul Aziz, Director of MACA in a sessions with Maximising Your Leadership Potential Program's participants.

Young Leaders - The Effective Young Leaders (TEYL)

The Effective Young Leaders Program (TEYL) - P44 was catered for officers of Grade P44. The program was designed to enhance the leadership capacity and capability in a holistic manner in order to strengthen the leadership skills. The program also exposed senior officials to challenges in testing the ability and understanding of leadership capabilities in various environments. The program employed two evaluation methods to measure the participants' level of leadership, namely, the MACC Leadership Competency Model and the MBTI Model.



Two-way interaction between the speaker and participants of The Effective Young Leaders Program.

Potential Leader – Uncovering The Leadership In You

Uncovering The Leadership Program In You is a specially designed programme for future leaders and was participated by 33 officers of Grade P38. The main objective of this program is to provide theoretical and practical knowledge needed to improve the leadership skills of the participants. Participants were required to complete a self-profile personality test and participate in discussions on related topics, as a way to enhance the learning experience. The analysis showed that the level of knowledge of participants attended had increased as much as 97% as compared to 56% prior to the program.



Participants of The Leadership Undercover In You Program listening a briefing from the instructors.

Power Presentation Skill For Strategic Leaders (JUSA C)

As an extension of the MACC Premier Transformational Leadership Program, MLEC introduced the "POWER PRESENTATION SKILLS FOR STRATEGIC LEADERS" program specially designed for JUSA C senior officers to strengthen the effectiveness of presentation techniques.

- To develop good use of techniques in order to deliver quality presentation and to attract audience
- To handle tough questions with confidence
- To learn the techniques of voice control and body language during presentations

The course was participated by 20 officers who were exposed to a nine-module course. Participants learned the eight step presentation design technique and other techniques such as voice throw, "eye contact", use of the right hand and body movements during speech presentations.

Overall, in 2014, MLEC was successful in carrying out the transformation of MACC officers as required by the top management, in particular by developing leadership program modules according to the MACC Leadership Succession Model.



Power Presentation Skills For Strategic Leaders Program strengthen the skills of MACC senior officer (JUSA C).

Basic Course For MACC Officer Series 15-17 In 2014

The Basic Course for MACC Officers is a compulsory course for newly appointed MACC officers. These cadet officers are excluded from attending the Specific Module and General Induction Course as required by the Public Services Department (JPA).

In 2014, a total of 166 new officers completed the Basic Course, conducted in three series, namely Series 15 - No. 1/2014, Series 16 - No 2/2014 and Series 17 - No. 3/2014. Each series was held for a period of 12 months, as recommended by the MACC Human Resource Development Panel and carried out over two phases:

BASIC COURSE FOR MACC OFFICERS MODEL

PHASE 1 (5 MONTHS) <i>Learning sessions</i>	PHASE 2 (7 MONTHS) <i>Enhancement & Assessment Session</i>
ACADEMIC PROGRAM <ul style="list-style-type: none"> • General Induction Module • Law module • Intelligence module • Investigation module 	MENTORING PROGRAM <ul style="list-style-type: none"> • Mentor and Mentee • Mentor Monitoring • Actual Task
STRENGTHENING ETHICS PROGRAM <ul style="list-style-type: none"> • Team building Module • Tauhidik Module • Character Development Module • Self Pledge Module • Noble Values Module I 	CONSOLIDATION PROGRAM <ul style="list-style-type: none"> • Enhancement Course 1 (Investigation Cluster) • Enhancement Course 2 (Investigation Cluster)
SKILLS & PHYSICAL PROGRAM <ul style="list-style-type: none"> • Shooting Training Module • Marching Module • MACC SMD Module • Physical Module (UKJK) • Sports Module 	OVERALL EVALUATION PROGRAM <ul style="list-style-type: none"> • Teambuilding (2) / CSR (2) • Revision & Case Study Presentations • Final Examination • Passing Out Parade • Overall Rating

INTAKE OF MACC NEW OFFICERS IN 2014

SERIES 15 No. 1/2014

- Commencing 1 April 2014 to 31 March 2015
- 54 new recruit cadets of Grade P29

SERIES 16 No. 2/2014

- Commencing October 1, 2014 to 30 September 2015
- 85 new recruit cadets of Grade P29

SERIES 17 No. 3/2014

- Commencing 17 November 2014 to 17 October 2015
- 27 new recruit cadets of Grade P41



The new cadets are also required to undergo the integrity vetting test conducted by the National Drug Agency upon registration at the MACA.



KPKPs Fadlan Mohd Tajuddin Ahmad, Basic Training Cluster officer is giving briefing to cadet officers Series No. 16. 2/2014.

Closing Ceremony of MACC Officer Basic Training Course Series 13 No. 1/2013 and Series 14 No. 2/2013

A total of 96 Grade P29 Assistant Superintendent Cadet Officer followed the MACC Officers Basic Course Series 13 No. 1/2013 and Series 14 No. 2/2013 took part in the Passing-Out Parade ceremony, which were held on February 27 and August 28 respectively in Johor MACC Complex in Johor Bahru.

The ceremony was officiated by Tan Sri Abu Kassim Mohamed, the Chief Commissioner of MACC. Also present Dato' Sri Mohd Shukri Abdull, Deputy Commissioner (Operations); Dato' Sri Hj. Zakaria Hj Jaffar, Deputy Commissioner (Management and Professionalism), Dato' Abdul Wahab Abdul Aziz, Director of MACA, and family members of cadet officers.



Cadet Officers joined the MACC Officer Basic Course Series 13 and Series 14 Passing-Out Parade Ceremony at the Johor MACC Complex being greeted by the MACC Management.

Towards MACC People Centric Through Adoption Program

Basic Training Cluster organised Adoption Program through the involvement of cadet officers to generate excellent human capital and to provide a positive perspective among members of the society towards MACC in line with the top management's noble aim. Adoption Program in Kampung Luat Lenggong, Perak was held from 12 to 15 February. It was attended by 42 Cadet Officers of MACC Officer Basic Course Series No. 13. 1/2013. This program was made possible with the great help of people in Lenggong and with collaboration of MACC Community Education Division, Anti-Corruption NKRA and Kampung Luat Development and Security Committee. This approach had contributed to foster integrity values among the public and also exposed them to the important of fighting corruption, thus bringing together the public to work with the MACC in its mission against corruption.

At the end of the program, people of Lenggong expressed pledge 'A CORRUPTION-FREE LENGGONG', headed by the Member of Parliament of Lenggong, YB Dato' Shamsul Anuar Hj Nasarah.



Two Adoption Programs were held in year 2014 in Kampung Luat, Lenggong in Perak and Felda Jengka 14 and 15 Pahang respectively.



Cadet Officers are greeting the people of Felda Jengka 14 & 15 Pahang.

On the other hand, the Adoption Program in Felda Jengka 14 and 15 was held from 17 to 20 August under the theme 'MACC Career Empowerment'. The program participated by 54 Cadet Officers Series No. 14. 2/2013. During the four-days program, which had attracted the participation of youth, members of NGOs and the people of Felda Jengka 14 and 15 at large, focused on the important of integrity culture and values as well as the dissemination of information relating to anti-corruption mission and career opportunities in the MACC.

The program has shown positive impacts where the MACC and MACA are being recognised widely and getting the supports of local community in the fight against corruption.

MACA The Leader, Conquer The Kinabalu

The year 2014 witnessed that MACA is not only seen as a center of learning and training, even recorded history when the MACC Fitness Coaching Course 2014 participants were successfully conquer the Mount Kinabalu, the highest peak in Southeast Asia region, on 25 September. The success was recorded by MACC officers who attended the course from 20 to 23 September. The course was organised by MACA with a aimed to produce qualified instructors, especially Basic Training Cluster coaches to develop a line of quality cadets in-terms of fitness.

The program with motto "MACA The Leader, Conquer The Kinabalu" was officiated by Deputy Chief Commissioner (Management and Professionalism), Dato' Sri Hj. Zakaria Hj. Jaffar. With the blessings of all parties, the participants managed to conquer the Mount Kinabalu on the morning of 25 September, after about a four hours journey from Laban Rata. They managed to wave the flag of MACC and MACA as a symbol of the success of accomplishing the Kinabalu Conquer Mission.

MACA Director, Dato' Abdul Wahab Abdul Aziz attributed the success of climbing the Mount Kinabalu as a historic moment in the efforts to produce high performance officers.



MACC Fitness Coaching Course 2014 participants were at the peak of Kinabalu Mount.

MACA Continuously Committed To Empower MACC Asset Management Procedure

Management and Corruption Prevention Cluster of MACA is continuously strive to improve the efficiency of the MACC officers and staff in carrying out asset management of the MACC. Mobile Asset Management in Government (SPA) that took place in the Kedah Room, MACA on 25 and 26 February was participated by 23 officers and staff from various divisions of MACC Headquarters and MACC State officers across the country, of which they are appointed as Asset Inspectors. The course achieved its primary objective of increasing the awareness and knowledge of inspectors as stated in Treasury Circular No. 5 of 2007 (Mobile Asset Management Procedure).

In the meantime, the Immovable Asset Management in Government (MySPATA) was held from 4 to 6 March. A total of 43 officers and staff of MACC, MACA and from the State Officers were took part on the course. They were exposed to the introduction of the Government Asset Management Committee (JPAK) and its key activities, Introduction to the Guidelines Immovable Property Code System (Nakata) and Guidelines for Data Collection (Data). In addition, participants were exposed to the implementation of the registration of buildings in the MySPATA application system.



*Immovable Asset Management in Employment (MySPATA)
held at MACA computer lab.*

Effective Public Relations Among MACC Officers

The management of Strategic Communication and Public Relation is essential in enhancing the staff's and organisation's image, thus a course on Strategic Communication and Public Relation was conducted from 25 to 26 March in MACA. The course which was attended by 21 officers and MACC staff's consisting those from various departments, states and branches, hopes the participants act as 'Key Communicator'. One of the main module in the course is to increase the understanding of Planning of a crisis (damage control).



Commitment To Empower The Capability of MACC

One of the core role of Malaysia Anti-Corruption Academy is to enhance and intensify the competence among MACC officers and staffs practices the same methods in tune with the current government policies stated in the Section 6 of public service circular 2005 Public Sector Human Resource Training Policy. The same practice was continued in 2014, nine years after MACA's establishment, where the responsibilities were placed under the Planning, Research and Corporate Cluster.

It is a seven days course that pledged to boost the participant's motivation and it is the responsibility of the Planning, Research and Corporate cluster to observe the conducting of the course which was attended by 2,365 MACC's work force in 2014.

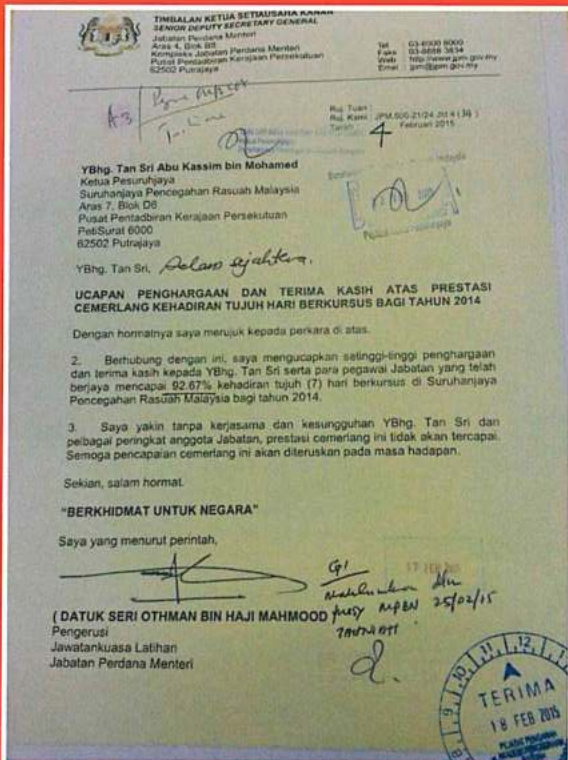
The number shows that 92.67 per cent of the entire MACC work force had comply with the government rule where it is compulsory for every public servant to attend at least seven days of course in a year, hence contribute to their Key Performance Index (KPI). The participation in such courses also saw an increase when the per centation increased by 3.4 per cent compared to 2013. The increase of the number is an evidence to prove that MACA

2,365

MACC Officers and Staffs Participated In The Course

92.67%

Participation In Seven Days Course



'I would like to extend my gratitude and appreciation to Chief Commissioner of MACC and officer's from various department for participating in the courses and the participation had increased to 92.67 per cent in 2014. This success would have been impossible to achieve the goal without your support and intensity from all department. I hope this effort and support from all parties will be continued in the years to come.'

Datuk Seri Othman Hj Mahmood
 Training Committee Chairman
 Prime Minister's Department

MACA Strategic Plan Workshop

MACA had conducted two workshops to draw the strategic plan MACA 2015-2017 following the plan previous 2012-2014 drawn previously.

1st Series 14 August at MACA Eastern Region

2nd Series 19 - 21 October MACA Eastern Region

The plan was drawn in order to fix a benchmark to increase the professionalism of MACC officers. The discussion on MACA Strategic Plan 2015-2017 focused on 3P approach - People, Product and Present.

As a training centre for MACC, it is their concern to bring verities through strategic planning along side existing responsibilities. Hence, the objectives of MACA Strategic Plan 2015-2017, which is still in the midst of amendments is to make MACA as excellent learning centre in the field of corruption prevention.

Those participated in the workshop consisting of MACA senior officers, who has given their full support and commitment throughout the workshop as well as shared their ideas in drawing strategic plans and other relevant programs. The management hope to materialize the MACA Strategic Plan 2015-2017 the latest by July 2015.



MACA Strategic Plan 2015-2017 Workshop was held at MACA Eastern Region.

Research

The Research unit under the Planning, Research and Corporate Cluster had conducted Training Gap Analysis involving officers from the Investigation Unit (P41 - P52). There are two purposes for research being done, one is to identify the knowledge gap of the officers and second is to determine the appropriate training for them.

A research 'Training Need Analysis' was also conducted to meet the basic needs for courses involving all the departments throughout the country. This is to fulfill the needs of the officers in order for them to carry out their department duties effectively and demands are as an incentives to encourage the progress and improvement of each and every officers. The outcome will be presented by the management in 2015.

MACA Constantly Enhances Delivery System

Planning, Research and Corporate Cluster also shows their endeavour in enhancing the MACA's presentation system through best practices. This was the result of the effective implementation of observation through KPI, in accordance to one's achievement. The result was the interpretation through the publishing of bulletin and newsletter every month. The yearly report which has been published since 2012 will also be published in 2 version - English and Malay.

MACA had also participated MACC's open day which was held for the first time in conjunction with World Anti-Corruption day on 9 December in Mid Valley Exhibition Centre, Kuala Lumpur. Since that, the people had known the existence of MACA as a MACC's component especially in preparing educational programs on anti-corruption. Two way communication with participants who attended the open day was provided with information and knowledge on MACC's transformation program.



MACA staff providing explanation to visitors on MACC's open day.

RM243,300

Fund Received from
ILA JPA 2014

RM83,300

Domestic Training
Fund Allocated

11 Course
73 Participants

RM159,700

Overseas Training
Fund Allocated

3 Course

- Security Coordination & Management
- Implementing Talent Management, Leadership Development & Succession Planning
- Managing & Implementing Strategy

3 Participants

Human Capital Leadership Development

In 2014, MACA has received RM243,300.00 fund from the Public Training Institute (ILA) under Public Service Department (PSD) to build and enhance the instructor's competence and increase the expertise among MACC's workforce. In 2014, about 14 programs comprising three training programs overseas and 11 domestically were successfully conducted. Programs under ILA was managed and supervised by Planning, Research and Corporate cluster.



Stabilize Excellence through Learning

Launching of MACA Open Day 2014

MACA Open Day 2014 was launched by the Deputy Chief Commissioner (Management and Professionalisme) of MACC, The Honourable Dato' Sri Hj. Zakaria Hj. Jaffar. Zakaria said MACA was introduced as a unit in Anti-Corruption Agency under the training division. However, MACA has worked its way up across border and currently is known as the leading Anti-Corruption Excellent Centre internationally for the highly prestigious courses from time to time.

Among the courses conducted are Basic courses for MACC officers, Basic Investigation by external agencies course, CeIO program and more relevant courses. Recently, during the 10th SEA-PAC took place in Kuala Lumpur from 1 to 3 December 2014, MACA was recognized as a hub for Anti-Corruption training hub for Southeast Asia. "I would like to extend my congratulations for MACA for this victory," he added.

"I also would like to take this opportunity to urge all existing training institution, to enhance cooperation especially in research and development. All the expertise attained should be shared for the country's sake. Each and every one are expected to possess high knowledge, competence, innovative and creative. The academy's role is vital in achieving country's aspiration."

**Speech of The Honourable Dato' Sri Hj. Zakaria Hj. Jaffar,
Deputy Chief Commissioner of MACC (Management & Professionalisme)
at the launching of MACA Open Day 2014.**



Speech of The Honourable Dato' Sri Hj Zakaria Hj Jaffar at the launching of MACA Open Day 2014.

Seminar on Development in Human Capital

MACA's 2014 Open Day theme was "Enhancing Excellence through Education", which is the key contribution to development of a country's social and economy. Education is necessity as it will equip our younger generation with creativity and innovation to face the challenges in their career and able to succeed in it. Seminar on Development in Human Capital was conducted on the first day of MACA open day.

This seminar has achieved its objectives of providing exposure to the participants on the importance of development and learning. The scope of this seminar include the issues, challenges and recent progress towards ensuring sustainability in development sustainability and learning. The topic highlighted was on Engaging Audience with Impactful Delivery, delivered by The Honourable Dato' Roslan Abdul Hamid, Executive Chairman of the Economic Association Sdn. Bhd.

MACA's director, Dato' Abdul Wahab Abdul Aziz also delivered his lecture titled "Making Learning Work Transfer", Head of Development and Strategic Leadership MACC, Mrs. Faridah Hanim Haron presented topics on "Making Learning Fun and Impact". Presentation of the three leaders received the attention about 180 people from MACA and participants from public and private Training Institute.



Q&A sessions during the seminar.

Religious Talk

On the same day, religious talk was given by YBrs. Dr. Zaifuddin Rashid under the title "Responsibility in Delivering Knowledge Is A Worship."

Integrity Based Leadership Forum

Meanwhile, MACA Open Day was continued with Integrity Based Leadership forum where a complete model MACC leadership competency detail was explained. Exchange of knowledge and sharing during the forum exposes the participants on the impact of leadership based on integrity within the organization. Among the panel familiar for MACC academic world is Mrs. Faridah Hanim Haron who is Head of Strategic Leadership Development for MACC. She also has been paired with The Honourable Prof. Dato' Mahmood Nazar, Vice President Professor of Psychology, Faculty of Allied Health and Applied Sciences, Cyberjaya University College of Medical Sciences and Tuan Haji Mahamad Zamri Zakaria, Senior Director of Corporate Communications, Malaysian Islamic Economic Development Foundation. The 180 participants took part in the forum consisting of public and private training institutions as well as cadet officers.



Mahamad Zamri Zakaria, Senior Director Corporate Communication, Malaysian Islamic Economic Development Foundation among the panelist for Integrity Based Leadership forum.

Other Activities During MACA Open Day 2014



"Fun Ride "Cycle For Excellence"



Dinner In-Conjunction With MACA Open Day 2014



Sports



Blood Donation



Aedes Hazard Awareness Exhibition

MACA Expenses Segregation

RM11,509,315.25 was allocated for MACA's operation services :

No	EXPENSES ALLOCATION	DETAILS (RM)	PERCENTAGE (%)
1.	Emoluments	11,509,315.25	51.83
2.	Services & Supplies	5,405,515.25	46.96
3.	Scholarships	138,800.00	1.21
TOTAL		11,509,315.25	100.00

From the budget allocated, RM2,000,000.00 was used for basic needs to organise the courses, which includes food and beverages, speaker's allowances, accommodation services, etc. The scholarship provided is to cover the cost of MACC officers who attended Master of Social Science (Corruption Studies) course at the Universiti Kebangsaan Malaysia (UKM). This 18 months postgraduate courses are designed and offered in joint collaboration with MACC-UKM.

Besides that, MACA also received contribution amounting RM83,300.00 from Public Service Department for scholarship purposes. This enable MACA to develop competence of the Instructors and improve MACC officer's skills.

Malaysian Anti-Corruption Academy Portal

Since MACA was established in 2012, maca.sprm.gov.my site have been visited 66,000 times where 22,000 people had accessed in 2014. Various information pertaining to courses, MACA's activities, and MACA's bulletin was update and uploaded on the portal.



Computer Lab Usage Statistics 2014

MACA are equipped with two computer labs and each of the labs can occupy up to 30 participants. Each lab is equipped with computers, printers, projectors, audio systems and Internet networks. The computer lab was used throughout the year for courses using the online application. The table below shows statistics of the use of MACA computer laboratories in 2014.

JANUARY - MARCH	<ul style="list-style-type: none"> • Data Collection Through Internet Course • Government Immovable Asset Management Course (MYSPATA) • Briefing on the use of 1 Malaysia Training Centre (1MTC)
APRIL - JUNE	<ul style="list-style-type: none"> • Basic Course in Excellent Character index test for Cadet Series 15/2014 • Excellent Character Index test for the promotion assessment of MACC Officers • Briefing on Use of MACC's E-Diary system • Basic Intelligence paperwork for MACC officer Series 15/2014 • Briefing on 'Corruption Reporting System (CRIS)' to cadet officers Series 14 • Briefing on ICT in MACC by Information Technology Department (CTMK) • Microsoft Office Power Point course organised by National Blood Institute
JULY - SEPTEMBER	<ul style="list-style-type: none"> • Cadet Series 15 - Information Update In HRMIS system • Excellent Character Index test for the promotion assessment for MACC Officers • EPSA Test-Basic Introduction MACC - Cadet Series 15 Course
OCTOBER - DECEMBER	<ul style="list-style-type: none"> • Effective Media Writing course • Intelligence Cyber Forensics Course • i2 Intelligence Analysis Notebook course • Corruption Reporting Information System (CRIS) course

Hostel Facilities

MACA has two five-storey dormitory blocks, namely Block A and Block B, which is used as accommodation for MACC cadet officers undergoing basic trainings and also for participants attending courses organized by MACA. Each block has four types of rooms and accommodation usage statistics are as shown in the following table.

No	Type of Rooms	Qualification	Total of Rooms
1.	Suite	Gred 52 and above	20
2.	Deluxe	Gred 41 and above	59
3.	Twin Sharing	Open	40
4.	Dorm	Open	18
TOTAL			137

Statistics of The Hostel Usage By Monthly

Statistics of the hostel usage shows an increase when MACA was involved in the 1 Malaysia Training Center (1MTC) project. The number increased to 3,421 in 2014 from 933 in 2014.

NO	MONTH	HEADCOUNTS
1.	January	-
2.	February	249
3.	March	480
4.	April	503
5.	May	191
6.	June	437
7.	July	141
8.	August	230
9.	September	619
10.	October	130
11.	November	256
12.	December	185
TOTAL		3,421

Statistics on Facilities Usage in MACA Eastern Region to Conduct Courses

NO	Month	Year 2013	No of Participants	Year 2014	No of Participants
1.	Program Organised by MACA Eastern Region	2	177	6	275
2.	Program Organised at MACA Kuala Lumpur	8	203	9	251
3.	Program Organised by MACC (Headquarters and State level)	1	30	3	109
4.	Program Organised by External Agencies	6	295	26	1,170
TOTAL		17	705	44	1,805



LOCAL AND FOREIGN VISITS

Visits To MACA By Local and Foreign Delegates



22 April 2014

Delegation of Anti-Corruption Commission of the Republic of Zambia on their visit to MACA.



18 April 2014

Visit of The Malaysian Youth Hostel Association (MyHA) Collaboration and Al-Mashriq Training.



30 April 2014

MACA receiving the visit by 12 officers of the Malaysian Armed Forces. PPs Razmy Zulkifli is giving the briefing to the delegation headed by Colonel Md Zin Salleh.



23 September 2014

A visit by Anti-Corruption Commission, Timor Leste.



20 April 2014

MACA receiving an academic visit of University Malaysia Pahang's students.



23 September 2014

Participants of RIPA International is being briefed on Ethics, Accountability and Corruption by Psk Mohan Munusamy.



25 September 2014

A visit by Transparency International and National Institute of Development Administration.



15 October 2014

Government Inspectorate of Vietnam is visiting MACA.



Visits by delegation of International Graduate Leadership School, Manila, headed by Thomas Roxas. The official working visit was accompanied by David Yap, Press Secretary to the Minister in the Prime Minister Department, YB Senator Datuk Paul Low Seng Kuan.



13 November 2014

Officers of Malaysian Armed Forces is being given talks on the MACC Integrity Leadership by Faridah Hanim Haron, Head of Development and Strategic Leadership, MACC.



13 November 2014

A visit by Anti-Corruption Agency, the Ministry of Justice of China, led by its Deputy Director, Cheng Ming-Chien.

Visits to MACA Eastern Region By Chief Commissioner of MACC

A short visit was made by MACC Chief Commissioner, The Honourable Tan Sri Abu Kassim Mohamed on 23rd February. In conjunction to the visit a brief was conducted by Senior Supt. Zakaria Taib, Head of MACA Eastern Region about the program as planned by MACA Eastern Region. In return, Chief Commissioner has requested to optimise facilities used by external agencies so as to further promote the program widely.



Y.B Dato' Haji Abd. Aziz Derashid, State Assembly Member of Kuala Balah (Chairman of Kesedar) Visiting MACA Eastern Region

On 3rd September 2014, YB Dato' Haji Abd. Aziz Derashid State Assembly Member of Kuala Balah Jeli, Kelantan cum the Director of KESEDAR visited MACA Eastern Region. His purpose was to get details of the facilities provided by MACA Eastern Region.



LIST OF RANKS

Rank	Abbreviation
<i>Chief Commissioner</i>	<i>Chief Com.</i>
<i>Deputy Chief Commissioner</i>	<i>Deputy Chief Com.</i>
<i>Commissioner</i>	<i>Com.</i>
<i>Deputy Commissioner</i>	<i>Deputy Com.</i>
<i>Chief Senior Assistant Commissioner</i>	<i>Chief SAC</i>
<i>Senior Assistant Commissioner</i>	<i>SAC</i>
<i>Assistant Commissioner</i>	<i>AC</i>
<i>Senior Superintendent</i>	<i>SSupt.</i>
<i>Superintenden</i>	<i>Supt.</i>
<i>Chief Senior Assistant Superintendent</i>	<i>CSASupt.</i>
<i>Senior Assistant Superintendent</i>	<i>SASupt.</i>
<i>Assistant Superintendent</i>	<i>ASupt.</i>

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ISSN 2289-5493



9 772289 549006

ISSN 2289-5507



9 772289 550002