



**MALAYSIAN
ANTI-CORRUPTION
COMMISSION**

ANNUAL REPORT **2014**

People Centric MACC,
a Sustainable Transformation



ANNUAL REPORT 2014



Independent • Transparent • Professional

FRONT PAGE: Displayed is the highest peak of the MACC headquarters with a background of world globe and blue sky. This signifies MACC's vision to become the best agency in the international arena.

Rationale of Logo



Gold

Symbolises the most valuable crusade, i.e., to eradicate corruption in order to attain an invaluable victory, namely, a corruption-free Nation.



Yellow

Symbolises fairness, i.e., justice is one of the MACC Client's Charter in all its decisions irrespective of status or race.



Blue

Reflects trust and harmony. It means that in addition to law enforcement, the Commission also plans and carries out anti-corruption campaigns through information, educational and community relation programmes.



Black

Symbolises enduring spirit of accuracy and stability and striving to overcome.



Dark Grey

The gray tone balancing between black and white, symbolises freedom and transparency of MACC in its efforts to stamp out corruption without interference from any quarters.



Red

Symbolises the fighting spirit to defend the sovereignty and dignity of the Nation even if it requires the spilling of one's blood.



White

Symbolises a clean heart in a holy endeavor to uphold truth and eradicate deviation.

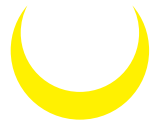
Star (14-Pointed)

Reflects the excellence and glory of 13 States and the Federal Government that are free of corruption, whose citizens are strong on religious and spiritual values and guided by the highest ethical standards.



Crescent

The crescent symbolises Islam as the national religion. Religions knowledge and practices can only bring about abeyance from corrupt practices.



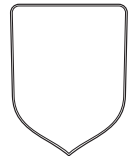
Interlocking Kris

Symbolises the authority accorded to MACC officers, as prescribed in the laws of the Nation, in executing their duties to combat corruption and their readiness to shoulder the people's aspiration to go forth even in the face of a thousand obstacles and challenges.



Shield

Symbolises a gear for self-defence. It signifies that covert operations are carried out efficiently and of quality, with the assurance that the identities of complainants are protected.



Paddy Flower

Symbolises progressiveness, prosperity and achievement attained within a moral and ethical society. Every complaint received will be appropriately investigated without prejudice but with trust, firmness and fairness.



Tigers

Symbolises bravery and strength in executing every entrusted responsibility and to surge forward even if facing a thousand obstacles and challenges.



14 White and Red Stripes

Reflects educational activity throughout the whole of Malaysia in regards to corruption and its evil consequences.



Jawi Strips

Symbolises the spirit to preserve the tradition and heritage of the nation for the future generation.

سوروفنجاى قنچكپان رسواه مليسيا



Ranks in MACC

KPj	Chief Commissioner
TKPj	Deputy Chief Commissioner
Pj	Commissioner
TPj	Deputy Commissioner
KPKPj	Chief Senior Assistant Commissioner
PKPj	Senior Assistant Commissioner
PPj	Assistant Commissioner
PsK	Senior Superintendent
Ps	Superintendent
KPKPs	Chief Senior Assistant Superintendent
PKPs	Senior Assistant Superintendent
PPs	Assistant Superintendent



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UNIVERSITI KEBANGSAAN MALAYSIA
BLOK D6



MESSAGE FROM THE
CHIEF COMMISSIONER

MESSAGE FROM THE CHIEF COMMISSIONER



Praise be to Allah *Subhanahu Wa Ta'ala* for His mercy and guidance in enabling the MACC to present this annual report of its achievements.

2. Despite the many challenges, 2014 has nevertheless been a meaningful year for the MACC. The MACC has reaped various major achievements and experienced developments at both the domestic and international level that were largely possible due to the hard work and support from various parties.

People Centric MACC, a Sustainable Transformation

3. The year, driven by the theme, 'People Centric MACC, a Sustainable Transformation', witnessed corruption prevention efforts and initiatives that were extended in the pursuit of garnering commitment from various sectors. The aim was to keep driving transformation towards sustainable progress and to spur commitment of our workforce.

4. As the leading agency in promoting anti-corruption efforts and initiatives, the MACC is always receptive towards the needs and concern of our society in corruption related issues. The MACC ensures to strive towards creating a corruption-free environment for the public.

5. Through the on-going transformation plan, the 'A People Centric MACC' policy was introduced towards producing far greater outcomes. The strategy primarily targeted namely, issues of public interest, leakages in government funds, environmental issues and engagements with political parties, non-governmental organizations (NGO) and the private sector.

6. The combination of the Transformation agenda and the policy has infused freshness into the MACC's workforce towards realising the scripted vision and mission.

7. Malaysia's improvement in the Corruption Perception Index (CPI) score by two points, from 50 in 2013 to 52 in 2014, is testimony to the success of its initiatives and marks as the most outstanding since 2004. Our aim is to keep improving on the CPI score in the coming years.

“Malaysia's improvement in the Corruption Perception Index (CPI) score by two points, from 50 in 2013 to 52 in 2014, is testimony to the success of its initiatives and marks as the most outstanding since 2004.”

Realising transformation

8. Since 2010, the MACC's transformation initiative has contributed in improving work efficiency and the level of transparency and professionalism in executing its job functions. The past four years that looked into a comprehensive roll out of the transformation initiatives, continued with the implementation phase of initiatives outlined by the Project Management Office (PMO) of Operations, Human Capital and Prevention.

9. The transformation agenda, in alignment with the MACC Aspiration, aimed to improve the confidence and perception of Malaysians and the international community on the effectiveness of anti-corruption efforts, strategies and approaches.

10. Several new initiatives were introduced coupled with improvements implemented on relevant on-going initiatives. Among them are the introduction of the Complaints Management System (CMS) - a systematic management of complaints on corruption; the utilisation of the Video Interviewing Room (VIR) that has resulted in zero complaints on the misconduct of MACC officers during the interview sessions with witnesses, suspects and arrested persons; the adoption of the Management Team-based Investigation (MTI) approach and the utilization of the Operations Investigation Room (BGOS) facility that has expedited the investigation process; and the emphasis on office security that has resulted in improvements in the 2014 MACC Security Index to 92.9% from 90.60%.

11. In pursuing efficiency and enhancement of skills of MACC officers, a new mechanism known as the Competency Assessment was implemented to determine the level of knowledge and capability of MACC officers in performing their duties. Moreover, it aims to ensure the 'role-fit' in the placement of the officers. As such, the human capital transformation initiative was vital in strengthening and empowering the MACC's workforce towards producing optimum output and one that complements the expertise level of an individual.

“The Survey on the Public Perception towards the Effectiveness of Actions by the MACC conducted by a local university showed an increase in public confidence level from 65.8 % in 2013 to 67.8 % in 2014.”

12. In addition, the MACC transformation looked into strengthening the prevention sector through several key initiatives. Among them involved re-alignment in corruption prevention efforts involving the private sector, greater engagement with civil society and influential NGOs, increased engagements with political parties and improving public confidence on the MACC via various communication and media platforms.

13. As a result, public confidence rose towards the MACC as reflected in the Survey on the Public Perception towards the Effectiveness of Actions by the MACC conducted by a local university that showed an increase in public confidence level from 65.8 % in 2013 to 67.8 % in 2014. The MACC has set a target of achieving a 70% level in public confidence in 2015.

International recognition on MACC's transformation

14. At the international level, the MTI approach, adopted as an investigation process resulting from the transformation initiative, gained international recognition as reflected through the acceptance and adoption of MTI by the Anti-Corruption Bureau of Brunei Darussalam (BMR Brunei) including the set-up of the BGOS facility similar to the ones at the MACC.

15. In addition, achievements and initiatives undertaken by the MACC also gained recognition from an International Review Panel (IRP) that evaluated the effectiveness of initiatives under the MACC transformation as well as those undertaken by the MACC and the National Key Results Area (NKRA) - Fighting Corruption. The IRP team that comprised of three experts, namely, Senior Programme Coordinator at the International Anti-Corruption Academy (IACA) and an international expert in corruption prevention, Professor Robert Alan Doig; former Solicitor General of Hong Kong and Commissioner of ICAC Hong Kong, Bertrand de Speville; and former Deputy Commissioner of ICAC Hong Kong, Daniel Li Ming Chak.

16. In the findings and recommendations based on the assessment by the IRP that was formally presented to the top management of the MACC on 27 and 28 October 2014, it concluded that the initiatives and achievements in the MACC nationwide anti-corruption efforts were satisfactory. The IRP also remarked that the MACC was on the right track with its transformation initiative which would yield future success.

17. The IRP also observed progresses and improvements of the MACC in the area of enforcement, prevention and education. They appreciated the level of commitment showed by the MACC in addressing shortfalls through initiatives towards establishing the MACC as a renowned anti-corruption agency.

Operations effectiveness

18. The year witnessed improvements in the area of operations whereby a total of 552 arrests were recorded for corruption offences as compared to 509 in 2013. The achievement resulted from major operations in cracking down syndicated activities involving large arrests. These include 35 individuals arrested during 'Ops B2', 23 from 'Ops Ombak', 20 from 'Ops Belot' and 12 from 'Ops Tukul'.

19. In terms of investigation efficacy, the MACC was successful in completing 85% of its Investigation Paper (IP) within the current year as compared to 81.6% in the previous year. The achievement was due to initiatives under the operations transformation that paved way for the adoption of the Management of Team-based Investigation (MTI) approach.

20. In 2014, the prosecution rate stood at 78.3% which remains at a good rating. Moreover, prosecution cases increased where there were 317 cases in 2014 as compared to 289 in 2013. This is further complemented by the increase in total fines imposed by the court on offenders from RM11.6 million in 2013 to RM13 million in 2014.

21. In line with the 'A People Centric MACC' policy, success was seen in the crackdown of major syndicated corruption cases of national interest. Among them were, the misappropriation of special aid to fishermen in Terengganu in 'Ops Ombak'; the smuggling of contraband cigarettes and alcoholic drinks in 'Ops B2'; illegal logging activities in Sarawak in 'Ops Tukul'; sales of Malaysian faked passport to foreigners in 'Ops Switch'; misappropriation of subsidised diesel in Terengganu in 'Ops Tekong'; and the protection accorded to illegal VCD and DVD syndicates in Penang in 'Ops Power'. These operations not only salvaged national revenue by the billions but also managed to circumvent environment and social issues.

22. The MACC also continued its efforts to tackle high profile cases. Among them are the former CEO of Kontena Nasional who was charged for criminal breach of trust involving RM10 million; a manager at UMW accused of accepting RM1.3 million as bribe; a former manager of Telekom charged for claims on 'dummy' UniFi project involving RM822,398.59; a head of department at Petronas prosecuted for claims over non-existing courses; an officer of the Ministry of Women, Family and Community Development faces corruption charges in the misappropriation of RM1.8 million related to the 1Azam project; a managing director (with a 'Datuk' title) charged for false claims amounting to RM1.12 million; two siblings faced with 11 charges for making false claims amounting to RM7.95 million; two cousins charged for cheating involving RM520,000 sale of luxury cars and avoiding taxes; a manager accused of falsely claiming RM3.82 million as customs duty; and a KEDA officer facing charges for soliciting a bribe in the form of sex service from a single mother.

23. Our success in operations has contributed in preventing losses in government revenue and in curbing leakages due to corruption and embezzlement initiated by unscrupulous and irresponsible parties. 'Ops B2' managed to prevent up to RM2.5 billion in leakages in government revenue; 'Ops Titik' in Terengganu managed to recover RM361 million due to the misappropriation of government subsidy on diesel; and 'Ops Tukul' in Sarawak that managed to recover an amount of RM100 million due to illegal logging activities. Throughout 2014, the MACC not only triumphed in safeguarding government revenue but also prevented acts that could jeopardize national security and cause potential harm to the environment.

“The MACC was successful in completing 85% of its Investigation Paper (IP) within the current year as compared to 81.6% in the previous year. The achievement was due to initiatives under the operations transformation that paved way for the adoption of the Management of Team-based Investigation (MTI) approach.”

Across borders cooperation

24. In the United Nations Office on Drugs and Crime (UNODC) assessment report on Malaysia issued in mid-2013, the report that was launched on 7 February 2014 at the Malaysian Anti-Corruption Academy (MACA), Kuala Lumpur, recognised 23 of our initiatives as best practices in complying with the United Nations Convention Against Corruption (UNCAC) on international cooperation, criminalisation of corruption and enforcement of the law.

25. The recognition on the initiatives was the best and most received by any nation assessed by UNODC. Among them was the role of the Operations Review Panel, the establishment of the Special Court on Corruptions and the bilateral cooperation with international agencies.

26. Furthermore, the MACC was given the honour in hosting the 10th edition of the South East Asia Parties Against Corruption (SEA-PAC) Meeting from 1-3 December 2014, which it last hosted in 2005. The annual meeting aims towards strengthening cooperation among member nations in combating corruption.

27. This year, the MACC gained an ally in the Federal Bureau of Anti-Corruption of Austria (BAK) through the Memorandum of Understanding (MoU) between BAK and the MACC. The MoU aims to strengthen bilateral cooperation and aid both governments in acquiring foreign expertise in anti-corruption efforts. BAK became the 11th international anti-corruption agency to sign the MoU with the MACC.

Preventives Initiatives

28. The MACC has been diligently performing its functions in providing consultancy services towards improvements in systems and procedures in agencies. In the year, a total of 136 Inspection and Consultation Papers were initiated that resulted in 231 proposals and recommendations.

29. In line with the 'A People Centric MACC' policy, our inspection and consultation focused on issues of public interest such as enforcement and land administration in Cameron Highlands; application and approval of government land in Sarawak; the issue on the maintenance of ambulances related to the Ministry of Health; construction and completion of projects on pre-school buildings and facilities related to the Ministry of Education under NKRA (Education); and the violation of procedures on the utilisation of transport facilities in project management.

30. Emphasis has also been stressed on the implementation of the Corporate Integrity Pledge (CIP). This initiative was well-received by both the public and the private sector. In 2014, a total of 65 companies/organizations signed the CIP, bringing the total to 512 signatories comprising of corporations, government agencies and NGOs, as of 31 December 2014. The CIP outlines principles that corporate bodies should adopt in marking their commitment towards creating a fair, transparent and corruption-free business environment.

“A total of 136 Inspection and Consultation Papers were initiated that resulted in 231 proposals and recommendations.

In line with the ‘A People Centric MACC’ policy, our inspection and consultation focused on issues of public interest.”

31. In a move to strengthen the internal control mechanism in an organization, the MACC encouraged public and private sectors to appoint its Certified Integrity Officer (CeIO) through the specialised programme offered at the Malaysian Anti-Corruption Academy (MACA). The specialised programme that took-off in 2010, to-date (2014) has produced 306 CeIOs consisting of 241 local participants, 22 international and 43 at the executive category. The initiative has lent importance in upholding the integrity of individuals as well as agencies and in responding to the commitment by the government in its efforts towards enhancing integrity, establishing good governance and fighting corruption.

Education Initiatives

32. Education in anti-corruption in Malaysia entered a new dimension. The old methodology was substituted with a new mechanism that gave greater emphasis on face-to-face engagements with communities in the area of corruption prevention. The new approach moves in line with the ‘A People Centric MACC’ policy that emphasised in addressing issues that are close to the hearts of the people and in garnering commitment from communities in corruption prevention efforts. The approach also complemented the theme of the International Anti-Corruption Day, ‘Break the Corruption Chain’.

33. In view with the new mechanism, our Community Education Division shaped its focus targeting specific groups, namely, political leaders, the private sector, non-governmental organizations (NGOs) and students. The focus also complemented findings from the Survey on the Public Perception towards the Effectiveness of Actions by the MACC in 2013, which highlighted these groups in having low confidence and support on the MACC including the lack of understanding on corruption efforts undertaken by the MACC.

34. The year also witnessed the full implementation of the Corruption Prevention Secretariat in 20 Public Institutes of Higher Learning (SPR IPTA), 27 Teacher Education Institutes (SPR IPG) and 55 MARA Education Institutes (SPR IPMa).

35. Apart from providing anti-corruption education to students at higher learning institutes, a new initiative to reach out to students and teachers in Chinese vernacular schools was launched under the flagship of the WAR (Anti-Corruption Hero) Campaign. Running in its first year, the campaign received overwhelming response where it was initiated in seven schools nationwide and with increasing requests in store for 2015.

36. The MACC also wishes to record its gratitude and appreciation to His Royal Highness (HRH) Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Shah Muhibbuddin Shah for gracing the 47th Anniversary Celebration of the establishment of the ACA/MACC themed 'The King in the Hearts of the People'. The presence of HRH Sultan Nazrin marked a significant impact in instilling the concern of the Royal Institution in the fight against corruption. At the event, HRH Sultan Nazrin delivered the Royal Keynote Address entitled 'Corruption: Scenarios and Challenges' which opened the eyes on the importance of the commitment of the nation's top leaders in combating corruption.

“The MACC also wishes to record its gratitude and appreciation to His Royal Highness (HRH) Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Shah Muhibbuddin Shah for gracing the 47th Anniversary Celebration of the establishment of the ACA/MACC themed 'The King in the Hearts of the People'.”

Challenges and hopes

37. The people of this nation has placed high expectations on the MACC in the hope that the MACC fulfils its duties effectively, free from influences, transparent in disclosing information and professionalism of MACC officers in executing its entrusted duties and responsibilities. It is therefore pertinent that the MACC upholds the trust of the people in the interest of this beloved nation.

38. On a similar note, the public should also take heed that the task in fighting corruption does not exclusive lie on the MACC. This heinous crime can only be dealt with the cooperation and support from all Malaysians and to move in the spirit and direction of zero tolerance on corruption.

39. In envisioning an effective MACC, the 'A People Centric MACC' policy will continue into 2015 with refinements to its strategies, approaches and target audiences. Furthermore, the policy aims to strengthen the MACC in fighting corruption effectively in the following years. The MACC will continue to explore new ideas and seek cooperation from various parties in garnering support and lending seriousness in efforts in combating corruption.

40. Moving ahead, the MACC will continue with its recommendation to the government on the amendments to the Federal Constitution and relevant laws to further strengthen the MACC. The proposed amendments are namely, the establishment of the Independent MACC Services Commission for the purpose of managing employment of its workforce (hiring and firing); the appointment of the Chief Commissioner of MACC under the Federal Constitution towards ensuring the independence of the MACC; to include the provision for corporate liability in the existing act towards enhancing anti-corruption efforts in the private sector; and to introduce a legal provision on the misconduct of public officials in tackling the misappropriation of government funds and towards controlling leakages and wastages. Such amendments will indeed require public support.

41. Putting aside all expectations, all efforts in grappling with corruption, be it enforcement, prevention or education, will be in vain without the highest commitment stemming from the nation's political leadership. Their commitment and contribution is much needed in strengthening existing anti-corruption laws towards attracting public support in anti-corruption efforts.

42. The MACC is optimistic in the cooperation from both the public and private sector in fighting corruption in the country. The hopes of the MACC are as pertinent as seen in the role of the public sector in government administration and the contribution of the private sector in the national economy. Corruption prevention cannot be solely shouldered by the MACC and on that note, it is not a matter of choice. Cooperation from all parties is vital and much needed towards ensuring the effectiveness of anti-corruption efforts and in placing Malaysia as among the best in the world in fighting corruption.

43. The MACC is ever appreciative of the relentless contribution and cooperation of members of its independent oversight bodies in safeguarding the independence and transparency of the MACC. The MACC is always open to feedbacks and advices from the panel members in spurring us to escalate in our performance and for the common good of all. Appreciation also goes to the entire MACC's workforce for their dedication and commitment in performing their entrusted duties and functions. It is hoped that the efforts will continue to bring the progress and towards a better future.

44. In closing, my sincere hopes lie in the MACC to continue its objective in realising the ultimate aim in eradicating corruption that is more strategic, dynamic and responsive in order to meet the expectations of the public. What we sow today will undoubtedly lead us to reap success in the future

Tan Sri Abu Kassim bin Mohamed

Chief Commissioner

Malaysian Anti-Corruption Commission

CHECK AND BALANCE MECHANISM

CHECK AND BALANCE MECHANISM

In accordance to the establishment of the MACC, five external oversight bodies were also formed as the check and balance mechanism towards the running of the MACC in performing its functions and roles.

The formation of the Special Committee on Corruption (SCC), the Anti-Corruption Advisory Board (ACAB) and Complaints Committee (CC) is made through the provision of the law while the establishment of Operations Review Panel (ORP) and the Consultation and Corruption Prevention Panel (CCPP) are established through administrative order.

These five entities are responsible for ensuring that the MACC performs their duties in an independent, transparent and professional manner. These mechanisms shall assist in fulfilling the public's expectations towards the MACC's independence, efficiency, effectiveness, transparency and accountability in executing its designated legal obligations. Positive perception towards the MACC and the government shall facilitate the efforts in obtaining public support and cooperation in combating corruption, abuse of powers and malpractices.

SPECIAL COMMITTEE ON CORRUPTION

The Special Committee on Corruption (SCC) is set up by the provision of law under section 14 of the Malaysian Anti-Corruption Act 2009 (Act 694). The members of the SCC are appointed by the Yang di-Pertuan Agong, who shall be drawn from both the members of the Senate and the House of Representatives. The said section had also stated that none of whom shall be a member of the administration.

TERMS OF REFERENCE OF THE SPECIAL COMMITTEE ON CORRUPTION

- To advise the Prime Minister on any aspect of the corruption problem in Malaysia.
- To examine the annual report of the Commission.
- To examine the comments of the Anti-Corruption Advisory Board as to the exercise by the Commission of its functions under this Act.
- To seek clarifications and explanations on the annual report of the Commission and the comments of the Anti-Corruption Advisory Board.

SPECIAL COMMITTEE ON CORRUPTION



1. **YB Tan Sri Abu Zahar bin Ujang**
(President of the Senate) - Chairman
2. **YB Senator Datuk Doris Sophia Anak Brodi**
(Member of The Senate - BN)
3. **YB Dr Tan Seng Giaw**
(Member of Parliament, Kepong - DAP)
4. **YB Dato' Irmohizam bin Ibrahim**
(Member of Parliament, Kuala Selangor - BN)
5. **YB Dato' Fauzi bin Abd Rahman**
(Member of Parliament, Indera Mahkota - PKR)
6. **YB Dato' Takiyuddin bin Hassan**
(Member of Parliament, Kota Bharu - PAS)
7. **YB Senator Mohamad Ezam bin Mohd Nor**
(Member of The Senate - BN) * *until 5 March 2014*
8. **YB Dato' Noraini binti Ahmad**
(Member of Parliament, Parit Sulong - BN)
* *starts 28 April 2014*

ANTI-CORRUPTION ADVISORY BOARD



1. Puan Sri Zaitun Zawayah binti Puteh - Chairman
2. Tan Sri Datuk Amar (Dr) Hamid bin Bugo
3. Distinguished Prof. Tan Sri Dr Mohd Kamal bin Hassan
4. Tan Sri Dato' Seri Mohamed Jawhar bin Hassan
5. Tan Sri Dato' Seri Megat Najmuddin bin Megat Khas
6. Tan Sri Datuk Seri Panglima Simon Sipaun
7. Tan Sri Datuk Yong Poh Kon
8. Tan Sri Ismail bin Adam
9. Tan Sri Rashpal Singh a/l Jeswant Singh

The Anti-Corruption Advisory Board (ACAB) is set up by the provision of law under section 13 of the Malaysian Anti-Corruption Commission Act 2009 (Act 694). The members of ACAB are appointed by the Yang di-Pertuan Agong among individuals whom have rendered distinguished public service or have achieved distinction in their professions. The Chief Commissioner of MACC shall be appointed as an *ex-officio* member of ACAB as provisioned under section 13(2)(b) of the said Act.



- 10. Tunku Abdul Aziz bin Tunku Ibrahim
- 11. Distinguished Prof. Datuk Dr Shamsul Amri bin Baharuddin
- 12. Dato' (Dr) Anwar bin Fazal
- 13. Tan Sri Dato' Dr Michael Yeoh Oon Kheng
- 14. Datin Halimah binti Mohd Said
- 15. Chelvarajah Ramasamy Reddiar

TERMS OF REFERENCE OF ANTI-CORRUPTION ADVISORY BOARD

- To advise the Commission on any aspect of the corruption problem in Malaysia.
- To advise the Commission on policies and strategies of the Commission in its efforts to eradicate corruption.
- To receive, scrutinise and endorse proposals from the Commission towards efficient and effective running of the Commission.
- To scrutinise and endorse resource needs of the Commission to ensure its effectiveness.
- To scrutinise the annual report of the Commission before its submission to the Special Committee on Corruption.
- To submit its comments to the Special Committee on Corruption as to the exercise by the Commission of its functions under this Act.

COMPLAINTS COMMITTEE



1. **Dato' Mohd Noor bin Abdullah**
- Chairman
2. **Dato' Wan Abdul Wahab bin Abdullah**
3. **Tan Sri Datuk Amar Wilson Baya Dandot**
4. **Ravindran a/l V. Muthu**
5. **Datuk Muhammad bin Mohd Noor**

The Complaints Committee (CC) is formed by the provision of law under section 15 of the Malaysian Anti- Corruption Commission Act 2009 (Act 694) with the members duly appointed by the Minister.

TERMS OF REFERENCE OF THE COMPLAINTS COMMITTEE

- To monitor the handling by the Commission of complaints of misconduct which is non-criminal in nature against officers of the Commission.
- To identify any weaknesses in the work procedures of the Commission which might lead to complaints and where it considers appropriate to make such recommendations as to the work procedures of the Commission as it deems fit.

OPERATIONS REVIEW PANEL



1. **Tan Sri Datuk Dr Hadenan bin Abdul Jalil**
- Chairman
2. **Datuk Dr Hamzah bin Kassim**
3. **Tan Sri Dato' Cecil W.M. Abraham**
4. **Datuk Zamani bin Abdul Ghani**
5. **Datin Aminah binti Pit Abdul Rahman**
6. **Professor Dr Syed Noh bin Syed Ahmad**
7. **Nik Mohd Hasyudeen bin Yusoff**
8. **Walter Sandosam a/l Doss Sandosam**

The Operations Review Panel (ORP) is appointed administratively by the Prime Minister among experts who represent relevant professions and whom can represent the quality of integrity and independence of the Commission. The ORP shall act as the check and balance mechanism for ongoing cases and on reasons regarding actions upon cases to be prosecuted or no charges are preferred. The ORP may also present its views to the MACC on cases if further clarifications are needed.

TERMS OF REFERENCE OF THE OPERATIONS REVIEW PANEL

- To receive and seek clarification regarding statistics of Investigation Papers opened by the Commission.
- To receive and scrutinise report from the Commission regarding Investigation Papers which exceed 12 months period of investigation.
- To receive report from the Commission regarding all cases where suspects arrested are released on bail bond by the Commission exceeding six months.
- To receive and scrutinise report from the Commission regarding the decisions of Investigation Papers made by the Public Prosecutor.
- To receive and scrutinise report from the Commission regarding Investigation Papers submitted to Public Prosecutor in which no decisions were obtained exceeding six months and above.
- To present its views regarding actions upon cases where no charges are preferred.
- To advise and assist the Commission on the effectiveness of its investigation operations.
- To scrutinise, study and endorse on the proposal to enhance the effectiveness of the Commission investigation operations to the Anti-Corruption Advisory Board.
- To submit an annual report and the ORP comments to the Prime Minister on the progress of the Commission investigation operations.

CONSULTATION AND CORRUPTION PREVENTION PANEL



The Consultation and Corruption Prevention Panel (CCPP) is appointed administratively by the Prime Minister among individuals who represent various civil societies and organizations such as academician, business community, religious figure, media expert and social activist that can assist the MACC towards its objective of inculcating hatred against corruption among the society at large.

1. **Tan Sri Johan bin Jaaffar**
- Chairman
2. **Tan Sri Dato' Sri Dr Lim Kok Wing**
3. **Datuk Seri Azman bin Ujang**
4. **Datuk Dr David Chua Kok Tee**
5. **Datuk Dr Marimuthu Nadason**
6. **Dato' Dr Ishak bin Tambi Kechik**
7. **Professor Dato' Dr Chin Yew Sin**
8. **Dato' Zuraidah binti Atan**
9. **Datin Wan Norhiyati binti Wan Ibrahim**
10. **Dr Zainal Abidin bin Abdul Majeed**
11. **Syed Akbar Ali**

TERMS OF REFERENCE OF THE CONSULTATION AND CORRUPTION PREVENTION PANEL

- To scrutinise and endorse to the Commission the priority areas on practices, systems and work procedures in public and private sectors which may be conducive to the widespread of corruption.
- To scrutinise and improve the report prepared by the Commission regarding the endorsement to eradicate corruption from spreading in both public and private sectors.
- To create and legislate the best practices in focus areas from time to time.
- To advise the Commission regarding the implementation of information programme and community relationship as well as campaigns towards enhancing the awareness on corruption and to garner their support.
- To scrutinise the effectiveness of information programme and community relationship as well as campaigns carried out by the Commission and to endorse the improvement proposal.
- To monitor from time-to time the attitude and general perception of the public towards corruption and efforts carried out by the Commission.
- To assist the Commission as the key communicator in garnering public support - the media and sectors that are being identified towards the prevention efforts implemented by the Commission.
- To scrutinise, study and endorse on the proposal to enhance the effectiveness of the corruption prevention efforts by the Commission to the Anti-Corruption Advisory Board.
- To submit an annual report and the CCPP comments to the Prime Minister on the achievement of activities and programmes which have been implemented by the Commission.

CONTRIBUTION OF INDEPENDENT OVERSIGHT BODIES

The MACC is the sole anti-corruption agency in the world to have an independent oversight body comprising of five panels in ensure that the MACC is devoid of any influence in performing its functions. Throughout 2014, the panels, namely the SCC, ACAB, CC, ORP and CCPP, fulfilled their role as representatives of the community in monitoring and advising the MACC on effective anti corruption efforts. The 46 member body has contributed by way of enlightening the general public on the importance cooperating and collaborating in combating corruption.

As such, the MACC extends its appreciation to each of the five independent panels for their effective contribution and active role as advisors to the Commission.

SPECIAL COMMITTEE ON CORRUPTION

The Special Committee on Corruption (SCC) recorded its satisfaction on the achievements of the Commission in the calendar year. They include initiatives that resulted from the MACC Transformation initiative covering Operations, Human Capital Management and Prevention. The SCC anticipates more persistent and proactive efforts towards improving the effectiveness of the MACC in developing comprehensive and holistic initiatives in fighting corruption.

As such, the SCC has presented the following recommendations to the Commission and the government:

- i. Legislative amendments proposed in 2013 to enhance the effectiveness in anti-corruption efforts such as amendments to Sections 23 and 36 of the MACC Act 2009 that were seen to be manipulated by authorities;
- ii. Provision for corporate liability in the spirit of encouraging the private sector in implementing anti-corruption initiatives in corporations;
- iii. Acknowledge as well as fully support the progress in amending the Federal Constitution involving the Appointment of the Chief Commissioner and the establishment of the Anti-Corruption Services Commission in line with the requirements of Article 36 of the United Nations Convention Against Corruption (UNCAC). Under Article 36, anti-corruption bodies shall have the power to hire and fire its members through internal procedures that is transparent in order to ensure the independence and efficiency of the anti-corruption body; and
- iv. Compulsory vetting by the MACC involving the appointment of administration officials and chairmen to government-linked companies (GLC) and state-owned companies (GOC).

ANTI-CORRUPTION ADVISORY BOARD

The Anti-Corruption Advisory Board (ACAB) was fully supportive of the progressive transformation efforts that were pervasive and towards strengthening the policies, rules, structures, processes and its human capital in view of enhancing the operations of the Commission.

The ACAB convenes monthly to discuss on ways to improve the Commission and have presented the following recommendations to the Commission:

- i. Provision of corporate liability and the compulsory MACC vetting of individuals nominated for top posts in GLC's and GOC's;
- ii. Need for a special law on Misconduct in Public Office in establishing the seriousness in addressing leakages and weaknesses in the national financial management as highlighted in the National Auditor General's Report (LKAN) of 2013; and
- iii. Ministries / departments to administer penalties that commensurate with corruption offences committed by public officials as strong deterrent in contrast to the partial and refusal to take action by such ministries/ departments.

COMPLAINTS COMMITTEE

The Complaints Committee (CC) has immensely contributed towards enhancing the level of professionalism of MACC officers in discharging their duties in fighting corruption. Throughout 2014, the CC had monitored the actions taken on the 103 complaints against MACC officers in ensuring that appropriate actions were taken against the complaints towards maintaining the professionalism and reputation of the MACC.

The CC also is tasked to identify weaknesses in the work procedures that has the potential to lead to public complaints and grievances.

In 2014, the CC forwarded the following recommendations to the Commission:

- i. Internal controls on absenteeism of officers and staff of the Commission – enforcement of Rule 3C of the Public Officers Regulation on Conduct and Discipline of 1993 pertaining to 'disciplinary control and supervision on duties by the supervisor';

- ii. Internal controls on financial debts acquired by officers and staff – need for immediate and decisive actions to address the seriousness of financial debts acquired by officers and staff that include identifying those with deductions more than 60%, issuance of show cause letter, reprisal against officers for disobeying orders by superiors and provision of counselling services; and
- iii. Internal controls pertaining to missing case exhibits in the MACC – need to provide a conducive storage facility in accordance to the operating procedures manual and existing standing orders in order to avoid case exhibits from going missing.

In addition, the CC also initiated dialogue sessions with officers and staff of the Commission during the courtesy visits to MACC office nationwide. This initiative enabled the CC to obtain input and feedback on issues pertaining to the management of discipline, understand the real problems and issues, and to recommend improvements to the MACC management.

OPERATIONS REVIEW PANEL

The Operations Review Panel (ORP) serves to ensure that investigations by the Commission are conducted in an independent, transparent and professional manner. The ORP acts as a check and balance mechanism in avoiding allegations levelled at the MACC or the Deputy Public Prosecutor (DPP) such as the closing of investigation due to instructions by certain parties.

Every investigation cases are presented by the Commission before the ORP as stipulated in the terms of reference of the ORP wherein members of the panel seek clarification on referred cases as well as in reviewing cases.

In 2014, the ORP reviewed 14 cases that had received decision by the DPP to close investigation. Of that, eight were being reviewed by the Legal and Prosecution Division of the MACC, one was recommended for disciplinary action, three were ongoing investigations and the remaining two cases were decided to close investigations.

63

Investigation
Papers (IPs)
instructed by
the Operations
Review Panel
for further
investigation.
(2009 - 2014)

Since its establishment in 2009, the ORP has reviewed and re-initiated investigation of 63 cases that were decided by the DPP to close investigations. This led to eight prosecutions, another eight cases were referred to undergo inspection on systems and procedures of relevant departments/ agencies, six cases were recommended for disciplinary action to heads of the relevant departments; five cases proceeded into further investigation; eight cases are undergoing review by the DPP; and the remaining 28 cases had its decision to close investigation upheld.

CONSULTATION AND CORRUPTION PREVENTION PANEL

The role of the Consultation and Corruption Prevention Panel (CCPP) is primarily to advise the MACC on activities pertaining to the inspection of systems and procedures in government agencies as well as in public education. The CCPP assists the Commission by monitoring its prevention activities and to offer recommendations resulting in high impact and that meets public expectation.

In 2014, the panel provided input based on four systems and procedures inspection reports presented before the panel by the Inspection and Consultancy Division. The issues highlighted in the report were of national and public interest such as follows:

- i. Inspection on the practices, systems and procedures pertaining to the enforcement on the smuggling and migration activities at the borders of northern Kedah and Perlis;
- ii. Inspection on the practices, systems and procedures on the movement of critical goods from the Port Klang Free Trade Zone (PKFZ) to licensed warehouses as declared to the Royal Malaysian Customs Department (RMCD) in the Customs declaration Form 8 (K8) by the importers;
- iii. Inspection on the practices, systems and procedures on activities related to the enforcement and management pertaining the land administration in Cameron Highlands; and
- iv. Inspection on the practices, systems and work procedures pertaining to the application and approval of state government land in Sarawak.

In addition, various engagement activities with heads of government agencies were conducted by the CCPP in obtaining feedback as well as opinion on corruption issues in their respective agencies. Various good practices were shared with the agencies during these engagement sessions. Among the notable engagements were, namely with the Chief Secretary to the Government on February 6, the Attorney General (6 February 2014), the Director General of Customs (27 March 2014), senior officials of the Public Services Department (25 September 2014); the Inspector General of Police (20 October 2014), and the Chief Executive Officer of AirAsia (30 October 2014).

The CCPP also conducted an official visit to the Corruption Eradication Commission (KPK) of Indonesia which included meeting officials from the Indonesian Corruption Watch (ICW), an influential non-governmental organization. The working visit which took place from 9 to 12 November 2014, primarily revolved around discussions in the sharing of experiences between Malaysia and Indonesia pertaining to corruption prevention.

In shouldering the role of the voice of the people, the CCPP issued press statements on several important issues, namely, in urging the Attorney General to provide explains on the 1Azam case, the issue pertaining to the rising cost in the construction of KLIA 2, urging the MACC to conduct investigation on syndicates purportedly issuing guaranteed driving licenses, express citizenship and illegal gambling machines, and on the issues in Cameron Highlands involving landslide and mudslide. The panel also outlined and proposed recommendations to the Royal Malaysian Police (PDRM) in addressing the perception of corruption in the police force as well as on the establishment of an independent body to monitor the police force.

On matters related to the amendment of the Federal Constitution, the CCPP were in one voice with its fellow oversight bodies in lending support to the proposal pertaining to the appointment of the Chief Commissioner and for the establishment of the Anti-Corruption Services Commission as well as in echoing the suggestion on the compulsory vetting by the MACC on individuals nominated to critical posts in GLC's and GOC's. Furthermore, the panel also urged to intensify the 'Foster Department' program with a focus on high-risk government agencies.

CORPORATE INFORMATION

ORGANIZATIONAL STRUCTURE



Chief Commissioner
Tan Sri Abu Kassim bin Mohamed



**Deputy Chief Commissioner
(Operation)**
Dato' Sri Mohd Shukri bin Abdull



**Deputy Chief Commissioner
(Management & Professionalism)**
Dato Zakaria bin Jaffar



**Deputy Chief Commissioner
(Prevention)**
Dato' Sutinah binti Sutan
(Until 15.6.2014)



**Deputy Chief Commissioner
(Prevention)**
Datuk Mustafar bin Ali
(Started from 16.6.2014)



**Director of
Investigation Division**
Pj Datuk Mustafar bin Ali
(Until 15.6.2014)



**Director of
Investigation Division**
Pj Dato' Mohd Jamidan bin
Abdullah
(Started from 16.6.2014)



**Director of
Malaysia Anti-Corruption
Academy**
TPj Dato' Abdul Wahab bin
Abdul Aziz



**Director of
Management Services
Division**
Zurina binti Ahmad
(Until 10.3.2014)



**Director of
Inspection and
Consultancy Division**
TPj Dato' Mohamad Yusoff
bin Akope



**Director of
Legal and Prosecution
Division**
Dato' Noorbahri bin Baharuddin
(Until 3.8.2014)



**Director of
Legal and Prosecution
Division**
Umar Saifuddin bin Jaafar
(Starts from 4.8.2014)



**Director of
Special Operation Division**
Pj Dato' Mohd Jamidan bin
Abdullah
(Until 15.6.2014)



**Director of
Special Operation Division**
Pj Dato' Bahri bin Mohamad Zin
(Started from 16.6.2014)



**Director of
Intelligence Division**
TPj Dato' Azam bin Baki



**Director of
Forensic Division**
Datuk Gnanachandran
S. Ayadurai



**Director of
Record Management &
IT Division**
KPKPj Nor Azmi bin Karim

MACC STATE



**Director of
Management Services
Division**
Nordin bin Buyau
(Started from 10.3.2014)



**Director of
Finance, Accounts and
Development Division**
Mohd Kamal bin Husin
(Mulai 1.3.2014)



**Director of
Excellence and
Professionalism Division**
KPKPj Ahmad Suhairi bin
Mohd Nor
(Until 15.7.2014)



**Director of
Excellence and
Professionalism Division**
KPKPj Wan Ramli bin Wan
Abdullah
(Started from 15.7.2014)



**Director of
Security Division**
KPKPj Alias bin Salim



**Director of
Community Education
Division**
TPj Dato' Shamshun
Baharin bin Mohd Jamil



**Director of
Public Sector Governance
Division**
KPKPj Junipah binti Wandu



**Director of NKRA Anti-
Corruption Division**
Dato' Mohd Nor Hisham bin
Mohd Nordin
(Until 11.4.2014)



**Director of NKRA Anti-
Corruption Division**
Anis Rizana binti Mohd
Zainudin
(Started from 17.11.2014)



**Director of Policy,
Planning and Research**
TPj Dato' Ahmad Khusairi bin
Yahaya



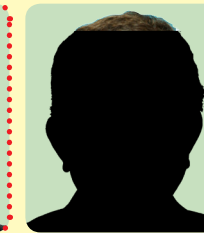
**Director of
Agency Integrity
Management Division**
TPj Dato' Norazlan bin Mohd
Razali



**Director of
Monitoring
Coordination Division**
KPKPj Muhammad Salim
Sundar bin Abdullah



**Director of
Strategic Communication
Division**
KPKPj Azmi bin Alias
(Until 31.8.2014)



**Director of
Strategic Communication
Division**
KPKPj Rohaizad bin Yaacob
(Starts from 15.10.2014)

MACC STATE



**Director
MACC Perlis**
PPj Alias bin Darus
(Until 15.8.2014)



**Director
MACC Perlis**
PPj Yaacob bin Angah
(Acting Director
started from 15.2.2014)



**Director
MACC Kedah**
TPj Raja Khan bin
Raja Ahmad



**Director
MACC Pulau Pinang**
TPj Dato' Samarajoo
Manikam



**Director
MACC Perak**
TPj Dato' Nooraziah
binti Abd Manaf



**Director
MACC Selangor**
TPj Dato' Ja'afar Bin
Mahad
(Until 1.7.2014)



**Director
MACC Selangor**
TPj Dato' Simi bin Abdul
Ghani
(Started from 1.9.2014)



**Director
MACC FT Kuala Lumpur**
TPj Hasan bin Yahaya



**Director
MACC FT Putrajaya**
KPKPj Dato' Tan Kang Sai
(Until 15.10.2014)



**Director
MACC FT Putrajaya**
(Kosong)



**Director
MACC Negeri Sembilan**
KPKPj Sok One a/l
Esen
(Until 14.10.2014)



**Director
MACC Negeri Sembilan**
KPKPj Shahrarum Nizam
bin Abd Manap
(Started from
15.10.2014)



**Director
MACC Terengganu**
KPKPj Zainal
bin Adam



**Director
MACC Melaka**
PKPj Ramli bin Ismail
(Until 1.3.2014)



**Director
MACC Pahang**
TPj Dato' Moh
Samsudin bin Yusof



**Director
MACC Kelantan**
KPKPj Aziz bin Aban



**Director
MACC Johor**
TPj Dato' Simi bin
Abd Ghani
(Until 31.8.2014)



**Director
MACC Johor**
KPKPj Azmi bin Alias
(Acting Director started
from 1.9.2014)



**Director
MACC Sarawak**
TPj Dato' Bahri bin
Mohamad Zin
(Until 15.6.2014)



**Director
MACC Sarawak**
TPj Badrul Shah bin
Norman
(Until 15.8.2014)



**Director
MACC Sabah**
TPj Jalil bin Jaaffar
(Until 1.7.2014)



**Director
MACC Sabah**
TPj Dato' Hishamuddin
bin Hashim
(Started from
15.10.2014)



**Director
MACC FT Labuan**
PPj Hasbilah bin
Mohamad Salleh
(Until 15.3.2014)



**Director
MACC FT Labuan**
PPj Abu Talib bin Othman
(Started from 15.3.2014)

Vision

1. To create a corruption-free Malaysian society.
2. To make the MACC par excellence and professional anti-corruption agency

Mission

1. To be the forerunner towards the efforts of anti-corruption in Malaysia.
2. To concertedly make the MACC a dynamic and progressive organization through continuous capacity development and capability.

Objective

To incessantly eradicate all forms of corruption, abuse of powers and malpractices.

Client's Charter

- To act against complaints of corruption within 24 hours after the complaint is received.
- Complainant may know the status of the investigation upon the complaint after 28 working days.
- Investigations to be completed within 6 months.
- Inspection and recommendations for improvement of the system and work procedures to be completed within 90 working days.
- Results of Integrity Vetting shall be issued within 14 working days.
- Information and informant's identity are kept confidential in accordance with the laws in force.
- To ensure the safety of witnesses in accordance with the Witness Protection Act 2009.
- To enlist and foster public support against corruption.
- To educate the public against corruption.

Code of Ethics

- To ensure that all orders are carried out expeditiously with full loyalty and commitment as long as they are not in conflict with adopted religious and legal principles or regulations.
- To continue to be industrious in enhancing self-efficiency, professionalism and excellence through knowledge and experience.
- To act in a trustworthy, firm, discretionary, trustful and transparent manner without compromising toward personal or material benefits.
- To be determined and positive in facing challenges objectively and realistically.
- To be self-disciplined in upholding good behaviour and prevent evil.
- To be grateful and strive for higher achievements and integrity.
- To uphold the secrecy of departmental information.

Function

The officers of the MACC shall have the following functions as provided under section 7 of the Malaysian Anti-Corruption Commission Act 2009:

- a. To receive and consider any report of the commission of an offence under this Act and investigate such of the reports as the Chief Commissioner or the officers consider practicable;
- b. To detect and investigate -
 - i. Any suspected offence under this Act;
 - ii. Any suspected attempt to commit any offence under this Act; and
 - iii. Any suspected conspiracy to commit any offence under this Act.
- c. To examine the practices, systems and procedures of public bodies in order to facilitate the discovery of offences under this Act and to secure the revision of such practices, systems or procedures as in the opinion of the Chief Commissioner may be conducive to corruption;
- d. To instruct, advise and assist any person, on the latter's request, on ways in which corruption may be eliminated by such person;
- e. To advise heads of public bodies of any changes in practices, systems or procedures compatible with the effective discharge of the duties of the public bodies as the Chief Commissioner thinks necessary to reduce the likelihood of the occurrence of corruption;
- f. To educate the public against corruption; and
- g. To enlist and foster public support against corruption.

Strategy

The three-pronged strategy adopted by MACC is according to the section 7 of the Malaysian Anti-Corruption Commission Act 2009 (Act 694) as following:

Enforcement

- To detect corruption offence.
- To investigate corruption offence.

Community Education

- To educate the public against corruption.
- To enlist and foster public support against corruption.

Prevention

- To detect the risks of corruption in practices, systems and work procedures.
- To advise as deem necessary on the likelihood of the occurrence of corruption.

The MACC Aspiration

“Strengthen confidence and enhance public and international perception on the effectiveness of the Malaysian Anti-Corruption Commission in combating corruption based on the principles of independence, transparency and professionalism.”

This aspiration aimed to make the MACC a professional commission that possesses high image domestically and internationally by way of enforcing law, regulations and administration directives in an efficient, precise and effective way.

The MACC is also committed in providing information on corruption and anti-corruption measures taken in order to foster public support against fighting corruption.

MACC TRANSFORMATION

“In order to achieve the intended objectives, every member of the MACC should gear towards upgrading and improving three important aspects of an individual, that is, attitude, skills and knowledge, as basis towards developing the self, career and the organization.”

Tan Sri Abu Kassim bin Mohamed

OPERATIONS TRANSFORMATION

MACC OPERATIONS TRANSFORMATION

In 2014, as a follow-up to the MACC Operations Transformation agenda, the Change Management Task Force focusing on monitoring the implementation of the action plans of each Service Line under PMO Operations. Seven Service Line Teams were formed under the Executive Committee on Transformation (JET), namely, the RCI Recommendations Team, the Legal Team, the Team-based Investigation Team, the Private Sector Investigation Team, the Proactive Investigation Team, the Complaints Management Team and the Forensics Accounting Investigation Team.

Below are the activities and achievements of the service line teams:

1. Establishment of the Inspectorate Unit

The RCI Implementation Audit Team had conducted inspection exercises on the suggestions for improvement under the RCI at every MACC state office throughout 2012 and early 2013.

On 28 June 2013, the Inspectorate Unit was formed to replace the RCI Implementation Audit Team by having wider terms of reference beyond the scope of inspections on implementations. This unit will also be involved in the various strategies and initiatives planned by the seven PMO Operations Service Line teams.

In 2014, the Inspectorate Unit carried out the inspection exercise which focused on operations activities and involved two divisions and 16 state offices. The outcome of the inspection led to improvement through the following recommendations:

- Issuance of a Directive by the Director of Investigations to note the summoning of witnesses via SMS services, phone call, Whatsapp application, Viber, fax, into the Investigation Diary;
- Improvements to the receipt and handing over acknowledgement form that is used in carrying out the search order under section 31(1) of the MACC Act 2009;
- Improvements to the Investigation Diary format which will now feature the name and rank of the officer on the document header in order to easily detect missing pages; and
- Special log book to record the usage of the video recorder during the interview session of witnesses, suspects and detained persons.

2. MACC Peer Review Programme

The MACC Peer Review Programme was introduced to conduct inspection on every operation of the MACC covering investigations, prevention and management services. The main focus in the inspection is on quality of work and compliance of processes.

A pilot inspection was conducted on the MACC Johore office by the MACC Peer Review team which was followed by inspections on MACC State offices in Sabah, Kedah and Perlis, with the remaining scheduled in 2015.

The ongoing inspection exercise aims to ensure the quality of work of MACC officers in executing the entrusted responsibilities.

3. MACCPEACE Interviewing Technique

Throughout 2014, a total of four courses were conducted on the MACCPEACE Interviewing Technique by the Malaysia Anti-Corruption Academy (MACA) together with the Interview Technique Sustainability Plan (ITSP) Team. Three of the sessions were conducted for the group of 88 experienced investigation officers while one session was catered for the group of 34 new officers. The course focused on improving the application skills of MACC officers in the interviewing technique towards obtaining higher quality statements.

In developing a team of instructors to train future MACC officers in this technique, a group of 12 MACC officers comprising of instructors and members of the ITSP Team underwent the Advance Interviewing Course at the United Kingdom Police College in Bramshill, United Kingdom from 18 to 24 August 2014.

As of 31 December 2014, a total of 464 officers have completed the course on MACCPEACE.

4. Video Interview Room (VIR)

A total of 48 VIRs have been set up at MACC offices nationwide in which statements of witnesses, suspects, detained persons or any witness with the risk of being hostile, will be recorded using the VIR facilities.

The usage of the VIR is a step towards disclaiming accusations of violence used by MACC officers during the recording of statement sessions. The VIR has been proven to be effective where the 2013 and 2014 statistics on such accusations highlights zero complaints on MACC officers using violence on witnesses, suspects and detained persons during the statement recording sessions.

5. Visitors Management System (VMS)

The Directive of the Deputy Chief Commissioner (Professionalism and Management) No. 3 Year 2014 was issued requiring all MACC officers adhere to the procedures under the Visitors Management System as well as on the treatment of witnesses and suspects within the compounds of MACC offices.

The VMS commenced operations in 2014 towards enhancing the security control on visitors to the MACC. At the MACC headquarters, the system records (electronically) the entry and exit of all visitors during their visit while movements of visitors are manually recorded at state MACC offices.

6. Managing Team-based Investigation (MTI)

Managing Team-based Investigation (MTI), a new investigation methodology, was implemented in the MACC in 2013 as a consequence of its pilot project which was carried out by the MACC Negeri Sembilan throughout 2011 and 2012. The MTI methodology has the capabilities of completing investigations in a short time frame as well as in improving the quality of investigation.

The MTI was enforced in February through the following standing orders and standard operating procedures (SOP) issued by the top management:

- a. Standing Order of the Chief Commissioner, Chapter B (Operations), No. 1/2014 - Policy on the Managing Team-based Investigation (MTI);
- b. Directive of the Deputy Chief Commissioner (Operations) No. 1/2014 - Procedures on the Implementation of the Managing Team-Based Investigation;
- c. Directive of the Deputy Chief Commissioner (Operations) No. 2/2014 - Guidelines in obtaining Manpower, Skills and Expertise for MTI;
- d. Directive of the Deputy Chief Commissioner (Operations) No. 3/2014 - Guidelines on the Usage of the Investigation Operations Room (BGOS)

Subsequently, MTI was implemented throughout the MACC as per the orders issued through the Directive of the Deputy Chief Commissioner (Operations) No. 1/2014 dated 14 February 2014. The directive further requires periodical submission of reports on the implementation of MTI.

The MTI methodology has resulted in a higher rate of completion of investigations whereby 781 (85%) investigation papers (IP) out of the total 991 IP's were completed in 2014 as compared to the completion rate of 81.6% in 2013.

The MTI also enhanced the skills of the investigation officers who received training under the new investigation methodology. A total of 350 officers attended the MTI Workshop that aimed to improve the capabilities in implementing the MTI.

7. Investigation Operations Room (BGOS)

The BGOS facility houses the entire MTI operations, from the information analysing process to the stage in determining the direction of investigation and finally to the final administrative procedures pertaining to an IP. In addition, this special operations facility also serves in monitoring on-going cases.

In 2013, seven BGOS facilities were constructed at the Investigations Division, Special Operations Division and a few state offices with an additional nine BGOS facility set up in 2014 making it 16 BGOS facilities to-date.

8. Private Sector Investigation

In 2014, the MACC, in collaboration with the Central Bank of Malaysia (BNM), the Companies Commission of Malaysia (CCM), the Malaysian Communications and Multimedia Commission of Malaysia (MCMC) and Petronas, organized the Private Sector Investigation Course. The course was aimed at exposing MACC officers to the various industries in the private sector as well towards enhancing the knowledge on investigations involving the private sector.

The course comprised of four modules and was conducted at the MACA as highlighted in **Table 1**.

TABLE 1: Course on Private Sector Investigation in 2014

NO.	PROGRAMME/COURSE	DATE OF COURSE	NO. OF PARTICIPANTS
1.	MODULE 1 : Operations Environment in Financial Institutions and Monitoring by BNM	23 - 27 June 2014	34
2.	MODULE 2 : Guidelines on Monitoring Controls of Financial Institutions by CCM	19 - 21 August 2014	27
3.	MODULE 3 : The Communications and Multimedia Environment and its Monitoring by MCMC	29 September - 2 October 2014	23
4.	MODULE 4 : The Oil and Gas Industry Environment and its Monitoring by Petronas	8 - 9 December 2014	24
TOTAL			108

9. Proactive Investigation

Undercover operations were heightened in uncovering syndicated cases through special operations, namely, 'Ops Tukul' (illegal logging), 'Ops Ombak' (misappropriation of the special aid to fishermen), 'Ops Switch' (sale of faked passports), 'Ops Tekong' (misappropriation of the diesel subsidy) and 'Ops Power' (illegal sales of DVD/VCD) which led to large number of arrests of syndicate kingpins.

Courses on proactive investigations continued to be conducted for officers involved in intelligence operations.

10. Complaints Management

Beginning 2014, in a move to enhance the effectiveness in managing information received by the MACC, the Records Management and Information Technology Division has been entrusted to manage all information received.

The centralised management includes the following processes:

- a. Registration and initial verification of information received in order to avoid duplication of information received and acted upon by MACC state offices; and
- b. The decision on the information assessed will be made by the Information Assessment Committee (JMM) at the MACC headquarters (previously JMM existed in each State office)

The JMM is chaired by the Deputy Chief Commissioner (Operations) and comprises senior officers from the Investigation Division, the Intelligence Division, the Records Management and Information Technology Division, the Inspection and Consultancy Division, and the Special Operations Division.

The JMM is responsible in ensuring that decisions made on information received are accurate and consistent with the legal jurisdiction in investigating corruption cases. Such efficient management of information has the ability to improve public confidence on the MACC.

11. Forensic Accounting Investigation

Various accounting-related courses were organized by the MACA in collaboration with the Forensic Division. In addition, a Memorandum of Understanding (MoU) with the Malaysian Institute of Accountants (MIA) and MARA University of Technology (UiTM) has also been arranged.

Meanwhile, a batch of 15 accounting graduates from the UiTM was drafted into the MACC and is currently undergoing the one-year basic course for officers. They will then be attached to the four largest international accounting firms for the completion of the Associate Chartered Accountant (ACA) professional certificate. In addition, the attachment will also enable the officers to gain industrial experience and exposure in the field of accounting.

Furthermore, the MACC was also in a collaboration with the Association of Certified Fraud Examiners (ACFE) for a batch of 20 qualified officers undergoing the Certified Fraud Examiner Course.

HUMAN CAPITAL TRANSFORMATION

MACC HUMAN CAPITAL TRANSFORMATION

In moving towards enhancing public confidence, the MACC embarked on a human capital transformation journey. The agenda was developed via four key pillars, namely, Organizational Structure; Human Capital and Its Role; Leadership and Culture; as well as Performance and Reward.

Thorough planning of the human capital development began in 2013 and was fully implemented in 2014. The initiative aims to increase efforts in shaping and enhancing MACC officers' skill and competency, particularly in the area of technical expertise. Furthermore, the initiative is intended towards nurturing a human capital workforce that is well-established, first-class level and capable to enhance MACC ability to face challenges in the globalization era.

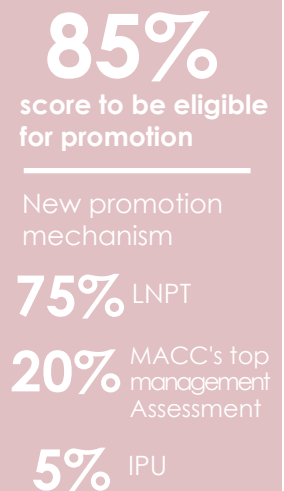
In 2014, the human capital transformation focused on consolidating new aspects of implementation mechanism concerning promotion, competency assessment, competency gaps intervention, placement, career development, recruitment and succession planning in the MACC. The implementation of the human capital transformation programme raises hopes of empowering MACC officers to have an excellent work culture that will generate success and leaving a positive impact on MACC.

PROMOTION PROCESS

Upon obtaining approval from the Public Services Promotion Board (KIPP) on 17 July 2013, a new staff promotion mechanism was introduced on the same year. Under the new mechanism, the promotion exercise of officers from grade P29 to P54 is to undergo a similar assessment method.

The new mechanism emphasises on three components for the promotion assessment, namely, the Annual Performance Assessment Report (LNPT) carrying a 75% weightage, Assessment by the Top Management carrying a 20% weightage and a Behavioral Assessment, using the Excellent Profile Index (IPU), carrying a weightage of 5%.

A benchmark score of 85% and above was ascertained for officers to be eligible for consideration and approval for promotion.



Assessment process

The promotion assessment exercise evolves around working paper presentation of case studies, an online profiling test and presentation before MACC's top management.

However for the online profiling test, which is based on the IPU assessment, is an individual exercise where the assessment and analysis report is independently conducted by the Psychology Management Division of Public Services Department.

For the presentation session to the top management, officers engage in a group discussion in preparation for the presentation covering specialized topics on current issue ranging from MACC, public services and nation. The debate-style presentation requires groups to present the assigned topic constructively from the point of pros and cons. Such an assessment format enables the top management to assess the ability of MACC officers in consideration for promotion.

Areas assessed by the top management include leadership, communication, problem solving, knowledge, teamwork, achievement orientation, discipline, planning and implementation, flexibility and emotional maturity. The IPU test on the other hand will look into areas concerning integrity, leadership and communication skill.

Assessment in 2014

In 2014, 520 officers were involved in the promotion assessment using the new mechanism as compared to 200 in 2013. The promotion exercise covering various grades (acting post) resulted in 82 officers promoted to grade P48, 60 to grade P44, 104 to grade P42, 61 to grade P38 and 213 to grade P32. The assessment process was carried out in Malaysia Anti-Corruption Academy (MACA).

The new mechanism is capable to improve the transparency in the MACC promotion process. Furthermore, it also creates positive competition among officers by gaining equal opportunity to undergo assessment process under the newly prescribed mechanism.

COMPETENCY

In 2014, the Human Capital Strategic Team conducted three sessions of competency assessment for Intelligence, Prevention and Integrity Officers in order to evaluate their competency level.

The main objective of the competency assessment is to ascertain the level of competency, skill, knowledge and ability of officers in carrying out their job functions in their assigned division. The measurement of the functional competencies of officers is seen to be the fundamental to the MACC officers' career development based on their area of expertise.

The competency assessment is mainly conducted through interviews by panel of external assessors appointed by the MACC's top management. The panel members comprise experienced and expert professionals in particular fields, former senior officers from the MACC (and former Anti-Corruption Agency or ACA) and senior government officers from various ministries.

The selection of external panel reflects the commitment of the top management in ensuring that the competency assessment is conducted in a transparent, objective, consistent and professional manner. It also creates an avenue for input gathering, arising from the observation as well as recommendation from the assessors which could contribute towards MACC improvement and development.

Competency assessment on Intelligence Division Officers

A total of 315 officers from the Intelligence Division and the Zonal Intelligence Office underwent the competency assessment conducted for nearly a month, from 5 to 31 May 2014 at MACA.

The assessment was conducted based on the framework, jointly developed by the Human Capital Strategic Team and Hay Group, a reputable private consulting firm, in 2013. The framework consists of three key areas, namely, Intelligence, Surveillance and Technical Support where the competency assessment on these key areas were carried out on officers performing duties and functions in these specific areas.

To conduct the Intelligence Competency Assessment, panel of assessors was formed comprising of nine experienced individuals in the intelligence field. They are former Inspector General of Police, Tan Sri Musa bin Hassan; former Chief Assistant Director of Royal Malaysia Police (RMP) Special Branch, Dato' Salamuddin bin Falizan; former Director of ACA Johor, Dato' Abdul Razak bin Idris; former Director of ACA Pahang, Rahim bin Mustakain; former Director of ACA Education and Communication Division, Borhan bin Ujang; former Deputy Director of MACC Selangor, Yip Pit Wong; former Director of MACC Negeri Sembilan, Roszaini bin Abu; and former ACA Head of Intelligence Branch, Mohd Jaafar bin Ibrahim.

Competency assessment on Prevention Sector Officers

The competency assessment exercise by the Human Capital Strategic Team on the prevention sector was conducted from 7 to 21 October 2014 at MACA. 231 officers (from division and state offices) in this sector were involved in this assessment exercise. From this, 115 officers were those performing tasks related to community education while the remaining 116 officers were those in the area concerning inspection and consultancy as well as public sector governance.

A Panel of Assessors were formed to conduct the competency assessment exercise comprising of 10 members, namely, member of the MACC Operations Review Panel, Datin Aminah binti Pit Abd Rahman, who acted as Chairperson of the panel of assessors; former Director General of the Public Complaints Bureau, Dato' Khalid bin Ibrahim; former Director of Integrity Section in MAMPU, Umi Kalthom binti Mohd Din; former Deputy Chief Commissioner (Prevention) of MACC, Dato' Sutinah binti Sutan; former Director of ACA Johor, Dato' Abdul Razak bin Idris; former Director of ACA Monitoring Division, Azni binti Hamzah; former Director of ACA Monitoring Division, Nordin bin Saidin; former Director of MACC Negeri Sembilan, Roszaini bin Abu; former Director of MACC Inspection and Consultancy Division, Chuah Chang Man and former partner of KPMG Malaysia, Shalet Marian.

Competency assessment on Integrity Officers

The competency assessment on Integrity Officers was conducted from 3 to 6 November 2014 at MACA involving 35 Integrity Officers who are assigned to public and private agencies. The assessment exercise was conducted by the same panel of experts as per panel of assessors for the competency assessment on prevention sector officers.

Overall, the competency assessment exercise was successful in determining the competence level of MACC officers in the entrusted tasks. In addition, information obtained from the evaluation were valuable towards the efforts to increase the officers' capability and to chart their career development of through a more structured and organized approach.

COMPETENCY INTERVENTION

In order to bridge the competency gaps identified in the competency assessment, a Competency Intervention Plan was developed by the MACC.

The first Competency Intervention Plan was developed in late 2014 by the Investigation Division. A special team was created in Investigation Division to work closely with the Human Capital Strategic Team and MACA in developing the intervention plan for investigation officers.

The intervention plan is aimed at improving the skills and knowledge of the officers through various development programmes such as in house and external training, accreditation and field work via secondment, cross-fertilization, job-rotation, cross-function project and smart partnership programme with government agencies such as the Royal Malaysian Police (RMP), the Immigration Department, the Royal Customs Department, the Road and Transportation Department, the Public Works Department and others. Also implemented is the familiarization programme for newly transferred officers to the Investigation Division or Investigation Unit of the states' office.

The full implementation of the Competency Intervention Plan for investigation officers will be fulfilled in 2015. The plan intends to produce a significant impact in enhancing the professionalism level of investigation officers and increasing the level of public confidence towards the MACC.

Plans for the Competency Intervention Plan for intelligence and prevention officers will be developed and fully implemented on 2015. The plan aims to bridge the competency of officers in both areas.

PLACEMENT

Under the human capital transformation initiative, emphasis was focused on the placement mechanism covering promotions and transfers of MACC officers. The focus was on the role-fit of officers in order to optimize MACC's workforce distribution.

The placement process refinement has been ongoing in order to ensure that suitable officers are appropriately placed to perform the functions and duties as required by the organization. In this regard, the top management is viewing on specific aspects of a particular placement process in details.

The placement process is determined by taking into account the officers' performance, experience, leadership, qualification, skill, special achievement, competency level and personal profile. This is vital for the realization of 'role-fit' element, as outlined in the human capital transformation which is to ensure that officers with the right skills are placed in the right position at the right time to produce the right results.

However, the placement mechanism is deemed to undergo improvement in 2015 through the development of MACC officers' database. The database will enable MACC's top management in the decision-making regarding staffs' placement as it contains detailed, comprehensive and latest information of MACC officers such as their personal information, data on competency, leadership and training.

CAREER PROGRESSION

In the human capital transformation, the MACC also emphasized on career advancement path according to the functional specialization (job-family), which had been developed by the Hay Group and the Human Capital Strategic Team. Its implementation will be executed in stages beginning 2015.

Subsequently, MACC has also focused on career advancement path of officers with specific expertise or better known as subject matter experts (SME). This coincides with the Prime Minister expectation in his speech at the 13th Premier Public Service Ceremony (MAPPA XIII) on 11 March 2013 at Putrajaya International Convention Centre (PICC). He stated that the public service promotion method will be expanded via Fast Track, Subject Matter Expert and High Skills pathways in order to improve the career advancement of civil servants in the long term.

In line with this, MACC and the Public Services Department (PSD) have been working closely to develop the career advancement path for experts.

Hence, in November 2014, two officers were assigned to the Inter-scheme Sharing Exposure Programme (ISE) as recommended by the PSD. The programme aims to create a mechanism for measuring and recognising officers with specific expertise. The two officers were on a one month stint at the Service Division of the PSD to acquire knowledge as well as gain exposure in developing Subject Matter Expert (SME) pathway model at MACC. The trained officers would later conduct detailed studies on SME pathway development for the approval of MACC and PSD top management.

The SME pathway is expected to enhance skill, create a professional workforce, reduce the dependency on external experts and ensure the transfer of knowledge in critical areas. In the preliminary stages, specific functions pertaining investigation, intelligence and, inspection and consultancy would be identified for the SME path implementation.

The programme will recognise the expertise of MACC officers in specific areas by providing career advancement incentive. This will also retain officers with special expertise in the areas requiring them and to avoid the loss of expertise and skills once the officers are transferred to a different function.

RECRUITMENT

Recruitment of new officers have been given serious attention in order to ensure that human capital transformation process is implemented effectively. In this regard, the needs and importance of every sector is critically evaluated in the planning of additional position in MACC. The recruitment criteria is based on the current needs and portfolio requirement which is critical and impactful to MACC.

In 2014, the MACC's top management set up specific academic field and discipline as a criteria in the recruitment of new officers (cadets), encompassing accounting, law, engineering, information technology, international relation, psychology and communication. There were 196 new recruits were enrolled in 2014.

New proactive measures were also initiated to develop internal experts in the field of forensic accounting, which is one of the key areas in operation. A pilot programme known as the MACC Certified Accounting Trainee (MACC-CAT) was introduced to train and develop MACC officers as experts in forensic accounting through professional knowledge and skill, particularly in relation to the private sector.

Through a collaborative effort between MACC and Malaysian Institute of Accountants (MIA), officers underwent a special programme at four leading audit firms. The firstly collaborative initiative with the professional regulatory body aims to provide the officers with the educational background in accounting, with the prerequisite exposure via a two year on-the-job training in the accounting firms.

On 31 March 2014, as an early initiative of the collaboration between MACC and MARA University of Technology (UiTM), a briefing and candidate short listing session for Faculty of Accountancy students who intended to choose a career in MACC were held through the MACC-CAT programme. The offer was also extended to graduates from other universities who met the qualifying conditions. This was then followed by selection and recruitment process of selected candidates by the Public Services Commission (PSC).

As a result, 16 candidates possessing a Bachelor of Accounting qualification, was appointed by PSC as MACC officers with the appointment dating on 30 September 2014. These officers were inducted into the MACC-CAT programme in October and commence basic training at the MACC. Upon the training completion, the officers will be placed in the leading audit firms for two years beginning October 2015.

MACC-CAT

The programme to produce expert workforce in forensic accounting.

The selected MACC officers will be assigned to the leading audit firms within two years for exposure.

PREVENTION TRANSFORMATION

MACC PREVENTION TRANSFORMATION

Prevention transformation was initiated in April 2013, is anchored through six service lines. In 2014, the prevention transformation moved into its third and final phase, which took in the commencement of pilot projects and fine-tuning of the planned strategies and approaches for mutual benefit.

Six service lines were formed under PMO Prevention, namely on Task Force Based Inspection, Private Sector Corruption Prevention, Civil Society Engagement, Political Engagement, Content Development, and Media and Communication.

TASK FORCE BASED INSPECTION

The Task Force Based Inspection (TFBI) is a team based approach inspired by the effective utilization of the Managing Team-based Investigation (MTI), in the area of operation transformation. The TFBI approach enables MACC Consultancy Officers in executing inspection and consultation tasks with greater professionalism through strategic partnership with experts in related fields.

A set of comprehensive standard operating procedures (SOP) and inspection-related toolkit was founded towards utilization of the new approach. The following suggestions were forwarded by the TFBI team for further improvements and development:

- Focus area of inspection;
- Specialization of officers;
- Inspection team structure;
- Terms of reference for inspection;
- Reporting techniques during the inspection;
- Inspection report format;
- Completion of inspection timeframe; and
- Involvement of experts.

The TFBI team held several consultation and workshops with a reputable firm, Deloitte Enterprise Risk Services Sdn. Bhd., in designing a high quality standard SOP and toolkit. The updated draft on the SOP and toolkit was submitted to the Policy, Research and Planning Division for review prior to approval by the MACC's top management.

In addition, new posts were approved under Establishment Warrant No. A 188 of 2014 for TFBI execution. Under the warrant, five main units were formed based on the priority areas, namely, Procurement, Enforcement, Construction, Licensing and Land Matters. These units are tasked to apply TFBI technique in the inspection of sensitive, high-impact as well as burning issues. The inspection operation will run concurrently with investigation operation.

For this, Inspection and Consultation Officers were required to undergo relevant training so that TFBI technique is fully adopted. Experts were also identified by TFBI Service Line to be constantly referred with, to assist in inspection duties pertaining to the five priority areas.

PRIVATE SECTOR PREVENTION

The Private Sector Corruption Prevention Service Line had framed several new initiatives to streamline and reinforce corruption prevention efforts in private sector. The initiatives entailed feedback from regulatory agencies, key industrial players and relevant stakeholders.

The proposed initiatives are as follows:

Initiative 1

- a. MACC productivity - Training and knowledge development of MACC officers in corporate governance, soft skills and creating subject matter experts in the private sector.
- b. MACC organizational structure - Capacity empowerment and prevention sector reorganization.

Initiative 2

Criminal sanction - Amendments to the MACC Act 2009 by incorporating a provision on corporate liability.

Initiative 3

- a. Mandatory compliance
 - Compulsory statements on anti-corruption policies by board of directors (BOD) in the annual report, along with reports to the regulatory agencies;
 - Compulsory internal or external audit review of the effectiveness on the execution of anti-corruption initiatives in an organization; and
 - Ongoing monitoring by an independent bodies on the fulfilment of anti-corruption initiatives.
- b. Mandatory referral of misconduct cases
The setting up of a regulation requiring board of directors or management to report any form of corruption or crime to the law enforcement authority.

Initiative 4

Civil sanction - Recommendation to cease the operation of an organization found to partake in corruption activities.

Initiative 5

Establishment of a standard code of ethics that complies with local and international laws, as well as regulations in force nationwide.

INDUSTRIAL SUPPORT

On 24 October 2014, the Private Sector Corruption Prevention Service Line held a roundtable discussion between MACC, regulatory agencies, stakeholders and key players in the private sector to discuss on the initiatives proposed by the service line.

Agencies involved were the Companies Commission of Malaysia (SSM), the Construction Industry Development Board (CIDB), the Malaysian International Chamber of Commerce and Industry (MICCI), the Federation of Malaysian Manufacturers (FMM), Petronas, Johor Corporation (JCorp), the Pilgrims Fund Board (Tabung Haji), Telekom Malaysia Berhad (TM) and Malaysia Airports Holdings Berhad (MAHB). MACC was represented by its Legal and Prosecution Division, Malaysia Anti-Corruption Academy (MACA) and Policy, Planning and Research Division.

In the face-to-face discussion, the proposed initiatives were endorsed and supported by all parties. The follow-up would feature detailed consultation with the stakeholders in drafting proposed amendments to the law and regulations.

CIVIL SOCIETY ENGAGEMENT

Civil society are key stakeholders in achieving 'People Centric MACC' policy. Efforts to approach to civil society were primarily centred on reaching out to influential non-governmental organizations (NGOs), being vocal in society, partaking international networks and also anti-corruption activists.

Various engagement sessions such as meetings, discussions and knowledge sharing, were held emphasizing on issues pertaining to corruption. Among NGOs which team up with MACC were:

- a. Professional body - Malaysian Bar Council;
- b. Anti-corruption activists - Transparency International Malaysia (TI-M), Centre to Combat Corruption and Cronyism (C4), Institute for Democracy and Economic Affairs (IDEAS) and the Malaysian Anti-Corruption Foundation (YARM);
- c. Chinese Youth - United Youth Movement of Malaysia (GBBM); and
- d. NGO in Sabah - United Borneo Front (UBF).

Through the engagement with the NGOs which frequently raised issues of corruption in the country, MACC embraces open and transparent principles. This resulted in MACC and the NGOs to have a spirit of camaraderie in their fight to combat corruption.

NGO participation in MACC programmes

The NGOs which spearhead the corruption issue such as TI-M, C4, Malaysian Bar Council, IDEAS and GBBM have taken part in MACC programmes such as:

- Corporate Integrity Pledge (CIP);
- MACC Officers Enhancement Training (understanding in corporate law for officers from the Inspection and Consultancy Division);
- Anti-Corruption Hero (WAR) programme in Chinese vernacular schools;
- Anti-corruption awareness programme to rural communities;
- 'Walk Against Corruption' Programme in partnership with TI-M and other NGOs; and
- Forum/Seminar on the MACC achievements, protection for whistleblowers, updates on corruption cases, leakage issue as highlighted in the Auditor General's Report and effectiveness of the MACC Act 2009.

The collaboration brought in a better understanding to NGOs on MACC roles and functions as well as on current issues related to corruption prevention. NGOs thus act as key communicators to various layers of society.

The engagement with NGOs contributed to improvements in positive perception and confidence to MACC. From being skeptical, the change in perception was reflected by their comments in mass and social media, signifying a shift from critics to a constructive stance towards MACC efforts. They are also willing to be part of anti-corruption programmes.

Communication mechanism between MACC and civil community

Subsequent from benchmarking trip to India, the Civil Society Service Line outlined two new mechanisms to empower engagement of influential NGOs to eradicate corruption and further establish incessant communication channel between MACC and the group.

The first initiative was via of 'No to Corruption' portal by YARM and a private IT company, inspired by ipaidabribe.com portal in India which is deemed to be effective. The 'No to Corruption' serves as a complement to the MACC portal in disseminating information and educational materials related to anti-

corruption. The portal further stands as a platform for people to share their experience regarding the crime. The public can share their opinion and suggest improvements to anti-corruption efforts undertaken by MACC.

The second initiative was the creation of WhatsApp group, known as 'MACCSO', consists of senior MACC officers and leaders of prominent NGOs in Malaysia. The initiative enables a prompt and effectual communication and information sharing. This is also a measure to 'People Centric MACC', particularly to NGO group.

In addition, other improvements were as follows:

- Initiation of a new post in Community Education Division which is Engagement Officer, specializing to approach NGO group;
- Inception of guidelines with regards to NGO engagement activities;
- Improvement of lecture modules tailored to NGO group; and
- Development of NGO-related database.

POLITICAL ENGAGEMENT

The Political Engagement Service Line adopted a more proactive approach to take account of influential political leaders. The approach includes four-eyed meeting political in order to effectively clarify on specific issues surrounding corruption, besides ascertaining independent and transparent of MACC in carrying duties. These personalised meetings were conducive for discussion exchange of views between political leaders and MACC to take place.

Apart from that, the MACC also dedicated to deliver briefing and explanation to political leaders during gatherings organized by both ruling and opposition parties. The main issues being accentuated were on integrity of politicians and corruption offences committed by them.

In MACC programmes, multi-level stakeholders in corruption prevention such as Attorney General's Chambers, Malaysian Institute of Integrity (IIM), the United Nations Development Programme (UNDP) Malaysia and Transparency International Malaysia (TI-M). This is to guarantee that issues raised were lucidly and precisely enlightened.

Among programmes commenced by the Political Engagement Service Line were Global Best Practice on Anti-Corruption in collaboration with United Nations Office on Drugs and Crime (UNODC); Asia Pacific and Association of Certified Integrity Officers (CeIO); Seminar on the Implementation of Corporate Liability in partnership with Economic Co-operation and Development (OECD); and Briefing on Integrity to Members of Parliament in joint effort with Attorney General's Chambers and ILM.

The Political Engagement Service Line also constructed guidelines on the execution of engagement activities to political leaders. Furthermore, a database of political leaders whom had joined forces with MACC was created to fortify cooperative relationship and to efficiently plan future activities with them.

CONTENT DEVELOPMENT

The Content Development Service Line was entrusted to bolster the quality of MACC speakers and content delivered in public talks. The service line was also assigned to work up lecture modules to cater six targeted groups, namely, the youth aged 25 and below, politicians, NGOs, private sector, rural communities and the Chinese community in making certain that anti-corruption messages conveyed are effective, efficient and responsive.

Upgrade on lecture content

A Content Development Committee was founded to touch up the content and structure of lecture modules, to be more systematic and impactful to the audience.

Overall, the lecture modules encompass two components, namely, core messages and elective topics. The core messages cover basic and fundamental information which are necessary to be passed on to all audience whereas the elective topics were selected exclusively to the needs of audience group.

A table of content was outlined to guide MACC speakers in delivering the appropriate message to the targeted audience. The contents will be constantly streamlined in parallel with current issues.

A database in regard with lecture modules is built up based on five categories, which are credible introduction, hooks, content, impact closing and frequently asked questions.

Enhancing public speaking

The Content Development Service Line, in partnership with MACC Leadership Excellence Centre, Malaysia Anti-Corruption Academy (MACA), ran skill-training for MACC officers. Aspects focused in this training plan were personality, readiness, awareness on corruption issues, ability to impart the messages suitable to each targeted group and ability to deliver talks professionally. The training was conducted over a series of two workshops held in the MACA on 8 October 2014 and at Seaview Central Hotel, Penang from 2 to 5 November 2014.

An evaluation system is developed to evaluate assess the capability, efficiency and performance of MACC speakers.

Content Development and Speaker Enhancement Committee

The proposed committee, would comprise experienced speakers, experts and external consultants (if needed), which plays role to verify and provide opinion on matters related to new and existing content modules. The suggested recommendations will be consulted with the Director of Community Education Division along with the State Directors.

MEDIA AND COMMUNICATION

Media and communication are essential instruments to boost public confidence and perception on MACC effectiveness. Thus, Media and Communication Service Line employs initiatives as determined by Strategic Management Committee in January 2013, according to nine 'must-win battles' issues as follows:

1. Improve the public perception;
2. Intensify the public confidence level;
3. Enhance support and cooperation from the public;
4. Increase MACC effectiveness in handling high profile and public interest cases;
5. Win the hearts of influential leaders and outstanding individuals at the international level;
6. Promote public awareness on the existence of MACC's five monitoring bodies;
7. Conduct engagement activities with relevant target groups;
8. Impede negative statements and assumptions with solid facts based on research and case studies; and
9. Generate a clear media policy and strategy.

Based on the gap analysis and benchmarking visits, Media and Communication Strategic Plan 2014-2016 was materialized. The plan is divided into four components, namely, organizational structure and functions, human capital, operation, plus legal and policy.

44 initiatives were outlined on a short-term and long-term duration. The short-term initiatives were implemented straightaway while the long-term initiatives will be instigated in stages. The Media and Communication Strategic Plan is to be reviewed in 2017.

Suggestions for emphasis on a social marketing strategy and relationship marketing were forwarded to MACC top management to ensure unremitting support towards the MACC. In addition, the top management were urged to accentuate aspects pertaining to information management and integrated issues to facilitate the public to attain a comprehensive, swift, and exact information.

INTERNATIONAL REVIEWERS ACKNOWLEDGED MACC

The International Review Panel (IRP) was formed to assess the effectiveness of transformation programme and anti-corruption initiatives employed by MACC and NKRA Fighting Corruption. The IRP team consisted of three experts, namely, Senior Programme Coordinator at the International Anti-Corruption Academy (IACA) and an international expert in corruption prevention, Professor Robert Alan Doig; former Solicitor General of Hong Kong and former Commissioner of ICAC Hong Kong, Bertrand de Speville; and former Deputy Commissioner of ICAC Hong Kong, Daniel Li Ming Chak. IRP on 27 and 28 October 2014 presented feedbacks and recommendations on their assessment to the MACC's top management.

Overall, the panel was truly satisfied with the MACC initiatives and achievements in anti-corruption. IRP also remarked that it was challenging to provide a complete assessment on the effectiveness of MACC transformation programme, because it had just begun since 2011. However, IRP reported that MACC is on the right track and positively believed the programme would be rewarding to MACC.

Concurrently, IRP also viewed that MACC has advanced in various aspects either in enforcement, prevention and education. Significantly, it was the MACC commitment to persistently regain its strength and carry out numerous initiatives to be the best organization. IRP also reminded that changes are unlikely to happen in a short span of time.

IRP observed that the initiatives undertaken had placed MACC as a professional organization. Among them were the introduction of transparent standard operating procedures (SOP); upskilling programmes for its officers; and recurring engagement and awareness activities to the community.

IRP sensed that though the Commission should be open and transparent in its operation, yet remain 'secretive' in certain circumstances for the well-being of MACC and nation. IRP also confident that the existence of the five independent oversight bodies would augment public confidence to MACC independence. The Panel mentioned the importance of the Operation Review Panel (ORP) in smoothing MACC course to investigate all cases in a fair, independent, transparent and professional manner.

On the other hand, IRP acknowledged MACC proposals to create a new legislation particularly on corporate liability and misconduct in public office. Both are capable to elevate MACC effectiveness in curbing corruption. In terms of recommendations, IRP felt MACC requires more manpower due to its work capacity. The added workforce will enable the MACC to discharge its duties in investigation and corruption prevention, successfully both in the public and private sector.

However, IRP highlighted that the task of combating corruption does not entirely lie with MACC. Fighting corruption requires a concerted commitment from all parties, namely, government agencies as well as private sector in instigating internal initiatives to improve integrity level and corruption prevention efforts in their respective organizations.

IRP also confident that the existence of the five independent oversight bodies would augment public confidence in relation to MACC independence.

INTERNATIONAL REVIEW PANEL INSIGHTS

“Small fish can have a disastrous effect, for instance to the country’s security, public health and education. The ultimate objective of anti-corruption efforts is not only how the people think of the Commission but also to what extent personal attitude towards corruption can be altered.”



Bertrand De Speville
Former Solicitor General of Hong Kong and former Commissioner of ICAC Hong Kong



Professor Robert Alan Doig
Senior Programme Coordinator of International Anti-Corruption Academy (IACA)

“MACC is willing to look at itself to see what it can improve. There is evidently a positive attitude and intention towards moving in the right direction but changes cannot be made overnight and it will take quite some time.”

“With the increased number of the country’s population and numerous cases in different states, additional manpower and resources are required to sustain the Commission’s productivity in carrying out its mandate.”



Daniel Li Ming Cak
Former Deputy Commissioner of ICAC Hong Kong

ENFORCEMENT

“Whoever among you sees an evil action, then let him change it with his hand (by taking action); if he cannot, then with his tongue (by speaking out); and if he cannot, then with his heart – and that is the weakest of faith.”

Sahih Muslim

OPERATION STATISTICS

INFORMATION STATISTICS

In 2014, 6,584 information were received of which 2,954 were corruption related while the remaining 3,630 were non-corruption related. Based on the statistics, there was 26.6% reduction in the number of corruption related information as compared to 4,027 in 2013.

The reduced statistic was due to the fact that, since 2014, information received has been centrally processed under Records Management and Information Technology Division supervision. As such, only information that meets the required criteria will be processed for further action. Such stringent criteria are required especially those rendering information from 'poison pen letters'. This is to ensure MACC operation to be focused and effective as well as heightening information management efficiency.

ACTION AGAINST INFORMATION

From the gathered corruption related information, 919 (31.1%) were classified as 'traceable' and 'pursuable' as per required to progress into investigation by the opening of Investigation Paper (IP). The balance of 2,035 (68.9%) corruption related information, however, led to other actions involving preliminary investigation, intelligence and so on.

Table 2 illustrates the actions taken on corruption related information.

TABLE 2: Action on corruption related information

NO.	ACTION INITIATED	TOTAL	PERCENTAGE (%)
1.	Investigation Paper (IP)	919	31.1%
2.	Preliminary Investigation Paper	841	28.5%
3.	Intelligence Paper	236	8.0%
4.	Other actions	958	32.4%
TOTAL CORRUPTION RELATED INFORMATION		2,954	100%

TYPE OF OFFENCES BASED ON INVESTIGATION PAPERS OPENED

From the 919 opened IPs, 326 (35.5%) were regarded as receiving bribery offence while 283 (30.8%) were classified under false claim offence. Both of these offences were mostly investigated in 2014.

The breakdown of IPs opened according to the type of offences is highlighted in **Table 3**.

TABLE 3: Investigation Paper according to offence

NO.	OFFENCE	TOTAL	PERCENTAGE (%)
1.	Receiving bribes	326	35.5%
2.	Giving bribes	159	17.3%
3.	False claims	283	30.8%
4.	Abuse of position	69	7.5%
5.	Other offences	82	8.9%
TOTAL IPs		919	100.0%

COMPLETION OF INVESTIGATION PAPERS

85%

completed within
a year.

781 (85%) of the total 919 IPs were completed within the current year. Of this, 547 (70%) IPs were solved in less than three months, whereby 736 (94.23%) IPs were settled in six months. The balance of 138 or 15% of IPs are still under the investigation.

Several cases needed to be carried forward to the following year due to their complexity, which involved cross border mutual legal assistance in criminal matters.

ARRESTS

In 2014, 552 individuals were arrested in comparison to 509 in the previous year. From the total, 225 (40.8%) were public officials, 107 (19.4%) were private sector employees, two (0.3%) were politicians and 218 (39.5%) were members of the public.

The increase in the number of arrests was due to MACC focus on large scale operation in crippling syndicated corruption activities. For instance, 35 arrests resulted from 'Ops B2', 23 from 'Ops Ombak', 20 from 'Ops Belot' and 12 from 'Ops Tukul'.

Table 4 indicates the main offences committed by those arrested such as giving and receiving bribes, making false claims and abuse of position. The other offences were considered obstructing investigation and searches, providing false statements and abetment of corruption.

TABLE 4: Types of offences in relation to number of arrests

OFFENCE	TOTAL ARRESTS	PERCENTAGE (%)
Receiving bribes	244	44.2%
Giving bribes	160	29.0%
False claims	103	18.7%
Abuse of position	2	0.4%
Other offences	43	7.8%
TOTAL	552	100.0%

552

individuals arrested

40.8%

public officials

58.9%

private sector &
public members

0.3%

politicians

MALAYSIAN ANTI-CORRUPTION COMMISSION REPORT

MACC is accountable in submitting MACC Report to heads of governmental departments/agencies for the latter's disciplinary action endorsement to be taken against public officials who found to be violating Public Officers (Conduct and Discipline) Regulations 1993 or other regulations.

There were 188 MACC Reports submitted to heads of department/agencies to recommend disciplinary action. Out of the total, two (1%) were in top management group, 74 (39.4%) were in management and professional group and 112 (59.6%) were from Support group.

Details for types of disciplinary offences as recommended via the MACC Reports are as follows:

TABLE 5: List of disciplinary offences as in MACC Reports submitted to heads of governmental departments/agencies

NO.	TYPE OF OFFENCE	TOTAL
1.	Submission of false claims or verification containing false details	18
2.	Job abandonment and using office or position for personal gain	56
3.	Acts of dishonesty, untrustworthiness, irresponsibility, negligence, malpractices and inefficiency in executing tasks involving public financial/does not obey departmental procedures (disobedience) and does not comply with departmental procedures	102
4.	Receiving gift, entertainment, borrowings of money/serious financial indebtedness	8
5.	Involvement in business and taking part in politics	4

The disciplinary actions or penalties meted out for breach of discipline were considered and determined by the respective heads of agencies/departments.

In 2014, 153 decisions were submitted to the MACC by heads of government departments/agencies, according to the MACC Report. Of the 153 cases, only 6 (3.92%) cases led to dismissal while 12 (7.84%) cases led to salary reduction.

52 (33.99%) cases received 'Warning', 19 (12.42%) cases were penalized, 15 (9.80%) cases led to deferment of salary movement and eight (5.23%) cases were discharged.

There were 41 (26.80%) cases were imposed with other actions, not listed under Regulation 38 of the Public Officers (Conduct and Discipline) Regulations 1993.

Despite the punishments imposed were granted to Disciplinary Board of the respective departments/agencies, if they did not commensurate with the acts of misconduct, the punishment would not have deterrent element, as lessons to other public officials.

MACC REPORT

188 reports were submitted with recommendations for head of agencies to impose disciplinary action to their subordinates.

INTEGRITY VETTING

The integrity vetting is a screening process aims to ascertain that only a candidate free from corruption act and investigation is approved for certain purpose. Based on the Confidential General Circular No. 1 of 1985, it is obligatory for all civil servants to pass integrity vetting, as a prerequisite for promotion/acting, retirement, and conferment of honorary title, medals and awards.

In addition, candidates who will be appointed to senior position such as Chief Executive Officer or the Managing Director in government linked companies (GLCs), they are required to undergo integrity vetting process as per the Meeting of the Special Cabinet Committee on Government Management Integrity (JKKMKPK) Series 67 No. 1 of 2011 dated 10 March 2011. Only individuals with integrity and free of corruption are qualified to preside over any GLC.

Integrity vetting is also conducted by MACC upon request, known as a general vetting for purposes other than specified above. **Table 6** displays the statistics on the integrity vetting application.

TABLE 6: Statistics on integrity vetting by the MACC in 2014

NO.	TYPE OF VETTING	NO. OF APPLICATION	NO. OF CANDIDATES
1.	Promotion	14,973	142,129
2.	Retirement	4,851	5,720
3.	General Vetting	1,701	18,350
4.	Conferment of Federal Medals and Awards	96	2,989
5.	Conferment of State Medals and Awards	415	10,417
6.	Excellent Service Medal	120	194
TOTAL		22,156	179,799

Since 2011, the integrity vetting was carried out by MACC via Integrity Vetting System 2.0 or eSTK 2.0, for government departments, ministries, GLCs, private organizations, associations, clubs and various other establishments. In 2014, there were 176 integrity vetting applications by GLC agencies as compared to seven applications in 2013.

INTEGRITY VETTING

The MACC screening for:

- promotion
- retirement
- conferment of honorary title, medals and awards
- appointment of main position in GLC/GOC

Among improvements made to eSTK 2.0 system are as follows:

- i. Profile registration process of supervisor or providers for ministries/state government/departmental secretary, GLCs, private companies or registered society;
- ii. Registration process of screened candidate information - individually and in group;
- iii. Review process of candidate screening process; and
- iv. Users' facility to check on the updated vetting result.

These improvements enable candidates to receive the processed reply letter within a day if there is no issue. The maximum period would be up to 14 working days.

Table 7 shows the processing period of integrity vetting application in 2014.

TABLE 7: Statistics on the processing period of integrity vetting application in 2014

PROCESSING PERIOD	APPLICATION	PERCENTAGE (%)
1-3 days	16,824	75.93
4-7 days	4,913	22.17
8-10 days	386	1.74
11-12 days	25	0.11
13-14 days	8	0.04
14 days and above	0	0
TOTAL APPLICATION	22,156	100

WHISTLEBLOWER PROTECTION

The MACC provides appropriate protection to whistleblowers in accordance to Whistleblower Protection Act 2010 towards encouraging the public, especially civil servants to report on corruption activities. 49 whistleblowers had been conferred protection since the act was enforced on 15 December 2010. **Table 8** depicts the protection to whistleblowers by the MACC.

Table 8: Statistics on protection to whistleblowers in 2011, 2012, 2013 and 2014

YEAR	TOTAL WHISTLEBLOWER SEEKING FOR PROTECTION	TOTAL WHISTLEBLOWER BEING PROTECTED
2011	6	6
2012	35	29
2013	6	4
2014	15	10
TOTAL	62	49

There are several requirements for an individual to be granted protection under the Whistleblower Protection Act 2010. Firstly, protection is accorded to individuals disclosing acts of misconduct. Secondly, the individual must not be a victim to the act or potentially to be a main witness to a case, unless the evidence can be obtained from other witnesses.

Furthermore, the following factors can revoke an individual from being rendered with protection as per section 11 of the Whistleblower Protection Act 2010:

- The whistleblower himself has participated in the improper conduct disclosed;
- The disclosure of misconduct is frivolous or vexatious;
- The disclosure of misconduct involves questioning the merit of government policy; and
- The disclosure of misconduct is to avoid dismissal or disciplinary action.

49

whistleblowers
were provided
with protection.

INVESTIGATION

INVESTIGATION

In 2014, the investigation team led by the Investigation Division, Intelligence Division, Special Operations Division and Forensic Accounting Division, placed great focus on public interest cases. Breakthroughs were recorded in the prosecution of several high profile cases involving large amounts of money. In addition, focus was also given on issues concerning society and the environment.

Furthermore, the MACC achieved breakthroughs in cases exposing syndicates and involving the private sector.

The impact of the investigations operation is reflected mainly in avoiding financial leakages apart from the customary arrests and charges against perpetrators of corruption. Furthermore, due to the proactive measures, threats to national security and the environment were also prevented or halted.

The success was the outcome of the implementation of new approaches, namely, the effective investigation management, team based investigation, proactive based investigation, intelligence based investigation, forensic accounting and the use of information technology.

In addition, the taskforce (multi agency) based approach was also employed involving collaboration with the Attorney General's Chambers and relevant regulatory and enforcement agencies. This approach contributes towards a more focused and comprehensive investigation involving experts from various agencies.

SUCCESS OF MACC OPERATIONS

Success in operations that gained media limelight were instrumental in enhancing the image as well as improving public perception on the MACC.

1. Ops B2: Curtailing leakages amounting to RM2.5 billion from the smuggling of cigarettes and liquor

Ops B2 was initiated due to information on prevalent corruption involving officials of the Customs Department (Customs). The operation was conducted under a task force led by the Attorney General's Office. In addition to the MACC and the Attorney General, the task force comprised of officers from the Royal Malaysian Police, the Inland Revenue Board, the Immigration Department and the Companies Commission of Malaysia.

Ops B2 managed to identify the following leakages:

1. Based on analysis on customs and Free Zone forms, leakages were prevalent in government revenue since 2011 arising from the smuggling of cigarettes and liquor through the Port Klang Free Zone (PKFZ);
2. The estimated value of cigarettes and liquor brought in was valued at RM1.67 billion. However, only RM420 million was declared while the remaining RM1.25 billion was undeclared;
3. The undeclared amount inclusive of customs duties that should have been charged, amounted to losses to the government totalling RM2.5 billion.

A total of 35 individuals, consisting of 34 customs officers and a civilian were detained to assist the MACC in the investigation on the syndicate involved in smuggling cigarettes and alcohol at the Port Klang Tax Free Zone.

Subsequently, on 19 and 20 October 2014, 32 customs officers of various ranks and a civilian were charged at the Special Sessions Court for Corruption in Kuala Lumpur, Shah Alam and Ipoh. It involved offences such as accepting of bribes of between RM200 and RM14,000 per person as an inducement to forgo excise taxes on goods released. Among the customs officers accused was a state director with a 'Datuk' title. In all, the accused faced a total of 212 charges.

The success of Ops B2 received wide coverage in the media as the total leakages due to the corrupt act of the 34 customs officers amounted to RM1,098,401. Though a small amount as compared to the overall amount in leakages, the operations nevertheless enabled the MACC to successfully curb the smuggling activities. In addition, the operation also managed to save government revenue that had been previously not obtained due to the corrupt act of a small group of Customs officers.

RM
2.5 billion
in leakages due
to smuggling of
cigarettes and
liquor.

35 arrested
33 charged

2. Ops Ombak: MACC clamps down misappropriation of special aid to fishermen

The government had allocated RM300 million towards the implementation of the nationwide Special Housing Project for Fishermen (PKPN) which was announced by the Prime Minister during the presentation of the 2012 budget at Parliament.

The PKPN was to be implemented over three years, from 2012 to 2014 with an annual allocation of RM100 million. The financial aid involved some 15,000 fishermen nationwide under three categories, namely, home renovation, construction of new houses and re-settlement of fishermen.

In March 2014, the MACC received information that several appointed contractors in Terengganu were attempting to misappropriate the aid channeled through the Ministry of Agriculture and Agro-based Industry. *Ops Ombak* was then initiated upon receiving 63 complaints made against 63 contractors alleged to be involved in the misappropriation of the said aid. A total of 223 fishermen received the aid in the form of renovation works on their homes by the 63 contractors.

Based on MACC's investigation, the provision of RM9,500 to renovate the fisherman's home involving minor repairs such as change of roof, walls and flooring, did not commensurate with the cost of repairs claimed by the contractors. The false claim were in the form of use of low quality building materials, delays in the repair works, non-conformance to specifications and award of contract work to non-expert parties.

Ops Ombak led to the arrest of 23 contractors, aged between 30 and 50, who were then charged on 17 November 2014 on 44 counts under section 18 of the Malaysian Anti-Corruption Commission Act 2009 at the Special Sessions Court for Corruption in Dungun. The charge carried punishment involving a fine five times the value of the false claim and imprisonment for up to a maximum of 20 years.

The MACC also conducted an inspection on the systems and procedures in the distribution of PKPN aid in Terengganu as a measure to prevent leakages in the project due to the aid not reaching its target group. The inspection and consultation by the MACC will ensure improvements in future implementation on the distribution of such government aid.

Ops Ombak was successful in protecting the livelihood of the poor fishermen in the fishing villages. Those who qualify will be entitled to the aid in a fair manner and towards a better life. The case also served as a lesson to future contractors to disengage in the misappropriation of government aid purported for the needy.

23
contractors
charged

44
charges

3. *Ops Belot*: Enforcement officers punished for abdicating trust

The operation targeted at detecting corruption in the form of bribery amongst enforcement officers. These enforcement officers were deemed to have abdicated the entrusted responsibilities for personal gains.

The nationwide operations focused on errant officials namely from the Royal Malaysian Police, Ministry of Home Affairs, local government authorities and other enforcement agencies.

Ops Belot led to the arrest of 20 enforcement officers from various agencies who were believed to have accepted bribes as a favour in averting cases or in protecting criminal activities such as gambling, illegal sales of video compact disc (VCD) and digital video disc (DVD), prostitution, illegal immigrants and drug dealings.

These individuals were prosecuted in October and November 2014 amounting to 29 charges in all for various offences which included bribes received by the enforcement officials, ranging from RM250 and RM1,500, that amounted to RM64,750.

Ops Belot invariably conveyed a message that the actions of law enforcement officials are constantly under monitoring eyes of the MACC. This presumes the high level of integrity, honesty and fairness expected of law enforcement officials in their duty to protect the community from crimes.

4. *Ops Tukul*: Crippling illegal logging in Sarawak, saves annual leakages estimated at RM100 million

Activities involving illegal logging have been a serious issue to the MACC as its prevalent activity has the potential in damaging and causing destruction to the environment. The impact of such destruction can be catastrophic to the public as well as the nation in addition to causing leakages in government revenue. Possible effects affect the environmental, water catchment, river pollution and to the wild life.

In October 2014, *Ops Tukul* was activated as a proactive move to cripple corruption in the logging sector in several states in Peninsular Malaysia and in Sarawak. This follows the previous operations in 2011 due to prevalent illegal logging activities. Among the illegal logging activities are namely, harvesting of protected and commercial valued timber such as *Berlian*, *Tapang* and *Menggeris*.

Ops Tukul forged a strategic collaboration with fellow enforcement agencies such the Royal Malaysian Police through its Marine Police Operations and the General Operations Force, the Malaysian Maritime Enforcement Agency (MMEA) and the State Forestry Department.

The nine months surveillance from January to September 2014, discovered activities of stealing of logs, occurring in 12 locations, namely, Kuching, Trench, Sibü, Ulu Baram, Lundu, Kapit and Miri. The operations targeted at bribery activities between the illegal loggers and enforcement officers.

As a result, 12 individuals aged between 28 and 72 years were arrested for giving bribes, ranging from RM300 to RM10,000 to enforcement officials. The individuals, who were employees of a timber company operating in Sarawak, paid bribes amounting to RM26,300 in total.

The arrest also included a senior police officer holding the post of Head of Criminal Investigation at one of the district police headquarters in Sarawak for accepting bribes amounting to RM16,000 from the illegal loggers.

The success of the operations led to the prosecution of 12 individuals at the Sessions Court in Kuching, Miri, Limbang and Sibü. They were charged under section 17(b) of the MACC Act 2009 on 22, 23, 28 and 29 October 2014 and 19 November 2014.

Among them, 11 of the accused pleaded guilty to the charges while the remaining pleaded not guilty and ongoing trial. They were sentenced to one day to 45 days imprisonment and fined between RM10,000 to RM50,000. In addition to offences under the MACC Act 2009, parallel investigation was also initiated under the Anti Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (AMLATFPUA) that resulted in freezing 30 account and seizure of RM18 million.

The crackdown was a huge success as the illegal activities resulted in huge losses in the state government revenue amounting to RM43 million. The annual revenue loss is estimated at to be more than RM100 million.

RM100 mil.
saved

RM18 mil.
seized from 30
accounts

RM10,000

Amount of bribe paid to Immigration Department officers in obtaining a Malaysian passport.

5. *Ops Switch*: Collapse of passport selling syndicate in Malaysia

In recent times, Malaysia has been regarded as a popular tourist destination as well as a transit point for many travellers to proceed to European destinations. Nevertheless, it can provide avenues for errant travellers to venture into illegal activities involving illegally obtaining travel documents for onward migration. Such opportunities also poses threat to public order and national security.

This possibility has led to the sprouting of syndicates that bribe officials of the Immigration Department in issuing forged Malaysian passports that features a mismatch between the picture and its particulars.

Ops Switch began operations from April to June 2014 to identify and act on the masterminds of the syndicate. The investigations revealed high levels corruption involving syndicates that were willing to pay bribes up to RM10,000 to Immigration officers in obtaining a Malaysian passport.

Using the intelligence based investigation approach, three individuals of a syndicate were arrested for offences under section 17(b) of the MACC Act 2009 in attempts to bribe Immigration officials. The bribe amounting to RM69,000 was in return for the issuance of seven passports.

6. *Ops Tekong* and *Ops Titik*: MACC committed in stamping out misappropriation of diesel subsidy in Terengganu

The allocation of diesel subsidies by the government through the Ministry of Trade, Cooperatives and Consumerism Ministry (KPDNKK) and Fisheries Development Authorities of Malaysia (LKIM) is an aid to the fishermen community in fishery activities such as purchase of diesel and fishing boats.

However, reports pointed to misappropriation of the said subsidy by a few errant fishermen due to greed and quick gains that involved sale of the subsidised diesel quota to oil smuggling syndicates. These syndicates were believed to involve staff of the LKIM and the fishermen's associations. The LKIM is responsible for monitoring and controlling the administration of the quota on diesel subsidy while the fishermen's association is tasked to distribute the diesel allocation.

Ops Tekong began operations from July 2013 to February 2014 in Kuala Besut, Terengganu to investigate on the syndicate activities involving forged documents intended to obtain the diesel quota.

11 individuals comprising of fishermen, fish traders and boat owners were arrested. Of these, five were charged at the Sessions Court in Kuala Terengganu on 12 February 2014, under section 471 of the Penal Code for using forged documents as genuine. They pleaded guilty to the charges and were convicted and sentenced to seven months imprisonment and fined RM7,000.

This shows the commitment of the MACC in eradicating issues on misappropriation of subsidised diesel. As a result, *Ops Titik* was launched beginning May 2014 involving officials the MACC, the KPDNKK, the Royal Malaysian Customs Department, the Royal Malaysian Police (PDRM), the Attorney General's Chambers and the Malaysian Maritime Enforcement Agency (MMEA).

Media reports reflected the success of *Ops Tekong* and *Ops Titik* in saving 142 million liters of diesel oil estimated at RM361.58 million.

RM361.68
million

saved in leakages
in subsidy of diesel
arising from *Ops*
Titik.

7. *Ops Power*: 11 enforcement officers arrested for protecting illegal VCD and DVD syndicate in Penang

Efforts by the government have been ongoing in combating piracy of video compact disk (VCD) and digital video discs (DVD). Following this, *Ops Power* began operations from August 2013 to April 2014 in Butterworth, Penang to investigate claims of involvement of errant enforcement officers, namely, officers of Royal Malaysia Police (RMP), the National Film Censorship Board (LPF) and the Ministry of Domestic Trade, Cooperatives and Consumerism (KPDNKK) accepting bribes between RM50 to RM3,000 to protect illegal traders of pirated VCD and DVD.

Ops Power resulted in the arrest of 11 enforcement officers of which six were charged and claimed trial for offences under Section 17(a) of the MACC Act 2009 at the Sessions Courts in Butterworth and Kuala Lumpur.

8. *Premium Ops*: Syndicate offering low premium on land in Sabah exposed

In September 2014, a syndicate in offering low land premium was detected in Sabah. *Ops Premium* was launched and led to the arrest of a member of the syndicate acting as middlemen between the applicant and the Land and Survey Department of Sabah.

The applicant was offered a land premium of RM1.65 million as compared to the actual rate of RM2.75 million for a land measuring 9.3 acres in Kota Kinabalu. In return, the applicant was required to pay a bribe of RM300,000 purportedly to members of the syndicate with the excuse of paying Land and Survey Department of Sabah officials.

The member of the syndicate, a businessman, was arrested for paying the bribe in a hotel in Kota Kinabalu. *Ops Premium* managed to save RM1.1 million in losses in state revenue arising from the premium land payment. The operation highlighted several weaknesses in the system and procedures relating to the application of land in Sabah requiring improvements.

RM1.1 mil.
in leakages if not
detected

9. Head of Fisheries Department charged for misappropriation related to the Aquaculture Production Promotion Incentive Programme and assets worth RM674,752.49 forfeited

In May 2008, the government approved the Food Produce Security Policy aimed at ensuring sufficient production and reasonable pricing of the country's food supply. One of the program under this policy was the Incentives Aquaculture Production (GPA) amounting to RM678 million throughout Malaysia.

Based on information received in 2012 and 2013, irregularities were found in the GPA at the Lenggong district in Perak. Detailed investigation found that there was a misappropriation in the GPA by way of false application using names of 'participants' in obtaining the GPA for the project on the cultivation of fresh water fish. The amount involved as incentives to the supposed 'participants' was RM18 million.

This involved Abdul Hamid bin Ismail, 51, the former head of the South Hulu Perak Fisheries Department, and several other individuals including the owner of Excellent Enterprise, Mohd Rosman bin Ramli, 49. On 11 April 2014, Abdul Hamid was charged at the Butterworth Sessions Court on two counts of charges under section 165 of the Penal Code for receive valuable property without any consideration as a public official. The charges carry a jail sentence of not more than two years or a fine, or both.

On the first count, Abdul Hamid was charged with accepting a check CIMB worth RM220,000 from Mohd Rosman, a supplier of fish seeding. The money was purportedly deposited into the bank accounts of HA Agrotech owned by Abdul Hamid.

On the second count, Abdul Hamid was charged with accepting a check CIMB worth RM26,024.20 from Mohd. Rosman that was deposited into the account of HA Agrotech belonging to Abdul Hamid. Mohd. Rosman was also charged with two counts of abetting with Abdul Hamid by giving two checks to Abdul Hamid, each valued at RM220,000 and RM26,024.20 on the same date and venue. The offences were under section 28(c) of the MACC Act 2009 and read together with section 165 of the Penal Code.

In this case, the MACC had forfeited properties amounting to RM674,752.49 believed to have been obtained through illicit gains, as follows:

False claims using
63 supposed
names in obtaining
IGPA incentives
amounting to

RM18 mil.

NO.	VALUE FORFEITURE / TYPE
1.	Cash amounting to RM169,393.44 (bank deposits)
2.	Naza Bestari motor vehicle worth RM58,000.00
3.	Two 'scrambler' motorcycles worth RM18,400.00
4.	Ducati superbike worth RM25,000
5.	RM91,102.05 in cash from the sale of a VW Scirocco motor vehicle valued at RM192,902.05
6.	RM294,857 and RM8,800 in cash from the sale of a condominium unit valued at RM440,000
7.	A piece of land worth RM110,000

10. Officer of Ministry of Women, Family and Community Development (KPWKM) faces corruption charges in the misappropriation of RM1.8 million in the 1Azam Project

The 1Azam project is a NKRA initiative on Raising Living Standards of Low-Income Households (LIH), placed under the Ministry of Women, Family and Community Development (KPWKM) towards reducing the disparity between the economically advantaged and disadvantaged. The target is to raise the income level beyond RM830 a month for poor and RM2,300 a month for low-income earners.

Following up from information, Ops 1Azam was initiated investigating on the misappropriation in the 1Azam project that led to the prosecution of a former employee of KPWKM for corruption charges.

On 20 and 23 June 2014, Hazmi bin Samsudin, 39, of the NKRA unit at KPWKM faced charges for soliciting a 10% payout of the overall value from Zainal Arifin bin Lahuri, the contractor of the 1Azam Community Project. The project worth RM18 million involved works on the upgrading and refurbishment of a community hall, prayer hall and Mosque.

The solicitation was in favour of obtaining the approval from the Secretary General of KPWKM in the appointment of a Class F contractor for the said project. Hazmi was charged for offences under section 16(a)(b) of the MACC Act 2009 that carries a maximum jail sentence of up to 20 years and a fine five times the amount of bribe.

11. Petronas Department Head prosecuted for claims over non-existing courses

On 6 November 2014, Head of Service Management, of Petronas ICT Sdn. Bhd., Syed Hamid Khalid Rashid, 40, was charged at the Kuala Lumpur Special Sessions Court for Corruption on three counts for making false claims to i-Pilot Sdn. Bhd. (a subsidiary of Petronas, now known as Petronas ICT Sdn. Bhd.) three non-existing (supposed) courses amounting to RM98,000 made under K-Pintar Sdn. Bhd.

All three counts were as follows:

1. On 31 December 2012, Syed Hamid was accused of submitting invoices totalling RM30,000 in claiming payment for the course on Managing Flow-Team Dynamics that were supposedly held on 27 and 28 December 2012 at the Maybank Academy in Bangi
2. On 6 February 2013, Syed Hamid was accused of submitting invoices worth RM26,000 for payment as claims on the Course-Team Managing Flow Dynamics training supposedly conducted on 26 and 27 December 2012 at the Petronas Leadership Centre; and
3. On 9 September 2013, Syed Hamid was charged for submitting invoices worth RM42,000 to make payment claims for the course on Managing courses Flow-Team Dynamics supposedly held on 29 to 30 August 2013, and 2 to 3 September 2013, at the Petronas Leadership Centre.

Offense committed under section 18 of the MACC Act 2009. If convicted, both can be sentenced up to 20 years and a fine not less than five times the value of the claim is false or minimum of RM10,000, whichever is higher.

12. Manager accused of falsely claiming RM3.82 million as customs duty

On 6 November 2014, a former financial manager of a courier company was charged on four counts for submitting false claims to Tenaga Nasional Berhad (TNB) amounting to RM3.82 million supposedly as customs duties payment.

The accused, Marzulhisham bin Zulkifli, 36, pleaded not guilty and claimed trial to all charges. Marzulhisham was alleged to have produced false invoices to Al-Mohafan bin Mohamed, an Executive at TNB logistics, as customs duty claims amounting to RM526,017, RM728,302.68, RM831,117.09 and RM1,736,652.97 where in fact such duties were exempted.

The offence was allegedly committed between January and July 2004 at TNB's Generation Department in Bangsar. He faces charges under section 18 of the MACC Act 2009 that carries a maximum jail term of up to 20 years and a fine five times the amount of bribe or a minimum of RM10,000, whichever is higher.

13. Managing Director (with a 'Datuk' title) charged for false claims amounting to RM1.12 million

On 12 November 2014, a managing director of an engineering firm and the owner of a transport company pleaded not guilty on two counts of making false claims amounting to RM1,116,600.

The accused, Dato' Koay Teng Keong, 57, a managing director of Tower Engineering (M) Sdn. Bhd., together with Yean Teh Teong, 51, owner of Deutsche Direct Sdn. Bhd., was charged with the offence for submitting false claims to Gadang Engineering (M) Sdn. Bhd. The claims were submitted through two invoices made through Deutsche Direct Sdn. Bhd. related to the 'Importation and Logistic Service for 200 unit Tipper Truck' contract.

Deutsche Direct Sdn. Bhd. is a logistics company that handled the management of customs duties, transport of prime movers from the port and vehicle registration at Road Transport Department (JPJ) for the 200 units of trucks purchased and received by Gadang Engineering Sdn. Bhd.

On the first count, both accused were charged on 11 March 2010 for submitting claims regarding 'to upgrade and make good the followings -

- a. Enhance stiffness to the rear suspension
- b. Enhance cabin interior
- c. Exterior lighting to meet the safety requirement
- d. Enhance STEYR tech to 6.5 ton front axle
- e. Enhance STEYR tech 6.5 ton to rear axle
- g. Enlarge existing diaphragm clutch - 0430 / PZ2'

On the second charge, on 13 March 2010, the duo faced charges for submitting invoices amounting to RM511,400 to Deutsche Direct Sdn. Bhd as payment for works related 'to modify and make good the following -

- a. Tipper bed onto the chassis
- b. Transform interior with water proofing
- c. Modify and strengthen engine mounting
- d. Replace heavy duty belt tensioner
- e. PSC pump
- f. Replace with heavy duty battery - 24 AMP/35pt'

All of the work specified in both invoices were not carried out.

The offences had violated section 18 of the MACC Act 2009 that carries a maximum jail term of up to 20 years and a fine five times the amount of bribe or a minimum of RM10,000, whichever is higher.

20
years
imprisonment

AND
canning
if found guilty
of criminal
breach of trust

14. Former CEO of Kontena Nasional charged for criminal breach of trust involving RM10 million

On 9 December 2014, a former Chief Executive Officer (CEO) of the Kontena Nasional Berhad and the owner of Artisan Jaya logistics was charged at the Shah Alam Special Sessions Court for Corruption for criminal breach of trust involving RM10 million of the company's funds.

The accused was Hood bin Osman, 46, of Kontena Nasional, was charged for criminal breach of trust involving payments amounting RM9,915.158 to Artisan Jaya Logistic, a company owned by his friend, Abdul Jalil bin Md Tahir, 48. As CEO, he approved the payment to Artisan Jaya for supposed works where the payments were made through eight cheques and two telegraphic transfers.

The alleged offence was committed between 24 March 2011 and 24 August 2012 at the office of Kontena Nasional located at Batu 9, Jalan Klang Lama, Seri Setia, Petaling Jaya.

Abdul Jalil was charged for abetting in the alleged offence committed by Hood on the same date. Both accused claimed trial to the charges under section 409 of the Penal Code read together with section 109 of the same act. The offence carries a maximum jail term of 20 years, whipping and fine.

15. Two siblings faces 11 charges for making false claims amounting to RM7.95 million

On 3 December 2014, two siblings holding office as director and finance officer in an engineering firm were charged at the Kuala Lumpur Special Sessions Court for Corruption on 11 counts of submitting false invoices and delivery orders valued at over RM7.95 million between 2008 and 2011.

The accused, Lim Kok Ann, 60, owner of All Built Sdn. Bhd. together with her sibling, Lim Ann Liang, 47, an Operations Director cum Accountant of J&M Power Resources Sdn. Bhd., faced charges for submitting 11 invoices of J&M Power Resources Sdn. Bhd., that contained false particulars pertaining to the supply of Electronic Dimmable Ballast 26-42W, valued at RM7.95 million in which the supply was not transacted.

The offence under section 18 of the MACC Act 2009 was alleged to have been committed between 31 December 2008 and 6 October 2011, at the Maybank Pudu Trade Finance Centre, Jalan Pudu, Kuala Lumpur. The offence carries a maximum jail term of up to 20 years and a fine five times the amount of bribe or a minimum of RM10,000, whichever is higher.

16. Former company director charged with accepting RM170,000 as bribe

The MACC was yet again successful in investigating corruption cases in the private sector. On 18 November 2014, a senior officer of a company was charged for corruption. The accused, a former Director of Human Resources of Teleflex Medical Sdn. Bhd., Khrishan Kumar a/l Chint Ram, 53, was charged at the Shah Alam Special Sessions Court for Corruption for allegedly receiving RM170,000 as bribe payment from a Director of Nada Persada Sdn. Bhd.

The alleged bribe was received as a reward to Khrishan for maintaining the company's contract with Nada Persada Sdn. Bhd. on the supply of foreign workers to Teleflex Medical Sdn. Bhd. The alleged offence falls under section 17(a) of the MACC Act 2009 and carries a maximum jail term of up to 20 years and a fine five times the amount of bribe or a minimum of RM10,000, whichever is higher.

17. KEDA officer facing charges for soliciting a bribe in the form of sex service from a single mother

On 18 November 2014, a senior official of the National Institute for Kedah Region Development Board (KEDA) faced charges on sex corruption at the Alor Setar Sessions Court.

Heris bin Saad, 56, who served as Assistant Properties and Infrastructure Manager of KEDA faced the following charges:

1. On 10 November 2014, at around 10.45 am, Heris was alleged to have solicited for sexual services from a woman at a fast food outlet in Jalan Limbong Ships, Alor Setar in contravention of section 16(a)(a) of the MACC Act 2009; and
2. On 13 November 2014, at around 2.45 pm, Heris was alleged to have solicited for sexual services from a woman at a hotel in Jalan Putra in contravention of section 17(a) of the MACC Act 2009.

The sexual services were purportedly in favour of approving the housing application under the Housing for the Hardcore Poor Project (PPRT). The accused was believed to have performed the sexual acts in processing the PPRT applications by several single mothers in Kedah. In actual fact, the accused was only empowered to recommend such applications.

In this case, the MACC managed to stifle such degrading acts of taking advantage on single mothers for deserved entitlements that do not require any additional condition. Furthermore, the case goes to highlight corruption is not only in the form of money or valuables but can also take shape in other forms such as sexual services, loans, discounts and harassment.

SEX CORRUPTION

supposedly to assist
single mothers
in PPRT housing
application

18. Two cousins charged for cheating involving RM520,000 sale of luxury cars and avoiding taxes

On 1 December 2014, two cousins, one of them a company director and the other self employed, were charged at the Shah Alam Special Sessions Courts for Corruption for allegedly cheating a sum of RM520,000 and involvement in money laundering activities amounting to RM214,080.

The accused, Chin Jack Deng, 33, Tan Hai Chuen, 36, and another who is still at large, allegedly cheated a car salesman into purchasing a luxury car model Porsche Cayenne Diesel E2 for RM520,000 including taxes. In actual fact, the vehicle tax and duties have yet to be paid and was illegally shipped out of the Langkawi tax-free.

Chin and Tan were also charged under money laundering offences for involving in transactions of illegal proceeds. Tan was alleged to have received the proceeds through illegal activities amounting to RM214,080 from the CIMB account belonging to Chin that was in prior, transferred from the Hong Leong Bank account belonging to the wife of Chin, namely, Poh Chun Ting.

The alleged offences were said to have been committed on 13, 23, 25 and 26 July 2012, at Sime Darby Auto Performance Sdn. Bhd., Glenmarie, Shah Alam, Selangor.

The offence for cheating carries a maximum 10-year jail term, whipping, and a fine, whereas offences on money laundering carries a maximum jail term of up to 15 years and a fine not less than five times the value of the illegal activity or RM5 million, whichever is higher.

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19. Former Manager of Telekom charged for claims on 'dummy' UniFi project involving RM822,398.59

A former Manager of Marketing and SME Channels of Telekom Malaysia (TM), faced charges at the Shah Alam Special Sessions Court for Corruption on 11 November 2014.

The accused, Noorazlina binti Shamsudin, 41, faced charges on 10 counts of submitting false claims amounting to RM822,398.59. Noorazlina allegedly had submitted 10 claims related to projects on the installation UniFi high speed broadband facilities that were never carried out. The alleged claims were made to two companies, namely, Core Entity Sdn. Bhd. and Excellent Products Sdn. Bhd.

Claims to Core Entity Sdn. Bhd. was for the following projects:

- a. Smart Partnership Infrastructure for the Wharf Residence amounting RM91,031.27;
- b. Smart Partnership Infrastructure for Arata totaling RM69,131.11;
- c. Smart Partnership Infrastructure for 6 Ceylon amounted to RM99,181.21;
- d. Infrastructure for Messrs TM Ketapang Realty Sdn. Bhd. - Tijani Falcon (Phase 1) amounting to RM96,780;
- e. Infrastructure for Messrs TM Ketapang Realty Sdn. Bhd. - Tijani Falcon (Phase 2) amounting to RM48,750;
- f. TM Infrastructure for Messrs Tradewinds Corporation Berhad amounting to RM58,500;
- g. Smart Partnership for Advanced Infrastructure Puncakbumi Sdn. Bhd. at the Arc amounting to RM98,750; and
- h. Smart Partnership Infrastructure for Astana Capital Sdn. Bhd. at D'Island amounting to RM89,975.

Excellent company filed for Spring Sdn. Bhd. is for the following project:

- a. Material Supply and Cable Installation for Purpose scintillating amounting to RM71,000; and
- b. Material Supply and Cable Installation for Messrs Prima Nova Real Development Sdn. Bhd. amounting to RM99,300.

The alleged offences were committed under section 18 of the Act 2009 in April, May, August, September, December 2012 and in January 2013 at the TM MSC in Cyberjaya. The offence carries a maximum jail term of up to 20 years and a fine not less than five times the value of the claim is false or minimum or RM10,000, whichever is higher.

20. Manager of UMW accused of accepting RM1.3 million as bribe

A former Sales Manager of UMW Pennzoil Distributors Sdn. Bhd. was charged on three counts of bribery charges at the Ipoh Sessions Court on 16 July 2014. Ganiah Vinsan Rasiah, 48, was allegedly accused of accepting bribes amounting RM493,540.90 from Popular Construction and Engineering Sdn. Bhd. between April and September 2009. The payments were made through four cheques respectively totalling RM175,000, RM71,638.80, RM70,990 and RM175,912.10.

The amounts were allegedly paid as a 'fee' for recommending Popular Construction and Engineering Sdn. Bhd. as the contractor for the Pennzoil Flagship Workshop programme that involved renovation works of three workshops, namely, Dot International Sdn. Bhd., Bonus Concept PT. Bhd., and Triple Synergy Sdn. Bhd.

The accused was also charged at the Shah Alam Special Sessions Courts Corruption on 17 July 2014 on five counts of accepting bribes totaling RM788,463.52 from Positive Active. The bribe was for recommending Active Positive as contractor to refurbishment works of five workshops, namely, Dynasty Car Workshop Sdn. Bhd., Euroasia Garage Sdn. Bhd., Majau Puri Sdn. Bhd., MERC Generations Autocare Sdn. Bhd. and MH Tuner Holdings Sdn., also under the Pennzoil Flagship Workshop programme. The five charges were allegedly committed in Kepong between 14 October 2009 and 14 June 2010.

The total amount of the bribe allegedly received by Ganiah amounts to RM1,282,004.42 for which he claimed trial to all charges that carries a maximum jail term of up to 20 years and a fine five times the related amount or a minimum or RM10,000, whichever is higher.



Break the **Corruption** Chain

RM **65.4 mil.**
value of corruption
based on Investigation
Papers opened

RM **2.8 mil.**
forfeited property

RM **21.4 mil.**
seized property

RM **12.9 mil.**
fine collected

PROSECUTION CASE OF CORRUPTION

STATISTICS ON PROSECUTION CASES

Since its establishment on 1 January 2009, the MACC has continued its good track record in relation to the areas covering legal and prosecution. Effectiveness in prosecution does not solely depend on the conviction rate, but also rests on the success of prosecution in high-profile and public interest cases.

The MACC transformation has resulted in success in operation, prevention and human resources. Furthermore, the support and cooperation from the public has been a vital contributor towards this accomplishment.

Moreover, the implementation of various government initiatives such as the establishment of Special Corruption Session Court and the setting of one-year timeline for corruption case trial, has also largely contributed to this achievement. These initiatives, together with certain amendments to the Criminal Procedure Code in 2014, have in fact successfully cleared many outstanding corruption case trials including solving cases without going through lengthy trials.

The main focus of MACC in 2014 was to maintain a high conviction rate and to ensure that the punishment meted out on offenders not only commensurate with the offence but also serve as a form of repent and lesson in general. Focus was also targeted on initiatives to forfeit properties out of a corruption crime either with or without prosecution in order to ensure that no one benefits from committing a corruption offence.

CONVICTIONS

Throughout 2014, 317 individuals were charged of which 134 (42%) were public officials, 140 (44%) were members of public, 42 (13%) from the private sector and 1 (1%) council member of local authority.

Of the 134 civil servants, 48 (36%) were from the Management and Professional Group category while the remaining 86 (64%) were from the Support Group category.

317

individuals were charged

42%

civil servants

57%

public sector and the public

TRIAL CASES

In 2013, 490 cases were tried at the Special Corruption Session Court, of which 318 were new cases.

Whereas in 2014, a total of 454 cases, including 348 new registered cases, were tried at the Subordinate Court.

313 cases were completed where, 245 (78%) reached conviction, 51 (16%) cases were acquitted and discharged and 17 (6%) were discharged not amounting to acquittal. This resulted to 78% conviction rate in 2014.

Table 9 depicts a comparison of trial decisions at the Subordinate Court.

TABLE 9: Comparison of trial decisions in the Subordinate Court from 2012 to 2014

NO.	DECISION	TOTAL					
		2012	%	2013	%	2014	%
1.	Conviction	339	85	265	84	245	78
2.	Discharged and acquittal	54	13	44	14	51	16
3.	Discharged not amounting to acquittal (DNAA)	8	2	6	2	17	6
TOTAL		401	100	315	100	313	100

Despite the reduction in the number of convictions, the conviction rate however, has reduced due to a significant increase in the number of cases being dismissed by the court as discharge not amounting to an acquittal (DNAA). The number of DNAA cases increased from six cases in 2013 to 17 cases (by 3%) in 2014.

Causes resulting to the 17 DNAA cases are as follows:

- Six cases resulted from the untraceable complainant or prime witness;
- One case was due to the accused absconding;
- Two cases involved the accomplices being charged initially but was later withdrawn for being required to testify as prosecution witnesses against the main accused; and
- Other factors included acceptance of representation and withdrawal from prosecution due to re-evaluation of available testimony.

From 1 January until 31 December 2014, total fine on individuals convicted of corruption offence amounted to RM12,915,813.60.

RM

12.9

millions of fine imposed.

APPEAL CASES

A total of 232 appeal cases were presented at the High Court and Court of Appeal, of which, 94 were newly registered cases. At the High Court level, 79 cases were resolved with 62 (78%) cases going in favour of the prosecution and 17 (22%) cases in favour of the accused.

At the Court of Appeal level, 71 cases were resolved with 48 (68%) cases going in favour of the prosecution and 23 (32%) cases in favour of the accused.

Table 10 and **Table 11** demonstrates decisions of cases presented at the High Court and the Court of Appeal.

TABLE 10: Comparison of results of the appeal cases at the High Court from 2012 to 2014

NO.	DESICION	TOTAL					
		2012	%	2013	%	2014	%
1.	In favour of prosecution	90	59	81	76	62	78
2.	Not in favour of prosecution	63	41	26	24	17	22
TOTAL		153	100	107	100	79	100

TABLE 11: Comparison of results of the appeal cases at the Court of Appeal from 2012 to 2014

NO.	DESICION	TOTAL					
		2012	%	2013	%	2014	%
1.	In favour of prosecution	51	68	52	60	48	68
2.	Not in favour of prosecution	24	32	35	40	23	32
TOTAL		75	100	87	100	71	100

In 2014, there were seven cases initially disposed at the Subordinate Court as non-prima facie case, subsequently had its decision reversed by the High Court upon appeal and the accused were ordered to enter their defence.

PROPERTY FORFEITURE CASES

Throughout 2014, a total of 28 cases involving forfeiture of property were tried at Subordinate and High Courts as compared to 29 cases in 2013. There were 21 cases disposed at these courts and in favour of prosecution while the remainder still have their decision pending.

Table 12 illustrates a comparison of decisions on cases involving property forfeiture from 2012 to 2014.

TABLE 12: Comparison property forfeiture cases from 2012 To 2014

NO.	DESICION	TOTAL					
		2012	%	2013	%	2014	%
1.	In favour of prosecution	44	100	28	100	21	100
2.	Not in favour of prosecution	-	-	-	-	-	-

SUCCESS OF PROSECUTION CASES

The following cases have attracted public attention plus where the offender received heavy sentencing, reflecting the seriousness of corruption offence.

1. Director of Public Works Department sentenced to one year imprisonment and fined RM1.154 million for abuse of position

This high-profile case involved Director of the Facilities Maintenance Division of the Public Works Department (PWD), Dato 'Abd Rahim bin Ahmad, who was charged under section 23 of the MACC Act 2009 on 26 June 2013 at the Johor Bharu Special Sessions Court on Corruption for abusing his position for awarding two contracts, valued at RM230,800, to a company belonging to his sibling.

On 30 June 2014, he was sentenced to one year imprisonment and fined RM1,154,000 (or in default, six months imprisonment). However, the case is currently in its appeal stage.

2. Former Director of Veterinary Services sentenced to four years imprisonment for falsifying documents in 'self-promotion' exercise

Former Director of the Department of Veterinary Services Negeri Sembilan, Dato' Dr Noor binti Soeraya Norsham was charged on 17 January 2012 at Special Sessions Court on Corruption at Seremban, on four counts under section 471 of the Penal Code. She had allegedly produced four false documents pertaining to her promotion.

On 15 January 2013, the court acquitted Dato' Dr Noor Soeraya of all charges. The decision was made after the court found that the defense had succeeded in raising beyond reasonable doubt in this case. However, the prosecution submitted an appeal against the decision.

On 21 February 2014, the Seremban High Court overturned the decision of the Sessions Court and sentenced her to four years imprisonment and fined RM10,000 (or in default, six months imprisonment) for each the charges.

However, Dato' Dr Noor Soeraya appealed against this decision but was ordered to pay the RM40,000 fine imposed.

The accused was found to falsify documents regarding her own promotion to grade G48, G52 and G54.

The
FIRST
High Court Judge
to be charged and
convicted.

3. Court upholds 10-year imprisonment sentencing of former Judge of the Syariah High Court

Hassan Basri bin Markum is the nation's first Syariah High Court judge to be charged for corruption offences. He was charged under section 10(a)(bb) and 11(a) of the MACC Act 2009 at the Ipoh Sessions Court on 20 November 2007 on five counts, and on 31 March 2008 on two counts.

He was alleged for soliciting and receiving cash amounting to RM13,000 from a night club owner to reduce the sentencing on a syariah offender and order the return of the surety bail to the bailer. He was also charged for soliciting and accepting bribes amounting to RM2,200 in favour of approving a polygamy application of two couples intending matrimony.

The Ipoh High Court, on 14 December 2010, found him guilty on all seven counts of corruption charges and sentenced him to 10-year imprisonment and ordered a fine of RM210,000 (or in default, 42 months imprisonment).

On 4 August 2014, the Ipoh High Court upheld its decision but the case is currently being appealed at the Court of Appeal.

4. Former Vice President of PERKIM guilty of cheating

Former Vice President 2 of the Organization of Islamic Development of Malaysia (PERKIM), Professor Emeritus Datuk Dr. Ariffin bin Suhaimi, together with two other members of PERKIM, namely, Datuk Darman bin Baba and Abas bin Adam, was charged for cheating under section 418 of the Penal Code at the Shah Alam Sessions Court on 10 July 2013.

The accused were alleged to have cheated members of the PERKIM Branch of Damansara Utama in deliberately withholding information on the receipt of an advance payment from Rira Bina Sdn. Bhd. pertaining to the Upgrading the Status of Traffic Flow (Phase 1) Line B9/FT015 Project, from Subang Airport to Sungai Buloh Hospital. The project is valued at RM3,612,000.

The offence was committed at the Damansara Utama PERKIM Branch Office, Petaling Jaya, between 1 April 2002 and 22 April 2004. All three accused pleaded guilty to the charges made against them.

On 3 January 2014, the court ordered a fine of RM20,000 (or in default, six months imprisonment).

5. Senior political party member fined and imprisoned for producing false documents and involving money laundering

The Information Division head of the Libaran Parliamentary constituency, Ab Karim bin Jalil, was charged on three counts under section 471 of the Penal Code and 4(1) of the Anti-Money Laundering and Anti-Terrorism Financing Act (AMLATFA) 2001 at the Sandakan Sessions Court on 25 February 2011. The accused had allegedly used false documents and had engaged in money laundering activities involving an amount totalling RM9,303.

On 21 June 2012, the court convicted Ab Karim on all three counts and was ordered a sentence of three months for each of the two charges under section 471 of the Penal Code, and five months imprisonment and a fine of RM9,303 (or in default, one month imprisonment) for the charge under section 4(1) AMLATFA 2001. The decision was upheld by the High Court.

On 22 January 2014, the Court of Appeal rejected the final appeal made by Ab Karim and upheld the decision of both the Sessions Court and the High Court.

6. Sentence upheld on the Chief Prosecutor of the Perak Islamic Religious Department

The Chief Prosecutor of the Perak Islamic Religious Department, Shahrnazri bin Abdul Samad, was charged under section 10(a)(bb) and 11(a) of the Anti-Corruption Act 1997 on 2 May 2008, at the Ipoh Sessions Court. The charge was in relation to the accused receiving gratification money amounting to RM10,000 from Mohd Asri bin A. Bakar for not proceeding with *khalwat* or close proximity charges against Mohd. Asri.

On 13 February 2012, the court sentenced the accused to two years imprisonment and fined RM55,000 (or in default, eight months imprisonment). The sentencing has been upheld by the Ipoh High Court on 21 August 2014 with the case still pending appeal.

7. Local Council Member sentenced to one year imprisonment for abuse of position and using false documents

Former Member of the Subang Jaya Municipal Council (MPSJ), Hamdan bin Ismail, was accused at the Shah Alam Sessions Court on 20 December 2013 for abusing his position as a public official and in producing forged documents.

The first charge under Section 23 of the MACC Act 2009, accused him of using his position in obtaining an approval for a project valued at RM19,790 in the construction of road bumps on Jalan LEP 6 and Jalan PP1 as well as road repair works surrounding Equine Park, Seri Kembangan.

The second charge was under section 471 of the Penal Code where the accused had allegedly used false documents of the Minutes of the Committee Meeting of the MPSJ Zone 19 Residents dated 3 December 2009, as genuine.

On 29 August 2014, Judge M. Bakri bin Abd Majid found Hamdan guilty on both charges and sentenced the accused to one year imprisonment (sentence to run concurrently). The case, however, is currently under appeal.

8. Consultant engineer imprisoned and fined RM1.75 million for corruption

A Consultant to the Penang Municipal Council (MPPP), namely, Chua Beng Seong, was charged under section 16(a)(A) of the MACC Act 2009 at the Georgetown Sessions Court on 6 January 2011 for accepting a bribe of RM350,000 from the Managing Director of Khasal Jaya Sdn. Bhd, a construction company.

The bribe was intended to influence Chua to recommend the construction company to the MPPP in the award of the tender to upgrade the infrastructure at the Bayan Lepas Industrial Zone and Technoplex, MK 12, Southwest District (Package 2). The bribe was also intended to ensure that there was non-interference by Chua during the construction work carried out by the company.

On 27 January 2014, the court found Chua guilty and sentenced him to three months imprisonment and ordered a fine of RM1.75 million (or in default, six months imprisonment). The case, however, is still pending appeal.

PREVENTION

“Integrity is doing the right thing,
even when no one is watching.”

C.S. Lewis

INSPECTION AND CONSULTANCY

INSPECTION AND CONSULTANCY

In 2014, the Inspection and Consultancy Division reviewed 136 cases that primarily focused on examining and detecting loopholes in systems and procedures that could be susceptible to corruption, abuse of position and malpractice in organizations. Of the total, inspection on 64 cases resulted in 231 recommendations for improvement that were presented to respective organizations through consultation sessions.

Among the national interest issues which become MACC focuses in 2014 as the following:

i. **Systems and work procedures on land administration and enforcement in Cameron Highlands**

Inspections were conducted to review the systems and procedures as well as in detecting weaknesses in procedures concerning the land administration and enforcement in Cameron Highlands.

TABLE 13: Findings on the inspection on systems and work procedures on the land administration and enforcement in Cameron Highlands

WEAKNESSES	RECOMMENDATIONS
No segregation of duties between the Land Administrator/District Officer and the District Council President resulting in ineffective management of tasks as well as conflict of interest or responsibility.	Establish two distinct jurisdictions between the District Council and the District and Land Office that can reduce the burden of work and avoid conflict of interest or responsibility. It also aims to avoid overlapping in authority (grey areas) that could become advantages to certain parties.
No visible demarcation of the gazetted Permanent Forest Reserve (PFR) border.	The borders of the PFR needs clear marking in maintaining the border as well as effective enforcement of laws concerning the PFR and state owned land by the Forestry Department and Land Office.
The <i>Orang Asli</i> (local natives) Resettlement Plan (RPS) area in Cameron Highlands is not gazetted and demarcated.	• Gazette and clear demarcation of the Resettlement Plan (RPS) border area. • Restrict the cultivation area for the <i>Orang Asli</i> in the RPS area or create a specific cultivation zone.

136 cases

231 recommendations

No enforcement requiring the demarcation of borders and installation of Temporary Occupation Licence (TOL) signage, making approved allotment of land publicly unknown. As such, TOL owners were occupying additional land space beyond the approved allotment.	Regulation to include permanent demarcation of borders (boundary stone) and compulsory installation of TOL signage on approved land area. This will facilitate identification and enforcement as well as improve transparency.
Incomplete standard operating procedures (SOP) on enforcement and investigation in the Work Procedure Manual (MPK) and officers Desk File (FM) as guidelines for enforcement activities. This conveys enforcement activities undertaken were based on the practice and discretion of the officers in charge.	Develop comprehensive SOP/MPK/FM on investigation and enforcement as guidelines for officers conducting enforcement activities.
Weak and ineffective enforcement due to: • Lack of coordination between relevant departments resulting in unprofessional enforcement that caused difficulties in obtaining statements and evidences for prosecution purposes. This has enabled illegal settlers to evade legal actions and indirectly allowing such illegal acts. • Insufficient logistics and equipments; • Leakages in Information on enforcement operations;	• Establishment of a multi agency task force comprising of the District and Land Office (PTD), Land and Mines Office (PTG), the Forestry Department, Department of Orang Asli Development (JAKOA), the Royal Malaysia Police (RMP), the Malaysian Armed Forces and other agencies equipped with logistical capabilities and legal provisions to enforce the law. The task force needs to be given immunity to act without pressure or influence from any party. • Equip the task force with the adequate logistics and equipments. • Establish an integrated system and procedure on enforcement to improve operation effectiveness.

• Presence of illegal middlemen or 'tonto' community (among them, vegetable farmers, foreign workers, <i>Orang Asli</i> and contractors) threatening enforcement officers during enforcement operations; • Low fine and penalty rates that do not commensurate with current times. • There were 'instant contractors' made up of locals and immigrants operating during weekends and public holidays.	• Streamline the implementation of enforcement methods in Cameron Highlands under section 426A of the National Land Code, 1965 (Procedure on the issuance of compound summons). • Review compound rates under the National Land Code, 1965. • Verify and enforce the Land Conservation Act 1960 (Pahang Enactment No. 13) which provides for heavier penalties and fines; and • Limit the usage of heavy machineries, monitor the movements of foreign workers and conduct enforcement operations during weekends and public holidays.
Illegal settlers conspiring with local natives (<i>orang asli</i>) in illegal activities by using them as shields during enforcement raids.	• Organize engagement activities with the local natives community leaders or 'Tok Batin' and the community. • Expand the role of Department of Orang Asli Development (JAKOA) to control, advise and monitor illegal land cultivation activities involving the <i>Orang Asli</i> community.
Low levels of knowledge and apathy on enforced laws, regulations and directives resulting in non-compliance as well as violation of laws, regulations and directives.	Increase public's knowledge through the following efforts: • Conduct awareness campaigns on compliance to the laws, regulations and directives in force; • Organize engagement and consultation activities with the local communities; and • Issue press and media statements in clarifying ongoing issues.

Illegal settlers
complopped and
hid behind '*Orang
Asli*' to work on
illegal activities.

Absence of encouraging factors enabling the public in providing information or lodging reports to enforcement authorities on illegal cultivation activities.

Create a rewards system that awards complainants or informants upon successful prosecution of a case.



Illegal land clearance at Terisu Post



Illegal land clearance at Terla Post



Illegal land clearance at Ringlet Post



Vegetable farm cultivated on a non-gazetted area at RPS Terisu by non-Orang Asli farmers

On 11 and 22 July 2014, a consultation session was held between the MACC, the Chief Minister of Pahang, the State Secretary of Pahang and the State Security Council of Pahang on the recommendations to improve the enforcement and land administration in Cameron Highlands.

The MACC urged for the recommendations to be expedited in order to avoid perceptions claiming that the Pahang Land and Mines Office (PTG Pahang) and the Cameron Highlands District and Land Office, to be ineffective and corrupt.

Further inspection by the MACC also discovered that illegal cultivation of government land as well as breach of TOL borders were evident in many areas in the sub-districts of Cameron Highlands.

ii. **Systems and work procedures regarding application and approval of government land in the state of Sarawak**

The inspection on the legislation, policies and procedures related to the application and approval of land belonging to the Sarawak State Government was conducted to detect areas conducive to corruption, abuse of position, malpractice and non-governance.

TABLE 14: Outcome of inspection by the MACC on systems and procedures concerning land application and approval in the state of Sarawak

WEAKNESSES	RECOMMENDATIONS
Under section 13(1) and 38 of the Sarawak Land Code of 1958, the Minister is given absolute power to decide on applications on government land in Sarawak. The Minister refers to the minister gazetted in the given time. There are three ministers gazetted as Minister in-charge of land affairs in Sarawak, namely: • Chief Minister of Sarawak cum Minister of Resource Planning and Environment I; • Minister of Resource Planning and Environment II; and • Deputy Chief Minister of Sarawak cum Minister of Modernisation of Agriculture and Minister of Sarawak Rural Development. MACC's inspection revealed manipulation in the authority granted especially in the approval of applications by family members of the minister (authorising officer of land applications) by other ministers who also have the authority to decide on land applications. Granting absolute power without element of control can result in wide discretionary powers that can be manipulated by the ministers for personal gains or for the interest of family members.	i. Amend section 13(1) of the Sarawak Land Code of 1958 to allow for collective decision making involving members of State Executive Council pertaining to land application processes. This policy has long been implemented in other states in Peninsular Malaysia. ii. Establish administrative policies prohibiting family members of Ministers and state government officials to participate in applications of land belonging to the Sarawak State Government.

MACC recommends for State Executive Council to collectively process land applications.

iii. Weaknesses in systems and procedures on maintenance of ambulances in the Ministry of Health

The inspection focused on the systems, procedures and practices involving the maintenance of ambulances at hospitals, medical centres and clinics. Based on the inspection, it was identified that the maintenance of ambulances were not properly monitored which resulted in disruptions in the ambulance services. Below are the weaknesses identified and recommendations for improvement.

TABLE 15: MACC findings on systems and procedures on maintenance of ambulances in the Ministry of Health

WEAKNESSES	RECOMMENDATIONS
No guidelines on the maintenance of ambulances under warranty.	Develop guidelines on procedures on the maintenance of ambulances under warranty as well as not under warranty applicable to hospitals nationwide.
Limited knowledge of hospital management on Treasury Circular No. 2 of 1980 and Treasury Circular No. 5 of 2013. Both circulars concerns regulations on the management and maintenance of government vehicles.	Comprehensive publicity of Treasury Circular No. 2 of 1980 and Treasury Circular No. 5 of 2013 to the support service group in the Ministry of Health, hospitals and medical centres.
No official appointment letter as well as task list for personnel in-charge of ambulance maintenance.	The Ministry of Health to ensure that all officials in-charge of vehicles nationwide be issued official appointment letters by the Head of Department (Hospital Director) along with the task list outlining the duties and responsibilities.

Consequently in July, the Ministry of Health initiated the recommendations by the MACC by establishing and enforcing the Guidelines on Ambulance Maintenance in Hospitals and Medical in all State Health Departments.

iv. Weaknesses in systems and procedures on the project concerning the construction and completion of pre-school buildings and its related facilities by the Ministry of Education (MOE) under the NKRA Education.

Inspection was carried out to detect weaknesses in the practices, systems and procedures on the project management and monitoring of the 'Proposal for the Construction and Completion of Pre-school Buildings and Related Facilities by the Ministry of Education' - a project under the National Key Results Area (NKRA) Education.

The scope of inspection also included reviewing the systems and procedures concerning the procurement of equipments and cleaning materials that were not supplied to other schools.

TABLE 16: Findings from the MACC's inspection on the project concerning the construction and completion of pre-school buildings and related facilities by MOE under NKRA Education

WEAKNESSES	RECOMMENDATIONS
Award of large number of projects to the same contractor in a less feasible completion period that caused delay in the completion of the project.	Limit award of projects to the same contractor by taking into account the capabilities of the contractor and the location of the project. The project completion period must commensurate with the total number projects in hand.
No standard operating procedures (SOP) with regards to the implementation of special projects or project ' <i>kilat</i> ' resulting in inefficient project mangement and planning.	Prepare SOP in relation to special projects or project ' <i>kilat</i> .'
No specific guidelines and specifications on pre-school building projects. This resulted in inconsistent building designs and features for each project package as it was prepared by several consultants. In addition, some specifications of equipments were inappropriate for students and teacher, causing non-conducive learning and teaching sessions.	Develop guidelines specifically for pre-school building projects. The guidelines need to take into consideration of the standard specifications and its appropriateness for pre-school students and teachers.

Project monitoring and supervision is entirely dependent on the appointed consultant resulting in project delay and non-compliance of certain contract specifications by the contactors.	Project monitoring and supervision to be managed by the Ministry of Education.
School representatives were not provided with work specifications and equipments as per contracts as a guide in supporting the work completion certification and receipt of pre- school equipments. This results in the work completion certification that is solely based on physical appearance. Furthermore, inspections on equipments received were based on the Acknowledgement Receipt Certificate produced by the contractor during the project handing over.	Distribute specification documents and check lists pertaining to pre-school projects and equipments during the final inspection visits and on the liability defect period in the project submission, to State Education Departments, District Education Offices and school representatives. Include a provision in section 18 of the MACC Act 2009 (offence in submitting false claims) in the following documents: • Work completion supporting documents of Works and project handing over document; • Declaration of Consultants for Interim Payment; and • Defect/Damage Register Form. This serves as reminders to deter contractors to make false claims.

v. Inspection on non-compliance and breach in procedures on transportation services facilities during project management

The inspection looked into the issue which was reported by the Committee on Integrity Governance (JKTU) of the MACC Perak, concerning vehicles used that were not returned to the project owner upon completion of a project.

The inspection studied several projects on the procurement procedures in obtaining transportation services based on the work contracts that included implementation by agencies.

The inspection findings revealed that there were non-compliance and breach in procedures of the Treasury Circular No. 13 of 1999 (SPP No. 13 of 1999) by the Ministry of Finance.

TABLE 17: Findings on non-compliance and breach in procedures on transportation services facilities during project management

WEAKNESSES	RECOMMENDATIONS
No monitoring by the implementing agency on the receipt of vehicles for a project. As a result, change in the supply quantity were not known to the agency as in the case of the Kluang Hospital construction project.	i. The Ministry of Finance to specify the permissible type/model for four wheel drive vehicles (4WD) in order to avoid misuse facilities. This will ensure that only suitable vehicles (4WD) were supplied, not those of luxury and high-end models.
Project vehicles and petrol indent cards were used for personal purposes (eg. returning to hometown) as in the case involving the Drainage Division of the Ministry of Agriculture and Agro-Based Industry.	ii. Include section 23 of the MACC Act 2009 in the SPP No. 13 of 1999 as a reminder clause that states the offence of abuse of position by a public officer.
Modification of project vehicles tyre rims from large-size (20-inch) to low-profile specification as in the case involving the Drainage Division of the Ministry of Agriculture and Agro-Based Industry.	The purpose is to remind the officers involved on prohibiting the free allocation of vehicles upon expiry of the work contract.

There were cases in which the project vehicles and petrol indent card were used for personal purposes, such as returning to hometown.

Non-compliance of the Ministry of Finance circular specifying the provision for usage of vehicles at easily-accessible project locations such as in urban areas.	Include a compliance clause in the Ministry of Finance circular followed by action on non-compliance of the circular. For example, transportation facilities are to be allocated for projects in urban and easily accessible areas.
No determination of a standard ceiling cost for vehicle maintenance.	
There were varying maintenance costs for various projects despite being given similar project completion periods.	
Inconsistent procedures in the procurement of vehicles at State Public Work Department (PWD) offices in adopting either of the following: - Guidelines on the Management of Tender for Construction and Design Projects (eg. PWD Johor vs PWD Perak); or - SPP No. 13 of 1999. According to the Guidelines on the Management of Tender for Construction and Design Projects, the vehicles supplied are not limited to four wheel drive, but sedan types as well. Approved types of vehicles in the allocation are: Category A: 110 cc - motorcycles; Category B: 1,500 cc - Proton Wira sedan car or equivalent; Category C: 1,300 cc - Perodua Kembara 4WD or equivalent; Category D: 2,000 cc - Proton Perdana or equivalent; and Category E: 2,800 cc - Mitsubishi Pajero 4WD or equivalent.	

The Ministry of Finance has made improvements to Treasury Circular No. 13 of 1999 based on recommendations by the MACC.

vi. Systems and procedures in the management of the Joint Management Body/Management Corporation (JMB/MC) by the Commissioner of Buildings (COB) under the National Housing Department

Complaints received highlighted weaknesses and inefficiency in the management of the JMB/MC which included transparency issues in the administration and financial affairs. The weaknesses were also associated with the Commissioner of Building (COB), the Ministry of Housing and Local Government (KPKT), who are accountable in supervising the JMB/MC.

TABLE 18: Finding on the management of the Joint Management Body/ Management Corporation (JMB/MC)

WEAKNESSES	RECOMMENDATIONS
No legal provision in existing laws on effectual enforcement.	Draft laws to grant the JMB/MC with the authority to initiate effective enforcement.
No code of ethics as guidelines for JMB/MC members	Develop a code of ethics that can be understood, appreciated and implemented by the appointed JMB/MC members.
No official undertaking by JMB/MC members requiring them to administer with a sense of responsibility.	Develop a letter of undertaking for JMB/MC members to be signatories requiring them to comply with the JMB/MC Code of Ethics.
JMB/MC members are incompetent in the skills and knowledge in carrying out the roles and functions of the JMB/MC.	Provide sufficient training via appropriate courses for JMB/MC members in improving the required knowledge and competency. This would reduce public complaints and deter corruption, abuse of position and malpractice.

CORPORATE INTEGRITY PLEDGE

The Corporate Integrity Pledge or CIP is a document that enables companies/ organizations to commit towards upholding anti-corruption principles. Signatories to the CIP pledge and promise against engaging in any form of corruption and to initiate ongoing anti-corruption efforts.

The CIP outlines principles to be adopted by corporate organizations in demonstrating their commitment towards creating a business environment that is fair, transparent and free from corruption.

The principles serve as guidelines in determining the focus and needs to be emphasised by companies/organizations in contributing towards anti-corruption efforts in the country.

The implementation of the CIP is an initiative of the National Key Result Area (NKRA) Fighting Corruption under the Government Transformation Programme. The CIP is also an essential link in the reformation of the public sector and continuous enhancement in the private sector in order to spur the country's progress towards a developed nation.

The Penang Development Corporation signs the Corporate Integrity Pledge on 5 May 2014.

In 2014, there were 65 signatories to the CIP comprising companies, government agencies and non-governmental organizations (NGO) as per the CIP list in **Appendix 1**.



CORRUPTION RISK MANAGEMENT

The objective of the Corruption Risk Management or CRM is to minimise or eliminate risks in the implementation of core activities in a public body. The CRM adopts a risk assessment and risk management approach to aid agencies in developing a Corruption Risk Management Plan.

In 2014, there were 32 workshops and seminars on corruption risk management held for government departments and agencies as per list in **Appendix 2**.

ACE: NEW INITIATIVE IN INFORMATION SHARING



ACE or the Anti-Corruption and Ethics Centre is MACC's latest initiative in combating corruption in the prevention and education strategy. ACE, currently in its development stage, will feature as one stop reference centre related to anti-corruption and ethics.

ACE functions via a portal platform as well as various on-site programmes. The ACE Portal is a platform catered for local and international professionals in sharing best practices, good governance, knowledge and experience pertaining to issues concerning corruption.

In addition to functioning as a central source of information for the public and corporate sectors, ACE aims to release toolkits that serve as guides in efforts in fighting corruption. Members of the public will have free access to these information.

ACE comprises of three main components:

- Information and education centre - dissemination of information on corruption, case studies and legislation in force in Malaysia. ACE also develops solutions for corruption dilemmas based on specific issues;
- On-line Centre - issuing prompt response to enquiries and issues related to corruption and ethics; and
- Marketing and Media - providing information and data via updated news, publications, statistics and discussion programmes in bringing ACE parallel to current developments.

ACE will focus on current issues of public interest, high impact and corruption issues that are industry-based (such as construction, forestry and finance) and function-based (such as procurement and human resources).

The information sharing center is expected to be completed and operational in June 2015.

PUBLIC SERVICE GOVERNANCE

EMPOWERING PUBLIC SERVICE GOVERNANCE AND INTEGRITY

The impact of globalisation, causing dynamic waves of change to the environment and in the expansion of citizens' expectation, has led to demand for the need of transformation in the public service. The context of transformation in the public service casts its focus on the structure and a paradigm shifted towards a public service that remains relevant, of first class stature and competitive in the international arena.

The efforts of the Special Cabinet Committee on Government Management Integrity (JKKMKPK) in the past 15 years (1998-2013) has created positive impact in the enhancing the efficiency and effectiveness of the public service delivery through the integrity management system of the Malaysian government administration.

Table 19 highlights the accomplishments that forms has the capacity to be a catalyst in boosting excellence in public service and upgrading the confidence and satisfaction level of the people towards government's policies, in line with the slogan 'People First, Performance Now'.

Transformation initiatives affected change in the public service delivery that is more transparent, accountable, cost-effective and integrity-based. A decision at the Cabinet meeting on 14 March 2014 led to the establishment of the Integrity and Governance Committee (JITU) to strengthen the integrity management system of the Malaysian government administration. JITU later replaced by the Committee on Integrity Governance (JKTU).

JITU, formalised under the Prime Minister's Directive No. 1 of 2014 dated 3 June 2014, looks into a broader perspective in contributing the best service to the public. This rescinds the Prime Minister's Directive No. 1 of 2009 - Movement to Consolidate the Integrity Management System of the Government of Malaysia: Establishment of Committee on Integrity Governance (JKTU).

TABLE 19: Achievements of the movement to strengthen the integrity management system of the Government of Malaysia

NO.	ACHIEVEMENTS OF THE JKKMKPK
1.	Service Circular No. 3 of 1998 - Guidelines on Receiving and Giving Gifts in the Civil Service
2.	Introduction of the 'Civil Service Integrity Pledge' at the Integrity Management Committee (JKP) Convention on 21 September 1999
3.	General Circular No. 4 of 1999 - Integrity Management Module
4.	Treasury Circular No. 13 of 1999 - Guidelines on the Utilisation of Transport and Equipment Facilities in Project Management through Work Contracts
5.	Prime Minister's Directive No. 1 of 2000 - Guidelines on the Implementation and Mechanism System in Monitoring Moral Values Programmes
6.	Service Circular Letter No. 4 of 2000 - Membership (by Nominee or Honorary) and Free Utilisation of Facilities at Private Golf and Recreation Clubs by Civil Service Officers or Agencies or Associations of Government Departments
7.	Standardised Disciplinary Regulations for Federal Statutory Bodies - Statutory Bodies Act (Discipline and Surcharge) 2000
8.	Service Circular No. 7 of 2003 - Cash Payment in-lieu-of Annual Leave Accumulation
9.	Decision No. 5 of the Prime Minister of Malaysia at a press conference on 5 November 2003 on the drafting of the National Integrity Plan (NIP) and the establishment of the Malaysian Institute of Integrity (IIM)
10.	Service Circular No. 3 of 2004 - Guidelines on the Transfer of Civil Service Officials
11.	Treasury Circular No. 4 of 2004 - Special Government Allocation for Conducting Social, Charity and Sports Activities in Government Departments
12.	Directive of the Inspector-General of Police - The Use of Head Scarf for Women Police Officers, implemented during the 199th Royal Malaysian Police (RMP) Anniversary Celebration Ceremony
13.	Directive Letter by the Chief Secretary to the Government dated 31 January 2007 - Safety and Protection Measures Prohibiting the Use of Mobile Phones and/or any other ICT Communication Devices at Government Agencies Without Valid Authorisation or Approval

14.	Prime Minister's Directive No. 1 of 1998 Series 7 No. 1 of 2007 - Implementation of Civil Service Value Audit Management System
15.	Service Circular No. 5 of 2007 - Meet-the-Client Day Programme
16.	Treasury Circular Letter dated 28 February 2009 - Reminder Clause on Corruption Offences in Government Procurement Documents
17.	Prime Minister's Directive No. 1 of 2009 Series 1 No. 1 of 2011 - Implementation of Certified Integrity Officer (CeIO) Programme
18.	Guideline Issued by the Chief Secretary to the Government of Malaysia(KSN) effective 1 June 2011 - Recognition of Civil Servants for Reporting the Giving or Receiving of Bribes
19.	Decision of the Special Cabinet Committee on Integrity in Government Administration (JKKMCPK) Series 67 No. 1 of 2011 – Blacklisting of Multi National Corporations (MNC) Registered with the Ministry of Finance Proven to Being Involved in Corruption
20.	Decision of the JKMMCPK Meeting Series 67 No. 1 of 2011 - Prohibition on the Transport of Sand by Sea
21.	Decision of the Special Meeting of the JKTU Series 4 No. 1 of 2012 - Implementation of the Integrity Pact in Mega Government Projects
22.	Decision of the Special Meeting of the JKTU Series 4 No. 1 of 2012 - Integrity Vetting in the Appointment of the positions of Managing Director (MD) and Chief Executive Officer (CEO) in Government-Linked Companies (GLC)
23.	Introduction of the 'New Initiative under the Government Transformation Programme (GTP) for the Purpose of Controls on Political Funding' on 28 February 2012
24.	Service Circular No. 6 of 2013 - Establishment of Integrity Units in Government Agencies
25.	Decision of the Special JKTU Meeting Series 5 No. 1 of 2013 - Poison Pen Letters No Longer Acknowledged for Purposes of Investigation

IMPLEMENTATION OF THE PRIME MINISTER'S DIRECTIVE NO. 1 OF 2014

Transition from JKTU (Committee on Integrity Governance) to JITU (Committee on Integrity and Governance)

Prior to the implementation of the Prime Minister's Directive No. 1 of 2014, the MACC together with the State Secretary Office of the Kelantan Government as jointly organized the National JKTU Secretariat Meeting Series 13 No. 1 of 2014 on 24 to 25 February 2014 in Kota Bharu which provided the progress on matters arising from the previous meeting as in **Table 20**.

TABLE 20: Progress on matters arising from the National JKTU Secretariat Meeting Series 12 No. 1 of 2013

NO.	ISSUES	PROGRESS STATUS
1.	Review of the policy and regulation on the marriage between civil servants and foreigners that may affect public safety.	The issue was resolved with the following recommendations for improvement: a. Interviews will be conducted by the Human Resources Management Division of Ministries/ Departments using standardised questions in various methods; b. Security vetting questions will be synchronized and carried out in more detail for foreigners from high-risk nations; c. The risk-rating of positions will be listed by the Public Service Department according to ministries/departments; and d. List countries in crisis prohibiting its citizens to marry Malaysian citizens.
2.	Road dredging works by utility companies that are often carried out upon laying of new roads.	The Ministry of Urban Wellbeing, Housing and Local Authority will head an in-depth review to identify predicaments regarding the issue.
3.	Management of uniform attire	The Public Service Department issued the Service Circular No. 1 of 2014 on Tailoring Fee Allowances on 5 February 2014 and came to effect on 1 April 2014.

NO.	ISSUES	PROGRESS STATUS
4.	Award of projects to low quality contractors or problematic companies.	All ministries, departments and statutory bodies (agencies) are required to comply with existing government procurement Treasury Circulars/ Treasury Circular Letters issued by Ministry of Finance as follows: a. Treasury Circular Letter No. 5 of 2007: Procedures on the Management of Government Procurement by Tender; b. Treasury Circular Letter dated 26 March 2008: Procurement Price Negotiation Approved Through Direct Negotiation; c. Treasury Circular Letter No. 5 of 2009: Changes in Value Limits and Procedures on Procurement Management by Price; d. Treasury Circular Letter No. 9 of 2009: Limits to Value, Authority and Responsibilities of the Procurement Agency Board; and e. Treasury Circular Letters No. 2 of 2012: Procedures on Government Procurement Management by e-Bidding via the e-Procurement System.
5.	Review on the strengthening of the security vetting process in federal public service.	The complete review was tabled at the National JKTU Secretariat Meeting No. 3 Series of 2013.

Integrity and Governance Committee (JITU)

The establishment of the Integrity and Governance Committee (JITU) is a testimony to the government's commitment in strengthening the integrity of the government administrative system based on the principles of comprehensiveness, systematic, integrated and sustainability. The objectives of JITU are as follows:

- a. Developing a government administration and public service that is efficient, disciplined, of high-integrity, through the practice and culture of moral values and ethics;
- b. Planning and implementing preventive and remedial measures to counter problems and weaknesses especially those concerning the government's financial management, public administration, handling of disciplinary cases, corruption, abuse of position and malpractice, that are also forbidden by religion, laws and regulations; and
- c. Proactive detection and resolve of current issues of high impact across agencies through discussions, collaboration and immediate action for the public.

In general, JITU plays a crucial role in identifying, fulfilling, reporting and monitoring the implementation of new initiatives and solving issues or complications related to integrity and governance based on the six terms of reference of JITU.

TABLE 21: Terms of reference of JITU

1.	Policy and Legislative
2.	Systems and Procedures of the Delivery Services
3.	Detection, Punitive Action and Rehabilitation
4.	Instilling the Culture of Noble Values and Code of Ethics
5.	Customer Management
6.	Form Consensus among Stakeholders

Under the new mechanism, the Minister in the Prime Minister's Department (PMD) assumes the responsibility on Governance and Integrity and as chair of the National Level JITU Meeting. On the other hand, the Malaysian Anti-Corruption Commission (MACC) is part of the joint secretariat, together with the Prime Minister's Office.

National Level JITU Meeting

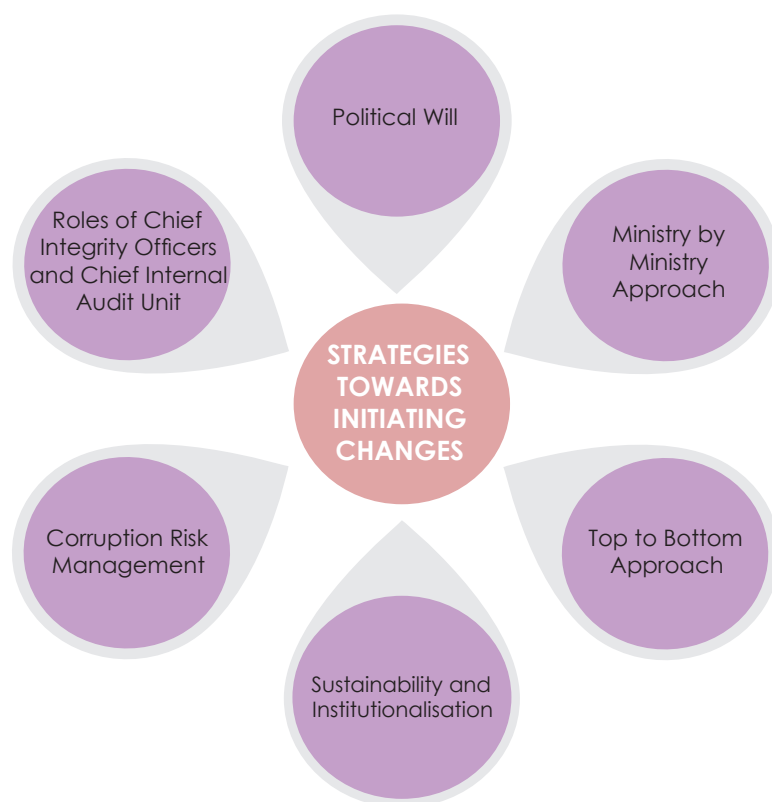
In 2014, the National Level JITU Meeting was held twice (refer to **Table 22**) and was chaired by Minister in Prime Minister's Department who is entrusted with Governance and Integrity, Senator Datuk Paul Low Seng Kuan.

TABLE 22: Meetings of the National Level JITU in 2014

MEETINGS	DATE	VENUE
Series 1 No. 1 of 2014	22 July 2014	Putrajaya International Convention Centre (PICC), Putrajaya
Series 2 No. 2 of 2014	25 November 2014	

At the National Level JITU Meeting Series 1 No. 1 of 2014, members of the meeting were provided with insights on the establishment and vital role of the committee. In summary, JITU acts as a catalyst in bringing changes related to integrity enhancement of the government administration management system through the strategies illustrated in **Figure 1**.

FIGURE 1: Strategies towards initiating changes



The six main issues and the decisions of the National Level JITU Meeting for the attention and appropriate actions by relevant parties are listed below:

1. Illegal cultivation of government land (Cameron Highlands case review)

The findings from the Report on the Practice, System and Work Procedures in the Enforcement on Illegal Cultivation of Government Land (Cameron Highlands Case Review) by the MACC formed valuable input for further action by the Committee on Flood and Landslide Disaster, presided by the Prime Minister.

2. Leakage of official information and official secrets in the public sector

The Data Leakage Review in the Public Sector was initiated by the Prime Minister's Department (PMD) and the findings were presented at the National Level JITU Meeting Series 2 No. 2 of 2014. The PMD was tasked to conduct further reviews including establishing a committee to refine the results. The objective was formulating proactive preventive and improved measures in effectively dealing with the issue.

3. Study on the perception of integrity on local authorities

A study will be conducted by Malaysian Administrative Modernisation and Management Planning Unit (MAMPU) involving the Ministry of Urban Wellbeing, Housing and Local Authority (KPKT), Local Authority Department, Local Authority Department (JKT) and few State Secretary Offices, aimed at assessing the effectiveness in the service delivery system of local authorities.

4. Sponsorship overseas visits by private organizations

All ministries/agencies are prompted to comply with the Treasury Directive Letter (SAP) 'Prohibition on Receiving Private Corporation Invitation to Travel Abroad' dated 24 October 2001. The SAP states that public officials are prohibited from accepting sponsorship from private organizations on overseas factory visits, pre-delivery inspections and others. Public officials violating the regulation will be subjected to a surcharge.

5. Implementation of the Integrity Pact (IP)

The Minister in the PMD, entrusted with Governance and Integrity, recommended for the implementation of the Integrity Pact in every mega projects costing more than RM1 billion. The implementation of the IP will be overseen by the MACC and the National Audit Department.

6. Strategic communication management

All public agencies are required to issue wise, proficient and potent media statements or responses to the media within 24 hours on rising issues.

JITU Special Consultative Task Force (PKP JITU)

In line with the adoption and execution of the Prime Minister's Directive No. 1 of 2014, the PKP JITU was formed to replace the Special Consultative Task Force of the Governance Integrity Committee (PKP JKTU). The PKP JITU comprises of the following:

Coordinator	: Malaysian Anti-Corruption Commission
Members	: i. Public Services Department ii. Ministry of Finance (MOF) iii. Prime Minister's Department (PMD) iv. Implementation Coordination Unit (ICU) v. Malaysian Administrative Modernisation and Management Planning Unit (MAMPU) vi. Public Complaints Bureau (PCB) vii. Malaysian Institute of Integrity (IIM)

PKP JITU is responsible in:

- a. Conducting research on high impact issues across agencies based on decisions and instructions by the National Level JITU and the JKMMKPK; and
- b. Propose measures for solution and improvements to the National Level JITU.

In 2014, the PKP JITU were proactive and responsive to three issues to be reviewed under the terms of reference of JITU. The review was conducted by a special task force led by the appointed members.

TABLE 23: List of reviews by the PKP JITU in 2014

INITIATOR	ISSUE	STUDY OBJECTIVES
PMD	Leakage of official information and official secrets in public sector	Identify causes, effects as well as preventive and punitive measures to counter the incident of information leakage in the public sector.
MAMPU	Study on the perception on the Integrity of local authorities	Identify causes contributing towards the negative perception towards local authorities and to recommend improvements.
MACC	Inspection on practices, systems and procedures in enforcement concerning illegal cultivation of government land (Cameron Highlands case study)	Suggesting changes and improvements to policies, laws, as well as systems and procedures to shut off loopholes for corruption, abuse of position, malpractice and weaknesses in the administration that may occur in handling the issue of sustainable environment rehabilitation.

Findings of the above review were presented to the National Level JITU Meeting Series 2 No. 2 of 2014 on 25 November 2014.

PUBLIC SERVICE INTEGRITY ASSESSMENT

The MACC initiated the Integrity Assessment on Public Service in Malaysia (MyIA) as an effort to strengthen and promote integrity and to enhance the public service delivery system as a whole. The annual assessment aims to establish integrity benchmarks as well as to evaluate the level of integrity within and outside public service agencies.

The findings are vital in assisting agencies in developing programmes and activities towards upgrading integrity among civil servants with the focus on creating an efficient and effective public service in Malaysia. Moreover, the findings can be utilised by Integrity Officers in agencies to coordinate the functions of the Integrity Unit as stipulated in Service Circular No. 6 of 2013.

Findings of the study

The MyIA assesment was centred on 20 government ministries/agencies that dealt directly with the public and involved touch point programmes. Over the eight months (April until November 2014) assessment period, there were two categories of respondents, namely, 5,803 and 478 internal and external respondents respectively. The internal respondents comprise of officers and staff from government ministries/agencies, while external respondents were clients and vendors of government ministries/agencies.

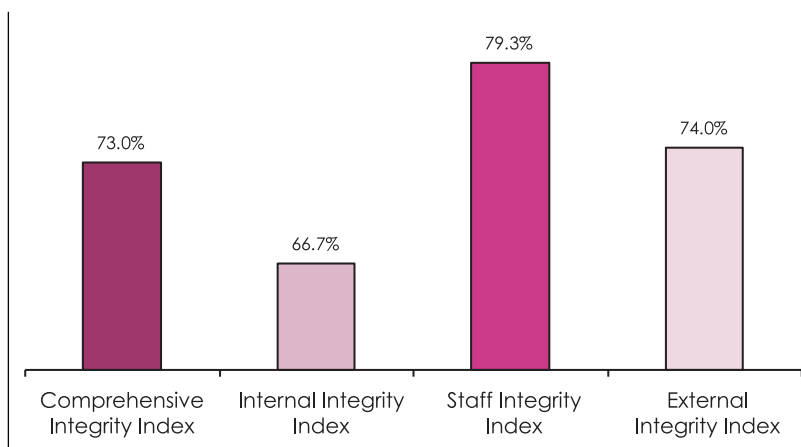
TABLE 24: List of government ministries and agencies involved in The Malaysian Public Service Integrity Assessment in 2014

NO.	AGENCY
1.	Prime Minister's Department
2.	Ministry of Home Affairs
3.	Royal Malaysian Police
4.	Immigration Department of Malaysia
5.	Ministry of Finance
6.	Malaysian Royal Customs Department
7.	Ministry of Transportation
8.	Road Transport Department
9.	Ministry of Health
10.	Ministry of Education
11.	National Anti-Drug Agency
12.	Ministry of Defence
13.	Ministry of Works
14.	Public Works Department
15.	Ministry of Natural Resources and Environment
16.	Forestry Department Peninsular Malaysia
17.	Ministry of Agriculture and Agro-Based Industry
18.	Department of Agriculture
19.	Federal Land Development Authority (FELDA)
20.	Ministry of Domestic Trade, Co-operatives and Consumerism

Overall, the study showed 'Good' level of integrity in public services in Malaysia with a score of 73% in the Comprehensive Integrity Index. Furthermore, there were several recommendations were put forward based on the findings, such as:

- a. Government ministries/agencies need to upgrade the efforts in all components, especially internal integrity to improve the Comprehensive Integrity Index score;
- b. Intensive intervention measures by heads of departments to raise the level of integrity in the respective ministries/agencies; and
- c. Implementation of the study to be extended to public agencies nationwide with the aim of assessing the level of integrity of the Malaysian public services.

FIGURE 2: Integrity Index score by component



Notes:

The Comprehensive Integrity Index is an indicator of the level of integrity in the Malaysian public service based on a 360 degree assessment, encompassing three components, namely, Internal Integrity Index, Staff Integrity Index (internal respondents) and External Integrity Index (external respondents) for the 20 government ministries/agencies.

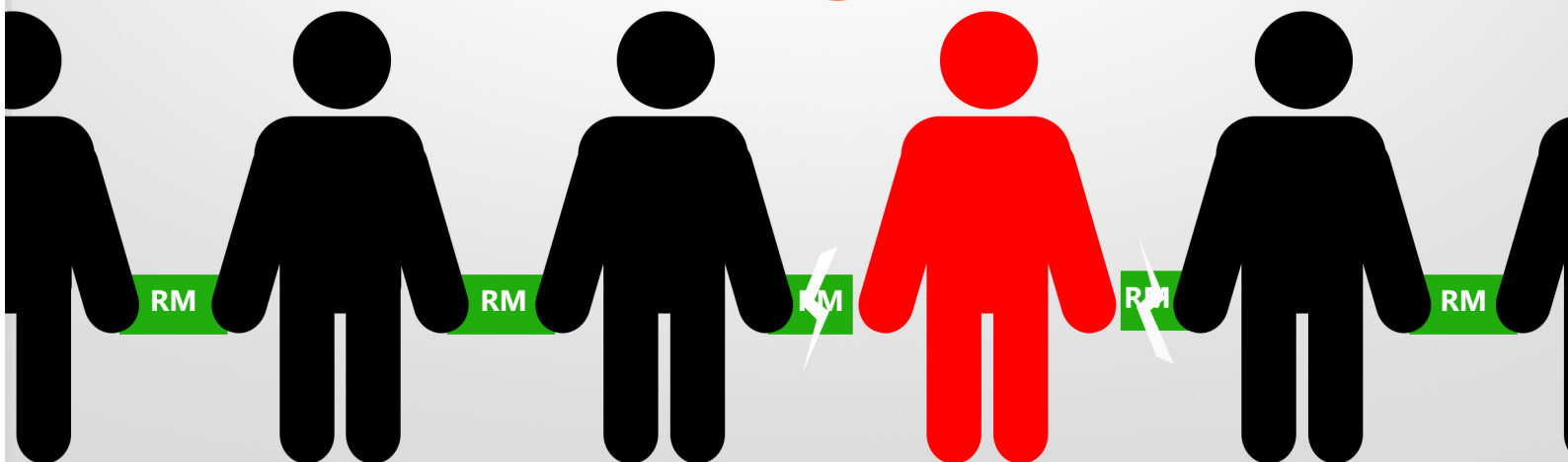
The Integrity Index Score is interpreted as follows:

SCORE	INTEGRITY LEVEL
90 – 100	Excellent
80 – 89	Very Good
70 – 79	Good
60 – 69	Moderate
50 – 59	Weak
49 and below	Very Weak

9/12

INTERNATIONAL ANTI-CORRUPTION DAY

SAY  TO CORRUPTION



AGENCY INTEGRITY MANAGEMENT

AGENCY INTEGRITY MANAGEMENT

The Agency Integrity Management Division (BPIA) was founded on 1 June 2013 in line with the government's directive requiring for the establishment of Integrity Unit in all public bodies at the federal and state level. The directive was in-effect from 1 August 2013 via the Service Circular No. 6 of 2013.

The BPIA was formed to coordinate the function as an Integrity Unit in achieving the government's goal and aspiration to elevate the integrity level and accountability of civil servants towards an excellent public service delivery system.

The strategic functions of the BPIA are:

- a. Formulating policies and initiating the effective institutionalisation of Integrity Unit in public agencies;
- b. Executing research and designing solid development of the integrity institutionalisation in Integrity Unit of public bodies; and
- c. Making sure the integrity management implementation in public bodies is coordinated.

In addition, BPIA is also responsible in executing risk rating of agency as well as determining suitable Integrity Unit models for public bodies.

INTEGRITY UNIT

Pursuant from a benchmarking study to government agencies in United States and Taiwan carried out by a study team comprising officers from MACC, Royal Malaysian Police (RMP) and Public Service Department (PSD), it was discovered that the establishment of a special unit as an integrity compliance mechanism has managed to solve issues encompassing integrity breach by officers, increase in government's revenue collection and preventing leakage in the implementation of development project.

As such, the establishment of Integrity Unit is a proactive measure by the government to curb issues concerning integrity among civil servants. Furthermore, it is also a major effort by the government towards strengthening the integrity institutionalisation and corruption prevention in the public administration system.

The Integrity Unit is conceived through the adoption of National Blue Ocean Strategy, combines officers from MACC and public bodies in managing the integrity agenda in a more focused, organized, efficient, appropriate and relevant in producing optimum outcome.

As a result, public bodies will now directly shoulder the corruption prevention responsibility within their organization via the setting up of Integrity Unit. Since the effort to fight corruption and increase integrity is not the exclusive responsibility of MACC, every government servants are accountable to abide law, policies and procedures in force by government.

In United States and Taiwan, the establishment of a special unit as an integrity compliance mechanism has successfully controlled issue of malpractice among public officers.

The Integrity Unit structure

The structure of Integrity Unit is set based on risk rating which is ascertained by MACC. There are three models in determining the structure in public bodies:

- i. Model A - for high-risk rated agencies;
- ii. Model B - for medium-risk rated agencies; and
- iii. Model C - for low-risk rated agencies.

Table 25 below lists the Integrity Unit establishment in public bodies at the federal and state level as of 31 December 2014:

TABLE 25: Statistics of federal and state agencies which have established Integrity Unit

NO.	CATEGORY OF AGENCY	RISK LEVELS OF AGENCY				NUMBER OF AGENCY WITH INTEGRITY UNIT			
		L	M	H	TOTAL	L	M	H	TOTAL
1.	Federal Ministry	0	13	11	24	0	13	11	24 (100%)
2.	Federal Department	104	9	8	121	92	8	8	108 (89%)
3.	Federal Statutory Body	83	4	1	88	67	4	1	72 (82%)
4.	Federal Local Authority	0	1	0	1	0	1	0	1 (100%)
5.	State Ministry	22	2	0	24	12	1	0	13 (54%)
6.	State Department	371	13	0	384	323	10	0	333 (87%)
7.	State Statutory Body	100	0	0	100	85	0	0	85 (85%)
8.	State Local Authority	144	0	0	144	110	0	0	110 (76%)
TOTAL		824	42	20	886	689	37	20	746 (84%)

NOTE:

L – Low Risk, M – Medium Risk, H – High Risk

A total of 30 MACC officers were placed to 27 public agencies, including federal ministries, federal departments, state departments and federal statutory bodies. The secondment of MACC officers at the public body is according to the agency establishment warrant as well as request by the agencies.

Also, MACC had seconded 10 senior officers in eight government-linked companies (GLCs). **Table 26** illustrates statistics on the secondment of MACC officers at federal and state agencies, and GLCs. Meanwhile, **Table 27** shows the statistics of the secondment of MACC officers in agencies according to the risk rating exercise.

TABLE 26: Statistics of the secondment of MACC officers at federal and state agencies, and GLCs

NO.	AGENCY	NO. OF AGENCY	NO. OF OFFICER
1.	Federal Ministry	16	18
2.	Federal Department	8	9
3.	State Department	2	2
4.	Federal Statutory Body	1	1
5.	GLC	8	10
TOTAL		35	40

TABLE 27: Statistics of the secondment of MACC Officers at agencies according to the risk rating

NO.	RISK LEVEL	NO. OF AGENCY	NO. OF OFFICER
1.	High Risk	17	20
2.	Medium Risk	9	9
3.	Low Risk	1	1
TOTAL		27	30

The secondment of Head of Integrity Unit also considers the seniority level of MACC officers whereby High Risk agencies were placed with officers of grade JUSA C, P54 or P52, whereas officers of grade P44 would serve as Integrity Officers at High Risk agencies to assist the Head of Integrity Unit.

For Medium Risk agencies, the establishment warrant for the post of Head of Integrity Unit is approved for officers of grade P44. Majlis Amanah Rakyat (MARA) is the only Medium Risk agency in which the Head of Integrity Unit is held by a grade P48 officer.

Table 28 demonstrates the statistics of MACC officers' placement at public agencies and GLCs according to rank grade.

TABLE 28: Statistics on the placement of MACC officers at public agencies and GLCs according to position grade

POSITION GRADE	RISK LEVEL				
	HIGH	MEDIUM	LOW	GLC	TOTAL
JUSA C	3	0	0	3	6
P54	9	0	1	2	12
P52	5	0	0	2	7
P48	0	1	0	3	4
P44	3	8	0	0	11
TOTAL	20	9	1	10	40

CORE FUNCTIONS OF THE INTEGRITY UNIT

Service Circular No. 6 of 2013 establishes six core functions of the Integrity Unit as follows:

- i. Governance**
Ensure the implementation of good governance.
- ii. Enhancing integrity**
Ensure the implementation, institutionalisation and acculturation of integrity within an organization.
- iii. Detection and verification**
 - Detect and verify complaints of criminal misconduct as well as violation of code of conduct and organizational ethics, and to ensure appropriate follow-up action; and
 - Report criminal misconduct to the responsible law enforcement agency.
- iv. Complaints' management**
Receive and act on all complaints/information on criminal misconduct as well as violation of code of conduct and organizational ethics.
- v. Compliance**
Ensure compliance of laws and regulations in-force.
- vi. Disciplinary**
Function as the secretariat of the Disciplinary Board.

FUNCTIONS AND RESPONSIBILITIES OF THE INTEGRITY UNIT

Throughout the year, the Integrity Unit in public agencies and GLCs performed its duties and responsibilities as per its functions as highlighted in **Table 29**.

TABLE 29: Statistics on the implementation of the functions of Integrity Unit in public agencies and GLCs for the year 2014

NO.	FUNCTION	INTEGRITY UNIT - PUBLIC AGENCY	INTEGRITY UNIT - GLC	TOTAL
1.	Complaints' management	1,902	1,283	3,185
2.	Detection and verification	908	146	1,054
	- Complaints/Information forwarded to the MACC	157	63	220
3.	Completion of disciplinary case	1,937	1,487	3,424
4.	Integrity enhancement programme	1,596	149	1,745
5.	Compliance activity	384	88	472
6.	Governance	101	22	123

Management of complaints: Complaints received by the Integrity Unit in public agencies and GLCs amounted to 1,902 and 1,283 respectively. The complaints were obtained from sources such as complaints system, the complainant, Integrity Unit officers and other channels.

Detection and verification: 1,054 complaints received were required to undergo detection and verification process by the Integrity Unit. As a result, 220 (20.9%) complaints were forwarded to MACC for follow-ups by Committee of Information Assessment (JMM) to determine appropriate course of action for the information or complaint.

Completion of disciplinary cases: Since the Integrity Unit establishment, proceedings by departmental Disciplinary Board were undertaken more frequently. As a result, the completion of outstanding disciplinary cases during the year had elevated. In 2014, 1,937 (51.3%) out of total 3,774 and 1,487 (98.4%) out of 1,510 disciplinary cases, respectively at public agencies and GLCs were completed by the Integrity Unit.

Integrity enhancement programme: The Integrity Unit at both public agencies and GLCs showed active involvement in promoting the functions, roles and responsibilities of the unit in their respective agencies. Throughout 2014, the Integrity Unit held 1,596 and 149 integrity enhancement programmes at public agencies and GLCs respectively. The programmes carried out were such as seminars and publicity ads on integrity, along with Individual Enhancement and Organizational Integrity Course.

Compliance activities: The Integrity Unit is responsible in ensuring that staffs of public agencies strictly and diligently adhere to existing laws, regulations, procedures and directives. Under the compliance activities, the main focus is the compliance of procedures related to procurement, financial and directives as per the Public Officers (Conduct and Discipline) Regulations 1993.

384 compliance activities were carried out during 2014 by the Integrity Unit in public agencies such as inspection, spot-checks on systems and procedures, 'mystery shopping' tests and other methods of compliance activities, according to the appropriateness of the agencies.

Governance: In ensuring the implementation of good governance, 123 activities were organized by the Integrity Unit during 2014, of which 101 were conducted at public agencies while 22 at GLCs. Activities concerning governance included recommendation of new policies and initiatives as well as improvement to the existing policies and initiatives. Among them were the review of code of ethics and code of conduct, establishing a corruption complaints system, guidelines for departmental integrity plan, policies related to procurement contracts and so on.

The Integrity Unit at GLCs is not bound by the six core functions as stipulated in the Service Circular No. 6 of 2013. However, a report of activities is required to be submitted to the BPIA for data coordination, based on the six functional activities as required by Integrity Unit in public agencies.

Moreover, there are certain functions that are not performed in GLCs, such as, the handling of disciplinary cases is not exercised at Petronas, Johor Corporation and Malaysia Airports Holding Berhad (MAHB), while the function concerning compliance is not performed by Integrity Unit at Telekom Malaysia Berhad and MAHB.

MANAGEMENT ACTIVITIES

The Meeting of MACC's Top Management with the Seconded MACC Officers in External Agencies was convened five times in 2014, as illustrated in **Table 30**. The meeting was chaired by Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed and attended all three Deputy Commissioners.

The meeting was for the top management to deliver instruction, mandate and information from time to time. Such meetings and gatherings had rendered the top management to get closer with the officers who are placed in external agencies. They could share problem in relation to their duties in their respective agencies and further discussed with the top management on how to find the best solution.

TABLE 30: MACC's Top Management with the Seconded MACC Officers in External Agencies Meeting

NO.	MEETING SCHEDULE	DATE
1.	Meeting Number 1 of 2014	28 February 2014
2.	Meeting Number 2 of 2014	22 May 2014
3.	Meeting Number 3 of 2014	26 June 2014
4.	Meeting Number 4 of 2014	26 August 2014
5.	Meeting Number 5 of 2014	26 November 2014

The MACC's Top Management with the Seconded MACC Officers in External Agencies Meeting



OVERSIGHT AND ENGAGEMENT ACTIVITIES

Inspection visit

The BPIA ran 14 inspection visits to ministries, departments and GLCs in order to assure that all Integrity Units perform their functions as well solving issues encountered by the Integrity Officers. **Table 31** lists the inspection visit made by BPIA to ministries, departments and GLCs.

TABLE 31: Inspection visits by the BPIA to ministries, departments and GLCs in 2014

NO.	MINISTRY/DEPARTMENT	DATE
1.	Ministry of Youth and Sports	6 January 2014
2.	Syariah Judiciary Department Malaysia	9 January 2014
3.	Ministry of Local Housing and Government	28 January 2014
4.	State Secretary Office of Pahang	4 February 2014
5.	Ministry of Communication and Multimedia	20 March 2014
6.	State Secretary Office of Sabah	30 April 2014
7.	Ministry of Rural and Regional Development	6 May 2014
8.	Ministry of Urban Wellbeing, Housing and Local Government	6 May 2014
9.	Majlis Amanah Rakyat (MARA)	7 May 2014
10.	Ministry of Agriculture and Agro-Based Industry	12 May 2014
11.	State Secretary Office of Johor	3 June 2014
12.	Permodalan Nasional Berhad (PNB)	30 June 2014
13.	Integrity Unit of State Secretary Office of Malacca	17 September 2014
14.	State Secretary Office of Negeri Sembilan	18 September 2014

Briefing session

A total of 13 briefing sessions were held at ministries, departments, agencies and GLCs in order to give insights on roles and functions played the Integrity Unit, as tabulated in **Table 32**.

TABLE 32: Briefing sessions by BPIA to ministries, departments, agencies and GLCs in 2014

NO.	MINISTRY/DEPARTMENT	DATE
1.	State Secretary Office of Pahang	4 January 2014
2.	Sabah State Treasury Department	12 February 2014
3.	State Secretary Office Terengganu	9 March 2014
4.	National Anti-Drug Agency	14 April 2014
5.	State Secretary Office of Malacca	14 February 2014
6.	Malaysia Anti-Corruption Academy	15 April 2014
7.	Prime Minister's Department	21 April 2014
8.	Ministry of Works	6 May 2014
9.	State Secretary Office of Perak	15 August 2014
10.	Department of Agriculture Malaysia	12 September 2014
11.	Talk in Conjunction of Heads of Departments/ Agencies Meeting Number 2 of 2014 at Labuan Federal Territory	29 September 2014
12.	Department of Veterinary Services	15 October 2014
13.	Brain Storming Workshop at Copthorne Orchid Hotel, Penang	28-30 November 2014

Presentation session on the risk area at public agencies and GLCs

A presentation on risk area involving 21 Integrity Units at public agencies and GLCs was held at 18, 19, 23 and 30 December 2014.

The presentation session was aimed in providing detailed explanation to MACC officers stationed in external agencies to identify areas and activities which are conducive to corruption, embezzlement, abuse of position and other misconduct. Thus, they could table out their recommendation for improvements in their respective agencies. Each session was chaired by MACC's top management as highlighted in **Table 33**.

TABLE 33: Presentation session on the risk area at public agencies and GLCs

NO.	DATE	CHAIRMAN	VENUE
1.	18 December 2014	Dato' Sri Mohd Shukri bin Abdull	MACA
2.	19 December 2014	Tan Sri Abu Kassim bin Mohamed	MACC Penang
3.	23 December 2014	Datuk Mustafar bin Ali	MACA
4.	30 December 2014	Dato Zakaria bin Jaffar	MACA

The effort is very vital to make sure that the seconded MACC officers in the external agencies to have efficient performance, equipped with tactical outcome and leave positive impact in the agencies they are in.

FLOW CHART OF ESTABLISHMENT OF INTEGRITY UNITS IN PUBLIC AGENCIES

INTEGRITY UNITS IN PUBLIC AGENCIES

STAFFING

Filling of cadre posts must be applied by the agency from relevant Head of Service, while filling of other posts will be done based redeployment.

REPORTING MECHANISM

Head of Integrity Unit shall submit a report on the unit's implementation to Secretary General of ministry or department head and Agency Integrity Management Division of MACC every four months, namely before 15th of May, September and January.

TRAINING NEEDS

The post of Chief Integrity Officer at various agencies required officers to be certified as CeIO's or any other certification approved by the MACC Accreditation Board of Integrity Officers. The CeIO course is conducted by the MACC at the Malaysia Anti-Corruption Academy (MACC).

RE-ASSESSMENT AND RE-CLASSIFICATION

Risk re-assessment and re-classification of an agency will be done every three years or based on needs.

INTEGRITY UNITS IN PUBLIC AGENCIES

1

The MACC will conduct risk assessment and classification on relevant agency and provide feedbacks to the agency as well as Organization Development Division of Public Service Department.

DETERMINING STRUCTURE AND STAFFING

2

The Organization Development Division of Public Service Department will then set up an Integrity Unit with the agency based on the outcome of risk assessment and classification conducted by the MACC.

PROPOSAL TO THE TREASURY

3

The Public Service Department will submit the proposal regarding the structure and staffing of Integrity Unit to the Treasury.

STAFFING WARRANT / APPROVAL LETTER

4

The Treasury will then issue a staffing warrant or approval letter to the agency and send a copy of the warrant or letter to the Public Service Department, head of agency concerned and Accountant General's Department of Malaysia.

“As a step towards improvement, the government will set up the Integrity Management Unit represented by the MACC in every ministry to enhance compliance in accordance with stipulated procedures.”

Dato' Sri Mohd Najib bin Abdul Razak
25 October 2013

NKRA FIGHTING CORRUPTION

NKRA FIGHTING CORRUPTION

“Corruption has always been a constant threat to the nation’s moral values. Both government and the public must work together in achieving the national objective in combating this menace.”

YB Datuk Paul Low Seng Kuan,
Minister in Prime Minister’s Department

In phase two of the Government Transformation Programme or GTP 2.0, the NKRA developed comprehensive transformation initiatives as well as an integrated approach involving the public and private sector, and other stakeholders. The planning was aimed at ensuring shared responsibility among all parties in seeing through the transformation process and towards delivering a positive impact on the nation.

Under GTP 2.0, the transformation process was further streamlined and strengthened from its initiation in phase one or GTP 1.0. In the NKRA Fighting Corruption initiatives under GTP 2.0, which began in 2013, emphasis was also on one of its new aspirations, Education and Public Support. Three major initiatives were introduced in line with the aspiration, as follows:

- Establishment of the Corruption Prevention Secretariats at 27 Teacher Education Institutes (SPR-IPG);
- Incorporation of anti-corruption elements in primary and secondary school curriculum; and
- Integrity programme with members of Parliament.

Aspiration of NKRA Fighting Corruption:

ENFORCEMENT AGENCIES

GRAND CORRUPTION

GOVERNMENT PROCUREMENT

EDUCATION AND PUBLIC SUPPORT

MOVING FORWARD

The GTP 2.0 specifically focused on the implementation of the following key initiatives:

Establishment of Corruption Prevention Secretariats at 27 Teacher Education Institutes (SPR-IPG)

Corruption can turn out to be severe if taken lightly and not emphasised. Hence, efforts to curb corruption should take shape from the grassroots level. Therefore, the role of the teacher is an important step forward in educating students in corruption prevention. As the saying goes, “Education begins from young”.



As such, the government initiated the establishment of the Corruption Prevention Secretariats at 27 Teacher Education Institutes (SPR-IPG) nationwide. The SPR-IPG aims to provide education and training to trainee teachers in the area of corruption prevention education for school students.

The main objectives of the establishment of the SPR-IPG are:

- To train trainee teachers regarding corruption prevention;
- To foster moral values and inculcate the feeling of detesting corruption, abuse of position and malpractice among trainee teachers;
- To prepare future teachers as spokespersons in spreading the message of corruption prevention to the school community; and
- To establish close cooperation between the MACC and the IPG.

The establishment of the SPR-IPG is a consequence of the successes of its establishment in public institutes of higher learning (SPR-IPTA) in 2007. In the coming years, the initiative is intended to expand to several major private universities in the country.

Incorporation of elements of corruption prevention in primary and secondary school textbooks

The initiative is a long-term effort to instil values of integrity and corruption prevention among school students. It follows the government's realisation that efforts in providing education in corruption prevention will be more effective if corruption prevention elements are included in the education system.

The first batch of textbooks containing elements of corruption prevention is expected to feature in the 2016 academic year. These elements, in the form of moral values, will aim to instil the feeling of detesting all forms of corruption.

Integrity programme with members of Parliament

The initiative aims to create engagement platform in the form of brainstorm and dialogue sessions between Members of Parliament and the Chief Commissioner of MACC towards increasing the awareness and knowledge of political leaders on corruption, abuse of position and fraud in the context of the Malaysian Anti-Corruption Commission Act 2009. The interactive sessions will also enable the MPs to have a clearer picture on MACC's principle of Independent, Transparent and Professional in carrying its duties and responsibility.

In 2015, the aim is to engage with all members of Parliament and enhancing the initiative which began in a smaller scale in 2013 and 2014.

Amendments to the MACC Act 2009 - Provision for corporate liability

The provision for corporate liability in the MACC Act 2009 is purported to encourage companies and corporations to develop anti-corruption policies and initiatives in their organization. The provision also looks into holding corporate organizations liable for it's (their) employees involvement in corruption (related to the business operation of the organization) as well as a precaution to employees to avert from activities related to corruption, either directly or indirectly.

Currently, the MACC Act 2009 only provides the power to prosecute individuals involved in corruption whereas the organization is not held responsible or liable for corruption offences committed by employees of the organization.

As such, the new provision will now make companies liable for employees involved in committing corruption offences. However, corporations can avoid such liabilities by proving that anti-corruption efforts and policies have been implemented in their organization.

This initiative is part of recommendations by the United Nations Convention against Corruption (UNCAC) and the Organization of Economic Cooperation and Development (OECD). Such an initiative will be a major turning point for corporate organizations towards enhancing its internal controls and in implementing more assertive policies towards corruption practice.

CORPORATE LIABILITY

enable the corporation to be held liable when its employees commit corruption for the corporation's benefit.

Presentation of the Auditor General's Report in Parliament

Beginning 2014, the Auditor General's Report is required to be presented at every Parliament session. The initiative is intended to enable immediate and effective investigation on issues related to corruption, abuse of position, misuse of funds and malpractice which are highlighted in the Auditor General's Report.

Prior to 2014, investigations were rather ineffective as it could only be initiated after tabling of the Auditor General's Report in the third Parliament session, nearly the end of the year.

NKRA FIGHTING CORRUPTION PROGRAMMES

Implementation of initiatives related to GTP 1.0 and 2.0 is initiated and monitored by NKRA Fighting Corruption Division, under the purview of MACC administration. In addition, the division also organized several educational programmes as follows:

1. Programmes on Instilling Moral Values in Schools Around Klang Valley;
2. Roundtable Discussion Between the Ministers and the Expatriates Group;
3. Forum on Corruption and Economic Sabotage with the Malay Economic Action Council (MTEM);
4. Course for Judges of the Special Corruption Sessions Court; and
5. 'Walk Against Corruption' held at Taman Tasik Titiwangsa.

Programmes on Instilling Moral Values in Schools Around Klang Valley

The Programmes on Instilling Moral Values in Schools was a collaboration between MACC, which represented by NKRA Fighting Corruption Division and Community Education Division, and Astro Digital Publications Sdn. Bhd. (Oh My English!). The programme was held in several schools around the Klang Valley, namely, SMK Tengku Ampuan Jemaah, Port Klang, SMK Rantau Panjang, Klang, SMK Seri Garing, Rawang, SMK Seri Kembangan, SMK Seri Saujana, Seri Petaling, SMK Seksyen 24, Shah Alam, SK Puncak Alam 2, Kuala Selangor, SMK Bandar Baru Sungai Buloh, and SMK Bandar Tasik Kesuma, Beranang.

The objective was to expose to school students on moral values which need to be adopted in their lives. Participants of this programme comprised of primary and secondary school students, namely, Form Four and Five as well as Standard Four and Five, who participated in Talks, Q&A sessions and other interactive activities.

Forum on Corruption and Economic Sabotage

The jointly organized forum by the Malay Economic Action Council (MTEM) and MACC's NKRA Fighting Corruption Division, was held on 16 October 2014 at the International Institute of Islamic Thought and Civilization (ISTAC). Besides providing understanding and awareness on the impact of corruption on the economy, it also seeks to enlist the support from policy makers, industry and the public on several proposed amendments in the MACC Act 2009.

The forum featured expert panels, comprising of Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed and YB Tan Sri Dato' Abdul Rahim bin Abdul Rahman. The opening ceremony was officiated by YB Tengku Razaleigh bin Hamzah.



YB Datuk Paul Low posing with expatriate representatives upon the completion of the roundtable discussion on 14 October 2014.

Roundtable Discussion between the Minister and the Expatriates Group

A roundtable discussion between Minister in the Prime Ministers Department, Senator Datuk Paul Low Seng Kuan and group of expatriates from several countries was held on 14 October 2014 at the Majestic Hotel, Kuala Lumpur to discuss on issues related to integrity, corruption and governance in Malaysia. Also present were Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali.

The main purpose of the discussion was to introduce the government's initiatives to tackle corruption via NKRA Fighting Corruption as well as MACC transformation programme which is now demonstrating success. Besides gaining detailed explanation on anti-corruption efforts, the discussion enabled open interaction between the expatriates group with the Minister and MACC's top management in deliberating on pressing issues.

Courses for Judges of the Special Sessions Court on Corruption

A specialised course was initiated for Judges of the Special Sessions Court on Corruption since the inception of the special court on 16 February 2011. In 2014, two series of the specialised course was organized (one session previously) resulting from the encouraging responses from the Judges and the Registrar's Office.

The specialised course conducted in the past four years has contributed towards improvements in the conviction rate of corruption cases and the uniformity in punishments meted out on offenders. Furthermore, the judges' knowledge on issues and cases related to corruption are important as the investigation involving this crime differs from other criminal cases.

Walk Against Corruption

Walk Against Corruption resulted from the cooperation between Transparency International-Malaysia (TI-M), MACC, NKRA Fighting Corruption, Performance Management and Delivery Unit (PEMANDU) and United Nations Development Programme (UNDP). Running into its third edition, it was set to the theme of 'A Corruption Free Nation Begins with You'. The event symbolizes commitment and support of society towards anti-corruption efforts.

Walk Against Corruption was in conjunction with International Anti-Corruption Day on 9 December. In 2014, the event which was held at Taman Tasik Titiwangsa, Kuala Lumpur, participated by over 700 walkers representing various government agencies, non-governmental organizations (NGOs), private sector, university students and the public.

Participants walked a distance of 1.4 km around the vicinity of Taman Tasik Titiwangsa and were entertained with aerobics, lucky draws and exhibitions by MACC, TI-M and other organizations.

The event was officiated by President of TI-Malaysia, Dato 'Akhbar bin Satar, which also featured Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali; Patron of Negara-Ku (NGO), Dato' Ambiga Sreenevasan; Chairman of Bersih 2.0, Maria Chin binti Abdullah; and Director of Centre to Combat Corruption and Cronyism (C4), Cynthia Gabriel.

COMMUNITY EDUCATION

“Many countries are endowed with multi resources as wealth through Divine Mercy, but due to corruption, some submerge in the depths of under development - others are buried in poverty. The abuse of national wealth - the dissipation of taxes, paves way to continuous deterioration - continues spread of poverty. When there is no determination to fight corruption, there will wider spread of it - nurturing it to grow and ultimately absorbing into society as a norm and eventually seeping into our culture till it destroys a nation.”

*His Royal Highness Paduka Seri Sultan Perak
Sultan Nazrin Muizzuddin Shah*

CORRUPTION PREVENTION EDUCATION

CORRUPTION PREVENTION EDUCATION

The effectiveness of the MACC does not solely depend on the success of its operations. As the saying goes, "prevention is better than cure", the prevention activities undertaken by the MACC has had a major impact in the achievements and initiatives in fighting corruption.

Education-based activities are key elements in the scope of prevention. In 2014, community education efforts were expanded in many folds by anchoring on the policy of '*Merakyatkan SPRM* or People Centric MACC'. The policy set by the top management was in line with the policy 'Citizenising the Public Services' that was introduced by the government.

The policy aims to bring the MACC closer to society through activities towards arriving at solving issues that are central to society. The education-based activities are purported in providing sufficient clarification on current issues concerning the public.

In 2014, community education activities were focused on several target groups, namely political leaders, the Chinese community, the private sector, non-governmental organizations (NGOs) and the student community. The target groups were determined based on findings of the Perception on the Effectiveness of the MACC Study of 2013. The study primarily highlighted low levels of confidence and support to the MACC as well as limited understanding on corruption amongst these segment groups.

Apart from educating and enhancing public support, one of the main objectives in the implementation of educational programmes is to enhance public confidence on anti-corruption efforts undertaken by the MACC and the government in general.

COMMUNITY EDUCATION STRATEGY

Two strategies, namely, the face-to-face communication and media campaigns were key strategies in the scope of community education as shown in **Table 34**.

TABLE 34: Community education strategy

FACE-TO-FACE COMMUNICATION	MEDIA PROMOTION STRATEGY
• Talks • Exhibitions • Seminars • Workshops • Roundtable discussions • Corruption Prevention Secretariats (IPTA/IPG/IPMa) • Community engagement programmes	Electronic Media • Television • Radio • Billboards • LED Screens
	Print Media • Newspapers • Pamphlets • Posters
	Social Media • Facebook • Twitter • YouTube • Flickr

FACE-TO-FACE COMMUNICATION

Disseminating information and creating awareness through face-to-face communication has been an effective approach in reaching out to society. Through the approach, interaction grew between the public and the MACC that enabled discussions on local and current issues related to anti-corruption.

The following were the main community education activities carried out via face-to face communication throughout 2014.

TALKS

141,387
audiences from
2,484 public talk
sessions

Public talks are the simplest form of activity requiring minimal cost, yet having a high impact as compared to other activities. Annually, the MACC delivers more than 2,000 talks to various sectors namely, the government, private sector, NGOs and education institutions. Topics at these talk sessions primarily covers, the roles and functions of the MACC, investigation on corruption cases, existence of the independent oversight bodies monitoring the MACC, corruption offences under the MACC Act 2009 and initiatives by the government on the anti-corruption agenda.

In 2014, a total of 2,484 talks were delivered nationwide, reaching an audience of 141,387.

INFORMATION SESSIONS/SEMINARS/WORKSHOPS/FORUMS/CONFERENCES

A total of 147 activities were organized comprising of information sessions, forums, seminars, conferences and workshops, involving 14,084 participants from government agencies, the private sector and NGOs.

The programmes aim to raise the public understanding and awareness on the ills of corruption as well as to inculcate the culture of integrity and accountability. The target groups for these programmes comprise of influential leaders representing the political sector, NGOs, corporate organizations, rural communities, youth groups and government agencies that are prone to corruption.

The following are activities carried out in 2014:

- **MACC with Non-Governmental Organizations (NGO) Forum**

Themed 'MACC Today, Moving Together', the Community Education Division together with the Civil Society Engagement Service Line under the Prevention Project Management Office (PMO), organized a forum participated by non-governmental organizations (NGO) at Dewan Tun Ismail, Malaysia Anti-Corruption Academy (MACA) on 10 February 2014. The forum was aimed at reaching out to NGO groups towards gaining their support in spreading the anti-corruption message nationwide.

A total of 30 participants attended the event, representing several major NGOs, namely Transparency International-Malaysia (TI-M), The Centre to Combat Corruption and Cronyism (C4), Sisters In Islam (SIS), Suara Rakyat Malaysia (SUARAM), Institute for Democracy and Economic Affairs (IDEAS), The Coalition for Clean and Fair Elections (Bersih), Pertubuhan IKRAM Malaysia, the Society for the Promotion of Human Rights (PROHAM) among others. Among the questions posed to the Chief Commissioner of the MACC were those related to the effectiveness of the Whistleblower Protection Act 2010 and the Witness Protection Act 2009, the MACC organizational structure and the existence of five independent oversight bodies.

- **Dialogue Session with the Malaysian Bar Council**

The dialogue session with the Malaysian Bar Council, held at the Dewan Tun Ismail, MACA on 29 April 2014, was the best platform to provide clarification related to current corruption issues to the group of legal practitioners in this country.

The team of panellists comprised of Chief Commissioner of the MACC, Tan Sri Abu Kassim bin Mohamed; MACC Legal Advisor, Datuk Abdul Kadir bin Sulaiman; member of the MACC Operations Review Panel, Datuk Zamani bin Abdul Ghani; Deputy Public Prosecutor for the MACC, Anthony Kevin Morais; and President of the Malaysian Bar Council, Christopher Leong.

147

seminars,
workshops and
roundtable
discussions

The dialogue session, participated by approximately 40 participants, raised questions on the protection to whistleblowers and witnesses in corruption cases, actions taken on the Auditor General's Report and on the luxurious lifestyle of certain Members of Parliament.

Participants comprised of those from influential groups in the community that can assist the MACC in obtaining public support and confidence. They also have the potential to be key communicators in propagating anti-corruption messages and promoting a culture of integrity.

- **Briefing on Integrity to Members of the Barisan Nasional Backbenchers Club (BNBBC)**

On 8 May 2014, a briefing on integrity was given to the Barisan Nasional Members of Parliament Council or the Barisan Nasional Backbenchers Club (BNBBC) at the Dewan Tun Ismail, MACA. The briefing was purported to enhance the knowledge and understanding of these Members of Parliament on corruption offences, the effects and precautions when facing corruption. It aimed at developing MPs with integrity and perhaps will become anti-corruption spokespersons.

More than 20 BNBBC members attended the briefing session, among them were Deputy Minister of Urban Wellbeing, Housing and Local Government, Datuk Halimah binti Sadique, and Deputy Minister of Education I, Datuk Mary Yap Kian Ching.

Issues discussed were on certain claims on the selective prosecution by the Attorney General, investigation on politicians and the negative perception of the public towards the integrity of Members of Parliament.

- **Seminar on Enhancement of Integrity Management for Koperasi Guru Melayu Kelantan Berhad**

On 28 May 2014, a collaboration between the MACC Kelantan and Koperasi Guru Melayu Kelantan Berhad gathered 250 participants comprising of representatives from cooperatives in Kelantan as well as board members of the Koperasi Melayu Kelantan Berhad at the Multipurpose Hall of the MACC Kelantan Complex. The main objective is to enhance the integrity and anti-corruption awareness for the management and members of the Koperasi Melayu Kelantan Berhad.

- **Luncheon Talk with Chinese Community Leaders of Sarawak**

The programme was arranged by the MACC Sarawak to improve the engagement between MACC and the Chinese community in Sarawak. The event was held at the Borneo Convention Centre, Kuching (BCKK) on 26 June 2014 and was attended by approximately 200 Chinese community leaders from Kuching and Samarahan.

The session highlighted on MACC's policy of '*Merakyatkan SPRM* or People Centric MACC' as well as sharing updates on certain issues pertaining to investigation of certain cases of public interest. The MACC also clarified matters such as investigation procedures in order to establish a better understanding on challenges and obstacles faced by the MACC in completing a case.

- **Forum on 'Whistleblowing in Malaysia: Its Nature, The Law, Protection and Challenges'**

A forum entitled 'Whistleblowing in Malaysia: Its Nature, The Law, Protection and Challenges' was held at the MACA on 21 July 2014. The forum was attended by approximately 40 participants comprising of lawyers, members of professional bodies, law students and NGO leaders.

The panel was made up of Deputy Head of Appellate and Trial of the Attorney General's Chamber, Anthony Kevin Morais; President of the Malaysian Bar Council, Christopher Leong; and Chief Executive Officer of the Institute for Democracy and Economic Affairs (IDEAS), Wan Saiful bin Wan Jan, with Director of Private Sector of the Malaysian Institute of Integrity, Mohd Nizam bin Mohd Ali, as the moderator.

The forum specifically discussed on the Witness Protection Act 2009 and the Whistleblower Protection Act of 2010, and applications of these acts to protect whistleblowers and witnesses of the MACC.

- **Dialogue and Briefing Session with Teachers from Seberang Perai Selatan District**

On 22 July 2014, 238 SJKC teachers and officers of District Education Office Seberang Perai Selatan (PPDSPS) attended a dialogue and briefing session jointly organized by the MACC Penang in collaboration with PPDSPS at the Bukit Jawi Golf Resort. The programme provided insights and exposure to the Chinese community on the roles and functions of the MACC in the fight against corruption.

- **Campaign on 'Credibility in Practice, Community with Integrity' and the Corporate Integrity Pledge (CIP) Signing Ceremony between The Federation of Malaysian Hawkers Association and the Small & Medium Enterprises (SME) Association of Malaysia**

The CIP signing ceremony involved two main hawker associations, namely, The Federation of Malaysia Hawkers Association and the Small Traders Association with the Small & Medium Enterprises (SME) Association of Malaysia which was held at the MACA on 11 August 2014.

At the event, a pocket-sized booklet entitled '*Merakyatkan SPRM* or People Centric MACC' was launched by MACC Chief Commissioner, Tan Sri Abu Kassim bin Mohamed and MACC Deputy Chief Commissioner (Prevention), Datuk Mustafar bin Ali. The booklet in Mandarin language contained information on the MACC, process in lodging report and location of MACC offices nationwide. Also in the booklet were information on the five independent oversight bodies representing the public and corruption prevention activities.

COMMUNITY ENGAGEMENT PROGRAMMES

671

community
engagement
programmes
nationwide.

The 'going to the ground' approach adopted by the Commission was aimed at establishing closer interaction with various community groups and towards garnering public support in combating corruption. These initiatives were key to realising the Government's vision in establishing a corruption-free country. Throughout 2014, a total of 671 engagement programmes were organized in collaboration with government agencies, the private sector and NGOs.

- **'People Centric MACC' Programme with Asian Finance Bank Berhad (AFBB) and Rumah Titian Kaseh**

In a joint effort with Asian Finance Bank Berhad (AFBB), residents from Rumah Titian Kaseh, Taman Tasik Titiwangsa, Kuala Lumpur, comprising orphans, single mothers, old folks and disabled people (OKU), were feted at the Malaysia Anti-Corruption Academy (MACA) on 10 July 2014 based the spirit of 'People Centric MACC'.

This corporate social responsibility initiative between MACC and AFBB was aimed at spreading and reminding MACC officers on moral values such as gratitude, being charitable and show of concern towards the needy and in need of help.

A total of 65 residents were entertained by 240 guests from the MACC, private corporations and NGO's whereby gifts and contributions were presented to the special guests courtesy of corporate bodies such as Pharmaniaga Berhad, Prasarana Negara Berhad, Petronas, CD Holdings and Persatuan Suri dan Anggota Wanita Perkhidmatan Awam Malaysia (PUSPANITA) of MACC.

- **Community Engagement with the Neighbourhood Association (KRT) of Taman Sri Perdana Indera Mahkota 16, Jalan Kuantan Bypass, Kuantan, Pahang by the Pahang MACC**

The 'getting down to the ground' programme was held on 17 July 2014 and was attended by 350 residents from the neighbourhood association. Through this programme, the MACC was able to interact directly with the community and to discuss on local issues. Participants had the opportunity to express their opinion towards improving the effectiveness of the MACC in combating corruption.

The programme was purported to enhance public support towards the MACC, besides educating them. The engagement platform provided the opportunity in clarifying current corruption issues to the local community.

INTEGRITY TRAINING PROGRAMME

Integrity training is a planned and coordinated programme to enhance the performance of individuals, groups and organizations. A total of 26 training programmes were held throughout 2014.

- **PUSPAKOM Integrity Enhancement Programme**

Throughout 2014, a total of 14 series of the Integrity Enhancement Programme was conducted nationwide for PUSPAKOM as an outcome of the MoU signed between PUSPAKOM and MACC on 10 January 2012.

The main highlights of the programme were focused on corruption offences under the MACC Act 2009, consequences of corruption, preventive measures, integrity enhancement and current issues.

The objective was aimed at enhancing the level of integrity among PUSPAKOM officers and staff, who are highly prone to corruption situations. The programme was catered for the entire PUSPAKOM workforce ranging from the top management to all levels. **Appendix 3** lists the programmes under the PUSPAKOM Integrity Enhancement Programme for 2014.

- **FGVH/FELDA Integrity Tour**

The FGVH/FELDA Integrity Tour 2013-2014 Programme, a collaboration with Felda Global Venture Holdings (FGVH), covered 16 locations nationwide from 26 June 2013 and concluded in 2014.

The programme was an outcome of the Corporate Integrity Pledge and the Integrity Pact by FELDA and FGVH Berhad that was signed on 9 April 2012. The purpose was to create awareness towards strengthening the level of integrity of the FGVH and FELDA personnel towards avoiding acts of corruption, abuse of power and malpractice.

Throughout 2014, 10 programmes were carried out across nine locations, as listed in **Table 35**.

TABLE 35: FGVH/FELDA Integrity Tour 2014

NO.	DATE	VENUE	AUDIENCE
1.	17 February 2014	Marco Polo Hotel, Tawau, Sabah	200
2.	19 February 2014	Felda Residence Sahabat	400
3.	22 April 2014	Grand Alora Hotel, Kedah	150
4.	6 May 2014	Vistana Hotel, Kuantan, Pahang	200
5.	14 May 2014	VIP Hotel, Segamat, Johor	140
6.	15 May 2014	Lotus Desaru Beach Resort Sdn. Bhd., Johor	166
7.	19 May 2014	Felda Residence Hot Spring, Sungkai, Perak	100
8.	21 May 2014	Alson Kelana Hotel, Seremban, Negeri Sembilan	180
9.	9 September 2014	FELDA Residence Tekam, Pahang	200
10.	22 September 2014	Chenderiang Hill Hotel, Janda Baik	130

- **Strategic Plan in Corruption Prevention**

The Strategic Plan in Corruption Prevention (PSPR) is an internal, integrated, continuous and systematic anti-corruption strategy designed for organizations. The PSPR is significant and effective as the anti-corruption efforts are developed internally and unique to the organization.

The PSPR is developed through collaboration and discussion between the participating agency and the MACC resulting in a focused and structured execution of anti-corruption and integrity enhancement activities. There are four strategies in the PSPR, namely education, prevention, reinforcement and punitive measures. **Table 36** highlights the PSPR activities in 2014.

TABLE 36: Corruption Prevention Strategic Plan Activities in 2014

NO.	PROGRAMME	DATE	VENUE	AUDIENCE
1.	PSPR Monitoring - Immigration Department of Melaka	26 June 2014	Immigration Department of Melaka	24
2.	PSPR Monitoring - Tampin District Council	8 July 2014	Tampin District Council	12
3.	PSPR Roundtable Discussion with Public Works Department (PWD) Putrajaya	22 July 2014	PWD Putrajaya	10
4.	PSPR Roundtable Discussion with Tampin District Council	3 September 2014	Main Meeting Room, Community Education Division MACC	6
5.	PSPR Roundtable Discussion with the Malaysian Maritime Enforcement Agency (MMEA)	10 September 2014	MMEA Putrajaya	6
6.	PSPR Implementation Workshop for Public Works Department (PWD) Putrajaya	23 - 24 September 2014	Malaysia Anti-Corruption Academy	32
7.	PSPR Presentation Ceremony - Immigration Department of Melaka	25 September 2014	Seri Malaysia Hotel, Melaka	45
8.	PSPR Presentation Ceremony - Tampin District Council PSPR	28 October 2014	Negeri Sembilan MACC	54
9.	PSPR Presentation Ceremony - Shah Alam City Council (MBSA)	24 December 2014	Shah Alam City Council office	74

CORRUPTION PREVENTION SECRETARIAT (SPR)

Students at Public Institutes of Higher Learning (IPTA) are among the main target group in need of exposure to corruption prevention. The reason being that they are 'professionals in-the-making' who will steer the nation's leadership in the future. As such, outreach to this group was through the Corruption Prevention Secretariat (SPR) at Public Institutes of Higher Learning (IPTA), Teacher Education Institutes (IPG) and MARA Education Institutions (IPMa).

In 2007, the Corruption Prevention Secretariat was first established at Public Institutes of Higher Learning (SPR IPTA), followed by the establishment of the Corruption Prevention Secretariat of Teacher Education Institutes (SPR IPG) and MARA Education Institutions (SPR IPMa) by 2013.

20 SPR IPTA

27 SPR IPG

55 SPR IPMa

A total of 70 activities were organized by the 20 SPR IPTAs as listed in **Appendix 4**. Anti-corruption initiatives were carried out for SPR IPTA members and the university community such as lecturers, undergraduates, officers and university staff.

Appendix 5 highlights the 51 activities by the 27 SPR IPG.

The SPR IPMa was founded in 55 institutions under the MARA education group, namely, Kuala Lumpur University (12), MARA Poly-Tech College (10), MARA Professional College (6), MARA College (4), MARA Skills Training Institute (13), MARA High Skills Institute (10) and the German-Malaysian Institute.

The following are main programmes organized by the SPR IPTA, SPR IPG and SPR IPMa:

- **4th Corruption Prevention Secretariat of Public Institutes of Higher Learning (SPR IPT) Convention**

The convention was held from 22 to 25 November 2014 at the Universiti Pendidikan Sultan Idris (UPSI), Tanjung Malim, Perak. This biennial programme was attended by 500 SPR members representing Public Institutes of Higher Learning (IPTA), Private Institutes of Higher Learning (IPTS) and Teacher Education Institutes (IPG).

Among activities held during the convention was presentation of papers, dialogue sessions with MACC's top management, innovation and creativity sessions as well as team building, handled by the Corruption Prevention Secretariat Alumni (ASPeRA).

At the convention, the most active SPR IPT and IPG was recognised for the implementation of anti-corruption programmes and in taking on the roles as key communicators in propagating anti-corruption messages.

SPR Universiti Malaysia Sabah was adjudged as the best SPR IPT for 2014 while the Teacher Education Institute of Kent Campus, Sabah, was adjudged as the best SPR IPG.

Also held was the prize presentation ceremony for the Public Service Announcement (PSA) competition. SPR Universiti Sains Malaysia (SPR USM) emerged as winners while the National Academy of Arts, Culture and Heritage (ASWARA) and Mara College of Seremban were adjudged runner-up and third place respectively.

- **Forum entitled 'Corruption - A Ticket to Hell, Transparency and Integrity of Gen Y'**

On 24 June 2014, the MACC in collaboration with the Department of Islamic Development Malaysia (JAKIM) organized a Forum entitled 'Corruption - A Ticket to Hell, Transparency and Integrity of Gen Y' at the D8 Auditorium, Complex D, Putrajaya with the support of Salam.FM radio and Radio Television Malaysia (RTM). The 500 audience comprising of students, teachers and lecturers from secondary schools and institutes of higher learning from around Putrajaya such as Saito College, Cybernet College, MARA Banting College, Special Education Teaching College Cheras and MARA Polytech College.

Panelists of the forum were Director of Community Education Division of MACC, Dato' Shamshun Baharin bin Mohd Jamil; member of Consultation and Corruption Prevention Panel of MACC, Dato' Dr Ishak bin Tambi Kechik; and Dato' Fazley bin Yaakob, a well-known celebrity motivational speaker.

Discussion was centred on the concept of corruption in the lives of students, issues regarding integrity among students, and on the independence, transparency and professionalism of the MACC reflected by its five independent oversight bodies. The forum was recorded live via Salam.FM and was aired on 4 and 11 August 2014.

- **Organizational Management Camp for the Corruption Prevention Secretariat of the Teaching Education Institute (SPR IPG)**

This programme was conducted in zones targeting participants from SPR IPG nationwide. Through this programme, SPR IPG members strengthened their understanding on corruption prevention. They were also guided and advised on the implementation of feasible activities at their respective institutes. A total of four Organizational Management Camps were organized as listed in **Table 37**.

TABLE 37: Organizational Management Camp in 2014

NO.	ZONE	DATE	VENUE	PARTICIPANT
1.	Central and South Zone	12 - 14 September 2014	Malaysia Anti-Corruption Academy	56
2.	Sabah Zone	26 - 28 September 2014	Beringgis Beach Resort and Spa, Papar, Sabah	30
3.	Northern Zone	10 - 12 October 2014	Teacher Training Centre, Teacher Education Division, Batu 9, Hutan Melintang, Perak	53
4.	Sarawak Zone	15 - 18 October 2014	Department of Islamic Development (JAKIM), Sarawak Branch, Kuching	30

- **SPR-IPMa Anti-Corruption Forum and Integrity Enhancement Camp**

A collaboration with Majlis Amanah Rakyat (MARA) led to a series of eight Integrity Enhancement Camps and Anti-Corruption Forum by the Corruption Prevention Secretariat of MARA Education Institute (SPR IPMa). The camps were held from 15 August to 21 September 2014 in locations including in Sabah and Sarawak.

The objective of the programme was to raise the awareness on the dangers of corruption and instilling integrity and moral values to the student population. **Appendix 6** shows the complete list of the programme.

- **Knowledge Discourse with ASPeRa and the Signing Ceremony of the Integrity Pledge**

The Corruption Prevention Secretariat Alumni (ASPeRa) was founded to continue the role of ex-members of the SPR IPTA who have progressed in their own careers. ASPeRa was established in 2010 as a platform for the alumnus to be active as key communicators to the public in assisting the MACC to combat corruption in the country.

On 9 August 2014, the MACC and ASPeRa conducted a Knowledge Discourse and the Signing of the Integrity Pledge at the Dewan Tun Ismail, MACA. A total of 50 participants from ASPeRa and youth organizations, namely, the Leadership and Professionalism Development Society of Malaysia (Lead Malaysia), the Alumni Roundtable Malaysia and the Youth Empowerment Malaysia (Youth EM), attended the programme.

The programme provided an opportunity for ASPeRa members to exchange views on anti-corruption efforts in the country with other youth organizations. It also aimed to discuss issues on integrity and corruption among them.

One of the exciting activities during the SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum.



During the event, an Integrity Pledge for Gen Y was read out by President of ASPeRa, Mohd Izwan bin Shahril. This was followed by the signing of the Integrity Pledge by ASPeRa and the youth organizations that stamped commitment to keep on supporting efforts by the MACC.

- **Knowledge Discourse - The Role of School and Higher Learning Institution Leaders in the Awareness on Corruption**

On 26 September 2014, a Knowledge Discourse - The Role of School and Higher Learning Institution Leaders in the Awareness on Corruption was held at the Labuan Matriculation College. This programme was organized by the MACC Federal Territory of Labuan in collaboration with the Labuan Matriculation College.

More than 200 students of the Labuan Matriculation College and University Malaysia Sabah, Labuan International Campus, were present. The panelists comprised of Deputy Chief Commissioner (Management and Professionalism) of MACC, Dato Zakaria bin Jaafar; Director of the Community Education Division, Dato' Shamshun Baharin bin Mohd Jamil; and Director of Excellence and Professionalism Division, KPKPj Wan Ramli bin Wan Abdullah, with Director of Security Division, KPKPj Alias bin Salim, as the moderator.

Discussions dwelled on the role and importance of the young generation in anti-corruption efforts in the country. Other issues discussed were on the independence of the MACC as an anti-corruption enforcement agency in Malaysia and the effectiveness of existing laws in eradicating the crime.

CORRUPTION PREVENTION AT SCHOOLS

2014 witnessed the MACC moving towards the commitment to foster the culture of integrity and corruption prevention among school students. This approach is in line with the proverb, "the willow bends better when it's young". It is hoped that the early exposure on the dangers of corruption to the younger generation will develop the feeling to abhor such serious and detrimental crime.

While the programme is catered to school students, indirectly, it also reaches out to teachers and parents who are invited to the programmes held at the school. The approach enables the spread of anti-corruption messages to a wider community group.

The following programmes were conducted involving primary and secondary school students:

WAR

Latest campaign
to approach
Chinese
community and
educate primary
school students.

**The appointment of
Anti-Corruption Hero at
SJKC Yu Hua, Kajang on
21 July 2014.**



- **Anti-Corruption Hero Campaign**

The Anti-Corruption Hero (WAR) Campaign is a new initiative in reaching out to the public especially the Chinese community who has the lowest confidence level on the MACC based on the Public Perception on the Effectiveness of the MACC Study 2014. This approach turned out strategic as it also targeted teachers and primary school students.

The WAR Campaign began with the Chinese Vernacular Schools (SJKC) which will subsequently be expanded to primary schools nationwide. The first WAR Campaign was held at SJKC Ladang Harcroft, Puchong on 10 February 2014 which featured briefing session on the WAR campaign, distribution of campaign materials such as anti-corruption booklet and personal anti-corruption undertaking form. The MACC also conducted integrity and anti-corruption survey for parents and teachers.

Table 38 shows list of schools that have conducted the WAR campaign and activities implemented.

TABLE 38: WAR Campaign in 2014

SCHOOL	PROGRAMME/ACTIVITY
SJKC Ladang Harcroft, Puchong	1. Launch of WAR on 10 February 2014. 2. Appointment of Head of WAR on 7 April 2014. 3. Educational Visit to the MACC Headquarters on 5 July 2014.
SJKC Pay Fong 1, Melaka	1. Launch of WAR on 18 April 2014. 2. Appointment of Head of WAR on 19 June 2014. 3. Educational Visit to the MACC Headquarters on 12 September 2014.
SJKC Kuo Min, Nilai, Negeri Sembilan	1. Launch of WAR on 28 April 2014. 2. Appointment of Head of WAR on 23 June 2014. 3. Educational Visit to the MACC Headquarters on 9 August 2014.
SJKC Yu Hua, Kajang	1. Launch of WAR on 26 May 2014. 2. Appointment of Head of WAR on 21 July 2014 3. Educational Visit to the MACC Headquarters on 7 November 2014.
SJKC Sin Min, Selangor	1. Launch of WAR on 10 July 2014. 2. Appointment of Head of WAR on 25 September 2014. 3. Educational Visit to the MACC Headquarters on 13 November 2014.
SJKC Union, Pulau Pinang	1. Launch of WAR on 27 September 2014. 2. Appointment of Head of WAR on 3 November 2014.
SJKC Foon Yew 5, Johor	1. Launch of WAR on 7 October 2014.

- **Healthy Mind, Excellent Living Programme Through instilling Moral Values for MRSM (Secondary School Level)**

The joint effort with MARA Junior Science College (MRSM) Lenggong held on 11 November 2014 at MRSM Lenggong, Perak, was purported to expose the students on corruption and its effect to students.

145 Form 4 students participated in this one-day programme that showcased their creativity through acting activities based on their understanding on corruption. Most of the performances reflected corruption offences, abuse of power by civil servants and corruption in the private sector.

- **Fostering Moral and Anti-Corruption Values to Standard 5 and 6 Primary School Students in Selangor**

A programme to foster moral and anti-corruption values was held on 24 November 2014 at the Ministry of Finance Complex in Putrajaya.

The programme involved 400 Standard 5 and 6 students representing four schools around Selangor namely, Sekolah Kebangsaan Seksyen 7 in Bangi; Sekolah Kebangsaan Sri Jelok and Sekolah Kebangsaan Sungai Ramal in Kajang; and Sekolah Kebangsaan Sungai Pelong in Sungai Buloh.

Parents of the students also participated in the 'Session with Parents' at the end of the event.

- **'Strike Corruption: Integrity Starts From Me'**

The programme was organized by MARA Education Institute Pahang in a joint effort involving the MACC Pahang, the MACC Terengganu and the District Education Offices (PPD) of Kemaman and Kuantan.

The two-day event from 19 to 20 October 2014, held at two separate venues, targeted students from primary and secondary schools.

The main objective was to provide insights to school students on the dangers of corruption as well as instilling integrity values in them to stay away from the menace of corruption or any wrongdoing. This effort aims to produce a young generation who are responsible to themselves, their family, community and the nation.

In Terengganu, the programme was held on 19 October 2014 at the MARA High Skills College Kuala Terengganu. Five schools from the Kemaman district were involved, namely, SMK Sultan Ismail, SMK Sultan Ismail 2, SK Sultan Ismail, SK Seri Kemaman and SK Seri Iman.

Meanwhile in Pahang, the programme was held on 20 October 2014 at the MARA Polytech, Kuantan involving five schools from the Kuantan district namely, Sekolah Menengah Kebangsaan Sungai Isap Murni, Sekolah Menengah Kebangsaan Bukit Rangin, Sekolah Menengah Paya Besar, Sekolah Rendah Sungai Isap and Sekolah Rendah Sungai Isap Murni. A total of 411 students participated in the above programmes held in two locations.

EXHIBITIONS

Exhibitions are cost-effective and effortless tools in efforts involving education in corruption prevention education. It provides a direct communication medium for the public to interact face-to-face with MACC officers. Exhibitions mostly feature at important programmes organized either by the MACC or other agencies. In 2014, 354 exhibitions were held throughout the country.

In engaging with the community, clarification on corruption issues and initiatives can be explained to the public towards greater reception in curbing corruption. At the exhibitions, information is directly disseminated to visitors as well as enabling them to interact with MACC officers.

VISITS TO THE MACC

In 2014, the MACC received 89 visit requests from government departments, schools, public and private higher learning institutions, private corporations and many others.

The visits enable members of the organizations to have the opportunity to understand the MACC, its structure, facilities and its duties and responsibilities in fighting corruption. They are also briefed on corruption offences as stipulated in the MACC Act 2009 as well as the opportunity to interact with MACC officers on issues related to corruption.

As an additional, they can visit MACC facilities such as the detention room, identification parade room as well as facilities used to monitor detainees.

354
exhibitions

89
public and
students visit
to MACC

MEDIA PROMOTION

The mass media has been utilised to spread anti-corruption messages comprehensively nationwide due to its public acceptance as an essential source of information.

The following promotion tools were used in the mass media to promote various campaigns:

- **Anti-corruption messages on LED billboards**

Anti-corruption messages were displayed on LED billboards through the strategic cooperation with the local authorities (PBT), namely:

- Kuala Lumpur City Hall;
- Melaka City Council;
- Shah Alam City Hall;
- Ipoh City Hall;
- Kota Bharu Municipal Council;
- Penang City Council;
- Kota Kinabalu City Hall; and
- Putrajaya Holding.

The strategic locations of these LED billboards provided coverage to a wider population of the message in encouraging the public to reject accepting and receiving of bribes, and to report to the MACC on the hideous crime.

- **Anti-Corruption Advertisements on KLIA TV**

Airports are deemed to be strategic locations in spreading anti-corruption messages to international communities. In view of this, two 30-seconds advertisements were featured on KLIA TV via the 420 available LED screens at the Kuala Lumpur International Airport (KLIA) and at the Low Cost Carrier Terminal (LCCT) broadcasting messages on 'Reporting Corruption'.

- **Anti-corruption advertisement on public transport**

Anti-corruption advertisements were also featured on public transport in a bid to spread anti-corruption messages to the public.

The initiative was participated by 300 city taxis around Klang Valley by displaying anti-corruption advertisements on the rear headrest of the front passenger seat.

Advertisements were also featured on the rear of the Perak Transit buses as well as on passenger seats in the Kuala Lumpur-Ipoh electric train service (ETS).

- **Advertisements on anti-corruption at TGV Cinema**

Anti-corruption messages were also broadcasted on cinema screens through a collaboration with Tanjung Golden Village (TGV) cinemas. The participating cinema halls were TGV Aeon Tebrau City in Johor Bahru, TGV 1st Avenue and TGV Gurney Paragon in Penang.

The 30-second advertisement screened messages such as 'Don't destroy the integrity of your generation' mainly targeting the multi-racial youth group who frequented the entertainment outlet.

- **Television advertisements**

Television commercials provide the platform to convey messages via visual and audio. The anti-corruption messages were in the form of animated advertisements, trailers and capsules that were aired on the channels of RTM, TV3, TV Al-Hijrah and Astro.

The advertisements, though only for a 30 to 60 seconds duration, was sufficient to create a positive impact on viewers through frequent broadcast.

- **Radio advertisements**

The radio, as television, also plays an important role in disseminating anti-corruption messages to the public. Repeated broadcast of the messages has the capability to leave a profound impact on an individual's life.

The MACC was regularly featured in radio stations such as Sinar FM, Era FM and RTM. In 2014, The MACC ventured new radio station, Ultra FM and Chinese language radio station, My.FM. The core messages broadcasted were 'don't give and don't accept corruption' as well as on the responsibility in reporting corruption.

- **Telemovies, drama series and documentaries**

Apart from TV commercials, the MACC also produced and televised telemovies, drama serials and documentaries in extending anti-corruption messages to the public.

Appendix 7 lists the telemovies, drama serials and documentaries that were televised 57 times in 2014.

- **Radio interviews and talk shows**

From time to time, the MACC receives requests to appear on radio programmes to promote anti-corruption campaigns and to discuss on corruption issues. The radio platform provides the opportunity to interact with listeners in disseminating information regarding the MACC, its principle of being independent, transparent and professional, and the existence of the independent oversight bodies to monitor the MACC.

A total of 26 radio interviews and talk show sessions featuring MACC officers on popular radio stations as highlighted in **Appendix 8**.

- **Television interviews and talk shows**

In 2014, television interviews and talk shows were extensively carried out on TV channels that offered a wide coverage of anti-corruption programmes and campaigns as listed in **Appendix 9**.

The three series 'Upin & Ipin: Fight Corruption' episode received 1.1 million clip views on the Youtube social media channel.



- **Upin & Ipin animated cartoon series**

In 2011, 'Upin & Ipin', the most popular animated cartoon series in Malaysia, was acknowledged as 'The Most Successful Animation' in the Malaysia Book of Records.

In response to this, the MACC collaborated with Les' Copaque, the producer of popular animated series, to produce a special 'Upin & Ipin: Fight Corruption' edition. The edition featured three episodes that was televised in TV9 (5.30pm slot) on 17, 18 and 19 December 2014. To-date, the three series episode received more than 1.1 million views.

- **Cafe Corner Sitcom**

The Community Education Division embarked on an idea to produce a 5-to-10 minutes sitcom. Consisting of five episodes, the entire production, involving script writing, directing, editing and casting, were internally developed utilising expertise from the Production Unit in the division.

The sitcom, entitled 'Cafe Corner', focused on the story line covering issues on the MACC, its independence, reporting corruption and issues concerning 'small fish and big fish', can be viewed on the MACC portal as well as on YouTube.

- **MACC Bulletin**

Throughout 2014, a total of six issues of the MACC Bulletin were published bi-monthly. Copies of the bulletin were distributed to government agencies, private sector organizations, public libraries, schools and to the Corruption Prevention Secretariat (SPR) of universities. The bulletin featured various significant events of the MACC as well as interesting and though provoking articles on anti-corruption.

- **Education via social media**

The MACC has been capitalising on the influence of social media platforms to propagate information and to educate the public on anti-corruption. Materials such as anti-corruption advertisements, drama serials, telemovies and documentaries produced by the MACC are uploaded on its social media sites such as YouTube and MACC Facebook. Other sites such as MACC Flickr stores high-quality pictures related to MACC events while prevention and education activities are highlighted on 'Penmas Didik' and 'SPRM Didik' Facebook pages.

INTERNATIONAL ANTI-CORRUPTION DAY 2014

On 31 October 2003, the United Nations (UN) declared 9 December as the International Anti-Corruption Day at its General Assembly towards enhancing the awareness on the dangers of corruption and the need to have an international collaboration to curb this global menace.

The theme 'Break the Corruption Chain' was set for the 2014 edition of the International Anti-Corruption Day in spreading the message for the need to break the chain regardless of colour, political ideology and education background of an individual. Corruption in fact manifests due to greed and lack of integrity.

This year, the MACC took a proactive step in exerting commitment and support in this international campaign by spearheading the International Anti-Corruption Day celebration in Malaysia.

Various programmes were held at MACC offices nationwide such as engagements with leaders of the country, top management of government agencies', private corporations, non-governmental organizations (NGO), student representatives and the general public. The programme was in line with 'People Centric MACC' policy which aimed to bring MACC closer to people.

Appendix 10 lists the activities organized in-conjunction with International Anti-Corruption Day 2014.

- **MACC Open Day 2014**

The MACC Open Day made history in the annals of the MACC as it featured for the first time in conjunction with the International Anti-Corruption Day 2014. The event was held on 9 December 2014 at the Mid Valley Exhibition Centre, Mid Valley Shopping Mall, Kuala Lumpur.

More than 3,000 visitors attended this programme which held interesting activities such as public forums, briefing sessions and exhibitions that was primarily bent on the spirit of community engagement, in particular, attracting the high traffic of visitors to the famous shopping mall.

The event was launched by Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali, followed by a public forum themed 'Public-Private Partnership in Combating Corruption: Issues and Challenges'. The forum session featured experienced panelists that presented papers on industry experience in fighting corruption. They were Chief Integrity Officer of Petronas, Dato' Samsiah binti Abu Bakar, who presented the paper entitled 'The Integrity Officer and the Integrity Unit: A Mechanism in Enhancing Integrity and Good Governance'; Chief Executive Officer of SME Corporation Malaysia, Dato' Hafsah binti Hashim, presenting the paper on 'CIP: From Pledge to Practice'; Executive Director of Top Glove Corporation Berhad, Lim Cheong Guan, who presented on the topic 'Facilitating Ease of Doing Business Towards Zero Tolerance on Corruption'; and Co-Chairman of PEMUDAH, Dato' Saw Choo Boon, who presented a paper

The 'MACC Open Day' aimed at bringing the MACC closer to the public, in line with the 'Merakyatkan SPRM or People Centric MACC' policy.

entitled 'Establishing Industry Controls on Corruption'. The forum was moderated by Director of Private Sector Division of the Malaysian Institute of Integrity, Mohd Nizam bin Mohd Ali.

The event then progressed to a dialogue session featuring Minister in the Prime Ministers Department, Senator Dato' Paul Low Seng Kuan, and Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali, as panellists. The session was moderated by member of the MACC Consultation and Corruption Panel, Datuk Seri Azman bin Ujang.

Visitors were feted to the variety of exhibition booths participated by 10 external agencies, namely, Petronas, Asian Finance Bank Berhad, SME Corporation, Majlis Amanah Rakyat (MARA), Transparency International Malaysia, Selangor State Development Corporation (PKNS), Department of Environment (JAS), Malaysian Institute of Integrity (IIM) and Universiti Putra Malaysia. The MACC also had booths that displayed information related to its enforcement, prevention, NKRA Fighting Corruption, community education, Malaysia Anti-Corruption Academy and the MACC transformation.

In addition, various attractive activities were organized simultaneously at the Atrium such as a children's colouring contest, mind test, crosswords, Wheel of Corruption and quiz sessions. Other interesting activities were such as the 'flash mob' performance by the Corruption Prevention Secretariat of International Islamic University Malaysia (SPR UIA), poetry recital by MACC officers, performances by Dj Mamat and Dj Fizi from Ultra.FM as well as special appearances by the MACC mascot, Agent Lang and Upin & Ipin that attracted visitors', especially the children.

9 DECEMBER**International Anti-
Corruption Day**

**Dato' Paul Low penning
down his signature on
the banner in support of
the MACC.**



He also reiterated that stricter punitive measure should be levied on those who commit corruption to provide a lesson for others.



'THE KING IN THE HEARTS OF THE PEOPLE' PROGRAMME: PROOF OF CONCERN BY THE ROYAL INSTITUTION

In conjunction with the 47th anniversary of the Anti-Corruption Agency/ Malaysian Anti-Corruption Commission (ACA/MACC), a royal ceremony was held that was graced by His Royal Highness (HRH) Sultan Nazrin Muizzuddin Shah ibni Almarhum Sultan Azlan Shah was held on 1 October 2014 at the Kuala Lumpur Convention Centre (KLCC).

The programme entitled '*Majlis Raja di Hati Rakyat*' or 'The King in the Hearts of the People', was the pride of the MACC as it was another first that witnessed the presence of a member of a royal institution in celebrating this historical day with the MACC's workforce.

The presence of HRH Sultan Nazrin was even more significant as he delivered the Royal Address entitled 'Corruption: Scenario and Challenges'. The Royal address was truly comprehensive, filled with valuable lessons, counsels, proposals and admonition in which he quoted real instances experienced worldwide as lessons to be learnt.

Among his advices included the importance of commitment stemming from the nations leadership in anti-corruption efforts to seriously eradicate corruption as well as to ensure the effectiveness of the anti-corruption agency. He also reiterated that stricter punitive measures should be levied on those who commit the crime of corruption as a lesson for others.

To the MACC officers, HRH Sultan Nazrin expressed hopes on the MACC to be steadfast in 'arduous task' of combating corruption.

He also took a leaf from time of his father, His Majesty the Late Sultan Azlan Shah who was the only Chief Justice coming from the royal institution. During the time of His Majesty as a Judge, he dealt with many corruption cases, whereby his verdicts are still benchmarked as an authority till date. Thus, the presence of HRH Sultan Nazrin in gracing the ceremony was also seen as an attribute and recognition to His Majesty the Late Sultan Azlan Shah.

STRATEGIC COMMUNICATION

STRATEGIC COMMUNICATION

Strategic communication plays a vital role in guaranteeing the effectiveness of internal and external communication implemented by the Strategic Communication Division (BKS). BKS, established on 1 January 2013, is under the purview of the Chief Commissioner's Office. The initiative by the MACC's top management aims to obtain and enhance public confidence towards the MACC through strong collaboration with the media, community leaders, NGOs and stakeholders.

2014 proved to be a challenging year in managing and carrying out the role of strategic communication especially in dealing with rising issues.

MAIN FOCUS OF STRATEGIC COMMUNICATION

BKS is responsible in planning the media strategies and effective communication in facing issues pertaining to the roles and functions of the MACC. Proactive and responsive approaches are employed in handling issues, either positive or negative. Press statements of particular issues are released immediately in order to avoid negative perception and baseless speculation.

The main focus areas of strategic communication are:

- a. Enhance confidence and support from the public by effectively and continuously improving the perception on the MACC;
- b. Advise the MACC's top management pertaining to rising issues;
- c. Monitor, analyse and promptly respond on issues broadcasted by the media;
- d. Implement effective approaches and strategies in media management;
- e. Establish close relationship with media practitioners and stakeholders of the MACC; and
- f. Provide training related to media and communication management to MACC officers.

In addition, the MACC strategic communication has set its focus on nine issues - 'must win battles' as determined by the Strategic Management Committee on January 2013. The nine issues are:

- a. Improve public perception;
- b. Enhance public confidence on the MACC;
- c. Strengthen community support and collaboration;
- d. Increase the effectiveness of the MACC in handling high profile and public interest cases;
- e. To win over influential and important international leaders;
- f. Enhance the awareness on the existence of the five independent oversight bodies of the MACC to the public;
- g. Conduct engagement activities with relevant targeted groups;

- h. Respond to negative perception and statement with solid facts based on research and case studies; and
- i. Develop a clear strategy and policy on media.

INNOVATION AND IMPROVEMENTS

Throughout 2014, various initiatives on innovation and improvement were considered to strengthen MACC's strategic communication. This include preparing communication skills training; designing standard operating procedures (SOP) on strategic communication management; organizing dialogue sessions with media practitioners and stakeholders related to strategic communication management; and developing MACC's strategic communication policy.

The details of the initiatives are as follows:

- a. Academic visit to the Corruption Eradicating Commission (KPK) of Indonesia on 14 to 17 October 2014 involving four officers from the Strategic Communications Division, the Community Education Division and the Inspection and Consultancy Division;
- b. Strategic Communication Management Workshop attended by 25 officers from the headquarters and state offices on 9 October 2014;
- c. Writing Skills Workshop on Effective Media Statement participated by 25 officers from headquarters and state offices on 8 October 2014;
- d. Public Speaking Workshop - High Impact Delivery involving 25 officers from headquarters and state offices on 5 and 6 June 2014;
- e. Journalism Workshop: Fight Corruption with the MACC - Correct Information, Effective Reporting attended by 26 journalists from various media on 26 and 27 May 2014;
- f. Public Relation and Strategic Communication Management Course participated by 20 officers from headquarters and state offices on 25 and 26 March 2014;
- g. Intensive Training Course for Reporting and Writing for Community Education Division officers - A 10 week course beginning end of March 2014. The course was attended by 10 officer from the Community Education Division;
- h. Basic Course on Creative Writing participated by 20 officers from headquarters and state offices on 25 and 26 February 2014;
- i. Integrated Marketing Communication Workshop participated by 17 officers from headquarters and state offices on 11 and 12 December 2014; and
- j. Memorandum of Understanding (MoU) on Cross Placement Programme - Collaboration between the MACC and the New Straits Times Press Berhad Group.

MEDIA AND COMMUNICATION STRATEGIC PLAN

Media and communication was an area for improvement under the MACC Prevention Transformation Programme. Various initiatives were designed by the Media and Communication Service Line Team under the Project Management Office (PMO) - Prevention. Among them was to develop the Media and Communication Strategic Plan 2014-2016.

The three-year plan focuses on four components, namely, organization structure, human capital, operations, policy and legislation. A total of 44 short-term and long-term initiatives were proposed that include establishing a social media management branch, holistic media management training, appointment of a media relation officer in state offices and establishing a database of issues and policies with regards to media and communication.

EFFECTIVE MANAGEMENT OF ISSUES

The MACC has always been a target of the media concerning allegations of corruption involving high profile individuals or fraud in a particular organization/project of public interest. Furthermore, the MACC is always associated with issues concerning leakages in government funds.

As such, every issue highlighted by the media needs to be assessed in terms of its pros and cons prior to issuing immediate statements with the accurate facts. An effective media management can elude negative perception and misconception among the people.

The tone of the media is monitored daily to assess the implementation of anti-corruption efforts in terms of its effectiveness and acceptability by the community. The analysis of media tone covers reports from the print, electronic and social media carried out by Isentia corporation, an independent and professional firm appointed by the MACC. **Table 39** shows an overview of the media tone in 2014.

TABLE 39: Analysis of media tone throughout 2014

MONTH	POSITIVE TONE
January	93%
February	97%
March	94%
April	93%
May	91%
June	88%
July	86%
August	93%
September	80%
October	97%
November	88%
December	98%

92.33%

positive media
reports on the
MACC in 2014.

Overall, there was a 92.33% positive media tone throughout 2014. According to the analysis, the negative media tone was high in July (14%) and September (20%) due to the frequent broadcast of 'hot' issues especially in the social media.

Among them were regarding the on-going case related to the printing of the RM5 polymer banknote in the Australian court. Media reports had claimed the involvement of several political leaders in the scandal. Other issues that contributed to the increase of negative media tone was regarding the Bank Rakyat loan to a businessman that was raised by members of Parliament as well as the announcement of the decision by the Appellate Court decision on 5 September 2014 on the death of Teoh Beng Hock, witness of MACC.

MEDIA PUBLICITY ON THE CORRUPTION ISSUES AND MACC ACTIVITIES

Based on reports published by Isentia Corporation, a total of 11,753 write-ups linked to the MACC appeared in the news, magazines, television, radio and online media throughout 2014. Of this, 7,493 write-ups were featured in news and magazines, 760 television broadcasts, 594 radio broadcasts and 2,906 online media reports.

The 6,961 reports highlighted cases investigated and undergoing prosecution. This was followed by reports on MACC's functions and roles (2,638); political issues with regards to graft (990); reports related to the Chief Commissioner of MACC and MACC's work force (675); and reports on community education activities and campaigns (489).

The Isentia report also reflected a public relations value worth more than RM50 million from the 11,753 reports and write-ups. Importantly, more than 80% of the reports and write-ups featured in the media in the year was free-of-charge. This indicates that issues on the MACC and corruption are of high interest to the media.

INTERVIEWS FEATURING SENIOR MACC OFFICERS

An approach involving MACC's top management and directors of divisions and states was used to publicise information on the MACC such as its role, achievements, and activities via exclusive interviews. The interviews were then produced as articles and published in the news and magazines, such as:

- i. Article in *Mingguan Malaysia* on 23 February 2014 entitled 'The public needs to understand MACC's job';
- ii. Article in *Berita Minggu* on 2 March 2014 entitled 'If you don't want to be investigated, don't be a leader';
- iii. A public lecture (article) on 24 March 2014 by the Chief Commissioner of MACC at *Bernama* entitled 'Is MACC credible?';
- iv. Article in *Mingguan Malaysia* on 5 October 2014 entitled 'Destruction caused by corruption';
- v. *Dewan Bahasa 'Wacana Fikrah Ummah' 7th Discourse Series* on 26 August 2014 entitled 'Integrity is the core to fight corruption'. The discourse was then published in *Dewan Masyarakat*;
- vi. Article in the *Sunday Star* on 8 June 2014 entitled 'Rising public confidence';
- vii. Interview in *FZ.com* and *The Edge* on 30 June 2014 entitled 'We can't do it alone';
- viii. Article in *Dewan Masyarakat* in August Edition entitled 'MACC Transformation More Transparent'; and
- ix. Article in *Sin Chew Daily* on 18 April 2014 entitled 'People Centric MACC'

In addition, members of the independent oversight body (Special Committee on Corruption, Anti-Corruption Advisory Board, Complaints Committee, Operations Review Panel, and Consultation and Corruption Prevention Panel) were also regularly featured in the media through the issue of statements in clarifying particular issues.

INITIATIVES TO COUNTER NEGATIVE PERCEPTION

Negative perception is a main challenge that can hamper MACC's credibility. The MACC, as such, seriously views such matters and demands its work force to be accurate and clear in disseminating information to the community on certain issues. In this regard, the use of electronic, print and social media channels was optimally used in disseminating correct information to the public.

The initiatives taken are as follows:

- Optimising the internal communication medium by disseminating information related to current issues and its development to MACC members via e-mail;
- Presentation of current issues on a regular basis to the Anti-Corruption Advisory Board, the Consultation and Corruption Prevention Panel, the Strategic Management Meeting and the Directors Meeting;
- Holding roundtable discussions with the media (mainstream, social or alternative media) to provide the understanding on corruption issues thus obtaining their support in assisting the MACC in efforts in combating corruption;
- Regular briefing to Community Education Division officers on current issues by the divisions in the operations sector. This facilitates the officers in disseminating right information at activities such as during public talks/lectures and other community-engagement programmes;
- Managing publicity on the success of MACC operations activities to the media in a structured, organized and optimum manner and facilitating towards improving the media tone; and
- Reporting MACC's involvement at the international level and activities with other national anti-corruption enforcement agencies.

The Strategic Communication Division also produced the 'MACC Transformation' book which documented the MACC's transformation programme, initiatives and successes. The 150-page book was published in both Malay and English language that featured the MACC's success of its transformation programme since 2009.

SOCIAL MEDIA AS MACC STRATEGIC COMMUNICATION CHANNEL

The evolution of social media has enabled the MACC to capitalize on the popularity in disseminating current and updated information including anti-corruption messages. The high accessibility of social media made it essential for the MACC to reach out to especially the youth group as well as to all walks of life.

The subjects revolving in social media include excerpts of speeches by the top management and national figures on corruption, corruption charges in court, press conference recordings, latest and updated information on issues, reports and pictures associated with MACC activities.

Details on MACC's communication medium are as follows:

- **MACC Portal**

The Official Portal of the MACC, accessible via <http://www.sprm.gov.my>, is the main communication medium for MACC in providing information to the media and the public. The portal displays the latest news, media statements, arrest statistics, the corruption offenders' 'Name and Shame' database for public view. A total of 11.09 million visitors have accessed to the portal as of 31 December 2014.

The portal also provides an area for the public to forward any information on corruption offences. The public can lodge an official report in the Complaints Management Portal at <http://www.sprm.gov.my/cms.html>.

Internal communication is carried out via e-mail in the dissemination of important and current information to MACC staff.

- **Official blog www.ourdifferentview.com**

The official MACC blog was developed on 19 May 2010 and serves as a medium for the MACC to update on current issues to the community. A total of 176 articles have been uploaded to the blog and has recorded 326,412 visits.

- **The MACC Facebook page**

The Facebook account is used due to its popularity among the youth group. The Facebook page highlights the latest and updated news on activities and anti-corruption efforts by the MACC that can be accessed at <http://www.facebook.com/pages/SPRM/247689136935>. As of 31 December, the MACC Facebook has a total of 150,232 friends.

- **MACC Twitter**

The Twitter account, SPRMMalaysia, can be accessed at <http://twitter.com/SPRMMalaysia>. Similar to the Facebook, this platform is used to deliver the latest information on activities and programs of the MACC. To date, it has recorded 13,602 tweets with 23,824 followers.

- **MACC Flickr**

This photo gallery page was initiated on 19 May 2010 that contains pictures of activities and programmes of the MACC nationwide. MACC Flickr can be accessed at <http://www.flickr.com/photos/ourdifferentview/>. There are 18,072 pictures uploaded with about 1.93 million views.

- **MACC YouTube**

This social channel was created on 19 May 2010, comprising video clips of MACC activities, excerpts of speech related to corruption and anti-corruption ads. These materials can be viewed at <http://www.youtube.com/odvmacc>. A total of 458 videos were uploaded, with 370 registered members (subscribers) and viewed more than 173,021 times.

- **E-newsletter**

The e-newsletter 'MACCToday' was published in English to spread information on anti-corruption to the local and international community.

- **WhatsApp chat**

This up-to-date application is utilised by the MACC for prompt communication with interested parties of the MACC. This application also as a main communication medium with the media group.

INTERNATIONAL ACHIEVEMENTS

“ Research has shown that international cooperation is pertinent in fighting corruption as the perpetrators are akin to going into hiding as well as moving such illicit gains into foreign jurisdictions.

Thus, nations need to be committed in assisting one another in ensuring the effectiveness of laws and initiatives concerning legal assistance, extradition and anti money laundering. ”

Dato' Sri Mohd Najib bin Abdul Razak

INTERNATIONAL ACHIEVEMENTS

INTERNATIONAL ACHIEVEMENTS

Since its inception, the MACC continues to establish strategic cooperation in anti-corruption initiatives with international agencies and organizations through meetings, talks, courses, presentations, paper works, assistance in extradition and technical, along with anti-money laundering. It is through such cooperation that the MACC has gained valuable strategic partners as well as having the opportunity to share experiences and expertise with anti-corruption agencies around the world.

MACC's active involvement in many regional and international forums has resulted in Malaysia being recognised internationally in the anti-corruption agenda.

UNITED NATIONS CONVENTION AGAINST CORRUPTION (UNCAC)

UNCAC is an international convention under the United Nations Office on Drugs and Crime (UNODC) that requires its states parties to implement anti-corruption measures comprehensively. The convention is valid by law and has been adopted by the United Nations (UN) General Assembly. Malaysia signed the UNCAC treaty on 9 December 2003 and ratified it on 24 September 2008.

UNCAC contains eight chapters and 71 articles covering preventive measures, criminalisation and law enforcement, international collaboration, asset recovery, technical assistance and information exchange, and mechanisms for implementation of the Convention.

States Parties undergo review and assessment of the UNCAC compliance by cycle every five years with each evaluation cycle emphasizing on specific UNCAC chapters. The first cycle evaluation was conducted from 2010 to 2014 with the focus on Chapter III: Criminalisation and Law Enforcement, and Chapter IV: International Cooperation.



Announcement of the UNODC assessment report on 7 February 2014 had highlighted 23 best practices of Malaysia in anti-corruption efforts.

“International cooperation can help national leaders develop political resolve and international action can convey the useful truth that we are all involved in the problem of corruption and that we must find solutions together.”

Robert Klitgaard,
Former President at Claremont Graduate University,
Claremont, California

“Malaysia is among countries that have successfully completed the UNCAC review process within a year as stipulated in the Implementation Review Group (IRG) assessment report.”

“Malaysia should serve as an example to other member states in signing of bilateral and multilateral cooperation in forging cooperation among international and regional organizations.”

Shervin Majlessi,
UNODC Asean Region Anti-Corruption Advisor

Malaysia is one of the countries that have successfully completed the UNCAC review process within a year as prescribed by the Implementation Review Group (IRG) of the UNCAC.

UNODC report launching

The UNODC assessment report generally recognised as well as praised Malaysia's commitment in the fight against corruption. In the 500-page report, 23 best practices were highlighted pertaining to the area of anti-corruption in the country.

The report, released in mid-2013, was launched on 7 February 2014 at the Malaysia Anti-Corruption Academy (MACA), Kuala Lumpur. The launch of the report was officiated by Minister in the Prime Minister's Department, Datuk Paul Low. Also at the launch was Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed; Speaker of the Senate, Tan Sri Abu Zahar bin Ujang; and Shervin Majlessi representing the UNODC.

In his speech at the launch of the report, known as Executive Summary of Malaysia's Implementation of the UNCAC's Chapter III and IV, Datuk Paul Low remarked, "the recognition of the 23 best practices in Malaysia is the most received among the assessed countries."

The UNCAC review does not rank its States Parties by comparing their seriousness and readiness in adopting the UNCAC provisions. However, the Country Report is utilised in international assessment of a country's commitment in fighting corruption, as used by Transparency International in its Corruption Perception Index report.

Malaysia's willingness to publicize the report contents have proven the country transparency in matters related to anti-corruption. The complete content of the UNODC assessment report can be obtained via its portal www.unodc.org.

National Seminar on the Implementation of the UNCAC

On 20 and 21 January 2014, a national seminar was organized by UNCAC and the Myanmar Prosecutor's Office in Nay Pyi Taw, Myanmar. MACC was represented by Director of Records Management and Information Technology, KPKPj Nor Azmi bin Karim and Head of International Relations Branch, PKPj Karunanithy s/o Y.Subbiah.

At the seminar, MACC was given the honour of presenting two paper works on Malaysia's experience in preparation for the UNCAC assessment. The first presentation titled 'UNCAC Institutional Requirements', presented by KPKPj Nor Azmi, touched on Malaysia's compliance to the stipulated article requirement under UNCAC, which was the transformation of Anti-Corruption Agency (ACA) to MACC as an independent anti-corruption agency.

The recognition
of the
23
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countries.

The subsequent presentation was delivered by PKPj Karunanithy entitled 'Review of the Implementation of UNCAC: Malaysia's Experience on the Review Process'. He shared about MACC experience as the 'focal point' in facing the evaluation process until its successful completion within a year. Also demonstrated were the 23 best practices, identified and recognised by the UNCAC assessment team to be emulated by other member countries.

Also present at the seminar was Lokman bin Yahya, representing Performance Management and Delivery Unit (PEMANDU) in which he had an opportunity to present on the Government Transformation Programme Phase II (GTP 2.0) and initiatives implemented under the National Key Results Area (NKRA) - Fighting Corruption.

Meeting on 'Open-ended Inter-Governmental Working Group on Prevention of Corruption'

The 3-day meeting, held in Vienna, Austria from 8 to 10 September 2014, discussed on the compliance of Articles 5, 6, 7 of Chapter II of the UNCAC in which MACC had submitted its report pertaining to the compliance of the three articles.

At the meeting, Malaysia was given the honour to present on the self-assessment on the implementation of Chapter II (Prevention) during the panel discussion session. MACC was represented by Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali, who presented the MACC's report.

His presentation covered MACC's experience in preparing as a focal point in the Chapter II evaluation process, expected to commence between 2015 and 2019. He also spotted on the proactive measure taken by Malaysia which is establishing a task force, known as 'UNCAC Chapter II (Prevention) Task Force' and chaired by Datuk Mustafar himself, comprising government agencies, government-linked companies (GLC) and non-governmental organizations (NGO) for the evaluation.

Malaysia's initiative was recognised and much-admired by delegates from member countries for its commitment in proactively preparing for the UNCAC assessment prior to its commencement.

The UNCAC Task Force establishment by MACC was remarked as an exemplary best practice, where this has led to request by several member countries of wanting to learn from Malaysia's preparation for the UNCAC Chapter II evaluation process.

MACC commitment to evaluate Palau and Turkey

A review team comprising of MACC officers, joined by experts from the Cambodian government and UNODC Secretariat conducted a visit to Palau, for an inspection exercise on its compliance to the UNCAC requirements, from 15 to 18 September in Koror, Palau. The MACC team was led by the Director of Records Management and Information Technology, KPKPj Nor Azmi bin Karim, together with Dato' Senthilnathan Dharmalingam, Chuah Chang Man and PPs Mugilen Maniam.

The visit was aimed to inspect Palau compliance in the requirements under Chapter III: Criminalization and Law Enforcement and Chapter IV: International Cooperation of the UNCAC. The inspection was in accordance with the provision 29 of UNCAC Implementation Review Mechanism in ensuring the implementation of each inspected country.

In its review report, the review team forwarded several recommendation on areas related to legislation and corruption prevention measures in line with the requirements of UNCAC. Among the proposals were to consider enforcement of the provision for illicit wealth as a corruption offence and protection to those reporting on corruption activities.

Turkey was the other country assessed by the MACC review team which was conducted together with Belgium from 8 to 12 December 2014.

Malaysia's commitment in completing the review exercise received recognition from UNODC and MACC then was also handed the responsibility to execute review exercise on Iraq.

INTERNATIONAL ANTI-CORRUPTION ACADEMY (IACA), AUSTRIA

The International Anti-Corruption Academy (IACA) was formed through a joint initiative involving Republic of Austria Government, United Nations Office on Drugs and Crime (UNODC), European Anti-Fraud Office (OLAF) and few other key stakeholders. The main objective of the IACA is to establish an international education institution primarily focusing on the corruption field.

Malaysia was among the initial countries to sign the IACA establishment treaty as an international organization. Malaysian Government was represented by Attorney General of Malaysia, Tan Sri Abdul Gani bin Patail to sign the agreement on 2 September 2010.

The MACC's role is significant in IACA as its Chief Commissioner, namely, Tan Sri Abu Kassim bin Mohamed was appointed as the Academic Advisory Board member since 2010 and progressing further to be appointed as the Vice Chairman of IACA Board of Governors on 29 November 2012.

Among the responsibilities are to determine IACA strategies, policies and guidelines, to ensure the implementation of guidelines that control IACA operation, including finance regulation and human resource management. In addition, the appointment of Tan Sri Abu Kassim is beneficial in encouraging sharing of knowledge and expertise between IACA and MACA.

Board of Governors Meeting

As the Executive Vice Chairman of the Board of Governors, Tan Sri Abu Kassim also attended the Board of Governors Meeting, held twice, on 2-3 June 2014, and 18-19 September 2014 in Vienna, Austria.

MACS Enforcement Module at MACA

MACS or the Master in Anti-Corruption Study is specifically designed post graduate programme for professionals offered by IACA. The objective of the 2 years programme is to enhance the understanding of the selected students in the area of corruption prevention worldwide.

Inaugurated in December 2012, MACS began with its primary batch of 26 participants from 17 countries comprising of enforcement agency officers, members of government administration services and non-governmental organizations (NGOs).

MACC was given the honour to host one of the MACS modules, namely, 'Enforcement' which was conducted at MACA within two weeks, from 12 to 23 May 2014. The inaugural batch graduated on 9 December 2014 and the convocation ceremony was held at IACA in Vienna.

Being host to one of MACS modules puts a feather in the cap for MACC especially after MACA is recognised as an international training centre in this region from UNODC assessment report.

3rd Session of the Assembly of Parties to IACA

The assembly was held in Baku, Republic of Azerbaijan from 19 to 21 November 2014 where Malaysia, as a 'state party', was represented by a delegation comprising of the Minister in the Prime Minister's Department, Datuk Paul Low Seng Kuan and the Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed.

During the assembly, Malaysia notched a significant mark through the appointment of Datuk Paul Low as Vice Chairman of IACA for 2014/2015 session. In addition, he was also given the opportunity to deliver a speech on behalf of the Malaysian Government.

His speech covered Malaysia's commitment to eradicate corruption by drawing various anti-corruption policies as well as offering MACA facilities to IACA and its member countries in producing upskilled anti-corruption officers.

MACC was also represented by its Director of Strategic Communication Division, KPKJ Rohaizad bin Yaakob, Head of International Relation Branch, PKPJ Karunanithy s/o Y. Subbiah and Media Officer at the Minister Officer, David Yap.

Malaysia Annual contribution to IACA

Since 2012, Malaysian Government has contributed approximately Euro600,000 to IACA for the purpose of funding the implementation of its activities. Such commitment reflects its seriousness in combating corruption at the international level. In addition, the IACA manages to offer scholarships to Malaysia participants in pursuing the MACS programme through such financial support.

ASIA-PACIFIC ECONOMIC COOPERATION (APEC)

APEC or the Asia Pacific Economic Co-operation is an important forum towards achieving economic, trade and investment cooperation in the Asia Pacific region among its 21 members. In realizing the impact of corruption on the economy, APEC initiated the forming of the Anti-Corruption and Transparency Experts Task Force (ACT). The initiative aims to coordinate efforts related to corruption prevention, integrity enhancement and good governance in the Asia Pacific region.

Since it was founded in 2005, MACC has been actively involved in APEC discussion as well as proposing recommendation and opinion on anti-corruption towards the development of 2010-2015 medium-term work plan.

The MACC continues to contribute insights and expertise in various meetings, discussions and conferences organized by APEC.

APEC Roundtable Discussion on Anti-Corruption and Public Governance

The roundtable discussion was held in Taipei, Taiwan on 13 January 2014, as a platform for the 21 member nations to share the best practices on governance and anti-corruption initiatives implemented in their respective country.

A paper entitled 'Challenges and Experiences on Strengthening Trust, Integrity and Ethics in the Public Sector' was presented at the discussion session. The presentation touched on the effectiveness of the Corporate Integrity Pledge (CIP) implementation in Malaysia as a corruption prevention mechanism in the public sector. MACC was represented by PPj Hamidah binti Mohd Nadzri (Inspection and Consultancy Division) and PPj Hashimah binti Mokhtar (Policy, Planning and Research Division).

1st APEC Senior Officials Meeting (SOMI)

The APEC SOMI meeting aims to deliberate on issues and efforts towards empowering regional integration and international cooperation. The inaugural meeting was held in Ningbo, China from 16 to 21 February 2014, attended by Director of Policy, Planning and Research, Dato 'Ahmad Khusairi bin Yahaya, and Director of MACC FT Putrajaya, Dato' Tan Kang Sai.

APEC Anti-Corruption Network of Authorities and Law Enforcement (ACT-NET)

The APEC ACT-NET is a cooperation network of law enforcement agencies from APEC members, becomes a platform that enables detailed discussions pertaining to the assistance implementation mechanism and anti-corruption cooperation in the Asia Pacific region.

Discussions in the meeting held from 11 to 17 August 2014 in Beijing, China, primarily focused on ACT-NET terms of reference. Malaysia was represented by Director of Policy, Planning and Research, Dato 'Ahmad Khusairi bin Yahaya, and Head of International Relation Branch, PKPj Karunanithy Y. Subbiah.

At the meeting, Malaysian representatives contributed input towards outlining ACT-NET terms of reference. In addition, Malaysia also urged all APEC member nations to be committed in sharing a more effective and in-depth information pertaining to anti-corruption.



Official Portal of
SEA-PAC which is
accessible at www.sea-pac.org.

SOUTH EAST ASIA PARTIES AGAINST CORRUPTION (SEA-PAC)

This year marked the 10th edition of South East Asia Parties Against Corruption (SEA-PAC) meeting, hosted by Malaysian Government (coordinated by the MACC) from 1 to 3 December 2014 at the Royale Chulan Hotel in the capital city Kuala Lumpur. The annual meeting aimed to discuss on strengthening collaboration among member nations in the fight against corruption. This is the second hosting by Malaysia, the first one was the inaugural SEA-PAC meeting in 2005.

This multilateral cooperation is in accordance with Article 48 of UNCAC that states, "States Parties shall cooperate closely with one another, consistent with their respective domestic legal and administrative systems, to enhance the effectiveness of law enforcement action to combat the offences covered by this Convention".

UNODC also recognised this multilateral cooperation as one of Malaysia's 23 best practices in combating corruption.

The 10th edition also involved Myanmar as the last ASEAN country to join SEA-PAC, marking a historic episode which witnessed a complete ASEAN participation from 10 ASEAN member nations, represented through their respective anti-corruption agency, namely, the Anti-Corruption Bureau of Brunei Darussalam (BMR), the Corruption Eradication Commission of Indonesia (KPK), the Corrupt Practices Investigation Bureau of Singapore (CPIB), the Anti-Corruption Unit of Cambodia, the Office of the Ombudsman of Philippines, the National Anti-Corruption Commission (NACC) of Thailand, the Government Inspectorate of Vietnam, the Government Inspectorate of the Lao PDR and the Anti-Corruption Commission of Myanmar.

The three-day meeting produced 15 presentations based on the theme 'Investigation and Prevention of Corruption in the Private Sector'. MACC presented the achievements obtained from the establishment of the Committee on Integrity Governance (JKTU) at the federal, state and local authority level, and the establishment of Integrity Unit to fight corruption in government agencies and GLCs.

The 10th edition of SEA-PAC was officiated by the Minister in the Prime Minister's Department of Malaysia, Datuk Paul Low Seng Kuan, who in his opening speech proposed the formation of a working group to study the possibility of SEA-PAC as an entity under ASEAN.

The landmark meeting also witnessed the launch of SEA-PAC official web portal developed by MACC. The portal, accessible via the link www.sea-pac.org, aims to promote SEA-PAC at the international level.

MEMORANDUM OF UNDERSTANDING

The collaboration between MACC and various international agencies is formed through different methods, one of them is via Memorandum of Understanding (MoU). To date, the MACC has signed MoUs with 11 international agencies as follows:

- Corrupt Practice Investigation Bureau (CPIB) of Singapore on 15 December 2005;
- Anti-Corruption Bureau of Brunei Darussalam on 15 December 2004;
- Anti-Corruption Agency of Egypt on 2 November 2007;
- Anti-Corruption Agency of Kyrgyzstan on 6 June 2008;
- INTERPOL on 19 October 2009;
- Government Inspectorate of Vietnam (GIV) on 2 April 2010;
- Independent Commission Against Corruption (ICAC) Hong Kong on 30 July 2010;
- National Anti-Corruption Commission (NACC) of Thailand on 6 October 2012;
- International Anti-Corruption Academy (IACA) on 6 October 2012;
- Corruption Eradication Commission, Indonesia on 30 October 2013; and
- Federal Bureau Anti-Corruption (BAK) Austria on 23 May 2014.

These MoUs are intended to strengthen bilateral cooperation, obtaining international assistance by seeking cross border expertise and in sharing of knowledge and experience in the anti-corruption area.

11
MoUs with
international
agencies.



MoU between MACC and Federal Bureau of Anti-Corruption, Austria

The Federal Bureau of Anti-Corruption (BAK) Austria was the eleventh and the most recent international anti-corruption agency to have signed a MoU with MACC.

The MoU entails cooperation in the aspects of exchange related to intelligence information, joint operation, extradition, sharing of best practices, money laundering, technical assistance and expertise as well as organizing development courses to enhance capabilities and skills of anti-corruption enforcement officers.

The MoU was signed by Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed, representing the MACC whereas BAK was represented by its Director, Andreas Wieselthaler. Witnessing the signing ceremony were Minister in the Prime Minister's Department of Malaysia, Datuk Paul Low Seng Kuan, and Austrian Ambassador in Malaysia, Christophe Ceska.

The MoU Signing Ceremony between MACC and the Federal Bureau of Anti-Corruption (BAK), Austria on 23 May 2014

MUTUAL COOPERATION

1st Bilateral Meeting between MACC and the Federal Bureau of Anti-Corruption, Austria

Following from the MoU signed on 23 May 2014 with the Federal Bureau of Anti-Corruption of Austria (.BAK), the first bilateral meeting between both signatories was held in Vienna, Austria on 11 September 2014.

The MACC delegation consisted of Deputy Chief Commissioner (Prevention) of MACC, Datuk Mustafar bin Ali and MACC senior officers PKPj Karunanithy s/o Y.Subbiah and PPj Mohamad Tarmize bin Abdul Manaf. BAK was represented by its Director, Andreas Wieselthaler, Head of Department II (Prevention, Education and International Cooperation), Dr. Martina Koger and Christoph Saiger.

Matters discussed at the meeting covered structure, functions and operations of both agencies. The discussion also centered on potential collaboration between both agencies in the field of operations and prevention. One of the meeting outcomes was the agreement to place MACC officers at BAK on a short term attachment in the efforts of information sharing as well as to develop the MACC officers' capabilities.

There was also interest by BAK to further learn on the Corporate Integrity Pledge (CIP) implementation as well as briefing on the Integrity Officers placement in public and private sector organizations.

Thus, BAK was keen to invite MACC to conduct training sessions on CIP implementation which is viewed as an effective initiative. In addition, BAK also expressed interest in enrolling its officers to the Certified Integrity Officers (CeIO) Course for International Participants organized by MACA.

10th Bilateral Meeting between MACC and Anti-Corruption Bureau Brunei

The Bilateral Meeting between MACC and the Anti-Corruption Bureau (BMR) of Brunei Darussalam was inaugurated on July 2002 which agreed upon areas covering investigation, intelligence, legal, prevention, inspection and consultancy, and training.

The meeting, jointly chaired by the Chief Commissioner of MACC and the Director of BMR, demonstrated high levels of commitment, intention and determination towards anti-corruption efforts by across the border. As a result, a Working Team Meeting was formed, co-chaired by MACC Director of Investigation Division and BMR Head of Investigation.

A decade of bilateral relations between the MACC and the BMR was marked during the 10th Annual Bilateral Cooperation Meeting on 19 and 20 June 2014. The meeting which was held at the MACC Federal Territory Kuala Lumpur, was aimed at refining efforts to strengthen bilateral relation and cooperation between Malaysia and Brunei in the fight against corruption.

It is important to note that the strong bilateral cooperation between MACC and BMR has been recognised by UNODC as one of the 23 best practices in corruption prevention, as stated in the UNODC Assessment Report, in relation to Malaysia's compliance to the UNCAC requirements.

The report stated that, "The Implementation of the joint investigation and the establishment of an operational working group with Brunei Darussalam, is a good example on cooperation between countries in law enforcement, both at the policy and operation levels."

In the same report, the UNODC also praised Malaysia's success and good practice in implementing Chapter IV of UNCAC, where States Parties should be responsible to facilitate other nations in the area of prevention, investigation and prosecution.

Tripartite Sports Carnival between MACC, CPIB and BMR

The inaugural tripartite annual sports carnival involving the MACC, the Corrupt Practices Investigation Bureau (CPIB) of Singapore and the Anti-Corruption Bureau (BMR) of Brunei Darussalam was held at the National Sports Council in Bukit Jalil on 21 June 2014. The annual sports carnival between MACC and CPIB already ran into its seventh year.

Participants were engaged in the spirit of camaraderie through an array of games such as football, badminton, ping pong, basketball and bowling. The CPIB contingent consisted of 72 officers led by its Deputy Director, Wong Chong Mann while BMR was represented by 16 officers led by its Director, Dato' Paduka Muhammad Juanda bin A. Rashid.

Tan Sri Abu Kassim together with Director of BMR, Dato Paduka Muhammad Juanda bin A. Rashid were presiding over the 10th Bilateral Cooperation Meeting held from 19 and 20 June 2014.



This annual event aimed to create strengthened and closer networks between officers of MACC, CPIB and BMR. This initiative also reflected friendship between these three nations in anti-corruption efforts in the region. Bilateral cooperation between MACC and CPIB had begun since 2008, yet cooperation between MACC and BMR started since 2002.

To conclude the programme, a special meeting was held between the MACC and CPIB top management to discuss on a more dynamic bilateral cooperation and effort in anti-corruption.

Anti-Corruption Commission of the Royal Government of Bhutan

In recent times, the MACC had been invited by a number of countries in providing assistance and advisory services in strengthening the management and operations of an anti corruption agency. Bhutan is one such country in seeking such assistance from the MACC through training and experience sharing sessions in managing corruption cases and fighting corruption effectively.

In line with this, a training programme was conducted by the MACC upon the request by the Anti-Corruption Commission of the Royal Government of Bhutan from 4 to 12 March 2014 in Bhutan. Experienced MACC officers were sent to share MACC's experience and expertise towards enhancing the capabilities of Bhutan anti-corruption officers and to assist in drafting comprehensive anti-corruption approaches. The NKRA Fighting Corruption initiative was seen as one of key initiatives to be adapted by Bhutan. Other initiatives shared were the implementation of the transformation programme covering operation, prevention and human capital.

The MACC trainers comprised of Deputy Director of the Community Education Division, KPKPj Abdul Samat bin Kasah and Deputy Director of NKRA Fighting Corruption Unit, Shuhairoz binti Mohamed Shukeri.

PARTICIPATION AT INTERNATIONAL MEETINGS, CONFERENCES, SEMINARS, COURSES AND PRESENTATION OF WORKING PAPERS

Throughout 2014, the MACC received numerous invitations to participate in meetings, conferences, seminars and courses organized by international agencies and organizations.

MACC was also honoured to present working papers on experience and knowledge sharing in the field of investigation, intelligence, prevention and training, where this is deemed as a form of international recognition to the MACC as a respected anti-corruption enforcement agency.

Appendix 11 lists the meetings, conferences, forums, seminars and international courses participated by the MACC.

OFFICIAL VISITS BY FOREIGN DELEGATIONS

Throughout 2014, the MACC paid host to more than 100 visitors representing 14 international agencies. This indicates and lends recognition of the MACC as an international referral centre in corruption prevention efforts.

The main purpose of these visits was to share experiences and knowledge on anti-corruption efforts by the MACC expertise in the areas of operation and corruption prevention.

Table 40 lists the official working and courtesy visits to the MACC throughout 2014.

TABLE 40: List of official working/courtesy visits to the MACC by international agencies

NO.	COUNTRY / AGENCY	DATE	NO. OF DELEGATES
1.	Executive Committee for Strengthening the Fight Against Corruption and Improving Transparency, Turkey	20-21 January 2014	8
2.	Anti-Corruption Commission of Zambia	21-22 April 2014	7
3.	Anti-Corruption Commission of Timor Leste	24-25 April 2014	3
4.	Anti-Corruption Bureau of Brunei Darussalam	16-18 June 2014	4
5.	United Nations Asia and Far East Institute (UNAFEI)	27 June 2014	4
6.	Ministry of Justice Investigation Bureau (MJIB) Taiwan	24 July 2014	2
7.	The Corruption Eradication Commission of Indonesia	15 July 2014	3
8.	Bangladesh Judicial Service Commission	20 August 2014	9
9.	Transparency International - Thailand	26 September 2014	19
10.	Government Inspectorate of Vietnam	13-16 October 2014	6
11.	Transparency International - Berlin	6-7 November 2014	2
12.	Guandong Provincial Department of Supervision, China	10 November 2014	8
13.	NACC Youth Ambassador, Thailand	25-26 November 2014	20
14.	Ministry of Justice Investigation Bureau, Taiwan	16-17 December 2014	8

SECONDMENT TO INTERPOL

For the second time, the Interpol requested for the placement of a MACC officer at its headquarters in Lyon, France. The first placement was of KKPj Hafaz bin Mohd Nazar from the Investigation Division for two years from 2 May 2012 to April 2014.

This year, PPj Mohan s/o Munusamy from the Centre for International Studies, MACA, was selected to be placed at Interpol for a period of three years beginning 15 December 2014.

Among the tasks involved at Interpol include building and strengthening relationships with anti-corruption law enforcement agencies, developing best practices in the area of corruption prevention, providing training to anti-corruption law enforcement agencies worldwide and forging strategic partnerships with international anti-corruption organizations or institutions.

PROFESSIONALISM

“Accountability breeds response -
ability.

Stephen R. Covey

“Professionalism is knowing how to do
it, when to do it and doing it.

Frank Tyger

PROFESSIONALISM - A PILLAR OF EXCELLENCE

PROFESSIONALISM - A PILLAR OF EXCELLENCE

“As the nation pillars, civil servants must be equipped with specific knowledge, skills and abilities that are rooted on the nation's five principle pillars which are knowledge, trustworthiness, best practice culture, patriotism spirit and an outcome based culture.”

Dato' Sri Mohd Najib bin Abdul Razak,
Prime Minister of Malaysia

The following objectives are geared to produce a professional and excellent MACC's workforce in executing its duties and responsibilities.

- **Integrity management** - to empower the integrity amongst MACC's workforce through instilling, infusing and asserting moral values.
- **Compliance management** - to elevate governance efficiency and transparency through compliance and monitoring of internal control systems.
- **Improvements in work procedures, creativity and innovation** - to raise public confidence in terms of accountability and professionalism of actions taken by MACC.
- **Complaints management** - to strengthen the efficiency, effectiveness of the internal complaints channel mechanism and guarantee impartiality.
- **Code of conduct management** - to increase the level of excellence and professionalism of MACC personnel through the enforcement of laws, regulations and corrective measures.

INTEGRITY MANAGEMENT

“Human capital is not confined to having knowledge in particular fields, but also covers the personality coupled with high morality needed in a person.”

Tun Abdullah bin Ahmad Badawi,
The Fifth Prime Minister of Malaysia

The Excellence and Professionalism Division is set up with the goal of moulding MACC's human capital to have noble behaviour, integrity, accountability, discipline, progressiveness and being competitive.

In line with this, various initiatives towards acculturation of an excellence work culture were designed in meeting with the MACC Integrity Plan. Among the programmes are:

- **Integrity workforce key to MACC excellence**

4,645 integrity-based programmes and activities were organized with the target of inculcating the accountability and integrity level of MACC officers and personnel as well as towards attaining improved level of compliance to the laws and regulations in force.

- **Effective financial management leading to productive lifestyle**

Good personal financial management is vital in preventing individuals from debts and other financial problems. As such, various educational programmes on financial management were organized for MACC staffs in order to provide adequate knowledge and skills towards managing their personal financial planning in a more orderly and prudent manner.

Two briefing sessions on personal financial management were organized in collaboration with the Psychology Management Section of the Prime Minister's Department especially for those crossing the 60% deduction mark as per the Public Officers (Conduct and Discipline) Regulations 1993.

The initiative aims to produce MACC's workforce to be credible, disciplined, competent, knowledgeable, dedicated, capable, resilient, loyal and adhere to regulations and their respective religious teachings. Such measures are needed in order to avoid ending up in serious financial problems such as bankruptcy that may eventually affect job performances.

4,645

Integrity
acculturation
activities were
implemented in
MACC.

COMPLIANCE MANAGEMENT

"Presently, civil servants act as change agent or driver of change in the nation's administrative machinery. In the context of the civil service, civil servants are deemed as thinkers, planners and implementers in bringing success to the public service agenda and must always be prepared to give the best to meet the rising expectation from the people".

Tan Sri Mohamad Zabidi bin Zainal,
Director General of Public Service

• Financial compliance management

The purpose of the financial compliance management was to ensure that the MACC's score in the 'Accountability Index' to be 'Very Good'. In addition, the initiative also aims to develop a workforce that is professional in managing the department's finances efficiently and prudently, as well as being an exemplar to other government agencies.

Throughout 2014, compliance inspection was undertaken on 21 Responsibility Centres (PTJ) which includes the MACC headquarters, Malaysia Anti-Corruption Academy (MACA), state and branch offices. The inspection exercise focused on these following aspects:

- Management control;
- Expenses;
- Income;
- Trust Accounts and Trust Funds;
- Assets and Inventories; and
- Budget.

The winners posed for picture with Tan Sri Abu Kassim in conjunction of MACC Innovation and Creativity Group (KIK) Convention 2014 on 29 October 2014.



The MACC Johor was acclaimed by the Internal Audit Division of the Prime Minister's Department (JPM) via JPM letter of 140-2/1/57(11) on 23 July 2014 due to improvement in its financial management compliance from an evaluation score of 76.44% in 2010 to 88.34% in 2013.

INNOVATION AND CREATIVITY

"... From that, the mastery of knowledge is fundamental and a key feature that determines the development and progress of a nation and empire, as such, I would like to suggest that contribution in the area of innovation and creativity is reviewed and reassessed in generating knowledge that is relevant and critical to the country. Thinkers, scholars and intellectuals who have been around for decades in breeding knowledge and innovation should be acknowledged as 'national treasures'. In fact, I would regard them as true 'national treasures' as they have always been productive in knowledge generation. "

Dato' Sri Mohd Najib bin Abdul Razak,
Prime Minister of Malaysia

• Innovation breeds excellence

On 29 October 2014, the MACC Innovation Day, themed 'Innovation Breeds Excellence' was held in line with the objective of producing a workforce that is professional and excellent through innovation and creativity.

Also held was the Innovation and Creative Group (KIK) Convention in conjunction with the MACC Innovation Day which featured 16 creative and innovative projects to be screened out for a place in the finals featuring top 10 teams.



The 2014 KIK Convention winners were as follows:

1. Champion: Team SPIRIT (Record Management and Information Technology Division) with the project 'Towards Developing a Computerized Daily Report (e-Diary System)'. The project's goal was to overcome the problem of impracticality of the use of the Official Diary Book in MACC.
2. Runner-up: Team K-MAC (MACC Kedah) with the project 'Black Bail Book'. The project was to solve the problem of bond bail management of arrested persons (OKT) which was less systematic in MACC.
3. Third Place: Team AKAL (Policy, Planning and Research Division) with the project 'Formation of a Drapp Team'. The project targeted to raise the level of understanding of MACC officers towards Standing Orders by the Chief Commissioner and Deputy Chief Commissioner of MACC.

This year, the MACC introduced a number of new categories to be in contention, namely, Best Viva (MACC Kedah); Best Performance (MACC Pahang); Best Exhibition (Record Management and Information Technology Division); and the Special Jury Award (MACC Kelantan). All prizes to winners were presented by the Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed.

Tan Sri Abu Kassim and Dato' Sri Mohd Shukri visiting the exhibition booths of participating teams in conjunction with the Innovation and Creativity Group (KIK) Convention on 29 October 2014.

COMPLAINTS MANAGEMENT

“Quality is a continuous process and is closely related to human capital. Therefore, in ensuring a quality service delivery, the focal emphasis should be on developing a more positive attitude that is able to accept and adapt to changes. Attitudes such as honest, hardworking, responsible, sincere and dedicated, coupled with the ability and willingness to work beyond normal office hours, is fundamental in forming officers and staff with positive attitude.”

Tan Sri Abu Kassim bin Mohamed,
Chief Commissioner of MACC

- **Disciplined workforce reflects excellence**

The Complaints Committee (CC) of the MACC held six meetings throughout 2014 in which two were at the MACC headquarters, Putrajaya while the remaining were held respectively at state MACC offices in Sarawak, Kedah, Terengganu and at the Malaysia Anti-Corruption Academy (MACA).

The meetings focused on monitoring the action on complaints received against the MACC's workforce which amounted to a total of 103 complaints. Of this, various action papers were opened, namely, 34 Disciplinary Investigation Papers; six Disciplinary Board Papers; 45 Preliminary Investigation File (*Sampul Kecil*); two were attached in existing Investigation Paper (one complaint each was submitted to the Investigation Division and the Record Management and Information Technology Division for further action); five complaints underwent internal settlement actions; and seven Administrative File (*Sampul Kecil Pentadbiran*). The balance of the complaints were filed as no further action (NFA) due for being too general as well have no element of violating code of conduct.

- **Integrity reflects the character of MACC's workforce**

MACC personnel are frequently reminded of the need to always reflect high level of integrity. The goal is to ensure MACC members are not involved in acts of corruption, abuse of position or other misconducts which could affect MACC reputation.

To assess the level of accountability and integrity of MACC staffs, 20 integrity and monitoring tests were conducted, towards compliance of MACC Code of Ethics, laws and regulations. The test adopted various methods in testing every staffs, as per below:

- **Urine test - towards a drug-free workforce**

As a proactive measure, urine test is executed in collaboration with the Narcotics Criminal Investigation Division of the Royal Malaysian Police on staffs of various grades and positions. The urine tests are purported to ensure that MACC personnel are free and clear of drug abuse.

From the two urine tests conducted in 2014, severe action was taken on two MACC officers, found out to be positive for drugs in which they were handed over to the relevant authorities for further action.

The MACC does not compromise on any of its personnel found to violate the departmental code of ethics under Rule 7 of the Public Officers (Conduct and Discipline) Regulations 1993 as well as other national laws in force. MACC personnel found guilty of drugs abuse as per confirmation by a government medical officer will be subjected to disciplinary action leading to dismissal depending on the merit of the case.

- **Trust is a responsibility**

Various monitoring and supervision exercises were undertaken on the compliance of the punch card system in accordance with the General Circular No. 11 of 1981 (Punch Card Recording System at Government Offices).

The monitoring exercise is purported to ensure that every officers and staffs undertake their responsibility with the highest accountability and integrity.

15 monitoring exercises were organized at the MACC headquarters, state and branch offices based on the following objectives:

- i. Ensure that all MACC staffs report to work and leave within the stipulated time period;
- ii. Tracking of late arrival or early exit through red markings on the punch card;
- iii. Ensure that every MACC staff entering or exiting the office beyond the official timing, to record reason to do so with the necessary approval from their respective superiors; and
- iv. Allow for appropriate action to be taken against MACC personnel who are regularly reporting late to office or leaving earlier than the official work timing without permission.

- **MACC Integrity Test**

The MACC Integrity Test was designed to assess the integrity level of its workforce in raising up MACC professionalism level. The test is also capable to measure the value of work, the positive outlook, social aspect, and behaviour pattern and ethics of the MACC's workforce.

Newly appointed MACC officers were required to undergo two psychometric tests. An integrity test was carried out on participants of the MACC Innovation and Creative Group (KIK) Enhancement Program. All of the tests were organized in Malaysian Anti-Corruption Academy, Kuala Lumpur.

- **Recognition on MACC's workforce accountability**

1,378 disciplinary vetting were ran of which, 29 applications to further education; 210 for confirmation of service; 739 exercises related to promotion and acting positions; 12 for conferment of titles and medals; 26 for the purpose of retirement; two for transfer vetting; 18 for interviews, courses and training; 280 for Excellence Service Awards; 18 for loan applications; four for permanent appointment; 16 for disciplinary proceedings; one for the purchase of government's land; three for the sponsorship of government fellowship training; and 20 concerning officers transfer to various divisions in MACC.

The vetting exercise ensures that only those free of any misconduct and disciplinary action will be considered for the purposes set out above.

Integrity test were regularly undertaken to evaluate integrity level of the workforce towards elevating MACC professionalism level.

IMPROVEMENT OF WORKING PROCEDURE

“The public has placed increasing expectation on the MACC. This only means that as MACC performance improves, so does the desire for more reforms and changes. The MACC will initiate new approaches and introduce innovative strategies in going all out to fight against corruption.”

Tan Sri Abu Kassim bin Mohamed,
Chief Commissioner of MACC

MACC always strives towards increasing public confidence on the independence, transparency and professionalism of its workforce in executing its duties and responsibilities to fight corruption.

Under section 15 of the MACC Act 2009, an independent body was established to monitor the handling of complaints on non-criminal misconduct to the MACC.

The independent body, known as the Complaints Committee (CC), is tasked to identify the weaknesses in MACC work procedures that could lead to complaints and dissatisfaction from the society. The CC will then propose for necessary improvements to such work procedures.

In 2014, CC presented the following recommendations for improvement:

- **Internal control for absence of duty**

The CC opined for a mechanism to address the issue on the absence of MACC officers and staffs.

The MACC Complaints Committee Meeting Series 30 No. 3 of 2014 decided that the implementation of Regulation 3C of the Public Officers (Conduct and Discipline) Regulations of 1993 to be enforced in MACC. The rule specifies for the 'disciplinary control and monitoring by a supervisor'. The CC also proposed counselling sessions for officers and staffs with attendance issues due to problems concerning the individual personally, family, health, financial, conflicts with superiors or supervisors and job absenteeism.

- **Internal control on serious financial debts by MACC officers and staffs**

The Complaints Committee Meeting Series 31 No. 4 of 2014 suggested MACC to take action in addressing serious problem of indebtedness among its employees. Among the measures recommended by the CC were:

- i. Division and state directors to identify and monitor officers and staffs with financial debt exceeding 60% as stated at the respective Responsibility Centre (PTJ);
- ii. Division and state directors are required to issue show cause letters demanding explanation from officers and staffs acquiring deductions more than 60%. Officers and staff who ignore such show cause letters can be taken disciplinary action under Regulation 4(2)(i) of the Public Officers (Conduct and Discipline) Regulations of 1993 for insubordination;
- iii. For unacceptable explanation by officers and staffs, the matter can then be referred to the Excellence and Professionalism Division (BCP);
- iv. Approval for personal loan for officers and staffs that is not issued via the policies and directives under MACC management can lead to disciplinary action for insubordination and irresponsible action. Nevertheless, the application can be accepted provided that the matter is closely supervised and monitored by the state director;
- v. Verification is required on officers who fail to adhere to the rules in providing testimony for those in need of loans. Officers who are not authorized by MACC management to verify personal loan application for officers and staffs may be penalized under Rule 4(2)(i) of the Public Officers (Conduct and Discipline) Regulations of 1993 for insubordination and irresponsible action;
- vi. MACC also needs to identify officers and staff involved in serious indebtedness through the review and assessment as well as the enforcement of MACC Code of Ethics and Conduct as a preventive measure to curb such problem;
- vii. MACC should carry out financial management briefing as a preventive and rehabilitation measure in providing awareness on financial management;

- viii. MACC should inform financial institutions and agencies that all loan applications concerning its staff should be referred to MACC prior to the loan application processing;
 - ix. The management should be open for discussions in solving financial problem faced by officers and staffs;
 - x. The Management Service Division must monitor all applications related to personal loan; and
 - xi. Financial counselling and guidance sessions must be made available to officers and staffs facing issues concerning financial indebtedness.
- **Internal control on the loss of case exhibits in MACC**

At the Complaints Committee Meeting Series 32 No. 5 of 2014, following recommendations were proposed by the CC:

- i. Investigation by the Excellence and Professionalism Division revealed that the non-compliance of MACC officers on the manual working procedures (MPK) and standing orders were largely due to weaknesses in supervision by senior officers. As such, senior officers must now be held accountable for the overall implementation and control of an operation. Every officer involved in an operation, including the investigating officer, must conform to the rules and regulations in force; and
- ii. The MACC management must provide adequate and conducive premises for the storage of case exhibits in accordance with MPK provisions and standing orders. The CC further emphasized on no compromise in such implementation. Should state offices lack of provision to provide such storage facility, appropriate allocation should be channelled to the state to avoid the disappearance of case exhibits due to storage facilities not in compliance with the rules and regulations in force.

- **The Complaints Committee Roadshow**

There were four dialogue sessions were held between the CC and MACC personnel as proactive measure, intended to:

- i. Inform the roles and responsibilities of the CC to MACC personnel in order to increase their understanding and confidence towards MACC independence and transparency;
- ii. Obtain input and feedback on issues or problems related to the disciplinary management;
- iii. Explain the forms of violation of the code of conduct, act of misconduct and non-compliance of working procedures for prevention purpose; and
- iv. Understand the constraints and problems in the service delivery system and to obtain recommendations for the solution of such constraints or problems.

The dialogue sessions were held at MACC Sarawak on 19 May 2014; MACC Kedah on 12 August 2014; MACC Perlis on 13 August 2014 and MACC Terengganu on 14 October 2014. The dialogue sessions were well received by MACC officers and staffs and will be resumed in the future.

MANAGEMENT of CODE OF CONDUCT

"... Civil servants should be cautious and careful in carrying out their duties and responsibilities and always be aware of the consequences that befall if we are negligent in carrying out our respective duties. All duties and responsibilities must be carried out in accordance to the national law and legal principles enshrined... "

Tan Sri Dr Ali bin Hamsa,
Chief Secretary of Malaysian Government

There were 21 disciplinary actions imposed on MACC officers and staffs of which five were acquitted, one deferment of salary movement, seven resulting in dismissal, one penalty and seven being issued warning notice. These actions prove that MACC has acted strictly and does not compromise on officers and staffs in violation of the code of conduct.

All disciplinary case decisions concerning MACC personnel are communicated to MACC's workforce via email and is gazetted. This serves as a warning as well as a reminder to all MACC personnel to comply with the rules and laws in effect as well as maintaining a high level of accountability and integrity at all times.

SECURITY

ENHANCING SECURITY AND PROTECTION

Continuous improvement is initiated by the MACC towards improving the safety features at MACC offices nationwide so that the public feel safe, comfortable and forth coming in dealing in MACC.

EFFECTIVENESS OF CLOSED CIRCUIT TELEVISION (CCTV) CAMERA AT MACC OFFICES

Since 2011, 1,100 CCTV camera units were installed and have been operational in all 39 MACC offices including the headquarters, state and branch offices, as well as Malaysia Anti-Corruption Academy (MACA).

The CCTV system which operates 24 hours every day, is able to store recorded data up to six months and equipped with SMS Alert System which sends SMS notification to the system operator in the event of system failure. Officers manning the system undergo specialized training to be competent and skilful in managing the CCTV system operation.

Data stored in the CCTV system are often utilized as preventive measures whereby security breach are detectable and immediate action can be employed. Examples are such as the unauthorized movement of office assets and the non-compliance of enforced procedures pertaining to the management of classified documents. The stored data also assists the Professionalism and Excellence Division in the investigation of disciplinary and misconduct cases.

Through the CCTV system, officers closely and constantly monitor the movement of visitors and clients towards ensuring their safety, especially visitors in relation to investigation operation.

Maintenance of CCTV systems is one of the initiatives in strengthening security protection of MACC. Since 2010, regular maintenance has been done four times a year. Consistent maintenance can ensure continuity of CCTV system operations to work well and any security breach is preventable.

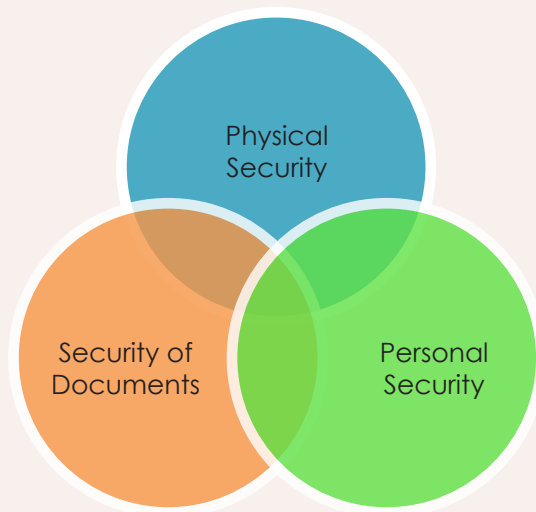
Figure 3 illustrates the initiatives in strengthening the security and protection.

1,100

CCTV installed
in 39 MACC
offices
nationwide.

FIGURE 3: Initiatives in strengthening the security and protection at MACC

- Conducting maintenance of CCTV system on a regular basis.
- Escorting and Witness Protection Enhancement Programme
- Updating management of encryption key and combination of vault and safe in all MACC offices.
- Competency Programme in Handling Scanner and Security Procedures.
- Disaster Management Programme
- Ethical Enhancement Programme of MACC Security Control & T-Baton Skills
- Conducting security inspection and submit recommendation on security management, including MACC lock up.
- Publishing Security Index Report on MACC States Office as a measure of security management in the offices.



- Conducting Study on Level of Awareness, Understanding and Security Implementation in MACC.
- Memorandum of understanding between People's Volunteer Corps (RELA) and MACC.
- Having regular meeting on MACC Security Management.
- Management Enhancement Programme of Detainee and Lockup in MACC.
- Briefing on Regulation of Utilizing and Handling of MACC Firearms.
- Implementing courses for understanding on utilizing and Handling of MACC firearms.
- Continuously spreading information/reminder/instruction related to security.
- Skills Enhancement Programme of Closed-Circuit Television (CCTV) camera and Visitor Management System (VMS).

SECURITY INDEX TO EMPOWER MACC GOVERNANCE

MACC's top management highly stresses on the overall security covering building, assets, documents, operation and personnel. This has been a core focus in implementing daily tasks in MACC offices nationwide, in which any security breach at MACC premises is not compromised.

Security inspection on MACC offices nationwide are conducted as a systematic measure to monitor, evaluate and ensure compliance to the laws, regulations and security instructions enforced by the MACC management. Assessments and analysis of the security management system are regularly conducted towards recommending proposal for further improvement.

Throughout 2014, security inspection were conducted in 16 states and five branch offices of MACC. The inspection emphasized on security protection elements such as general, physical, personal and documents safety, as stipulated by the Government Office of Chief Security Officer, as contained in the Security Directive book.

In ensuring a comprehensive inspection on MACC operation, three additional elements were included, namely, CCTV security, firearms and lock-up facility.

Figure 4 demonstrates the implementation of security inspection process.

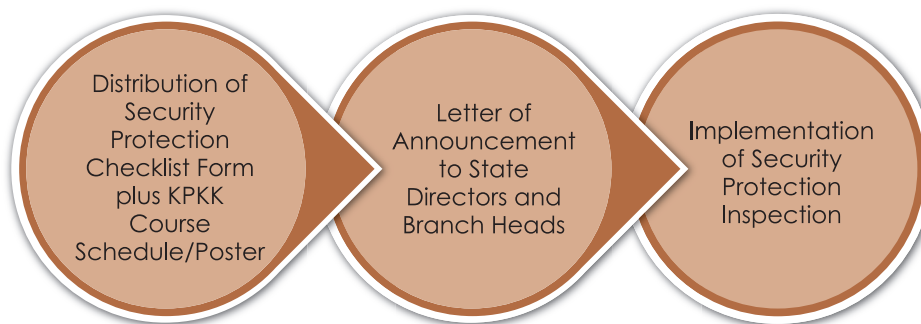


FIGURE 4: MACC security inspection implementation process

All 16 state offices received an average index score of 92.9% from the security inspection, which reflected a rising trend in the overall index as compared to the previous year.

Based on the Security Protection Assessment Guidelines of Government Ministries/ Departments/Agencies [AK.KPKK(IK)01.2005], 16 MACC offices obtained remarkable achievement, with score ranging 85.6% to 97.96%, surpassing the 60% threshold, signifying a 'Good' grading in the security protection practices.

From the security inspection exercise carried out in most MACC offices, the outcome marked a positive impact of security protection level at MACC offices. The index score which exceeded 90%, indicating an increase from 2013, reflected a very good level of security protection.

92.9%

MACC Security
Index 2014

Significantly, there were no case of security violation which could undermine MACC credibility during 2013 and 2014. Among the factors contributing to the improved security at MACC offices are:

- High commitment from all MACC officers, particularly State Directors, Security Department Officers, Heads of Security Units and security forces in improving security protection in their respective offices; and
- Constant and consistent notification, reminder and reprimand issued by the Security Division of MACC on security protection throughout 2013 and 2014.

NATIONAL BLUE OCEAN STRATEGY: STRATEGIC COLLABORATION BETWEEN THE DEPARTMENT OF PEOPLE'S VOLUNTEER CORPS (RELA) AND MACC

A memorandum of understanding (MoU) between the Department of Volunteer Corps (RELA) and MACC was signed on 21 August 2014, as an initiative under National Blue Ocean Strategy (NBOS).

The purpose of the MoU is to develop understanding and cooperation between both agencies towards the improvement of security control and enhancing public confidence on the security level of MACC offices nationwide.

The scope of cooperation entails assistance services by RELA workforce to MACC in the area of security, protection of premises and property as well as other duties under the purview of Malaysian Volunteer Corps Act 2012 (Act 752).

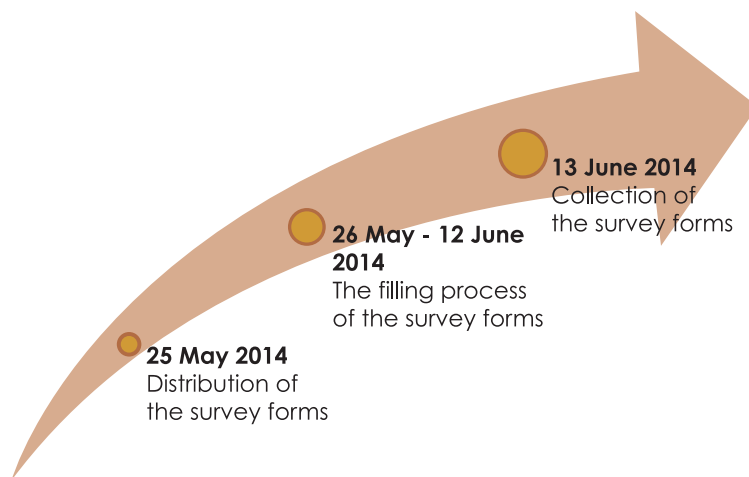
Besides strengthening ties between both agencies, the collaboration aims to optimize the utilization of human resources in government service. Furthermore, it is to ascertain a more guaranteed security system compared to hiring external agencies, without the need to create new posts.

The collaboration will also attribute to a potent and efficient implementation of security control service at MACC premises thus raising confidence from visitors on their safety.

LEVEL OF AWARENESS, UNDERSTANDING AND IMPLEMENTATION OF SECURITY IN MACC

A Survey on the Level of Awareness, Understanding and Implementation of Security in MACC was done to assess the level of awareness and understanding on the implementation of aspects pertaining to security among MACC officers and staffs. The initiative was to give insights as well as augmenting the knowledge related to the efforts in strengthening security level at MACC. **Figure 5** depicts the survey implementation.

FIGURE 5: The implementation process of the Survey on the Level of Awareness, Understanding and Implementation of Security in MACC



The survey was conducted in every MACC office, including:

- The Chief Commissioner Office;
- The Deputy Chief Commissioner Office;
- 18 division offices;
- 16 state offices; and
- 18 branch offices.

There were 150 respondents comprising MACC officers participated in the survey, which constitutes 10% of the total workforce at the level of division, state and branch offices. The survey was divided into three areas, namely, safety awareness at MACC offices, understanding of security in regard performing their duty and security implementation at all MACC offices.

In average, the survey resulted to 89.07%, in relation to the level of awareness, understanding and security implementation in MACC.

MALAYSIA
ANTI-CORRUPTION
ACADEMY

SEA-PAC RECOGNITION OF MACA AS ANTI-CORRUPTION TRAINING HUB FOR SOUTH EAST ASIA REGION

During the 10th South East Asia Parties Against Corruption (SEA-PAC) Meeting held at the Royal Chulan Hotel, Kuala Lumpur from 1 to 3 December, the Malaysia Anti-Corruption Academy (MACA) was recognised as an anti-corruption training hub for the South East Asia region.

In one of the meeting sessions, delegates were briefed on the 'MACC Integrity Based Leadership' programme by Faridah Hanim binti Haron from the MACA Leadership Excellence Centre, touching on the development and leadership of MACC officers.

As a result, SEA-PAC members, comprising from Malaysia, Brunei Darussalam, Cambodia, Indonesia, Myanmar, Philippines, Singapore, Thailand, Laos and Vietnam issued a joint statement in endorsing the efforts of the MACC's efforts in developing MACA as an anti-corruption training hub for the region. Furthermore, the meeting also proposed for MACA to develop the SEA-PAC Leadership Programme for the nation members.

The recognition to MACA inks a remarkable achievement as well as maintaining the excellent reputation of the MACC at the international arena. In 2013, MACA was acknowledged by the United Nations Office on Drugs and Crime (UNODC) as a training centre of international standard as reported in the Implementation Review Group (IRG) Assessment Report on the Compliance of Chapters III and IV of the United Nations Convention Against Corruption (UNCAC).

GAINING CREDIBILITY OF THE CERTIFIED INTEGRITY OFFICER PROGRAMME

The Certified Integrity Officer (CeIO) Programme offered by MACA has been gaining acceptance as reflected in the growing requests from government organizations and the private sector. In 2014, the programme was conducted three times as compared to twice in previous years.

Table 41 lists the number of CeIO's churned out by MACA from 2010 to 2014.

TABLE 41: Statistics of Certified Integrity Officer Programme from 2010 to 2014

YEAR	CeIO COURSE	LOCAL PARTICIPANTS	INTERNATIONAL PARTICIPANTS	EXECUTIVE PARTICIPANTS
2010	Series 1 of 2010	27	-	-
2011	-	-	-	-
2012	Series 2 of 2012	29	-	-
	Series 3 of 2012	30	-	-
2013	Series 4 of 2013	31	9	-
	Series 5 of 2013	32		
2014	Series 6 of 2014	31	13	43 (consist of MACC officers seconded to agencies as Integrity Officer and graduates of Master in Science - Corruption Studies Programme UKM-MACC)
	Series 7 of 2014	31		
	Series 8 of 2014	30		
TOTAL		241	22	43

The increase in the demand of the CeIO programme is an acknowledgement of the significant role of the Integrity Officer in an organization. The CeIO not only a catalyst to integrity enhancement for individuals and agencies, but also moots good governance, eradicate corruption, abuse of position and malpractice.

In the International CeIO programme, emphasis is given on cultivating the integrity culture in organizations. The 14-day programme stresses on the global perspective on issues in integrity management, legal regulation frameworks, compliance and monitoring as well as integrity planning for organization.

PKPj Nurrahim bin Abdul Rahim, one of the MACC officers receiving the CeIO Graduation scroll at the Third CeIO Convention in Putrajaya International Convention Centre. PKPj Nurrahim currently is the Chief Integrity Officer at the Forestry Department of Malaysia.



TESTIMONIES FROM CeIO INTERNATIONAL PARTICIPANTS

"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!"



Filimoni Daveta Taubale,
Fiji Independent Commission
Against Corruption



Muhammad Hisham bin Sulaiman,
Anti-Corruption Bureau (BMR)
of Brunei Darussalam

"This is a very good course especially for practitioners to attend because it is in line with the responsibility of upholding and promoting integrity. I learnt a lot of basic and advance knowledge on how to promote values of integrity to common people. I'm sure MACA will continue to run this course and invite participants from all over the world."

"This course has been very beneficial to us in the endeavour to prevent corruption. We learnt what are the issues we need to address especially in the placement of Integrity Officers in institutions to ensure that integrity is developed. I will also share whatever I have learnt with my supervisor in my country."



Munkombwe Lungowe Sitali,
Anti-Corruption Commission
Zambia

SHARING THE IBI APPROACH IN CURBING GLOBAL CORRUPTION

The Intelligence Based Investigation (IBI) method is deemed to be efficient as well as having the capabilities in bringing success in the investigation of syndicated corruption and cross border cases.

Some examples are namely, 'Ops Jarum' conducted in 2010 in collaboration with the Anti-Corruption Bureau (BMR) of Brunei Darussalam that revealed the diesel-smuggling syndicate from Brunei to Malaysia. The joint operation between the MACC and the BMR resulted in 34 arrests and the prosecution of 21 individuals of both nationalities.

The success led to the sharing of the IBI approach with other countries which focused on the effective management of undercover officers. A total of three IBI courses were conducted throughout the year from 21 to 25 April 2014 at the MACA. Among the participants who enrolled for the IBI Course were anti-corruption enforcement officers from Cambodia, Taiwan, Sri Lanka, Indonesia, Brunei, Fiji, Timor Leste, Bhutan, Thailand, Palestine and Botswana. To-date, the course has been participated by 35 individuals

Participants were exposed to proactive IBI elements used in investigation that also involved MACC officers from the Intelligence Division as facilitators in sharing the techniques used. Among the areas touched were such as the use of a provocateur agent in intelligence operations.

EXTENDING TRAINING EXPERTISE OVERSEAS

As part of widening knowledge sharing, the MACA has extended its expertise internationally by assigning MACC's trainers to countries in need of assistance. In 2014, MACA officers were sent to Maldives, Fiji, Bhutan and Nepal. The training covered areas namely, investigation, intelligence, laws, integrity and ethics.

Thus, the MACA has received international recognition apart from promoting itself as the main training hub in the South East Asia region in conducting training programmes and sharing information related to anti-corruption.

Training the Maldives officers

The MACA, upon request by the Government of Maldives, had conducted the following courses:

- a. Corruption and Financial Investigation Methodology Training Workshop for 30 Anti-Corruption Commission of Maldives (ACC Maldives) officers from 17 to 23 August 2014. The course was conducted by KPKPj Idris bin Zaharuddin and Kanakaraja s/o Muthusamy from the MACC headquarters; and
- b. Corruption Prevention Methodology Training Workshop for 15 officers of the ACC Maldives from 17 to 21 August 2014 conducted by MACC's senior officers KPKPj Abdul Samat bin Kasah and PKPj Abdul Razak bin Hamzah.

The training programmes covered aspects on legislation, investigation involving financial accounting documents and anti-corruption mechanism implemented by the MACC.

Sharing of expertise with Fiji

The MACC received a request from its counterpart in Fiji, namely the Fiji Independent Commission Against Corruption (FICAC) in training its officers in the area of effective anti-corruption and community education. The five-day training programme, from 29 September to 3 October 2012, was held at the Corruption Prevention Training Room, FICAC, Suva in Fiji. The MACC instructors were, namely, KPKPj Ganason S. Periathamby, KPKPj Abdul Samat bin Kasah and PPj Mohan Munusamy.



Dato Zakaria, Dato' Abdul Wahab and KPKPj Abdul Samat together with officers of the Anti-Corruption Commission of Bhutan. Including participants from the Maldives, Fiji and Nepal.

MTCP - MACA ASSISTANCE TO BHUTAN DAN NEPAL

The Malaysian Technical Cooperation Programme (MTCP) is a Malaysian initiative to promote technical collaboration among developing countries, empowering regional and sub-regional cooperation and nurturing of the self-reliant characteristic to countries involved. MACA has been part of the MTCP initiative since 2009.

In 2014, the MTCP-MACA sent MACC experts to train Bhutan and Nepal anti-corruption officials.

On 17 to 21 November 2014, MACC experts at Bhutan to train officers of Anti-Corruption Commission of Bhutan in formulating a standard operating procedures (SOP) on the utilisation of latest technical equipments in intelligence activities. Bhutan also requested for training in ethics and integrity management.

The training was conducted by the MACC team comprising of Deputy Chief Commissioner (Management and Professionalism), Dato Zakaria bin Jaffar, Director of MACA, Dato' Abdul Wahab bin Abdul Aziz, KPKPj Abdul Samat bin Kasah and PPj Mohd Saud Ayutollah bin Abdul Manan..

The training programme in Nepal was held from 15 to 19 December 2014 for officers of the Commission for the Investigation of Abuse of Authority of Nepal (CIAA) towards improving the capabilities in corruption prevention. The training focused on aspects related to investigation, prosecution, legislation, judgement of corruption cases and the relationship between investigation and prosecution. Also covered was latest investigation techniques used in solving corruption cases involving syndicates, cases of public interest and involving high profile individuals.

The programme was conducted by the MACC team led by Deputy Chief Commissioner (Management and Professionalism), Dato Zakaria bin Jaffar, KPKPj Thilagavathy s/o S. Thamboo and PPj Rosnan bin Mohd Ali.

MACC LEADERSHIP EXCELLENCE

Quality leadership is vital in realising the MACC aspiration in increasing public confidence towards the MACC. A leader with strategic thinking plays a major role in the success of an organization. Outdated leadership style has been identified as the main challenge for the public service senior officials.

As such, the MACA organized the Premier Transformational Leadership Programme (PTLP) at MACA from 28 to 30 April 2014 for senior MACC officers of the grade of JUSA C towards developing excellent leaders in the MACC, at par with acclaimed leaders locally and at the international level.

The group of MACC leaders were exposed to the latest leadership techniques, particularly on the aspect of leading change, risk management, management of key stakeholders, problem solving, forging strategic cooperation, team leading, being a creative and effective mentor as well as on coaching. Part of the training also involved the understanding their strengths and weaknesses that also involved a series of assessments.

The following were the learning outcomes from the programme:

1. Stressing on the importance of leadership in spearheading the organization's success;
2. Demonstrating proper problem solving techniques;
3. Explaining proper and structured techniques and approaches of leadership; and
4. Facilitating in developing the Personal Development Action Plan.

The participants were expected to research through self-reading on certain topics in improving the learning experience which involved case studies, individual presentations, role play, training simulation and teamwork. The activities, while challenging, aimed at raising the leadership potential of each participant.



MACC division and state directors at the Premier Transformational Leadership Programme from 28 to 30 April 2014.

BENCHMARKING PROJECT STRENGTHENS GRADUATE PROGRAMME

The Master in Social Science (Corruption Studies) Programme was initiated in 2008 as a manifestation of MACC's commitment in producing professionals with high levels of integrity and as experts in the field of anti-corruption.

The programme is a joint venture with Universiti Kebangsaan Malaysia (UKM) that has produced 48 graduates since its inception. The programme has since received encouraging response from various enforcement agencies in Malaysia. In 2014, history was created when the programme received its primary batch of international participants from Brunei Darussalam.

The Master in Social Science (Corruption Studies) Programme is strengthened through its systematic curriculum as well as a overseas benchmarking project. The benchmarking project is a compulsory element of the course involving academic visits to selected countries in the top ten bracket of the Corruption Perception Index (CPI).

Thus far, the benchmarking visits covered Singapore (10 to 16 May 2009), Hong Kong (22 to 28 November 2010), New South Wales, Australia (6 to 15 April 2012) and New Zealand (19 to 27 October 2013).

Benchmarking visit to New Zealand

New Zealand being at the top of the CPI, was chosen for the benchmarking project by the 20 students of Series 4 of Session 2012/2013 (18 February 2013 to 17 August 2014).

The entourage included two lecturers of the programme, namely, Professor Dr. Rahimah binti Abdul Aziz and Dr. Mohamad Fauzi bin Sukimi, along with the MACA officer, PPj Zulkifli bin Zainal Abidin and Noor Alfah binti Norzam from the Ministry of Finance.

The visit from 19 to 27 October 2013 enabled the students in understanding and acquiring new ideas on the best practices of 11 main agencies in New Zealand. These agencies, located in Auckland and Wellington, were instrumental in placing New Zealand at the top of the CPI ranking in 2013.

The 11 agencies are the New Zealand Police Headquarters, the Ministry of Foreign Affairs and Trade, the Transparency International New Zealand, the Corrections Department, the Independent Police Conduct Authority, the New Zealand Custom Service, the Office of Ombudsmen New Zealand, the State Service Commission New Zealand, the Office of Auditor General, the Serious Fraud Office (SFO), and the Auckland Council Financial Markets Authority.

The analysis showed that good governance, commitment from government and private agencies, and its community culture, were reasons for New Zealand's remarkable achievement in maintaining the highest CPI score. Comparatively, most of the initiatives were also initiated in Malaysia through different approaches.

The students were required to prepare a report on the study of the governance structure based on integrity enhancement, law enforcement, prevention, education, policies and strategies implemented by New Zealand in combating corruption that has placed New Zealand as among the best countries in the CPI. The contents of the report was centred towards providing new proposals and proposed improvements to existing anti-corruption initiatives of the MACC for the consideration of its top management.

Overall, the benchmarking programme managed to expose them to best practices implemented in New Zealand by its agencies that have proven to be successful in fighting corruption. Furthermore, Information shared between the participants and visited agencies would be beneficial to the MACC and education institutions in researching on best practices overseas feasibly applicable in Malaysia.

ASSESSMENT FOR MACC CADETS OFFICER VIA THE EFFECTIVENESS STUDY

The Study on the Effectiveness of the Basic Course for MACC Officers Series 13 No. 1 of 2013 was conducted in 2014. The study aimed at assessing and identifying the level of knowledge, skill and attitude of cadet officers upon completing six months of the course. There were a total of 43 officers who were to assume the rank of Assistant Superintendent (Grade 29).

The study was based on four categories as illustrated in **Table 42**.

TABLE 42: Respondents of the Effectiveness Study

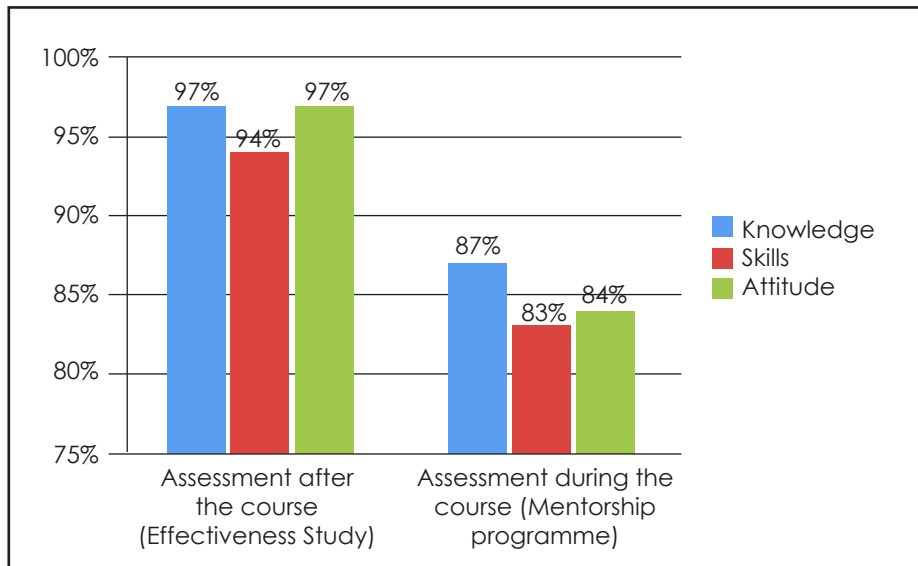
CATEGORY	RESPONDENTS
First	Directors of divisions/state offices and heads of state branches
Second	Supervisors/Heads of State Investigation/Heads of Investigation Units
Third	Colleagues
Fourth	Cadet Officers from Basic Course for MACC Officers, Series 13 No. 1 of 2013

The study was conducted through evaluation forms distributed to respondents. A total of 149 forms were collected for analysis by the Basic Training Cluster of MACA.

Findings from the study highlighted the following:

- a. Level of knowledge of cadet officers increased by 10% upon completion of the basic course, from 87% to 97%;
- b. Level of skill of cadet increased by 11% upon completion of the basic course, from 83% to 94%; and
- c. Attitude of cadet officers increased by 13% upon completion of the basic course, from 84% to 97%.

CHART 2: Comparison of the assessment on the level of knowledge, skill and attitude of Cadet Officers of the Basic Course for MACC Officers Series 13, No. 1 of 2013



The assessment exercise also covered their performance in performing investigation duties.

A total of 66 Investigation Papers (IP) were managed by the graduating officers of the Basic Course for MACC Officers Series 13 No. 1 of 2013, of which 19 led to prosecution and 64 resulted in arrests. Based on the task involving information gathering, the cadet officers managed to develop a total of 259 information.

Overall, the assessment study demonstrated that the Basic Course for MACC Officers by MACA had a profound impact in developing excellent MACC officers. It has succeeded in producing MACC Officers with high levels of knowledge, skill and attitude in executing their duties.



“The right people with the right skill set placed in the right position at the right time to get the right results.”

Human Capital Transformation

MANAGEMENT AND FINANCE

“ ... The delivery of an excellent and effective civil service relates directly to the excellence of its human resources. As such, the human resource management structure will be enhanced in order to retain quality talents in the civil service. Civil servants will also be given the opportunity to enhance their knowledge and expertise. In relation this, an internationally acclaimed civil service institution will be established towards enhancing their level of competency ... ”

Dato' Sri Mohd Najib bin Abdul Razak

MANAGEMENT SERVICES

MANAGEMENT SERVICES

Strengthening the organization

The MACC's workforce, as of 31 December 2014, stood at 2,953 personnel consisting of 2,000 officers of the Commission and 953 common staffs. The breakdown of the workforce is shown in **Table 43**.

TABLE 43: Summary of the MACC's workforce

CATEGORY	MACC OFFICERS	COMMON STAFF	TOTAL
Top Management	22	7	29
Management and Professional	692	149	841
Support Staff	1,286	797	2,083
TOTAL	2,000	953	2,953

The total in accordance with the Establishment Warrant A179 Year 2014 and Establishment Warrant A188 Year 2014. Based on these establishment warrants, the additional 131 posts of various grades was approved for the MACC. The total included the secondment of 15 officers as Integrity Officer in ministries and agencies based on Model A (high-level risk agency) and Model B (moderate-level risk agency).

The increase in the number of positions was in line with decision of the Government on the annual increase of 150 personnel towards reflecting the government's commitment in efforts to fight corruption as well as towards improving the Corruption Perception Index (CPI) ranking at the international level.



Deputy Chief Commissioner (Management and Professionalism) of MACC, Dato Zakaria bin Jaffar, receiving the certificate of 'Significantly Exceed Target' on the HRMIS implementation of the KPI from the Director General of the Public Services Department.

HRMIS implementation

In 2013, the KPI results on the implementation of the Human Resource Management Information System (HRMIS) showed 'Significantly Exceed Target'. The KPI on HRMIS was one of the KPIs under the Chief Commissioner set by Public Service Department.

In 2014, the HRMIS Unit from the MACC Headquarters conducted inspections on all HRMIS administrators and its secretariat in MACC offices nationwide. The inspection visits covered division/state MACC offices from the Central Zone, the Northern Zone, the Southern Zone, the Eastern Zone, Sabah, Sarawak and the Labuan Federal Territory.

The Central Zone comprises the Kuala Lumpur Federal Territory, the Putrajaya Federal Territory, Selangor and Negeri Sembilan while the Northern Zone comprises Perlis, Kedah, Penang and Perak; the Southern Zone comprises Melaka and Johor and the Eastern Zone consists of Kelantan, Terengganu and Pahang.

The inspection exercise was aimed at:

1. Providing clarification on current outcomes of the HRMIS implementation in the MACC Headquarters and state offices;
2. Enhancing the understanding on work procedures, directives and circulars at every work level in departments and agencies in the HRMIS sub-module management by HRMIS administrators in divisions and state offices;
3. Inspection by the MACC HRMIS Secretariat in relation to postings, staffing, leave management, service record and managing the performance of HRMIS in related zones; and
4. MACC HRMIS Secretariat meeting on the first and second quarters of the year at Putrajaya Federal Territory and Penang offices.

Table 44 below shows the achievements of the HRMIS implementation in 2014 according to the assessment criteria.

TABLE 44: Achievements on the HRMIS implementation in 2014

NO.	MODULE/SUB-MODULE	ACHIEVEMENT (%)
i.	Update of information on service profile and record of personnel	99.67
ii.	Update of the HRMIS job postings (as per information in MyPost)	-
iii.	Implementation of the Assest Declaration sub-module	99.83
iv.	Implementation of the Annual Work Target (SKT)	98.53
v.	Implementation of the Annual Performance Evaluation Report (LNPT) sub-module	-

99.34%

HRMIS Performance level

As at 31 December 2014, the overall achievement of the HRMIS module and sub-module was recorded at 99.34%. The excellent performance attributed 20 marks (full marks) to the KPI of the Chief Commissioner under the Governance and Accountability Category.

CAREER ADVANCEMENT OF MACC OFFICERS

A new mechanism was implemented concerning promotion and assessment for acting positions arising from MACC's Transformation Programme. The assessment for acting positions received its approval on 1 August 2013 by the Public Services Promotions Board No. 5 of 2013.

The number of promotions under the new process is highlighted in **Table 45**.

TABLE 45: Assessment of Officers to Acting Positions

NO.	ACTING POSTS	NO. CANDIDATES	SUCCESSFUL CANDIDATES	RESERVE LIST
1.	Grade P52 to P54	-	-	3
2.	Grade P48 to P52	78	25	21
3.	Grade P44 to P48			-
	• Batch 1	140	52	
	• Batch 2	86	46	-
4.	Grade P41 to P44			
	• Batch 1	105	36	-
	• Batch 2	65	60	-
5.	Grade P32/P29 and P38 to Grade P42 (with Degree)	69	22	18
6.	Grade P32 to P38	77	35 *2 candidates rejected promotion	16
7.	Grade P29 to P32	245	39	67
TOTAL		865	315	125

The assessment for acting positions was also carried out for top management positions based on the existing establishment warrant as shown in **Table 46**.

TABLE 46: Assessment for acting positions of top management

NO.	ACTING POSITIONS	NO. OF CANDIDATES	SUCCESSFUL CANDIDATES
1.	Grade JUSA B to JUSA A (KUP)	1	1
2.	Grade JUSA C to JUSA B (KUP)	1	1
3.	Grade P54 to JUSA C • based on core duties • based on operations	4 3	4 3
TOTAL		9	9

The new promotion exercise, conducted in a fair, transparent and professional manner, aims to strengthen the operations of the MACC and in achieving the vision and mission of being a dynamic, progressive and world class organization.

MEET-THE-CLIENT DAY

On 21 August 2014, the Management Services Division (BKP) in collaboration with the Finance, Accounts and Development Division (BKAP) organized the Meet-the-Client Day at the lobby of Level 5 at the MACC Headquarters to facilitate MACC personnel in obtaining advice, feedback and other areas pertaining to services offered by both divisions.

Consultation by BKP and BKAP during the Meet-the-Client Day.

Among them were on HRMIS review, service record books, housing and vehicle loans repayment and phone bill settlements.



TRAINING PROGRAMMES FOR SUPPORT STAFFS

A seminar entitled 'A Person is a Contributor to Organizational Performance' was organized for the Support Group II of MACC No. 1/2014 at the Institut Aminuddin Baki, Genting Highlands from 5 to 7 September.

The seminar was attended by the Support Staff - Group II consisting of operations assistant, general workers and drivers. The seminar aimed at moulding the personality and self esteem of the participants and contributing to the transformation and performance enhancement of the MACC.

The seminar also reflected the concerns of the top management and acknowledged the proposal by the Inter-Departmental Council (MBJ) for the Support Staff Group II to gather and attend courses together. In addition, it also created an avenue for fulfilment of the compulsory seven days training requirement as per Service Circular No. 6 of 2005.

At the seminar, several talks were delivered on topics such as 'Self Control', delivered by Director of Monitoring and Coordination, KPKPj Muhammad Salim Sundar bin Abdullah, followed by topics such as 'Identifying Self-Potential' and 'Semi Conscious Mind' that were presented by Counsellor from the Psychology Division of the Public Services Department, Muhammad Faez bin Zakaria. Officers from the Malaysia Anti-Corruption Academy (MACA) were involved as facilitators at the seminar.

MBJ: THE BEST CHANNEL FOR FEEDBACK

The Inter-Departmental Council (MBJ) caters for a two-way communication channel platform between officers and the management in proposing opinions, suggestions and sharing of ideas for the betterment of the organization. The MBJ at the MACC comprises representatives from the management as well as officers from various grades.

The objectives of the MBJ are as follows:

1. To gain cooperation, collaboration and understanding between the management, officers and staffs on matters concerning workflows and welfare of personnel; and
2. To collate ideas, opinions and views from the workforce through the official representatives of the council.

On 28 May 2014, a new constitution was approved by the Public Service Department to streamline and strengthen the MBJ structure. The issues to be discussed under the purview of the MBJ concerns:

1. Welfare;
2. Finance;
3. Administration;
4. Service and employment schemes;
5. Allowance and benefits;
6. Services; and
7. Other matters apart from those involving government regulation and policies, matters among individuals and personal issues.

As of 31 December 2014, 28 issues raised by the workforce were settled.

GUIDE TO RETIREMENT MANAGEMENT FOR MACC OFFICERS

On 12 February 2014, the Management Services Division (BKP) initiated to publish the 'Guide to Retirement Management for MACC Officers', as a reference to ensure a more efficient and structured retirement management for MACC personnel.

The guideline covers the law, circulars, documents, forms, checklist and flowcharts in relation to the retirement process in five main parts, namely:

1. Service Circular No. 4 of 2013 - Guide to Retirement Management and Pension;
2. Compulsory retirement;
3. Optional retirement;
4. Derivative pension; and
5. Retirement on Medical Grounds.

The guideline is available on the MACC's official portal at <https://esprm.sprm.gov.my:1365/>.

RETIREMENT OF MACC OFFICERS

A total of 48 officers retired in 2014 and **Table 47** illustrates the statistics of officers who retired according to the category, compulsory retirement, optional retirement, derivative pension and retirement on medical grounds.

TABLE 47: Statistics of retiring officers in 2014

RETIREMENT CATEGORY	NUMBER OF OFFICERS
Compulsory	21
Optional	24
Derivative Pension	1
On medical grounds	2
TOTAL	48

RETIREMENT OF THE DEPUTY CHIEF COMMISSIONER (PREVENTION)

For the first time, the MACC organized Marching Out Parade in commemoration of the retirement of a top management official, namely, the outgoing Deputy Chief Commissioner (Prevention) of MACC, Dato' Sutinah binti Sutan. The historical ceremony was held on 13 June 2014 at the Tun Ismail Hall, of the Malaysia Anti-Corruption Academy (MACA).

Dato' Sutinah joined the public service on 2 June 1980 and retired on 15 June 2014. She first assumed the position of Director of Communication and Education, followed by being appointed as Director of MACC Penang, Director of MACC Pahang, Director of Inspection and Consultancy Division, Director of Research and Planning Division, before her appointment as Deputy Chief Commissioner (Prevention) of MACC in 2010. Her position as the Deputy Chief Commissioner made her the first woman to hold a top management position in ACA/MACC.

Dato' Sutinah was also the 'architect' in the implementation of the Corporate Integrity Pledge (CIP) which now has more than 500 private companies and government organizations as signatories. In the last years of her service, she led the MACC Prevention Transformation Programme.

The 'Marching Out Parade' began with a performance by the Second Regiment of the Royal Military Cor from the Sunggala Camp, Port Dickson. The ceremony was attended by more than 150 MACC officers including the Chief Commissioner, Tan Sri Abu Kassim bin Mohamed; Deputy Chief Commissioner (Operation), Dato' Sri Mohd Shukri bin Abdull; Deputy Chief Commissioner (Management and Professionalism), Dato Zakaria bin Jaffar and the newly appointed Deputy Chief Commissioner (Prevention), Datuk Mustafar bin Ali.

At the ceremony, Dato' Sutinah was conferred with the title of the 'Outstanding MACC Heroine' for her efforts and sacrifices to the MACC and the nation in the area of corruption prevention. In marking her retirement, Dato' Sutinah was given the honorary escort by MACC officers.

Dato' Sutinah and Datuk Mustafar signing the duty handing over document, witnessed by Chief Commissioner of MACC, Tan Sri Abu Kassim bin Mohamed.

In a related event, retiring officers and staff were honoured at the 'MACC Retirement Ceremony' dinner function at the MACA. In appreciation for their contribution, each retiring officer received a commemorative watch and a certificate of appreciation.



MACC STATE

&

BRANCH OFFICES



You Can Make A Difference,
FIGHT Corruption

FINANCE AND DEVELOPMENT

ANNUAL BUDGET

The MACC places high emphasis on a financial management that is bent on saving, prudent spending and adherence to regulations towards avoiding wastages and maximising gains. As a result, the MACC was adjudged as the Project Monitoring System II (SPP II) Champion and awarded a 'Four Star' rating in the 2013 Accountability Index, from the National Audit Office.

Achieving an efficient financial management is attributed to the headquarters as well as the state and branch offices. Based on the eSPKB Inspection conducted by the Accountant General's Department on three Accountability Centres (PTJ), the MACC achieved an excellent performance in financial management. The three PTJs are the MACC Melaka (96.19%), the MACC Penang (97.74%) and the MACC Sandakan Branch (100%).

The achievements were highly due to the practise of good governance which includes spot checks by the top management, regular inspection by the state and division directors, immediate corrective measures and high level of teamwork. This practice is an on going effort in improving the level of integrity of MACC officers and the organization in total.

MACC was awarded the Project Monitoring System II (SPP II) Champion and a 'Four Star' rating in the 2013 Accountability Index.

MANAGEMENT ALLOCATION

In 2014, the MACC received an allocation of RM291.98 million for its administrative expenditure, an increase of 13.02% or RM33.58 million as compared to the allocation of RM258.35 million in 2013. The increase in the allocation was due to the additional intake of 150 officers as well as the purchase of tools and equipments towards empowering the MACC in executing their mandated duties and responsibility in tackling corruption effectively.

Table 48 shows the comparison in the budget allocation for management under the General Expenses category according to years (2012, 2013 and 2014).

TABLE 48: Comparison in the budget allocation based on the General Expenses category for 2012, 2013 and 2014

YEAR	10000 EMOLUMENTS (RM)	20000 SERVICES AND SUPPLIES (RM)	30000 ASSETS (RM)	40000 GRANTS (RM)	TOTAL ALLOCATION (RM)
2012	116,499,100	90,429,100	4,032,500	327,800	211,288,500
2013	150,001,100	94,366,700	13,652,500	327,800	258,348,000
2014	172,611,330	107,247,526	11,259,160	868,984	291,987,000

EXPENDITURE PERFORMANCE

The Financial and Accounts Management Committee (JKPA) monitors the competent, effective and strategic financial resource management. The committee convenes quarterly at the departmental level (MACC Headquarters as the Accountable Centre) and at the state's PTJ. The monitoring committee, chaired by the Chief Commissioner, is tasked to ensure the financial management and programme implementation in accordance with the prescribed regulations. As a result, the MACC surpassed the 90% target for expenditures under OA 20000 (95.85%) and 30000 (98.15%).

The MACC had also maintained a zero rating for AP58 for five consecutive years that resulted from cooperation from all levels in ensuring constant internal controls and supervisory measures that formed a practical culture and practice in financial management. In addition, the MACC had also effectually fulfilled payments within 14 days upon receiving completed bills, as stipulated in the Treasury Directive No. 103.

DEVELOPMENT PROJECTS

Development projects are viewed as long-term capital investments under the framework on policies and strategies development ascertained by the government. It aims towards organizing and providing the best of services to the people.

In 2014, the MACC was provided with an allocated of RM16.466 million for two developmental projects involving the construction of MACC office complexes as listed in **Table 49**.

TABLE 49: MACC development projects

NO.	PROJECT	DATE OF COM-MENCEMENT	DATE OF COMPLE-TION	COST OF PROJECT (RM)	ALLOCATION IN 2014 (RM)
1.	Selangor MACC office complex	5 February 2014	4 February 2016	49,520,000	10,866,000
2.	Purchase of the Sarawak MACC office complex	8 July 2013	11 March 2014	24,331,200	5,600,000
TOTAL					16,466,000

Based on the current spending trend, a budget constraint of RM2.533 million is determined by the Prime Minister's Department (PMD), the actual approved allocation for both the projects is RM13.933 million.

MACC Sarawak office complex

The project was endorsed under the 10th Malaysia Plan (RMK-10) with an allocation of RM24.3 million. The purchase and renovation of the building began on 11 June 2012 and was completed on 11 April 2014. The building was handed over to the MACC by the Public Works Department (PWD) on 16 May 2014. The building was formally occupied by the MACC Sarawak beginning August 2014.

The MACC Sarawak office complex is a three-storey building with a floor area of 3,021.476 square metres, developed with the latest cutting-edge security feature.

The office complex is equipped with close-circuit television (CCTV) camera installed within as well as outside the building. In addition, the security fence was positioned with the security guard post at the main entrance that is enabled with a security access card system. The office complex also features facilities such as lifts, restrooms for the disabled (OKU), parking lots, including parking spots for the disabled in consideration of the comfort of clients and visitors.

MACC Selangor office complex

The proposed development of the MACC Selangor office complex at Lot 765, Section 16, Shah Alam, Selangor Darul Ehsan was approved on 28 October 2011 by the Economic Planning Unit (EPU) under RMK-10. The project commenced on 5 February 2014 and is expected to be completed by 2 February 2016.

Being a pilot project, the Building Information Modelling (BIM) methodology was implemented by the PWD without the involvement of consultants. The project development also emphasised on aspects related to safety and comfort of employees and visitors.

The complex consists of a seven-storey office building, a multi-purpose hall, confiscation warehouse, guard posts, TNB sub-station, parking lots, 'OSD', and landscape. The complex is equipped with a weapon storage room including a lockup facility that can accommodate six detainees (OKT) at a time.

MACC headquarters complex

The construction project of new MACC headquarters complex was approved by the Cabinet on 9 July 2010, covering 5,120 acres (20,728 square metres). The project commenced implementation on 5 December 2013 on Plot 7R1, which is located at the junction between Lebuhr Sentosa and Persiaran Barat, next to the Putrajaya Police Headquarters Complex (Southwest) and the Fire and Rescue Headquarters Complex (West) of Putrajaya Federal Territory.

The concept behind the building design is reflective of the MACC slogan, namely, truthfulness, fairness and resoluteness as well as modern contemporary concepts that takes into account of the high and low level security. The project consists of three office blocks of 14, 18 and 22 levels respectively including parking facilities, lockup, investigation room, general amenities (cafeteria, nurseries and galleries), customer service counter, complaint room, discussion room, shooting simulation and equipped with a security access card system and CCTV.

The 36 months project is expected to be fully completed by December 2016 and ready for occupancy by July 2017. As such, it will be evident that the 50th Golden Jubilee anniversary of the MACC, which falls on 1 October 2017, is scheduled to be celebrated at the new office building complex.

APPENDICES

APPENDIX 1: List of companies, government agencies and non-governmental organizations (NGO) as signatories to the Corporate Integrity Pledge in 2014

NO.	ORGANIZATION	DATE
1.	Encorp Berhad	13 January 2014
2.	Labuan Financial Services Authority	16 January 2014
3.	Ministry of Youth and Sports	16 January 2014
4.	United Youth Movement of Malaysia	21 January 2014
5.	Human Resource Development Berhad	23 January 2014
6.	Lebuhraya Shapadu Sdn. Bhd.	5 February 2014
7.	Tekun Nasional	10 February 2014
8.	Malaysian Medical Device Association	17 February 2014
9.	Malaysia Stainum Corporation	18 February 2014
10.	Malayan Railway Berhad (KTMB)	19 February 2014
11.	Asian Finance Bank	22 February 2014
12.	Skills Development Fund Corporation	27 February 2014
13.	Malaysian Fire Protection Association	20 March 2014
14.	National Entrepreneur Corporation Berhad (PUNB)	12 March 2014
15.	Malaysia Agricultural Research and Development Institute (MARin)	26 March 2014
16.	Malaysian Resources Corporation Berhad	18 April 2014
17.	Malaysia Christian Youth Association	26 April 2014
18.	Malaysian Youth Graduates Association	26 April 2014
19.	Malaysia Xiang Lian Youth Association	26 April 2014
20.	Young Malaysians Movement	26 April 2014
21.	Junior Chamber International KL Mandarin	26 April 2014
22.	Young Buddhist Association Of Malaysia	26 April 2014
23.	Malaysia Entrepreneurs' Development Association	26 April 2014
24.	Social Security Organization (SOCISO)	6 May 2014
25.	International Islamic University Malaysia (IIUM)	16 May 2014
26.	Naam Foundation	20 May 2014
27.	CCM Berhad	28 May 2014
28.	Ministry of Human Resources	17 June 2014
29.	Hawkers and Petty Traders Association Malaysia	11 August 2014
30.	Small and Medium Industry Association of Malaysia	11 August 2014
31.	Agro Bank	6 September 2014
32.	Ministry of Plantation Industries and Commodities	30 September 2014
33.	Malaysian Palm Oil Board	30 September 2014
34.	Malaysian Rubber Board	30 September 2014
35.	Malaysian Timber Industry Board	30 September 2014

NO.	ORGANIZATION	DATE
36.	Malaysian Cocoa Board	30 September 2014
37.	Malaysian Pepper Board	30 September 2014
38.	National Kenaf and Tobacco Board	30 September 2014
39.	Malaysian Palm Oil Council	30 September 2014
40.	Rubber Export Promotion Council	30 September 2014
41.	Malaysian Timber Council	30 September 2014
42.	Malaysian Timber Certification Council	30 September 2014
43.	Malaysian Furniture Promotion Council	30 September 2014
44.	LGM Properties Corporation	30 September 2014
45.	Forest Plantation Development Sdn. Bhd.	30 September 2014
46.	Institute of Malaysian Plantation and Commodities	30 September 2014
47.	Excel Petroleum Sdn. Bhd.	2 October 2014
48.	NGC Energy Sdn. Bhd.	2 October 2014
49.	IPTB Sdn. Bhd.	2 October 2014
50.	Chevron Malaysia Limited	2 October 2014
51.	Boustead Petroleum Marketing Sdn. Bhd.	2 October 2014
52.	Petron Malaysia Refining & Marketing Sdn. Bhd.	2 October 2014
53.	Shell Malaysia Training Sdn. Bhd.	2 October 2014
54.	Smart Stream Resources Sdn. Bhd.	2 October 2014
55.	Syarikat Thong Mee Chin Kee Sdn. Bhd.	30 October 2014
56.	Syarikat Sun Hup Fatt Sdn. Bhd.	30 October 2014
57.	Kelantan Sawmillers' Association	30 October 2014
58.	Kelantan Timber Complex Sdn. Bhd.	30 October 2014
59.	Uda Holdings Berhad	3 October 2014
60.	Perbadanan Nasional Berhad	4 October 2014
61.	Farmers' Organization Board	10 October 2014
62.	Ministry of Agriculture and Agro-Based Industry	11 December 2014
63.	NCB Holdings Berhad	22 December 2014
64.	Kontena Nasional	22 December 2014
65.	Northport Berhad	22 December 2014

APPENDIX 2: List of CRM workshops conducted in 2014

NO.	DATE	DEPARTMENT	VENUE
1.	7 - 9 February 2014	Giatmara Sdn. Bhd.	De Palma Hotel, Ampang
2.	12 - 14 February 2014	Pilgrims Fund Board	TH Hotel, Kelana Jaya
3.	25 - 27 February 2014	Pilgrims Fund Board	TH Hotel, Kelana Jaya
4.	24 - 26 February 2014	Selangor State Development Corporation Series 1 2014	De Palma Hotel, Kuala Selangor
5.	3 - 5 March 2014	Selangor State Development Corporation Series 2 2014	De Palma Hotel, Kuala Selangor
6.	14 - 16 March 2014	Executive CeIO CRM Programme	Malaysia Anti-Corruption Academy (MACA)
7.	7 - 11 April 2014	Executive CeIO CRM Programme	Malaysia Anti-Corruption Academy (MACA)
8.	18 - 20 April 2014	Malaysian Immigration Department(Series 1 2014)	Flamingo Hotel, Ampang
9.	22 - 24 April 2014	Department of Environment	Baiduri Hall, Ministry of Natural Resources and Environment, Precinct 4, Putrajaya
10.	20 - 22 May 2014	Executive CeIO CRM Programme	Malaysia Anti-Corruption Academy (MACA)
11.	28 - 30 May 2014	Department of Director General of Lands and Mines	Malaysia Anti-Corruption Academy (MACA)
12.	3 - 6 June 2014	State CRM Training-of-Trainers (TOT) for Officers of Inspection and Consultancy Unit Series 1 2014	Eastern Malaysia Anti-Corruption Academy (MACA)
13.	22 - 25 June 2014	Majlis Amanah Rakyat (MARA)	MS Garden Hotel, Kuantan
14.	23 - 25 June 2014	Royal Malaysian Police (PDRM)	Royal Malaysia Police College Cheras
15.	10 - 12 June 2014	Royal Malaysian Customs Department (RMCD) Southern Zone	MITC Permaisuri Hotel, Malacca
16.	14 - 16 June 2014	Royal Malaysian Customs Department (RMCD) Eastern Zone	Grand Continental Hotel, Terengganu
17.	18 - 20 June 2014	Royal Malaysian Customs Department (RMCD) Northern Zone	De Baron Hotel, Kuah, Langkawi
18.	22 - 24 June 2014	Royal Malaysian Customs Department (RMCD) Sarawak Zone	Grand Continental Hotel, Kuching
19.	25 - 27 June 2014	Royal Malaysian Customs Department (RMCD) Sabah Zone	Palace Hotel, Sabah
20.	26 - 29 August 2014	State CRM Training-of-Trainers (TOT) for Officers of Inspection and Consultancy Unit Series 2 2014	Malaysia Anti-Corruption Academy (MACA)

NO.	DATE	DEPARTMENT	VENUE
21.	5 - 7 August 2014	Kedah State Government Administration Department	INTAN Northern Regional Campus (INTURA), Sungai Petani
22.	11 - 13 August 2014	Terengganu State Education Department	The Legend Hotel, Cherating
23.	2 - 4 September 2014	Dewan Bandaraya Kuala Lumpur (DBKL)	Melia Hotel, Jalan Imbi, Kuala Lumpur
24.	2 - 5 September 2014	10 Government Agencies of Malacca	Awana Hotel Genting, Genting
25.	9 - 12 September 2014	Royal Malaysian Customs Department (RMCD) Central Zone	Malaysia Anti-Corruption Academy (MACA)
26.	22 - 25 September 2014	CRM for Principals of MARA Junior Science College (MJSC)	MS Garden Hotel, Kuantan
27.	28 - 30 September 2014	Ministry of Domestic Trade, Co-operatives and Consumerism (MDTCC)	Seri Malaysia Hotel Bagan Lalang, Sepang, Selangor
28.	13 - 14 October 2014	Southern Kelantan Development Board (KESEDAR)	KESEDAR Inn, Kelantan
29.	16 - 18 October 2014	Kelantan State Economic Development Corporation (KSEDC)	Flamingo Hotel By The Beach, Penang
30.	26 - 28 October 2014	Asian Supply Base (Labuan)	Tiara Hotel, Labuan
31.	12 - 13 November 2014	Pahang State Government Statutory Bodies	MS Garden Hotel, Kuantan
32.	17 November 2014	Government and Private Agencies of Forestry Sector in Sarawak	Sarawak State Legislative Assembly (DUN) Inning Hall

APPENDIX 3: List of PUSPAKOM Integrity Enhancement Programme in 2014

NO.	PROGRAMME	DATE	VENUE	PARTICIPANT
1.	PUSPAKOM Integrity Enhancement Programme Series 24/2014	1 March 2014	PUSPAKOM Taiping, Perak	24
2.	PUSPAKOM Integrity Enhancement Programme Series 25/2014	15 March 2014	PUSPAKOM Telok Kumbar, Penang	30
3.	PUSPAKOM Integrity Enhancement Programme Series 26/2014	17 May 2014	PUSPAKOM Johor Bahru	45
4.	PUSPAKOM Integrity Enhancement Programme Series 27/2014	21 June 2014	PUSPAKOM Raub	20
5.	PUSPAKOM Integrity Enhancement Programme Series 28/2014	16 August 2014	PUSPAKOM Training Centre, Shah Alam	47
6.	PUSPAKOM Integrity Enhancement Programme Series 29/2014	6 September 2014	PUSPAKOM Training Centre, Shah Alam	53
7.	PUSPAKOM Integrity Enhancement Programme Series 30/2014	20 September 2014	PUSPAKOM Training Centre, Shah Alam	24
8.	PUSPAKOM Integrity Enhancement Programme Series 31/2014	18	PUSPAKOM Seremban	2014
9.	PUSPAKOM Smart Integrity Programme (Potential Operations Supervisor)	29 October 2014	PUSPAKOM Training Centre, Shah Alam	2014
10.	PUSPAKOM Integrity Enhancement Programme Series 32/2014	1 November 2014	PUSPAKOM Training Centre, Shah Alam	51
11.	PUSPAKOM Smart Integrity Programme (Potential Operations Supervisor)	5 December 2014	PUSPAKOM Training Centre, Shah Alam	19
12.	PUSPAKOM Integrity Enhancement Programme Series 33/2014	6 December 2014	PUSPAKOM Training Centre, Shah Alam	23
13.	PUSPAKOM Integrity Enhancement Programme Series 34/2014	13 December 2014	PUSPAKOM Training Centre, Shah Alam	30
14.	PUSPAKOM Integrity Enhancement Programme Series 35/2014	20 December 2014	PUSPAKOM Training Centre, Shah Alam	30

APPENDIX 4: List of activities by Corruption Prevention Secretariat of Public Higher Learning Institution (SPR IPTA) in 2014

NO.	SPR IPTA	PROGRAMME	DATE
1.	UniMAP	Forum on Fighting Corruption through Students of Integrity	2 November 2014
		Public Service Announcement (PSA) Competition - Short Video	8 - 19 October 2014
		Exhibition in conjunction with the 9th UniMAP Convention	25 - 28 September 2014
2.	UUM	Anti-Corruption Forum	18 August 2014
		SPR UUM Public Service Announcement (PSA)	1 July - 27 October 2014
3.	USM	Academic Forum on 'Integrity – Hallmark of an Excellent Student'	18 April 2014
		SPR-USM Friendly and Association of Leaders of USM Penang Get-together Programme	8 November 2014
		SPR-USM and MACC Penang Interaction Day	22 November 2014
		SPR-IPTA USM Penang - PSA Video Preparation of	May - September
4.	UPSI	Briefing and Discussion on SPR-UPSI Activities /	5 March 2014
		Handing Over of Campaign Materials	17 May 2014
5.	UIA	Anti-Corruption Forum	21 September 2014
		Public Service Announcement (PSA)	1 June - 28 September 2014
		Induction Course	16 July 2014
		'Mahallah' (Residential) Programme	18 August 2014
		Exhibition	21 September 2014
6.	UiTM	Anti-Corruption Forum	23 September 2014
		Public Service Announcement (PSA)	1 July - 30
7.	UPNM	Forum on Corruption	25 September 2014
		SPR Carnival	25 September 2014
		Public Service Announcement (PSA)	1 June - 20 September 2014
		Exhibition	25 August 2014
8.	UM	Forum on Corruption	27 May 2014
		Exhibition	16 July 2014
		SPR Carnival	16 July 2014
		Public Service Announcement (PSA)	1 June - 25 October 2014
		'Gerak Mesra' with UM	18 June 2014

NO.	SPR IPTA	PROGRAMME	DATE
9.	UPM	Briefing on MACC and Corruption Prevention	28 November 2014
10.	UKM	Briefing on MACC and Corruption Prevention	29 November 2014
11.	USIM	Creative Ad Design on Corruption Competition for SPR-IPT USIM	17 May 2014
		Forum on 'Corruption or Happiness'	26 November 2014
12.	UTeM	Forum on 'Three Perspectives on Corruption' (SPR UTeM)	15 May 2014
13.	UTM	'Apa Khabar Orang Kampung? Riuhnya!' (KOKAM 2014) Community Programme	4 - 6 December 2014
		Universiti Teknologi Malaysia, Skudai, Johor, Nadwah Programme	25 - 27 April 2014
14.	UTHM	Community Engagement Programme with the Adopted Children of Community Service Operation (OPKIM 2014)	5 - 7 December 2014
15.	UMP	Roundtable Discussion at the UMP Talk Show Programme with Pahang MACC entitled 'Gift, Reward or Corruption'	17 February 2014
		UMP Talk Show Programme entitled 'Gift, Reward or Corruption' with Pahang MACC	17 April 2014
		Spiritual Enhancement with SPR-UMP & MACC	10 July 2014
		SPR-UMP Programme with UMP Student Associations	22 September 2014
		Training of Trainers (TOT) Programme	29 - 30 November 2014
		Anti-Corruption Campaign Run Programme	7 December 2014
		High Tea session on Expectation of the SPR-UMP	13 December 2014
16.	UniSZA	Official visit to MACC Headquarters from Delegation from SPR UPM Serdang	13 March 2014
		'Anti-Corruption School Attack' by SPR Unisza	17 April 2014
17.	UMT	Anti-Corruption Forum (UMT)	18 May 2014
		SPR-UMT Annual General Meeting - 2014/2015	27 May 2014
		SPR-UMT National Anti-Corruption Convoy	7, 8 & 15 March 2014
		'Let's Join SPR-UMT' Carnival	9 - 11 October 2014
		SPR UMT PSA Video Competition	16 October 2014
18.	UMK	SPR-UMK Anti-Corruption Convoy	7 March 2014
		SPR-UMK Walkathon	19 March 2014
		Youth with Integrity Day	14 November 2014
19.	UniMas	Forum on 'Expose Integrity, Eradicate Corruption'	8 November 2014

NO.	SPR IPTA	PROGRAMME	DATE
20.	UMS	Integrity Enhancement Workshop for Staff of UMS	22 February 2014
		Appreciation and Appointment of Credentials Night	1 March 2014
		Idea on Scrap Book Making Competition at the Sabah State Level	19 March 2014 - 19 April 2014
		Documentary on 'Corruption Destroys a Nation'	19 March 2014 - 19 April 2014
		Integrity and Anti-Corruption Carnival (KIARA), Sabah	19 April 2014
		Essay Writing Competition	19 April 2014
		Forum on 'Knowledge of Corruption'	5 - 8 April 2014
		Forum on 'Corruption - Chain to Hell'	2 May 2014
		'Tautan Kasih' SPR-UMS 2014	3 June 2014
		'Malaysia Free of Corruption' Convention with Malaysian IPTA Student Bodies'	18 - 21 September 2014
		'Reformation towards Free of Corruption' Multimedia Competition	1 - 31 October 2014
		'KB Gah Berintegriti, Negaraku Bebas Rasuah'	11 - 12 October 2014
		Generation with Integrity, Students Identity	24 - 26 October 2014
		'Jalanan Kasih Hindari Rasuah' Programme	24 - 26 October 2014
		Anti-Corruption Briefing Seminar	14 - 16 November 2014
		Youth Forum: Role of Students in Fighting Corruption	8 November 2014
		Roadshow on 'Increasing Integrity, Fighting Corruption'	22 - 23 November 2014

APPENDIX 5: List of activities by Prevention Corruption Secretariat of Institute of Teacher Education (SPR IPG) in 2014

NO.	SPR IPG	PROGRAMME	DATE
1.	Perlis	Anti-Corruption Forum	25 October 2014
		Public Service Announcement (PSA)	1 - 25 October 2014
2.	Darul Aman	Programme involving SPR-IPG Darul Aman Campus and IPG Sultan Abdul Halim Campus in Pulau Pangkor, Perak	3 December 2014
3.	Sultan Abdul Halim	Programme involving SPR-IPG Darul Aman Campus and IPG Sultan Abdul Halim Campus in Pulau Pangkor, Perak	3 December 2014
4.	Tuanku Bainun	Forum of 'Integrity – the Symbol of Excellent, Education' and 'Corruption is a Ticket to Hell'	9 October 14
		SPR-IPG Tuanku Bainun Public Service Announcement (PSA)	1 September - 27 October 2014
5.	Pulau Pinang	'Educators with Integrity, to Road to Continuous Civilisation' Forum	17 October 14
		PSA Video Preparation by SPR-IPG Penang	1 July - 30 September 2014
6.	Ipoh	Briefing and Discussion on Activities of SPR-IPG Ipoh Campus	22 January 2014
		Delivery of Campaign Materials from Headquarters	19 March 2014
		Anti-Corruption Briefing by Perak MACC for IPG Ipoh Campus Secretariat of Perak	15 October 2014
7.	Ilmu Khas	SPR Workshop for newly appointed Committee Members (Talk & Information Briefing)	25 November 2014
8.	Bahasa Melayu	Visit to the Kuala Lumpur MACC	21 August 2014
		Exhibition & Carnival	
9.	Bahasa Antarabangsa	Integrity Enhancement Camp in Hulu Langat (Talk & Information Briefing)	20 November 2014
10.	Pendidikan Islam	Forum on Integrity and Anti-Corruption	23 September 2014
		Public Service Announcement (PSA) of IPG Peninikan Islam	1 September - 15 October 2014
11.	Raja Melewar	Ad Design Competition on Corruption of IPG Raja Melewar	4 - 8 August 2014
		Forum of 'Corruption Destroys'	10 August 2014
12.	Pendidikan Teknik	'Corruption is a Scroll to Hell' Forum	11 March 2014
		Public Service Announcement (PSA) Competition	25 August 2014 – 25 October 2014
		Forum of 'Developing Anti-Corruption Generation'	20 October 2014
13.	Perempuan Melayu	Mind Transformation Programme Towards Organizational Excellence with IPG Perempuan Melayu Malacca (Integrity IPGKPM Committee Members and Organizational Integrity Plan IPGKPM Committee Members)	12 May 2014
		Enhancing Quality Work Culture Seminar	5 November 2014

NO.	SPR IPG	PROGRAMME	DATE
14.	Tun Hussein Onn	Dedicated Teacher Programme	21 - 23 August 2014
		Talk on MACC	16 November 2014
15.	Temenggong Ibrahim	Forum on 'Developing an Anti-Corruption Generation'	16 October 2014
16.	Dato' Razali Ismail	MACC Community Education on Forum 'People Centric MACC: A Rhetoric?'	9 November 2014
		Anti-Corruption Week	21 - 25 September 2014
		PSA Video Competition organized by SPR IPG KDRI	14 October 2014
17.	Sultan Mizan	Introduction to SPR Programme at IPG Sultan Mizan	30 April 2014
		Appointment and Presenting of Credentials Ceremony for Members and Friends of SPR IPG KSM	2 November 2014
18.	Tengku Ampuan Afzan	Aspiration Programme of Pahang MACC with the Corruption Prevention Secretariat of IPG Tengku Ampuan Afzan	17 April 2014
		Talk Programme at IPG KTAA Organized by SPR IPG	28 October 2014
		Talk Programmatof IPG KTAA Organized by SPR IPG	17 November 2014
19.	Kota Bharu	Organization Management Camp	6 - 7 May 2014
		Anti-Corruption Forum	22 September 2014
		Integrity Enhancement Week – IPG-KKB	21 - 24 September 2014
		'Jom Ganyang Rasuah' Programme	30 - 31 October 2014
20.	Gaya	Public Service Announcement (PSA) Competition	13 October 2014
		Forum on 'Educators with Integrity, Abhor Corruption'	20 August 2014
21.	Kent	Forum on 'When Gifts are Corruption'	14 October 2014
		Public Service Announcement (PSA) Competition	2 - 7 May 2014
22.	Tawau	Public Service Announcement (PSA) Competition	25 May 2014
		Anti-Corruption Forum	24 October 2014
23.	Keningau	Anti-Corruption Forum	25 September 2014
		Public Service Announcement (PSA) Competition	13 October 2014
24.	Sarawak	Forum on 'Integrity Educators, be Avoid Corruption, through Quality Education'	23 October 2014
25.	Rajang	Forum on 'The Malaysian Community Dilemma'	24 October 2014
26.	Batu Lintang	Forum on 'Integrity Educators, be Avoid Corruption, through Quality Education'	8 October 2014
27.	Tun Abdul Razak	Forum on 'The Malaysian Community Dilemma'	24 October 2014

APPENDIX 6: List of activities by Prevention Corruption Secretariat of MARA Education Institutes (SPR IPMa) in 2014

NO.	PROGRAMME	DATE	VENUE	PARTICIPANT
1.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 1/2014	15 - 17 August 2014	Lenggong Student Leadership Centre (PUSKEP), MRSM Lenggong	130
2.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 2/2014	22 - 24 August 2014	Lenggong Student Leadership Centre (PUSKEP), MRSM Lenggong	114
3.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 3/2014	4 - 6 September 2014	Santubong Cocurriculum Centre, Kuching	100
4.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 4/2014	5 - 7 September 2014	MARA Skills Institute (IKM) Sepanggar, Kota Kinabalu	115
5.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 5/2014	5 - 7 September 2014	Lenggong Student Leadership Centre (PUSKEP), MRSM Lenggong	100
6.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 6/2014	12 - 14 September 2014	Lenggong Student Leadership Centre (PUSKEP), MRSM Lenggong	96
7.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 7/2014	19 - 21 September 2014	MRSM Tawau, Sabah	100
8.	SPR IPMa Integrity Enhancement Camp and Anti-Corruption Forum Series 8/2014	19 - 21 September 2014	Similajau National Park, Bintulu, Sarawak	99
9.	Public Service Announcement (PSA) Competition	1 June - 30 September 2014	MARA Education Institutes nationwide	68

APPENDIX 7: Telemovies, drama series and documentaries which were produced and broadcasted in television station in 2014

NO.	DATE	PROGRAMME	CHANNEL
1.	3 January 2014	' <i>Aku Bukan Julaibib</i> ' telemovie playback	TV Al-Hijrah
2.	12 March 2014	Docudrama on 'Confession' Episode 1	TV1
3.	19 March 2014	Docudrama on 'Confession' Episode 2	TV1
4.	26 March 2014	Docudrama on 'Confession' Episode 3	TV1
5.	2 April 2014	Docudrama on 'Confession' Episode 4	TV1
6.	9 April 2014	Docudrama on 'Confession' Episode 5	TV1
7.	16 April 2014	Docudrama on 'Confession' Episode 6	TV1
8.	23 April 2014	Docudrama on 'Confession' Episode 7	TV1
9.	30 April 2014	Docudrama on 'Confession' Episode 8	TV1
10.	7 May 2014	Docudrama on 'Confession' Episode 9	TV1
11.	14 May 2014	Docudrama on 'Confession' Episode 10	TV1
12.	21 May 2014	Docudrama on 'Confession' Episode 11	TV1
13.	23 May 2014	' <i>Istidraj</i> ' telemovie playback	
14.	28 May 2014	Docudrama on 'Confession' Episode 12	TV1
15.	1 June 2014	' <i>Ngiling Tikai</i> ' telemovie (Gawai Closing)	TV1
16.	4 June 2014	Docudrama on 'Confession' Episode 13	TV1
17.	29 July 2014	' <i>Pelita Buluh</i> ' telemovie playback Ramadan special	TV1
18.	9 August 2014	MACC Ops Season 3 Episode 1	TV2
19.	14 August 2014	Spec Ops 'The Bottom Line' Episode 1	8TV
20.	16 August 2014	Spec Ops 'The Bottom Line' Episode 1 (second playback)	8TV
21.	16 August 2014	MACC Ops Season 3 Episode 2	TV2
22.	20 August 2014	' <i>Pelita Buluh</i> ' telemovie playback	TV Al-Hijrah
23.	21 August 2014	Spec Ops 'The Bottom Line' Episode 2	NTV7
24.	22 August 2014	Spec Ops 'The Bottom Line' Episode 2 (second playback)	8TV
25.	23 August 2014	MACC Ops Season 3 Episode 3	TV2
26.	28 August 2014	Spec Ops 'The Bottom Line' Episode 3	NTV7
27.	29 August 2014	Spec Ops 'The Bottom Line' Episode 3 (second playback)	8TV
28.	30 August 2014	MACC Ops Season 3 Episode 4	TV2
29.	4 September 2014	Spec Ops 'The Bottom Line' Episode 4	NTV7
30.	5 September 2014	Spec Ops 'The Bottom Line' Episode 4 (second playback)	8TV
31.	6 September 2014	MACC Ops Season 3 Episode 5	TV2
32.	11 September 2014	Spec Ops 'The Bottom Line' Episode 5	NTV7
33.	12 September 2014	Spec Ops 'The Bottom Line' Episode 5 (second playback)	8TV

NO.	DATE	PROGRAMME	CHANNEL
34.	13 September 2014	MACC Ops Season 3 Episode 6	TV2
35.	18 September 2014	Spec Ops 'The Bottom Line' Episode 6	NTV7
36.	19 September 2014	Spec Ops 'The Bottom Line' Episode 6 (second playback)	8TV
37.	20 September 2014	MACC Ops Season 3 Episode 7	TV2
38.	26 September 2014	Spec Ops 'The Bottom Line' Episode 7	NTV7
39.	27 September 2014	Spec Ops 'The Bottom Line' Episode 7 (second playback)	8TV
40.	27 September 2014	MACC Ops Season 3 Episode 8	TV2
41.	2 October 2014	Spec Ops 'The Bottom Line' Episode 8	NTV7
42.	4 October 2014	Spec Ops 'The Bottom Line' Episode 8 (second playback)	8TV
43.	4 October 2014	MACC Ops Season 3 Episode 9	TV2
44.	9 October 2014	Spec Ops 'The Bottom Line' Episode 9	NTV7
45.	11 October 2014	MACC Ops Season 3 Episode 10	TV2
46.	11 October 2014	Spec Ops 'The Bottom Line' Episode 9 (second playback)	8TV
47.	16 October 2014	Spec Ops 'The Bottom Line' Episode 10	NTV7
48.	18 October 2014	MACC Ops Season 3 Episode 11	TV2
49.	18 October 2014	Spec Ops 'The Bottom Line' Episode 10 (second playback)	8TV
50.	23 October 2014	Spec Ops 'The Bottom Line' Episode 11	NTV7
51.	25 October 2014	MACC Ops Season 3 Episode 12	TV2
52.	25 October 2014	Spec Ops 'The Bottom Line' Episode 11 (second playback)	8TV
53.	30 October 2014	Spec Ops 'The Bottom Line' Episode 12	NTV7
54.	1 November 2014	MACC Ops Season 3 Episode 13	TV2
55.	1 November 2014	Spec Ops 'The Bottom Line' Episode 12 (second playback)	8TV
56.	6 November 2014	Spec Ops 'The Bottom Line' Episode 13	NTV7
57.	8 November 2014	Spec Ops 'The Bottom Line' Episode 13 (second playback)	8TV

APPENDIX 8: Radio programmes in 2014

NO.	DATE	PROGRAMME	CHANNEL
1.	3 January 2014	5-minute Interview on 'The Huazong Study'	Ai.FM
2.	10 January 2014	An interview entitled 'Huazong Youth Integrity Study' and 'Reward & Corruption'	Ai.FM
3.	25 February 2014	An interview at Bernama Radio 24 - Ala Carte segment 'People Centric MACC'	Bernama Radio 24
4.	27 February 2014	An interview entitled 'MACC's Direction 2014'	Putra.FM (UPM)
5.	18 March 2014	An interview entitled 'MACC: Independent, Transparent & Professional'	Radio UFM (UiTM)
6.	25 March 2014	An interview entitled 'MACC: Independent, Transparent & Professional'	Salam.FM (JAKIM)
7.	27 March 2014	An interview entitled 'MACC: Independent, Transparent & Professional'	Putra.FM (UPM)
8.	28 March 2014	5-minute Interview Slot entitled 'People Centric MACC'	Ai.FM
9.	11 April 2014	5-minute Interview Slot entitled 'Anti-Corruption Hero Campaign'	Ai.FM
10.	15 April 2014	An interview entitled 'MACC Transformation'	Radio UFM (UiTM)
11.	22 April 2014	An interview entitled 'MACC Transformation'	Salam.FM (JAKIM)
12.	24 April 2014	An interview entitled 'MACC Transformation'	Putra.FM (UPM)
13.	25 April 2014	5-Minute Interview Slot entitled 'Credible Practice Integrity Community Launching Ceremony'	Ai.FM
14.	20 May 2014	An interview entitled 'Perception is not Reality (Study)'	Radio UFM (UiTM)
15.	21 May 2014	An interview entitled 'Perception is not Reality (Study)'	Salam.FM (JAKIM)
16.	22 May 2014	An interview entitled 'Perception is not Reality (Study)'	Putra.FM (UPM)
17.	17 June 2014	An interview entitled 'Small Fish vs Big Fish'	Radio UFM (UiTM)
18.	24 June 2014	An interview entitled 'Small Fish vs Big Fish'	Salam.FM (JAKIM)
19.	4 July 2014	5-Minute Interview entitled 'What if I Have to Give Bribe'	Ai.FM
20.	17 July 2014	An interview entitled 'When Gift Becomes Corruption'	Putra.FM (UPM)
21.	18 July 2014	5-minute Interview Slot entitled 'Anti-Corruption Hero Campaign, MACC Ongoing Education Effort'	Ai.FM
22.	22 July 2014	An interview entitled 'When Gift Turns Corruption'	Radio UFM (UiTM)
23.	22 July 2014	An interview entitled 'When Gift Turns Corruption'	Salam.FM (JAKIM)
24.	1 August 2014	5-Minute Interview entitled 'When Gift Becomes Corruption'	Ai.FM

NO.	DATE	PROGRAMME	CHANNEL
25.	3 August 2014	Anti-Corruption Forum Episode 1: Importance of Integrity for Generation Y	Salam.FM (JAKIM)
26.	10 August 2014	Anti-Corruption Forum Episode 2: Corruption is a Ticket to Hell	Salam.FM (JAKIM)
27.	19 August 2014	An interview entitled 'Role of Students in Fighting Corruption'	Radio UFM (UiTM)
28.	26 August 2014	An interview entitled 'Role of Students in Fighting Corruption'	Salam.FM (Radio JAKIM)
29.	28 August 2014	An interview entitled 'Role of Students in Fighting Corruption'	Putra.FM (UPM)
30.	11 September 2014	An interview entitled 'You're Protected (Whistleblower & Witness)'	Radio UFM (UiTM)
31.	23 September 2014	An interview entitled 'You're Protected (Whistleblower & Witness)'	Salam.FM (Radio JAKIM)
32.	25 September 2014	An interview entitled 'You're Protected (Whistleblower & Witness)'	Putra.FM (UPM)
33.	14 October 2014	An interview entitled 'Anti-Corruption via Poems'	Radio Televisyen Brunei (RTB)
34.	21 October 2014	An interview entitled 'Offences under the MACC Act 2009'	Radio UFM (UiTM)
35.	24 October 2014	An interview entitled 'Ops Belot'	Ai.FM
36.	28 October 2014	An interview entitled 'Offences under the MACC Act 2009'	Salam.FM (JAKIM)
37.	30 October 2014	An interview entitled 'Offences under the MACC Act 2009'	Putra.FM (UPM)
38.	7 November 2014	An interview entitled 'Ops Tukul'	Ai.FM
39.	18 November 2014	An interview entitled 'No Prosecuting Powers'	Radio UFM (UiTM)
40.	21 November 2014	An interview entitled 'Development Anti-Corruption Hero Campaign'	Ai.FM
41.	25 November 2014	An interview entitled 'No Prosecuting Power'	Salam.FM (JAKIM)
42.	27 November 2014	An interview entitled 'No Prosecuting Power'	Putra.FM (UPM)
43.	7 December 2014	Recorded Broadcast of ACA/MACC <i>Berbalas Pantun</i> (quatrain riposting) Programme Series 1	KlasikNasional. FM
44.	5 December 2014	An interview entitled 'CIP 2014 & MACA Open Day 2014'	Ai.FM
45.	14 December 2014	Recorded Broadcast of ACA/MACC <i>Berbalas Pantun</i> (quatrain riposting) Programme Series 2	KlasikNasional. FM
46.	19 December 2014	An interview entitled 'Follow-up Action from Auditor-General's Report'	Ai.FM

APPENDIX 9: Television Programmes in 2014

NO.	DATE	PROGRAMME	CHANNEL
1.	7 January 2014	Scoreboard show	TV3
2.	24 February 2014	Interview to promote 'Anti-Corruption Hero' campaign	TV2
3.	13 April 2014	Interview of 'What Say You' regarding Anti-Corruption Hero Programme in Chinese National-type Primary Schools	TV2
4.	28 - 30 April 2014	Anti-Corruption Hero War Campaign Announcement	TV1
5.	13 August 2014	An interview in 'Good Morning <i>Tai Tai</i> ' show to promote drama	NTV7
6.	7 December 2014	'Assalamualaikum' talk show to promote 'MACC Open Day 2014' programme	TV Al-Hijrah
7.	8 December 2014	An interview promoting 'Churam' telemovie in Selamat Pagi 1 Malaysia show	RTM
8.	8 December 2014	An interview in ' <i>Berita Nasional</i> ' to promote 'MACC Open Day 2014' programme	RTM

APPENDIX 10: Programmes due to International Anti-Corruption Day 2014

NO.	MACC	ACTIVITY	DATE/TIME/VENUE	PARTICIPANT
1.	Headquarters	MACC Open Day 2014	DATE: 9 December 2014 VENUE: Hall 2, Mid Valley, Exhibition Centre Kuala Lumpur.	3,000 participants were from: • corporate sector • NGO • SPR IPTA/SPR IPG and SPR IPMa • Mid Valley's visitors
2.	Kedah	Dialogue between MACC and Community in Cultivating Integrity in conjunction with World Anti-Corruption Day 2014	DATE: 11 December 2014 VENUE: Grand Alora Hotel, Mergong, Kedah	200 participants were those from private sector, NGO and also politicians
3.	Penang	'Fighting Corruption, a Joint Responsibility' Seminar	DATE: 10 December 2014 VENUE: Royal Hotel, Jalan Larut, Penang	120 people from private sector, NGO, politics and others
4.	Kelantan	Forum entitled 'Citizenizing the Corruption Prevention: Roles and Responsibilities in Curbing Corruption'	DATE: 7 December 2014 VENUE: Bunga Emas Hall, Peranda Hotel, Jalan Mahmood, Kota Bharu, Kelantan.	Participants were those of • leaders and politicians (50 people) • NGO leaders and members (100 people) • private sector (50 people) • IPT leaders and students (50 people)
5.	Sabah	Sabah Anti-Corruption Conference 2014	DATE: 9 December 2014 VENUE: Grand Borneo Hotel, Kota Kinabalu	300 people from political parties, NGO and private sector
6.	Terengganu	Discourse of 'People Centric MACC' & New Terengganu Transformation: A Rhetoric?	DATE: 8 December 2014	300 attendees representing civil servants, private, NGO, politicians and the public
7.	Johor	MACC Johor Prime Chat due to World Anti-Corruption Day 2014	DATE: 9 December 2014 VENUE: MACC Johor	300 attendees representing civil servants, private, NGO, politicians and the public
8.	Perlis	1. Talk on Witness Protection Act and Whistle-blower Act, also Forum of Career Leading to Hell	DATE: 9 December 2014 VENUE : Department of Culture and Arts, Perlis	Participants included federal and state civil servants, from private sector, politics as well as imam around Perlis

NO.	MACC	ACTIVITY	DATE/TIME/VENUE	PARTICIPANT
		2. World Anti-Corruption Day Forum	DATE: 9 December 2014 VENUE: Kangar Library Corporation Auditorium, Perlis	250 participants consisting of: - civil servants (enforcement agencies) - NGO - politicians - private sector
9.	Negeri Sembilan	Anti-Corruption Run with the theme of 'Don't Give, Don't Accept'	DATE: 23 November 2014 VENUE : Youth and Sports Complex, Paroi Seremban	About 1,000 participants from the public (adults and kids), civil servants, private, NGO, school, IPT, IPG and Polytechnic students
10.	Sarawak	1. Programme with NGO Sarawak due to Anti-Corruption Day 2. Citizenizing the MACC Sarawak with Limbang Community	DATE: 9 December 2014 VENUE: Kuching Youth and Sports Complex DATE: 27 November 2014 VENUE: Limbang Community Hall	200 people from NGO Sarawak 150 people comprising community leaders and chiefs
11.	Pahang	Programme with Pahang Youth Department, Pahang Youth Council and Pahang Youth Associations	DATE: 9 December 2014	Participants were from Pahang Youth Department, Pahang Youth Council and Pahang Youth Associations
12.	Kuala Lumpur	Programme with local community in-conjunction with World Anti-Corruption Day	DATE: 8 -12 December 2014 VENUE: Felda Residence Tekam, Pahang	Village Head and rural community
13.	Malacca	Malacca Youth Anti-Corruption Assembly	DATE: 11 December 2014 VENUE: MACC Malacca Office Complex	200 youths in Malacca

APPENDIX 11: List of meetings, conferences, forums, seminars and international forums participated by MACC in 2014

NO.	MEETING/CONFERENCE/FORUM/ SEMINAR/COURSE	DATE	VENUE	NO. PAPER- WORK
1.	APEC Roundtable Discussion on Anti-Corruption and Public Governance	13 January 2014	Chinese, Taipei	1
2.	Expert Group Meeting on Protection of Reporting Person UNODC	22 - 23 May 2014	Vienna, Austria	1
3.	2nd Annual Meeting of the Economic Crime Agency Network (ECAN)	18 - 20 February 2014	Singapore	2
4.	Implementation of Transformation Programme	4 - 12 March 2014	Bhutan	2
5.	OECD Working Group on Bribery in International Business Transaction (WGB)	10 - 14 March 2014	Paris, France	1
6.	Executive Committee Meeting of IAACA	31 March-2 April 2014	Barcelona, Spain	1
7.	Programme of the 2014 Workshop on Transactional Crime	4 - 9 May 2014	Taipei, Taiwan	1
8.	Training Course for International Anti-Corruption and Civil Rights Commission (ACRC)	19 - 30 May 2014	Seoul, Korea	
9.	IAACA Annual Seminar 2014	15 - 17 June 2014	Beijing, China	
10.	Singapore Cooperation Programme Training Award and the Small Island Developing States Technical Cooperation Programme	23 - 27 June 2014	Singapore	
11.	9th SEA-PAC Secretariat Meeting	25 - 26 June 2014	Laos	2
12.	International Conference: The Fight against Corruption, International Standards and National Experience	30 June - 1 July 2014	Baku, Azerbaijan	2
13.	ADB OECD 19th SGM & 8th Regional Anti-Corruption Conference	2 - 4 September 2014	Phnom Penh, Cambodia	2
14.	UNDP Workshop on Preventing Illicit Financial Flows	5 September 2014	Phnom Penh, Cambodia	1
15.	ISO/PC 2017 - Drafting Anti-Bribery System Management	16 - 19 September 2014	Miami, Florida, United State	-
16.	Board of Governors Meeting of the IACA, Vienna	6 - 7 March 2014	Vienna, Austria	-
17.	Working Group Meeting ISO 37001 Anti-Bribery Management System	25 - 27 March 2014	Madrid, Spain	-
18.	6th International Conference on Financial Criminology Thailand	5 September 2014	Bangkok, Thailand	1

NO.	MEETING/CONFERENCE/FORUM/ SEMINAR/COURSE	DATE	VENUE	NO. PAPER- WORK
19.	APEC Capacity Building Workshop on Designing Best Models on Prosecuting Corruption and Money Laundering Cases Using Financial Flow Tracking Techniques and Investigative Intelligence for Effective Conviction and Asset Recovery to Promote Regional Economic Integration	22 - 24 September 2014	Pattaya, Thailand	1
20.	UNDP - Transparency, Accountability & Voices against Corruption Workshop	12 - 13 June 2014	Bangkok, Thailand	1
21.	South East Asian Parliamentarians against Corruption Meeting	28 - 29 October 2014	Jakarta, Indonesia	1
22.	Regional Meeting on Curbing Foreign Bribery in ASEAN Economic Countries	2 - 3 October 2014	Siem Reap, Cambodia	1
23.	Module VI of the Masters in Anti-Corruption Studies	12 - 23 May 2014	MACA, Malaysia	8
24.	5th Session of the Implementation Review Group	2 - 6 June 2014	Vienna, Austria	-
25.	8th Session of the Working Group on Asset Recovery	11 - 12 September 2014	Vienna, Austria	-
26.	Resumed 5th Session of the Implementation Review Group	13 - 15 October 2014	Vienna, Austria	-
27.	Workshop on Corruption Prevention Strategy	25 - 26 November 2014	Jakarta, Indonesia	1
28.	The 10th South East Asia Parties Against Corruption (SEA-PAC) Meeting	1 - 3 December 2014	Kuala Lumpur	3
29.	National Conference in the Importance of National Anti-Corruption Strategy	9 - 12 December 2014	Dili, Timor Leste	2
30.	2nd Anti-Corruption Compliance Asia Pacific Summit 2014	11 - 12 December 2014	Hong Kong	1
31.	ACT-NET International Fugitive Repatriation and Asset Recovery Workshop	17 - 19 December 2014	Beijing, China	1
32.	Open-Ended Intergovernmental: Working Group on Prevention of Corruption Meeting	8 - 10 September 2014	Vienna, Austria	1
33.	Symposium on Anti-Corruption Development Assistance: Good Practices Among Providers of Development Cooperation	11 - 12 December 2014	Paris, France	1

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