

Staff and Organisation

The Board of Directors extends its deepest appreciation to all Bank staff for their continuous hard work, dedication and commitment in the year 1999. The Board also hopes that as we progress towards the next millennium, all Bank staff would continuously strive to work harder so as to realise the Bank's vision in further developing the financial system and the economy.

Developments in Human Resource Management

In line with the Bank's Recognition Programme which was approved in 1999, the Bank gave away prizes to winners of the various formal awards under this programme during the Bank's annual dinner held on 20 November 1999. Winners were selected for six of the eight awards, namely Excellent Performance, Teamwork, Quality Service, Innovation, Sports/Social and Academic Achievement. There were no winners for the Leadership and Occupational Safety & Health awards. In the year 2000, the Bank intends to enhance the culture of recognition by encouraging and facilitating the habit of giving recognition at the departmental and individual levels.

It has been the Bank's Mission to develop and maintain a committed workforce that is highly competent, proactive and sensitive to the changing needs of the industry. In line with the said Mission, the Bank has approved the detailed implementation approach of the Succession Planning programme, aimed at building a group of qualified people to lead the future direction of the organisation. For a start, the Bank will be implementing the programme on key positions.

In the area of human resource development, the Bank continued with the programmes to improve staff performance, productivity and competency. Apart from technical programmes in banking, finance, statistics and economics, the Bank had also provided training in primary skills, computer literacy and occupational safety and health. Recognising the need to enhance the supervisory skills of new managers, a programme

on "Managing Others" was introduced in 1999. The programme, which focused on people skills, was specially designed for new managers to enable them to manage their staff more effectively. The number of induction programmes conducted for new recruits increased significantly to cater for the large intake of new recruits in 1999. The number of training man-days totalled 12,881 for the year as compared to 12,982 man-days in 1998.

In recognising the efforts and contribution of staff from line departments to staff training, a Bank's faculty gathering was organised for the first time by the Human Resource Development Centre. The faculty gathering was held specially as an acknowledgement of the efforts of staff from the various departments who had participated in the task of enhancing the quality of the Bank's manpower. The gathering served to not only encourage present trainers to continue to share their invaluable knowledge and experiences with others but also to encourage other staff to contribute to training and thereby promoting a learning organisation within the Bank.

Awards

The Board congratulates the four Assistant Governors, Dato' Mohamad Daud bin Haji Dol Moin on being conferred the Darjah Dato Paduka Tuanku Jaafar (DPTJ) on the occasion of the birthday of His Royal Highness, Tuanku Yang di-Pertuan Besar Negeri Sembilan on 19 July 1999, Dato' Huang Sin Cheng on being conferred the Darjah Setia Pangkuan Negeri (DSPN) on the occasion of the birthday of His Excellency, the Yang di-Pertua Negeri Pulau Pinang on 10 July 1999, Datuk Dr. Awang Adek Hussin on being conferred the Darjah Mulia Seri Melaka (DMSM) on the occasion of the birthday of His Excellency, the Yang di-Pertua Negeri Melaka on 16 October 1999 and the Johan Setia Mahkota (JSM) on the occasion of the birthday of His Majesty, the Yang di-Pertuan Agong on 5 June 1999 and Encik Mohd Razif bin Abdul Kadir on being conferred the Pingat Mahkota Perak (PMP) on the birthday of His Royal Highness, the Sultan of Perak on 19 April 1999.

The Board extends its congratulations to Encik Che Sab bin Ahmad on being conferred the Bintang Cemerlang Negeri (BCN), Encik Tan Ewe Lee, the Pingat Jasa Kebaktian and Puan Azlina binti Haji Omar, the Pingat Jasa Masyarakat (PJM) on the occasion of the birthday of His Excellency, the Yang di-Pertua Negeri Pulau Pinang on 10 July 1999 and Encik Sa Wai @ Boon Chock on being conferred the Ahli Mangku Negara (AMN) on the birthday of His Majesty, the Yang di-Pertuan Agong on 5 June 1999.

The Board would also like to congratulate all 13 staff who received the long service awards upon the completion of 20 and 30 years of dedicated service in the Bank.

Retirement

The Board wishes to place on record its appreciation and gratitude to the 18 retirees who have rendered loyal and dedicated service to the Bank. The staff who retired from the services of the Bank in 1999 were Puan Chin Soon Ling, Encik Long Kim Swee (Bank

Supervision II Department), Encik Mohd Halid bin Ahmad (Payment Systems Department), Encik Md Radzi bin Haji Kechik, Encik Godfrey Jambu, Encik Cheong Swee Kong @ Chong Swee Kong (Exchange Control Department), Encik Ng Tee Tee, Encik Ismi bin Saari (Currency Management and Operation Department), Cik Zawiah binti Ismail (Statistical Services Department), Encik Mohd Shukri bin Abdullah (Kota Kinabalu Branch), Encik Kamarul Bahrin bin Alias, Encik Khalid bin Ahmad (Security Department), Encik Usop bin Roslie, Encik Ismail bin Paie (Kuching Branch), Encik Joachim Wong Tet Sin (Pulau Pinang Branch), Encik Marimuthu s/o Ratnasamy (Johor Bahru Branch), Encik Mohd Ikram bin Ahmad (Finance Department) and Encik Sedana Omar bin Md Yusof (Corporate Services Department).

Manpower

As at the end of 1999, the Bank had a total staff complement of 1,764, representing staff in the Head Office, six branches, two representative offices in London and New York and the Human Resource Development Centre in Petaling Jaya.

BANK NEGARA MALAYSIA ORGANISATION STRUCTURE

BOARD OF DIRECTORS

GOVERNOR

Tan Sri Dato' Seri Ali Abul Hassan bin Sulaiman

Corporate Services
Mohd Nor bin Mashor

Special Investigation
S. Indralingam

DEPUTY GOVERNOR

Dr. Zeti Akhtar Aziz

Internal Audit
Yahaya bin Haji Besah

Risk Management
Teo Kee Tian

ADVISER

Dato' Nor Mohamed bin Yakcop

ASSISTANT GOVERNOR
ECONOMICS
Latifah Merican Cheong

Economics I
Ismail bin Alowi

Economics II
Dr. Phang Hooi Eng

Statistical Services
Chan Yan Kit

ASSISTANT GOVERNOR
INVESTMENT AND OPERATIONS
Dato' Huang Sin Cheng

Investment and Treasury
Lillian Leong Bee Lian

New York Representative Office
London Representative Office

Finance
Abdul Aziz bin Abdul Manaf

Legal
Gopala Krishnan Sundaram

Currency Management and Operation
Hor Weng Keng

Branches (6)

ASSISTANT GOVERNOR
SERVICES
Mohamed Yusof bin Ahmad Muhaiyuddin

Human Resource Management
Mainor Awang

Property and Services
Maksom bin Kasan Widi

Security
Che Norudin bin Che Ali

ASSISTANT GOVERNOR
ORGANISATIONAL DEVELOPMENT
Dato' Mohamad Daud bin Hj. Dol Moin

Information Services
Ramli bin Saad

Human Resource Development Centre
Essah binti Yusoff

Strategic Planning
Vacant

Development Financial Institutions
Vacant

ASSISTANT GOVERNOR
SUPERVISION
Datuk Zamani bin Abdul Ghani

Bank Supervision I
Azizan bin Haji Abd Rahman

Bank Supervision II
Wong Yew Sen

Insurance Supervision
Donald Joshua Jaganathan

Information Systems Supervision
Norainy binti Mohd Sahid

Payment Systems
Che Sab bin Ahmad

ASSISTANT GOVERNOR
REGULATION
Datuk Dr. Awang Adek bin Hussin

Bank Regulation
Nor Shamsiah binti Mohd Yunus

Insurance Regulation
Zakaria Ismail

Exchange Control
Bakarudin bin Ishak