



HRDF REAFFIRMS COMMITMENT TO INTEGRITY THROUGH MOU WITH MALAYSIAN INSTITUTE OF INTEGRITY

- The MoU between the Human Resources Development Fund (HRDF) and the Malaysian Institute of Integrity (INTEGRITI) will see the organisations collaborating on developing, supporting and enriching integrity values, tools and mechanisms.

Kuala Lumpur, 22 February 2018 — As part of its commitment to creating a zero-tolerance environment for corruption, the Human Resources Development Fund (HRDF) today signed a Memorandum of Understanding (MoU) with the Malaysian Institute of Integrity (INTEGRITI).

The MoU between HRDF and INTEGRITI will see both organisations collaborating in developing, supporting and enriching integrity values, tools and mechanisms.

HRDF Chief Executive Dato' CM Vignaesvaran Jeyandran and INTEGRITI President and Chief Executive Officer Datuk Dr Anis Yusal Yusoff signed the MoU at Wisma HRDF this morning. Present to witness the occasion were Minister of Human Resources Dato' Sri (Dr) Richard Riot Anak Jaem, Minister in the Prime Minister's Department Senator Datuk Paul Low Seng Kuan and Ministry of Human Resources Secretary General Dato' Dr Mohd Gazali Abas.

Addressing the attendees of the event, Riot said that the issues of power abuse, breach of trust, corruption, malpractice, misconduct and discipline in organisations have been a focus on many people's minds. Even if done by a handful of individuals, the image of the entire organisation and other staff members would be tarnished.

"In this regard, the Government has introduced a number of relevant policies over the years to address the issue of integrity. Among them are the *Bersih, Cekap dan Amanah* campaign, the *Kepimpinan Melalui Teladan* campaign, *Dasar Penerapan Nilai-Nilai Islam, Etika Kerja* and several other related initiatives, including the establishment of the Unit of Integrity in all Public Agencies. The Integrity Unit is a key element in monitoring individual behaviours and business risks, as well as providing advice on deterrent measures to undertake before something undesirable happens."

Vignaesvaran added: “Integrity is a very important aspect of any organisation regardless of whether it is within government or the private sector. In line with the government’s emphasis on the importance of integrity in various sectors, HRDF has also taken necessary steps to instil this value of integrity in the corporate sector among our registered employers.”

This MoU signals a key move towards engaging INTEGRITI in assisting HRDF in providing recruitment tools such as the Malaysian Integrity Profile (MIP) for hiring the right talent for the right roles, as well as promoting ethical practices when dealing with its various stakeholders.

Both HRDF’s employees and training providers are already governed by the company’s Code of Business Ethics (CoBE), which provides guidance to both HRDF employees and providers on sustainable business relationships based on six principles: to act with integrity; to maintain accountability; to avoid the appearance of or actual conflicts of interest; to abide by the rule of law; to give an honest representation; and to prohibit any form of gifts/business courtesy to procure favours and/or unfair advantage.

This collaboration therefore re-affirms HRDF’s commitment towards its four core values: Integrity, Customer Focus, Continuous Improvement, and Accountability.

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About Human Resources Development Fund (HRDF)

Pembangunan Sumber Manusia Berhad (PSMB) also known as the Human Resources Development Fund (HRDF) is a dynamic organisation established in 1993, under the Ministry of Human Resources.

Governed by the Pembangunan Sumber Manusia Berhad Act 2001 (PSMB Act 2001), HRDF was given the mandate by the Malaysian Government to catalyse the development of competent local workforce that will contribute to Malaysia's vision of becoming a high-income economy.

Since its inception, HRDF has evolved from managing a sizeable fund to becoming a one-stop-centre for providing novel Human Resource Development (HRD) solutions to the critical mass of small and medium enterprises (SMEs) in Malaysia.

HRDF is well positioned to offer robust and prudent solutions that will help Malaysia move up in rank on the Global Competitiveness Index. By enhancing regional and global competitiveness via up-skilling, re-skilling and multi-skilling Malaysian talent, it looks to help propel the country towards becoming a high income nation.

In line with the 11th Malaysia Plan (11MP), the Malaysian Government initiated several programmes that focus on accelerating human capital development through four major areas. These include:

- Improving the efficiency of the labour market to accelerate economic growth;
- Transforming technical and vocational education to meet industry demand;
- Strengthening lifelong learning for skills enhancement; and
- Improving the quality of education system for better student outcomes and institutional excellence.

For the 'Strengthening of Lifelong Learning for Skills Enhancement' programme, HRDF's latest mandate is to ensure the growth of quality local workforce through efficient, high-skilled training certification programmes and initiatives that would contribute to a 35 per cent skilled Malaysian workforce and the creation of 1.5 million jobs by Year 2020.

Additionally, HRDF continues to be steadfast in its effort towards encouraging employers covered under the PSMB Act 2001 to retrain and upgrade the skills of local employees, apprentices and trainees in keeping with the fast evolving global business landscape while meeting their individual company's aspirations.

More information is available at www.hrdf.com.my