



PERUTUSAN DAN AMANAT TAHUN 2017



EKSPEKTASI KE ATAS
THE
NAVY PEOPLE
2017
CABARAN



AZAM

3 Keutamaan

Perutusan Ulung PTL 19 Nov 15



**KUALITI HIDUP DAN KESEJAHTERAAN
WARGA THE NAVY PEOPLE**

1



**ANGKATAN LAUT YANG RELEVAN
DAN MEMILIKI KEMAMPUAN**

2

**ARMADA TLDM SENTIASA
MENGEKALKAN KESIAGAAN
TERTINGGI**

3



3 Keutamaan
Perutusan Ulung PTL 19 Nov 15



Towards

RMN TRANSFORMATION

KEY DRIVERS

- BUSINESS NOT AS USUAL
- THINKING OUTSIDE THE BOX
- CREATIVITY
- INNOVATION
- EFFICIENCY
- NBOS
- INTEGRITY



FOCUS AREA

- SAFE & SECURE SEAS
- LOGISTICS
- LEAN & MEAN FLEET
- NAVY CARE
- HUMAN CAPITAL
- NAVAL DIPLOMACY

INITIATIVES

Fair Winds & Following Seas
Navy Beacon
Navy Update
High Velocity Navy People
E-Learning 2.0

Fleet Transformation 15-to-5
Efficiency Saving Programme
LMS via Efficiency Saving
Navy Anti-Graft Programme
Green Navy

Navy-to-Navy Engagement
ASEAN Navy Chiefs Meeting
Welcome Aboard Programme
RMN-BHIC Collaboration

Sea Basing
RAKAM
Two Theatre Command
Cyber Hunter

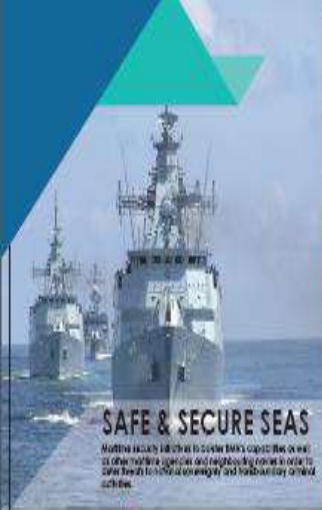


CHIEF OF NAVY ON WATCH

FIRST YEAR 2015/16

- #Readiness
Navy Anti-Graft Programme
Navy Beacon Sea Basing
- #Security Navy Update
Navy Care TWO THEATRE COMMAND
- 15 to 5 Fleet Transformation
Cyber Hunter Team Programme
RAKAM Efficiency Saving
- Creativity NBOS e-Learning 2.0
- #Defence Diplomacy
Human Capital Naval Diplomacy
Business Not As Usual
- #Welfare Green Navy
Innovation
Integrity





SAFE & SECURE SEAS

Maritime security efforts to counter piracy, counter-terrorism as well as other maritime agencies and neighboring countries in order to cater towards international security and transboundary maritime activities.

TWO THEATRE COMMAND

EFFICIENCY

- Establish West and East Fleet Commands
- Safeguard & Secure national maritime interest
- Enhance fleet combat readiness
- Re-priorise Maritime Defence & Security needs

SEA BASING

INNOVATION

- Enhance Sea Surveillance
- Offit & Merchant vessel converted to sea bases
- Deter & Disrupt border intrusions

RAKAM

INNOVATION

- Provide Rapid Action through Public Assistance
- Maritime Community outreach programme
- Create Confidence & Expedite 3-way communication

CYBER HUNTER

INNOVATION

- Proactive social media monitoring for DAESH threats
- Cooperation with other agencies
- Awareness roadshows for Navy People including reservists and family members
- 2 successful arrests & 11 rehabilitation of Navy People influenced by DAESH

Desired Outcome
Creative and innovative approach in enhancing **#Readiness** & maritime **#Security** through effective information sharing and forward presence in identified hot spots to render rapid response

LOGISTICS

EFFICIENCY SAVING (ES) PROGRAMME

BUSINESS NOT AS USUAL

Business process re-engineering (BPR) to optimize to improve operational supply chain management and maintenance, repair and overhaul processes

- Optimize existing processes in support of operations
- Re-engineer supply chain management inclusive of maintenance, repair & overhaul services
- Generate savings from more economical procurement by strengthening collaborations with key stakeholders



Offshore Mission Ship (OMS) via Efficiency Saving

- Fit for purpose & small mission platform suited for littoral environment
- Fit capability gap of obsolete & high maintenance cost
- Creative financing through utilization saving from operational expenditure

Littoral Mission Ship Capabilities

Desired Outcome
Add value and cost efficiency to existing logistics and financial management to improve **#Readiness** & enhance **#Security**

LEAN & MEAN FLEET

FLEET TRANSFORMATION PROGRAMME

15-10-5

- Re-generate Fleet by Efficiency Saving
- Transform 15 to 5 classes of ship
- Generate fit for purpose, lean & mean fleet

THINKING OUTSIDE THE BOX

Desired Outcome

Promote the Navy as an organization that puts high priority on the **#Welfare** of its sailors and veterans, in which its people are proud to be associated with. To be known as a vessel entity that embraces best practices in transparency, good governance and integrity

NAVY CARE

Desired Outcome
Promote the Navy as an organization that puts high priority on the **#Welfare** of its sailors and veterans, in which its people are proud to be associated with. To be known as a vessel entity that embraces best practices in transparency, good governance and integrity

GREEN NAVY

WELL

- Develop Green Navy Blueprint
- Transition renewable energy & lower greenhouse emission
- Environmental friendly equipment & systems for new Baidi ships

NAVY AND-GRAVE PROGRAMME

WELL

- Strategic collaboration with MAOC & National Audit Department
- WELL Integrity, eradicate corrupt practices & enhance level of transparency
- Establish Monitoring Procurement Committee & Integrity Plodge

HUMAN CAPITAL

Capable of generating and sustaining such high velocity, blood-borne, relentless improvements & innovation, that regular & reservists achieve unparalleled levels of excellence

FAIR WINDS & FOLLOWING SEAS

HEALTHY GROWTH THE WAY

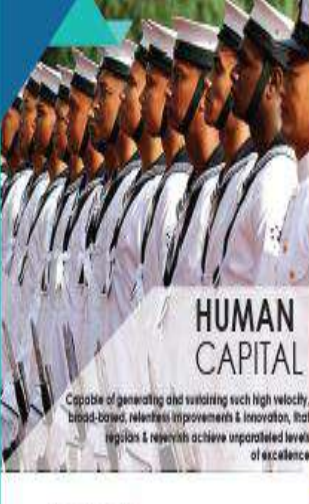
- Inshore the Navy as a Caring Organization
- Recognize excellence of sailing
- Navy People
- Engage & Motivate reserves to keep contributing

WELCOME ABOARD PROGRAMME

BUSINESS NOT AS USUAL

- Reinvigorate RVMN Reserve Force
- Fill gap of expertise in RVMN
- Towards a resilient Naval Force

Desired Outcome
Develop naval leaders' ability to think & behave like innovators in order to be exceptional in **#Readiness**, **#Security**, **#DefenceDiplomacy** & **#Welfare**



HIGH VELOCITY NAVY PEOPLE

- Introduce High Velocity culture through Collaboration
- Enhance skill sets by innovation & experimentation
- Accelerate learning process with new technologies

E-LEARNING 2.0

INNOVATION

- Enhanced E-Learning module
- Virtual classroom accessible "anytime, anywhere of the finger tips"
- Saves 80% of classroom time

Desired Outcome
Develop naval leaders' ability to think & behave like innovators in order to be exceptional in **#Readiness**, **#Security**, **#DefenceDiplomacy** & **#Welfare**

NAVAL DIPLOMACY

The preferred working partner for other navies to establish either bilateral or multi-lateral arrangements

ASEAN

- Defence Diplomacy
- New & Innovative security measures based on existing modules for common concerns
- Enhance interoperability between ASEAN navies especially for MACE operation

Regional

- Enhance relations for mutual benefit
- Gain deeper trust & understanding for new cooperative opportunities

Extra - Regional

- Professional Interaction to improve RMN Image & perception
- Opportunity for new collaboration & cooperation
- Learn new technological developments through information exchange

“TLDM wujud kerana Armadanya...”



Program Transformasi #15to5

ARMADA TLDM SEKARANG




7 Matlamat Program Transformasi

#15to5




1. Menggantikan aset yang telah berusia

2. Pengerak kepada usaha mentransformasi TLDM secara menyeluruh




3. Meningkatkan tahap kesiapsiagaan Armada TLDM

4. Pelan jangka panjang peningkatan keupayaan pertahanan dan keselamatan maritim



5. Meningkatkan kompetensi warga TLDM

6. Meningkatkan prestasi pengurusan lojistik agar lebih efisien dan efektif



7. Mengoptimumkan sumber peruntukan yang terhad

PROGRAM TRANSFORMASI ARMADA #15to5

Kreatif dan Inovatif



Keusangan Aset TLDM
80%



15%
Peningkatan Kos Pengurusan Logistik



60% **Buatan Luar Negara**
13 Syarikat Pembuat kapal
dari **7** negara



Organisasi / Mentaliti Silo



30% **Pengurangan Bajet**



15%
Kos Operasi Meningkat

Keupayaan Misi Kombat berkurang
30%

15
Kelas Kapal

Masalah Keusangan
80%



30%
Pengurangan Kos Operasi

Pengurusan yang Fleksibel dan Tangkas

Transformasi



80% **Buatan Malaysia**
Pelan Pengurusan Armada / Kesamaan yang Efisien



15%
Penjimatan Efisiensi

Penyelesaian
80% isu keusangan

Kredibiliti dan Keseimbangan Aset

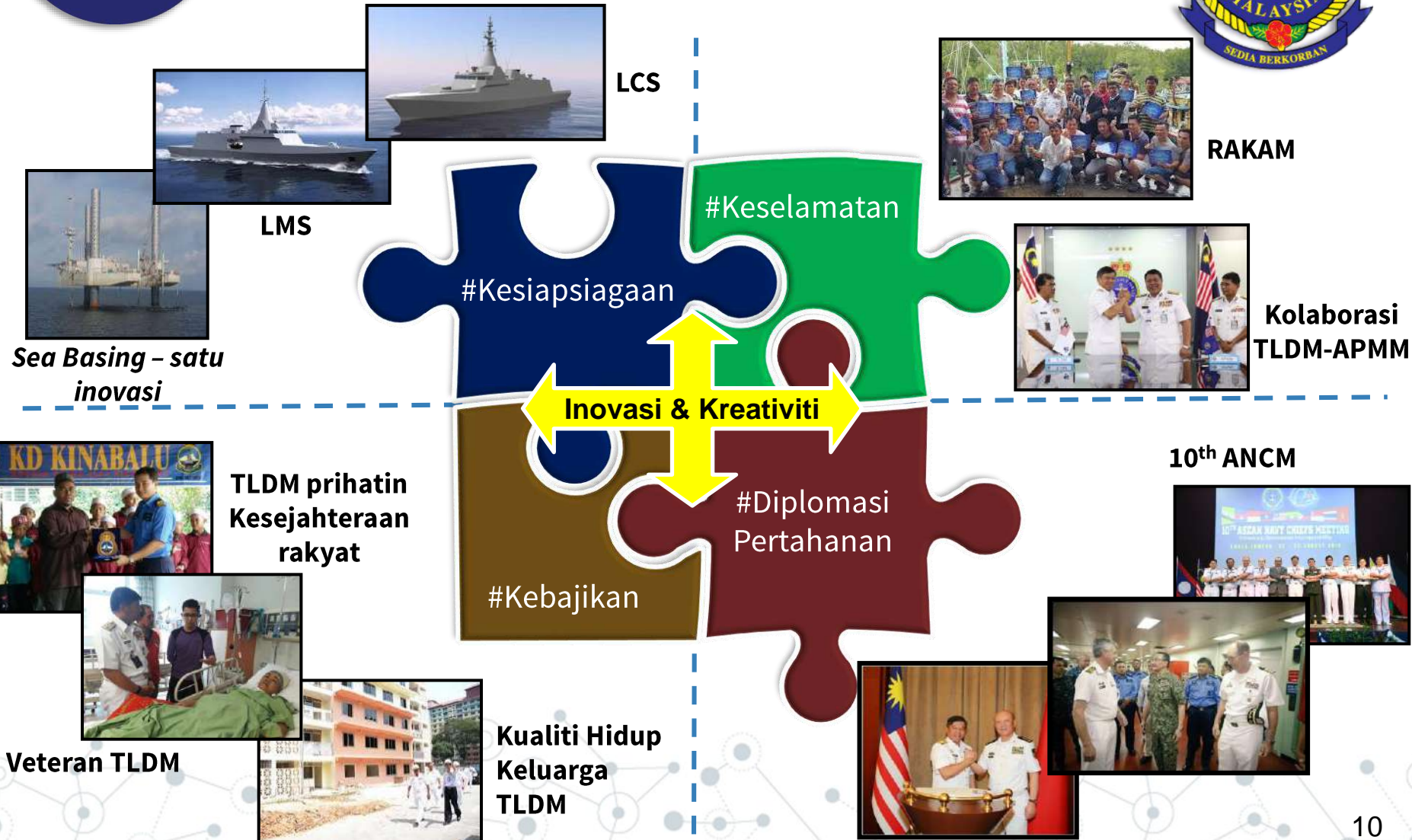


KOLABORASI DENGAN SPRM



#teras KEMENTAH 2016

Sumbangan TLDM



Syukur & Terima Kasih

1

Merengung kembali pencapaian dan kenal pasti kelemahan dan kepingangan

2

Sentiasa lihat ke hadapan dan positif

3

Pencapaian TLDM adalah pencapaian kita semua #NavyPeople

4

Keprihatinan Kerajaan dan Kementerian Pertahanan #Kesiapsiagaan TLDM & #Kebajikan NavyPeople



Apakah cabaran kita seterusnya?

01

Fokus kepada yang boleh kita kawal dan urus



02

Kurangkan pembaziran



03

Tingkatkan kawalan dalaman

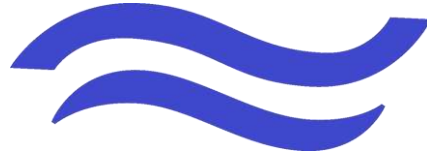


04

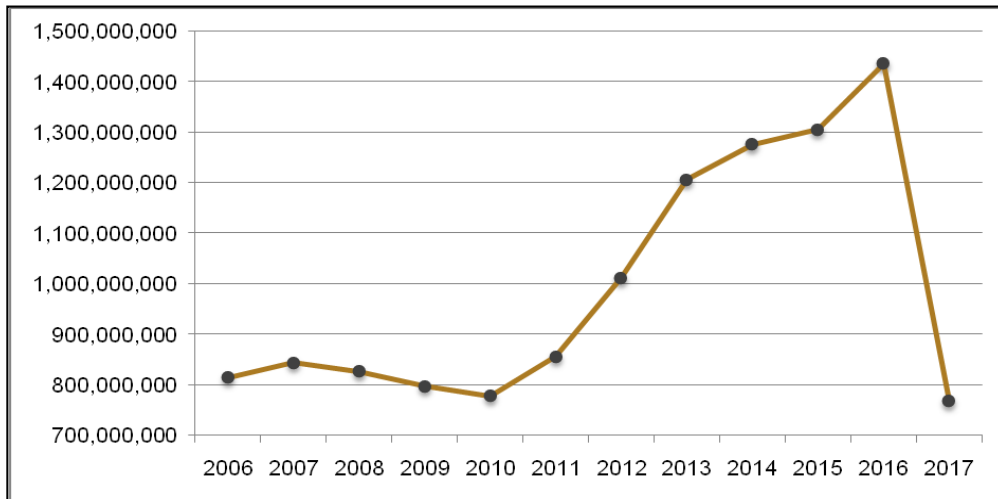
Optimumkan sumber terhad



Cabaran Tahun 2017



1 Cabaran Defisit Fiskal



Trend Peruntukan TLDM 2006 hingga 2017

Impak

Perbelanjaan mengurus TLDM yang amat terhad

Inisiatif

- Perolehan mengikut keperluan dan keutamaan.
- Penugasan kapal dan pesawat diurus secara bijak.
- Refit kapal dilaksanakan secara kreatif dan inovatif.
- Perbelanjaan berhemah dan penjimatan



Pengurangan bajet (NPE):
RM668.55 Juta (46.55%)

RM614.77 Juta (80%)
melibatkan sokongan
logistik Armada

Cabaran Tahun 2017



2

Mengubah persepsi dan *mind-set* (pemikiran) NavyPeople

Tanggapan Negatif

Cabaran perlu dilihat sebagai peluang.....

Ada hikmah sebalik semua ini.....

Impak

Merencatkan pelaksanaan jika tidak mendapat sokongan penuh daripada segenap lapisan *The Navy People*



#15to5 Mengurangkan Aset?
Peranan dan kerja kita terjejas?
Operasi terjejas?

Menjejaskan kepakaran & kompetensi?
Perubahan terlalu pantas?

Cabaran Tahun 2017



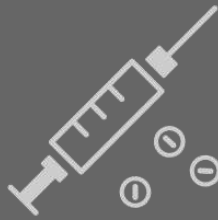
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Cabaran Persekitaran & Budaya Sosial

Impak

- Kerugian pelaburan
- Moral dan Imej
- Permasalahan keluarga
- Integriti serta amanah sebagai anggota Tentera

Penyalahgunaan Dadah



Salah Laku

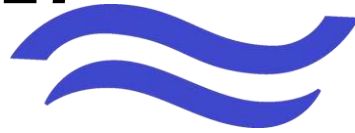


Tidak Hadir Tanpa Cuti (THTC)



Kemalangan Jalan Raya

Cabaran Tahun 2017



4

Cabaran Penyalahgunaan
Media Sosial



1



Risiko
Ketirisan
Keselamatan
Maklumat

2



Penyebaran
Dakyah
Ekstremisme

4



Berita Palsu
dan Penipuan
Siber

3



Amanah &
Tanggungjawab
Terjejas

Pengharapan

1

**Kukuhkan
4 Nilai
Teras**

Kemuliaan

Kesetiaan

Keberanian

Kebanggaan

2

**Profesionalisme
Ketenteraan**

Disiplin

Kemahiran

Komitmen

Keyakinan

3

**Pelaksanaan
#15to5**

Komunikasi
Berkesan

Pemahaman
Sekata

Komitmen
Bersepadu

Buka Minda &
Terima
Perubahan

4

**Integriti &
Prestasi**

Jati Diri &
Kerohanian

Positif &
Proaktif

Inovatif &
Kreatif

Ilmu &
Kesedaran

SEDIA BERKORBAN



Anda 

Nadi

TLDM!



Kemuliaan Kesetiaan Keberanian Kebanggaan