



2nd Issue, June 2021

ICHAZANAH

THE OFFICIAL E-NEWSLETTER
OF THE MINISTRY OF ENERGY



ME Focus for Financial Year 2021/2022

Holistic Development of Energy Sector

Also in this Issue

Strategic Plan
2020-2025
Roll-Out

17th Legislative
Council Meeting

Energy Highlights



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FROM THE MINISTER'S DESK

Alhamdulillah, I have the honour to officially announce the rebranding of our Ministry's Newsletter to Khazanah which translates to Treasure – a word synonymous to our Ministry's core role in fueling the country's economic growth and powering the everyday lives and functions of the nation, that is mainly sourced from oil and gas, a "treasure" that Negara Brunei Darussalam has been blessed abundantly with.

With that, please also join me in congratulating the newly appointed members of the Editorial Board for this newsletter which has been established to ensure that high quality information is shared across the organization to stay up-to-date with the latest development of our initiatives, efforts and commitment in developing the energy sector.

Among the new features of this edition is the introduction of the "Strategic Insights" column which will highlight the progress for our Ministry's Strategic Objectives under the Strategic Plan 2020-2025.

I hope that all personnel of the Ministry will continue to identify and play their role towards the achievement of our shared vision and mission for Brunei Darussalam. Moreover, this edition also introduces "Energy Sector Highlights" reflecting the Ministry's three (3) main portfolios – Oil and Gas; Sustainable Energy and Power; and captures the growth journey of our people, through sharing of the Ministry's efforts in leadership and capacity development.



The years 2020 and 2021 have presented some challenges not only for our nation but also for the whole world due to the COVID-19 pandemic. Alhamdulillah a year has passed since Brunei Darussalam successfully halted local transmission of the COVID-19, however, we shall not be complacent as we still witness our neighbouring countries and the world continue to combat the spread of the virus. May Allah SWT continue to bless the hard work of the Ministry of Energy, and may our beloved country continue to be under His protection.

Finally, I hope that this newsletter will continue to be a valuable medium to instill strategic transfer of knowledge and information. Just like its name, this newsletter metaphorically narrates the energy sector's importance to the country's socio-economic development.

A handwritten signature in black ink, which appears to read "Mat Suny bin Haji Md.Hussein".

**Yang Berhormat Dato Seri Setia Dr. Awang Haji
Mat Suny bin Haji Md.Hussein,
Minister of Energy**

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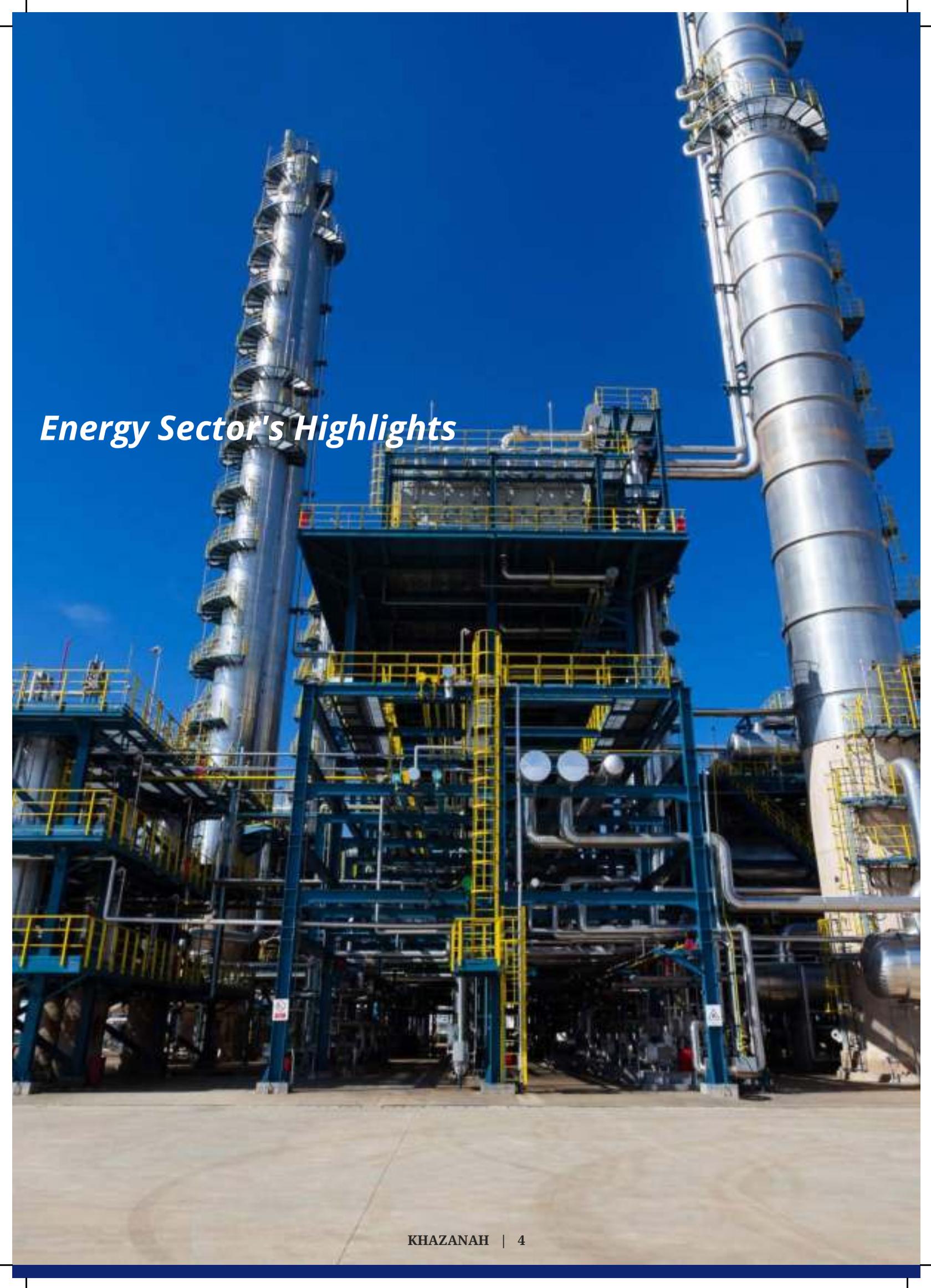
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Energy Sector's Highlights

LAUNCHING OF SERIA ENERGY LAB & BSP SOLAR PLANT



His Royal Highness Prince Haji Al-Muhtadee Billah ibni His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah, the Crown Prince and Senior Minister at the Prime Minister's Office, as Chairman of the Board of Directors of the Brunei Shell Joint Venture Companies consented to grace the opening of the Seria Energy Lab (formerly known as the Oil and Gas Discovery Centre) and the launching ceremony of Brunei Shell Petroleum Co. Sdn Bhd (BSP) Flagship Solar PV Plant on 6th April 2021.

In line with the Ministry of Energy's target to increase a total share of renewable energy to at least 30% of the total capacity in the power generation mix by 2035, BSP Flagship Solar PV Plant will further its contribution towards a low carbon and climate-resilient Brunei Darussalam. The 3.3MWp plant produced its first power on 30th March 2021. The solar power generated is equivalent to the electricity consumption of approximately 600 households per year and will offset some of the power used by the BSP Head Office.



Meanwhile, the Seria Energy Lab, through Shell's NXplorers, which is a Science, Technology, Engineering and Mathematics (STEM) educational programme, and its new exhibits aspire to enthuse students and youths on renewable energy, environment and innovation. It features five new exhibitions including interactive showcase on smart drilling technology, an Aqualab with a giant centrepiece that highlights "Life Beneath the Platforms" and a helicopter simulator experience that is based on BSP's own aircraft services at Anduki Airfield.

ELECTRIC VEHICLES PILOT PROJECT



A two-year Pilot Project on Electric Vehicles was successfully launched on 25th March 2021 as part of a multi-sectoral approach for a low carbon and climate resilient future in support of the Brunei Darussalam National Climate Change Policy (BNCCP)

As part of the initiative to support Strategy 3: Green Energy of Ministry of Energy's Strategic Plan 2020-2025, a two-year pilot project on Electric Vehicles was successfully launched on 25th March 2021.

Present to officiate the launching ceremony were Yang Berhormat Dato Seri Setia Ir. Awang Haji Suhaimi bin Haji Gafar, Minister of Development; Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md Hussein, Minister of Energy; Yang Berhormat Dato Seri Setia Awang Haji Ali bin Apong, Minister of Primary Resources and Tourism; Yang Berhormat Dato Seri Setia Awang Abdul Mutalib bin Pehin Orang Kaya Seri Setia Dato Paduka Haji Mohammad Yusof, Minister of Transport and Infocommunications; and Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, Deputy Minister of Energy.

With the theme "Driving Towards a Greener Nation", the pilot project seeks to support the nation's commitment in the deployment of green transportation in line with BNCCP's strategy on electric vehicles. The BNCCP Strategy 3 outlines a national target to reduce carbon emissions from the land transport sector by targeting to increase the share of electric vehicles to 60% of total annual sales by 2035.



ELECTRIC VEHICLES PILOT PROJECT

The project is aimed to see public response and raise awareness on the use of electric vehicles in which the outcome of the study will allow the identification of alternatives in terms of policy options and other vehicle technologies that can be implemented in the long run.

The event also marks the unveiling of Shell Recharge at the BSM booth which was officiated by Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, Minister of Energy. Shell Recharge is the official name of Shell's rapid electric vehicle charging service that will offer a wide range of charging solutions to support the adaptation of electric vehicles in the Sultanate.



In recognizing the global shift towards an integration of sustainability into transportation planning process, the Electric Vehicles Joint Task Force (EVJTF) was established through the co-chairmanship of the Ministry of Energy and the Ministry of Transport and Infocommunications to carry out implementation strategies in the development of electric vehicles in the country.

The Ministry of Energy, as the government agency responsible for the holistic development of the energy sector, remains committed in promoting resilience and socio-economic prosperity through a low carbon approach in the preservation of the environment.

Also in attendance were Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary at the Ministry of Energy as the Co-Chair of Electric Vehicles Pilot Project launching event and Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary, Ministry of Energy as Co-Chair of Electric Vehicles Joint Taskforce (EVJTF).



BPC'S FIRST SOLAR ROOFTOP SYSTEM

In line with a nationwide approach to increase the deployment of Renewable Energy technologies, Berakas Power Company Sdn Bhd (BPC), a GLC company has recently implemented its first rooftop Photovoltaic (PV) System at BPC Headquarters (HQ) at Kampung Terunjing Baru, Berakas.

The installation encompasses a number of solar PV panels mounted on the rooftop of the BPC HQ building, a store building and carport. The solar PV system, which has a total capacity of 187kWp, is expected to provide approximately 273,000kWh of electrical energy per annum, thereby avoiding emissions of approximately 200 tons of CO₂ per annum.



Boosting renewable energy capacity is among the strategies under the Brunei Darussalam National Climate Change Policy (BNCCP) for reducing Greenhouse Gas (GHG) emissions. The Ministry of Energy, as the lead agency for the country's power sector, is committed in increasing the total share of renewable energy in the national power generation mix, using mainly solar photovoltaic in order to support national climate action.



Events



LEGCO 2021



The 17th Legislative Council Meeting (LegCo), on 21st March 2021 passed a budget of BND199,344,610 for the Ministry of Energy's Financial Year 2021/2022 as the meeting entered its seventh day of deliberations. The Financial Year 2021/2022 budget allocation will take into effect on 1st April 2021 with the theme "Towards a Resilient Socioeconomic Development".

The Ministry of Energy's allocated budget will focus on the holistic development of the country's energy sector. The budget will finance the Ministry's recurring expenses of BND168,693,660 which will be used to carry out the implementation of the Ministry's Strategic Plan 2020-2025. BND85,961,000 will also be allocated in Financial Year 2021/2022 under the National Development Plan for the Ministry and the Department of Electrical Services (DES). In the financial year 2021/2022, the Ministry sets to bring further development and innovation through several projects in the pipeline including 30MW solar project in Kg Belimbing Mukim Kota Batu, 15MW solar project in Bukit Panggal, expansion of Tenaga Suria Brunei (TSB) Solar Plant and improvement of the country's power infrastructure and power generation.

The construction of the solar power plant on a former landfill site in Kg Belimbing will be the largest and slated to start in 2022, with BND50,000 earmarked to conduct a land survey at the area. The project together with the expansion of the TSB Solar Plant and the 15MW solar project at Bukit Panggal will enable the Ministry to explore opportunities for cleaner energy sources in support of the nationwide commitment in addressing climate change.

In line with the global effort towards a clean energy transition, the Ministry facilitated the first global hydrogen supply chain demonstration project at Sungai Liang Industrial Park with a successful transportation of a stable compound shipped through a long distance from Brunei to Japan. The Ministry will further seek opportunities exploring alternative energy options through research and development.

The Ministry is also responsible in a whole-of-nation approach to improve the quality of life of the people through a reliable power supply.

LEGCO 2021



Around BND166.8 million has been allocated to the Department of Electrical Service (DES) to upgrade its infrastructure and maintain the 99.9% rate of the country's population having electricity supply grid access. Among the projects to be implemented by DES is the construction of a new power transmission line connecting Brunei-Muara to Temburong District via Sultan Haji Omar 'Ali Saifuddien Bridge to supply electricity to the population of Temburong.

In realizing the importance of digital transformation in the power sector, the Ministry will further utilize digital technologies to raise the standards and maintenance of the country's power infrastructure. Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Hj Md. Hussein, the Minister of Energy stated in his speech that with more than 90 years of contribution to the country's economy, the oil and gas sector remains crucial in providing opportunities for further spin-off industries and employment local opportunities. In recognizing its importance, the upstream and downstream sector remains the key focus of the Ministry of Energy's strategic priorities for years to come.

The Ministry will continue to work closely with relevant stakeholders in developing the upstream and downstream sector, bringing social and economic benefits to the nation.

The offshore prospects of the upstream oil and gas sector will further support the country's economic development. While in the downstream energy sector, a significant milestone was reached with the first supply of petroleum products from the Pulau Muara Besar (PMB) Refinery and Petrochemical Plant to the domestic market. With an export value of USD3 billion, the project has resulted in the employment of 667 locals.

Another mega project in the downstream energy sector is the Urea and Ammonia Plant, operated by Brunei Fertilizer Industries (BFI), currently under construction at Sungai Liang Industrial Park. The plant will start its operations in the third quarter of this year. In ensuring that the projects will bring economic spin-off and opportunities for locals, the Ministry remains committed in carrying out its Bruneianisation Directives in the oil and gas sector. The oil and gas operators have recorded the employment of 72% of 5,673 locals, which is an increase of 514 from the previous year.

NATIONAL DAY



The Ministry of Energy joined other Government Agencies during the 37th National Day on 23rd February 2021. The Ministry's march past contingent was led by Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary, Ministry of Energy.

With the theme *Menjayakan Wawasan Negara*, the National Day celebration was conducted in compliance with the Ministry of Health COVID-19 guidelines.



APPRECIATION CEREMONY FOR RETIREES



The Ministry of Energy and its Department held an appreciation ceremony for 57 of its retired officers and staff on 30th January 2021. Organized by the Human Resource and Corporate Division in collaboration with the Department of Electrical Services (DES), the ceremony was held at the Banquet Hall, Prime Minister's Office. Present as the Guest of Honour was Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, Minister of Energy.

Also in attendance were Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, Deputy Minister of Energy; Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary; Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary; senior officials as well as officers and staff of the Ministry of Energy, DES and Autoriti Elektrik Negara Brunei Darussalam (AENBD).



The event concluded with the presentation of certificates and mementos to the retirees. The event serves to acknowledge and show gratitude for the dedication and services rendered by the officers and staff to the Ministry of Energy and its Department.

KHATAM AL-QURAN CEREMONY



The Ministry of Energy, its Department and Statutory Bodies kick started its religious activities during the holy month of Ramadhan with a Khatam Al-Quran ceremony at the Ar-Rahman Mosque in Kampong Tanjong Bunut on the 11th day of Ramadhan 1442H / 24th April 2021. Present as the Guest of Honour was Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, Acting Minister of Energy.

The event commenced with the recitation of Surah Al-Fatihah, a mass recitation of Surah Ad-Dhuhaa and other surah led by Awang Muhammad Nazirul Rawi bin Awang Zaimin, Engineer from the Ministry of Energy followed by the recitation of Doa Khatam. The event proceeded with the recitation of Doa Tahlil for His Majesty's late parents Al-Marhum Sultan Haji Omar 'Ali Saifuddin Sa'adul Khairi Waddien and Al-Marhumah Duli Raja Isteri Pengiran Anak Damit, as well as for Al-Marhum Pg Muda Haji 'Abdul 'Azim and late members of the royal family.



The event continued with the recitation of Dikir Marhaban followed by Doa Selamat and Doa Peliharakan Sultan led by Yang Mulia Awang Saufi bin Haji Suhaini, Head Imam of Ar-Rahman Mosque. The event concluded with the presentation of *wakaf* (endowment) from the Acting Minister of Energy to the Imam. The Khatam Al-Quran ceremony was part of the Ministry's annual events in promoting religious activities during the holy month of Ramadhan, aimed at strengthening relations between the staff of the Ministry, its Department and Statutory Bodies.

Strategic Insights



STRATEGIC RETREAT



The Ministry of Energy has recently introduced its Strategic Plan 2021-2025 during the Ministry's Townhall Session, which outlines eight (8) Strategic Objectives namely, (i) Diversification of energy and increase independence from fluctuating oil price through downstream industry development; (ii) Effective and sustainable hydrocarbon resource management; (iii) Green energy; (iv) Affordable, safe, reliable, efficient and modern energy supply; (v) Highly skilled Bruneian workforce in the energy sector; (vi) Supporting socio-economic development through energy sector spin-offs; (vii) Robust and conducive regulatory framework and safety standards for the oil, gas, power and other energy sectors; and (viii) Organisational excellence.

A Strategic Retreat was held on 14th January 2021 as part of the Ministry's wider approach to provide insights to the Ministry's overall performance and review of proposed strategic initiatives and action plans set out to support the Ministry's Key Performance Indicator (KPI) targets for the new year.

The retreat discussed risks, opportunities and identified key stakeholders in ensuring the successful implementation of the Ministry's Strategic Objectives. The session also reflected upon the Ministry's 2020 highlights and lowlights, in order to provide a sound grounding for moving forward.

Prior to the Strategic Retreat, several workshops were held on the 6th and 7th January 2021 within focus groups via the respective Strategic Objectives.



STRATEGIC ROADSHOWS



As part of a continuous socialization effort to provide an intensive educational experience on the Strategic Plan 2020-2025, the Policy and Strategy Division (PSD) held a strategic workshop with the Ministry's officers and staff on 6th and 7th January 2021.

The workshop kick-started the internal communication strategy in aligning the Strategic Objectives with the Ministry's Department, Divisions, Units and Statutory Bodies' operational roles and responsibilities.

During the workshop, the participants discussed, deliberated and provide recommendations on the implementation plan for each of the strategic objectives. The workshop brings together the officers and staff' roles in executing the strategy. It outlines a strategic dissemination of knowledge in order to support holistic implementation of the Ministry's Strategic Plan 2020-2025.



STRATEGIC OBJECTIVES 1 & 2 AT A GLANCE



The Ministry of Energy's Newsletter 2nd Issue will focus on the Strategic Objectives 1 and 2 in recognizing the importance of the Oil and Gas sector as a key industrial sector in Brunei Darussalam with the contribution of about 47% of the Gross Domestic Product (GDP) and 90% of exports in 2020.

As the instability of the global Oil market and fluctuation of market prices or demand imposes a risk to the sector's revenue, the Ministry of Energy's Strategic Objective 1 seeks to explore opportunities in the downstream energy industry as part of an effort to diversify the country's export portfolios. While the Strategic Objective 2 highlighted the commitment to strengthen the upstream energy sector.



STRATEGIC OBJECTIVE 1

*Diversification of Energy Sector
to Increase Resilience from
Global Oil Market Uncertainty*

INTRODUCTION TO STRATEGIC OBJECTIVE 1

Strategic Objective 1 refers to the Diversification of Energy Sector to Increase Resilience from Global Oil Market Uncertainty. It aims to reduce the impact of global oil market fluctuations on national revenue with the creation of value-added products through further downstream activities.

In the downstream industry, upstream resources such as crude oil and natural gas are transported to downstream processing facilities where they are refined, distributed and sold to end customer. Products produced through downstream energy activities are exported to the regional and international markets. This contributes to the country's economic growth.

Downstream products currently being exported and contributing to Brunei Darussalam's Gross Domestic Product (GDP) are Liquefied Natural Gas (LNG), Methanol as well as Petroleum and Petrochemical products. Alongside upstream energy sector, downstream oil and gas generates employment opportunities for the locals.



By 2025, the Ministry of Energy aspires to ensure the production of more than 30 MT from further downstream activities, which includes production from LNG, Methanol, Urea, Petroleum and Petrochemical Production.

There are four (4) initiatives under Strategic Objective 1 that looks into: (i) Pulau Muara Besar Oil Refinery and Petrochemical Plant; (ii) Brunei Fertilizer Industries; (iii) Liquefied Natural Gas; and (iv) Methanol, Further Downstreaming and Improvements.



PULAU MUARA BESAR REFINERY AND PETROCHEMICAL PLANT

Brunei Darussalam energy sector continues to create new economic opportunities with substantial investments in its downstream industries, diversifying its product portfolio in the oil and gas value-chain. Alongside other sectors, the downstream oil and gas sector plays an important role in reshaping the country's economic landscape and boosting resilience during a time of global oil market uncertainties. The country's downstream sector recorded a significant increase of 433.5% between Q3 2019 to Q3 2020. This trend is set to continue in the future, paving the way for growing demand for new skills and technology. The Ministry of Energy is currently facilitating the country's largest downstream mega project, the Refinery and Petrochemical Plant at Pulau Muara Besar, which is set for phase two development.

Operated by Hengyi Industries Sdn Bhd (Hengyi Industries) since November 2019, phase two involves new processing facilities at the site for an additional oil refining capacity of 14 million tonnes per annum (Mtpa), as well as for the production of up to 2Mtpa of paraxylene, 2.5Mtpa of purified terephthalic acid and 1Mtpa of polyethylene terephthalate.



In realizing the country's aspiration to reduce dependency on imported fuel products, Hengyi Industries began supplying refined fuel products to the domestic market since May 2020 as part of the commercial agreement signed with Brunei Shell Marketing Company Sdn Bhd (BSM).

Hengyi's production is valued and accounted for 4.48% of Brunei's GDP and 50.57% of the country's total trade volume from January to September 2020. The refinery has the capacity to refine 8 million tonnes of crude oil per year. The Ministry of Energy continues to work with other agencies, focusing on industrial-based growth in the downstream sector. As of December 2020, the Refinery and Petrochemical Plant has employed 667 locals, which makes up 40% of the total workforce as of December 2020.



STRATEGIC OBJECTIVE 2

*Effective and Sustainable
Hydrocarbon Resource Management*

INTRODUCTION TO STRATEGIC OBJECTIVE 2

In light of the increased global demand for energy resources, the energy sector plays an important role in ensuring socio-economic stability through further expansion of upstream activities. The upstream sector incorporates the exploration and extraction of crude oil and natural gas reserves.

The Ministry's Strategic Objective 2 outlines the Ministry's commitment towards an Effective & Sustainable Hydrocarbon Resource Management. This strategy ensures that the oil and gas sector remains stable and sustainable to drive socio-economic growth with the production target of more than 350 kboe/d by 2025.



There are 5 initiatives to support Strategic Objective 2 namely, (i) Unlock New Areas; (ii) Promote Upstream Opportunities to International Companies; (iii) Facilitate Near Field Exploration, Low Cost Development and Increase Reserves in Existing Fields; (iv) Optimum Exploitation of Hydrocarbon Resources & Integrate Value Chain to Maximize Value; and (v) Manage Oil & Gas Assets Safely.



FURTHER EXPANSION OF THE OIL AND GAS SECTOR

Brunei Darussalam has been known for its vast reserves of hydrocarbon, which has fueled the nation's economy for the past 90 years. Energy sector remains relevant in its role as one of the main contributors to Brunei Darussalam's national economy. The oil and gas sector as the most mature industry has made substantial investment in the upstream energy sector.

To further improve the oil and gas infrastructure, the sector is embarking on spin-off activities involving decommissioning and restoration of ageing and end-of-life energy facilities.



The drilling exploration activities plays an important role in supporting the Ministry of Energy's second strategic objective of effective and sustainable management of the country's hydrocarbon resources.



Leadership and Capacity Development



EDPSGO and EDPMMO

Six (6) of the Ministry's senior officers successfully completed the 28th Executive Development Programme for Senior Government Officers (EDPSGO) and 29th and 30th Executive Development Programme for Middle Management Officers (EDPMMO) following the Certificate Presentation Ceremony that was held on 2nd March 2021 at the Banquet Hall, Prime Minister's Office. Present as Guest of Honour during the ceremony was Yang Berhormat Dato Seri Setia Haji Awang Abdul Mokti bin Haji Mohd Daud, Minister at the Prime Minister's Office.

The three-month programme saw the entrance of four of the Ministry's senior officials into the top ten. The achievements are a testimony of the officials' leadership skills and commitment.



Throughout the programme, the Ministry's senior officials attended interactive lectures, classes and webinars from both local and international facilitators, study visits, talks as well as community outreach activities.



The Ministry is proud to have one of its senior officials, Awang Haji Mohd Zaki bin Haji Hassanol As'shari, Acting Assistant Director, Office of the Minister of Energy achieved the highest rank in the EDPSGO programme among other governments' senior officials in the country.



SPEAK TO LEAD



The Ministry of Energy's Speak to Lead Session concluded with group presentations on 1st March 2021. The 16-week training is an initiative of the Human Capital Unit aimed at developing skills for organizational communication strategies and tactics.

Present during the session were Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary; Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary; Head of Divisions; and senior officials from the Ministry and its Statutory Bodies.



During the session, the participants presented six (6) project proposals, comprising of SOP for Sustainable Energy Division, Legal Consultancy for 30MW Solar Power Plant, ICV Certification for Energy Sector, Creation of Safe Space: Mental Health, Workplace Incident Notification Reporting System and Centralized Database.

The projects were proposed as part of the strategies to introduce new ideas in improving the Ministry's organisational performance.

HR Spotlight



LAUNCHING OF HRCF

The Ministry of Energy launched the Human Resource Competency Framework (HRCF) on 2nd March 2021 as part of an on-going initiative to support the Ministry's Strategic Objective 8: Organizational Excellence. The framework is a Competency Development Strategy with the primary purpose to set performance standards by defining the required Human Resource Competencies for the Ministry, its Department and Statutory Bodies' officers and staff at all levels. Present to launch the Framework was Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary at the Ministry of Energy.

During the event, several presentations were presented by the Ministry's HRCF Working Group Committee to inform the staff of the Ministry, its Department and Statutory Bodies on the implementation plans of this framework.



The Working Group Committee has identified three (3) Core Competencies that are comprised of Leadership; Functional (Management Skills); and Health, Safety, Security and Environment (HSSE) to be implemented in stages within the Ministry, its Department and Statutory Bodies. Each Core Competency was profiled based on the projected manpower requirement and competencies of each job positions within the Ministry.

It will identify the projected manpower requirements and addresses gaps to improve staff' competencies through the provision of various professional trainings using the 70-20-10 model.



In line with the Ministry's aspiration to create a diverse and sustainable economy led by Bruneians for the prosperity of the people, the framework will serve as an integrating mechanism for the strategic development of the Ministry's Human Resource System. The framework will enable the Ministry to operate within a systematic perspective that includes a performance-based approach aimed at adding-value to the competencies of its staff as a whole in the pursuit of a dynamic and competent workforce.

TEAMBUILDING



An Outdoor Teambuilding Session was held on 7th January 2021 as part of the Ministry's Onboarding Programme for its new officers and staff. Facilitated by Poni Adventures (Poni Divers) Sdn. Bhd, the activity was participated by 28 personnel.

Following the first on-boarding session that was held in June 2020, the teambuilding session was one of the programmes lined-up for this year.

In recognizing the importance of fostering a work-life balance among officers and staff, the session offered a wide range of engaging and innovative outdoor learning through fun games and activities aimed at instilling the importance of group development, leadership and effective communication.



The Ministry of Energy is committed to develop its Human Resource Competencies in alignment with its Strategic Objective 8: Organizational Excellence.



ONBOARDING SESSION



A one-week onboarding session was held from 5th to 10th April 2021 for the Ministry's new personnel. Organized by Human Capital Unit, the session aims to integrate the new employees with the Ministry's Vision, Mission and Strategic Objectives.

The conference-style session brought together eight (8) new officials from different divisions and units as part of an effort to provide an in-depth introduction to the Ministry's vision, mission, services and processes. Several presentations were delivered by Head of Divisions and Units.



Safety Focus



EMERGENCY RESPONSE TABLETOP EXERCISE

A Tier 3 Emergency Response Tabletop Exercise (TTX) involving various government, non-government and private sector agencies was organized on 13th January 2021 at Pulau Muara Besar (PMB). Present during the exercise was Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary at the Ministry of Energy as the Exercise Director.

The exercise aims to test the readiness and the response plan of Hengyi Industries Sdn Bhd in managing a major incident and evacuation in PMB to minimize risks and avoid casualties.



The TTX involved a simulation of a Hydrogen Sulfide (H_2S) gas leak in PMB as a result of a ruptured pipe connected to the pre-hydrogenation stripper column in the Aromatics Complex Unit. During the exercise, Hengyi's On-Scene Commander, Emergency Coordination Team and Emergency Response Team were activated as the first line of responders to carry out the evacuation. The Ministry of Energy; Safety, Health, Environment and National Authority (SHENA) and Petroleum Authority Brunei Darussalam were among the agencies involved.



FIRE MARSHALL TRAINING



Nineteen (19) personnel from the Ministry of Energy completed a three-day Fire Marshal course conducted by Fire and Rescue Department (FRD) at the Rimba Fire Station on 31st March 2021.

The participants were briefed on the causes of fire, proper use of firefighting equipment, procedures on evacuating a building and prevention of fire.



The course, which was facilitated by SO Hj Kipla bin Hj Angas and ABW 956 Linda binti Hj Pungut, aims to provide participants with the skills and knowledge in handling fire emergencies. Upon the completion of the two-day course, the participants were awarded with Fire Marshall certificates.

The FRD offers safety programmes, including Life Saver 995 and Fire Marshal courses, to instil knowledge on workplace safety and guidelines on the proper use of a fire extinguisher.



Active Lifestyle

HEALTHY LIFESTYLE PROGRAM



The Ministry of Energy kick-started a physical exercise session for its officers and staff as part of its approach to support the Workplace and Health (WAH) Program. Organized by the Ministry's Administration Unit, the event was held at the new recreational park, Jalan Pusat Persidangan in Berakas on 17th March 2021.

The WAH Program cultivates an organisational health culture through a series of coordinated improvements on workplace environment. It aims to empower and promote positive and healthy behavioral patterns. Personal health of the staff is viewed as a top priority as healthy workplace environment is directly related to human capital development, which is the most important asset of an organization.



In recognizing the importance of workplace health, the Ministry of Energy has collaborated with the Ministry of Health on WAH Program as one of the six Ministries to carry out the program that will see staff participating in once a week physical activities as well as lectures on healthy lifestyles. The Ministry also plan to introduce live plants into the office space for a healthier and more dynamic workplace ambience.



Several initiatives on health promotional activity namely, Healthy Lifestyle Program (HLP) has also been on-going since 2016. The Ministry of Energy is committed in the prioritization and incentivizing workplace health culture with plans to further expand the program in the next months to come.

TREE PLANTING ACTIVITY



The Ministry of Energy, its Department and Statutory Bodies held its first tree planting activity as part of a nationwide reforestation effort to support the main strategies under the Brunei Darussalam National Climate Change Policy (BNCCP). Organized by the Department of Electrical Services (DES) and Petroleum Authority of Brunei Darussalam, the event was held on 30th January 2021 at the new Recreational Park, Jalan Pusat Persidangan in Berakas.

Leading the tree planting event were Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, Minister of Energy; Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, Deputy Minister of Energy; Yang Mulia Awang Haji Azhar bin Haji Yahya, Permanent Secretary; and Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary at the Ministry of Energy.

During the event, the Ministry's management, officers and staff successfully planted tree saplings, comprising of two types of species namely *Plumeria Rubra* (Frangipani) and West Indian Cherry, covering a land area of 1.45 acre.

The tree planting activity is in line with the BNCCP Strategy 2 on Forest Cover, which calls for a concerted effort to increase Brunei Darussalam's carbon sink through afforestation and reforestation. This strategy outlines a national target of planting 500,000 new trees by 2035. The Ministry of Energy in collaboration with relevant stakeholders will continue to promote and participate in programmes that will help reduce the national emission.



Staff Highlights



STAFF PROMOTION



Shaikh Mohd Dzulamali bin Shaikh Haji Abdul Mutalib

Promoted to Special Duties Officer Grade I
Autoriti Elektrik Negara Brunei Darussalam
26th January 2021

NEW STAFF



Tan Ai Hue

Senior System Analyst and Head of IT
IT Unit
15th February 2021
Seconded from EGNC



Dk Nooraslina binti Pg Ahmad

Special Duties Officer Grade II
International Affairs Division
1st March 2021
New Staff



Muna Adybah Md Hilmy

Penolong Kerani Sulit
1st April 2021
Move from SPA to ME
Seconded to PA



Nur Syahirah binti Juraimy

Office Helper
Administration Unit
4th January 2021
New Staff

STAFF TRANSFER



Siti Sarah binti Haji Awang Yusop

Special Duties Officer Grade I
Transfer from JobCentre Brunei (JCB)
to Office of the Minister of Energy
25th January 2021



Cynthia Lim Pee Nyet

Head of Energy In-Country Value Division
Transfer to Darussalam Enterprise (DARE)
Completion of Secondment
14th January 2021



Nurul Syazana binti Hassan

Special Duties Officer Grade I
Transfer to Public Service Department
14th January 2021



Nabilah @ Hafizah binti Haji Abdul Murad

Engineer
Transfer to Public Service Department
14th January 2021

INTERNS



Amal Hamizah binti Hasnan

Student from Universiti Brunei Darussalam
Sustainable Energy Division
11th January - 17th April 2021



Diana Batrisyia binti Juanidi

Student from Universiti Brunei Darussalam
Policy and Strategy Division
11th January - 17th April 2021



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