



Q4, DECEMBER 2021

KHAZANAH

the official newsletter of the Ministry of Energy

CLIMATE CHANGE HIGHLIGHT
INDUSTRIAL EMISSIONS COMMITTEE

ROLL OUT OF
HUMAN RESOURCE COMPETENCY
FRAMEWORK

100

YEARS ANNIVERSARY

DEPARTMENT OF ELECTRICAL SERVICES





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FROM THE MINISTER'S DESK

As I write this message for the 4th edition of Khazanah, it is hard to believe that 2021 is drawing to a close, and what a year it has been for the Ministry. We are finishing our year with a fair share of success despite the COVID-19 pandemic.

Indeed, 2021 has been a busy year for the Ministry as we have successfully chaired the 39th ASEAN Ministers on Energy Meeting (AMEM) in September 2021 in which the Meeting adopted the Bandar Seri Begawan Joint Declaration of the ASEAN Energy Ministers on Energy Security and Energy Transition.

The power sector has reached a milestone as it celebrated its 100 years of operation since the inception of the Department of Electrical Services (DES), initially known as "Pejabat Elektrik" in 1921.

Insyah Allah, the Ministry and the energy sector will strive to accomplish much more to achieve great success. I hope we will continue working in close collaboration with the key stakeholders to further diversify the energy sector, which includes the oil and gas industry, towards the country's economic sustainability and growth.

With the great milestones achieved in 2021, let's enter the new year with continued vigour and affirmation of our long standing commitment as well as dedication to develop a strong and resilient energy sector for the future of Brunei Darussalam.

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

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SPECIAL FEATURE:
DEPARTMENT OF
ELECTRICAL SERVICES
(DES)
100TH ANNIVERSARY

POWERING BRUNEI DARUSSALAM FOR 100 YEARS



His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam visited the Control Room at Lumut Power Station when it was launched in 1987

The history of Brunei Darussalam's power sector that started 100 years ago was marked by great success, shaping the nation's socio-economic development. In 1921, "Pejabat Elektrik", now known as the Department of Electrical Services (DES) was officially formed under the auspices of Public Works Department. Its establishment was soon followed by the establishment of the first diesel-engine powered station 14 years later in 1935.

The establishment of this power plant served as a milestone in the development of the country's energy sector by providing electricity to the Palace, Government Offices, Government Staff Houses and Jalan Residency. In the same year, the power plant began supplying electricity for the operation of the country's first dam at Tasek Lama. In 1966, a diesel power plant was established at Kampong Belayang, Temburong District.

Meanwhile in Belait District, the gas-fueled power station located in Seria began its operation in 1967. In the same year, DES began its first electricity transmission through a high voltage network system that powered Brunei-Muara, Tutong and Belait Districts, as well as the oil and gas industries. Three (3) years later, the residents of Kampong Ayer received their first electricity in the early 1970s.

In 1987, His Majesty Sultan Haji Hassanah Bolkiah Mu'izzaddin Waddaulah ibni Al-Marhum Sultan Haji Omar 'Ali Saifuddien Sa'adul Khairi Waddien, Sultan and Yang Di-Pertuan of Brunei Darussalam officiated the Sultan Haji Omar 'Ali Saifuddien Sa'adul Khairi Waddien Power Station in Lumut, Belait District. With the capacity of 147MW, the station was the country's first highly efficient power station that utilizes waste heat to be reused by Brunei LNG Sdn. Bhd (BLNG). Five (5) years later, Gadong Power Station #2 was commissioned in 1992 followed by Gadong Power Station #1A in 1994.

DES has also initiated its energy transition phase with the establishment of the Bukit Panggal Combined-Cycle Power Station (BPCCPS). With the capacity of 116MW, the station began to supply electricity in 2008. Nine years later, a project known as COGEN-II project at Lumut Power Station in Belait District was commissioned in 2017 with a capacity of 70MW.

As part of its continuous effort to improve its services to the public, DES will further invest on the SCADA (Supervisory Control and Data Acquisition) project at the 11kV and 66kV Main Intake Stations. The system supports DES' operational activities by ensuring a safe and efficient energy supply in the country.



The foundation stone laying ceremony of DES Building in 1995

POWERING BRUNEI DARUSSALAM FOR 100 YEARS



His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam officiated the Sultan Haji Omar 'Ali Saifuddien Sa'adul Khairi Waddien Power Station in Lumut in 1987

In 2012, DES introduced a more conducive tariff for new housing development as part of its effort to instill an energy saving culture. In the same year, DES has also embarked on a large scale pre-payment replacement program with the introduction of a postpaid system for its residential and commercial customers. This has enabled customers to monitor and plan their monthly energy use and pay their arrears via multiple pre-payment system including mobile banking application and internet banking, MyBillPayment, PayExpress Pos, POWERkad and DST Easi.

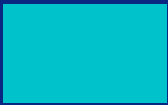
As part of its joint effort to support the Brunei Darussalam National Climate Change Policy (BNCCP), DES led the deployment of renewable energy technologies. The initiatives include the installation of the first solar PV rooftop system for the commercial sector at the Bumiputra Complex, Pekan Bangar in 2020 with a capacity of 8kWp. Similar projects also included the installation of the first government building's rooftop solar PV system at Temburong District with a capacity of 100kWp and 75 units of solar lighting along Jalan Labu, Kampong Perdayan in 2021.

In supporting the aspiration to achieve 100% electrification in the rural areas (rural electrification), DES has led the installation of solar PV system to power all long houses in Ulu Tutong and Ulu Belait since 2018. Similar project is scheduled to take place in late 2021 for the installation of a new 11kV system to Mukim Sukang.

DES will continue its initiatives to elevate the street lighting system with energy efficient technologies. DES remains committed in exercising its role as one of the country's leading utility providers to support the aspiration in realizing Brunei Darussalam Vision 2035 towards high quality of life with a dynamic and sustainable economy.



Supervisory Control and Data Acquisition (SCADA)



ENERGY SECTOR'S HIGHLIGHTS

DES AWARDED 2 i-USAHAWAN CONTRACTS



Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, the Deputy Permanent Secretary, Ministry of Energy in a group photo with the i-Usahawan entrepreneurs

On 30th December 2021, the Department of Electrical Services (DES) awarded two (2) more i-Usahawan contracts, bringing the number of i-Usahawan contracts awarded to date by DES to five (5). Present at the ceremony as the Guest of Honour was Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary, Ministry of Energy.

Under the contracts, the two (2) local companies namely Barokah Toiyibah Enterprise and Izouco Moto Services, will be providing housekeeping services for a period of three (3) years at various DES facilities. Signing on behalf of DES was Yang Mulia Awang Muhammad Amir Sharifuddin bin Haji Ali, Acting Director, Department of Electrical Services.



Exchanging of contracts - DES represented by Yang Mulia Awang Muhammad Amir Sharifuddin bin Haji Ali and one of the i-Usahawan entrepreneurs witnessed by Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra

Barokah Toiyibah Enterprise was represented by its owner and Director, Yang Mulia Awang Mohammad Wadood bin Haji Seruji, while Izouco Moto Services was represented by its owner and Director, Yang Mulia Awang Hairoman Izwan bin Haji Omar. The two (2) contracts will provide employment opportunities to 12 locals.

As part of the training provided by the i-Usahawan programme, Barokah Toiyibah Enterprise and Izouco Moto Services have attended Darussalam Enterprise (DARe) SME training on Financial Practice for MSME and Financial Education for Entrepreneurs, as well as a course on Tender Introduction by DES.

The i-Usahawan programme is a Youth Entrepreneurship Development Programme, initiated by the Ministry of Energy to support local youth entrepreneurs to start and grow their own business through the provision of contracts with the Government, Government-Linked Companies (GLC) or Statutory Bodies. The programme was launched on 1st August 2018 in conjunction with the 13th National Youth Day.

BRUNEI ENERGY INDUSTRY INTEGRITY PACT

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy, delivered a video message during the Brunei Energy Industry Integrity Pact (BEIIP) 2021 held on 18th November 2021. The virtual event welcomed thirteen (13) additional companies into the Pact.

In his video message, Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny urged the Pact signatories to remain committed in upholding the highest standards of integrity and serve as exemplary role models to others.

It is imperative that the BEIIP leads by example in the fight against dishonesty and ensuring businesses continue to operate ethically and with integrity.



Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy, delivering a video message during the BEIIP 2021

The BEIIP affirmed its commitment to business ethics and transparency in the oil and gas industry that is free of dishonesty. By agreeing to BEIIP, the Industry is conveying its zero-tolerance message that any company lacking integrity and transparency will not have the opportunity to do business with any of the oil and gas operators in Brunei Darussalam. As of November 2021, the BEIIP is made up of 88 members consisting of both international and local companies.

Also in attendance were Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, the Deputy Minister of Energy, Yang Mulia Awang Haji Azhar bin Haji Yahya, the Permanent Secretary, Ministry of Energy, Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, the Deputy Permanent Secretary, Ministry of Energy as well as Yang Mulia Datin Paduka Dayang Hajah Suhana binti Haji Sudin, Director of the Anti-Corruption Bureau, and other senior government officials and senior leaders of established oil and gas organizations in Brunei Darussalam.



The Deputy Minister of Energy, the Permanent Secretary of Energy and the Deputy Permanent Secretary, Ministry of Energy, in a group photo with the senior management of the oil and gas operators during the virtual event

COVID-19 DONATION DELIVERY



Volunteers delivering donation items to Menglait Donation Centre

In a joint effort to scale up the country's capacity to respond to the COVID-19 pandemic, the Ministry of Energy continues to play its part in the National Coordination Centre for COVID-19 (N3C19).

The drivers undertake transporting duties in a coordinated support to ease the distribution of donation items. The Ministry remains committed in supporting the Ministry of Health in curbing the spread of the COVID-19 pandemic.

The Ministry has provided logistical support through the deployment of drivers and vehicles to help transport the national COVID-19 donation items to the Menglait Donation Centre and Raja Isteri Pengiran Anak Saleha Hospital (RIPAS).



The handing over of donation items to Menglait Donation Centre



Transportation of donation items to RIPAS Hospital

NEW RIVERINE PETROL STATION



Brunei Shell Marketing Sdn. Bhd. (BSM) staff in a group photo with the Service Champion during the petrol station opening

A new riverine station at Kampong Buang Sakar began its operations on 1st November 2021.

The station offers Shell Regular RON85 fuel to its customers during its operating hours from 6 am to 5.30 pm.

Built with a jetty for customers to dock their boats, the newly-opened riverine petrol station provides refueling services for boats, cars, trucks and other vehicles.

The construction of the station started in 2020 and was completed without Loss Time Injury (LTI). With the aim to serve the Kampong Ayer community coming from both river and land, the station employs 100% local Bruneians.



Yang Mulia Major General (U) Dato Seri Pahlawan Haji Hamzah bin Haji Sahat, Commander of the Royal Brunei Armed Forces (RBAF), in his capacity as the Chairman of Jawatankuasa Kerja Keselamatan Maritim (JKKM), was given a tour of one of the modular tanks and dispensing pumps of Kampong Buang Sakar riverine petrol station

SINGAPORE INTERNATIONAL ENERGY WEEK (SIEW) 2021



Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy, delivered a Keynote Address during the SIEW 2021

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy delivered a keynote address via a pre-recorded video during the Singapore International Energy Week (SIEW) 2021. Organized by the Energy Market Authority (EMA) Singapore, the event was held in a hybrid format (both physical and online) from 25th to 29th October 2021.

SIEW serves as an annual platform for global stakeholders to discuss key energy issues in the region. With the theme "Advancing the Energy Transition", the meeting highlighted the growing momentum for a sustainable energy future and emerging opportunities in further advancing energy transition agenda for a more resilient global energy system.

Key events that took place throughout SIEW 2021 include Singapore-IRENA High-Level Energy Forum, Asia Clean Energy Summit, Singapore Energy Summit, Youth@SIEW and Singapore IEA High-Level Energy Forum.

In his Keynote Address, Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny highlighted that Brunei Darussalam remains committed in expanding its Renewable Energy portfolio to achieve at least 30% of renewable energy in installed power capacity by 2035, primarily on solar energy.

The Ministry will continue to work hard on its energy transition efforts nationally as well as through regional and international collaboration. One of the important outcomes of the 39th ASEAN Ministers on Energy Meeting (AMEM) was the adoption of the Bandar Seri Begawan Joint Declaration of the 39th ASEAN Ministers on Energy on Energy Security and Energy Transition.

This Declaration articulates ASEAN's intention to intensify efforts on long-term energy and climate policy planning to increase the rate of energy efficiency and conservation; expand renewables; and deploy advanced, cleaner, and low carbon energy technologies towards low greenhouse gas emissions. Natural gas will continue to be Brunei Darussalam's preferred transition fuel to meet the needs of the growing energy demand.



10TH LNG PRODUCER-CONSUMER CONFERENCE



Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy delivered a speech during the 10th LNG Producer-Consumer Conference

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy, was one of the Ministers from more than 25 countries who delivered a speech via a pre-recorded video at the 10th LNG Producer-Consumer Conference, which was held virtually on 5th October 2021.

Co-organized by the Ministry of Economy, Trade and Industry (METI), Japan, and the Asia Pacific Energy Research Centre (APEREC), the Conference aimed to deepen discussion on the expected role of LNG in the next decade against the backdrop of increased global decarbonization efforts, taking into account LNG's drastically changing environment, as well as its significant contribution to energy security and sustainable growth in Japan and the world.

In his speech, Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny highlighted that the increase in the demand of LNG demonstrates the importance of natural gas and LNG as one of the cleaner energy sources, which plays a complementary role alongside renewables in enhancing energy security and sustainability. Natural gas is currently an important energy vector for Southeast Asia as a flexible mid-merit generation source that enables energy costs to be kept under control.

Brunei Darussalam's oil and gas sector has been operational for the past 90 years. Since the establishment of the Brunei LNG Sdn. Bhd. (BLNG) plant in 1969, LNG has been Brunei Darussalam's main export alongside crude oil, with Japan as one of its key energy partners.

HYDROGEN ENERGY MINISTERIAL MEETING 2021

H₂EM
2021



Hon. DATO SERI SETIA
DR. AWANG HAJI MAT SUNY BIN HAJI MD HUSSEIN
Ministry of Energy, Brunei Darussalam

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy delivered a speech during the Hydrogen Energy Ministerial Meeting 2021

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy delivered a speech via a pre-recorded video at the Hydrogen Energy Ministerial Meeting 2021. Held virtually on 4th October 2021, the event was co-hosted by the Ministry of Economy, Trade and Industry (METI), Japan, and the New Energy and Industrial Technology Development Organization (NEDO).

The event was held under the auspices of the "Tokyo Beyond-Zero Week 2021" with the main objective to present realistic means and pathways in realizing virtuous cycle of environmental and economic growth to achieve global carbon neutrality and "Beyond-Zero" initiatives in reducing carbon dioxide emissions.

Brunei Darussalam is currently participating in the world's first Global Hydrogen Supply

Chain Demonstration Project with the Advanced Hydrogen Energy Chain Association for Technology Development (AHEAD) consortium from Japan. Following the successful completion of the demonstration project, the operation of the hydrogenation plant was extended for a period of one (1) year starting 27th September 2021. Following this restart, the hydrogenation plant is targeted to produce 2,000 tonnes of Methylcyclohexane (MCH), which will be exported to a refinery in Japan for decarbonization trials.

The Hydrogen Energy Ministerial Meeting was held for the first time in Japan in 2018 as an opportunity for participating countries to encourage countries worldwide to promote global-level utilization of hydrogen and to further consolidate collaboration among participating countries in a harmonious manner.

INDUSTRIAL EMISSIONS COMMITTEE (IEC)



First IEC Meeting held on 7th July 2021, attended by all members

The Industrial Emissions Committee (IEC) was established in July 2021 to strengthen Strategy 1 of the Brunei Darussalam National Climate Change Policy (BNCCP) by ensuring the collaborative implementation of its initiatives and action plans in order to reduce Greenhouse Gas (GHG) emissions from the industrial sector.

Industrial emissions refer to flaring, venting, other fugitives, and combustion (auto-producer) from upstream and downstream oil and gas operations only, excluding combustion from aviation. GHG coverage includes Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFC), Perfluorocarbons (PFC) and Sulphur Hexafluoride (SF₆).



Visits to BSP and BLNG conducted by IEC members in June and July 2021



IEC members in discussion during the meeting held on 7th July 2021

INDUSTRIAL EMISSIONS COMMITTEE (IEC)



Second IEC Meeting held virtually on 7th October 2021, attended by all members

The Key Performance Indicator (KPI) for Strategy 1 is to reduce GHG emissions by 10.23 million tonnes of carbon dioxide equivalent (MtCO₂e) from the industrial sector by 2035. In the same vein, the 5-year Strategy Plan (2021-2025) has three (3) key outcomes: Develop Zero Routine Flaring Policy; Develop As Low As Reasonably Practicable (ALARP) Policy; and Carbon Capture, Utilisation and Storage (CCUS) Deployment. The Zero Routine Flaring Policy and the ALARP Policy are expected to be rolled out in 2022.

The IEC is chaired by the Head of Policy and Strategy Division of the Ministry of Energy. The Committee members comprised of Higher Education Institutions, Petroleum Authority of Brunei Darussalam (PA), Safety, Health and Environment National Authority (SHENA) as well as the Energy Operators. The IEC reports to the Executive Committee on Climate Change.

To date, the EIC has conducted two (2) meetings. The 1st IEC meeting was held on 7th July 2021 at the East Wing of the Prime Minister's Office, whilst the 2nd IEC meeting was held virtually on 7th October 2021.



KEY EVENTS

DEPARTMENT OF ELECTRICAL SERVICES (DES) 100 YEARS ANNIVERSARY TAHLIL EVENT



Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy and the Ministry's management and senior officials in a group photo with former DES Directors

The Ministry of Energy, its Department and associated Statutory Bodies held the recitation of Surah Yaasin and Tahlil in conjunction with the 100th anniversary of the Department of Electrical Services (DES).

The event was held on 23rd December 2021 at the Banquet Hall, Prime Minister's Office Building. Present at the ceremony as the Guest of Honour was Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, the Minister of Energy.

The ceremony was one of the activities that have been lined up to commemorate DES's 100th anniversary. Former DES Directors and retired senior officers were also honored during the ceremony for their contribution to the power sector.

Yang Mulia Awang Muhammad Amir Sharifuddin bin Haji Ali, Acting Deputy Director II of DES in his opening remarks highlighted that the power sector's 100 years of operation is a testament to the Government of His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam's commitment in providing the population with continuous, accessible, efficient and safe supply of electricity.

DES was officially formed in 1921, as "Pejabat Elektrik", providing electrical services to its first customer, the Wireless and Telegraph Department. The department achieved another milestone in 1935 with the establishment of the first diesel power station in 1935, that supplied electricity to the Palace, Government Offices and Government Staff Houses and the areas around Jalan Residency.

DEPARTMENT OF ELECTRICAL SERVICES (DES) 100 YEARS ANNIVERSARY TAHLIL EVENT

Another diesel power station began operation in the Temburong District, marking the Department's first initiatives in supporting rural electrification. In 1967, DES embarked in an energy transition journey through the establishment of a Gas Turbine Power Station located in Seria using Natural Gas from Brunei LNG Sdn. Bhd (BLNG).

In 2011, DES further advanced its clean energy portfolio through the establishment of the country's first renewable energy power plant, the Tenaga Surya Brunei (TSB). With a capacity of 1.2MWp, the project is a joint-venture between the Government of His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam and Japan. Several renewable energy projects were carried out in the rural areas since 2018. This includes the installation of solar PV systems for all longhouses in Ulu Belait and Ulu Tutong.



Yang Mulia Awang Muhammad Amir Sharifuddin, bin Haji Ali, Acting Deputy Director II of DES delivered an opening remarks during the event

Yang Mulia Awang Muhammad Amir Sharifuddin bin Haji Ali in his opening remarks highlighted that DES will continue to support the country's development through a reliable, continuous, efficient, and safe energy supply to the population.



The Ministry's senior management in a group photo with the staff during the tahlil event



The Ministry's personnel reciting Surah Yaasin and Tahlil during the event

MINISTRY OF ENERGY MAULIDUR RASUL CELEBRATION



The Ministry's senior management, senior officials and officers in a group photo during the virtual event

The Ministry of Energy, its Department and associated Statutory Bodies held a special religious talk in conjunction with Maulidur Rasul Sallallahu 'Alaihi Wassalam for the year 1443. The event was held virtually on 26th October 2021 in light of the current COVID-19 pandemic. Present at the ceremony as the Guest of Honour was Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny Bin Haji Md. Hussein, Minister of Energy.

The event featured a religious talk titled "Rasulullah Kekasih Allah, Kekasihku Dunia Akhirat" delivered by Yang Mulia Ustaz Awang Mohd Khairul Nazif bin Haji Damit, Assistant Lecturer at the Faculty of Usuluddin, Universiti Islam Sultan Sharif Ali (UNISSA). The talk calls for the need to emulate the exemplary attributes of the Prophet Muhammad Sallallahu 'Alaihi Wasallam (PBUH) such as patience and determination especially when Brunei Darussalam is currently experiencing the second wave of the COVID-19 pandemic.

The event was part of the annual religious events organised by the Ministry, its Department and associated Statutory Bodies to further enliven the celebration of Islamic events including the Maulidur Rasul celebration.

Also in attendance were Yang Mulia Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, the Deputy Minister of Energy; Yang Mulia Awang Haji Azhar bin Haji Yahya, the Permanent Secretary; Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, the Deputy Permanent Secretary; Senior Officials, Officers and Staff of the Ministry of Energy, the Department of Electrical Services (DES), Safety, Health and Environment National Authority (SHENA), Petroleum Authority of Brunei Darussalam (PA) and Autoriti Elektrik Negara Brunei Darussalam (AENBD).



Yang Mulia Ustaz Awang Mohd Khairul Nazif, Assistant Lecturer at the Faculty of Usuluddin, Universiti Islam Sultan Sharif Ali (UNISSA) delivered a religious virtual talk titled "Rasulullah Kekasih Allah, Kekasihku Dunia Akhirat"

AWARENESS IN RENEWABLE ENERGY



Sharing with participants on Ministry of Energy renewable energy initiatives

One of the Ministry's officers, Yang Mulia Nurul Hadinah binti Yahaya from the Sustainable Energy Division (SED) participated as a speaker in the virtual seminar "Sambutan Hari Peladang, Petani, Penternak dan Nelayan 2021 (HPPPN21)". Organized by the Ministry of Primary Resources and Tourism (MPRT) through the Department of Agriculture and AgriFood, the session was held on 27th November 2021.

Aligning to the theme, "Transformation Towards Modern Agricultural Technology and Techniques and Future Opportunities of the Agricultural Sector", Nurul Hadinah also shared on the Ministry's initiative in introducing the deployment of Solar Photovoltaic (PV) technology in Agricultural sector.

Meanwhile, the virtual Youth for Renewable Energy Forum was organized on 4th December 2021 which aims to educate and raise awareness on the National Solar Industry Development Plan in tackling climate change. The forum was also participated by one of the officers from the Ministry.

Yang Mulia Muhammad Hasbur Rahman bin Yahaya, represented the Ministry during the forum and shared his views on the Ministry's renewable energy future planning of the Ministry. His presentation touched on the National Solar Industry Development Plan.



Youth for Renewable Energy Forum presented by one of the Ministry's officers

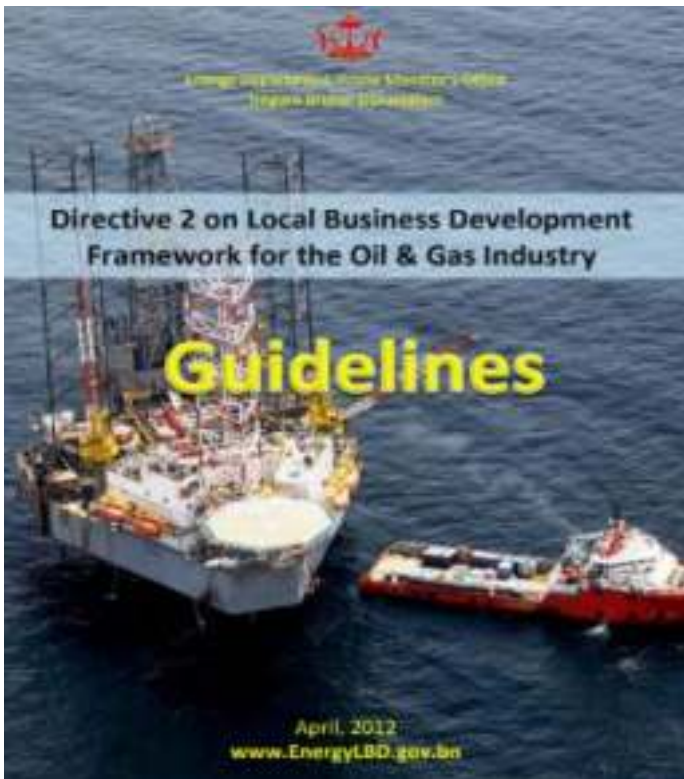


STRATEGIC INSIGHTS

STRATEGIC OBJECTIVE 6

Strategic Objective 6 outlines the Ministry's commitment in 'Supporting Socio-Economic Development Through Energy Sector Spin-Offs'. This objective aims to ensure that the energy sector generates spin-offs that will benefit the socio-economic growth of Brunei Darussalam, by ensuring local businesses and workers are able to access opportunities generated from the energy sector.

By 2025, the Ministry aims to achieve a new revised target of BND2.07 billion in local content spending of goods and services. The Ministry also aims to see an increase in the number of registered local service companies in the energy sector to 540 companies.



Directive 2 issued by the Ministry of Energy to act as a guideline for the oil and gas sector as a consistent approach in the implementation of the Directive



Local Oil and Gas personnel on a vessel

There are three (3) initiatives to ensure that this objective is achieved: (i) Enforcement; (ii) Capacity Building of Enterprises; and (iii) Spin-Off Development.

As part of the Ministry's efforts to ensure sustainable business development of local contractors and suppliers in the Oil and Gas industry, the Directives on Local Business Development in Oil and Gas Industry, or LBD Directives 1 and 2 were issued in 2011 and 2012 respectively and implemented to upstream, midstream and downstream operators.

The objective of the Directives are to ensure that local content spending is being prioritized, for example adopting the LBD Allocation of Contract when awarding contracting activities. Reasonable Wage for the Oil and Gas Industry in Brunei Darussalam or Reasonable Wage Guideline (RWG) was also issued by the Ministry to ensure that local employees working in drilling rigs, well services, marine industries and offshore works are accorded a reasonable wage for the essentials of life and to allow a reasonable standard of living.

STRATEGIC OBJECTIVE 6



Local Employees from one of the i-Usahawan companies sorting materials for the Waste Management Services

In order to ensure the enforcement of the LBD Directives and Reasonable Wage Guideline, the Ministry conducts muzakarah briefings, compliance and rectification exercises as well as engagement sessions with key industry players.

As part of the Ministry's initiatives towards building capacity development programme for enterprises, i-Usahawan, a flagship programme under the Ministry of Energy was launched by His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam during the National Youth Day in 2018. The objective of the program is to build business capabilities by providing opportunities to youth entrepreneurs in securing their first contract with the Government, Government Linked-Companies (GLC) and Statutory Bodies.

In the next five (5) years, the spin-off sectors that the Ministry will be focusing on are marine, construction, training and logistics. The Ministry will continuously work to identify new in-country value projects in these sectors and collaborate with stakeholders to facilitate the development and ensure that these projects will generate opportunities through the growth of local businesses, employment and local content.



Oil and Gas personnel in a control room

STRATEGIC OBJECTIVE 7



Safety, Health and Environment National Authority (SHENA) Officers

Strategic Objective 7 outlines the Ministry's commitment in creating 'Robust and Conducive Regulatory Framework and Safety Standards'. This objective is geared towards the creation of a conducive environment that enables foreign direct investment (FDI) business establishment and private sector growth.

The Ministry through its associated regulatory bodies - Autoriti Elektrik Negara Brunei Darussalam (AENBD); Safety, Health and Environment National Authority (SHENA); and Petroleum Authority of Brunei Darussalam (PA) are committed in supporting the sectorial dynamics of the nation's industry development.

The establishment of SHENA in 2018 was brought by the commitment to regulate the workplace safety regulatory framework in the areas of workplace, safety, health and environment as well as nuclear safety and security.

In regulating the oil and gas sector's operations, Petroleum Authority of Brunei Darussalam (PA) oversees the following key regulatory activities: (i) existing daily upstream, midstream and downstream operations; (ii) block licensing rounds and production sharing agreements; (iii) Hydrocarbon Data Management Centre; and (iv) inspections and investigations.

As part of the responsibility in overseeing the development of Brunei Darussalam's power sector, Electricity Act Chapter 223 was introduced under the auspices of AENBD. The order aims to enforce (i) safety in the supply and utilisation of electricity and electrical appliances; and (ii) reliability and service quality of electricity supply industries.

STRATEGIC OBJECTIVE 8

Organizational Excellence is the 8th Strategic Objective under the Ministry of Energy's Strategic Plan 2020-2025. It outlines the aims of creating a dynamic, successful and vibrant organization.

There are three (3) initiatives to ensure that this objective is achieved namely (i) Manpower and Talent; (ii) Thriving Ecosystem; and (iii) Digitalisation.

The first initiative - Manpower and Talent - focuses on developing skills and talent within the Ministry. The Ministry aspires to develop a dynamic workforce equipped with the right capabilities to adapt to challenges and rapid development. A total of five (5) key action plans have been outlined: Human Resource Competency Framework (HRCF), continuous learning and development, coaching and mentoring programme, secondment programme and digital reskilling.



Staff are continuously learning fresh skills to adapt better to roles for digital work



Ministry's officers attending a briefing by Finance Unit in preparation for Financial Regulations (FR) examinations



Socialization of Human Resource Competency Framework (HRCF) to all officers and staff

A thriving ecosystem as mentioned in this objective is aimed at establishing a conducive, resilient and sustainable organization. There are four (4) key action plans identified to focus on: succession planning framework, employee engagement and well-being, human resource audit and performance management.


The last action plan, digitalization refers to the digitalization of processes and services in line with Digital Economy Master Plan 2025.





SAFETY FOCUS

✓ ACCINE COVID-19



Total of 1st and 2nd Dose Administered As of 31st December 2021




Total Workforce : 148
 1st Dose: 100%
 2nd Dose: 100%


Total Workforce : 1020
 1st Dose: 99.5%
 2nd Dose: 99.5%


Total Workforce : 13
 1st Dose: 100%
 2nd Dose: 100%




Total Workforce : 116
 1st Dose: 100%
 2nd Dose: 100%

Total Workforce : 53
 1st Dose: 100%
 2nd Dose: 100%



THE MINISTRY CONDUCTS MASS COVID-19 TESTING



Following the Government's announcement on the Transition Phase in the National COVID-19 Recovery Plan Framework, government, corporate and private offices are permitted to conduct their own Business Continuity Plan (BCP), increasing the office capacity to 70%.

As part of the requirement, fully vaccinated government staff are mandated to undergo Antigen Rapid Test (ART) every two (2) weeks.



Briefing to all officers and staff before the start of the mass testing

In line with this, the Ministry of Energy conducted a mass COVID-19 testing using ART kits for officers and staff of the Ministry and its associated Statutory Bodies on 20th November 2021.

In keeping up with the COVID-19 safety protocol in the workplace, the Ministry through the Human Resource and Corporate Division will continue to ensure staff's compliance with the COVID-19 SOP.



Staff on duty during the mass COVID-19 testing



Staff on duty were equipped with proper protective personal equipment (PPE)



The Ministry carried out the mandated Antigen Rapid Test (ART)



LEADERSHIP AND CAPACITY DEVELOPMENT

SENIOR EXECUTIVE ADVANCED LEADERSHIP (SEAL)



The SEAL participants in a group photo during the virtual session

The Senior Executive Advanced Leadership (SEAL) Programme is aimed at enhancing strategic thinking abilities of leaders at senior management level with the main objectives to strengthen the participants' capacity in leading change and anticipate impending challenges as well as to enhance participants' strategic thinking abilities to equip them in becoming visionary leaders.

This programme was attended by four (4) senior officers from the Ministry as follows:

- Siti Norashikin binti Mohd Salleh, Director of Human Resource and Corporate;
- Awang Haji Kula bin Haji Metasan, Head of Energy Manpower Division;
- Mohammad Izwan bin Haji Tarip, Head of Policy and Strategy Division; and
- Hajah Erdina Fairuz binti Haji Amdan, Head of Strategic Projects Division.

The SEAL programme incorporated assessments of the participants' leadership styles and coaching, with particular emphasis on a hands-on approach, through simulations and case studies. The programme was part of nine-day staggered online sessions conducted for a period of six (6) days in November 2021 and three (3) days in December 2021. The programme was conducted by Brunei Institute of Leadership and Islamic Finance (BILIF) [previously known as Centre For Islamic Banking, Finance And Management (CIBFM)].

5TH YOUNG EXECUTIVE PROGRAMME (YEP-5)



YEP-5 participants in a group photo with Dr Hajah Noor Maya binti Haji Md Salleh, the Director of Civil Service Institute

Through the selection process conducted by the Public Service Department, two (2) candidates from the Ministry of Energy were enrolled in the 5th Young Executive Programme (YEP-5), which were Dk Akmal Zawanah binti Pg Dr Haji Abd Razak, Special Duties Officer Grade II from the Policy and Strategy Division and Muhammad Nazri bin Haji Ali, Engineer from Department of Electrical Services (DES).

Towards the cultivation of the nation's future leaders in the civil service, the Young Executive Programme is a flagship programme in collaboration between the Public Service Department and Civil Service Institute to equip junior civil service officers with skills and knowledge in selected leadership and competency areas, encompassing personal effectiveness, interpersonal skills and work skills. The programme's fifth run (Cohort 5) was held from 26th May – 25th September 2021.

Throughout the 18-week programme, the officers participated in team building activities; attended a series of classroom-based lectures which covered 3 modules: i) Foundational Attitude and Skills, ii) Professional Development, and iii) Visioning and Foresighting; and assessed through individual assignments, group projects and presentations, experiential learning through a nine-day placement at selected government agencies, stakeholder engagements with Non-Government Organisations (NGOs), community work project as well as work-related project proposal paper.



YEP-5 participants in a group discussion

5TH YOUNG EXECUTIVE PROGRAMME (YEP-5)



**ZAWANAH
RAZAK**

Special Duties Officer
Grade II

Dk Akmal Zawanah binti Pg Dr Haji Abd Razak, Special Duties Officer Grade II from the Policy and Strategy Division, YEP-5 participant



**NAZRI
ALI**

Engineer

Muhammad Nazri bin Haji Ali, Engineer from Department of Electrical Services (DES), YEP-5 participant

As a result of the 2nd wave of COVID-19 in August 2021, the remaining classes were conducted virtually and community projects could no longer be held. To help support the Government in tackling COVID-19, a number of YEP participants were mobilized to the Health Emergency Operation Centre (HEOC) in Tutong District as volunteers. YEP participants also conducted an internal fund-raising to purchase and donate essentials to COVID-19 frontliners.



YEP-5 participants coordinated a donation drive, consisting of essential items for COVID-19 frontliners



YEP-5 participants during bowling activity

Participants were also being paired with mentors within their respective Ministries to ensure their development is further being monitored after the Young Executive Programme.



HR SPOTLIGHT

HUMAN RESOURCE COMPETENCY FRAMEWORK (HRCF)

As part of the Ministry of Energy's ongoing commitment on the implementation of Human Resource Competency Framework (HRCF), two (2) virtual roll-out sessions were conducted in October 2021.

The objective of the roll-out sessions were to share the objective, purpose and benefits of the HRCF, and how it is linked to the Learning and Development plan and how to conduct self and critical assessment of competency for officers' career development. Following the roll-out sessions, officers are required to complete their Competency Self-Assessment and eventually discuss with their respective Assessors for validation and endorsement by the end of December 2021.

The 1st virtual roll-out session was held on 13th October 2021 and was attended by 54 officers from the Ministry of Energy and 68 officers from DES. On 16th October 2021, a session was held for 70 officers from Petroleum Authority (PA) and on 18th October 2021, a session was held for 23 Safety, Health and Environment National Authority (SHENA) officers.



The Ministry of Energy's officers and staff during the virtual HRCF roll-out session

Yang Mulia Siti Norashikin binti Mohd Salleh (Co-Chairman of HRCF Working Group), made an opening remarks during the roll-out session, followed by a briefing by Yang Mulia Awang Hazman bin Haji Junit, who is also Co-Chairman of HRCF Working Group.



The officers and staff from Petroleum Authority attending the HRCF roll-out session



Officers and staff from DES in a group photo during the virtual session

COACHING PROGRAMME: PROJECT MANAGEMENT



Virtual coaching program on project management attended by officers from Ministry of Energy

Sixteen (16) officers from the Ministry of Energy were selected to participate in a coaching program for project management which started in September 2021.

This programme is aligned with one of the Ministry's Human Resource Competency Framework competency profile, "Managing Project and Resources".

The programme aims to:

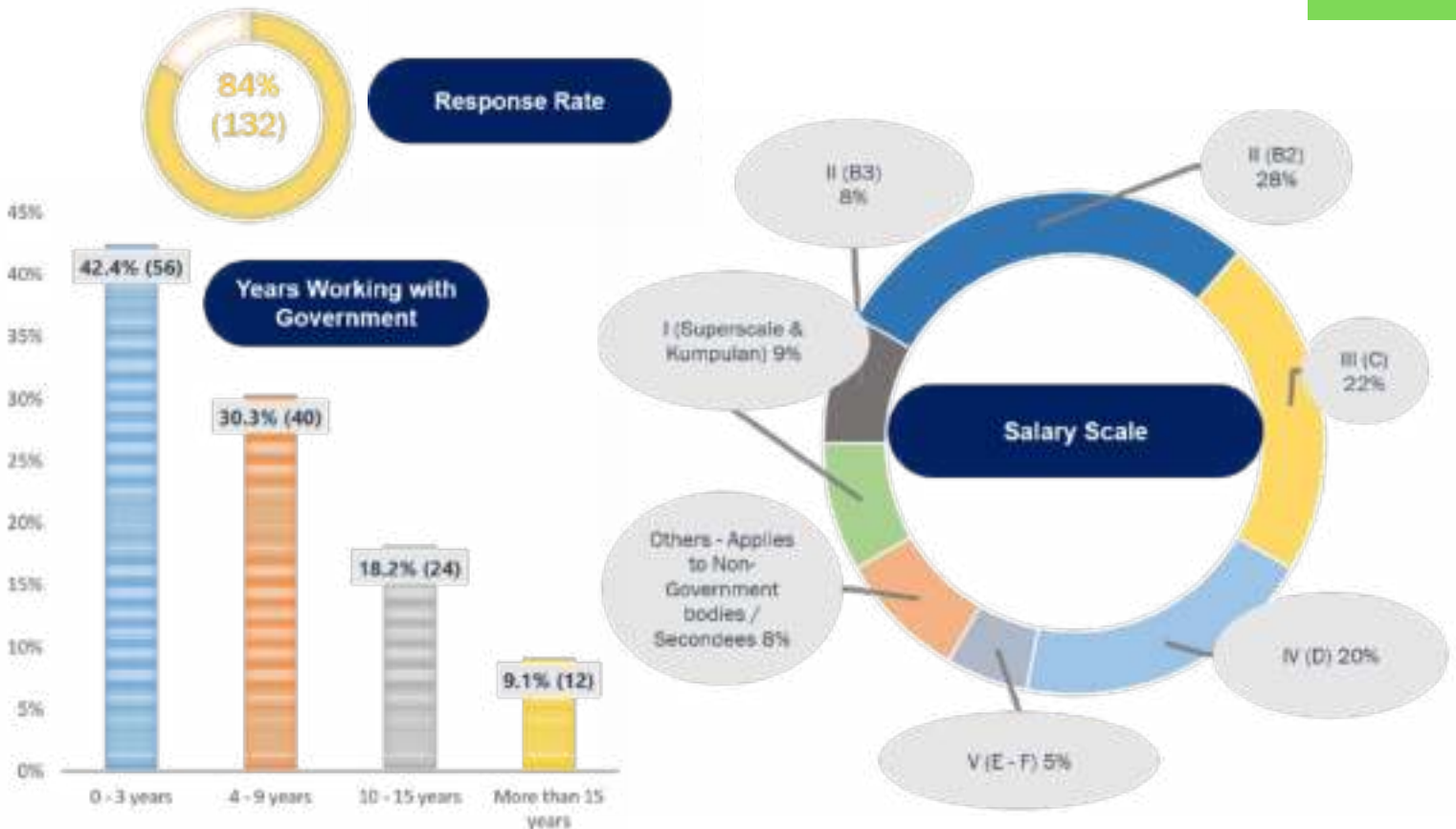
- Provide mentorship in project management practices
- Establish a structured approach in planning project goals



A total of 16 officers were selected to join the one year program

The programme will run for a year with a minimum of twelve (12) coaching sessions.

EMPLOYEE ENGAGEMENT & WELL-BEING (EE&WB) SURVEY



Employee Engagement and Well-Being Demographic Background

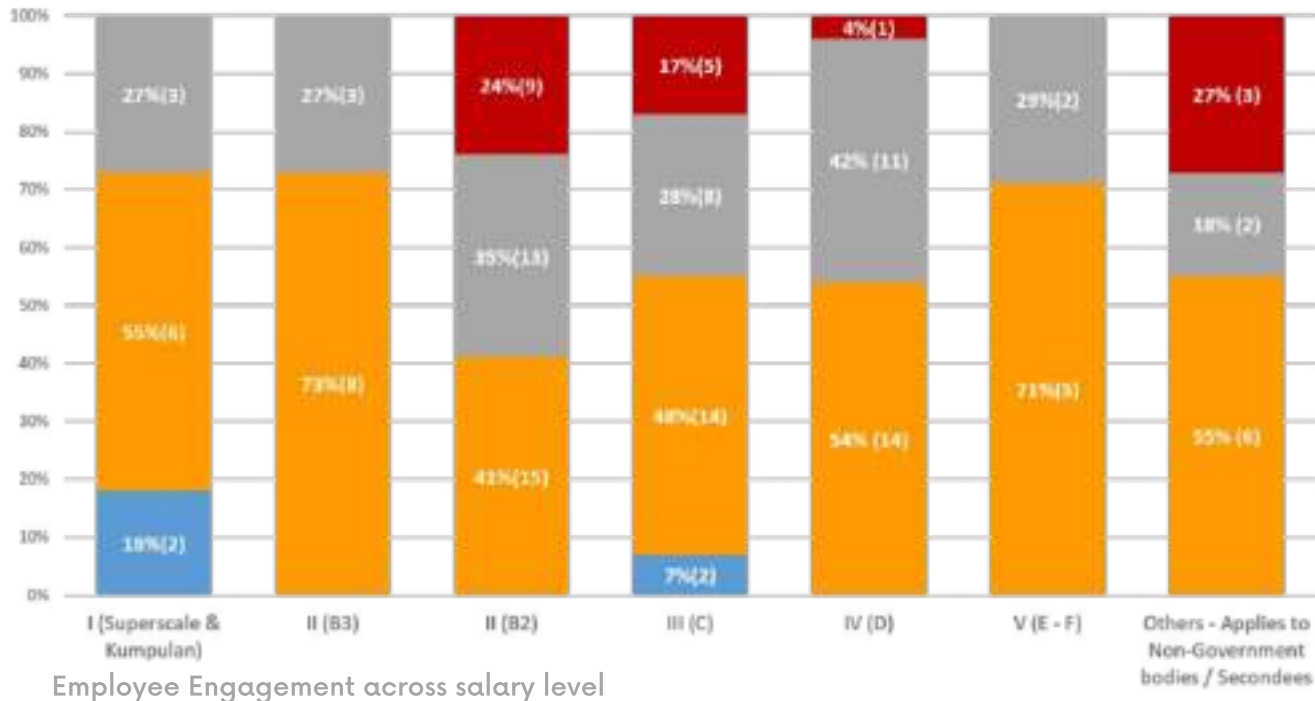
Employee Engagement and Well-being (EE&WB) is one of the strategic initiatives under the Thriving Ecosystem of Strategic Objective 8 (SO8): Organizational Excellence of the Ministry of Energy's Strategic Plan 2020-2025, under the purview of the Human Resource and Corporate Division (HRC).

The survey's objectives were to gain an understanding of engagement levels among officers and staff within the organization while identifying factors that can affect engagement level. The survey also acted as a platform for two-way communication between employees and management. The study also aimed to get insights on good practices within the ministry, as well as develop an engagement plan that would be fit for purpose within the organization.

The survey comprised of seven (7) focus areas: (i) Leadership; (ii) Relationship Management; (iii) Work-Life Balance; (iv) Career Development and Advancement; (v) Performance-Based Rewards; (vi) Work; and (vii) Physical Work Environment.

Findings showed a participation rate of 84% of employees. In terms of demographic background, respondents' years of working with the government varied between 0-3 years (42.2%), 4-9 years (30.3%), 10-15 years (18.2%) and more than 15 years (9.1%) while highest respondent based on salary scale showed Division II (B2) at 28% and the lowest being Division V (E-F) with 5%.

EMPLOYEE ENGAGEMENT & WELL-BEING (EE&WB) SURVEY



The study found that the Ministry's engagement rate as an organization was at 64%. When the engagement rate was broken down into individual responses, four (4) different groups were identified: Highly engaged (3%), moderately engaged (51%), slightly engaged (32%) and disengaged (14%). The majority of personnel fell under the moderately engaged.

OVERALL ENGAGEMENT RATE: 64%

3% (4)	Highly Engaged Employees
51% (68)	Moderately Engaged Employees
32% (42)	Slightly Engaged Employees
14% (18)	Disengaged Employees

Engagement Rate within the Ministry

From the survey results, HRC through the EE&WB working group was able to identify list of the highest-impact engagement levels in each focus area and actionable survey items. The study found that the top three (3) drivers of engagement for the organization was (i) Work-Life Balance; (ii) Work; and (iii) Career Development.

A cross comparison was done across the seven (7) focus areas to see whether the focus areas had an impact on the others. It was found that work-life balance scored the highest and impacted five (5) focus areas. So this implies that when work-life balance improves, an individual within the organization could potentially see a positive linkage in these focus areas: career development, relations management, performance-based rewards, work and physical work environment.



Top 3 Drivers of Engagement identified for personnel

EMPLOYEE ENGAGEMENT & WELL-BEING (EE&WB) SURVEY

PEOPLE			ORGANIZATION			
Leadership	Relationship	Work-Life Balance	Physical Work Environment	Career Development	Performance-Based Rewards	Work
70, 20, 10 Leadership & Development Providing enough resources Skills & expertise to do jobs Decision making Fair treatment Clear direction & goals Freedom to do tasks			✓ Office allocations ✓ Nursing area ✓ Lounging area • Discussion area ✓ Green plants • Targets & achievements • Motivational quotes	✓ Succession Planning ✓ HRCF • Onboarding • Engagement sessions with management	• Reward / Recognition initiatives • Fairness	• Delegation of work • Recognition Clear direction & processes

Identified action items based on the Employee Engagement and Well-Being Survey

With the findings in hand for the focus areas and identifying the top drivers of engagement, HRC has identified action items that can be implemented across the Ministry. Continuous communication with its internal stakeholders – Management, Head of Department/Division (HODs), and employees, as well as commitment to work together and every party playing its important role are among the critical factors towards achieving success.

Through the EE&WB working group, HRC also had one-on-one engagement with Heads of Divisions to share insights of survey results. Among the items identified in moving forward to improve engagement was the leadership approach using a 70, 20, 10 Leadership & Development model, succession planning as well as assisting employees in developing skills and abilities required to do jobs.

The EE&WB working group members that carried out the study in collaboration with HRC consisted of five (5) officers from different divisions within the Ministry.

These officers are:

- Nur Hidayati binti Haji Haris/Harith, Project Officer (Corporate Communications Unit);
- Fina' binti Fazlan, Special Duties Officer Grade II (International Affairs Division);
- Nuraqilah @ Nuraqilah Afifah binti Dahlan, Special Duties Officer Grade II (Autoriti Elektrik Negara Brunei Darussalam);
- Dk Akmal Zawanah binti Pg Dr Haji Abd Razak, Special Duties Officer Grade II (Policy & Strategy Division); and
- Wardatul Hayat binti Rosman, Special Duties Officer Grade II (Administration Unit).

As a way forward, HRC strives to address factors that might affect employee engagement, as part of its efforts to strengthen and enhance enablers in providing support to achieve the goals of the Ministry of Energy.

The survey was done in June 2021 and was followed by a Clinic in July 2021 for five (5) days. This was the first time for the Ministry to measure employees' engagement and well-being levels.



STAFF HIGHLIGHTS

STAFF PROMOTION

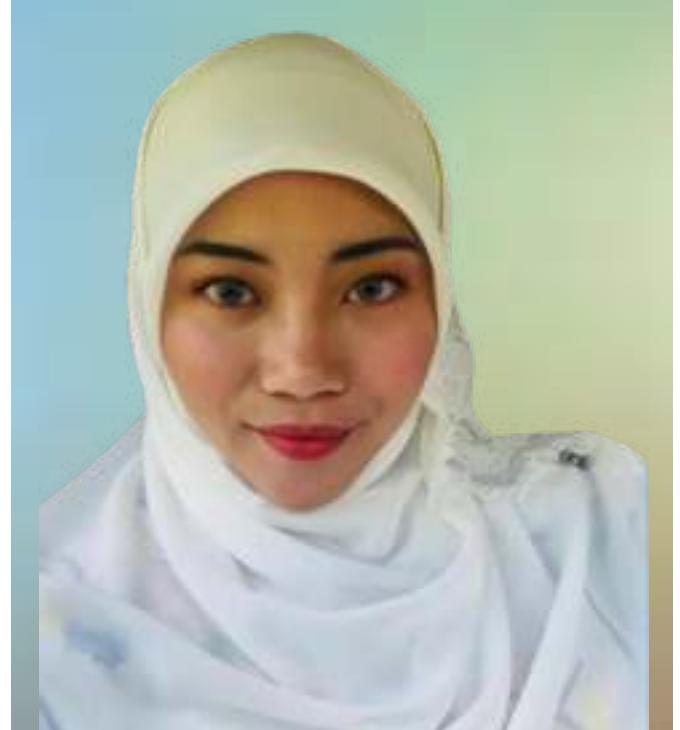


Muna Adybah binti Md Hilmy
Promoted to Confidential Clerk
Fire and Rescue Department
8th November 2021

NEW STAFF



Azizul Azmee bin Abdullah Azman
Clerk
Administration Unit
1st November 2021



Nurul Ra'in binti Sainrin
Clerk
Human Capital Unit
From Universiti Brunei Darussalam
1st December 2021

STAFF RETIREMENT



Haji Daud bin Haji Jais
Senior Petroleum Economic Officer
In-Country Value Division
7th September 2021



Shahrinah binti Haji Mohd. Yusof Khan
Senior Legal Officer
Legal and Compliance Division
2nd November 2021



Hussin bin Haji Jumat
Assistant Project Officer Grade I
Corporate Communications Unit
7th October 2021



Hamzah bin Haji Arsad
Petroleum Inspector
Seconded to Petroleum Authority
8th October 2021

END OF SERVICE



Wafi bin Haji Abd Manan
Administrative Officer Grade I
Joined Armada Properties Sdn. Bhd.
9th October 2021