

LAPORAN TAHUNAN *ANNUAL REPORT*



2025

**SURUHANJAYA PERKHIDMATAN
KEHAKIMAN DAN PERUNDANGAN**
JUDICIAL AND LEGAL SERVICE COMMISSION





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Perutusan oleh Pengerusi

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Perutusan oleh Pengerusi

Message by The Chairman

Tahun 2025 mencerminkan kesinambungan gerak kerja SPKP dalam memastikan tadbir urus perkhidmatan kehakiman dan perundangan negara dilaksanakan secara telus dan berintegriti.

The year 2025 reflects the continuous efforts of the JLSC in ensuring that the governance of the judicial and legal services is carried out with transparency and integrity.

Assalamualaikum Warahmatullahi Wabarakatuh Salam Sejahtera dan Salam Malaysia MADANI

Alhamdulillah, syukur ke hadrat Allah S.W.T kerana dengan izin-Nya, Laporan Tahunan Suruhanjaya Perkhidmatan Kehakiman dan Perundangan (SPKP) bagi tahun 2025 telah berjaya diterbitkan. Penerbitan laporan ini mencerminkan manifestasi akauntabiliti SPKP dalam memenuhi mandat di bawah peruntukan Fasal (1) Perkara 144 Perlembagaan Persekutuan iaitu untuk melantik, mengesahkan, memasukkan ke dalam perjawatan tetap atau perjawatan berpencen, menaikkan pangkat, menukarkan dan menjalankan kawalan tata tertib ke atas anggota-anggota perkhidmatan di bawah bidang kuasanya.

Setinggi-tinggi penghargaan dirakamkan kepada semua Ahli Suruhanjaya dan Jemaah Pegawai SPKP atas komitmen berterusan dalam memastikan setiap keputusan dibuat secara telus dan profesional. Saya juga ingin mengucapkan tahniah kepada barisan Urus Setia SPKP yang diterajui oleh Setiausaha SPKP yang telah melaksanakan tanggungjawab dengan cekap dan penuh dedikasi dalam menyokong fungsi Suruhanjaya secara efektif sepanjang tahun 2025.

Tahun 2025 mencerminkan kesinambungan gerak kerja SPKP dalam memastikan tadbir urus perkhidmatan kehakiman dan perundangan negara dilaksanakan secara telus dan berintegriti. Selari dengan penekanan Kerajaan MADANI terhadap reformasi institusi, pengukuhan integriti dan kecekapan penyampaian perkhidmatan awam secara efisien, SPKP kekal komited untuk melaksanakan peranannya secara profesional, bebas dan berwibawa.

SPKP juga sentiasa memberi penekanan kepada aspek kebajikan dan pembangunan kerjaya Pegawai Undang-Undang bagi memastikan kelangsungan bakat yang berkualiti dan mampu mendukung sistem kehakiman dan perundangan negara dengan penuh dedikasi. Pada tahun 2025, penambahbaikan terhadap kriteria urusan pemangkuhan dan kenaikan pangkat bagi pegawai kehakiman telah dilaksanakan. Malah, SPKP juga telah memperkenalkan merit tambahan kepada alumni Program Latihan Khidmat Negara (PLKN) 3.0 dalam urusan pengambilan Pegawai Undang-Undang sebagai menyambut baik inisiatif Kerajaan dalam memperkasa golongan belia negara.

All praise and gratitude are due to Allah S.W.T., by whose grace the Annual Report of the Judicial and Legal Service Commission (JLSC) for the year 2025 has been successfully published. The publication of this report reflects the JLSC's accountability in fulfilling its mandate under Clause (1) of Article 144 of the Federal Constitution, namely to appoint, confirm, emplace on the permanent or pensionable establishment, promote, transfer and exercise disciplinary control over members of the service under its jurisdiction.

I would like to extend my sincere appreciation to all Members of the Commission and JLSC Board of Officers for their continued commitment in ensuring that every decision is made transparently and professionally. I would also like to applaud the JLSC Secretariat led by Secretary of the JLSC, for the efficient and dedicated role in supporting the effective functioning of the JLSC throughout 2025.

The year 2025 reflects the continuous efforts of the JLSC in ensuring that the governance of the judicial and legal services is carried out with transparency and integrity. In line with the MADANI Government's emphasis on institutional reform, the strengthening of integrity and the enhancement of public service delivery efficiency, the JLSC remains committed to execute its role in a professional, independent and credible manner.

The JLSC also prioritise on the aspect of welfare and career development of Legal Officers as to ensure a sustainable pipeline of skillful and dedicated talent that would uphold the nation judicial and legal system. In 2025, refinements was implemented to the criteria governing the acting of post and promotions for judicial officers. Furthermore, the JLSC accorded additional merit to alumni of the National Service Training Programme 3.0 in the recruitment of Legal Officers in support of the Government's initiative to empower the nation's youth.



Akhir kata, laporan tahunan ini diharapkan bukan sahaja menjadi rekod pencapaian SPKP, malah sebagai rujukan strategik bagi memperkukuh keyakinan terhadap peranan SPKP dalam perkhidmatan kehakiman dan perundangan. Dengan sokongan berterusan oleh semua pihak yang berkepentingan, SPKP akan terus memperkukuh fungsinya sebagai sebuah institusi yang bebas dan profesional dalam memastikan perkhidmatan kehakiman dan perundangan negara kekal berwibawa dan diyakini.

In conclusion, it is hoped that this annual report will not only serve as a record of the JLSC's achievements, but also as a strategic reference in strengthening confidence with regards to the JLSC's role within the judicial and legal services. With the continued support of all stakeholders, the JLSC remains committed to strengthening its institutional capacity as an independent and professional body, ensuring that the nation's judicial and legal services remain credible, effective and trusted.

Salam hormat, *Yours sincerely,*

*Dato' Seri Dr. Ahmad Jailani
bin Muhammed Yunus*





Prakata oleh Setiausaha

Foreword by The Secretary



Prakata oleh Setiausaha

Foreword by The Secretary

“Laporan ini merupakan cerminan kepada komitmen dan dedikasi SPKP dalam memastikan perkhidmatan kehakiman dan perundangan negara sentiasa berada di hadapan.

This report is a reflection of the Commission's steadfast commitment and dedication to ensuring that the nation's judicial and legal services remain at the forefront.”

Assalamualaikum Warahmatullahi Wabarakatuh Salam Sejahtera dan Salam Malaysia MADANI

Alhamdulillah, syukur ke hadrat Ilahi dengan izin-Nya, laporan tahunan SPKP ini berjaya dihasilkan. Laporan ini memaparkan pencapaian dan ketetapan dasar SPKP yang telah dibuat sepanjang tahun 2025, selaras dengan fungsinya yang termaktub dalam Perlembagaan Persekutuan. Ia mencerminkan komitmen dan dedikasi SPKP dalam memastikan perkhidmatan kehakiman dan perundangan negara sentiasa berada di hadapan.

Pada tahun 2025, fokus utama SPKP kekal terarah kepada pengurusan modal insan yang kompeten bagi perkhidmatan kehakiman dan perundangan. Dalam hal ini, SPKP telah menguruskan pelantikan seramai 206 orang Pegawai Undang-Undang Gred L9 yang merangkumi empat (4) orang lantikan tetap, 122 orang lantikan secara kontrak (Interim) dan 80 orang lantikan secara kontrak.

Bagi urusan perkhidmatan pula, seramai 104 orang pegawai telah disahkan dalam perkhidmatan manakala 49 orang pegawai diberikan taraf berpencen. Pada masa yang sama, dua (2) orang pegawai telah disahkan dalam perkhidmatan dan seterusnya, diberikan taraf berpencen. Dalam aspek kemajuan kerjaya Pegawai Undang-Undang, seramai 293 orang pegawai telah diluluskan kenaikan pangkat dan 218 orang pegawai diluluskan pemangkuhan ke pelbagai gred dan jawatan. Selain itu, sebanyak 25 orang pegawai telah diluluskan pelepasan untuk peminjaman dan pertukaran sementara ke pelbagai agensi strategik, termasuklah di peringkat antarabangsa.

Dalam mempertimbangkan semua urusan tersebut, SPKP telah mengadakan sebanyak empat (4) kali Mesyuarat Suruhanjaya melibatkan 32 kertas pertimbangan pada tahun 2025. Di samping itu, 95 kertas Suruhanjaya dan 51 kertas Jemaah Pegawai telah diuruskan dan diedarkan secara atas talian melalui sistem eCirculation SPKP. Pendekatan hibrid ini membolehkan keputusan dibuat dengan pantas dan efisien tanpa kekangan lokasi, selaras dengan Kaedah 17, Kaedah-Kaedah Suruhanjaya Perkhidmatan Kehakiman dan Perundangan 1963.

Praise be to Allah and with His grace and permission, this Annual Report of the JLSC has been successfully produced. This report highlights the achievements and policy decisions undertaken by the JLSC throughout 2025, in line with its functions as enshrined in the Federal Constitution. It reflects the Commission's steadfast commitment and dedication in ensuring that the nation's judicial and legal services remain at the forefront.

In 2025, the JLSC's primary focus continued to centre on the management of competent human capital for the judicial and legal services. In this regard, JLSC has managed the appointment of a total of 206 Legal Officers Grade L9 which comprising four (4) permanent appointments, 122 contract (Interim) appointments and 80 contract appointments.

With regards to the service matters, a total of 104 officers have been confirmed in service while 49 officers have been conferred pensionable status in 2025. On the other hand, two (2) officers has been confirmed in service and subsequently conferred pensionable status. In terms of career progression for Legal Officers, a total of 293 officers were approved for promotion while 218 officers were approved for acting on various grades and posts. Furthermore, 25 officers were approved for release for secondment and temporary transfer to various strategic agencies, including at the international level.

In considering all these matters, JLSC held four (4) Commission Meetings involving 32 Commission papers in 2025. Apart from that, 95 Commission papers and 51 Board of Officers papers were managed and circulated online through the JLSC eCirculation system. This hybrid approach enabled decisions to be made promptly and efficiently without geographical constraints, in accordance with Rule 17 of the Judicial and Legal Service Commission Rules 1963.



Akhir kata, kejayaan SPKP dalam melaksanakan fungsinya tidak akan tercapai tanpa sinergi dan kerjasama kolektif daripada semua pihak yang terlibat. Saya ingin merakamkan penghargaan kepada semua Ahli Suruhanjaya, Jemaah Pegawai SPKP dan Urus Setia SPKP atas komitmen jitu yang dipamerkan mereka dalam memastikan setiap amanah yang diberikan dilaksanakan dengan profesionalisme yang tinggi. Semoga usaha murni ini diberkati dan terus memberi impak positif kepada perkhidmatan kehakiman dan perundangan negara.

In conclusion, the success of the JLSC in carrying out its functions would not have been possible without the synergy and collective cooperation of all parties involved. I would like to express my sincere appreciation to all Members of the Commission, the JLSC Board of Officers and the JLSC Secretariat for their unwavering commitment and collective efforts in ensuring that every mandate entrusted is executed with the highest standards of professionalism. May all the efforts be blessed and continue to have a positive impact on the nation's Judicial and Legal Services.

Salam hormat, *Yours sincerely,*

Datuk Ikhbal Hanam bin Mukras





Ringkasan Eksekutif

Executive Summary

RINGKASAN EKSEKUTIF EXECUTIVE SUMMARY

Laporan Tahunan SPKP ini disediakan sebagai memenuhi peruntukan Fasal (1) Perkara 146 Perlembagaan Persekutuan yang menghendaki Suruhanjaya menyediakan suatu laporan tahunan mengenai kegiatannya kepada Seri Paduka Baginda Yang di-Pertuan Agong dan salinannya dibentangkan di kedua-dua Dewan Parlimen.

Laporan Tahunan ini merangkumi urusan-urusan yang dijalankan oleh SPKP sepanjang tahun 2025. Sebagai tambahan, Laporan Tahunan ini juga mengandungi maklumat mengenai Ahli-Ahli SPKP, Jemaah Pegawai serta latar belakang SPKP.

Akhir sekali, Laporan Tahunan ini juga memaparkan maklumat mengenai Urus Setia SPKP yang bertanggungjawab dalam memastikan setiap urusan Suruhanjaya dijalankan dengan teratur.

JLSC Annual Report is made available in fulfilment of Clause (1) of Article 146 of the Federal Constitution which requires the Commission to present an annual report on its activities to His Majesty Seri Paduka Baginda Yang di-Pertuan Agong and copies of the report shall be laid before both Houses of Parliament.

This Annual Report sums up all exercise undertaken by the Commission throughout 2025. In addition, this Annual Report contains information regarding the Members of the Commission, the Board of Officers and the background information of the JLSC.

Last but not least, this Annual Report also contains information about the JLSC secretariat which is responsible for ensuring that all matters pertaining to the Commission are executed accordingly.





Latar Belakang

Background

LATAR BELAKANG BACKGROUND

Penubuhan

Suruhanjaya Perkhidmatan Kehakiman dan Perundangan telah ditubuhkan mengikut Fasal (1) Perkara 138 Perlembagaan Persekutuan pada 31 Ogos 1957.

Fungsi-Fungsi Suruhanjaya

Fasal (1) Perkara 144 Perlembagaan Persekutuan memperuntukkan bahawa fungsi Suruhanjaya adalah untuk melantik, mengesahkan, memasukkan ke dalam perjawatan tetap atau perjawatan berpenyen, menaikkan pangkat, menukarkan dan menjalankan kawalan tatatertib ke atas anggota-anggota perkhidmatan di bawah bidang kuasanya.

Bidang Kuasa

Mengikut Fasal (1) Perkara 138 Perlembagaan Persekutuan, bidang kuasa Suruhanjaya Perkhidmatan Kehakiman dan Perundangan meliputi semua anggota perkhidmatan kehakiman dan perundangan.

Sehingga 31 Disember 2025, terdapat seramai 2,320 orang Pegawai Undang-Undang dalam Perkhidmatan Kehakiman dan Perundangan. Maklumat Pegawai Undang-Undang mengikut gred jawatan adalah seperti di **Rajah 1**.

Establishment

The Judicial and Legal Service Commission was established in accordance with Clause (1) of Article 138 of the Federal Constitution on 31st August 1957.

Functions Of The Commission

Clause (1) of Article 144 of the Federal Constitution provides that the functions of the Commission are to appoint, confirm, emplace on the permanent or pensionable establishment, promote, transfer and exercise disciplinary control over members of the service under its jurisdiction.

Jurisdiction

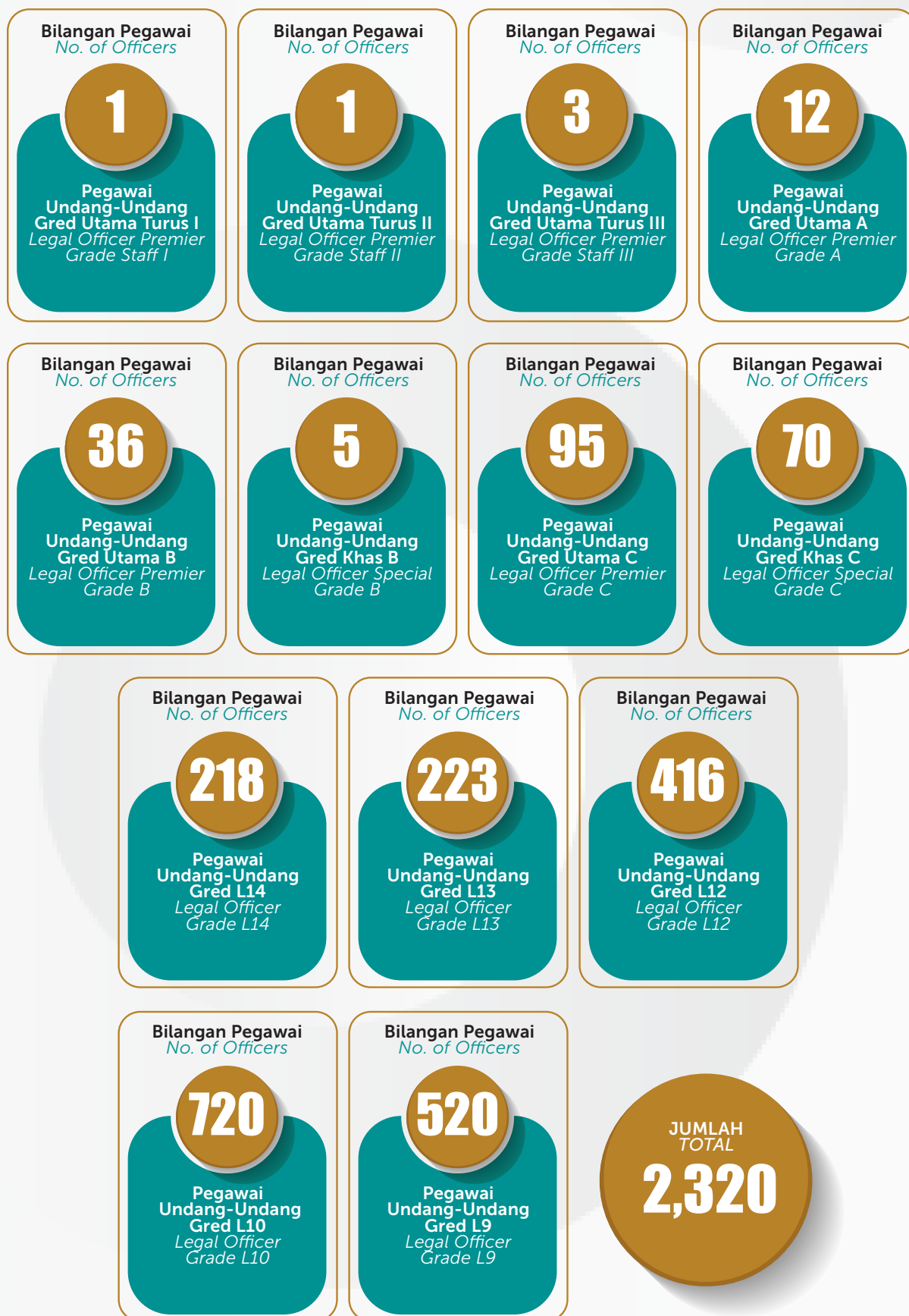
According to Clause (1) of Article 138 of the Federal Constitution, the jurisdiction of the Judicial and Legal Service Commission extends to all members of the judicial and legal service.

*As of 31st December 2025, there are a total of 2,320 Legal Officers in the Judicial and Legal Service. Information about these officers according to their grades is as stated in **Figure 1**.*



RAJAH 1 PEGAWAI UNDANG-UNDANG MENGIKUT GRED

FIGURE 1
LEGAL OFFICERS BY GRADE



Kuasa Suruhanjaya Yang Diwakilkan

Suruhanjaya Perkhidmatan Kehakiman dan Perundangan telah mewakilkan kuasa kepada Jemaah Pegawai yang terdiri daripada Peguam Cara Negara dan Ketua Pendaftar Mahkamah Persekutuan untuk menimbang dan meluluskan pengesahan dalam perkhidmatan dan pemberian taraf berpencen bagi Pegawai Undang-Undang dalam Perkhidmatan Kehakiman dan Perundangan selaras dengan Fasal (6) Perkara 144 Perlembagaan Persekutuan.

Powers Delegated by The Commission

The Judicial and Legal Service Commission has delegated its powers to the Board of Officers, comprising the Solicitor General and the Chief Registrar of the Federal Court with regards to the approval of confirmation in service and conferment of pensionable status of Legal Officers in the Judicial and Legal Service in accordance with Clause (6) of Article 144 of the Federal Constitution.

Undang-Undang dan Peraturan

- (i) Perlembagaan Persekutuan;
- (ii) Akta Suruhanjaya Perkhidmatan 1957 [Akta 393];
- (iii) Kaedah-Kaedah Suruhanjaya Perkhidmatan Kehakiman dan Perundangan 1963;
- (iv) Peraturan-Peraturan Pegawai Awam (Pelantikan, Kenaikan Pangkat dan Penamatan Perkhidmatan) 2012;
- (v) Peraturan-Peraturan Pegawai Awam (Kelakuan dan Tatatertib) 1993;
- (vi) Akta Tatacara Kewangan 1957 [Akta 61]; dan
- (vii) Pekeliling-Pekeliling Perkhidmatan/ Surat Pekeliling Perkhidmatan yang berkuat kuasa.

Laws And Regulations

- (i) *The Federal Constitution;*
- (ii) *Service Commissions Act 1957 [Act 393];*
- (iii) *Judicial and Legal Service Commission Rules 1963;*
- (iv) *Public Officers (Appointment, Promotion, and Termination of Service) Regulations 2012;*
- (v) *Public Officers (Conduct and Discipline) Regulations 1993;*
- (vi) *Financial Procedure Act 1957 [Act 61]; and*
- (vii) *Service Circulars/ Service Circular Letters currently in force.*





Ahli-Ahli Suruhanjaya

Members of The Commission

AHLI-AHLI SURUHANJAYA MEMBERS OF THE COMMISSION

Yang Berbahagia
The Honourable

**DATO' SERI DR.
AHMAD JAILANI BIN
MUHAMED YUNUS**

Pengerusi SPKP
JLSC Chairman



Yang Berbahagia
The Honourable

**TAN SRI MOHD DUSUKI
BIN MOKHTAR**

Peguam Negara
Attorney General



Yang Amat Arif
The Right Honourable

**TAN SRI DATUK AMAR
ABANG ISKANDAR BIN
ABANG HASHIM**

Presiden Mahkamah Rayuan
President of The Court of Appeal
(Hingga 02.07.2025)
(Until 02.07.2025)



Yang Amat Arif
The Right Honourable

**DATUK SERI
ABU BAKAR BIN JAIS**

Presiden Mahkamah
Rayuan
*President of The
Court of Appeal*





Yang Amat Arif
The Right Honourable

**TAN SRI HASNAH BINTI
DATO' MOHAMMED
HASHIM**

Hakim Besar Malaya
Chief Judge of Malaya
(Hingga 15.11.2025)
(Until 15.11.2025)

Yang Amat Arif
The Right
Honourable

**TAN SRI DATO'
ABDUL
RAHMAN BIN
SEBLI**

Hakim Besar Sabah
dan Sarawak
Chief Judge of
Sabah and Sarawak
(Hingga
24.07.2025)
(Until 24.07.2025)



Yang Amat Arif
The Right Honourable

**DATUK SERI
HASHIM BIN HAMZAH**

Hakim Besar Malaya
Chief Judge of Malaya



Yang Arif
The Honourable

**DATO' ZABARIAH
BINTI
MOHD. YUSOF**

Hakim Mahkamah
Persekutuan
Federal Court Judge
(Hingga 11.10.2025)
(Until 11.10.2025)

Yang Arif
The Honourable

**DATO'
NORDIN BIN
HASSAN**

Hakim Mahkamah
Persekutuan
Federal Court
Judge
(Hingga
21.05.2025)
(Until 21.05.2025)



AHLI-AHLI SURUHANJAYA MEMBERS OF THE COMMISSION

Fasal (2) Perkara 138 Perlembagaan Persekutuan menetapkan bahawa keanggotaan Suruhanjaya Perkhidmatan Kehakiman dan Perundangan hendaklah terdiri daripada seorang Pengerusi (yang juga merupakan Pengerusi Suruhanjaya Perkhidmatan Awam), Peguam Negara atau, jika Peguam Negara ialah seorang ahli Parlimen atau dilantik tidak daripada kalangan anggota Perkhidmatan Kehakiman dan Perundangan, Peguam Cara Negara dan seorang anggota lain atau lebih yang dilantik oleh Yang di-Pertuan Agong, selepas berunding dengan Ketua Hakim Negara, daripada kalangan orang yang menjadi atau pernah menjadi, atau yang layak menjadi, hakim Mahkamah Persekutuan, Mahkamah Rayuan atau Mahkamah Tinggi atau yang pernah menjadi hakim Mahkamah Besar sebelum Hari Malaysia. Fasal (3) Perkara 138 Perlembagaan Persekutuan juga memperuntukkan bahawa Setiausaha Suruhanjaya Perkhidmatan Awam hendaklah juga menjadi Setiausaha Suruhanjaya Perkhidmatan Kehakiman dan Perundangan.

Clause (2) of Article 138 of the Federal Constitution determines that the membership of the Judicial and Legal Service Commission shall consist of a Chairman (who is also the Chairman of the Public Services Commission), the Attorney General or, if the Attorney General is a member of Parliament or is appointed otherwise than from among members of the Judicial and Legal Service, the Solicitor General and one or several other members appointed by the Yang di-Pertuan Agong, after consultation with the Chief Justice, from among persons who are or have been, or are qualified to be, a judge of the Federal Court, Court of Appeal or a High Court or shall before Malaysia Day have been a judge of the Supreme Court. Clause (3) of Article 138 of the Federal Constitution provides that the Secretary to the Public Services Commission shall also be the Secretary to the Judicial and Legal Service Commission.





**Yang Berbahagia / The Honourable
DATO' SERI DR. AHMAD JAILANI
BIN MUHAMED YUNUS**
Pengerusi SPKP / JLSC Chairman

Pelantikan YBhg. Dato' Seri Dr. sebagai Pengerusi SPKP adalah mengikut Fasal (2)(a), Perkara 138 Perlembagaan Persekutuan.

YBhg. Dato' Seri Dr. telah dilantik sebagai Pengerusi SPKP mulai 7 Jun 2024.

The appointment of The Hon. Dato' Seri Dr. as the Chairman of the JLSC is in accordance with Clause (2)(a) of Article 138 of the Federal Constitution.

The Hon. Dato' Seri Dr. was appointed as the Chairman of the JLSC on 7th June 2024.



Yang Berbahagia / The Honourable
TAN SRI MOHD DUSUKI
BIN MOKHTAR
Peguam Negara / Attorney General

YBhg. Tan Sri telah dilantik sebagai Peguam Negara pada 12 November 2024.

Pelantikan YBhg. Tan Sri sebagai Ahli SPKP adalah mengikut Fasal (2)(b), Perkara 138 Perlembagaan Persekutuan.

The Hon. Tan Sri was appointed as the Attorney General on 12th November 2024.

The appointment of The Hon. Tan Sri as a JLSC Member is in accordance with Clause (2)(b) of Article 138 Federal Constitution.



**Yang Amat Arif / The Right Honourable
TAN SRI DATUK AMAR ABANG ISKANDAR
BIN ABANG HASHIM**
Presiden Mahkamah Rayuan
President of The Court of Appeal
(Hingga 02.07.2025 / Until 02.07.2025)

YAA Tan Sri Datuk Amar telah dilantik sebagai Presiden Mahkamah Rayuan pada 13 Januari 2023.

Pelantikan YAA Tan Sri Datuk Amar sebagai Ahli SPKP mulai 20 Ogos 2019 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

YAA Tan Sri Datuk Amar telah menamatkan tempoh perkhidmatan sebagai Ahli SPKP pada 2 Julai 2025 selepas tamat tempoh pelantikan beliau sebagai Presiden Mahkamah Rayuan.

The Rt. Hon. Tan Sri Datuk Amar was appointed as the President of The Court of Appeal on 13th January 2023.

The Rt. Hon. Tan Sri Datuk Amar has been appointed as a JLSC Member since 20th August 2019 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.

The Rt. Hon. Tan Sri Datuk Amar has completed his term of service as a JLSC Member on 2nd July 2025 after his term of appointment as the President of The Court of Appeal has ended.



**Yang Amat Arif / The Right Honourable
DATUK SERI ABU BAKAR BIN JAIS**
Presiden Mahkamah Rayuan
President of The Court of Appeal

YAA Datuk Seri telah dilantik sebagai Presiden Mahkamah Rayuan pada 28 Julai 2025.

Pelantikan YAA Datuk Seri sebagai Ahli SPKP mulai 9 November 2022 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

The Rt. Hon. Datuk Seri was appointed as the President of The Court of Appeal on 28th July 2025.

The Rt. Hon. Datuk Seri has been appointed as a JLSC Member since 9th November 2022 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.



**Yang Amat Arif / The Right Honourable
TAN SRI HASNAH BINTI
DATO' MOHAMMED HASHIM**
Hakim Besar Malaya / Chief Judge of Malaya
(Hingga 15.11.2025 / Until 15.11.2025)

YAA Tan Sri telah dilantik sebagai Hakim Besar Malaya pada 12 November 2024.

Pelantikan YAA Tan Sri sebagai Ahli SPKP mulai 1 Disember 2014 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

YAA Tan Sri telah menamatkan tempoh perkhidmatan sebagai Ahli SPKP pada 15 November 2025 selepas tamat tempoh pelantikan beliau sebagai Hakim Besar Malaya.

The Rt. Hon. Tan Sri was appointed as the Chief Judge of Malaya on 12th November 2024.

The Rt. Hon. Tan Sri has been appointed as a JLSC Member since 1st December 2014 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.

The Rt. Hon. Tan Sri has completed her term of service as a JLSC Member on 15th November 2025 after her term of appointment as the Chief Judge of Malaya has ended.



**Yang Amat Arif / The Right Honourable
DATUK SERI HASHIM BIN HAMZAH**
Hakim Besar Malaya
Chief Judge of Malaya

YAA Datuk Seri telah dilantik sebagai Hakim Besar Malaya pada 3 Disember 2025.

Pelantikan YAA Datuk Seri sebagai Ahli SPKP mulai 1 Mac 2024 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

The Rt. Hon. Datuk Seri was appointed as the Chief Judge of Malaya on 3rd December 2025.

The Rt. Hon. Datuk Seri has been appointed as a JLSC Member since 1st Mac 2024 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.



**Yang Amat Arif / The Right Honourable
TAN SRI DATO' ABDUL RAHMAN BIN SEBLI**
Hakim Besar Sabah dan Sarawak
Chief Judge of Sabah and Sarawak
(Hingga 24.07.2025 / Until 24.07.2025)

YYAA Tan Sri Dato' telah dilantik sebagai Hakim Besar Sabah dan Sarawak pada 17 Januari 2023.

Pelantikan YAA Tan Sri Dato' sebagai Ahli SPKP mulai 1 Disember 2024 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

YAA Tan Sri Dato' telah menamatkan tempoh perkhidmatan sebagai Ahli SPKP pada 24 Julai 2025 selepas tamat tempoh pelantikan beliau sebagai Hakim Besar Sabah dan Sarawak.

The Rt. Hon. Tan Sri Dato' was appointed as the Chief Judge of Sabah and Sarawak on 17th January 2023.

The Rt. Hon. Tan Sri Dato' has been appointed as a JLSC Member since 1st December 2024 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.

The Rt. Hon. Tan Sri Dato' has completed his term of service as a JLSC Member on 24th July 2025 after his term of appointment as the Chief Judge of Sabah and Sarawak has ended.



**Yang Arif / The Honourable
DATO' ZABARIAH BINTI MOHD. YUSOF**
Hakim Mahkamah Persekutuan
Federal Court Judge
(Hingga 11.10.2025 / Until 11.10.2025)

YA Dato' telah dilantik sebagai Hakim Mahkamah Persekutuan pada 5 Disember 2019.

Pelantikan YA Dato' sebagai Ahli SPKP mulai 16 Mei 2019 adalah selaras dengan Fasal (2)(c), Perkara 138 Perlembagaan Persekutuan.

YA Dato' telah menamatkan tempoh perkhidmatan sebagai Ahli SPKP pada 11 Oktober 2025 selepas tamat tempoh pelantikan beliau sebagai Hakim Mahkamah Persekutuan.

The Hon. Dato' was appointed as a Federal Court Judge on 5th December 2019.

The Hon. Dato' has been appointed as a JLSC Member since 16th May 2019 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.

The Hon. Dato' has completed her term of service as a JLSC Member on 11th October 2025 after her term of appointment as the Federal Court Judge has ended.



**Yang Arif /The Honourable
 DATO' NORDIN BIN HASSAN**
 Hakim Mahkamah Persekutuan
 Federal Court Judge
 (Hingga 21.05.2025 / Until 21.05.2025)

YA Dato' telah dilantik sebagai Hakim Mahkamah Persekutuan pada 17 Januari 2023.

Pelantikan YA Dato' sebagai Ahli SPKP mulai 22 Mei 2023 adalah selaras dengan Fasal (2)(c), Perkara Perlembagaan Persekutuan.

YA Dato' telah menamatkan tempoh perkhidmatan sebagai Ahli SPKP pada 21 Mei 2025.

The Hon. Dato' was appointed as a Federal Court Judge on 17th January 2023.

The Hon. Dato' has been appointed as a JLSC Member since 22nd May 2023 in accordance with Clause (2)(c) of Article 138 of the Federal Constitution.

The Hon. Dato' has completed his term of service as a JLSC Member on 21st May 2025.





Jemaah Pegawai

Board of Officers

JEMAAH PEGAWAI *BOARD OF OFFICERS*



YBHG. DATO' SUZANA BINTI ATAN
Peguam Cara Negara
Solicitor General



YBHG. DATUK ZAMRI BIN HAJI BAKAR
Ketua Pendaftar Mahkamah Persekutuan
Chief Registrar of The Federal Court



Urusan-Urusan yang Dilaksanakan oleh Suruhanjaya

Matters Undertaken by The Commission

URUSAN-URUSAN YANG DILAKSANAKAN OLEH SURUHANJAYA

MATTERS UNDERTAKEN BY THE COMMISSION

Urusan-urusan yang dilaksanakan oleh Suruhanjaya sepanjang tahun 2025 adalah seperti di **Rajah 2**. *Matters undertaken by the Commission in 2025 are as listed in **Figure 2**.*

RAJAH 2

URUSAN YANG DILAKSANAKAN OLEH SPKP DALAM TAHUN 2025

FIGURE 2

MATTERS UNDERTAKEN BY THE JLSC IN 2025

BILANGAN PEGAWAI / NO. OF OFFICERS

206

Pelantikan Pegawai Undang-Undang (Tetap/ Kontrak (Interim)/ Kontrak)
Appointment of Legal Officers (Permanent, Contract (Interim) and Contractual Basis)

BILANGAN PEGAWAI / NO. OF OFFICERS

277

Pengesahan Pelantikan/Penentuan Status Tawaran Pelantikan/ Penentuan Gaji
Permulaan/Pelanjutan Tempoh Percubaan/Pengesahan Dalam Perkhidmatan/Pemberian
Taraf Berpencen
*Confirmation of Appointment/ Compliance to the Terms of Appointment's Offer/
Determination of Initial Salary/ Extension of Probationary Period/ Confirmation in Service/
Conferment of Pensionable Status*

BILANGAN PEGAWAI / NO. OF OFFICERS

293

Kenaikan Pangkat ke Pelbagai Gred dan Jawatan
Promotion to Various Grades and Posts

BILANGAN PEGAWAI / NO. OF OFFICERS

218

Pemangkuan ke Pelbagai Gred dan Jawatan
Acting of Post to Various Grades and Posts

BILANGAN PEGAWAI / NO. OF OFFICERS

25

Pelepasan bagi Pelantikan Secara Peminjaman dan Pertukaran Sementara ke Pelbagai Jawatan
Release for Secondment and Temporary Transfer to Various Posts

BILANGAN PEGAWAI / NO. OF OFFICERS

3

Urusan Tatatertib
Disciplinary Matters

BILANGAN PEGAWAI / NO. OF OFFICERS

1

Urusan Surcaj
Surcharge

MESYUARAT SURUHANJAYA MEETINGS OF THE COMMISSION

Suruhanjaya telah mengadakan empat (4) kali mesyuarat pada tahun 2025 seperti di **Rajah 3**.

*The Commission convened four (4) meetings in 2025 as in **Figure 3**.*

RAJAH 3 MESYUARAT SPKP TAHUN 2025

FIGURE 3
MEETINGS OF THE JLSC IN 2025

Mesyuarat SPKP Ke-159/ 159th Meeting of the JLSC 20 Februari 2025 / 20th February 2025 Suruhanjaya Perkhidmatan Awam Malaysia, Putrajaya <i>Public Services Commission of Malaysia, Putrajaya</i>	Mesyuarat SPKP Ke-160/ 160th Meeting of the JLSC 22 Mei 2025 / 22nd May 2025 Hotel Sheraton Kuching, Sarawak <i>Sheraton Kuching Hotel, Sarawak</i>
Mesyuarat SPKP Ke-161/ 161st Meeting of the JLSC 15 Ogos 2025 / 15th August 2025 Suruhanjaya Perkhidmatan Awam Malaysia, Putrajaya <i>Public Services Commission of Malaysia, Putrajaya</i>	Mesyuarat SPKP Ke-162/ 162nd Meeting of the JLSC 23 Oktober 2025 / 23rd October 2025 Hotel St. Regis Langkawi, Kedah <i>St. Regis Langkawi Hotel, Kedah</i>

Suruhanjaya membuat keputusan berdasarkan kertas-kertas pertimbangan yang dibentangkan dalam Mesyuarat SPKP. Selain mesyuarat, Suruhanjaya juga membuat keputusan melalui kertas edaran secara dalam talian menggunakan Sistem eCirculation SPKP. Prosedur ini membolehkan Suruhanjaya membuat keputusan tanpa bermesyuarat selaras dengan Kaedah 17, Kaedah-Kaedah Suruhanjaya Perkhidmatan Kehakiman dan Perundangan 1963.

The Commission made decisions based on papers presented in the JLSC Meetings. Apart from the meetings, the Commission also made decisions through papers circulated online in the JLSC eCirculation System. This procedure allows the Commission to make decisions without a meeting in accordance with Rule 17 of the Judicial and Legal Service Commission Rules 1963.

Secara keseluruhannya, sejumlah 127 kertas pertimbangan telah diputuskan oleh Suruhanjaya. Daripada jumlah tersebut, sebanyak 32 kertas pertimbangan telah diputuskan melalui Mesyuarat Suruhanjaya Perkhidmatan Kehakiman dan Perundangan dan sebanyak 95 kertas edaran telah dipertimbangkan melalui Sistem eCirculation SPKP. Manakala sebanyak 51 kertas edaran telah dipertimbangkan oleh Jemaah Pegawai Suruhanjaya Perkhidmatan Kehakiman dan Perundangan.

Overall, a total of 127 papers were decided by the Commission. Out of that total, 32 papers were decided through the JLSC Meetings and 95 circulation papers were considered through the JLSC eCirculation system. Meanwhile, a total of 51 circulation papers were considered by the JLSC Board of Officers.

Butiran lengkap mengenai kertas tersebut adalah seperti di **Rajah 4**. Manakala, **Rajah 5** menunjukkan bilangan dan peratus kertas pertimbangan yang diputuskan oleh Suruhanjaya/ Jemaah Pegawai dalam mesyuarat dan secara edaran.

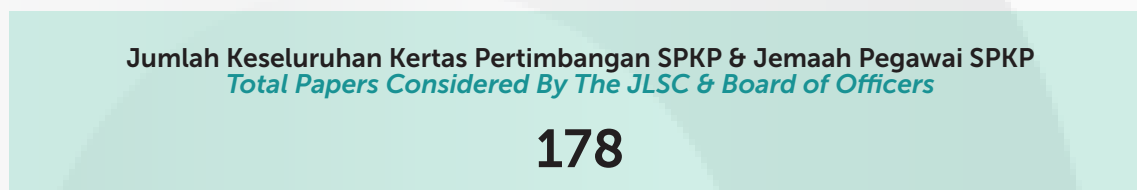
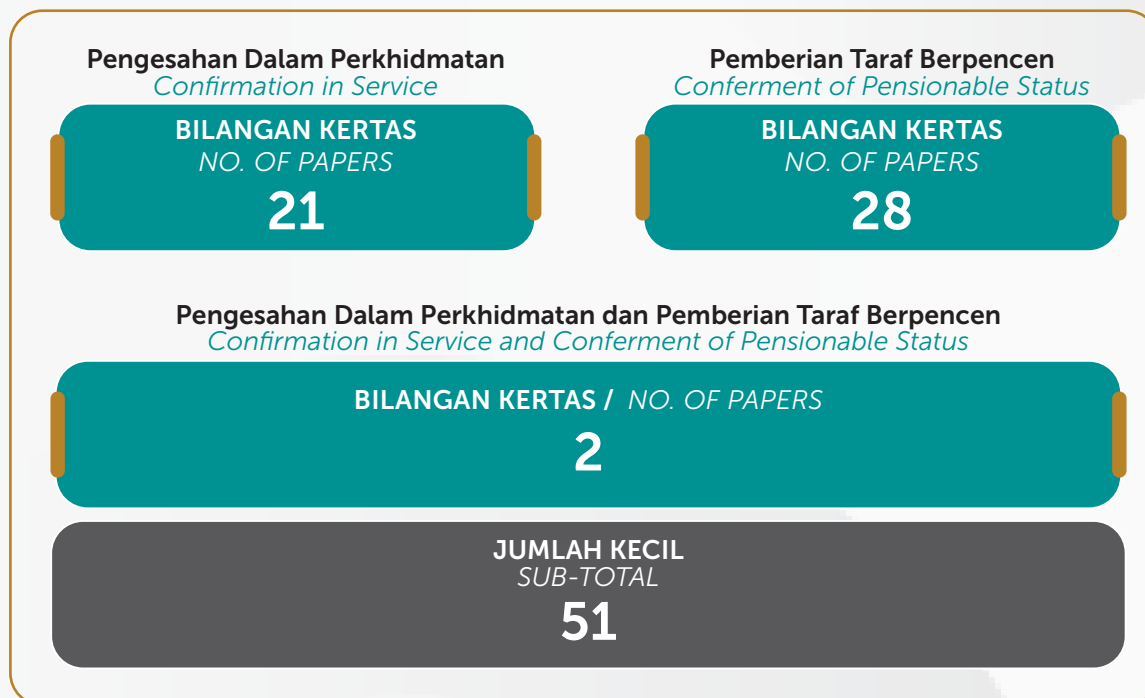
*Details of the papers are as in **Figure 4**. Meanwhile, **Figure 5** shows the numbers and percentage of papers considered by the Commission/ Board of Officers during meetings and by circulation.*

RAJAH 4
KERTAS UNTUK PERTIMBANGAN SPKP

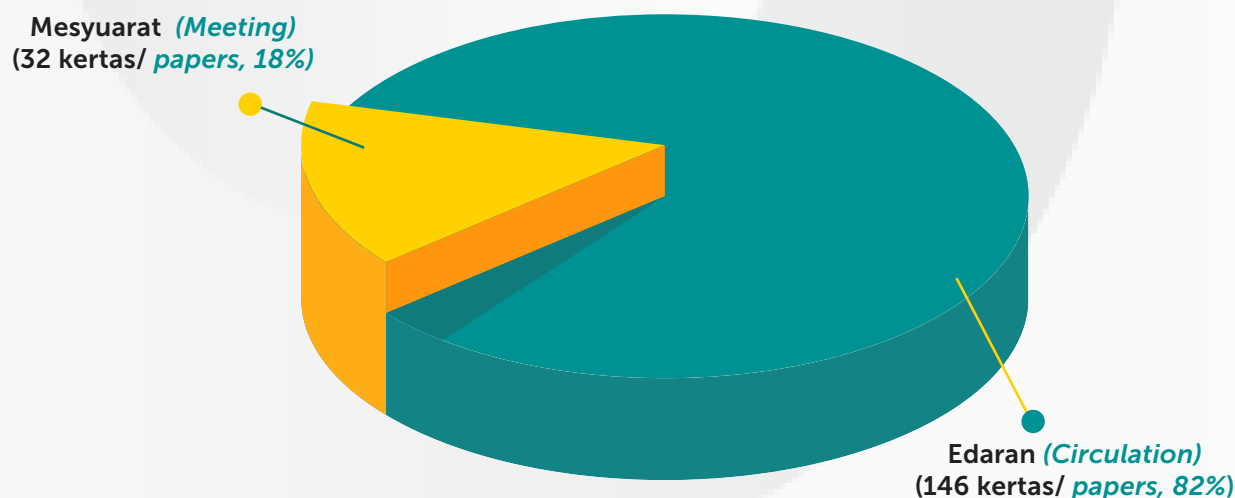
FIGURE 4
PAPERS FOR THE CONSIDERATION OF THE JLSC



KERTAS UNTUK PERTIMBANGAN JEMAAH PEGAWAI PAPERS FOR THE CONSIDERATION OF THE BOARD OF OFFICERS



RAJAH 5
BILANGAN DAN PERATUS KERTAS PERTIMBANGAN MELALUI MESYUARAT DAN SECARA EDARAN
FIGURE 5
NUMBER AND PERCENTAGE OF PAPERS DECIDED DURING MEETINGS AND BY CIRCULATION



Mesyuarat SPKP Ke-159 159th Meeting of the JLSC

Tarikh/ *Date* : 20 Februari 2025/ *20th February 2025*

Lokasi/ *Venue* : Suruhanjaya Perkhidmatan Awam Malaysia/ *Public Services Commission of Malaysia*





Mesyuarat SPKP Ke-160 160th Meeting of the JLSC

Tarikh/ *Date* : 22 Mei 2025/ *22nd May 2025*

Lokasi/ *Venue* : Hotel Sheraton Kuching, Sarawak/ *Sheraton Kuching Hotel, Sarawak*





Mesyuarat SPKP Ke-161 161st Meeting of the JLSC

Tarikh/ *Date* : 15 Ogos 2025/ *15th August 2025*

Lokasi/ *Venue* : Suruhanjaya Perkhidmatan Awam Malaysia/ *Public Services Commission of Malaysia*





Mesyuarat SPKP Ke-162 162nd Meeting of the JLSC

Tarikh/ *Date* : 23 Oktober 2025/ *23rd October 2025*

Lokasi/ *Venue* : Hotel St. Regis Langkawi, Kedah/ *St. Regis Langkawi Hotel, Kedah*





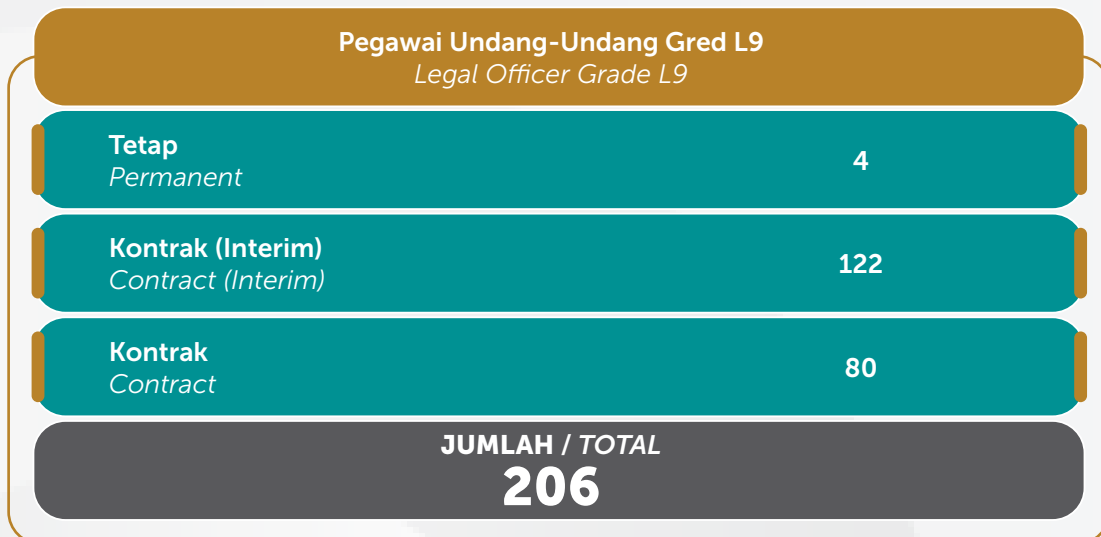
URUSAN PELANTIKAN APPOINTMENT MATTERS

Pada tahun 2025, Suruhanjaya telah meluluskan pelantikan sejumlah 206 orang Pegawai Undang-Undang Gred L9. Maklumat lanjut adalah seperti di **Rajah 6**.

*In 2025, the Commission approved the appointment of 206 Legal Officers Grade L9. Detailed information is provided in **Figure 6**.*

RAJAH 6
PELANTIKAN PEGAWAI UNDANG-UNDANG GRED L9

FIGURE 6
APPOINTMENT OF LEGAL OFFICERS GRADE L9



URUSAN PERKHIDMATAN SERVICE MATTERS

Secara keseluruhannya, sepanjang tahun 2025, Suruhanjaya telah menguruskan sebanyak enam (6) urusan perkhidmatan yang melibatkan seramai 277 orang Pegawai Undang-Undang Gred L9. Urusan perkhidmatan ini merangkumi urusan pengesahan pelantikan, pematuan syarat-syarat tawaran pelantikan, penentuan gaji permulaan, pengesahan dalam perkhidmatan, pemberian taraf berpencen serta pengesahan dalam perkhidmatan dan pemberian taraf berpencen (SAHPEN) seperti di **Rajah 7**.

Overall, throughout the year 2025, the Commission managed six (6) service matters involving 277 Legal Officers Grade L9. These service matters include the confirmation of appointment, compliance with the terms and conditions of the appointment offer, determination of initial salary, confirmation in service, conferment of pensionable status and confirmation in service along with conferment of pensionable status as shown in **Figure 7**.

RAJAH 7
URUSAN PERKHIDMATAN PEGAWAI UNDANG-UNDANG

FIGURE 7
SERVICE MATTERS OF LEGAL OFFICERS

URUSAN PERKHIDMATAN SERVICE MATTERS	BILANGAN PEGAWAI NO. OF OFFICERS
Pengesahan Pelantikan Confirmation of Appointment	116
Pematuhan Syarat-Syarat Tawaran Pelantikan Compliance with The Terms And Conditions of The Appointment Offer	5
Penentuan Gaji Permulaan Determination of Initial Salary	1
Pengesahan Dalam Perkhidmatan Confirmation in Service	104
Pemberian Taraf Berpencen Conferment of Pensionable Status	49
Pengesahan Dalam Perkhidmatan dan Pemberian Taraf Berpencen (SAHPEN) Confirmation in Service Along with Conferment of Pensionable Status	2
JUMLAH / TOTAL	277

URUSAN KENAIKAN PANGKAT PROMOTION MATTERS

Suruhanjaya telah meluluskan kenaikan pangkat bagi 293 orang Pegawai Undang-Undang ke pelbagai gred/ jawatan pada tahun 2025. Maklumat lanjut adalah seperti di **Rajah 8**.

*The Commission approved the promotion of 293 Legal Officers to various grades/ posts in 2025. Detailed information is provided in **Figure 8**.*

RAJAH 8 KENAIKAN PANGKAT PEGAWAI UNDANG-UNDANG

FIGURE 8
PROMOTION OF LEGAL OFFICERS

GRED & JAWATAN GRADES & POSTS	BILANGAN PEGAWAI NO. OF OFFICERS
Pegawai Undang-Undang Gred Utama Turus I <i>Legal Officer Premier Grade Staff I</i>	1
Pegawai Undang-Undang Gred Utama Turus II <i>Legal Officer Premier Grade Staff II</i>	1
Pegawai Undang-Undang Gred Utama Turus III <i>Legal Officer Premier Grade Staff III</i>	4
Pegawai Undang-Undang Gred Utama A <i>Legal Officer Premier Grade A</i>	9
Pegawai Undang-Undang Gred Utama B <i>Legal Officer Premier Grade B</i>	12
Pegawai Undang-Undang Gred Khas B <i>Legal Officer Special Grade B</i>	3
Pegawai Undang-Undang Gred Utama C <i>Legal Officer Premier Grade C</i>	15
Pegawai Undang-Undang Gred Khas C <i>Legal Officer Special Grade C</i>	10
Pegawai Undang-Undang Gred L14 <i>Legal Officer Grade L14</i>	34
Pegawai Undang-Undang Gred L13 <i>Legal Officer Grade L13</i>	38
Pegawai Undang-Undang Gred L12 <i>Legal Officer Grade L12</i>	54
Pegawai Undang-Undang Gred L10 <i>Legal Officer Grade L10</i>	112
JUMLAH / TOTAL	
293	

URUSAN PEMANGKUAN ACTING OF POSTS

Dalam tahun 2025, Suruhanjaya telah meluluskan pemangkuan seramai 218 orang Pegawai Undang-Undang ke pelbagai gred/ jawatan. Maklumat lanjut adalah seperti di **Rajah 9**.

*In 2025, the Commission approved a total of 218 Legal Officers to act on various grades/ posts. Further information is provided in **Figure 9**.*

RAJAH 9
PEMANGKUAN PEGAWAI UNDANG-UNDANG

FIGURE 9
ACTING OF POSTS FOR LEGAL OFFICERS

GRED & JAWATAN GRADES & POSTS	BILANGAN PEGAWAI NO. OF OFFICERS
Pegawai Undang-Undang Gred Utama Turus I <i>Legal Officer Premier Grade Staff I</i>	-
Pegawai Undang-Undang Gred Utama Turus II <i>Legal Officer Premier Grade Staff II</i>	-
Pegawai Undang-Undang Gred Utama Turus III <i>Legal Officer Premier Grade Staff III</i>	-
Pegawai Undang-Undang Gred Utama A <i>Legal Officer Premier Grade A</i>	4
Pegawai Undang-Undang Gred Utama B <i>Legal Officer Premier Grade B</i>	5
Pegawai Undang-Undang Gred Khas B <i>Legal Officer Special Grade B</i>	-
Pegawai Undang-Undang Gred Utama C <i>Legal Officer Premier Grade C</i>	10
Pegawai Undang-Undang Gred Khas C <i>Legal Officer Special Grade C</i>	9
Pegawai Undang-Undang Gred L14 <i>Legal Officer Grade L14</i>	25
Pegawai Undang-Undang Gred L13 <i>Legal Officer Grade L13</i>	29
Pegawai Undang-Undang Gred L12 <i>Legal Officer Grade L12</i>	32
Pegawai Undang-Undang Gred L10 <i>Legal Officer Grade L10</i>	104
JUMLAH / TOTAL	218

URUSAN PELEPASAN BAGI PELANTIKAN SECARA PEMINJAMAN DAN PERTUKARAN SEMENTARA

RELEASE FOR SECONDMENT AND TEMPORARY TRANSFER MATTERS

Suruhanjaya telah meluluskan pelepasan seramai 25 orang Pegawai Undang-Undang pelbagai gred untuk dilantik secara peminjaman atau pertukaran sementara bagi mengisi pelbagai jawatan di agensi seperti dalam **Rajah 10**.

The Commission approved the release of 25 Legal Officers of various grades to be appointed by secondment or temporary transfer to fill various posts in agencies as shown in **Figure 10**.

RAJAH 10
PELEPASAN PEGAWAI UNDANG-UNDANG UNTUK DILANTIK SECARA
PEMINJAMAN / PERTUKARAN SEMENTARA

FIGURE 10
RELEASE FOR SECONDMENT / TEMPORARY TRANSFER OF LEGAL OFFICERS

JAWATAN & GRED POSTS & GRADES	PENEMPATAN POSTINGS	BILANGAN PEGAWAI NO. OF OFFICERS
Pengarah II Gred P6 <i>Director II Grade P6</i>	Suruhanjaya Komunikasi dan Multimedia Malaysia (SKMM) <i>Malaysian Communications and Multimedia Commission (MCMC)</i>	1
Jawatan Terbuka, Kumpulan Pengurusan dan Profesional Gred 12 <i>Open Post, Management and Professional Group Grade 12</i>	Unit Reformasi Institusi, Bahagian Hal Ehwal Undang-Undang (BHEUU), Jabatan Perdana Menteri (JPM) <i>Institutional Reform Unit, Legal Affairs Division, Prime Minister's Department</i>	1
Jawatan Terbuka, Kumpulan Pengurusan dan Profesional Gred 14 <i>Open Post, Management and Professional Group Grade 14</i>	Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) <i>Malaysian Anti-Corruption Commission (MACC)</i>	2
Ahli Tribunal Rayuan Kastam Gred 13 (Terbuka) <i>Member of the Customs Appeal Tribunal Grade 13 (Open)</i>	Tribunal Rayuan Kastam, Kementerian Kewangan Malaysia <i>Customs Appeal Tribunal, Ministry of Finance Malaysia</i>	2
Pegawai Undang-Undang Gred 12 <i>Legal Officer Grade 12</i>	Pihak Berkuasa Penerbangan Awam Malaysia <i>Civil Aviation Authority of Malaysia (CAAM)</i>	1
Pengerusi Mahkamah Perusahaan Gred Utama C (Terbuka) <i>Chairman of The Industrial Court of Malaysia Premier Grade C (Open)</i>	Mahkamah Perusahaan Malaysia, Kementerian Sumber Manusia (KESUMA) <i>Industrial Court of Malaysia, Ministry of Human Resources</i>	1

JAWATAN & GRED POSTS & GRADES	PENEMPATAN POSTINGS	BILANGAN PEGAWAI NO. OF OFFICERS
Pengerusi Pesuruhjaya Khas Cukai Pendapatan Gred A (Terbuka) <i>Chairman of the Special Commissioner of Income Tax Premier Grade A (Open)</i>	Kementerian Kewangan Malaysia <i>Ministry of Finance Malaysia</i>	1
Pesuruhjaya Khas Cukai Pendapatan Gred 14 (Terbuka) <i>Special Commissioner of Income Tax Grade 14 (Open)</i>	Kementerian Kewangan Malaysia <i>Ministry of Finance Malaysia</i>	1
Pegawai Undang-Undang Gred L9/ L10 <i>Legal Officer Grade L9/ L10</i>	Suruhanjaya Bebas Tatakelakuan Polis, Kementerian Dalam Negeri (KDN) <i>Independent Police Conduct Commission (IPCC), Ministry of Home Affairs</i>	1
Pengurus Gred G2 <i>Manager Grade G2</i>	<i>Malaysia-Thailand Joint Authority</i>	1
Pengarah Bahagian Pendakwaan dan Litigasi Gred 58 <i>Director of Prosecution and Litigation Division Grade 58</i>	Suruhanjaya Syarikat Malaysia (SSM) <i>Companies Commission of Malaysia</i>	2
Menteri Penasihat Gred M13 <i>Minister Advisor Grade M13</i>	Pejabat Pelaburan, Perdagangan dan Industri Luar Negeri Geneva, Switzerland <i>The Office of Investment, Trade and Industry (MITI) in Geneva, Switzerland</i>	1
Pegawai Undang-Undang Gred L12/ L13 <i>Legal Officer Grade L12/ L13</i>	Suruhanjaya Bebas Tatakelakuan Polis, KDN <i>IPCC, Ministry of Home Affairs</i>	1
Pegawai Perdagangan Strategik Gred 13 (Terbuka) <i>Strategic Trade Officer Grade 13 (Open)</i>	Kementerian Pelaburan, Perdagangan dan Industri <i>Ministry of Investment, Trade and Industry</i>	1
Pengerusi Tribunal Koperasi Gred Utama C <i>Chairman of the Cooperative Tribunal Premier Grade C</i>	Suruhanjaya Koperasi Malaysia (SKM) <i>Cooperative Commission of Malaysia</i>	1
Pegawai Undang-Undang Gred 24 <i>Legal Officer Grade 24</i>	Pertubuhan Keselamatan Sosial <i>Social Security Organisation</i>	1
Pengarah Bahagian Operasi Gred 14 (Terbuka) <i>Director of Operations Division Grade 14 (Open)</i>	Suruhanjaya Integriti Agensi Penguatkuasaan (SIAP) <i>Enforcement Agency Integrity Commission (EAIC)</i>	1

JAWATAN & GRED POSTS & GRADES	PENEMPATAN POSTINGS	BILANGAN PEGAWAI NO. OF OFFICERS
Pegawai Undang-Undang Gred L12/ Pegawai Tadbir Gred N12 <i>Legal Officer Grade L12/ Administrative Officer Grade N12</i>	Perbadanan Kemajuan Filem Nasional Malaysia (FINAS) <i>National Film Development Corporation Malaysia</i>	1
Pegawai Undang-Undang Kanan Gred G3 <i>Senior Legal Officer Grade G3</i>	<i>Malaysia-Thailand Joint Authority</i>	1
Pengerusi Mahkamah Perusahaan Gred Utama C (Terbuka) <i>Chairman of The Industrial Court of Malaysia Premier Grade C (Open)</i>	Mahkamah Perusahaan Malaysia, KESUMA <i>Industrial Court of Malaysia, Ministry of Human Resources</i>	1
Timbalan Pendakwa Raya Gred E4 (Setaraf Dengan Gred L14) <i>Deputy Public Prosecutor Grade E4 (Equivalent to Grade L14)</i>	Suruhanjaya Tenaga (ST) <i>Energy Commission</i>	1
Pegawai Tugas-Tugas Khas Un- dang-Undang Gred 13 (Terbuka) <i>Special Officer (Law) Grade 13 (Open)</i>	Pejabat YB Menteri di Jabatan Perdana Menteri (Wilayah Persekutuan) <i>Office of the Minister in the Prime Minister's Department (Federal Territories)</i>	1
JUMLAH / TOTAL 25		



URUSAN TINDAKAN TATATERTIB DISCIPLINARY ACTION MATTERS

Suruhanjaya juga menjalankan fungsi Pihak Berkuasa Tatatertib bagi semua pegawai dalam Perkhidmatan Kehakiman dan Perundangan mengikut Peraturan-Peraturan Pegawai Awam (Kelakuan dan Tatatertib) 1993 [P.U.(A) 395/ 1993]. Pada tahun 2025, terdapat tiga (3) orang Pegawai Undang-Undang yang dikenakan tindakan tatatertib oleh SPKP seperti perincian dalam **Rajah 11**.

*The Commission also carries out the function of a Disciplinary Authority for all officers in the Judicial and Legal Service in accordance with the Public Officers (Conduct and Discipline) Regulations 1993 [P.U.(A) 395/1993]. In 2025, three (3) Legal Officer was subject to a disciplinary action by the JLSC as shown in **Figure 11**.*

RAJAH 11
URUSAN TINDAKAN TATATERTIB PEGAWAI UNDANG-UNDANG

FIGURE 11
DISCIPLINARY ACTION MATTERS OF LEGAL OFFICERS

JENIS KESALAHAN TYPE OF OFFENCE	BILANGAN PEGAWAI NO. OF OFFICERS
Tatakelakuan Code of Conduct	2
Sabitan Mahkamah dan Perintah Tahanan Court Conviction and Detention Order	1
JUMLAH / TOTAL 3	

URUSAN TINDAKAN SURCAJ SURCHARGE MATTERS

Subseksyen 18(c) Akta Tatacara Kewangan 1957 [Akta 61] membenarkan Suruhanjaya Perkhidmatan Kehakiman dan Perundangan, selepas berunding dengan pihak berkuasa kewangan membuat keputusan mengenai tindakan surcaj ke atas Pegawai Undang-Undang bagi sejumlah wang yang difikirkan patut oleh pihak Suruhanjaya. Walau bagaimanapun, tiada Pegawai Undang-Undang yang dikenakan tindakan surcaj pada tahun 2025.

Subsection 18(c) of the Financial Procedure Act 1957 [Act 61] permits the Judicial and Legal Service Commission, after consultation with the financial authority, to surcharge against Legal Officer such sum as the Commission may think fit. However, no Legal Officer was subject to a surcharge action in 2025.





Ketetapan oleh Suruhanjaya

Rulings of The Commission

KETETAPAN SURUHANJAYA RULINGS OF THE COMMISSION

MESYUARAT SPKP KE-159

Ahli SPKP Sebagai Panel Lembaga Temu Duga (LTD) Dalam Urusan Pengambilan Pegawai Undang-Undang Gred L9

Suruhanjaya bersetuju supaya Ahli SPKP turut terlibat sebagai panel LTD mengikut kelapangan masing-masing bagi urusan pengambilan Pegawai Undang-Undang Gred L9 di masa akan datang.

159TH JLSC MEETING

JLSC Members as Panel of Interview Board for the Recruitment of Legal Officers Grade L9

The Commission agrees on the involvement of JLSC Members as panel of interview board (based on their availability) for the recruitment of Legal Officers Grade L9 in the future.

MESYUARAT SPKP SECARA EDARAN PADA 4 JULAI 2025

Pemberian Merit Tambahan Kepada Alumni Peserta PLKN 3.0 Dalam Urusan Pengambilan Pegawai Undang-Undang Gred L9

Suruhanjaya bersetuju:

- (i) dengan pelaksanaan PSEE (*Public Service Entry Evaluation*) – Ujian Psikometrik kepada alumni peserta Program Latihan Khidmat Negara (PLKN) 3.0 hanya bagi tujuan *profiling*. Alumni peserta PLKN 3.0 yang melepasi asas tapisan dan menduduki PSEE (*profiling*) akan terus ke peringkat temu duga; dan
- (ii) sekiranya nisbah calon yang melepasi asas tapisan dan menduduki PSEE berbanding jumlah bilangan kekosongan dan calon simpanan adalah melebihi 1:10, kuota sebanyak 30% daripada jumlah keseluruhan calon yang layak dipanggil ke temu duga ditetapkan bagi calon alumni peserta PLKN 3.0.

JLSC MEETING BY CIRCULATION ON 4TH JULY 2025

Additional Merit for The Alumni of PLKN 3.0 in The Recruitment of Legal Officers Grade L9

The Commission agrees:

- (i) *with the implementation of PSEE – Psychometric Test for the Alumni of the National Service Training Programme (PLKN) 3.0 serves only as a profiling. Alumni of PLKN 3.0 who meet the basic requirements and sit for the PSEE (profiling) will proceed directly to the interview stage; and*
- (ii) *if the ratio of candidates who pass the basic requirements and sit for the PSEE against the total number of vacancies and reserve candidates exceeds 1:10, a quota of 30% is set for the Alumni of PLKN 3.0 out of the total number of candidates eligible to be called for interview.*

MESYUARAT SPKP KE-161**Maklumat Penyelesaian Kes dan Alasan Penghakiman Bagi Urusan Pemangkuhan dan Kenaikan Pangkat Melibatkan Pegawai Dalam Bidang Kehakiman**

Suruhanjaya bersetuju supaya jumlah alasan penghakiman yang belum diselesaikan dalam tempoh lapan (8) minggu adalah tidak melebihi tiga (3) alasan penghakiman bagi tujuan urusan pemangkuhan/ kenaikan pangkat pegawai dalam bidang kehakiman.

161ST JLSC MEETING***Review of Cases dan Ground of Judgment For The Acting of Posts and Promotion Matters Involving Officers From The Judiciary***

The Commission agrees that the number of review of cases and ground of judgment that have not been resolved within a period of eight (8) weeks shall not exceed three (3) review of cases and ground of judgment for consideration of acting of posts and promotion matters involving officers from the judiciary.

MESYUARAT SPKP KE-161**Perwakilan Kuasa kepada Ketua Perkhidmatan Bagi Urusan Penetapan Semula Gred Jawatan Pegawai Undang-Undang dalam Kumpulan Pengurusan Tertinggi di Pejabat Ketua Pendaftar Mahkamah Persekutuan**

Suruhanjaya bersetuju mewakilkan kuasa kepada Ketua Perkhidmatan bagi urusan penetapan semula gred jawatan Pegawai Undang-Undang dalam Kumpulan Pengurusan Tertinggi di Pejabat Ketua Pendaftar Mahkamah Persekutuan. Perwakilan kuasa ini bersifat secara menyeluruh (*blanket approval*) mengikut keperluan bagi urusan akan datang.

161ST JLSC MEETING***Delegation of Power to the Head of Service on Matters Involving Determination of Grade and Posts of Legal Officer in The Top Management Group at The Office of The Chief Registrar of The Federal Court***

The Commission agrees to delegate its power to the Head of Service on matters involving determination of grade and posts of Legal Officer in the top management group at the Office of the Chief Registrar of the Federal Court for the re-grading of the Legal Officer position in the Top Management Group in the Office of the Chief Registrar of the Federal Court. This delegation of power act as a blanket approval and is according to the needs of future matters.

MESYUARAT SPKP KE-162**Kenaikan Pangkat Bagi Pegawai Yang Telah Meninggal Dunia Semasa Dalam Tempoh Pemangkuhan**

Suruhanjaya bersetuju:

- (i) pengecualian terhadap tempoh minimum pemangkuhan satu (1) tahun bagi pertimbangan urusan kenaikan pangkat pegawai yang telah meninggal dunia dalam tempoh pemangkuhan; dan
- (ii) penetapan tarikh kenaikan pangkat adalah sehari sebelum pegawai meninggal dunia.

162ND JLSC MEETING***Promotion for Officer Who Passed Away During Acting of Posts***

The Commission agrees:

- (i) *exemption from the minimum one (1) year acting posts requirement for the consideration of promotion matters involving officers who passed away while serving in an acting post; and*
- (ii) *the effective date of promotion is on the day before the officer's death.*





Urus Setia SPKP

Secretariat of The JLSC

URUS SETIA SPKP *SECRETARIAT OF THE JLSC*

Dalam memastikan Suruhanjaya dapat menjalankan semua fungsi yang diamanahkan dengan efisien dan efektif, Ahli-Ahli Suruhanjaya dibantu oleh Urus Setia Suruhanjaya yang diketuai oleh Setiausaha SPKP.

In order to ensure the Commission executes all of the functions entrusted to it efficiently and effectively, the Members of the Commission are assisted by a Secretariat led by the Secretary of the JLSC.

**DATUK IKHBAL HANAM
BIN MUKRAS**
Setiausaha
Secretary





SHARENAWANE BINTI HUSSIN
Timbalan Setiausaha (Pengambilan)
Deputy Secretary (Recruitment)



MANSOR ABD HAMID
Timbalan Setiausaha (Perkhidmatan)
Deputy Secretary (Service)

CARTA ORGANISASI URUS SETIA SPKP JLSC SECRETARIAT ORGANISATION CHART





1

DR. AZMI BIN OMAR
Setiausaha Bahagian
Undersecretary

2

NAZRATUL AIN BINTI MOHAMAD ALI
Penolong Setiausaha
Assistant Secretary

3

NORLIZAH BINTI MD GHAZALI
Penolong Pegawai Tadbir
Assistant Administrative Officer

4

**NOR SALWANI FARHANA
BINTI JOHARI**
Pembantu Tadbir
(Perkeranian/ Operasi)
*Administrative Assistant
(Clerical/ Operation)*

5

SHASHARINA BINTI SA'ADON
Pembantu Tadbir
(Perkeranian/ Operasi)
*Administrative Assistant
(Clerical/ Operation)*

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(23.09.2022 – 12.02.2025)



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NOTA
NOTE



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