



PRIME MINISTER'S DEPARTMENT
DEPARTMENT OF STATISTICS MALAYSIA

**The 16th Management Seminar for Heads of National Statistical Offices
in Asia and the Pacific Transforming Institutions is Transforming People
30th November – 1st December 2021**

Session A: How to Innovate Human Resources Management in NSSs?: Malaysia's Experiences

30th November 2021

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20 OCT



2016 - 2030



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OUTLINE

- 01** Malaysia Statistical System
- 02** Most in-demand skills in current environment
- 03** Human Resources Development
- 04** Smart Partnership and Engagement
- 05** Corporate Support
- 06** Attractive Working Environment
- 07** Moving Forward- PSSN



MALAYSIA STATISTICAL SYSTEM (MSS)

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CENTRALISED STATISTICAL SYSTEM

- Integrating the entire process of data collection, interpretation and dissemination is done **under one roof**.
- 'one stop centre' - convenient and efficient for users to secure statistical materials in various fields from a single source.

EVALUATION

Rename as the Department of Statistics Malaysia (DOSM) (Prime Minister's Department)

DOSM is under the purview of Prime Minister's Department (Economy)



LEGISLATION

LAWS OF MALAYSIA
Act 415
STATISTICS ACT 1965 (REVISED-1989)

LAWS OF MALAYSIA
REPRINT
Act 16
CENSUS ACT 1960
Incorporating all amendments up to 1 January 2006

Statistics Act 1965 (Revised-1989) | Census Act 1960 (Revised-1969)

Vision

Leader of Statistical Services for Universal Well-Being

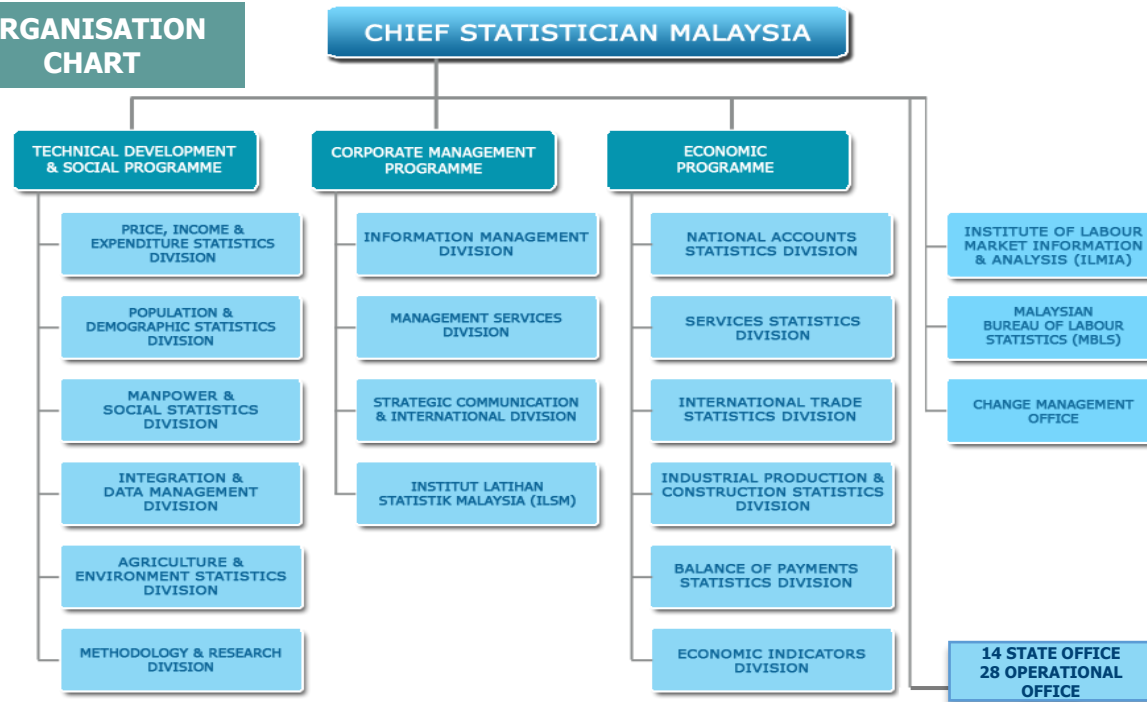
Mission

Propelling Statistical Integrity and Professional Services for Cultivating Evidence- Based Decision Making

Motto

Statistics is the Essence of Life

ORGANISATION CHART



DEPARTMENT OF STATISTICS MALAYSIA
OFFICIAL PORTAL
The Source of Malaysia's Official Statistics

Key Indicator

- Leading: 123.7 (2010=100) Consumer Price Index, Sep 21
- Total GDP: 338.3 billion Ringgit Domestic Product, Q3 2021
- Gross Value (M): 195.3 billion Manufacturing Statistics, Sep 21
- Monthly change: -0.3% Unemployment, Sep 21
- Annual change: -0.3% Unemployment, Sep 21
- Balance of Trade: 25.1 (\$M billion) Island Trade, Sep 21

DEPARTMENT OF STATISTICS MALAYSIA'S
PRESS STATEMENT



Manpower : **3,422 person**
14% professional

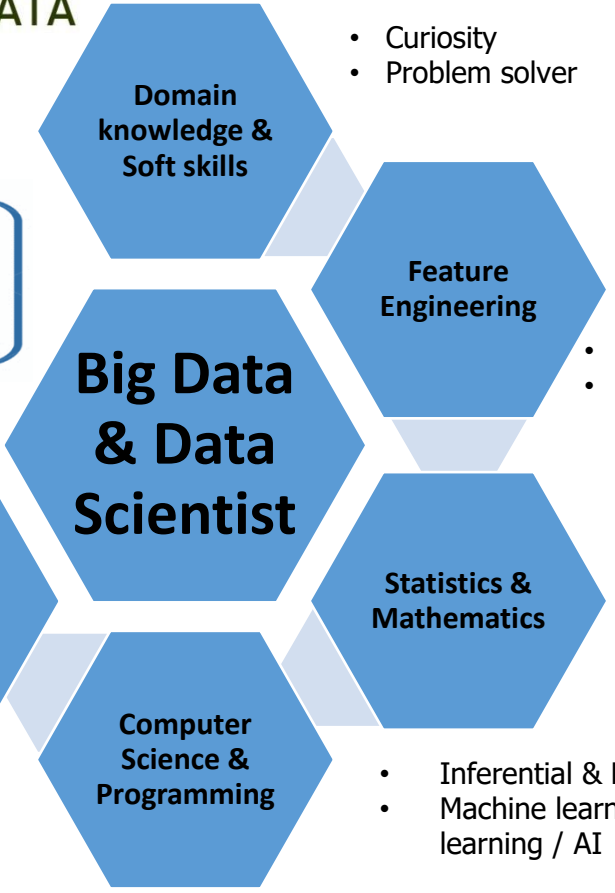


MOST IN-DEMAND SKILLS IN CURRENT ENVIRONMENT

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“ I have no special talent. I am only passionately curious. -Albert Einstein. ”



- Curiosity
- Problem solver

- Imputation
- Transforming & wrangling data

- Storytelling
- Convert data into insight & decision

- Inferential & Modeling
- Machine learning / Deep learning / AI

- Data structure & algorithm
- Database management



Geographical Information System

- Spatial Data and Algorithms understanding
- Data conversion
- Analysis & Model Building
- Basic Programming



Integrating Administrative Data

- Ability to develop strategies & test plans on data integration
- In-depth understanding of ETL/SQL/Datawarehouse
- Ability to communicate effectively with DB engineers/ designers, and developer



Non-traditional Data Collection

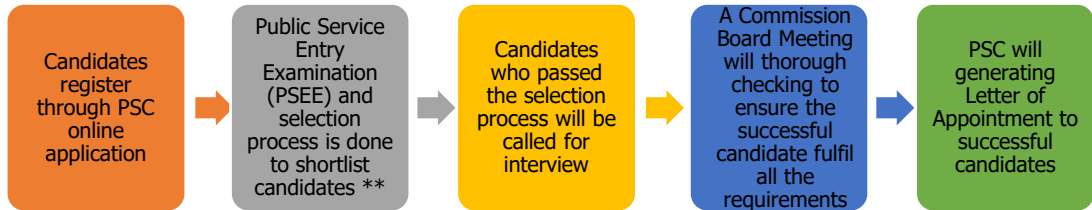
- Mobility and tourism statistics using from mobile phone data
- Supermarket scanner data/web scrapping to produce CPI
- Sentiment Analysis from Social Media



HUMAN RESOURCES DEVELOPMENT

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DEPARTMENT OF STATISTICS MALAYSIA

1. Recruitment and Talent Acquisition



- Engages in enrollment assessments and consultations with PSC
- Reclassified the statistics profession from Administration and Supporting Service (N) Scheme into Economic Service (E) Scheme
- Upgraded candidate qualification into **economics, statistics, mathematics, computer science, information technology, multimedia and data scientist**



3. Developed and Strengthened Internal Capacity and Efficiency



1987 - 2003 in-house training
2003 - 2011 Statistical Training Division
2012- now Malaysia Statistical Training Institute (ILSM)

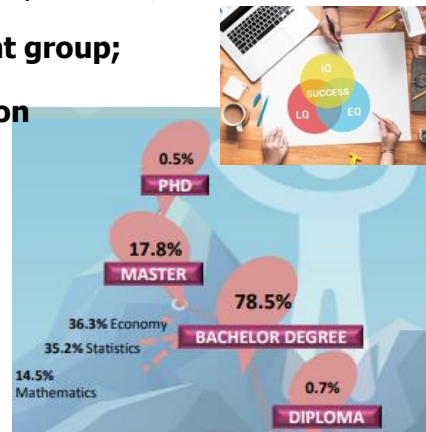
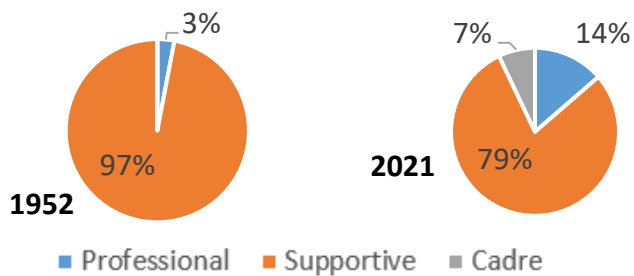
- Strategic Plan ILSM, 2021-2025
- Numerous short and long courses to uplift the skill and knowledge of its personnel
- On-boarding of new staff with Special Induction Programme, **Statistical Competencies Development Program (SCDP)**

In line with the Government policy that accentuate human resource development in the public sector

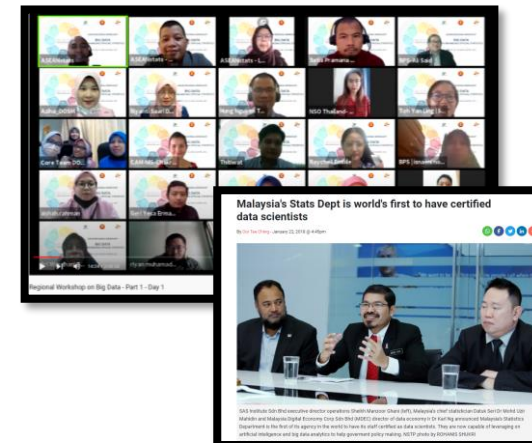


2. Upsizing Skilled Personnel

- After 72 years of its establishment, from 117 to **3,422** personnel;
- Appropriate ratio of **professional and management group**;
- Encourage its manpower **to gain higher certification**



4. Developed Degree of Expertise in the Designated Subject Matters

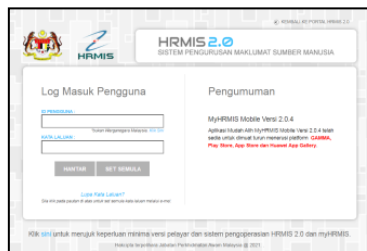


- Engaged and attached with NSOs and International bodies
- Experts group meetings and training programme internationally and regionally
- Enhanced technical expertise in journals and technical papers
- Develop Subject Matter Expert (SME) on selected statistical area.
- SAS Certified Data Scientist in 2017



DOSM Framework & Planning for Future needs

- DOSM Strategic Plan, 2021-2025
- ILSM Strategic Plan, 2021-2025
- DOSM Digitalisation Strategic Plan, 2021-2025
- Information Technology Strategic Plan, 2021-2025
- Integrity Plan 2016 - 2020
- Digitalization of Employess Profil & Performance Appraisals: HRMIS (Government Employess Profil) & DTIMS (DOSM Employess Profil)



Establishment of New Divisions

- Malaysian Bureau of Labour Statistics
- Institute of Labour Market Information; and
- Analysis and Change Management Office

Internal communication strategy

To strengthen the **relationship between management and staff:**

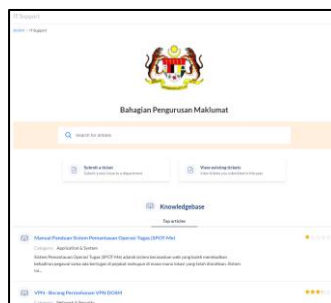
- Joint Departmental Council (Majlis Bersama Jabatan-MBJ)
- Internal Clubs and Associations: DOSM Statistician Association (Persatuan Perangkawan Jabatan Perangkaan Malaysia (PPJPM)), Departmental Sports and Welfare Club.

Financial

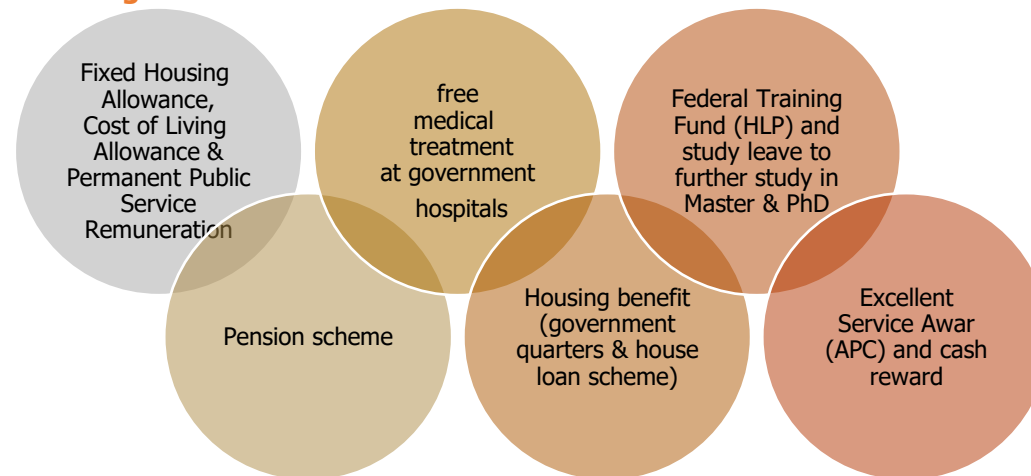
- Budget, include for capacity building
- Procurement
- Project & contract
- Building & physical space

Technology advancement

- Provide sufficient software and IT support
- Technology based –data collection mode
- IT Support (requirement technical/IT/Media support can be made through system)



Recognition & Benefit for staff





EXTERNAL PARTNERSHIP & ENGAGEMENT

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The Department of Statistics Malaysia as a premier government agency becomes a data provider for research and scientific purposes especially in universities.

14 Public universities

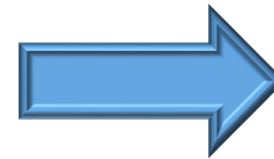
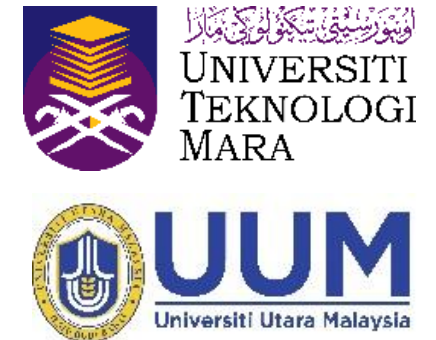


6 Private universities



Dr. Mohd Uzir Mahidin

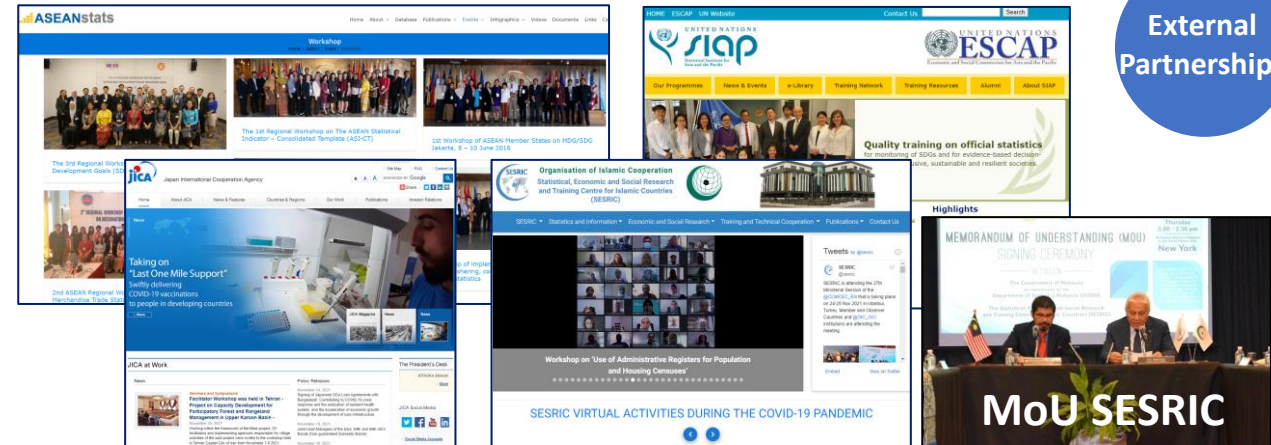
Appointed as Adjunct Professor



Collaboration with internal training institute like INTAN, MAMPU, MTCP, ISM



Collaboration & exchange programme with the renowned NSOs and international institutions



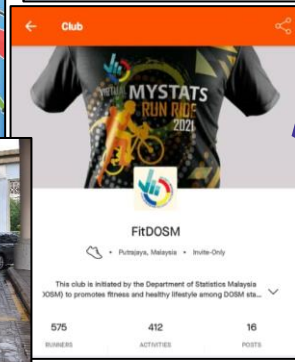
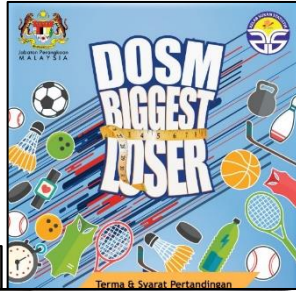
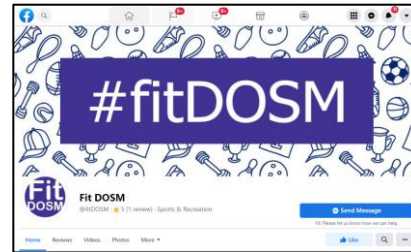
External Partnerships



Attractive Working Environment in DOSM

Fit DOSM

Fit DOSM is an initiative by the Department of Statistics Malaysia (DOSM) to encourage DOSM employees to practice healthy lifestyle and be fit.



Conductive Ecosystem of Public Sector (EKSA)

Aims to create a more conducive work environment with:

- Corporate Image
- Creativity & Innovation
- Go Green
- Safe & Conducive Environment
- Meet the needs of a variety of Government Agencies

This is in line with efforts to strengthen a high-performing and innovative organisational culture among public sector agencies through the provision of an environment, work culture and values that are the practice of all public sector agencies.



5S Practices
Seiri (Sort)
Seiton (Set in order)
Seiso (Shine/Sweeping)
Seiketsu (Standardised)
Shitsuke (Sustain/self Discipline)

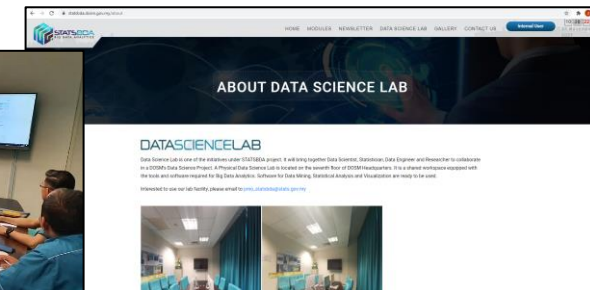
Malaysia Statistical Training Institute (ILSM)

This division is responsible for the planning and implementation of training programmes and human resource development in the field of statistics for the department's personnel.



Data Science Lab

Data Science Lab is one of the initiatives under STATSBDAs project. It will bring together Data Scientist, Statistician, Data Engineer and Researcher to collaborate in a DOSM's Data Science Project. It is a shared workspace equipped with the tools and software required for Big Data Analytics. Software for Data Mining, Statistical Analysis and Visualization are ready to be used <https://statsbda.dosm.gov.my/about>





Moving Forward

Malaysia's NSS Strengthening 5 years Plan (2021 – 2026)

1

Change Management Office (CMO)

Establish CMO or a team that set clear action plan, execute and monitor the implementation of Strengthening of NSS

2

National Statistics and Data Council

Formation a council which act as the highest advisory body in giving direction to the national statistical system and the coordination of information at national level

3

Chief Data Officer (CDO)

As an agent of the coordination mechanism, access and cooperation of data sharing between agencies

4

Amendments of Statistics Act 1965 (Revised 1989)

Empower and support the strengthening of the National Statistical System

5

National Big Data Analytic Centre (NBDAC)

Establish NBDAC as a service center for the development of national big data analytics products across sectors

6

Stats Incorporated

Create an entity which aims for commercial and profit oriented

7

DOSM as the Central Agency

Responsible in coordinating and controlling the production of statistics from Ministries, Departments and government agencies

8

Capacity Building:

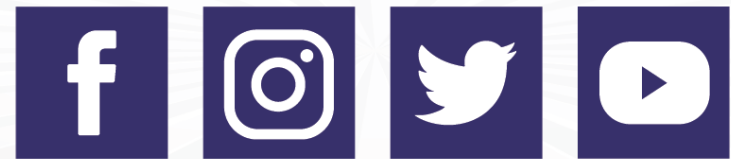
- Organisational Restructuring
- Subject Matter Expert
- **Statistics Intelligence Centre of Excellence**

Strengthen human resources, career advancement of subject matter experts and building capacity for developing statistical literacy



THANK YOU

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