

# HEBAHAN PERMOHONAN PROGRAM PENEMPATAN SILANG (CROSS FERTILISATION PROGRAMME –PCF) BAGI SESI 2020

**Tarikh Buka** 28 NOVEMBER 2019 (KHAMIS)

**Tarikh Tutup** 9 DISEMBER 2019 (ISNIN)

**Tempat** Government Linked Companies (GLC) / Multinational Companies (MNC) / Local Corporations




**Tempoh** Mulai Februari 2020 hingga Januari 2021

- Syarat-syarat Permohonan**
- i. **Berkhidmat secara tetap;**
  - ii. Telah **disahkan dalam skim perkhidmatan semasa** pada tarikh permohonan;
  - iii. **Terbuka kepada semua skim** iaitu Skim Perkhidmatan Gunasama dan Skim Perkhidmatan Bukan Gunasama;
  - iv. Pegawai Kumpulan Pengurusan dan Profesional (P&P) Di **Gred 44 / 48 / 52 yang telah disahkan dalam jawatan pada tarikh tutup permohonan;**
  - v. **Penguasaan Bahasa Inggeris yang baik** – Minimum: EA/ELPA Band 3.5 / IELTS Band 6 / TOEFL 95 (IBT) diberi keutamaan;
  - vi. **Berprestasi cemerlang dan berpotensi tinggi;**
  - vii. Berumur **tidak melebihi 45 tahun;**
  - viii. **Berkhidmat sekurang-kurangnya lima (5) tahun;**
  - ix. **Mencapai Laporan Nilai Prestasi Tahunan (LNPT) purata minimum 85%** dan ke atas bagi tempoh genap tiga (3) tahun terkini yang berturut-turut (2016, 2017, 2018);
  - x. **Telah mengisytiharkan harta;**
  - xi. **Tidak tersenarai dalam senarai hitam** peminjam skim pinjaman pelajaran;
  - xii. **Bersih daripada pertuduhan/ tindakan tatatertib** dan bebas dari dakwaan mahkamah; dan
  - xiii. Pegawai yang **pernah mengikuti Program PCF anjuran JPA tidak layak memohon.**

- Syarat Tambahan**
- Setiap Pegawai hanya boleh menghantar **maksimum 3 pilihan** agensi sahaja.

# PROGRAM PENEMPATAN SILANG (CROSS FERTILISATION PROGRAMME –PCF) BAGI SESI 2020

## Senarai Agensi

Agensi	Bidang Tumpuan	Tempoh Penempatan
 PETRONAS	<ul style="list-style-type: none"><li>• Human resource management</li><li>• Strategic communication</li></ul>	Minimum 12 bulan
 pwc	<ul style="list-style-type: none"><li>• Change management</li><li>• Process and governance</li><li>• Economics and policy</li><li>• Blue ocean strategy</li></ul>	Minimum 6 bulan
 TM	<ul style="list-style-type: none"><li>• Strategy and business development</li></ul>	Minimum 12 bulan
 KPMG	<ul style="list-style-type: none"><li>• Strategy and economics</li><li>• Business transformation</li></ul>	Minimum 12 bulan
 Nestle	<ul style="list-style-type: none"><li>• Human resource management</li></ul>	Minimum 12 bulan
 PAYMENTS NETWORK MALAYSIA	<ul style="list-style-type: none"><li>• Risk management</li><li>• Project management (IT / Cybersecurity)</li></ul>	Minimum 12 bulan

**Borang permohonan adalah seperti berikut :**



[BORANG PERMOHONAN PROGRAM  
PENEMPATAN SILANG \(PCF\) TAHUN 2020](#)

Untuk maklumat lanjut, hubungi urus setia Program PCF.

03- 8885 4132 / 4033 / 5760

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## FREQUENTLY ASKED QUESTIONS (FAQ) CROSS FERTILISATION PROGRAMME –PCF

1. **What is cross fertilisation programme (PCF)?**

PCF is an attachment programme in which public officers will be attached to the receiving agencies such as but not limited to private companies, semi-government organisations and international organisations, either domestically or internationally for the duration of six (6) months to two (2) years.

2. **What is the source of reference for PCF?**

Pekeliling Perkhidmatan Bilangan 5 Tahun 2011 – Dasar dan prosedur penempatan pegawai di bawah Program Penempatan Silang (Cross Fertilisation Programme).

3. **If an officer is attached to a private company, who will be paying the emoluments of the officer?**

The emoluments (salaries and allowances) will be paid by his/ her original agency. Other benefits are subject to the discretion of the receiving agencies.

4. **Can a company where an officer is attached to, gives extra allowances and benefits to the officer?**

Yes. The company is allowed to offer extra allowances and benefits during the attachment program.

5. **Who will be in charge of officer's entitlements during PCF?**

The receiving agency will be in charge of officer's entitlements for the duration of attachment such as officer's leave, training, allowances and benefits. However, the agency must inform JPA for every three (3) months.

6. **Who will determine the job scopes of officers during PCF?**

The receiving agency is responsible to provide job scopes and training plan for officers to fulfil.

7. **Can a company instruct officer to work outstation?**

Yes, provided the company will have to bear the cost.

8. **Who will evaluate officer's performance?**

JPA and receiving agency will work closely to monitor officer's performance by holding performance reviews twice a year. For annual performance evaluation, the agency is required to evaluate officers through Annual Performance Appraisal Report (LNPT) form which shall be submitted to JPA by the end of the year.