



23 Ogos 2023
23 August 2023
P.U. (A) 248

WARTA KERAJAAN PERSEKUTUAN

FEDERAL GOVERNMENT GAZETTE

PERATURAN-PERATURAN LEMBAGA PEMBIAYAAN PERUMAHAN SEKTOR AWAM (JAWATANKUASA TATATERTIB DAN JAWATANKUASA RAYUAN TATATERTIB) 2023

PUBLIC SECTOR HOME FINANCING BOARD (DISCIPLINARY COMMITTEE AND DISCIPLINARY APPEAL COMMITTEE) REGULATIONS 2023

DISIARKAN OLEH/
PUBLISHED BY
JABATAN PEGUAM NEGARA/
ATTORNEY GENERAL'S CHAMBERS

AKTA LEMBAGA PEMBIAYAAN PERUMAHAN SEKTOR AWAM 2015

PERATURAN-PERATURAN LEMBAGA PEMBIAYAAN PERUMAHAN SEKTOR AWAM
(JAWATANKUASA TATATERTIB DAN JAWATANKUASA RAYUAN TATATERTIB) 2023

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AKTA LEMBAGA PEMBIAYAAN PERUMAHAN SEKTOR AWAM 2015

PERATURAN-PERATURAN LEMBAGA PEMBIAYAAN PERUMAHAN SEKTOR AWAM
(JAWATANKUASA TATATERTIB DAN JAWATANKUASA RAYUAN TATATERTIB) 2023

PADA menjalankan kuasa yang diberikan oleh subseksyen 20(3) dan perenggan 20(4)(a) dan (b) Akta Lembaga Pembiayaan Perumahan Sektor Awam 2015 [Akta 767], Lembaga membuat peraturan-peraturan yang berikut:

BAHAGIAN I
PERMULAAN

Nama dan permulaan kuat kuasa

1. (1) Peraturan-peraturan ini bolehlah dinamakan **Peraturan-Peraturan Lembaga Pembiayaan Perumahan Sektor Awam (Jawatankuasa Tatatertib dan Jawatankuasa Rayuan Tatatertib) 2023**.

(2) Peraturan-Peraturan ini mula berkuat kuasa pada 1 September 2023.

BAHAGIAN II
JAWATANKUASA TATATERTIB

Penubuhan Jawatankuasa Tatatertib

2. Bagi maksud Akta, Jawatankuasa Tatatertib sebagaimana yang dinyatakan dalam Jadual ditubuhkan.

Bidang kuasa Jawatankuasa Tatatertib

3. Jawatankuasa Tatatertib yang mempunyai bidang kuasa atas semua perkara yang berhubungan dengan kelakuan dan tatatertib setiap kategori pekerja yang dinyatakan dalam ruang kedua Jadual hendaklah Jawatankuasa Tatatertib yang terdiri daripada anggota yang dinyatakan dalam ruang keempat Jadual berhubung dengan kategori itu.

Pematuhan peraturan-peraturan oleh Jawatankuasa Tatatertib

4. Dalam menjalankan fungsi di bawah Peraturan-Peraturan ini, Jawatankuasa Tatatertib hendaklah mematuhi Peraturan-Peraturan Lembaga Pembiayaan Perumahan Sektor Awam (Kelakuan dan Tatatertib) 2023 [P.U. (A) 247/2023].

Pelantikan anggota ganti

5. (1) Lembaga boleh, atas sebab yang hendaklah direkodkan, melantik mana-mana anggota Lembaga atau pekerja Lembaga untuk bersidang sebagai Pengerusi Jawatankuasa Tatatertib atau anggota Jawatankuasa Tatatertib bagi menggantikan Pengerusi atau anggota yang dinyatakan dalam ruang keempat Jadual dalam mana-mana prosiding tatatertib terhadap seorang pekerja.

(2) Anggota Lembaga atau pekerja Lembaga yang dilantik di bawah subperaturan (1) hendaklah berpangkat lebih tinggi daripada pekerja yang menjadi subjek prosiding tatatertib itu.

Kuorum bagi mesyuarat Jawatankuasa Tatatertib

6. Pengerusi dan dua orang anggota lain suatu Jawatankuasa Tatatertib hendaklah membentuk kuorum bagi tiap-tiap mesyuarat Jawatankuasa Tatatertib itu.

Pengundian dalam mesyuarat Jawatankuasa Tatatertib

7. Semua soalan yang dibangkitkan dalam mesyuarat suatu Jawatankuasa Tatatertib hendaklah diputuskan melalui undi majoriti anggota yang hadir.

Jawatankuasa Tatatertib boleh menghendaki penyiasatan dijalankan

8. (1) Sebelum membuat apa-apa keputusan tentang apa-apa perkara yang Jawatankuasa Tatatertib itu dikehendaki untuk memutuskannya dalam mana-mana prosiding tatatertib, suatu Jawatankuasa Tatatertib boleh menyebabkan suatu penyiasatan dijalankan oleh suatu jawatankuasa penyiasatan bagi maksud mendapatkan penerangan, penjelasan atau cadangan berkenaan dengan perkara itu.

(2) Suatu jawatankuasa penyiasatan hendaklah terdiri daripada sekurang-kurangnya dua orang anggota Lembaga atau pekerja Lembaga yang dilantik oleh Jawatankuasa Tatatertib itu.

(3) Tatacara penyiasatan yang diperuntukkan berkenaan dengan Jawatankuasa Penyiasatan di bawah Peraturan-Peraturan Tatatertib Lembaga Pembiayaan Perumahan Sektor Awam 2023 hendaklah terpakai bagi suatu jawatankuasa penyiasatan yang menjalankan penyiasatan di bawah peraturan ini.

BAHAGIAN III

JAWATANKUASA RAYUAN TATATERTIB

Penubuhan Jawatankuasa Rayuan Tatatertib

9. Bagi maksud Akta, Jawatankuasa Rayuan Tatatertib sebagaimana yang dinyatakan dalam Jadual ditubuhkan.

Bidang kuasa Jawatankuasa Rayuan Tatatertib

10. (1) Jawatankuasa Rayuan Tatatertib hendaklah mempunyai kuasa untuk menerima, menimbang dan memutuskan apa-apa rayuan yang dikemukakan oleh seseorang pekerja terhadap keputusan suatu Jawatankuasa Tatatertib.

(2) Jawatankuasa Rayuan Tatatertib berkenaan dengan setiap kategori pekerja yang dinyatakan dalam ruang kedua Jadual hendaklah Jawatankuasa Rayuan Tatatertib yang terdiri daripada anggota yang dinyatakan dalam ruang kelima Jadual berhubung dengan kategori itu.

Pelantikan anggota ganti

11. (1) Lembaga boleh, atas sebab yang hendaklah direkodkan, melantik mana-mana anggota Lembaga atau mana-mana pegawai Kementerian yang dipertanggungjawab dengan tanggungjawab bagi kewangan untuk bersidang sebagai Pengerusi Jawatankuasa Rayuan Tatatertib atau anggota Jawatankuasa Rayuan Tatatertib bagi menggantikan Pengerusi atau anggota yang dinyatakan dalam ruang kelima Jadual.

(2) Anggota Lembaga atau pegawai Kementerian yang dipertanggungjawabkan dengan tanggungjawab bagi kewangan yang dilantik di bawah subperaturan (1) hendaklah berpangkat lebih tinggi daripada pekerja yang membuat rayuan itu.

Kuorum bagi mesyuarat Jawatankuasa Rayuan Tatatertib

12. Pengerusi dan dua orang anggota lain suatu Jawatankuasa Rayuan Tatatertib hendaklah membentuk kuorum bagi tiap-tiap mesyuarat Jawatankuasa Rayuan Tatatertib itu.

Pengundian dalam mesyuarat Jawatankuasa Rayuan Tatatertib

13. Semua soalan yang dibangkitkan dalam mesyuarat suatu Jawatankuasa Rayuan Tatatertib hendaklah diputuskan melalui undi majoriti anggota yang hadir.

Tatacara rayuan bagi pekerja selain Ketua Pegawai Eksekutif

14. (1) Suatu rayuan oleh seorang pekerja, selain Ketua Pegawai Eksekutif, yang telah didapati bersalah oleh suatu Jawatankuasa Tatatertib hendaklah dibuat secara bertulis melalui Ketua Jabatannya dan Ketua Jabatan Sumber Manusia kepada Jawatankuasa Rayuan Tatatertib yang sesuai dalam tempoh empat belas hari dari tarikh keputusan Jawatankuasa Tatatertib itu disampaikan kepada pekerja itu.

(2) Ketua Jabatan yang disebut dalam subperaturan (1) hendaklah, tidak lewat daripada empat belas hari dari tarikh dia menerima rayuan itu, mengemukakan rayuan itu berserta dengan ulasannya kepada Jawatankuasa Tatatertib yang terhadap keputusannya rayuan itu dibuat.

(3) Dalam tempoh tiga puluh hari dari tarikh Jawatankuasa Tatatertib itu menerima rayuan dan ulasan Ketua Jabatan itu, Jawatankuasa Tatatertib yang terhadap keputusannya rayuan itu dibuat hendaklah menyebabkan sesalinan rekod prosiding tatatertib terhadap pekerja itu dihantar kepada Jawatankuasa Rayuan Tatatertib berserta dengan alasan keputusan Jawatankuasa Tatatertib itu.

(4) Pengerusi Jawatankuasa Rayuan Tatatertib boleh melanjutkan tempoh yang dinyatakan dalam subperaturan (1) atas permohonan pekerja yang berkenaan dan atas sebab-sebab yang mencukupi diberikan.

Tatacara rayuan bagi Ketua Pegawai Eksekutif

15. (1) Suatu rayuan oleh Ketua Pegawai Eksekutif yang telah didapati bersalah oleh suatu Jawatankuasa Tatatertib hendaklah dibuat secara bertulis kepada Jawatankuasa Rayuan Tatatertib yang sesuai dalam tempoh empat belas hari dari tarikh keputusan Jawatankuasa Tatatertib itu disampaikan kepada Ketua Pegawai Eksekutif itu.

(2) Jawatankuasa Rayuan Tatatertib itu hendaklah, dalam tempoh empat belas hari dari tarikh rayuan itu diterima, menyerahkan sesalinan rayuan itu kepada Jawatankuasa Tatatertib yang sesuai itu.

(3) Dalam tempoh tiga puluh hari dari tarikh Jawatankuasa Tatatertib itu menerima salinan rayuan di bawah subperaturan (2), Jawatankuasa Tatatertib hendaklah menyebabkan sesalinan rekod prosiding tatatertib terhadap Ketua Pegawai Eksekutif dihantar kepada Jawatankuasa Rayuan Tatatertib berserta dengan alasan keputusan Jawatankuasa Tatatertib itu.

(4) Pengerusi Jawatankuasa Rayuan Tatatertib boleh melanjutkan tempoh yang dinyatakan dalam subperaturan (1) atas permohonan Ketua Pegawai Eksekutif dan atas sebab-sebab yang mencukupi diberikan.

Pendengaran rayuan

16. (1) Sebaik selepas menerima dokumen rayuan sebagaimana yang disebut dalam subperaturan 14(3) atau 15(3), yang mana berkenaan, Pengerusi Jawatankuasa Rayuan Tatatertib yang sesuai itu hendaklah mengadakan suatu mesyuarat Jawatankuasa Rayuan Tatatertib untuk menimbang rayuan itu.

(2) Jawatankuasa Rayuan Tatatertib itu hendaklah memutuskan tiap-tiap rayuan semata-mata berdasarkan merit alasan rayuan itu tanpa menerima apa-apa pernyataan lanjut atau keterangan tambahan.

(3) Walau apa pun subperaturan (2), Jawatankuasa Rayuan Tatatertib itu boleh, jika difikirkannya adil dan perlu dan tertakluk kepada hak pekerja itu untuk didengar, meminta apa-apa pernyataan lanjut atau keterangan tambahan daripada mana-mana orang lain.

Keputusan Jawatankuasa Rayuan Tatatertib

17. (1) Dalam menimbangkan rayuan terhadap keputusan suatu Jawatankuasa Tatatertib, Jawatankuasa Rayuan Tatatertib itu boleh—

- (a) menghantar balik kes itu kepada Jawatankuasa Tatatertib itu untuk ditimbang semula;
- (b) mengesahkan keputusan Jawatankuasa Tatatertib itu;
- (c) mengesahkan keputusan Jawatankuasa Tatatertib itu berhubung dengan salah laku pekerja itu, tetapi mengubah hukuman kepada suatu hukuman yang lebih ringan; atau
- (d) mengakas keputusan dan hukuman Jawatankuasa Tatatertib itu dan membebaskan pekerja itu daripada pertuduhan terhadapnya.

(2) Keputusan Jawatankuasa Rayuan Tatatertib adalah muktamad.

Pemberitahuan keputusan Jawatankuasa Rayuan Tatatertib

18. Secepat yang dapat dilaksanakan selepas membuat keputusan di bawah peraturan 17, Jawatankuasa Rayuan Tatatertib hendaklah memberitahu pekerja itu secara bertulis mengenai keputusan itu.

JADUAL

[Peraturan 2,3,9 dan 10]

KEANGGOTAAN DAN BIDANG KUASA JAWATANKUASA TATATERTIB DAN
JAWATANKUASA RAYUAN TATATERTIB

(1) Bil.	(2) Kategori Pekerja	(3) Bidang kuasa	(4) Keanggotaan Jawatankuasa Tatatertib	(5) Keanggotaan Jawatankuasa Rayuan Tatatertib
1.	Ketua Pegawai Eksekutif	Tindakan tatatertib dengan tujuan buang kerja atau turun pangkat	Pengerusi: Pengerusi Lembaga Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga	Pengerusi: Menteri Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga
		Tindakan tatatertib bukan dengan tujuan buang kerja atau turun pangkat	Pengerusi: Pengerusi Lembaga Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga	Pengerusi: Menteri Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga

(1) Bil.	(2) Kategori Pekerja	(3) Bidang kuasa	(4) Keanggotaan Jawatankuasa Tatatertib	(5) Keanggotaan Jawatankuasa Rayuan Tatatertib
2.	Kumpulan Pengurusan dan Eksekutif, selain Ketua Pegawai Eksekutif	Tindakan tatatertib dengan tujuan buang kerja atau turun pangkat	<p>Pengerusi: Seorang anggota Lembaga, yang mewakili Kementerian yang dipertanggungjawabkan dengan tanggungjawab bagi kewangan, yang dilantik oleh Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>	<p>Pengerusi: Pengerusi Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>
		Tindakan tatatertib bukan dengan tujuan buang kerja atau turun pangkat	<p>Pengerusi: Seorang anggota Lembaga, yang mewakili Kementerian yang dipertanggungjawabkan dengan tanggungjawab bagi kewangan, yang dilantik oleh Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>	<p>Pengerusi: Pengerusi Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>

(1) Bil.	(2) Kategori Pekerja	(3) Bidang kuasa	(4) Keanggotaan Jawatankuasa Tatatertib	(5) Keanggotaan Jawatankuasa Rayuan Tatatertib
3.	Kumpulan Bukan Eksekutif	Tindakan tatatertib dengan tujuan buang kerja atau turun pangkat	<p>Pengerusi: Seorang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p> <p>Anggota: Dua orang pekerja Lembaga, yang memegang jawatan yang tidak rendah daripada Pengurus Besar, yang dilantik oleh Pengerusi Lembaga</p>	<p>Pengerusi: Pengerusi Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>
		Tindakan tatatertib bukan dengan tujuan buang kerja atau turun pangkat	<p>Pengerusi: Seorang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p> <p>Anggota: Dua orang pekerja Lembaga, yang memegang jawatan yang tidak rendah daripada Pengurus Besar, yang dilantik oleh Pengerusi Lembaga</p>	<p>Pengerusi: Pengerusi Lembaga</p> <p>Anggota: Dua orang anggota Lembaga yang dilantik oleh Pengerusi Lembaga</p>

Dibuat 7 Ogos 2023

[HRD/4/DISIPLINLPPSA/V1.0(41); PN(PU2)736]

DATUK JOHAN MAHMOOD MERICAN
Pengerusi
Lembaga Pembiayaan Perumahan Sektor Awam

PUBLIC SECTOR HOME FINANCING BOARD ACT 2015

PUBLIC SECTOR HOME FINANCING BOARD (DISCIPLINARY COMMITTEE AND
DISCIPLINARY APPEAL COMMITTEE) REGULATIONS 2023

ARRANGEMENT OF REGULATIONS

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PRELIMINARY

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PART II

DISCIPLINARY COMMITTEE

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3. Jurisdiction of Disciplinary Committee
4. Compliance of regulations by Disciplinary Committee
5. Appointment of substitute member
6. Quorum for meeting of Disciplinary Committee
7. Voting in meeting of Disciplinary Committee
8. Disciplinary Committee may require investigation to be carried out

PART III

DISCIPLINARY APPEAL COMMITTEE

9. Establishment of Disciplinary Appeal Committee
10. Jurisdiction of Disciplinary Appeal Committee
11. Appointment of substitute member
12. Quorum for meeting of Disciplinary Appeal Committee
13. Voting in meeting of Disciplinary Appeal Committee
14. Procedure of appeal for employee other than Chief Executive Officer

Regulation

15. Procedure of appeal for Chief Executive Officer
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17. Decision of Disciplinary Appeal Committee
18. Notification of decision of Disciplinary Appeal Committee

SCHEDULE

PUBLIC SECTOR HOME FINANCING BOARD ACT 2015

PUBLIC SECTOR HOME FINANCING BOARD (DISCIPLINARY COMMITTEE AND
DISCIPLINARY APPEAL COMMITTEE) REGULATIONS 2023

IN exercise of the powers conferred by subsection 20(3) and paragraphs 20(4)(a) and (b) of the Public Sector Home Financing Board Act 2015 [Act 767], the Board makes the following regulations:

PART I

PRELIMINARY

Citation and commencement

1. (1) These regulations may be cited as the **Public Sector Home Financing Board (Disciplinary Committee and Disciplinary Appeal Committee) Regulations 2023**.

(2) These Regulations come into operation on 1 September 2023.

PART II

DISCIPLINARY COMMITTEE

Establishment of Disciplinary Committee

2. For the purposes of the Act, the Disciplinary Committees as specified in the Schedule is established.

Jurisdiction of Disciplinary Committee

3. The Disciplinary Committee having jurisdiction over all matters relating to the conduct and discipline of each category of employees specified in the second column of the Schedule shall be the Disciplinary Committee which is comprised of the members specified in the fourth column of the Schedule in relation to the category.

Compliance of regulations by Disciplinary Committee

4. In exercising the functions under these Regulations, the Disciplinary Committee shall comply with the Public Sector Home Financing Board (Conduct and Discipline) Regulations 2023 [P.U. (A) 247/2023].

Appointment of substitute member

5. (1) The Board may, for reasons which shall be recorded, appoint any member of the Board or employee of the Board to sit as the Chairman of a Disciplinary Committee or member of a Disciplinary Committee in place of the Chairman or member specified in fourth column of the Schedule in any disciplinary proceedings against an employee.

(2) The member of the Board or employee of the Board appointed under subregulation (1) shall be higher in rank than the employee who is the subject of the disciplinary proceedings.

Quorum for meeting of Disciplinary Committee

6. The Chairman and two other members of a Disciplinary Committee shall form the quorum for every meeting of the Disciplinary Committee.

Voting in meeting of Disciplinary Committee

7. All questions raised in the meetings of a Disciplinary Committee shall be decided by the votes of the majority of members present.

Disciplinary Committee may require investigation to be carried out

8. (1) Before making any decision on any matter which the Disciplinary Committee is required to determine in any disciplinary proceedings, a Disciplinary Committee may cause an investigation to be carried out by an investigation committee for the purpose of obtaining an explanation, clarification or recommendation in respect of the matter.

(2) An investigation committee shall consist of at least two members of the Board or employees of the Board appointed by the Disciplinary Committee.

(3) The investigation procedures provided for in respect of an Investigation Committee under the Public Sector Home Financing Board Disciplinary Regulations 2023 shall apply to an investigation committee carrying out investigation under this regulation.

PART III
DISCIPLINARY APPEAL COMMITTEE

Establishment of Disciplinary Appeal Committee

9. For the purposes of the Act, the Disciplinary Appeal Committees as specified in the Schedule is established.

Jurisdiction of Disciplinary Appeal Committee

10. (1) The Disciplinary Appeal Committee shall have the power to receive, consider and determine any appeal submitted by an employee against the decision of a Disciplinary Committee.

(2) The Disciplinary Appeal Committee in respect of each category of employees specified in the second column of the Schedule shall be the Disciplinary Appeal Committee which is comprised of the members specified in the fifth column of the Schedule in relation to the category.

Appointment of substitute member

11. (1) The Board may, for reasons which shall be recorded, appoint any member of the Board or any officer of the Ministry charged with the responsibility for finance to sit as the Chairman of a Disciplinary Appeal Committee or member of a Disciplinary Appeal Committee in place of the Chairman or member specified in the fifth column of the Schedule.

(2) The member of the Board or the officer of the Ministry charged with the responsibility for finance appointed under subregulation (1) shall be higher in rank than the employee who is making the appeal.

Quorum for meeting of Disciplinary Appeal Committee

12. The Chairman and two other members of a Disciplinary Appeal Committee shall form the quorum for every meeting of the Disciplinary Appeal Committee.

Voting in meeting of Disciplinary Appeal Committee

13. All questions raised in the meetings of a Disciplinary Appeal Committee shall be decided by the votes of the majority of members present.

Procedure of appeal for employee other than Chief Executive Officer

14. (1) An appeal by an employee, other than the Chief Executive Officer, who has been found guilty by a Disciplinary Committee shall be made in writing through his Head of Department and the Head of Human Resource Department to the appropriate Disciplinary Appeal Committee within a period of fourteen days from the date the decision of the Disciplinary Committee is served on the employee.

(2) The Head of Department referred to in subregulation (1) shall, not later than fourteen days from the date he receives such appeal, submit the appeal together with his comments to the Disciplinary Committee against whose decision the appeal is made.

(3) Within a period of thirty days from the date the Disciplinary Committee receives the appeal and the comments of the Head of Department, the Disciplinary Committee against whose decision the appeal is made shall cause a copy of the records of disciplinary proceedings against the employee to be sent to the Disciplinary Appeal Committee together with the grounds of the decision of the Disciplinary Committee.

(4) The Chairman of the Disciplinary Appeal Committee may extend the periods specified in subregulation (1) on the application of the employee concerned and on sufficient cause being shown.

Procedure of appeal for Chief Executive Officer

15. (1) An appeal by a Chief Executive Officer who has been found guilty by a Disciplinary Committee shall be made in writing to the appropriate Disciplinary Appeal Committee within a period of fourteen days from the date the decision of the Disciplinary Committee is served on the Chief Executive Officer.

(2) The Disciplinary Appeal Committee shall, within a period of fourteen days from the date the appeal is received, send a copy of the appeal to the appropriate Disciplinary Committee.

(3) Within a period of thirty days from the date the Disciplinary Committee receives the copy of the appeal under subregulation (2), the Disciplinary Committee shall cause a copy of the records of disciplinary proceedings against the Chief Executive Officer to be sent to the Disciplinary Appeal Committee together with the grounds of the decision of the Disciplinary Committee.

(4) The Chairman of the Disciplinary Appeal Committee may extend the period specified in subregulation (1) on the application of Chief Executive Officer and on sufficient cause being shown.

Hearing of appeal

16. (1) Immediately after receiving the documents as referred to in subregulation 14(3) or 15(3), as the case may be, the Chairman of the appropriate Disciplinary Appeal Committee shall convene a meeting of the Disciplinary Appeal Committee to consider the appeal.

(2) The Disciplinary Appeal Committee shall decide every appeal solely on the merits of the grounds of such appeal without admitting any further statement or additional evidence.

(3) Notwithstanding subregulation (2), the Disciplinary Appeal Committee may, if it thinks just and necessary and subject to the employee's right to be heard, request for any further statement or additional evidence from any other person.

Decision of Disciplinary Appeal Committee

17. (1) In considering an appeal against the decision of a Disciplinary Committee, the Disciplinary Appeal Committee may—

- (a) remit the case for reconsideration to the Disciplinary Committee;
- (b) confirm the decision of the Disciplinary Committee;
- (c) confirm the decision of the Disciplinary Committee as regards the misconduct of that employee, but vary the punishment to a lesser punishment; or
- (d) reverse the decision and punishment of the Disciplinary Committee and acquit the employee from the charge against him.

(2) The decision of the Disciplinary Appeal Committee is final.

Notification of decision of Disciplinary Appeal Committee

18. As soon as practicable after making decision under regulation 17, the Disciplinary Appeal Committee shall notify the employee in writing of the decision.

SCHEDULE

[Regulations 2,3,9 and 10]

COMPOSITION AND JURISDICTION OF DISCIPLINARY COMMITTEE AND
DISCIPLINARY APPEAL COMMITTEE

(1) No.	(2) Category of Employee	(3) Jurisdiction	(4) Composition of Disciplinary Committee	(5) Composition of Disciplinary Appeal Committee
1.	Chief Executive Officer	Disciplinary action with a view to dismissal or reduction in rank	Chairman: Chairman of the Board Members: Two members of the Board appointed by the Chairman of the Board	Chairman: Minister Members: Two members of the Board appointed by the Chairman of the Board
		Disciplinary action not with a view to dismissal or reduction in rank	Chairman: Chairman of the Board Members: Two members of the Board appointed by the Chairman of the Board	Chairman: Minister Members: Two members of the Board appointed by the Chairman of the Board

(1) No.	(2) Category of Employee	(3) Jurisdiction	(4) Composition of Disciplinary Committee	(5) Composition of Disciplinary Appeal Committee
2.	Management and Executive Group, other than the Chief Executive Officer	Disciplinary action with a view to dismissal or reduction in rank	<p>Chairman: A member of the Board, representing the Ministry charged with the responsibility for finance, appointed by the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>	<p>Chairman: Chairman of the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>
		Disciplinary action not with a view to dismissal or reduction in rank	<p>Chairman: A member of the Board, representing the Ministry charged with the responsibility for finance, appointed by the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>	<p>Chairman: Chairman of the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>

(1) No.	(2) Category of Employee	(3) Jurisdiction	(4) Composition of Disciplinary Committee	(5) Composition of Disciplinary Appeal Committee
3.	Non-Executive Group	Disciplinary action with a view to dismissal or reduction in rank	<p>Chairman: A member of the Board appointed by the Chairman of the Board</p> <p>Members: Two employees of the Board, holding an office of not lower than a General Manager, appointed by the Chairman of the Board</p>	<p>Chairman: Chairman of the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>
		Disciplinary action not with a view to dismissal or reduction in rank	<p>Chairman: A member of the Board appointed by the Chairman of the Board</p> <p>Members: Two employees of the Board, holding an office of not lower than a General Manager, appointed by the Chairman of the Board</p>	<p>Chairman: Chairman of the Board</p> <p>Members: Two members of the Board appointed by the Chairman of the Board</p>

Made 7 August 2023
[HRD/4/DISIPLINLPPSA/V1.0(41); PN(PU2)736]

DATUK JOHAN MAHMOOD MERICAN
Chairman
Public Sector Home Financing Board