
SECTION 9

HUMAN RESOURCES COMMITTEE

2015 ACTIVITIES REPORT

AND

2016 WORK PROGRAM

CHAIRMAN

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(ExxonMobil Oil Indonesia Inc.)



HUMAN RESOURCES COMMITTEE

Report of 2015 Activities and 2016 Plans

A. ORGANIZATION

| POSITION | NAME | COMPANY |
|---------------|-----------------------|--------------------------|
| Chairman | Aryoko Dwinanto | ExxonMobil Oil Indonesia |
| Vice Chairman | Andi Iwan Uzamah | Talisman Indonesia |
| Secretary | Anna Suherman | Schlumberger |
| | Wahono Hardi Sukardjo | Chevron Indonesia |
| Members | Arividya Noviyanto | Total E&P Indonesia |
| | Budi Mumandari | BP Indonesia |
| | Darmawan Utomo | CNOOC SES Ltd |
| | Evita Najoran | ConocoPhillips Indonesia |
| | M.H. Manullang | Ophir Indonesia |
| | Maryke Pulunggono | PetroChina |
| | Mohammad Hermawan | Santos |
| | Umar Chatab | Premier Indonesia |

B. PURPOSE & SCOPE

PURPOSE

- IPA Company members forum to discuss, interpret, clarify and communicate all human resources and industrial relations related issues in oil and gas sector.
- To represent the oil and gas sector in the advocacy efforts directly to various government institutions or via other associations such as APINDO (Employers Association) to ensure that the concerns of the IPA Company members or the oil and gas sector are properly addressed.
- To share knowledge, experience and practices in the employees development and to synergize where possible and permissible under applicable laws and regulations.

SCOPE

- Strategic government engagement and advocacy on human resources related regulations, policies and processes with the following key focus areas :
- Continue to build respectful relationship and address any concerns with a right balance between industry effectiveness and aligned with government objectives.
- Continuous improvement on “simplification, bureaucracy reduction, adding value and enhancing efficiency and effectiveness”.
- Consistent and streamlined regulation, requirement and review processes will increase process effectiveness and efficiency, which in turn leading to higher productivity of the Industry.
- In view on the above, the HR Committee is actively engage with 4 sub working groups whose work closely with related government institutions, including SKK Migas, MIGAS,

Ministry of Manpower, and Immigration, to strategically and tactically work issues and engagement on the following :

- Sub-Working Group I focuses on expatriate utilization related regulations
- Sub-Working Group II focuses on national employees related regulations, industrial relations and Compensation & Benefits
- Sub-Working Group III focuses on people training and development
- Sub-Working Group IV focuses on medical related matters

C. 2015 ACTIVITIES

1. Regular Quarterly meeting conducted
2. Engaged with SKK Migas and other related government agencies:
 - Advocacy on new Ministry of Manpower decree on concerns on stringent regulations on business visitors
 - Input on Ministry of Finance bill on funded severance
 - Input on Ministry of Finance regulations no. 258/2011 on Expatriate Compensation.
 - Input on the proposal of Definite-term Employment (PKWT) implementation for Oil & Gas industry
 - Alignment in managing implementation of new National Social Security System (SJSN) by Social Security Administrators (BPJS)
3. Monitor implementation of 2012 outsourcing regulation, implemented in 2013.
4. Participated in 2015 SKK Migas workshop and Indonesia HR Summit
5. Strengthen the coordination between HR IPA committee and sub working groups and provide guidance to sub working groups to ensure alignment for inputs to SKK Migas and support the sub working group program.

D. 2016 PLANS

1. Conduct quarterly HR Committee meeting
2. Support implementation of BPJS Health Care and Employment to include advocacy on BPJS Employment for expatriate employees.
3. With “simplification, macro management and value adding” approach to enhance efficiency and effectiveness leading to higher productivity of the industry, provide advocacy and input on :
 - Minister Decree No. 31/2013 on expatriate regulations
 - The upcoming Ministry of Finance bill on funded severance
 - Ministry of Finance regulations no. 258/2011 on expatriate compensation
 - The upcoming revision for PTK018/2008 Rev 1
4. Conduct focused industry study on preparation to anticipate AFTA, AEC, and SKKNI
5. Participate in SKK Migas 2015 Annual Workshop and Indonesia HR Summit
6. Strengthen the coordination between HR IPA committee and sub working groups and provide guidance to sub working groups to ensure alignment for inputs to SKK Migas and support the sub working group program.