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Sekilas Jamsostek

JAMSOSTEK IN BRIEF

Penyelenggaraan Jaminan Sosial Tenaga Kerja di Indonesia diawali dengan dikeluarkannya UU No. 33 tahun 1947 tentang kecelakaan kerja. Selanjutnya pada tahun 1977 dikeluarkan Peraturan Pemerintah (PP) yang mewajibkan setiap Perusahaan Milik Swasta, Perusahaan Umum (Perum), Perusahaan Perseroan (Persero), dan Perusahaan Milik Negara untuk mengikuti program Asuransi Sosial Tenaga Kerja (ASTEK). Sebagai penyelenggara program-program Astek, dibentuk Perusahaan Umum Asuransi Sosial Tenaga Kerja berdasarkan Peraturan Pemerintah No. 34 tahun 1977. Selanjutnya status Perusahaan Umum dari Badan Penyelenggara diubah menjadi bentuk Badan Usaha Milik Negara berdasarkan Peraturan Pemerintah No. 18 tahun 1990.

Tonggak sejarah berikutnya dalam perkembangan jaminan sosial tenaga kerja di Indonesia adalah lahirnya Undang-Undang No. 3 tahun 1992 tentang Jaminan Sosial Tenaga Kerja (Jamsostek). Bersifat wajib bagi pengusaha dan tenaga kerja. Program Jamsostek memberikan perlindungan dasar untuk memenuhi kebutuhan hidup minimal bagi tenaga kerja dan keluarganya, dengan memberikan kepastian berlangsungnya arus penerimaan penghasilan keluarga sebagai pengganti sebagian atau seluruh penghasilan yang hilang akibat risiko sosial seperti kecelakaan kerja, sakit, meninggal dunia dan hari tua. Kemudian pada tahun 1995, Pemerintah menerbitkan PP No. 36 tahun 1995 yang menetapkan PT Astek (Persero) sebagai badan penyelenggara Jamsostek dan sekaligus diubah namanya menjadi PT Jamsostek (Persero). Badan hukum ini didirikan dihadapan Notaris dengan Akta No. 76 tanggal 22 Januari 1966, Notaris Harun Kamil SH dengan perubahan terakhir, perubahan Anggaran Dasar Perseroan dengan Akta Notaris No. 45 tanggal 28 Mei 2002, Notaris Imas Fatimah SH.

Selanjutnya pada tanggal 19 Oktober 2004 diterbitkan Undang-Undang No. 40 tahun 2004 Lembaran Negara Republik Indonesia tahun 2004 No. 150 tentang Sistem Jaminan Sosial Nasional (SJSN). Dalam UU tersebut, PT Jamsostek (Persero) ditetapkan menjadi salah satu badan penyelenggara jaminan sosial nasional dan harus menyesuaikan diri terhadap hal-hal yang diatur di dalam UU tersebut dengan masa transisi 5(lima) tahun.

The implementation of Employees' Social Security in Indonesia was initiated by the release of Law No. 33 year 1947 regarding employment accident. In 1977, a Government Regulation was released that obliged all Private Companies, Public Companies, Limited Companies, and State Enterprises to follow a social security program named Asuransi Sosial Tenaga Kerja (ASTEK). To operate Astek programs, a Public Company was formed named Perusahaan Umum Asuransi Sosial Tenaga Kerja based on the Government regulation No. 34 year 1977. Then the Public Company of Organizing Agency (Badan Penyelenggara) was reformed into a State Owned Enterprise based on the Government Regulation No. 18 year 1990.

The next milestone in the development of the employee's social security in Indonesia was the release of Law No. 3 year 1992 regarding Employees' Social Security or Jaminan Sosial Tenaga Kerja (Jamsostek). The regulation is an obligation to entrepreneurs and employees. The Jamsostek program provided basic security to fulfill the least needs of every employees and their families, by providing security of income as a replacement or all income that was lost due to social risks such as accidents at work, sickness, deaths and old age. Then in 1995, the Government had released a Government Regulation No. 36 year 1995 determining that PT Astek (Persero) as an organization to manage Jamsostek and together had changed its name into PT Jamsostek (Persero). This legal institution was established before a Notary Act No. 76 dated 22 January 1966, Notary Harun Kamil SH with the latest changes, changes of the articles of association with Notary Act No. 45 dated 28 May 2002, Notary Imas Fatimah SH.

Then, on 19 October, 2004 a Law was released No. 40 year 2004 of State Gazette of The Republic of Indonesia year 2004 No. 150 regarding National System of Social Security (Sistem Jaminan Sosial Nasional-SJSN). On such Law, PT Jamsostek (Persero) was determined to be one of the organizing institutions of the national employees' social security and had to adjust itself to the matters in the regulations with a transition period of five years.





TUJUAN Untuk memberikan perlindungan dasar kepada tenaga kerja dan keluarganya dalam menghadapi risiko sosial ekonomi pada saat berkurang atau hilangnya sebagian penghasilan karena kecelakaan kerja, mencapai usia tua, meninggal, atau sakit.

OBJECTIVE To provide the basic protection needs for employees and their families against the arising of socioeconomic risks due to a decline or loss in the flow of their income as a result of work related accident, old age or death, as well as against the risk of illness.

Berdasarkan tujuan perusahaan, dalam Rencana Jangka Panjang (RJP) PT Jamsostek (Persero) periode 2004-2008 ditetapkan visi dan misi sebagai berikut:

VISI

Menjadi lembaga penyelenggara jaminan sosial tenaga kerja terpercaya dengan mengutamakan pelayanan prima dan manfaat yang optimal bagi seluruh peserta.

MISI

1. Meningkatkan dan mengembangkan Mutu Pelayanan dan Manfaat kepada Peserta berdasarkan Prinsip Profesionalisme;
2. Meningkatkan jumlah kepesertaan program jaminan sosial tenaga kerja;
3. Meningkatkan Budaya Kerja melalui peningkatan kualitas SDM dan penerapan *Good Corporate Governance*;
4. Mengelola dana peserta secara optimal dengan mengutamakan prinsip kehati-hatian (prudent).
5. Meningkatkan *corporate values* dan *corporate image*.

NILAI-NILAI

1. Komitmen dan integritas yang tinggi, dengan tanggung jawab yang besar.
2. Mendahulukan kepuasan dan kepentingan peserta.
3. Kejujuran dan kreativitas.
4. Kerjasama kelompok yang dinamis dan harmonis.
5. Perbaikan dan pembelajaran yang terus menerus.
6. Kepercayaan dan saling menghormati.
7. Kepemimpinan yang efektif.
8. Sadar biaya.
9. Berbasis pada kompetensi.

SLOGAN

Pelindung Pekerja, Mitra Pengusaha.

Based on the Company's objective that stipulates under Long-Term Plan of PT Jamsostek (Persero) for period of 2004-2008, it was stated the vision and mission of the Company as follows:

VISION

To become a trustworthy provider of employee social security scheme emphasizing quality service and benefits to all members of the scheme.

MISSION

1. To improve and to develop the Quality of Service and Benefits to Members of the program on the principles of professionalism;
2. To increase the number of participants of employee social security scheme;
3. To enhance a Work Culture through quality Human Resources and the implementation of Good Corporate Governance;
4. To manage program of participants fund in a prudent manner;
5. To embrace the corporate values and corporate image.

VALUES

1. Emphasis on commitment and integrity, as well as responsibility.
2. Precedes to the interest and satisfaction of all participants.
3. Honesty and creativity.
4. Dynamic and harmonious teamwork.
5. Continuous learning and improvements.
6. Trust and mutual respect.
7. Effective leadership.
8. Cost consciousness.
9. Based on core competence.

SLOGAN

Employees Protector, Employers Partners.

Di dalam perubahan Anggaran Dasar Perseroan PT Jamsostek (Persero), Akta Notaris No. 45 Imas Fatimah SH tanggal 28 Mei 2002 dicantumkan dalam Pasal 3 maksud dan tujuan serta kegiatan usaha adalah:

- Turut melaksanakan dan menunjang kebijaksanaan dan program Pemerintah di bidang ekonomi dan pembangunan nasional pada umumnya, dan khususnya mewujudkan peningkatan perlindungan dan kesejahteraan tenaga kerja beserta keluarganya melalui sistem jaminan sosial dengan menerapkan prinsip-prinsip Perseroan Terbatas.

- Untuk mencapai maksud dan tujuan tersebut di atas, Perseroan dapat melaksanakan kegiatan usaha sebagai berikut:

- a. Jaminan Kecelakaan Kerja (JKK);
- b. Jaminan Kematian (JK);
- c. Jaminan Hari Tua (JHT);
- d. Jaminan Pemeliharaan Kesehatan (JPK).

Within the reformation of the Company's Article of Association of PT Jamsostek (Persero), Notary Act No. 45 by Imas Fatimah SH dated 28 May 2002, it was stated on Article 3 that the objective of the Company's business activities are as follows:

- To implement and to support the Government program and policy, especially on economic and the national development sector, thus, specifically emphasized to enhance the protection and welfare of workers as well as their family through a social security system by implementing the Limited Company's principles.
- In order to achieve the aforementioned objectives, the Company implement several business lines as follows:
 - a. Employment Accident Benefit (JKK);
 - b. Death Benefit (JK);
 - c. Old Age Benefit (JHT);
 - d. Health Care Benefit (JPK).

Tujuan & Bidang Usaha

OBJECTIVES & BUSINESS LINES

JAMINAN KECELAKAAN KERJA (JKK)

Kecelakaan atau sakit yang terjadi saat melakukan tugas merupakan risiko yang dihadapi oleh tenaga kerja. Untuk menanggulangi hilangnya sebagian atau seluruh penghasilan karena sakit, cacat atau kematian yang disebabkan oleh kecelakaan kerja, baik fisik maupun mental, maka diperlukan adanya jaminan kecelakaan kerja. Memberikan jaminan kesehatan dan keselamatan tenaga kerja merupakan tanggung jawab pengusaha sehingga pengusaha memiliki kewajiban untuk membayar iuran jaminan kecelakaan kerja yang berkisar antara 0,24% sampai dengan 1,74% sesuai kelompok risiko jenis usaha.

Manfaat JKK

JKK memberikan kompensasi dan rehabilitasi bagi tenaga kerja yang mengalami kecelakaan pada saat mulai berangkat bekerja sampai tiba kembali di rumah atau menderita penyakit yang berkaitan dengan pelaksanaan pekerjaannya. Kompensasi atau penggantian biaya termasuk biaya transportasi, pengobatan, dan perawatan serta biaya rehabilitasi berupa alat bantu dan alat ganti bagi tenaga kerja yang kehilangan atau tidak berfungsinya anggota tubuh akibat kecelakaan kerja. Selain itu JKK juga memberikan santunan dalam bentuk uang untuk santunan sementara tidak mampu bekerja, santunan cacat sebagian tetap, santunan cacat total tetap, baik fisik maupun mental, dan santunan kematian.

JAMINAN KEMATIAN (JK)

Jaminan Kematian (JK) diperuntukkan bagi ahli waris tenaga kerja peserta Jamsostek yang meninggal dunia bukan karena kecelakaan kerja. JK diperlukan untuk membantu meringankan beban keluarga dalam bentuk biaya pemakaman dan uang santunan. Pengusaha menanggung iuran JK sebesar 0,3% dari upah.

EMPLOYMENT ACCIDENT BENEFIT (JKK)

Work-related accidents or sickness is a risk that constantly faced by employee. To compensate the partial or total loss of income, due to the employment accident (physically or mentally), the employment accident benefit is necessary to be provided. Providing the employment accident benefit is the part of employer's responsibilities. Therefore, the contribution is payable entirely by the employer at the rate between the range of 0.24% to 1.74% that depend on each group or business classification.

JKK Benefits

JKK provides compensation and rehabilitation to employees that undergo an accident either from the point of time the employee departs to work up to the point of time the employee returns from work or if the employee suffers a work-related sickness. The compensation or expense reimbursement covers transportation, treatment, and care, as well as rehabilitation costs in the form of medical aids and its replacement in the event of loss or damage to the employees physical function as a result of the accident. In addition to this, JKK also provides cash to compensate for temporary work disability, compensation for partial disability, compensation for total disability (either physically or mentally), and compensation in the event of death.

DEATH BENEFIT (JK)

Death Benefit (JK) is a benefit given to beneficiaries in the case of employee die not as a result of employment accident. JK is provided to alleviate the families burden both for funeral expenses and for monetary benefits. The contribution of death benefit is payable by employer at the rate of 0.3% of monthly wages.

Manfaat JK

JK yang diberikan adalah Rp12 juta, terdiri dari Rp10 juta untuk santunan kematian, Rp2 juta untuk biaya pemakaman, dan santunan berkala sebesar Rp200.000 per bulan selama 24 bulan.

JAMINAN HARI TUA (JHT)

Program jaminan Hari Tua (JHT) merupakan program penghimpunan dana yang ditujukan sebagai simpanan yang dapat dipergunakan oleh peserta, terutama bila penghasilan yang bersangkutan terhenti karena berbagai sebab, seperti meninggal dunia, cacat total tetap, atau telah mencapai usia pensiun (55 tahun). JHT dikelola dengan pendekatan tabungan wajib yang dibiayai dari iuran yang dibayarkan oleh setiap tenaga kerja dan pemberi kerja/pengusaha. Iuran tersebut selalu harus dikaitkan dengan tingkat upah yang dibayarkan oleh pengusaha. Iuran program JHT adalah sebesar 5,7% dari upah setiap bulan-sesuai ketentuan Pemerintah – ditanggung oleh pengusaha sebesar 3,7% dan oleh pekerja yang bersangkutan sebesar 2,0%.

Manfaat JHT

Manfaat JHT akan dibayarkan kepada peserta berdasarkan akumulasi dengan salah satu dari persyaratan berikut:

- Mencapai umur 55 tahun atau meninggal dunia, atau cacat total tetap.
- Mengalami PHK setelah menjadi peserta sekurang-kurangnya 5 (lima) tahun dengan masa tunggu 6 (enam) bulan. Berdasarkan PP No. 1/2009 masa tunggu 6 (enam) bulan telah diubah menjadi 1 (satu) bulan.
- Pergi ke luar negeri dan tidak kembali, atau menjadi Pegawai Negeri Sipil (PNS)/Angkatan Bersenjata Republik Indonesia (ABRI).

JK Benefits

The JK benefit disbursed amounts to Rp12 million, which consist of Rp10 million for death allowances, Rp2 million to cover the funeral expenses, and periodic compensation amounting to Rp200,000/month for a total of 24 months.

OLD AGE BENEFIT (JHT)

The Old Age Benefit, or JHT is the accumulating funds scheme that provide savings for employee loss of income, due to the inability to work such as death, total and permanent disability and retirement (reaching the age of 55 year). JHT is managed by means of a primary savings that is payable from the contribution paid by every employee and employer. These contributions correspond with the level of wage that is paid by the employer. The required contribution allocated to the JHT program amounts to 5.7% of the monthly salary – in accordance with Government regulations – for the rate of 3.7% of monthly wages is payable by the employer and for the rate of 2.0% is payable by the employee.

JHT Benefit

JHT's benefit will be paid to the participants based on the accumulate amount of contributions under one of requirements bellow:

- Reach the age of 55 or death, or total and permanent disability.
- Employment terminated after participating in the program for at least five years with a waiting period of six months. Based on Government Regulation PP No. 1/2009, six month waiting period had been changed into one month period
- Permanently depart overseas or becomes either a Government employee or a member of the Armed Forces of the Republic of Indonesia.

JAMINAN PEMELIHARAAN KESEHATAN (JPK)

Jamsostek mengembangkan JPK sebagai salah satu program untuk membantu tenaga kerja dan keluarganya memperoleh tunjangan pemeliharaan kesehatan sebagai hak yang harus diperolehnya. Pemeliharaan kesehatan diberikan secara komprehensif dan alami serta terdiri dari jasa pelayanan yang berhubungan dengan promosi, pencegahan, pengobatan, dan rehabilitasi. Luran JPK sepenuhnya dibayarkan oleh pengusaha sebesar 3% dari upah untuk pekerja lajang dan 6% untuk pekerja yang telah berkeluarga. Adanya jaminan pemeliharaan kesehatan memberikan ketenangan bagi para pekerja untuk lebih berkonsentrasi dan lebih produktif dalam bekerja.

Manfaat JPK

Setiap tenaga kerja yang telah mengikuti program JPK akan memperoleh Kartu Pemeliharaan Kesehatan (KPK) sebagai bukti diri untuk mendapatkan pelayanan kesehatan, berupa rawat jalan, rawat inap, pemeriksaan kehamilan, dan pertolongan persalinan, penunjang diagnostik, pelayanan khusus (penggantian biaya kacamata, prosthesis mata, alat bantu dengar, ortodonsi gigi, alat ganti tangan, dan kaki), dan gawat darurat. Pelayanan diberikan melalui jaringan Pelaksana Pelayanan Kesehatan (PPK) yang tersebar di hampir seluruh wilayah Indonesia.

HEALTH CARE BENEFIT (JPK)

The JPK program was specifically formulated by Jamsostek to serve as a program that facilitates employees and their families with access to some form of health care benefits and compensation which they rightly deserve. The health care benefit is comprehensive in nature and includes promotive, preventive, curative, and rehabilitative services. JPK contributions are entirely paid by the employer amounting to 3% from the wage of unmarried employees and 6% from wages of married employees. These health care benefits provide employees the level of comfort which enhances them to focus in their work and increase productivity.

JPK Benefit

Each employee that participates in the JPK program will receive a Health Care Card (Kartu Pemeliharaan Kesehatan or KPK) as personal proof of entitlement to health care services in the form of outpatient and inpatient care, pregnancy, and maternity care, diagnostic tests, special care (reimbursement for eye glasses, optical prosthesis, hearing aid, orthodontics, arm, and leg prosthetics), and medical emergencies. These services are provided through the Health Care Services Centers (Pelaksanaan Pelayanan Kesehatan or PPK) that are located in various cities throughout Indonesia.

Struktur Organisasi

ORGANIZATIONAL STRUCTURE

Organisasi PT Jamsostek (Persero) terdiri atas unit kerja Kantor Pusat dan Kantor Daerah. Unit kerja Kantor Pusat terdiri atas unit kerja di bawah Direktur Utama dan 6 (enam) Direktorat. Unit kerja Kantor Daerah terdiri atas Kantor Wilayah (Kanwil) dan Kantor Cabang (Kacab).

Kantor Pusat PT Jamsostek (Persero) berkedudukan di Jakarta, dengan Kanwil dan Kacab yang tersebar di seluruh Indonesia. Sampai dengan Desember 2008, jumlah Kantor PT Jamsostek (Persero) adalah sebagai berikut:

- * Kantor Pusat : 1 Kantor
- * Kantor Wilayah : 8 Kantor
- * Kantor Cabang : 121 Kantor

Di samping kantor tersebut di atas, Perseroan juga membuka 6(enam) Kantor Pelayanan baru yang berlokasi di wilayah Kalimantan dan Sulawesi, yaitu Sanggata, Tanah Grogot, Sanggau, Tanjung, Batu Licin dan Mamuju.

Jumlah karyawan PT Jamsostek (Persero) pada akhir Desember 2008 sebanyak 3.143 orang, dengan perincian:

- * Kantor Pusat : 375 orang
- * Kantor Daerah : 2.768 orang

Bagan struktur organisasi Kantor Pusat PT Jamsostek (Persero) sesuai Surat Keputusan Direksi No. KEP/190/082007 tanggal 1 Agustus 2007 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero) adalah sebagai berikut:

The organization of PT Jamsostek (Persero) is comprised of working units of the Head Office and Regional Office. The Head Office's working units are operating under the President Director and six Directorates. The Regional Office's working units are comprised of Regional Offices and Branch Offices.

The Head Office of PT Jamsostek (Persero) is located in Jakarta, with Regional Offices and Branch Offices are located throughout the Country. By December 2008, the total Offices of PT Jamsostek (Persero) are as follows:

- * Headquarter Office : 1 Office
- * Regional Offices : 8 Offices
- * Branch Offices : 121 Offices

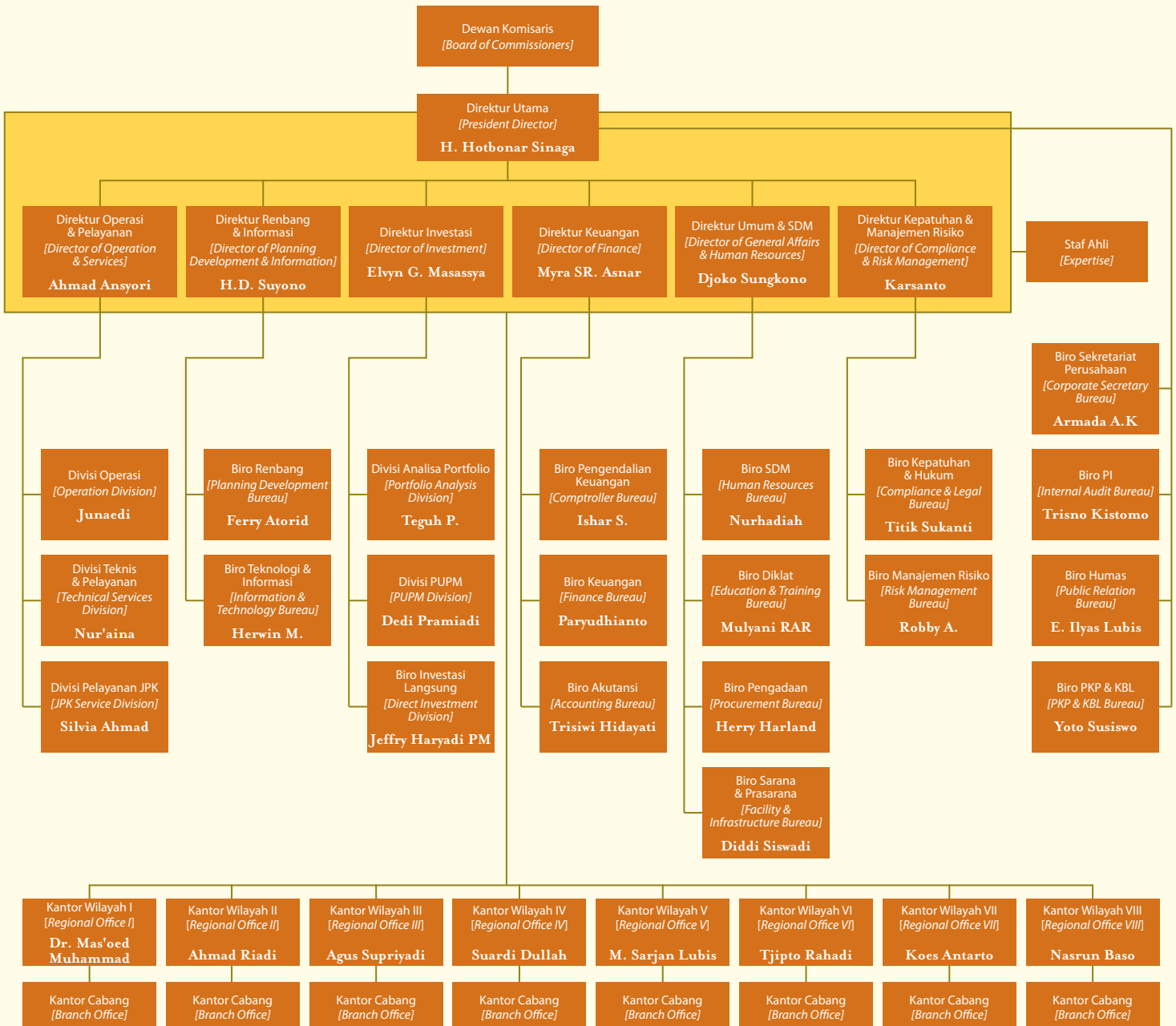
In addition to the aforementioned Offices, the Company also opened up six new Service Offices which were located at Kalimantan and Sulawesi Area, namely: Sanggata, Tanah Grogot, Sanggau, Tanjung, Batu Licin and Mamuju.

The total number Jamsostek's employee as at the end of December 2008 was 3,143 employees with description as follows:

- Head Office : 375 employees
- Branch Offices : 2,678 employees

The organizational structure of the Head Office as according to the Board of Directors Decree No. KEP/190/082007 dated 1 August 2007 regarding the Organizational Structure and Work Procedure of PT Jamsostek (Persero) is as follows:

BAGAN STRUKTUR ORGANISASI Organizational Structure Chart



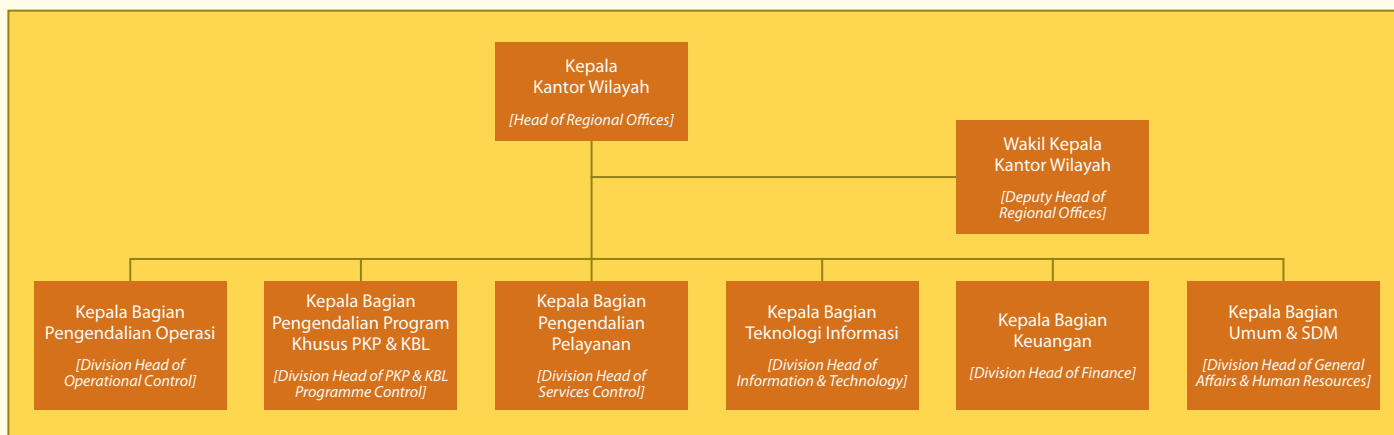
Kanwil berada di bawah koordinasi Direksi, dipimpin oleh seorang Kepala Kanwil. Kanwil mempunyai fungsi dan tanggung jawab untuk merencanakan, mengarahkan, mengoordinasikan, dan mengendalikan kegiatan operasional Kanwil dan Kacab yang ada di bawahnya.

Regional Office was established under the coordination of the Board of Directors, which was chaired by Head of Regional Office. The Regional Office carry out duties and responsibilities to plan, direct, coordinate and control the operational activities of the Regional Office and Branch Offices under their jurisdiction.

Bagan struktur organisasi Kanwil sesuai keputusan Direksi No. KEP/190/082007 tanggal 1 Agustus 2007 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero) adalah sebagai berikut:

The organizational structure of the Regional Offices as in accordance to the Board of Directors Decree No. KEP/190/082007 dated 1 August 2007, on the Organizational Structure and Work Procedure of PT Jamsostek (Persero) is as follows:

BAGAN STRUKTUR ORGANISASI KANTOR WILAYAH Organizational Structure of Regional Office



Kacab mempunyai fungsi merencanakan, mengarahkan, mengoordinasikan, dan mengendalikan kegiatan pemasaran, pelayanan peserta, administrasi kepesertaan dan iuran, akuntansi umum, dan SDM yang didukung teknologi informasi untuk memastikan tercapainya target Kacab.

Branch Office is responsible to plan, direct, coordinate and control the activities of marketing, services, membership and fee administration, general accounting, and human resources, which are supported by the information technology to ensure the accomplishment of its goal.

Bagan struktur organisasi Kacab yang lengkap, sesuai keputusan Direksi No. KEP/190/082007 tanggal 1 Agustus 2007 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero), adalah sebagai berikut:

The organizational structure of the Branch Offices is in accordance to the Directors Decree No. KEP/190/082007 dated 1 August 2007, on the Organizational Structure and Work Procedure of PT Jamsostek (Persero) is as follows:

BAGAN STRUKTUR ORGANISASI KANTOR CABANG Organizational Structure of Branch Office



Bidang JPK dibentuk apabila suatu Kantor Cabang telah memenuhi kriteria sesuai dengan Keputusan Direksi No. 295/102008.

JPK division was established whenever Branch Offices had fulfilled certain criteria based on Directors Decree No. 295/102008.

Bidang Program Khusus & PKP/KBL dibentuk pada Kantor Cabang yang berlokasi di Ibukota Propinsi.

Special Programme & PKP/KBL was established at Branch Offices which was located at the Capital City of Province.

Anak Perusahaan

SUBSIDIARY COMPANY

PT Binajasa Abadikarya (PT Bijak) didirikan berdasarkan Surat Keputusan Menteri Keuangan No. S-889/MK.016/1993 tanggal 4 September 1993 dan No. S-102/MK.16/1994 tanggal 3 Mei 1994 yang telah mendapatkan pengesahan dari Menteri Kehakiman No. C2.11380.HT.0101 tanggal 25 Juli 1994, serta telah diumumkan pada Lembaran Berita Negara No. 75 tanggal 20 September 1994 tentang Anggaran Dasar Perseroan Terbatas Binajasa Abadikarya, yang telah dirubah dengan Akte Notaris No. 2 tanggal 4 Maret 2005 oleh Notaris Maghdalia, SH dan telah dimuat dalam Berita Negara RI No. 40 tanggal 20 Mei 2005.

Berdasarkan Akta pendiriannya, tujuan pendirian PT Bijak adalah untuk mewujudkan peningkatan pendapatan dan kesejahteraan bagi tenaga kerja dan keluarganya dalam rangka turut melaksanakan dan menunjang kebijaksanaan serta program Pemerintah di bidang penempatan tenaga kerja di dalam dan luar negeri pada khususnya serta bidang ketenagakerjaan pada umumnya.

Kegiatan usaha yang dijalankan adalah:

- a. Menjalankan usaha dalam bidang Jasa Penempatan Tenaga Kerja Indonesia di dalam dan ke luar negeri, Jasa Pelatihan, antara lain: dengan mendirikan Balai Latihan Kerja, serta Jasa Kesehatan yang meliputi Jasa Rumah Sakit Poliklinik *Medical Centre*, Jasa Telekomunikasi, *Cleaning Service*, *Catering* dan Jasa Komputer.
- b. Menjalankan usaha dalam bidang Pembangunan sebagai pengembang, pemborongan pada umumnya (general contractor) dan kegiatan usaha terkait lainnya baik sebagai perencana, pelaksana maupun pengawas.
- c. Menjalankan usaha dalam bidang perdagangan umum dan usaha terkait lainnya.
- d. Menjalankan usaha dalam bidang perindustrian umum dan usaha terkait lainnya.
- e. Menjalankan usaha dalam bidang percetakan dan kegiatan usaha terkait lainnya.
- f. Menjalankan usaha dalam bidang transportasi pada umumnya baik untuk pengangkutan penumpang maupun barang.
- g. Menjalankan usaha dalam bidang pertanian, agro industri dan kegiatan usaha terkait lainnya.
- h. Menjalankan usaha-usaha di bidang pertambangan dan tambang non-migas.

PT Binajasa Abadikarya (PT Bijak) was established based on the Decree of the Ministry of Finance No. S-889/MK.016/1993 dated 4 September 1993 and No. S-102/MK.16/1994 dated 3 May 1994, which had been legally approved by the Ministry of Justice No. C2. 11380.HT.0101 dated 25 July 1994, and also had been announced on the State Gazette No. 75 dated 20 September 1994 on the Articles of Association of the Limited Liability Company of Binajasa Abadikarya, which had been changed and adjusted by the Notary Act No. 2 dated 4 March 2005 by the Notary of Maghdalia, SH and also been announced on the State Gazette No. 40 dated 20 May 2005.

Based on its Articles of Association, the establishment objective of PT Bijak is to improve the income and welfare of workers and their families in order to participate in conducting and supporting the policies and the Government's program, especially on domestic or overseas placement of the workers and generally on empowering the workers.

Business activities covered are:

- a. Conducting a business in the area of the Indonesian Workforce Placement Service, both domestic and overseas, Training Sessions, which among others are by establishing the Training Centre, Health Care Service including Medical Centre Polyclinic Hospital Service, Telecommunication Service, Cleaning Service, Catering and Computer Service.
- b. Conducting a business in the Construction area which focused on developer, general contractor and other related business activities either as designer, executor or supervisor.
- c. Conducting business in the areas of general trade and other related business.
- d. Conducting business in the areas of general industry and other related business.
- e. Conducting business in the areas of publishing and other related business.
- f. Conducting business in the areas of general public transportation, both for the passenger and haulage.
- g. Conducting business in the areas of agriculture, agro-industry and other related business.
- h. Conducting business in the areas of mining, non oil-and-gas mines.

Pemegang Saham terbesar PT Bijak adalah PT Jamsostek (Persero) atau dengan kata lain PT Bijak merupakan anak perusahaan PT Jamsostek (Persero) ditambah dengan koperasi karyawan PT Jamsostek (Persero) sebesar 1%.

Modal awal PT Bijak sesuai Akta Pendirian Perusahaan No. 1 tanggal 6 April 1994 terdiri dari:

Modal Dasar	Rp12.500.000.000
Modal Ditempatkan	Rp5.000.000.000
Modal yang Belum Ditempatkan	Rp7.500.000.000

PENGANGKATAN KOMISARIS DAN DIREKSI PT BIJAK

- Pada Risalah RUPS PT Bijak tentang Laporan Pertanggungjawaban Direksi dan Komisaris PT Bijak atas Laporan Keuangan Tahun Buku 2006, hari Senin tanggal 11 Juni 2007, menetapkan:
 - Susunan Komisaris PT Bijak terhitung pada tanggal 11 Juni 2007 adalah sebagai berikut:

Komisaris Utama	H.D. Suyono
Komisaris	Rahmaniah Hasdiani

- Susunan Direksi PT Bijak terhitung pada tanggal 11 Juni 2007 adalah sebagai berikut:

Direktur Utama	Herdy Trisanto
Direktur	Rimbatua Hutabarat

- Pada Risalah RUPS Luar Biasa, hari Jumat tanggal 18 Januari 2008, menetapkan susunan Direksi PT Bijak terhitung pada tanggal 18 Januari 2008 adalah sebagai berikut:

Direktur Utama	Herdy Trisanto
Direktur	Noerbimo DW

Adapun kinerja PT Bijak selama periode tahun 2008 adalah sebagai berikut:

I. Target Penempatan TKI

Rencana penempatan TKI tahun 2008 berjumlah 5.300 orang, sedangkan realisasi yang tercapai hanya mencapai 23,36% dari target awal atau sejumlah 1.238 orang. Hal ini dipengaruhi oleh beberapa faktor, diantaranya adalah:

The majority Shareholder of PT Bijak is owned by PT Jamsostek (Persero). In other words, PT Bijak is the subsidiary company of PT Jamsostek (Persero), and added with a total 1% share of Employee Cooperative of PT Jamsostek.

The initial capital of PT Bijak is in accordance with the Corporation Act No. 1 dated 6 April 1994 are comprised of:

Authorized Capital	Rp12,500,000,000
Issued Capital	Rp5,000,000,000
Un-Issued Capital	Rp7,500,000,000

THE APPOINTMENT OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS OF PT BIJAK

- On the GMS resolutions of PT Bijak concerning the Responsibility Report of the Board of Commissioners and the Board of Directors on Financial Statement for Fiscal Year 2006, Monday, 11 June 2007, it has stated the followings:
 - The composition on the Board of Commissioners of PT Bijak starting on 11 June 2007 are as follows:

President Commissioner	H.D. Suyono
Commissioner	Rahmaniah Hasdiani

- The composition of the Board of Director of PT Bijak starting on 11 June 2007 are as follows:

President Director	Herdy Trisanto
Director	Rimbatua Hutabarat

- Based on the Extraordinary GMS resolution, Friday, 18 January 2008, it has stated the composition of the Board of Directors of PT Bijak starting on 18 January 2008 as follows:

President Director	Herdy Trisanto
Director	Noerbimo DW

The performances of PT BIJAK in 2008 are as follows:

1. Placement of Overseas Indonesian Workers (TKI)

The placement of TKI reached 1,238 employee or only 23.36% from the 2008 target of 5,300 employee. This under achievement of placement target is due to several issues, which among others are:

- a. Target Penempatan TKI ke perkebunan Malaysia ter-realisis sebesar 11,47% atau sebanyak 195 orang dari target 1.700 orang. Hal ini dipengaruhi oleh beberapa faktor, diantaranya adalah:
- Kegagalan dalam perolehan *job order* dari Pengguna Jasa Kumpulan Gutrie dan Feida Plantation di Malaysia yang disebabkan oleh mahalnya biaya pemasaran (promosi) yang dibutuhkan terkait dengan pendekatan yang harus dilakukan PT Bijak kepada dua pengguna jasa tersebut.
 - Persaingan yang semakin ketat dengan sesama PPTKIS mengingat wilayah NTB merupakan tempat merekrut seluruh PPTKIS yang mempunyai *Job Order* Kebun.
 - Penempatan TKI Kebun ke Malaysia Timur dari wilayah Sulawesi belum berjalan optimal.
- a. The placement target of TKI to the Malaysian Plantation was 11.47% or only 195 workers from a total target of 1,700 workers. This was mainly due to several factors, which among others are:
- Failure on the acquired job order from the Association of Guthrie Services Employment and Feida Plantation in Malaysia. This was due to the expensive marketing (promotion) cost in relation with the necessary approached that ought to be undertaken by PT Bijak towards those services employment Companies.
 - Tough competition among PPTKIS, considering that regional province of NTB had become a destination of all PPTKIS that holds a Plantation Job Order.
 - The placement of Plantation TKI to the East Malaysian from Sulawesi was not carried out in an optimum manner.
- b. Target penempatan sektor kilang Malaysia ter-realisis sebanyak 346 orang dari target 1.100 orang atau mencapai 31,45% dari target awal. Hal ini dipengaruhi oleh beberapa faktor, diantaranya adalah:
- Kesulitan dalam merekrut Calon TKI yang sanggup membayar secara tunai.
 - Secara umum minat Calon TKI untuk bekerja di Malaysia sudah sangat menurun karena tingkat upah yang ditawarkan tidak berbeda jauh dengan tingkat upah di Indonesia.
- b. The realization target of placement to the Malaysian Mills had reached 346 workers from a total of 1,100 workers that represent 31.45% of the set target. This was due to several factors, which among others are:
- A difficulty to recruit an aspirant TKI that has the affordability to conduct a cash payment.
 - Generally, The proclivity of aspirant TKI to work in Malaysia had descended, considering that the offered salary was not much different with the Indonesian standard of wages.
- c. Target penempatan Konstruksi dan Jasa Malaysia belum ter-realisis dari target 400 orang dan 50 orang disebabkan tidak diperolehnya *job order* sektor konstruksi dan jasa yang sesuai dengan permintaan Calon TKI.
- c. The placement of aspirant TKI to the Malaysian Construction and Services sector have not meet the target of 400 and 50 workers, respectively. This was due to lack of acquired job order on those sectors that matches with the requirement of aspirant TKI.
- d. Target penempatan Negara Lain (sektor perminyakan) ter-realisis sebanyak 26 orang dari target 400 orang atau mencapai 6,50%, seluruhnya merupakan tenaga kerja *skill professional*. Faktor utama tidak tercapainya target adalah tinggi kualifikasi yang dipersyaratkan sehingga mengalami kesulitan dalam merekrut Calon TKI tersebut. Target penempatan dalam negeri ter-realisis sebanyak 335 orang dari target 1.000 orang, atau 33,5%. Tidak ter-realisasinya target tersebut disebabkan belum adanya kepastian *job order* dari PT Infomedia meskipun sudah ada komitmen secara lisan, kunjungan ke kantor PT Bijak secara langsung oleh PT Infomedia.
- d. Placement target to other Countries (oil sector) had been realized to 26 workers from the target of 400 workers or represent 6.50%, all of which constitute a professionals workers. The main factors that influenced the unrealized set target are due to the high qualification standard that leads to a difficulty of recruiting the aspirant TKI with such qualification. Meanwhile, the placement target for domestic workers had been realized to 33.5% or 335 workers from a total target of 1,000 workers. The unrealized set target was due to the assurance of job order from PT Infomedia, despite the informal commitment and direct visit to PT Bijak by PT Infomedia.
- e. Target penempatan TKI Informal (PRT) ter-realisis sebanyak 336 orang dari 650 yang ditargetkan atau mencapai sebesar 51,69%. Hal ini disebabkan oleh:
- e. The placement target of the Informal TKI (PRT) had been realized to 336 workers or 51.69% from a total 650 workers, this was due to several factors which are:

- Izin penempatan dari pemerintah Taiwan (COLA) mengalami keterlambatan sehingga berpengaruh kepada proses penempatan dan tingkat kepercayaan Calon TKI.
- Persaingan antar sesama PPTKIS dalam merekrut Calon TKI PRT sehingga dimanfaatkan oleh para rekruter (sponsor) untuk meminta *fee* rekrut yang cukup besar.
- Kebijakan Pemerintah Daerah Jawa Timur terhadap proses penempatan TKI yang mengharuskan seluruh surat permohonan dan dokumen TKI ditanda-tangani langsung oleh Direktur Utama PPTKIS berakibat kepada semakin panjangnya rantai birokrasi.
- The delayed of the placement's licence from the Government of Taiwan (COLA) that influences the placement process as well as trust level from the Aspirant TKI.
- The competition among PPTKIS in recruiting the Aspirant TKI PRT that was being used to other recruiter (sponsor) to ask for a higher recruitment fee.
- The Policy from the Provincial Government of East Java towards the placement process of the Aspirant TKI that set a compulsory requirement from the President Director of PPTKIS to sign the application letter and TKI's document that leads to the long chain of bureaucracy.

II. Target Pendidikan dan Pelatihan

Rencana Pendidikan dan Pelatihan tahun 2008 ter-realisis sebanyak 3(tiga) peserta dari 4.350 target atau hanya mencapai 0,07% dari target. Hal ini disebabkan BLKLN PT Bijak masih kalah bersaing dengan BLKLN PPTKIS lain terkait dengan masalah teknis pembayaran *marketing fee*.

III. Evaluasi Anggaran Neraca

Anggaran Perseroan atas jumlah Aktiva/Pasiva pada tahun sebesar Rp31.696,16 juta, sedangkan realisasinya mencapai Rp27.476,13 juta atau setara dengan 86,69%. Adapun penjabaran dari pencapaian tersebut adalah sebagai berikut:

II. Training and Education Target.

The 2008 Plan for Training and Education had been realized to three aspirant out of the 4,350 target or represent 0.07% of target. This was due to the facts that the BLKLN of PT Bijak was failed to compete with BLKLN of other PPTKIS, this was related to the technical payment of marketing fees.

III. Evaluation on Balance Sheet Budget

The Company's Budget for the annual Assets/Liabilities was amounting to Rp31,696.16 million, while the realization had reached the amount of Rp27,476.13 million or equivalent with 86.69%. The description towards the achievement are as follows:

dalam ribuan

in thousand

No	URAIAN Description	PERBANDINGAN Comparizon			ANALISA Analysis	
		REALISASI 2007 Realization 2007	RKAP 2008	REALISASI 2008 Realization 2008	%	%
		1	2	3	4 = ³ / ₂	5 = ³ / ₁
I	NERACA/Balance Sheet					
	AKTIVA/ASSETS					
	a. Aktiva Lancar/Current Assets	26.989.917,85	21.812.255,82	18.842.804,76	86,39	69,81
	b. Aktiva Pajak Tangguhan/Assets of Deffered Tax	1.155.592,23	3.521.011,99	784.376.746	22,28	67,88
	c. Aktiva Tetap/Fixed Assets	5.039.858,69	4.654.297,52	4.705.452,96	101,10	93,36
	d. Aktiva Lain-lain/Other Assets	1.727.974,80	1.708.593,65	1.741.124,26	101,90	100,76
	TOTAL AKTIVA/Total Assets	34.913.343,56	31.696.158,98	26.073.758,73	82,26	74,68
	PASIVA/LIABILITIES					
	a. Hutang Jangka Pendek/Short Term Liabilities	20.386.923,85	14.812.595,32	14.522.848,29	98,04	71,24
	b. Hutang Jangka Panjang/Long Term Liabilities	599.390,00	659.632,36	644.007,00	97,63	107,44
	c. Ekuitas/Equity	13.927.029,71	16.223.931,30	10.906.903,44	67,23	78,32
	TOTAL PASIVA/Total Liabilities	34.913.343,56	31.696.158,98	26.073.758,73	82,26	74,68

a. Aktiva Lancar

Anggaran Perseroan atas Aktiva Lancar sebesar Rp21.812,26 juta, sedangkan realisasinya mencapai sebesar Rp19.132,90 juta atau 87,72%, hal ini karena:

a. Current Assets

The Company's budget on Current Assets was amounting to Rp21,812.26 million, while the realization was amounting to Rp19,132.90 million or equivalent to 87.72%. This was mainly attributable to:

- Peningkatan piutang atas tagihan pengelolaan *management building* dan pembayaran pengelolaan *outsourcing* yang belum jatuh tempo.
 - Putang pinjaman karyawan atas penyelesaian permasalahan TKI dengan kantor cabang.
 - Peningkatan pendapatan diterima dimuka atas bunga deposito harian dan obligasi yang belum jatuh tempo.
- The increasing account receivables from the management building and the undue payable from outsourcing management.
 - The employee loan receivables which attributable to the completion of issues between TKI and branch office.
 - The increasing prepaid contribution of the daily interest of deposits and bonds which was not due.

b. Aktiva Tetap

Anggaran Perseroan atas Aktiva Tetap sebesar Rp4.654,29 juta, sedangkan realisasinya mencapai sebesar Rp4.705,45 juta atau sebesar 101,10%, hal ini disebabkan karena adanya kebutuhan pembelian barang untuk manajemen *building* di PT Jamsostek (Persero).

b. Fixed Assets

The Company's budget on Fixed Assets was amounted to Rp4,654.29 million, while the realization was reached the amount of Rp4,705.45 million or equivalent with 101.10%, this was due to the increasing demand to purchase material for the management building at PT Jamsostek (Persero).

c. Aktiva Lain-Lain

Anggaran Perseroan atas Aktiva Lain-lain sebesar Rp1.708,59 Juta, sedangkan realisasinya mencapai sebesar Rp1.741,12 juta atau 101,90%, hal ini disebabkan karena adanya penyesuaian deposit jaminan apartemen untuk perwakilan di Korea.

c. Other Assets

The Company's budget on Other Assets was amounted to Rp1,708.59 million, while the realization was reached the amount of Rp1,741.12 million or equivalent with 101.90%, this was due to the adjustment of apartment guarantee deposits for the representatives at Korea.

d. Utang/Kewajiban

Anggaran Perseroan atas utang/kewajiban sebesar Rp15.472,23 juta, sedangkan realisasinya mencapai sebesar Rp15.593,65 juta atau 100,78%, hal ini disebabkan karena adanya alokasi dana setiap bulan yang diterima dari pihak ketiga untuk pembayaran kepada tenaga kerja *outsourcing* yang dikeluarkan sesuai dengan kebutuhan (THR, Seragam, dll).

d. Liabilities

The Company's budget on Liabilities was amounted to Rp15,472.23 million, while the realization had reached the amount of Rp15,593.65 million or equivalent to 100.78%, this was due to the monthly allocation of funds received by third party for the use of payment to outsourcing workers which was spent in accordance with their needs (THR, Uniform, and others).

e. Modal Sendiri

Anggaran Perseroan atas Modal Sendiri sebesar Rp16.223,93 juta, sedangkan realisasinya mencapai sebesar Rp11.882,47 juta atau 73,24%, hal ini disebabkan karena adanya kerugian selisih penilaian efek atas penyesuaian nominal obligasi dan penurunan modal atas beban kerugian ditahun 2007 dan 2008.

e. Personal Capital

The Company's budget on Personal Capital was amounting to Rp16,233.93 million, while the realization had reached the amount of Rp11,882.47 million or equivalent to 73.24%, this was due to loss on valuation variance on the adjustment of decreasing capital of the losses expense for the year 2007 and 2008.

IV. Evaluasi Anggaran atas Pendapatan dan Beban

Realisasi atas pencapaian anggaran Perseroan berdasarkan laporan keuangan yang berakhir per 31 Desember 2008 adalah sebagai berikut:

IV. Budget Evaluation on Revenues and Expenses

The realization towards the achievement of the Company's budget based on the financial statement which ended at 31 December 2008 are as follows:

dalam ribuan

in thousand

No	URAIAN Description	PERBANDINGAN Comparison			ANALISA Analysis	
		REALISASI 2007 Realization 2007	RKAP 2008	REALISASI 2008 Realization 2008	%	%
		1	2	3	4 = ³ / ₂	5 = ³ / ₁
2	LABA/RUGI/PROFIT (LOSS)					
	a. Pendapatan Operasi/Operating Revenue	1.794.022,07	22.519.500,00	4.290.206,26	19,05	239,14
	b. Biaya Langsung/Direct Expenses	1.590.158,17	17.492.000,00	3.656.255,78	20,90	229,93
	JUMLAH/Total	203.863,90	5.027.500,00	633.950,48	12,61	310,97
	c. Pendapatan Investasi/Investment Income	2.287.818,41	1.016.000,00	1.505.080,13	148,14	65,79
	d. Biaya Tak Langsung/Non-Direct Expenses	9.243.031,27	4.679.072,00	3.814.831,53	79,25	40,12
	JUMLAH/Total	(6.955.212,85)	(3.663.072,00)	(2.309.751,40)	60,14	31,67
	LABA/RUGI USAHA/PROFIT (LOSS) INCOME	(6.751.348,95)	1.364.428,00	(1.675.800,92)	(114,99)	23,24
	e. Pendapatan di luar usaha/Additional Income	105.477,78	75.356,30	318.513,35	99,49	61,77
	f. Biaya di luar usaha/ Additional Expenses	612.670,14	1.223.046,70	854.123,21	69,84	135,88
	Laba/Rugi di luar Usaha/ PROFIT (LOSS OUTSIDE THE BUSINESS)	(507.192,36)	(1.147.690,40)	(535.609,86)	67,89	158,62
	Laba Sebelum Pajak/ Profit Before Tax	(7.258.541,32)	216.737,60	(2.211.410,78)	(1.083,39)	32,35
	g. Taksiran Pajak/ Taxes	-	-	-	-	-
	h. Pajak Tangguhan/ Deferred Tax	(354.073,58)	6.121,20	371.215,48	12.106,41	(209,29)
	Biaya Pajak/ Tax Expenses	(354.073,58)	6.121,20	741.057,53	12.106,41	(209,29)
	Laba Setelah Pajak/ Profit After Tax	(7.612.614,90)	222.858,80	(2.582.626,26)	(721,11)	21,11
	i. Kewajiban terhadap Negara/ Obligation to the Nation	307.644,68	337.164,13	772.621,46	229,15	251,14

a. Pendapatan Operasi

Anggaran Perseroan atas Pendapatan Operasi tahun 2008 sebesar Rp22.519,50 juta, sedangkan realisasinya mencapai sebesar Rp4.290,21 juta atau 19,05%. Tidak tercapainya target tersebut disebabkan karena belum maksimalnya atas realisasi penempatan disetiap negara, sehingga berdampak pada:

- Penerimaan jasa rekrut dan penempatan yang baru terealisasi sebesar Rp954.482.159 atau 6,44% dari target untuk penempatan 26 tenaga kerja *Skill*, 335 tenaga kerja dalam negeri dan 336 TKI PRT.
- Penerimaan jasa partisipasi atas realisasi penempatan TKI yang didominasi dari penempatan TKI Kebun dan Kilang Malaysia sebesar Rp131.698.800 atau 2% dari jumlah target yang ada.
- Penerimaan dari pendidikan dan pelatihan sebesar Rp2.000.000 atau 0,40% yang dilaksanakan di LPPM.
- Penerimaan dari pengelolaan gedung kantor pusat dan gedung arsip PT Jamsostek (Persero) sebesar Rp3.201.658.859.

b. Pendapatan Investasi

Anggaran Perseroan atas Pendapatan Investasi tahun 2008 sebesar Rp1.016,00 juta, sedangkan realisasinya mencapai sebesar Rp1.505,08 juta atau 148,14%. Tercapainya target tersebut disebabkan karena adanya penerimaan bunga deposito dan bunga obligasi.

a. The Operational Revenue

The Company's budget on the 2008 Operating Revenue was amounting to Rp22,519.50 million, while the realization had reached the amount of Rp4,290.21 million or equivalent with 19.05%. The unachievement of the set target was mainly due to the inoptimum realization of placement in every country which then affected to several matters, such as:

- The recruitment services and placement revenue which only being realized to a total amount of Rp954,482,159 or 6.44% from the set target of 26 skill workers, 335 domestic workers and 336 TKI PRT.
- The participation services revenue on the realization of TKI placement which being dominated by the placement of TKI for Malaysian Plantation and The Mills was amounted to Rp131,698,800 or equivalent with 2% of the set target.
- The education and training revenues at LPPM which was amounted to Rp2,000,000 or 0.40%.
- The revenues form management building and archives building of PT Jamsostek (Persero) was amounted to Rp3,201,658,859.

b. The investment Revenue

The Company's budget on the 2008 Investment Revenue was amounted to Rp1,016.00 million, while the realization had reached the amount of Rp1,505.08 million or equivalent with 148.14%. The achievement target was mainly attributable to the revenues from deposit interest and bond interest.

c. Biaya Langsung

Anggaran Perseroan atas biaya langsung pada tahun 2008 sebesar Rp17.492,00 juta, sedangkan realisasinya mencapai Rp3.656,26 juta atau 20,90%. Pencapaian tersebut diakibatkan belum terlaksananya penempatan TKI ke negara tujuan dan menghindarkan pemakaian biaya yang tidak sesuai dengan target penempatan.

d. Biaya Tak Langsung

Anggaran Perseroan atas Biaya Tak Langsung tahun 2008 sebesar Rp4.679,07 juta, sedangkan realisasinya mencapai sebesar Rp3.707,99 juta atau 79,25%. Pencapaian tersebut diakibatkan oleh efisiensi penggunaan dari setiap mata anggaran yang dikeluarkan berdasarkan kebutuhan.

e. Laba/Rugi Di luar Usaha

Anggaran Perseroan atas laba/rugi di luar usaha pada tahun 2008 sebesar minus Rp1.147,69 juta, sedangkan realisasinya sebesar minus Rp779,15 juta atau 67,89%. Penurunan tersebut disebabkan oleh penurunan penggunaan biaya jasa pengacara atas penyelesaian 3 (tiga) kasus piutang macet.

V. Kontribusi Kepada Negara

Pembayaran pajak selama tahun 2008 berjumlah Rp772,62 juta atau mencapai sebesar 251,14% dari realisasi pembayaran pajak sampai dengan tahun sebelumnya sebesar Rp307,64 juta, sedangkan dibandingkan dengan target sebesar Rp337,16 juta atau mencapai sebesar 229,15%.

VI. Kinerja Perseroan

Tingkat kinerja Perseroan secara obyektif sesuai dengan pola kinerja dan spesifikasi usaha PT Bijak yang meliputi aspek keuangan, aspek operasional dan aspek administrasi per 31 Desember 2008 adalah "Kurang Sehat (BBB)" dengan skor 50,41 serta opini dari Auditor Independen dengan pendapat Wajar Tanpa Pengecualian.

Sesuai dengan performa kerja yang kurang memuaskan tersebut, PT Bijak telah melakukan upaya-upaya peningkatan kinerja untuk menghasilkan pencapaian yang jauh lebih maksimal di masa depan, salah satunya adalah melalui penerapan *Key Performance Indicator* (KPI) berbasis *Balanced Score Cards*, baik untuk diterapkan di Kantor Pusat maupun Kantor Cabang, yang mana sosialisasi pelaksanaan dari kegiatan ini telah dilakukan secara bertahap. Selain itu, PT Bijak juga akan lebih meningkatkan jumlah pendidikan dan pelatihan bagi calon TKI, baik dari segi penguasaan bahasa, kemampuan, profesionalisme, dan faktor penunjang lainnya, agar mampu bersaing dengan perusahaan sejenis lainnya di pasar bebas.

c. Direct Expenses

The Company's budget on the 2008 direct expenses was amounted to Rp17,492.00 million, while the realization had reached the amount of Rp3,656.26 million or 20.90%. The achievement was mainly due to the unrealized of TKI placement to the destination country and the avoidance of unnecessary budget which is not in line with the placement target.

d. Indirect Expenses

The Company's budget on the 2008 Indirect Expenses was amounting to Rp4,679.07 million, while the realization had reached the amount of Rp3,707.99 million or 79.25%. The realization was mainly due to the efficiency utilization from each budgetted material based on its necessity.

e. Profit/Loss outside the Business

The Company's budget on the profit/loss outside the 2008 business was amounted to minus Rp1,147.69 million, while the realization had reached the amount of minus Rp779.15 million or 67.89%. The Decreasing loss was due to the decreasing use of the lawyer's fee on the settlement of three doubtful receivables cases.

V. Contribution to the Nation

The 2008 tax payment was amounted to Rp772.62 million or increased by 251.14% from the realization of tax payment of the previous year which was amounted to Rp307.64 million, while the comparison with the set target was amounting to Rp337.16 million or equivalent with 229.15%.

VI. The Company's Performance

Objectively, the Company's performance level was adheres to the working pattern and business specifications of PT Bijak which comprises of financial, operational and administrative aspects as of 31 December 2008 was rated as "Less Than sound" (BBB)" with the score of 50.41 and the Independent Auditors stated with "Qualified Opinion".

Based on this "Less Than sound" performance, PT Bijak had done several efforts to enhance its performance to achieve a maximum results in the future, which, among other, is by the implementation of Key Performance Indicator (KPI) with a Balanced Score Card Basis within the Head Office and Branch Offices. The socialization of this activity had been commenced gradually. Furthermore, PT Bijak would also emphasizing its efforts by increasing the number of training and courses to the aspirant TKI, not only from the language skill, competencies, professionalism and other factors needed, in order to compete with the similar companies in the free market.

Entitas Bertujuan Khusus

SPECIAL PURPOSE ENTITY

1. INFORMASI UMUM

a. Dasar Pendirian

PT Jamsostek (Persero) merupakan badan yang ditunjuk Pemerintah dengan Peraturan Pemerintah No. 36 tahun 1995 untuk menyelenggarakan program Jaminan Sosial Tenaga Kerja (Jamsostek) sesuai yang diatur Undang-Undang No. 3 tahun 1992 tentang Jaminan Sosial Tenaga Kerja. Program Jamsostek bertujuan memberikan perlindungan dalam bentuk santunan berupa uang sebagai pengganti sebagian penghasilan atau dari penghasilan yang hilang atau berkurang dan pelayanan sebagai akibat peristiwa atau keadaan yang dialami oleh tenaga kerja, sakit, hamil, bersalin, hari tua dan meninggal dunia.

Untuk menunjang tujuan Perseroan di atas, PT Jamsostek (Persero) sebagai badan penyelenggara program Jamsostek, masih melihat banyak peluang untuk meningkatkan kesejahteraan peserta yang dapat dilakukan antara lain melalui dukungan perumahan, pendidikan, pelatihan pekerja dan fasilitas sarana kesehatan bagi para pekerja peserta Jamsostek, sehingga diharapkan dapat menjadi dukungan langsung dalam upaya peningkatan produktivitas dan peningkatan kesejahteraan bagi tenaga kerja dan keluarganya.

1. GENERAL INFORMATION

a. Basic of Establishment

PT Jamsostek (Persero) constitute the appointed Government's institution pursuant to the Government's Regulation No. 36 year 1995 that is responsible to conduct the Employee Social Security Scheme (Jamsostek) based on Law No. 3 year 1992 regarding the Employee Social Security Scheme. The Jamsostek Program was aimed to provide protection in the form of cash donation to substitute the partial or total loss (decrease) of the overall income, due to several incidents such as illness, pregnancy, maturity, old age and death.

To support the Company's objective, PT Jamsostek (Persero) as a provider of Jamsostek program, still sees a lot of opportunities to increase the welfare of all participants by supporting the housing, education, training and health care facilities among all employees of Jamsostek participants, so that it could directly enhance the productivity and welfare towards all employees as well as their families.

b. Pengertian

1. Dana Peningkatan Kesejahteraan Peserta atau disingkat DPKP adalah dana yang dihimpun dan digunakan untuk meningkatkan kesejahteraan tenaga kerja peserta program Jaminan Sosial Tenaga Kerja (Jamsostek) dan atau keluarganya yang diprioritaskan bagi yang kurang mampu dan membantu badan/unit usaha yang mempunyai keterkaitan langsung dengan peningkatan kesejahteraan peserta program Jamsostek terutama bagi badan/unit usaha skala kecil.
2. Program DPKP tidak dimaksudkan untuk memupuk laba, sehingga pengelolaan keuangan DPKP berpedoman kepada ketentuan-ketentuan pengelolaan organisasi nirlaba.

c. Maksud dan Tujuan

1. Maksud penyelenggaraan program DPKP adalah untuk meningkatkan kesejahteraan peserta program Jamsostek dan atau keluarganya melalui berbagai jenis program/penggunaan DPKP.
2. Tujuan penyelenggaraan program DPKP adalah:
 - a. Memperluas peranan PT Jamsostek (Persero) dalam meningkatkan kesejahteraan peserta Jamsostek.
 - b. Meningkatkan citra PT Jamsostek (Persero) selaku Badan Penyelenggara.

- d. Berdasarkan Surat Keputusan Direksi PT Jamsostek (Persero) No. KEP/04/012007 tanggal 3 Januari 2007 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero), unit kerja Program Dana Peningkatan Kesejahteraan Peserta (DPKP) melekat pada Biro PKP yang langsung tanggung Jawab kepada Direktur Utama.

Penanggung jawab Program Dana Peningkatan Kesejahteraan Peserta PT Jaminan Sosial Tenaga Kerja (Persero) tahun 2008 adalah sebagai berikut:

Direktur Utama : H. Hotbonar Sinaga
Kepala Biro PKP : Yoto Susiswo
Kepala Urusan PKP : Soni Sumarsono

e. Sumber Pendanaan

- DPKP dihimpun sesuai ketentuan yang berlaku, yaitu bersumber dari:
1. Bagian laba PT Jamsostek (Persero) sesuai dengan keputusan Rapat Umum Pemegang Saham.

b. Interpretation

1. Participant's Welfare Fund or known as DPKP constitute a collection of fund that is used to increase the welfare of the Employee Social Security Scheme (Jamsostek) participant's and or their families which was prioritized to less fortunate communities as well as supporting the working unit which directly related to the increasing welfare of Jamsostek program, especially small business enterprises.
2. DPKP Program was not necessarily meant to accumulate profit, so that the management of DPKP finance was based on the regulations of a non profit organization.

c. Goals and Objectives

1. The goals of the management of DPKP program is to increase the welfare of the participating members of Jamsostek program and or their families through various program/benefits of DPKP
2. The objective of the management of DPKP program:
 - a. Broaden the role of PT Jamsostek (Persero) in increasing the welfare of participating members of Jamsostek program.
 - b. Enhancing image of PT Jamsostek (Persero) as the Providing Agency.

- d. Based on the Decision Letter of the BOD of PT Jamsostek (Persero) No. KEP/04/012007 dated 3 January 2007 regarding the Organizational Structure and Governance of PT Jamsostek (Persero), the DPKP working unit attached to the PKP Bureau which is directly responsible to the President Director.

The executive members which is responsible for Participant's Welfare Fund Program of PT Jamsostek (Persero) in 2008 are as follows:

President Director : H. Hotbonar Sinaga
Head of PKP Bureau : Yoto Susiswo
Head of PKP Business : Soni Sumarsono

e. Source of Funds

- DPKP was collected based on prevailing regulation from the following sources such as:
1. Profit shares of PT Jamsostek (Persero) based on the Decision of General Meeting of Shareholders.

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| <p>2. Hasil pengembangan DPKP.</p> <p>3. Sumber dana lainnya yang disetujui Rapat Umum Pemegang Saham.</p> | <p>2. Results from the development of DPKP.</p> <p>3. Other source of funds that has been approved by the General Meeting of Shareholders.</p> |
| <p>f. Penerima Bantuan</p> <p>Dana Peningkatan Kesejahteraan Peserta hanya dapat disalurkan kepada:</p> <p>1. Sifat penyaluran DPKP dibagi 2(dua) yaitu:</p> <p>a) Bergulir.</p> <p>b) Tidak bergulir (Hibah).</p> <p>2. Alokasi penggunaan DPKP setiap tahunnya ditetapkan sebagai berikut:</p> <p>a) Minimum 70% dialokasikan untuk DPKP yang sifatnya bergulir.</p> <p>b) Maksimum 30% dialokasikan untuk DPKP yang sifatnya tidak bergulir.</p> <p>3. Terhadap sisa dana Program DPKP yang belum disalurkan, harus dikelola secara hati-hati dan diusahakan memperoleh hasil yang optimal.</p> | <p>f. The Donation Receiver</p> <p>Participant's Welfare Fund is distributed to:</p> <p>1. The DPKP distributions was divided in two characteristic, which are:</p> <p>a) Revolving.</p> <p>b) Non revolving.</p> <p>2. The allocation of DPKP management is annually set as follows:</p> <p>a) For a minimum of 70% was being allocated for the revolving DPKP.</p> <p>b) For a maximum of 30% was being allocated for the non revolving DPKP.</p> <p>3. The remain balance of DPKP funds which has not been distributed, should be carefully managed and thrives to achieve a maximum results.</p> |
| <p>g. Sifat dan Komposisi Penyaluran Dana</p> <p>1. Sifat penyaluran DPKP dibagi 2(dua) yaitu:</p> <p>a) Bergulir.</p> <p>b) Tidak bergulir (Hibah).</p> <p>2. Alokasi penggunaan DPKP setiap tahunnya ditetapkan sebagai berikut:</p> <p>a) Minimum 70% dialokasikan untuk DPKP yang sifatnya bergulir.</p> <p>b) Maksimum 30% dialokasikan untuk DPKP yang sifatnya tidak bergulir.</p> <p>3. Terhadap sisa dana Program DPKP yang belum disalurkan, harus dikelola secara hati-hati dan diusahakan memperoleh hasil yang optimal.</p> | <p>g. The characteristic and composition of DPKP distribution</p> <p>1. The DPKP distribution was divided in two characteristics, which are:</p> <p>a) Revolving.</p> <p>b) Non revolving.</p> <p>2. The allocation of DPKP management is annually set as follows:</p> <p>a) For a minimum of 70% was being allocated for the revolving DPKP.</p> <p>b) For a maximum of 30% was being allocated for the non revolving DPKP.</p> <p>3. The remain balance of DPKP funds which has not been distributed, should be carefully managed and thrives to achieve a maximum results.</p> |
| <p>h. Penggunaan DPKP Bergulir</p> <p>1. DPKP Bergulir merupakan bagian DPKP yang diprogramkan/dialokasikan untuk:</p> <p>a) Pemberian Pinjaman.</p> <p>b) Sarana Kesejahteraan Peserta.</p> <p>2. Jenis-jenis Pinjaman yang dapat diberikan adalah:</p> <p>a) Pinjaman Perumahan bagi Peserta Program Jamsostek diprioritaskan bagi kepemilikan rumah sederhana.</p> <p>b) Pinjaman kepemilikan sarana transportasi bagi Peserta Program Jamsostek untuk mobilitas tenaga kerja.</p> | <p>h. The use of Revolving DPKP</p> <p>1. Revolving DPKP is a part of DPKP which is allocated/intended to the purpose of:</p> <p>a) Loan.</p> <p>b) Participant's Welfare Facilities.</p> <p>2. Characteristics of Loan are as follows:</p> <p>a) Housing Loan to Participant members of Jamsostek Program was being prioritized to the ownership of simple housing.</p> <p>b) Transportation Loan to Participant members of Jamsostek Program for the purpose of mobilization.</p> |

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| <p>c) Pinjaman dana kepada Koperasi Tenaga Kerja Peserta Program Jamsostek.</p> <p>d) Pinjaman kepada penyedia (provider) bidang jasa pelayanan kesehatan yang bekerja sama dengan PT Jamsostek (Persero).</p> <p>e) Pinjaman dana pendidikan bagi tenaga kerja peserta Jamsostek atau anak tenaga kerja peserta Jamsostek.</p> | <p>c) Cooperative of Labor Loan to Participant members of Jamsostek Program.</p> <p>d) Provider Loan of Health Care service that incorporated with PT Jamsostek (Persero).</p> <p>e) Education Loan to participant members of Jamsostek Program or children of Jamsostek Participant's.</p> |
| <p>3. Jenis-jenis Sarana Kesejahteraan Peserta adalah:</p> <p>a) Sarana Rumah Susun Sederhana Sewa.</p> <p>b) Sarana Pelayanan Kesehatan.</p> <p>c) Sarana Kesejahteraan Peserta lainnya yang dianggap perlu.</p> | <p>3. The types of Participant's Welfare Facilities are as follows:</p> <p>a) Rental Housing Flat Utilities.</p> <p>b) Health Care Services Utilities.</p> <p>c) Other necessary utilities for Participant's Welfare Facilities.</p> |
| <p>i. Penggunaan DPKP tidak bergulir</p> <p>1. DPKP tidak bergulir Bidang Kesehatan adalah dalam rangka peningkatan pelayanan kesehatan, yaitu berupa:</p> <p>a) Bantuan untuk membangun/merehabilitasi/merenovasi ruangan perawatan Pelaksana Pelayanan Kesehatan.</p> <p>b) Bantuan mobil ambulans kepada Pelaksana Pelayanan Kesehatan.</p> <p>c) Bantuan mobil ambulans untuk kepentingan peserta Jamsostek kepada pengelola kawasan industri.</p> <p>d) Bantuan peralatan medis dan atau non medis kepada Pelaksana Pelayanan Kesehatan.</p> <p>e) Bantuan Pelayanan dan atau Konsultasi Kesehatan Cuma-Cuma.</p> <p>2. DPKP tidak bergulir Bidang Pendidikan adalah dalam rangka meningkatkan kualitas Sumber Daya Manusia (SDM), yaitu berupa:</p> <p>a) Bantuan Beasiswa bagi anak berprestasi dari tenaga kerja peserta program Jamsostek.</p> <p>b) Bantuan pelatihan bagi tenaga kerja peserta Jamsostek.</p> <p>c) Bantuan kepada Lembaga Pelatihan Tenaga Kerja untuk merehabilitasi/merenovasi ruangan atau asrama atau menambah peralatan latihan.</p> <p>3. DPKP tidak bergulir juga dapat digunakan untuk memberikan bantuan keuangan bagi tenaga kerja peserta Jamsostek yang terkena Pemutusan Hubungan Kerja (PHK).</p> <p>4. DPKP tidak bergulir berupa bantuan administrasi KPR dalam rangka membantu tenaga kerja peserta program Jamsostek dalam hal pengurusan Kredit Kepemilikan Rumah pada perbankan.</p> | <p>i. The use of non revolving DPKP</p> <p>1. Non revolving DPKP on Health Care was meant to enhance the health care facilities, which among other are comprises of:</p> <p>a) Aids to build/rehabilitation/renovation of medical unit of Health Care Facilities.</p> <p>b) Aids for an ambulances to the Organizer of Health Care Facilities.</p> <p>c) Aids for an ambulances for the benefit of Jamsostek participants towards the management of the Industrial area.</p> <p>d) Aids for medical/non medical supplies to the Organizer of Health Care Facilities.</p> <p>e) Aids for Free Health Care Services and or Consultation.</p> <p>2. Non revolving DPKP on Education was meant to enhance the quality of Human Resources, which among others are comprises of:</p> <p>a) Aids for Scholarship towards students with a high achievement from participant members of Jamsostek Program.</p> <p>b) The training support towards membership participant's of Jamsostek Program.</p> <p>c) Aids for Employee's Training Centers to rehabilitate/renovate the dormitory or increase the equipment for training.</p> <p>3. Non revolving DPKP was also being used to provide financial support to membership partner of Jamsostek Program with a Severances Benefit (PHK).</p> <p>4. Non revolving DPKP in the forms of KPR administration was being used to support membership partner of Jamsostek program for administering the Housing Loan at Banks.</p> |

5. DPKP tidak bergulir tidak dapat diberikan dalam bentuk uang tunai (fresh money) kecuali untuk bantuan Beasiswa, PHK, dan administrasi KPR.

6. Penggunaan DPKP untuk bidang lainnya hanya dapat dilaksanakan setelah terlebih dahulu mendapatkan persetujuan Rapat Umum Pemegang Saham.

k. Pembukuan dan Audit

1. DPKP dibukukan secara terpisah dari pembukuan Program Jamsostek dengan berpedoman kepada Pedoman Akuntansi DPKP sesuai KEP/320/122007 tanggal 27 Desember 2007 dan Pernyataan Standar Akuntansi Keuangan yang berlaku umum.

2. Laporan Keuangan Entitas pengelolaan DPKP dikonsolidasi dalam laporan keuangan PT Jamsostek (Persero) karena entitas pengelola DPKP memenuhi persyaratan sebagai Entitas Bertujuan Khusus (EBK) yang berada dalam pengendalian PT Jamsostek (Persero), sesuai Persyaratan EBK yang harus di konsolidasi menurut ISAK 7.

3. Direksi wajib menyampaikan Laporan Manajemen DPKP secara periodik dalam Laporan Manajemen PT Jamsostek (Persero).

4. Laporan keuangan DPKP sekurang-kurangnya harus memuat:

- Neraca
- Laporan Kinerja
- Laporan Perubahan DPKP
- Laporan Arus Kas
- Catatan atas Laporan Keuangan

5. DPKP wajib diperiksa (diaudit) sesuai dengan tahun buku oleh auditor independen yang melakukan audit laporan keuangan PT Jamsostek (Persero).

2. KAS DAN SETARA KAS

Deposito berjangka merupakan penempatan dengan jangka waktu kurang dari 90 hari dengan kisaran tingkat bunga sebesar 12,5%-14,0%.

5. Non revolving DPKP could not be provided in the form of fresh money unless it is used for Scholarship purposes, PHK, and KPR administration.

6. The utilization of DPKP within other forms could only be conducted with prior approval from General Meeting of Shareholders.

k. Ledger and Audit

1. DPKP was recorded separately from the Jamsostek Ledger which is based on the DPKP Accounting Manual of KEP/320/122007 dated 27 December 2007 and Standard Statement of Prevailing Financial Accounting.

2. Financial Statement of the DPKP Management Entity was consolidated into financial statement of PT Jamsostek (Persero) due to the DPKP Management Entity that has fulfilling the requirement of Special Purpose Entity (SPE), under jurisdiction of PT Jamsostek (Persero), pursuant to SPE condition that needs to be consolidated based on ISAK 7.

3. The Board of Directors is obliged to periodically submit the DPKP Management Report under the Management Report of PT Jamsostek (Persero).

4. DPKP Financial Statement should, at least, comprises with;

- Balance Sheet
- Financial Statement
- Report on DPKP Changes
- Cash Flow Report
- Notes to Consolidation Report

5. DPKP is ought to be audited based on fiscal year by the independent auditor which audit the financial statement of PT Jamsostek (Persero).

2. CASH AND CASH EQUIVALENTS

Timed deposit represents placement with a tenor of less than 90 days with interest rates that range between 12.5% and 14.0%.

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in Rupiah

URAIAN/DESCRIPTION	2008	2007
Kas/Cash	201,561	814,269
Bank		
BANK MANDIRI	9,144,501,255	15,387,909,438
BNI	1,974,355,180	2,685,117,162
BRI	140,410,470	297,287,753
BPD	13,149,037,677	4,920,612,825
BTN	1,121,726,851	576,913,670
BANK YUDHA BHAKTI	62,709,249	77,236,745
BANK AGRO	49,622,001	27,215,640
BCA	2,088,088	2,182,026
BANK LIPPO	7,147,623	255,022,954
BANK BUKOPIN	956,040,198	609,942,578
	26,607,638,592	24,839,440,791
DEPOSITO/Deposits		
Bank BTN	250,500,000,000	-
Bank Victoria	70,000,000,000	49,500,000,000
BPD	24,500,000,000	107,000,000,000
BTPN	8,000,000,000	37,000,000,000
Bank Saudara	7,000,000,000	-
Bank Kesejahteraan Ekonomi	5,000,000,000	-
Bank Bukopin	5,000,000,000	52,000,000,000
Bank Yudha Bakti	2,000,000,000	-
Bank Syariah Mega Indonesia	-	13,500,000,000
Bank Syariah Mandiri	-	5,000,000,000
Bank Niaga	-	15,000,000,000
Bank Agro	-	12,000,000,000
	372,000,000,000	291,000,000,000
	398,607,840,153	315,840,255,060

3. PENEMPATAN SEMENTARA

Merupakan penempatan dana Program DPKP tahun 2007 dalam bentuk deposito di BPD Sumsel cabang Jakarta dengan jangka waktu lebih dari 90 hari sebesar Rp6.000.000.000 dengan tingkat bunga rata-rata 8,25%.

3. TEMPORARY POSTING

Represents the posting of funds of the DPKP Program of 2007 in the form of a deposit at the Jakarta branch of BPD Sumsel, with a tenor of 90 days amounting to Rp6,000,000,000 earning an average interest rate of 8.25%.

4. PENDAPATAN YANG MASIH HARUS DITERIMA

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URAIAN	2008	2007	Description
Piutang Bunga Penempatan Sementara	1,292,213,334	1,025,245,833	Interest on Temporary Posting
Piutang Bunga Pinjaman Diberikan	3,710,466,320	12,880,847,217	Interest of Loans
Penyisihan Piutang Bunga Pinjaman	-	(10,928,580,206)	Allowance on Interest Loans
	5,002,679,654	2,977,512,845	

in Rupiah

5. BEBAN DIBAYAR DIMUKA

Beban dibayar dimuka per 31 Desember 2008 sebesar Rp6.903.633 merupakan beban asuransi dibayar dimuka atas Rumah Susun Cikarang.

6. PERSEKOT KERJA

Jumlah tersebut merupakan saldo persekot kerja per 31 Januari 2008 dan 31 Desember 2007 masing-masing sebesar Rp108.068.500 dan Rp105.380.000 yang digunakan untuk kegiatan DPKP dan sampai dengan tanggal laporan belum dipertanggungjawabkan.

7. PIUTANG LAIN-LAIN

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URAIAN	2008	2007	Description
Piutang kepada Merpati Nusantara	25,240,879	25,240,879	Receivables to Merpati Nusantara
Piutang kepada PTPN VII	-	25,240,879	Receivables to PTPN VII
Piutang pegawai	137,617,616	137,617,616	Advances to Employee
Kelebihan Transfer PUMP kacab Karawang	11,500,000	-	Excess from PUMP Transfer of Karawang Branch Office
JUMLAH PIUTANG LAIN-LAIN	174,358,495	188,099,374	TOTAL OTHER RECEIVABLES

Piutang kepada Merpati Nusantara merupakan piutang dari kegiatan BUMN Peduli pada tahun 2004. PT Jamsostek melalui surat No. B/10576/112008 tanggal 20 Nopember 2008 telah melakukan upaya penagihan kepada Merpati Nusantara namun sampai dengan tanggal laporan belum ada realisasinya.

8. PINJAMAN DIBERIKAN

dalam Rupiah

URAIAN	2008	2007	Description
Pinjaman Uang Muka Perumahan (PUMP)	216,078,512,611	202,242,663,706	Loans for Housing Allowance (PUMP)
Pinjaman Koperasi Karyawan (Kopkar)	16,274,240,566	16,417,986,501	Loans for Cooperative Labor
Pinjaman Dana Talangan Modal Kerja (DTMK)	752,553,910	752,553,910	Loans of Working Capital Fund (DTMK)
Pinjaman Provider Pelayanan Kesehatan	1,447,311,678	1,513,404,866	Loans for Provider of Health Care Service
	234,552,618,764	220,926,608,983	
Akumulasi penyisihan PUMP	(103,987,458,481)	(57,040,113,333)	Accumulated Depreciation of PUMP
Akumulasi penyisihan Pinjaman Kopkar	(10,826,083,950)	(10,366,153,851)	Accumulated Depreciation of Cooperative Labor Loan
Akumulasi penyisihan Pinjaman DTMK	(142,553,910)	(142,553,910)	Accumulated Depreciation of DTMK Loan
Akumulasi penyisihan Pinjaman Pelkes	(569,272,385)	(495,792,198)	Accumulated Depreciation of Health Care Services
	(115,525,368,725)	(68,044,613,291)	
NILAI BUKU/BOOK VALUE	119,027,250,039	152,881,995,692	JUMLAH PIUTANG LAIN-LAIN/ TOTAL OTHER RECEIVABLES

in Rupiah

5. PREPAID EXPENSES

Prepaid expenses as of 31 December 2008 was amounted to Rp6,903,633, represent prepaid insurance premium on the Cikarang Flat Housing.

6. ADVANCES

This amount represent advance payments on work as of 31 January 2008 and 31 December 2007 of Rp108,068,500 and Rp105,380,000, respectively, that were used for the DPKP activities up to the date of financial report that is not yet accountable.

7. OTHER RECEIVABLES

Receivables to Merpati Nusantara represent receivables from the SOE Care activities in 2004. PT Jamsostek through the letter No. B/10576/112008 dated 20 November 2008 has made efforts to collect the receivables from Merpati Nusantara, but have not been successful as of date of report.

8. LOANS

9. SARANA KESEJAHTERAAN PESERTA

Merupakan sarana kesejahteraan peserta Jamsostek dalam bentuk rumah susun sewa di Batam dan Cikarang, sebagai berikut:

9. PARTICIPANTS WELFARE FACILITIES

Constitute the participants welfare facilities of Jamsostek in the form of rental flat housing (SKP) in Batam and Cikarang, as follows:

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URAIAN	BATAM	CIKARANG	JUMLAH/TOTAL	Description
Tanggal 31 Desember 2008				Date 31 December 2008
Harga Perolehan				Acquisition Cost
Tanah	123,024,600	1,913,087,580	2,036,112,180	Land
Bangunan	37,825,443,050	11,314,319,520	49,139,762,570	Building
Peralatan	2,231,235,625	1,139,619,100	3,370,854,725	Equipment
Akumulasi Penyusutan	40,179,703,275	14,367,026,200	54,546,729,475	Accumulated Depreciation
Bangunan	14,026,935,131	3,252,866,862	17,279,801,993	Building
Peralatan	2,231,235,625	1,139,619,100	3,370,854,725	Equipment
Total Akumulasi Penyusutan	(16,258,170,756)	(4,392,485,962)	(20,650,656,719)	Total Accumulated Depreciation
NILAI BUKU 31 DESEMBER 2008	23,921,532,519	9,974,540,238	33,896,072,756	BOOK VALUE OF 31 DECEMBER 2008
Tanggal 31 Desember 2007				Date 31 December 2007
Harga Perolehan				Acquisition Cost
Tanah	123,024,600	1,913,087,580	2,036,112,180	Land
Bangunan	37,825,443,050	11,314,319,520	49,139,762,570	Building
Peralatan	2,231,235,625	1,139,619,100	3,370,854,725	Equipment
Akumulasi Penyusutan	40,179,703,275	14,367,026,200	54,546,729,475	Accumulated Depreciation
Bangunan	12,135,662,979	2,687,150,886	14,822,813,865	Building
Peralatan	2,231,235,625	1,139,619,100	3,370,854,725	Equipment
Total Akumulasi Penyusutan	(14,366,898,604)	(3,826,769,986)	(18,193,668,590)	Total Accumulated Depreciation
NILAI BUKU 31 DESEMBER 2007	25,812,804,671	10,540,256,214	36,353,060,885	BOOK VALUE OF 31 DECEMBER 2007

Untuk tahun 2008, SKP Batam dan Cikarang telah diasuransikan kepada PT ACA Asuransi dan PT Asuransi Jasindo (Persero) terhadap risiko kerugian yang mungkin terjadi sebagai akibat kebakaran, kehilangan, bencana alam, kerusakan dan risiko lainnya dengan jumlah pertanggungan masing-masing sebesar Rp39.678.384.275 dan Rp10.321.700.000. Manajemen berkeyakinan bahwa jumlah pertanggungan tersebut cukup untuk menutup kerugian yang mungkin timbul.

For the year 2008, SKP Batam and Cikarang have been insured with PT ACA Asuransi and PT Asuransi Jasindo (Persero) against the risk of loss from fires, losses, natural disasters, riots and other risks with a coverage value of Rp39,678,384,275 and Rp10,321,700,000. The Management is assured that the above coverages will be sufficient to cover any loss that may arise.

11. ASET TETAP

Nilai bangunan dalam aset tetap diantaranya adalah gedung kantor yang terletak di Pasar Minggu dengan nilai Rp6.164.447.000 yang digunakan untuk kantor Dewan Pengurus Pusat Federasi Serikat Pekerja Seluruh Indonesia (DPP-FSPSI).

11. FIXED ASSETS

The value of buildings in the fixed assets constitute the office building located at Pasar Minggu with a value of Rp6,164,447,000 that is used as the office premises of the Central Executive Boards of the Labor Union Federation of Indonesia (DPP-FSPSI).

12. RUSUN DALAM Pengerjaan

Merupakan pengeluaran-pengeluaran untuk pembangunan rumah susun Muka Kuning Batam per 31 Desember 2008 dan 31 Desember 2007 sebesar Rp591.012.160 dan Rp169.597.200.

12. FLAT UNDER CONSTRUCTION

Constitutes expenditures related to the construction of housing flats at Muka Kuning, Batam, as of 31 December 2008 and 31 December 2007 amounting to Rp591,012,160 and Rp169,597,200, respectively.

13. ASET LAIN

13. OTHER ASSETS

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Kantor Pusat	22,150,387	22,151,387	Head Office
Kanwil I	923,502	6,055,600	Regional Office I
Kanwil II	35,390,000	-	Regional Office II
Kanwil III	42,361,500	-	Regional Office III
Kanwil IV	5,499,500	-	Regional Office IV
	106,324,889	28,206,987	

Merupakan saldo Pos Sementara Dalam Penyelesaian yang bersifat tagihan yang sampai tanggal laporan belum dapat diselesaikan.

Constitute a Temporary Posting of Assets Prior to Settlement that represent receivables which as of date of report have not been settled.

14. HUTANG PAJAK

14. TAX PAYABLE

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
PPh Pasal 21	10,787,857	12,052,198	Income Tax Article 21
PPh pasal 23	22,997,410	14,773,440	Income Tax Article 21
PPN Wapu	-	958,050	Value Added Tax
	33,785,268	27,783,688	

15. BEBAN YANG MASIH HARUS DIBAYAR

15. ACCRUED EXPENSES

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Beban bantuan	404,134,100	4,007,008,520	Supporting Expense
Beban operasional	789,393,371	341,088,698	Operating Expense
	1,193,527,471	4,348,097,218	

16. POS SEMENTARA DALAM PENYELESAIAN (PSDP)

16. TEMPORARY ACCOUNT TO BE SETTLED (TATS)

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Kantor Pusat	2,250,500,000	342,773,682	Head Office
Kanwil I	-	942,000	Regional Office I
Kanwil II	8,629,221	15,000,000	Regional Office II
Kanwil IV	693,600	1,481,250	Regional Office IV
Kanwil VI	-	1,100,000	Regional Office VI
Kanwil VII	70,000	-	Regional Office VII
Kanwil VIII	-	2,208,000	Regional Office VIII
	2,259,892,821	363,504,932	

PSDP pada Kantor Pusat merupakan dana subsidi pokok pinjaman dari Departemen Tenaga Kerja dan Transmigrasi (Depnakertrans) untuk peserta Jamsostek yang belum dapat direalisasikan karena belum ada rincian nama peserta yang akan menerima subsidi tersebut.

TATS at Head Office constitute subsidized funds for loans principal from the Department of Manpower and Transmigration (Depnakertrans) for Jamsostek members that have not been disbursed pending the names of members whom are entitled to the subsidized loans.

17. SELISIH REKONSILIASI BANK

17. BANK RECONCILIATION BALANCE

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Selisih Rekonsiliasi Bank Kantor Pusat	7,990,400,326	10,505,818,479	Reconciled allowance of Head Offices Bank
Selisih Rekonsiliasi Bank kanwil I s/d Kanwil VIII	8,914,735,796	19,199,638,040	Reconciled allowance of Regional Offices I-VIII Bank
Cut Off Kantor Pusat dan Kanwil I s/d Kanwil VIII	14,753,784,333	14,771,585,964	Cut off from Head Offices-Regional Offices Bank
	31,658,920,454	44,477,042,483	

Saldo rekonsiliasi bank merupakan penerimaan angsuran pinjaman yang sampai tanggal laporan belum dapat diidentifikasi nama debiturnya. Saldo *cut off* merupakan perbedaan data saldo pinjaman dari bagian operasional dengan data saldo pinjaman dari bagian akuntansi yang di *cut off* tahun 2007.

The balance of bank reconciliation constitutes receipt of loan repayments which, as of date of report, the name of the debtor has not been identified. The cut-off balance represents differences in the data on loan balances of the operations department and those of the accounting department that was cut-off in 2007.

18. HUTANG LAIN-LAIN

18. OTHER DEBTS

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
PT Sangu	976,528	976,528	PT Sangu
PT Batubara Bukit Asam	-	3,850,000	PT Batubara Bukit Asam
PT Bank Negara Indonesia Tbk	-	6,957,621	PT Bank Negara Indonesia Tbk
Hutang DPKP kepada Kemitraan	-	151,150	DPKP debt to Partnership
	976,528	11,935,299	

19. DPKP UNTUK OPERASIONAL

19. OPERATING DPKP

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Saldo awal DPKP untuk Operasional	279,303,061,237	313,045,451,525	Initial balance for Operating DPKP
Koreksi Saldo Awal DPKP untuk Operasional	(1,687,660,695)	-	Correction on the initial balance of Operating DPKP
DPKP untuk Ops. Setelah Koreksi	277,615,400,542	313,045,451,525	Operating DPKP after correction
Kenaikan (penurunan) DPKP untuk Operasional	94,272,962,628	(33,742,390,288)	Increase (decrease) of Operating DPKP
DPKP untuk Operasional	371,888,363,170	279,303,061,237	Operating DPKP

Koreksi saldo awal DPKP untuk Operasional merupakan koreksi biaya yang masih harus dibayar yang dicadangkan terlalu besar di tahun 2007 dan koreksi atas dikeluarkannya Piutang Bunga Pinjaman *non performing* dan Beban Penyisihan Piutang Bunga Pinjaman *nonpe*.

Correction of initial balance of Operating DPKP represents correction of accrued expenses that have been placed in reserves in excess amount in 2007 and correction over the expended Interest Income Receivables from non performing loans and Allowances for Loan Receivables Loss.

20. DPKP TELAH DISALURKAN

20. DISTRIBUTED DPKP

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Saldo Awal DPKP telah disalurkan	189,404,653,775	173,828,507,841	Initial balance of Distributed DPKP
Kenaikan (penurunan) DPKP telah disalurkan	(35,890,318,819)	15,576,145,934	Increase (decrease) of Distributed DPKP
DPKP telah disalurkan	153,514,334,957	189,404,653,775	Distributed DPKP

21. PENERIMAAN ANGSURAN PINJAMAN DIBERIKAN

21. RECEIPT OF LOAN REPAYMENTS

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Pinjaman uang muka perumahan	57,278,476,095	36,982,574,433	Loans for Housing allowance
Pinjaman koperasi karyawan	3,079,745,935	1,898,081,789	Loans for Cooperatives Labor
Pinjaman dana talangan modal kerja	-	1,946,090	Loans for DTMK
Pinjaman <i>provider</i> jasa pelayanan kesehatan	431,093,189	201,701,390	Loans for provider of Health Care services
	60,789,315,219	39,084,303,702	

22. PENYALURAN BERGULIR DARI DPKP UNTUK OPERASIONAL

22. REVOLVING DISBURSEMENT FROM OPERATING DPKP

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Pinjaman uang muka perumahan	71,114,325,000	63,205,505,000	Loans for Housing allowance
Pinjaman koperasi karyawan	2,936,000,000	4,619,000,000	Loans for Cooperatives Labor
Pinjaman <i>provider</i> jasa pelayanan kesehatan	365,000,000	817,000,000	Loans for provider of Health Care services
Rumah susun dalam pengerjaan	421,414,960	169,597,200	Housing Flat under construction
	74,836,739,960	68,811,102,200	

23. PENYALURAN TIDAK BERGULIR DARI DPKP UNTUK OPERASIONAL

23. NON REVOLVING DISBURSEMENT FROM OPERATING DPKP

dalam Rupiah

in Rupiah

URAIAN	2008	2007	Description
Bantuan renovasi fasilitas pelayanan kesehatan	49,862,500	1,159,524,279	Aids for the renovation of Health Care facilities
Bantuan mobil <i>ambulance</i>	348,200,000	3,606,135,587	Aids for ambulances
Bantuan peralatan medis/non medis	1,480,867,710	2,610,545,630	Aids for medical/non medical supplies
Bantuan kesehatan cuma-cuma	1,728,807,735	1,687,378,633	Aids for free Health Care services
Bantuan beasiswa	19,614,050,000	19,851,500,000	Aids for scholarships
Bantuan pelatihan tenaga kerja	1,487,055,000	1,238,251,000	Aids for vocational trainings
Bantuan renovasi balai latihan kerja	80,000,000	427,472,445	Aids for the renovation of training facilities
Bantuan PHK	1,196,600,000	940,300,000	Aids for severances
	-	90,097,065	
	25,985,442,945	31,611,204,638	

PT Jamsostek (PERSERO)
PROGRAM DANA PENINGKATAN KESEJAHTERAAN PESERTA
NERACA PER 31 DESEMBER 2008 DAN 2007
PT Jamsostek (PERSERO)
PARTICIPANTS WELFARE FUND PROGRAM
BALANCE SHEET PER 31 DECEMBER 2008 AND 2007

dalam Rupiah

in Rupiah

URAIAN	2008 AUDITED 2008 Audited	2007 DISAJIKAN KEMBALI 2007 RESTATED	Description
ASET			ASSET
Aset Lancar	403,899,850,436	325,111,247,280	Current Assets
Pinjaman Diberikan (Netto)	119,027,250,039	152,881,995,692	Loans (Net)
Sarana Kesejahteraan Peserta (Netto)	33,896,072,756	36,353,060,885	Participants Welfare Facilities
Aset Tetap (Netto)	3,620,302,548	3,561,567,788	Fixed Assets (Net)
Aset Lain	106,324,889	28,206,987	Other Assets
Jumlah Aset	560,549,800,669	517,936,078,632	Total Asset
KEWAJIBAN			LIABILITIES
Hutang Pajak	33,785,268	27,783,688	Taxes Payable
Beban yang Masih Harus Dibayar	1,193,527,471	4,348,097,218	Accrued Expenses
Pos Sementara Dalam Penyelesaian	2,259,892,821	363,504,932	Temporary Accounts to be Settled
Selisih Rekonsiliasi Bank	31,658,920,454	44,477,042,483	Reconciling Items on Bank
Hutang Lain-lain	976,528	11,935,299	Other Payables
Jumlah Kewajiban	35,147,102,542	49,228,363,620	Total Liabilities
DPKP			DPKP
DPKP untuk Operasional	371,888,363,170	279,303,061,237	Operating DPKP
DPKP telah Disalurkan	153,514,334,957	189,404,653,775	Distributed DPKP
Jumlah DPKP	525,402,698,127	468,707,715,012	Total Liabilities
JUMLAH KEWAJIBAN DAN DPKP	560,549,800,669	517,936,078,632	TOTAL LIABILITIES AND DPKP

PT Jamsostek (PERSERO)
PROGRAM DANA PENINGKATAN KESEJAHTERAAN PESERTA
LAPORAN KINERJA
PERIODE YANG BERAKHIR 31 DESEMBER 2008 DAN 31 DESEMBER 2007
PT Jamsostek (PERSERO)
PARTICIPANTS WELFARE FUND PROGRAM
FINANCIAL REPORT
PERIOD WHICH ENDED ON 31 DECEMBER 2008 AND 31 DECEMBER 2007

dalam Rupiah

in Rupiah

URAIAN	2008	2007		Description
		DISAJIKAN KEMBALI RESTATED		
		CATATAN 24 ARTICLES 24		
Perubahan DPKP untuk Operasional	59,806,478,573	(61,338,003,136)		Changes for Operating DPKP
Surplus (Defisit) Operasional	7,364,420,757	3,167,575,722		Operational Surplus (Deficit)
Surplus/(defisit) Lain-lain	27,102,063,298	24,428,037,126		Other Surplus (Deficit)
Kenaikan/(penurunan) DPKP untuk Operasional	94,272,962,628	(33,742,390,288)		Increase(decrease) of Operating DPKP
Perubahan DPKP telah Disalurkan	(35,890,318,819)	15,576,145,934		Changes on distributed DPKP
Kenaikan/(penurunan) DPKP	58,382,643,809	(18,166,244,354)		Increase (decrease) of DPKP

Akuntan Perseroan

THE COMPANY'S ACCOUNTANT

Pemeriksaan atas Laporan Keuangan PT Jamsostek (Persero) setiap tahun dilakukan oleh Auditor Independen dan memberikan pendapat atas kewajaran Laporan Keuangan yang disajikan oleh Manajemen.

The audit on the Financial Statements of PT Jamsostek (Persero) is annually conducted by Independent Auditors presenting opinions on the fairness of the Financial Statements prepared by the Company's Management.

Periode Pemeriksaan oleh Auditor Independen

Audit Periods by the Independent Auditors:

No.	TAHUN BUKU Year of Book	AKUNTAN Accountant	BIAYA AUDIT (Rp) Audit Fee
1	Sampai Tahun Buku 2000 Until Fiscal Year 2000	Badan Pengawasan Keuangan dan Pembangunan (BPKP) Finance and Development Supervisory Agency (BPKP)	-
2	Tahun Buku 2001 Fiscal year 2001	Kantor Akuntan Publik Soejatna, Mulyana & Rekan Public Accountant Firm of Soejatna, Mulyana & Partner	971.000.000,00
3	2002-2005	Badan Pemeriksa Keuangan Republik Indonesia (BPK-RI) National Finance Supervisory Agency of RI (BPK-RI)	-
4	2006	Kantor Akuntan Publik Soejatna, Mulyana & Rekan Public Accountant Firm of Soejatna, Mulyana & Partner	1.040.000.000,00
5	2007	Kantor Akuntan Publik Soejatna, Mulyana & Rekan Public Accountant Firm of Soejatna, Mulyana & Partner	1.040.000.000,00
6	2008	Kantor Akuntan Publik Kanaka Puradiredja, Suhartono Public Accountant Firm of Kanaka Puradiredja, Suhartono	1.258.015.000,00

Jasa lain yang diberikan adalah *peer review* atas pelaksanaan kegiatan dan audit Biro Pengawasan Intern tahun 2007.

Other services performed by the Independent Auditor was peer review on the 2007 audit implementation carried out by the Internal Audit Bureau.

Tindak Lanjut Temuan Audit

Berdasarkan pemeriksaan auditor eksternal pada PT Jamsostek (Persero) masih terdapat 27 temuan yang masih perlu dipantau tindak lanjutnya, dengan rekapitulasi sebagai berikut:

The Action Plan of the Audit Findings

Based on the audit that was conducted by the external auditor of PT Jamsostek (Persero), there were 27 auditee that needs to be monitored with description as follows:

AUDITOR EKSTERNAL External Auditors	TEMUAN Findings	TINDAK LANJUT Progress	SISA TEMUAN Remaining of Findings			
			JAMSOSTEK	DPKP	KBL	JUMLAH
BPK-RI	48	24	9	7	8	24
KAP-SMR	12	12	0	0	0	0
KAP-Kanaka	3	0	2	1	0	3
JUMLAH/Total	63	36	11	8	8	27

Atas sisa 24 temuan BPK-RI di atas, terdapat 14 temuan yang tindak lanjutnya di luar kendali (uncontrollable) oleh PT Jamsostek (Persero). Tindak lanjut yang di luar kendali (uncontrollable) oleh PT Jamsostek (Persero) disebabkan karena:

1. Masih dalam proses hukum di pihak berwajib.
2. Perubahan Undang-Undang tentang status Badan Hukum.
3. Masih dalam proses persetujuan RUPS/Pemegang Saham.

From the remaining of 24 audits from BPK-RI, there were 14 audits which were still mitigated in uncontrollable situation by PT Jamsostek (Persero). The uncontrollable mitigation process conducted by PT Jamsostek (Persero) was due to several factors as follows:

1. Under litigation process.
2. Regulation amendment in regards with the status of Legal Entities.
3. Under the approval of the General Meeting of Shareholders/Shareholders.

Peristiwa Penting 2008

2008 SIGNIFICANT EVENTS

PENANAMAN POHON

Dengan disaksikan oleh Direktur Utama PT Jamsostek (Persero) H. Hotbonar Sinaga, Menteri Tenaga Kerja dan Transmigrasi Erman Suparno dalam kunjungan kerja ke Semarang dan Magelang berkesempatan melakukan kegiatan penanaman pohon di perumahan pekerja sebagai wujud dukungan terhadap pelestarian lingkungan.

01.05.08

TREE PLANTING

The Minister of Manpower and Transmigration, Erman Suparno, witnessed by President Director of PT Jamsostek (Persero) H. Hotbonar Sinaga, within their duty visit to Semarang and Magelang, was having a chance to undertake the tree planting project at workers residence as a manifestation of supports towards the environmental preservations.



BANTUAN KEMITRAAN

Direktur Utama PT Jamsostek (Persero), H. Hotbonar Sinaga saat memberikan bantuan kemitraan dan beasiswa Jamsostek di Magelang.

01.05.08

PARTNERSHIP DONATION

The President Director of PT Jamsostek (Persero), H. Hotbonar Sinaga handed over the partnership donation and Jamsostek scholarships in Magelang.



PINJAMAN UANG MUKA PERUMAHAN

Penandatanganan Perjanjian Kerjasama antara PT Jamsostek (Persero) yang diwakili oleh Direktur Utama PT Jamsostek (Persero) H. Hotbonar Sinaga dengan Direktur Utama PT Bank BTN (Persero) tentang penyaluran pinjaman uang muka perumahan dengan disaksikan oleh Menteri Perumahan Rakyat.

03.06.08

HOUSING ALLOWANCE

The signing of Working Agreement between PT Jamsostek (Persero), which was presented by the President Director of PT Jamsostek (Persero), H. Hotbonar Sinaga with the President Director of PT Bank BTN (Persero) concerning the distribution of housing allowance which was witnessed by the Minister of Public Housing.



SERAH TERIMA JABATAN

Serah Terima jabatan Ketua Forum Komite Integritas/pemantau Independen dari (mantan) Direktur Utama Pertamina Ary Sumarno kepada Direktur Utama PT Jamsostek (Persero).

25.06.08

HANDED OVER THE POSITION

Handed over the position of Chairman of Integrity Committee/Independent Surveillance from (former) President Director of Pertamina, Ary Sumarno to the President Director of PT Jamsostek (Persero).



BEASISWA BAGI MURID BERPRESTASI

Dengan disaksikan oleh Direktur Perencanaan, Pengembangan dan Informasi PT Jamsostek (Persero) H.D. Suyono, Menteri Tenaga Kerja dan Transmigrasi Erman Suparno berkesempatan menyerahkan bantuan beasiswa Jamsostek kepada anak-anak pekerja peserta Jamsostek dan bantuan kemitraan di Palembang.

16.07.08

SCHOLARSHIPS TO A STUDENT WITH HIGHEST ACHIEVEMENT

The Minister of Manpower and Transmigration, Erman Suparno handed over the Jamsostek's scholarship, accompanied by Director of Planning and Development and Information of PT Jamsostek (Persero), H.D. Suyono towards the highest achievement children of workers that become participants of Jamsostek Program as well as providing partnership donation in Palembang.



ANNUAL REPORT AWARD

Direktur Utama PT Jamsostek (Persero) H. Hotbonar Sinaga menerima penghargaan dari Sekretaris Menteri Negara BUMN Dr. M. Said Didu sebagai Juara I BUMN Non Listed dalam 2007 Annual Report Award untuk kategori *The Best Company Profile*.

12.08.08

ANNUAL REPORT AWARD

President Director of PT Jamsostek (Persero) H. Hotbonar Sinaga received the acknowledgement from the Secretary of State Minister of State-Owned Enterprise, Dr. M. Said Didu as the 1st Champion of Non Listed SOE in the 2007 Annual Report Award for the category of Best Company Profile.



PERESMIAN RAKERNAS

Dengan disaksikan oleh (mantan) Komisaris Utama PT Jamsostek (Persero) Wahyu Hidayat dan Direktur Utama PT Jamsostek (Persero), H. Hotbonar Sinaga, Menteri Negara BUMN, Dr. Sofyan Jalil berkesempatan memukul gong sebagai tanda peresmian Rapat Kerja Nasional PT Jamsostek (Persero) tahun 2008 di Hotel Century Park, Jakarta.

20.08.08

INAUGURATION OF NATIONAL CONFERENCE

State Minister Dr. Sofyan Jalil, witnessed by the (former) President Director of PT Jamsostek (Persero), Wahyu Hidayat and the President Director of PT Jamsostek (Persero), H. Hotbonar Sinaga, was having a chance to hit a gong to inaugurate the 2008 National Conference of PT Jamsostek (Persero) at Century Park Hotel, Jakarta.



BINA LINGKUNGAN

Sebagai bentuk kepedulian kepada *community development* (bina lingkungan) maka Manajemen PT Jamsostek (Persero) yang diwakili oleh Direktur Keuangan Myra SR. Asnar memberikan bingkisan lebaran kepada warga lingkungan menyambut Lebaran tahun 2008 lalu.

26.09.08

COMMUNITY DEVELOPMENT

As an effort to support the community development, the Management of PT Jamsostek (Persero), which was represented by the Director of Finance, Myra SR. Asnar was handing over the lebaran gift towards the community to embrace the 2008 Moslem's Day.



MUDIK LEBARAN

Direktur Utama PT Jamsostek (Persero), H. Hotbonar Sinaga dengan disaksikan oleh CEO PT Indofood, Fransiscus Welirang berkesempatan menyerahkan bantuan obat-obatan bagi para pekerja dalam acara "Peduli Mudik Lebaran" tahun 2008 di Kemayoran Jakarta.

29.09.08

MUDIK LEBARAN

The President Director of PT Jamsostek (Persero) H. Hotbonar Sinaga, witnessed by CEO of PT Indofood, Fransiscus Welirang was having a chance to give a medication aid towards all workers in the event of "Peduli Mudik Lebaran" in 2008 at Kemayoran, Jakarta.



PENYERAHKAN KLAIM JKK

Dengan disaksikan oleh Direktur Utama PT Jamsostek (Persero) H. Hotbonar Sinaga dan Pimpinan PT HM. Sampoerna, Menteri Tenaga Kerja dan Transmigrasi, Erman Suparno berkesempatan menyerahkan santunan JKK dan JHT bagi ahli waris karyawan PT HM. Sampoerna, (alm) Reza Eftaruddin Badri yang meninggal dunia dalam kecelakaan pesawat Garuda di Jogjakarta.

24.II.08

HANDED OVER THE JKK CLAIM

The Minister of Manpower and Transmigration, Erman Suparno, witnessed by the President Director of PT Jamsostek (Persero), H. Hotbonar Sinaga and Chairman of PT HM. Sampoerna, was having a chance of handling over the JKK and JHT donations to the beneficiaries of (late) Reza Eftaruddin Badri, employee of PT HM. Sampoerna, whom had died of Garuda Airlines Accident at Jogjakarta.



BANTUAN UKM

Penyerahan bantuan bagi kelompok UKM (Usaha Kecil dan Menengah) kepada para pedagang di Tanah Abang oleh Direktur Perencanaan, Pengembangan dan Informasi PT Jamsostek (Persero), H.D. Suyono dengan disaksikan oleh Menteri Koperasi dan UKM, Suryadharma Ali.

25.II.08

SME DONATIONS

Handling over the donation for Small Medium Enterprises (SME) Community, especially merchants at Tanah Abang Market by the Director of Planing, Development and Information of PT Jamsostek (Persero), H.D. Suyono, witnessed by the Minister of Cooperatives and SME, Suryadharma Ali.



RAPAT DENGAR PENDAPAT

Rapat Dengar Pendapat (RDP) antara Komisi IX DPR-RI yang membawahi ketenagakerjaan, kesehatan dan kesejahteraan rakyat dengan jajaran Departemen Tenaga Kerja dan Transmigrasi serta PT Jamsostek (Persero).

02.I2.08

HEARING CONFERENCE

The Hearing Conference between Commission IX of DPR-RI which oversees the manpower, health care and welfare division, with the Manpower and Transmigration Department as well as PT Jamsostek (Persero).



Penghargaan di tahun 2008

ACCOLADES IN 2008

Eksistensi sebuah perusahaan jasa seperti PT Jamsostek (Persero) ditentukan oleh pelayanan dan manfaat yang diberikan kepada pesertanya. Untuk melayani peserta dengan baik diperlukan perubahan secara signifikan budaya dan sistem kerja, sehingga tuntutan dan keinginan peserta dapat terpenuhi dengan baik.

Dalam upaya untuk memberikan pelayanan yang terbaik dan bermutu bagi pesertanya, PT Jamsostek (Persero) pada tahun 2008 telah berhasil memperoleh berbagai penghargaan yang menunjukkan komitmen insan Jamsostek untuk melaksanakan secara konsisten dan bertanggung jawab terhadap visi, misi dan nilai-nilai Perseroan.

Penghargaan yang diterima oleh PT Jamsostek (Persero) dalam tahun 2008, meliputi:

Sertifikat ISO 9001:2000 untuk Direktorat Operasi dan Pelayanan, Direktorat Umum dan SDM, Direktorat Keuangan, Direktorat Investasi serta 22(dua puluh dua) Kantor Cabang. Penghargaan ini diberikan karena PT Jamsostek (Persero) telah berhasil menerapkan Sistem Manajemen Mutu (SMM) yang bertujuan untuk membantu organisasi dalam pengelolaan kegiatannya agar sesuai dengan standar prosedur dan mekanisme yang berlaku. Penerapan Sistem Manajemen Mutu bagi PT Jamsostek (Persero) merupakan suatu kebutuhan mendasar agar di dalam setiap proses bisnisnya dapat dikendalikan, diukur, dipantau dan dilakukan perbaikan secara berkesinambungan.

Ditandai dengan penyerahan sertifikat *Annual Report Award* (ARA) oleh Menteri Keuangan Republik Indonesia, PT Jamsostek (Persero) untuk kedua kalinya telah berhasil meraih penghargaan tertinggi dalam *Annual Report Award* sebagai Lembaga Keuangan *Non Listed* yang memperoleh Predikat Terbaik Pertama.

The presence of a services company such as PT Jamsostek (Persero) is determined by the services and benefits provided to its participants. To fully serve its participants, significant changes on culture and working system is required, hence, demands and interests of the participants could be very well accommodated.

To provide best and quality services to its participants, in 2008, PT Jamsostek (Persero) has succeeded to obtain several awards that had showed the commitment of Jamsostek's personnel in carrying out the Company's vision and mission consistently and responsibly.

Awards received by PT Jamsostek (Persero) in 2008 are of the following:

ISO 9001:2000 Certification on the Directorate of Operation and Services, Directorate of General Affairs and HR, Directorate of Finance, Directorate of Investment and on 22(twenty two) Branch Offices. The award was provided for PT Jamsostek (Persero)'s success in implementing Quality Management System (SMM) with the objective to support the organization to operate its activities in accordance to the applicable standard operating procedure and mechanism. Implementation of the Quality Management System by PT Jamsostek (Persero) constitute a basic necessity, hence, each and every of its business processes are controllable, measurable, observable and sustainably recoverable.

Marked by the presentation of the Annual Report Award (ARA) Certificate by the Minister of Finance of the Republic of Indonesia, PT Jamsostek (Persero) have succeeded to achieve the highest award for two consecutive years and ranked as the first and best in the category of a Non Listed Financial Institution for annual reporting.

Hasil ini diperoleh karena PT Jamsostek (Persero) telah memenuhi transparansi pengelolaan perusahaan agar *stakeholders* PT Jamsostek (Persero) dapat mengetahui sepenuhnya gambaran kinerja Jamsostek dan penerapan tata kelola perusahaan. Dalam kerangka pelaksanaan amanat Undang-Undang No. 3 tahun 1992, momentum ini dijadikan landasan baru dalam upaya PT Jamsostek (Persero) tetap eksis dalam fungsi dan tujuan dasarnya sebagai lembaga yang memberikan perlindungan dasar bagi tenaga kerja beserta keluarganya yang dapat dipercaya, diandalkan, serta memiliki citra yang positif baik di kalangan peserta maupun masyarakat luas

Such achievement was reached because PT Jamsostek (Persero) has complied to the transparency of company management, thus, the stakeholders of PT Jamsostek (Persero) will fully acknowledge the performance and the implementation of corporate governance of Jamsostek. In accordance to the mandate of Law No. 3 year 1992, this momentum has become a new foundation in an effort that PT Jamsostek (Persero) will continue to exist, in function and in basic objectives, being an institution that provide basic protection to the employees and their families, which are trustworthy, reliable, and has a positive image on the perception of the participants as well as the general public.

Dampak krisis finansial global yang telah merambah hingga ke Indonesia telah mengakibatkan tidak sedikit perusahaan yang melakukan efisiensi di berbagai bidang kegiatan, bahkan ada juga perusahaan yang mengalami keruntuhan (collapse). Tidak demikian dengan PT Jamsostek (Persero) yang menerapkan prinsip dan praktik tata kelola perusahaan yang baik (Good Corporate Governance), karena pada umumnya perusahaan yang demikian akan tetap bertahan dan selamat dalam menghadapi krisis.

The impact of the global financial crisis has affected Indonesia and it has lead many companies to carried out an efficiency measures in many fields of activities, moreover, some companies even had stopped its operations. But not with PT Jamsostek (Persero), that applies the principles of Good Corporate Governance practices, as most, such companies will be able to survive in facing the crisis.

PT Jamsostek (Persero) berdasarkan hasil *survey* CGPI selama bulan Mei–Nopember 2008, memperoleh peringkat 15 (lima belas) sebagai perusahaan yang terpercaya dengan *score* indeks 72,43. Ajang penyelenggaraan *Corporate Governance Perception Index* (CGPI) ditujukan untuk mengetahui tingkat keberhasilan penerapan prinsip-prinsip GCG di perusahaan berdasarkan indikator dan kriteria penilaian yaitu *self assessment*, kelengkapan dokumen, makalah penerapan prinsip-prinsip GCG dan observasi.

Based on the survey of Corporate Governance Perception Index (CGPI) conducted during May–November 2008, PT Jamsostek (Persero) has secured the 15th rank as the most trusted company with an index score of 72.43. The CGPI were organized to understand the level of success on the implementation of GCG principles within companies based on the value of indicators and criteria which include self assessment, document completeness, papers on the implementation of GCG and observations.

Ikhtisar Keuangan

FINANCIAL HIGHLIGHTS

jutaan rupiah	PER 31 DECEMBER (AUDITED)					million rupiah
NERACA KONSOLIDASI	2004	2005	2006	2007	2008	CONSOLIDATED BALANCE SHEET
Investasi	32,530,266	37,829,949	48,596,347	60,071,042	61,756,058	Investment
Aset Lancar	567,242	638,797	719,800	1,376,872	1,545,086	Current Assets
Sarana Kesejahteraan Peserta	-	-	-	36,353	33,896	Participant Welfare Facilities
Aktiva Tetap (Net)	185,892	196,387	200,762	246,050	259,710	Fixed Assets (Net)
Aktiva Lain	119,675	149,264	106,718	170,740	912,593	Other Assets
JUMLAH AKTIVA	33,403,075	38,814,397	49,623,627	61,901,057	64,507,343	TOTAL ASSETS
Kewajiban Kepada Peserta	31,129,555	36,687,852	46,377,652	56,883,794	61,382,315	Liabilities in Participants
Kewajiban Lancar	301,600	231,039	302,453	323,068	296,850	Current Liabilities
Kewajiban Lain-lain	20,191	15,149	147,116	204,426	225,340	Other Liabilities
Hak Minoritas	4	4	4	3	2	Minority Interest
Dana Peningkatan Kesejahteraan Peserta	-	-	-	468,708	525,403	Employment Welfare Participants
Modal Disetor	125,000	125,000	125,000	125,000	600,000	Paid in Capital
Cadangan	1,405,661	1,125,730	1,948,484	2,897,665	386,951	Reserve
Laba (Rugi) Tahun Berjalan	421,064	629,623	722,918	998,393	1,090,482	Profit (Loss) on Progress Year
JUMLAH KEWAJIBAN & MODAL	33,403,075	38,814,397	49,623,627	61,901,057	64,507,343	TOTAL LIABILITIES & EQUITIES
Mulai Tahun Buku 2008, Laporan Keuangan DPKP dikonsolidasikan dengan Laporan Keuangan PT Jamsostek (Persero) dan untuk Laporan Keuangan per 31 Desember 2007 disajikan kembali sesuai dengan ISAK 7.						
Starting from Fiscal Year 2008, DPKP Financial Statement was being consolidated with the Financial Statement of PT Jamsostek (Persero), meanwhile, Financial Statement that ended on 31 Desember 2007 was restated based on the ISAK 7.						
PENDAPATAN & BEBAN KONSOLIDASI	2004	2005	2006	2007	2008	CONSOLIDATED REVENUE & EXPENSES
Pendapatan Iuran	1,200,597	1,390,985	1,656,857	1,814,478	2,349,715	Contribution Proceeds
Beban Jaminan	-547,683	-658,155	-773,490	-883,664	-1,177,660	Claim Expenses
Beban Cadangan Teknis	-430,943	-483,741	-567,217	-577,354	-660,045	Technical Reserve
Pendapatan Bersih Iuran	221,971	249,089	316,150	353,460	512,010	Total Revenue
Pendapatan Operasional Anak Perusahaan	6,279	11,483	12,029	1,027	1,088	Operating Income of Subsidiary Company
Total Pendapatan	228,250	260,571	328,179	354,487	513,098	Total Revenue
Pendapatan Investasi (Net)	3,269,141	3,518,510	5,906,792	6,062,711	5,974,899	Investment Income (Netto)
Laba Usaha Kotor	3,497,391	3,779,081	6,234,971	6,417,198	6,487,997	Gross Operating Profit
Jumlah Beban Usaha	-598,828	-666,295	-1,012,420	-892,624	-1,041,274	Total Operating Expenses
Pendapatan Lain-lain	71,223	11,303	11,016	8,476	11,486	Other Revenue
Laba Kotor Sebelum Bagian Peserta	2,969,786	3,124,090	5,233,567	5,533,050	5,458,209	Gross Profit before Participants Share
Bagian Peserta atas Hasil Investasi JHT	-2,335,047	-2,324,272	-4,332,900	-4,384,233	-4,234,378	Participant Share of JHT's Investment Proceeds
Laba (Rugi) Sebelum Pajak	634,739	799,818	900,667	1,148,817	1,223,831	Profit (Loss) Before Tax
Taksiran Pajak Penghasilan	-179,916	-166,610	-170,780	-200,855	-282,620	Estimated Income Tax
Penghasilan (Beban) Pajak Tangguhan	-33,759	-3,585	-6,969	50,431	149,271	Income/Expenses of Deffered Tax
Laba (Rugi) Setelah Pajak	421,064	629,623	722,918	998,393	1,090,482	Profit (Loss) After Tax
RASIO KEUANGAN	2004	2005	2006	2007	2008	FINANCIAL RATIOS
Rentabilitas	9.89	8.68	11.87	9.99	8.79	Profitability
Likuiditas	176.28	276.49	237.99	282.79	361.69	Liquidity
Solvabilitas **	356.66	323.49	438.49	497.87	154.10	Solvency **
Claim Ratio	45.62	47.32	46.68	48.70	50.12	Claim Ratio
Expense Ratio	9.72	9.42	11.92	9.34	8.55	Expense Ratio
Y O I Bruto	11.51	10.47	14.18	12.25	11.97	Y O I Gross
Nilai Bobot	110.28	105.73	111.39	108.07	108.87	Value
Kriteria *	Sehat Sekali	Sehat	Sehat Sekali	Sehat	Sehat	Criteria*
Opini	WTP	WTP	WTP	WTP	WTP	Opinion
Keterangan:			Remarks:			
* Berdasarkan SK Menteri Keuangan No. 826/KMK.013/1992 Nilai Maksimum = 120 Nilai Minimum = 80 Sehat Sekali : >110 Sehat : 100-110 Kurang Sehat : 90-99 Tidak Sehat : <90			* Based on Minister of Finance Decree No. 826/KMK.013/1992 Highest Value = 120 Lowest Value = 80 Exceptionally Sound : >110 Sound : 100-110 Less than Sound : 90-99 Unsound : <90			
** Solvabilitas sesuai PP 22 tahun 2004			** The Solvency is in accordance with PP 22 year 2004			

Modal Saham

SHARE CAPITAL

MODAL DITEMPATKAN DAN DISETOR PENUH

Berdasarkan perubahan Anggaran Dasar Perusahaan dengan akta Notaris Nanda Fauz Iwan, SH., M.Kn., No. 25 tanggal 28 Agustus 2008, modal dasar meningkat dari sebesar Rp400.000.000.000 (empat ratus miliar Rupiah) menjadi sebesar Rp1.000.000.000.000 (satu triliun Rupiah) yang terdiri dari 1.000.000 lembar saham dengan nilai nominal per lembar saham sebesar Rp1.000.000 (satu juta Rupiah). Dari modal dasar tersebut, modal ditempatkan dan disetor penuh sebanyak 600.000 lembar saham atau sebesar Rp600.000.000.000 (enam ratus miliar Rupiah) dengan kepemilikan sebagai berikut:

SUBSCRIBED AND PAID IN CAPITAL

Based on the alteration of the Company's Articles of Association and Notary Deed of Nanda Fauz Iwan SH., M.Kn., No. 25 dated 28 August 2008, the authorized capital was increase from Rp400,000,000,000 (four hundred billion Rupiah) to a total value of Rp1,000,000,000,000 (one trillion Rupiah) which was divided into 1,000,000 shares with a nominal value per share of Rp1,000,000 (one million Rupiah). From the authorized capital, a total subscribed and paid in capital was amounted to 600,000 shares or amounted to Rp600,000,000,000 (six hundred billion Rupiah) under the following composition:

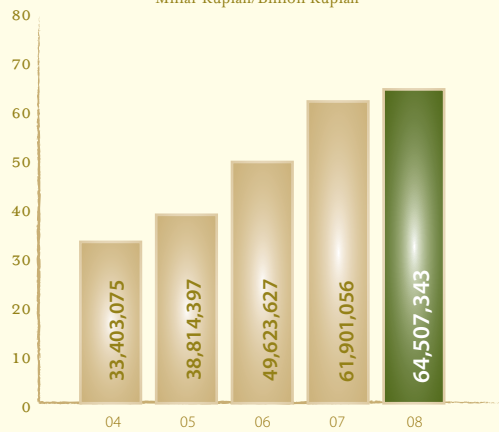
KETERANGAN	NILAI (Rp) Value (Rp)	DESCRIPTION
Dana Pembangunan Semesta	20.000.000.000,00	Development Funds
Konversi Cadangan Umum Perum ASTEK	37.756.082.248,00	General Reserve Conversion
Konversi Cadangan Tujuan Perum ASTEK	1.968.112.067,05	Appropriated Retained Earning Conversion
Konversi Modal Awal Perum ASTEK	2.775.805.684,95	Conversion of Initial Capital of Perum ASTEK
Jumlah	62.500.000.000,00	Total
Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam Modal Saham Perusahaan (PP No. 4 Tahun 2003)	75.000.000.000,00	Additional Direct Investment of the Republic of Indonesia into the Company's Share Capital (PP Number 4 Year 2003)
Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam modal Perusahaan melalui konversi Cadangan Umum	462.500.000.000,00	Additional Direct Investment of the Republic of Indonesia into the Company's Share Capital through the General Reserve Conversion
Jumlah Modal Ditempatkan & Disetor Penuh	600.000.000.000,00	Total Subscribed & Paid-in Capital

Kinerja Operasional

OPERATIONAL HIGHLIGHTS

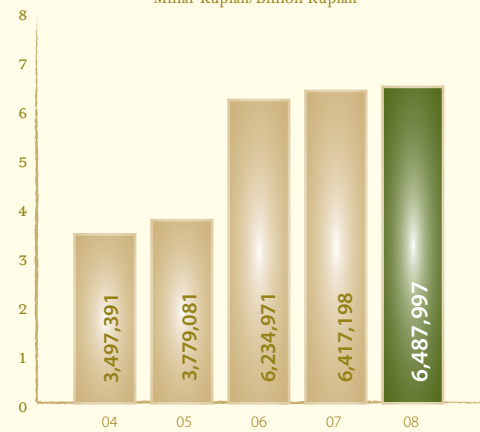
TOTAL ASSETS
JUMLAH AKTIVA

Miliar Rupiah/Billion Rupiah



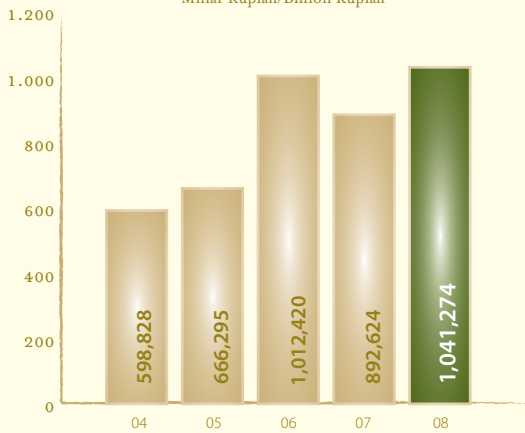
TOTAL OPERATIONAL PROFIT
JUMLAH LABA USAHA

Miliar Rupiah/Billion Rupiah



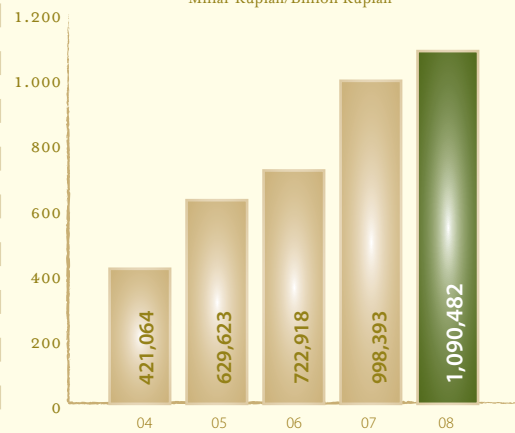
TOTAL OPERATIONAL EXPENSES
JUMLAH BEBAN USAHA

Miliar Rupiah/Billion Rupiah



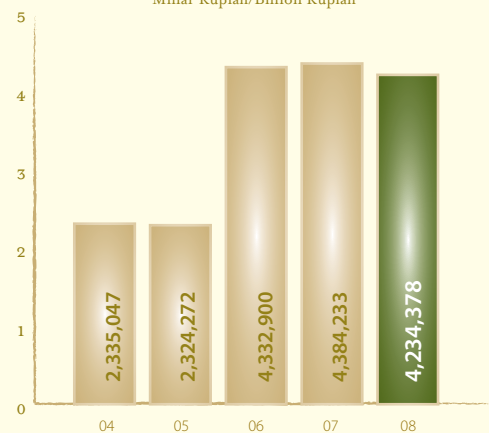
PROFIT (LOSS) AFTER TAX
LABA (RUGI) SETELAH PAJAK

Miliar Rupiah/Billion Rupiah

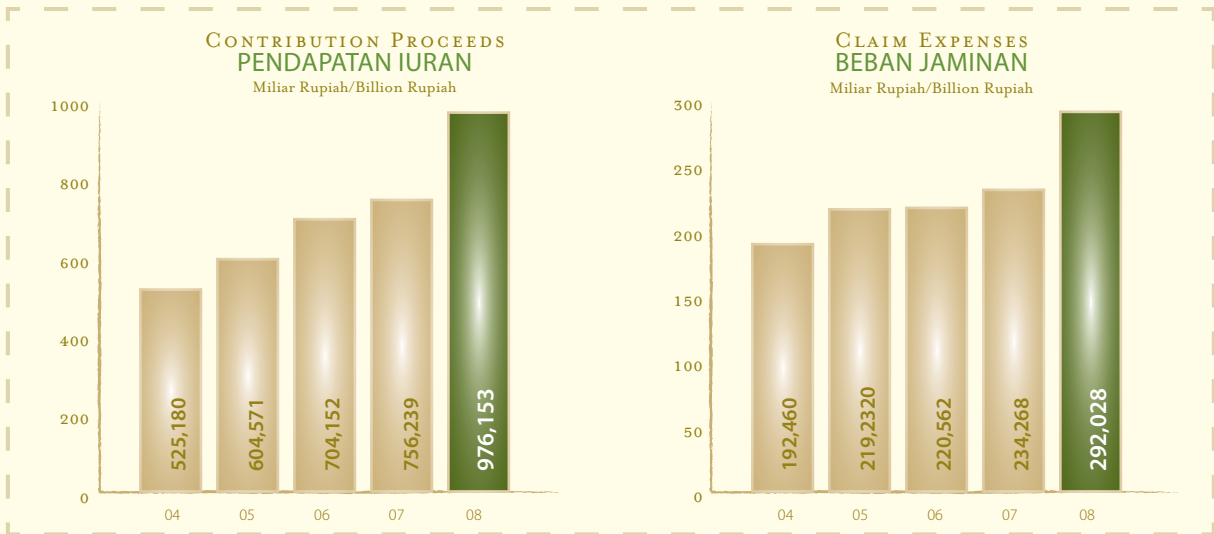


PARTICIPANT'S SHARE ON JHT INVESTMENT
BAGIAN PESERTA ATAS HASIL INVESTASI JHT

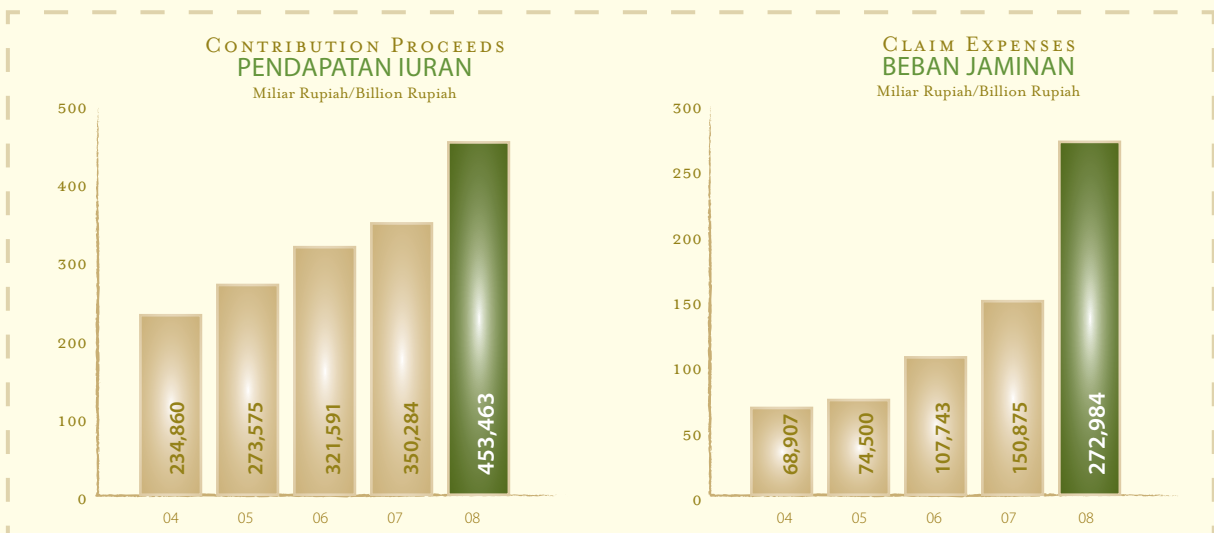
Miliar Rupiah/Billion Rupiah



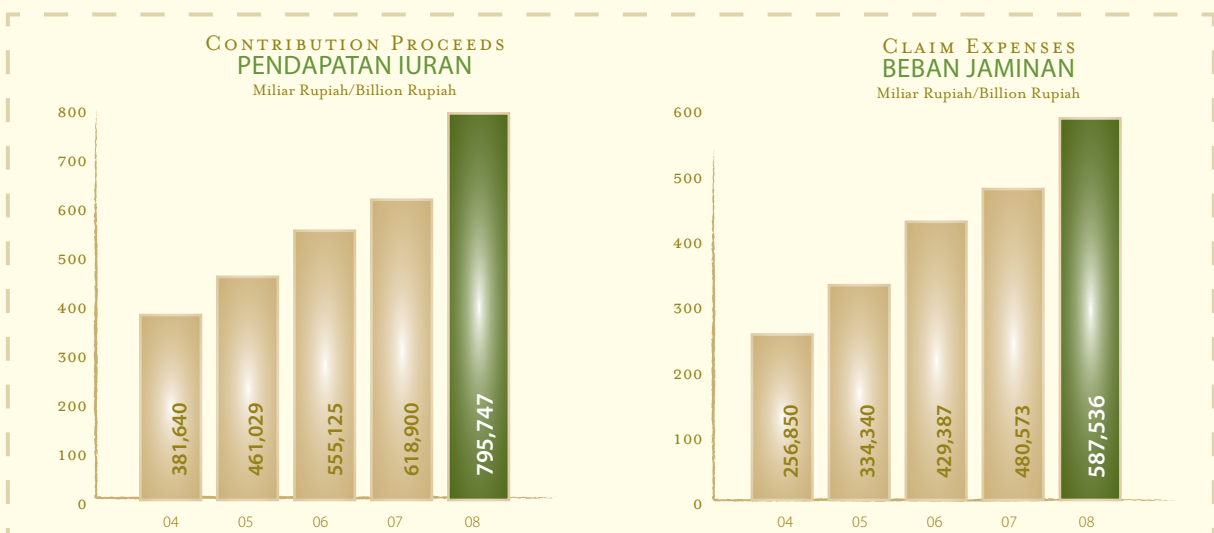
JAMINAN KECELAKAAN KERJA (JKK) Employment Accident Benefit



JAMINAN KEMATIAN (JK) Death Benefit



JAMINAN PEMELIHARAAN KESEHATAN (JPK) Health Care Benefit



Kinerja Kepesertaan

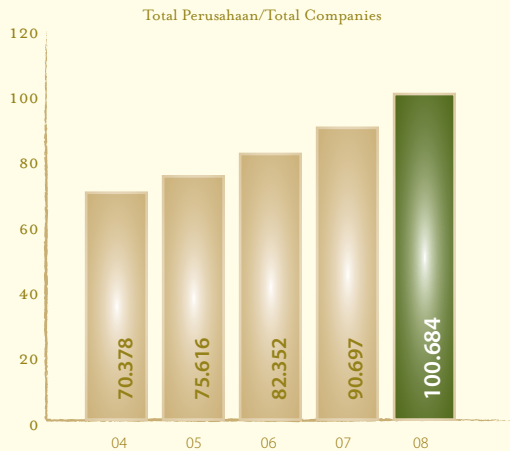
MEMBERSHIP HIGHLIGHTS

Kepesertaan Program JHT, JKK & JK

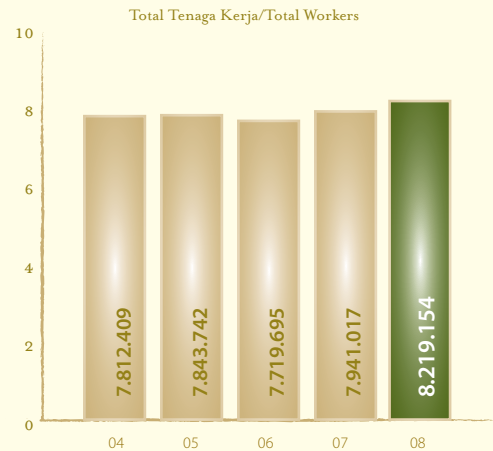
JHT, JKK & JK Membership Program

KETERANGAN	TAHUN/Year					DESCRIPTION
	2004	2005	2006	2007	2008	
Perusahaan Aktif	70.378	75.616	82.352	90.697	100.684	Active Companies
Perusahaan Non-Aktif	48.288	55.344	60.872	68.516	75.121	Non-Active Companies
TOTAL PERUSAHAAN	118.666	130.960	143.960	159.213	175.805	TOTAL COMPANIES
Tenaga Kerja Aktif	7.812.409	7.843.742	7.719.695	7.941.017	8.219.154	Active Workers
Tenaga Kerja Non-Aktif	11.820.129	13.100.169	15.361.672	15.788.933	18.407.661	Non-Active Workers
TOTAL TENAGA KERJA	19.632.538	20.943.911	23.081.367	23.729.950	26.626.815	TOTAL WORKERS

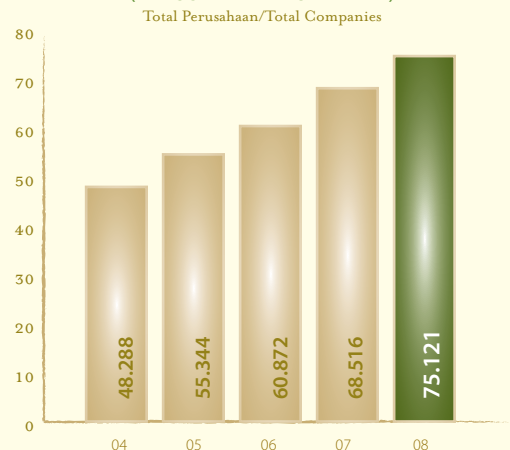
DEVELOPMENT OF JHT, JKK & JK MEMBERSHIP PROGRAM
(ACTIVE COMPANIES)
PERKEMBANGAN KEPESERTAAN PROGRAM JHT, JKK & JK
(PERUSAHAAN AKTIF)



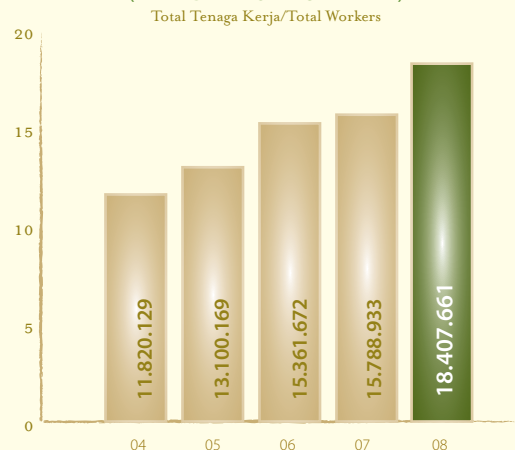
DEVELOPMENT OF JHT, JKK & JK MEMBERSHIP PROGRAM
(ACTIVE WORKERS)
PERKEMBANGAN KEPESERTAAN PROGRAM JHT, JKK & JK
(TENAGA KERJA AKTIF)



DEVELOPMENT OF JHT, JKK & JK MEMBERSHIP PROGRAM
(NON-ACTIVE COMPANIES)
PERKEMBANGAN KEPESERTAAN PROGRAM JHT, JKK & JK
(PERUSAHAAN NON-AKTIF)



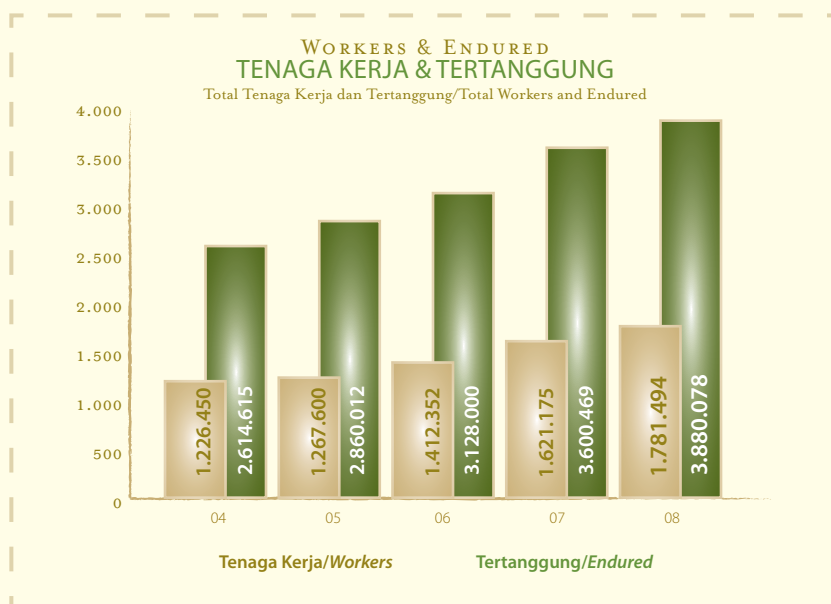
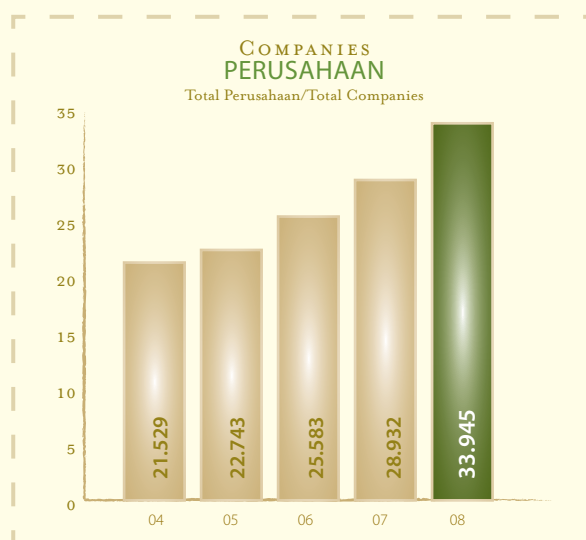
DEVELOPMENT OF JHT, JKK & JK MEMBERSHIP PROGRAM
(NON-ACTIVE WORKER)
PERKEMBANGAN KEPESERTAAN PROGRAM JHT, JKK & JK
(TENAGA KERJA NON-AKTIF)



Kepesertaan Program JPK

JPK Membership Program

KETERANGAN	TAHUN/Year					DESCRIPTION
	2004	2005	2006	2007	2008	
Perusahaan	21.529	22.473	25.583	28.932	33.945	Companies
Tenaga Kerja	1.226.450	1.267.600	1.412.352	1.621.175	1.781.494	Workers
Tertanggung	2.614.615	2.860.012	3.128.000	3.600.469	3.880.078	Endured



Daftar Perusahaan Penyertaan

LIST OF INVESTMENT COMPANY

No.	PERUSAHAAN Company	BIDANG USAHA Business Lines	TOTAL ASET PER 31 DES 2008 Total Assets 31 Dec 2008	TAHUN PEROLEHAN Year of Acquirement	JUMLAH SAHAM (UNIT) Total Shares (Unit)
1.	PT Asrinda Arthasangga	Manajemen Pencatatan Efek Underwriting Management	34.286	1991	82.500
2.	PT Satria Balitama	Service Perhotelan Hotel Services	91.221	1992	5.584
3.	PT Marga Mandala Sakti	Penyelenggara Jalan Tol Toll Road Developer	838.688	1993	6.500.000
4.	PT Bijak (Anak Perusahaan)	Pengiriman TKI Indonesian Worker Placement	26.074	1993	4.999
5.	PT Bank Syariah Bukopin (Ex BPI)	Perbankan Banking	606.055	2006	350.000.000
6.	PT Bank Syariah Muamalat Indonesia	Perbankan Banking	12.596.715	1992	106.509
TOTAL			13.726.277		

JUMLAH PENYERTAAN (Rp PENUH) Total Direct Investment (Full Amount of Rp)	KEPEMILIKAN DITERIMA Accepted Ownership	DEVIDEN YANG DITERIMA Accepted Dividends	KETERANGAN Description
82.500.000	11,00%	16 kali tahun buku (dari awal Penyertaan) 16 times of fiscal year (from the initial Direct Investment)	Pemegang Saham Mayoritas PT Reasuransi Internasional Indonesia (Kepemilikan 23%) Majority Shareholders of PT Reasuransi Internasional Indonesia (23% Ownership)
5.584.000.000	4,48%	3 kali tahun buku (tahun 2005, 2006 dan 2007) Three times of fiscal year (year 2005, 2006 and 2007)	Pemegang Saham Mayoritas PT Medco Intidnamika (Kepemilikan 22,86%) Majority Shareholders of PT Medco Intidnamika (22.86% Ownership)
650.000.000	0,45%	Belum pernah menerima dividen (Quasi Reorganisasi) Never received any dividends (Quasi Reorganization)	Pemegang Saham Mayoritas PT Astratel Nusantara (Kepemilikan 62,62%) Majority Shareholders of PT Astratel Nusantara (62.62% Ownership)
11.830.108.559	99,98%	11 kali tahun buku (sejak tahun 2006-2007 tidak memberikan dividen) 11 times of fiscal year (since the year 2006-2007 are not distributing any dividends)	Sedang Pembinaan Internal (Proses Restrukturisasi). Pemegang Saham Lain adalah KOPKAR Jamsostek (Kepemilikan 0,02%) Under the Internal Restructuring (Restructuring Process). The other shareholders is Jamsostek Labor Cooperatives (0.02% ownership)
25.630.683.148	9,46%	Belum pernah menerima dividen (Masih dalam proses penyehatan) Never received any dividends (Under the improvement process)	Pemegang Saham Mayoritas PT Bank Bukopin (Kepemilikan 65,43%) Majority Shareholders of PT Bank Bukopin (65.43% Owner- ship)
106.509.000	0,01%	11 kali tahun buku (sejak tahun 1997-2002 tidak memberikan dividen) 11 times of fiscal year (since the year 1997-2002 are not distributing any dividends)	Pemegang Saham Mayoritas Islamic Development Bank (IDB) (Kepemilikan 65,71%) Majority Shareholders of Islamic Development Bank (IDB) (62.62% Ownership)
43.883.800.707			

care

Jamsostek menjalankan usahanya secara bersih, dengan kepedulian tinggi, sangat sadar biaya dan senantiasa mendahulukan kepuasan dan kepentingan peserta...

Jamsostek undertakes its business in a clean manner, with a lot of care, highly cost concious, and always deffering to the interest and satisfaction of all members...







"Meskipun krisis keuangan global memberikan dampak yang signifikan bagi bursa saham dunia dan likuiditas kredit, terutama pada paruh kedua di tahun 2008, Jamsostek tetap mampu mempertahankan posisinya secara stabil di sepanjang tahun".

"Despite the global financial crisis that was detrimental to global stock exchanges and credit liquidity in the second semester of 2008, Jamsostek was able to maintain a steady course throughout the year".

Sambutan Komisaris Utama

MESSAGE FROM THE PRESIDENT COMMISSIONER

Dengan karunia dari Tuhan Yang Maha Esa, perkenankan saya atas nama Dewan Komisaris melaporkan kembali kinerja PT Jamsostek (Persero) selama tahun 2008.

Meskipun telah terjadi krisis keuangan global yang telah memporak porandakan bursa saham dan likuiditas kredit secara global pada semester II tahun 2008, Jamsostek tetap berhasil mempertahankan kondisi perusahaan sepanjang tahun yang memungkinkan Perseroan untuk mencatat hasil operasi yang baik, sejalan dengan kepentingan para *stakeholder*.

Atas nama Dewan Komisaris dari PT Jamsostek (Persero), perkenankan kami untuk menyampaikan penghargaan pada Manajemen Jamsostek. Perusahaan telah berhasil membukukan peningkatan laba bersih sebesar Rp92.1 miliar (9,22%) dari Rp998.4 miliar pada tahun 2007 menjadi Rp1.090,5 miliar pada tahun 2008. Jumlah keuntungan investasi sebesar Rp7.244,2 miliar pada tahun 2008 yang mengalami pertumbuhan sebesar 11% dari tahun ke tahun berbanding pendapatan kotor dari investasi sebesar Rp6.549,6 miliar pada tahun 2007. Mengingat tahun 2008 merupakan tahun yang sangat sulit, ditandai dengan adanya krisis keuangan secara global, pencapaian ini meningkatkan reputasi perusahaan sebagai penyelenggara jaminan sosial tenaga kerja yang dapat dipercaya dan diandalkan untuk melayani para pekerja.

Dengan bantuan Komite Audit, Dewan Komisaris telah mereview Laporan Keuangan Konsolidasian Perseroan untuk tahun yang berakhir pada tanggal 31 Desember 2008 dan dengan senang hati menyerahkan laporan dari Direksi berupa laporan kinerja dan hasil-hasil usaha perusahaan selama tahun 2008 untuk disahkan oleh Pemegang Saham pada Rapat Umum Pemegang Saham Tahunan.

With the grace of God Almighty, the Board of Commissioners is pleased to report another year of solid performance by PT Jamsostek (Persero) in 2008.

Despite the global financial crisis that was detrimental to global stock exchanges and credit liquidity in the second semester of 2008, Jamsostek was able to maintain a steady course throughout the year, enabling the Company to post reasonably strong operating results in the best interest of stakeholders.

On behalf of the Board of Commissioners of PT Jamsostek (Persero), we would like to convey our highest appreciation to the Management of Jamsostek. The Company booked increasing in net profit amounted Rp92.1 billion (9,22%) from Rp998.4 billion in 2007 to Rp1,090.5 billion in 2008. Our total investment gains of Rp7,244.2 billion in 2008 was a 11% year-on-year growth over gross earnings on investments of Rp6,549.6 billion in 2007. Considering the fact that 2008 was a difficult year, marked with global financial crisis, these achievements should strengthen our reputation as a reliable and trustworthy social security provider for workers.

With the help of the Company's Audit Committee, the Board of Commissioners has reviewed the audited consolidated financial statements of the Company for the year ending 31 December 2008, and would like to endorse the report of the Board of Directors on the performance and operating results of the Company in 2008, for Shareholders' approval in the upcoming Annual General Meeting of Shareholders.

Dewan Komisaris telah melaksanakan peranan dengan sepenuhnya dalam mengawasi Perseroan. Pada tahun 2008, Dewan Komisaris mengadakan rapat sebanyak 10 (sepuluh) kali dengan Direksi, selain rapat internal diantara Dewan Komisaris. Sebagai bagian dari tugasnya untuk mengawasi perusahaan, Dewan Komisaris juga menyampaikan 5 (lima) laporan kepada Pemegang Saham, 4 (empat) permintaan klarifikasi kepada Direksi dan 31 (tiga puluh satu) surat mengenai persetujuan kebijakan dan rekomendasi kepada Direksi. Dewan Komisaris berpendapat bahwa manajemen telah berhasil menstabilkan perusahaan sehingga sekarang dapat terfokus sepenuhnya menjadi penyelenggara jaminan sosial tenaga kerja pada upaya yang bersih, transparan dan professional yang menjadi andalan angkatan kerja di Indonesia. Walaupun demikian, masih banyak peluang untuk peningkatan dan perbaikan di Jamsostek.

Sebagai penyelenggara jaminan sosial bagi tenaga kerja, maka Jamsostek seharusnya dapat berperan sesuai misinya dalam situasi yang tidak menentu saat ini, ketika resesi ekonomi secara global berpotensi memperlambat pertumbuhan ekonomi yang berdampak pada meningkatnya pemutusan hubungan kerja dan menurunnya pendapatan. Dalam situasi seperti inilah manfaat kehadiran Jamsostek dapat menjadi lebih terasa oleh pimpinan perusahaan maupun para pekerja. Jamsostek tidak boleh kehilangan momentum ini, untuk merubah tantangan menjadi kesempatan, Jamsostek harus berubah, tanggap terhadap situasi, inovatif dan melakukan pembaharuan sehingga dalam waktu yang singkat dapat muncul sebagai sebuah institusi yang telah mengalami transformasi, menjadi semakin terpercaya.

Dewan Komisaris gembira dengan transformasi yang sekarang dijalankan pada Jamsostek, yang salah satunya adalah sekitar penerapan tata kelola perusahaan secara baik. Seiring peningkatan peringkat yang diperoleh dalam tata kelola perusahaan yang baik, Perseroan secara berkesinambungan telah memperkuat transparansi, akuntabilitas, tanggung jawab, kemandirian dan kewajaran sebagai kunci dasar dimana secara perlahan namun pasti akan terintegrasi kedalam nilai-nilai utama yang diyakini. Sebagai bagian dari perannya, Dewan Komisaris juga telah berinisiatif untuk memperkuat tata kelola perusahaan. Setelah melalui pertimbangan yang cukup hati-hati, Dewan Komisaris telah memutuskan untuk memperkuat Komite Audit, sedangkan Komite Manajemen Risiko akan dibentuk pada tahun 2009.

The Board of Commissioners has fully exercised its prerogatives to oversee the management of the Company. In 2008, the Board of Commissioners convened 10 (ten) meetings with the Board of Directors, in addition to meetings that were convened internally among the Commissioners. As part of its oversight of the Company, the Board also issued five reports to the Shareholders, four clarification requests to the Board of Directors, and 31 letters pertaining to policy approvals and action recommendations to the Board of Directors. It is the opinion of the Board that, although there is still much room for improvements to be made by Jamsostek, Management has succeeded in stabilizing the Company to the degree that it can now focus fully to being the clean, transparent and professional social security services provider that then nation's workforce can really look up to.

A strong and solid social security services for workers such as Jamsostek can and should play a central role in times of uncertainties such as now, when global economic recession is expected to curtail economic growth, resulting in job loss and reduced income. It is at times like these that the value and benefits that Jamsostek provides become more apparent to business leaders and workers alike. Such a time should not be lost on Jamsostek, which has the momentum on its side to turn challenge into opportunity. Jamsostek must change, adapt, innovate and make a clean break from the past; in order to forge ahead as a transformed entity.

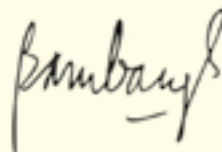
The Board of Commissioners is encouraged by the transformation that is now taking place at Jamsostek, one of which revolves around good corporate governance. Throughout its rank and file in good corporate governance, the Company has continued to strengthened transparency, accountability, responsibility, independency and fairness as key principles that are slowly but surely being integrated into the Company's core values and beliefs. For its part, the Board of Commissioners has also taken the initiative to bolster corporate governance. After careful consideration, the Board has decided to strengthen the Audit Committee, while the Risk Management Committee will be established in 2009.

Pada kesempatan ini perlu saya laporkan perubahan komposisi Dewan Komisaris. Pada tanggal 13 Nopember 2008, ibu Myra Maria Hanartani telah mengundurkan diri dari jabatannya sebagai Komisaris. Pada tanggal berikutnya, berdasarkan Surat Keputusan dari Menteri Negara BUMN, saya diangkat sebagai Komisaris Utama Perseroan. Atas nama teman-teman Komisaris lainnya, iijinkan saya untuk menyampaikan penghargaan kepada Ibu Myra Maria Hanartani dan pendahulu saya Bapak Wahyu Hidayat atas hasil kerjanya pada Perseroan. Kami juga berterima kasih pada para *stakeholder* dari Jamsostek atas kepercayaan dan dukungan yang selalu diberikan.

Mari kita lanjutkan membangun PT Jamsostek (Persero) menjadi landasan yang kuat dan terpercaya untuk pelaksanaan dan penyelenggaraan sistem jaminan sosial bagi para pekerja di Indonesia.

I would like to take this opportunity to report changes in the composition of the Board of Commissioners. On 13 November 2008, a Commissioner of the Company, Mrs. Myra Maria Hanartani, effectively resigned from the Board. On the following date, based on the Decision Letter of the State Minister for State-Owned Enterprises, I was appointed as Chairman of the Company. On behalf of my fellow Commissioners, allow me to express our appreciation to Mrs. Myra Maria Hanartani, and to my predecessor, Mr. Wahyu Hidayat, for their services to the Company. We also thank the many stakeholders of Jamsostek for their continuing trust and support.

Let us continue to build in PT Jamsostek (Persero) a solid and reliable foundation for the implementation of the social security system for workers in Indonesia.



Bambang Subianto

[Komisaris Utama/President Commissioner]

Dewan Komisaris

BOARD OF COMMISSIONERS



BAMBANG SUBIANTO
Komisaris Utama

Lahir di Madiun pada tanggal 10 Januari 1945.

Komisaris Utama PT Jamsostek (Persero) sejak Desember 2008. Saat ini adalah *partner* dari IndoConsult, Komisaris Independen Unilever Indonesia Tbk., dan Komisaris Utama (Independen) PT Apexindo Tbk. Sebelumnya pernah menjabat sebagai *partner* dari PT Ernst & Young Consulting. Pernah menjadi dosen di Fakultas Ekonomi Universitas Indonesia dan menjabat sebagai Menteri Keuangan RI.

Meraih gelar Sarjana Teknik Kimia dari Institut Teknologi Bandung (1973), gelar *Master of Business Administration* konsentrasi di Finance & Business Economics dari Catholic University of Leuven, Belgium (1981) dan gelar Doktor dalam bidang *Applied Economic Sciences* dari Catholic University of Leuven, Belgium (1984).

President Commissioner

Born in Madiun on January 10, 1945.

President Commissioner of PT Jamsostek (Persero) since December 2008. Concurrently also served as partner at IndoConsult, Independent Commissioner at Unilever Indonesia Tbk, and President Commissioner (Independent Commissioner) at PT Apexindo Tbk. Previously served as partner at PT Ernst & Young Consulting, lecturer at the Faculty of Economics, University of Indonesia and served as Minister of Finance of the Republic of Indonesia.

Bachelor's degree in Chemical Engineering from Bandung Institute of Technology (1973), Master of Business Administration-majoring on Finance & Business Economics from the Catholic University of Leuven, Belgium (1981) and Doctor in Applied Economic Sciences from the Catholic University of Leuven, Belgium (1984).



DRS. SJUKUR SARTO, MS
Komisaris

Lahir di Purworejo pada tanggal 25 Nopember 1950.

Komisaris PT Jamsostek (Persero) sejak 2001. Saat ini menjabat sebagai Ketua Dewan Pimpinan Pusat-Serikat Pekerja Seluruh Indonesia (DPP SPSI), Ketua Umum Pimpinan Pusat F. SP BPU-SPSI, Direktur Utama PT Artha Perkasa Inti, Direktur Utama PT Mundia Daya Consultant, Komisaris Utama PT Bumi Pysicona Epsilon dan Sekretaris Tripartit Nasional. Sejak tahun 2000 menjadi anggota Komite Pengarah Nasional tentang Restrukturisasi dan Reformasi Jamsostek.

Meraih gelar Sarjana di bidang Ekonomi dari Universitas Krisnadwipayana-Jakarta, (1980). Gelar Master, bidang Manajemen Lingkungan dari IPB-Bogor, (1995).

Commissioner

Born in Purworejo on November 25, 1950.

Commissioner of PT Jamsostek (Persero) since 2001. Concurrently also the Chairman of the Central Council of Indonesian Labour Union (DPP SPSI), Chairman of F.SP BPU – SPSI, President Director of PT Artha Perkasa Inti, President Director of PT Mundia Daya Consultant, President Commissioner of PT Bumi Pysicona Epsilon and Secretary of the National Tripartite. Since 2000 he is a member of the National Steering Committee on the Restructuring and Reformation of Jamsostek.

Bachelor's degree in Economy from Krisnadwipayana University-Jakarta (1980), Master degree in Environmental Management from Bogor Agricultural Institute (IPB)-Bogor (1995).



HERRY PURNOMO
Komisaris

Lahir di Ciamis pada tanggal 8 Mei 1953.

Komisaris PT Jamsostek (Persero) sejak 2007. Saat ini juga menjabat sebagai Direktur Jenderal Perbendaharaan di Departemen Keuangan. Sebelumnya pernah menjabat sebagai Komisaris PT Posindo (Persero), Direktur Pengelolaan Barang Milik/ Kekayaan Negara-Ditjen Perbendaharaan, Direktur Pembinaan Kekayaan Negara-Ditjen Anggaran, Kepala Kanwil XVIII-Ditjen Anggaran dan Kepala Kanwil V-Ditjen Anggaran.

Meraih gelar Sarjana dari Institut Ilmu keuangan (1980) dan Master from University of Birmingham, Inggris pada (1989).

Commissioner

Born in Ciamis on May 8, 1953.

Commissioner of PT Jamsostek (Persero) since 2007. Concurrently also served as the Directorate General of Treasury at the Ministry of Finance. Previously served as Commissioner of PT Posindo (Persero), Director of State Assets Management – Directorate General of Treasury, Director of State Assets Development-Directorate General of Budget, Head of Regional Office XVIII-Directorate General of Budget and Head of Regional Office V-Directorate General of Budget.

Bachelor's degree from the Institute of Finance (1980) and Master degree from the University of Birmingham, England (1989).



HARIYADI BS. SUKAMDANI

Komisaris

Lahir di Jakarta pada tanggal 4 Februari 1965.

Komisaris PT Jamsostek (Persero) sejak 2007. Saat ini juga menjabat sebagai Komisaris PT Jurnalindo Aksara Grafika, Direktur PT Spinindo Bina Persada, Wakil Komisaris Utama PT Hotel Sahid Jaya International Tbk., Presiden Direktur PT Indonesia Paradise Island, Presiden Direktur PT Indotex LaSalle College International, Direktur Utama PT Sahid Gema Wisata, Vice President Sahid Group dan Direktur Utama PT Sahid Detolin Textile. Selain itu memegang jabatan di beberapa organisasi di dalam negeri, diantaranya sebagai Ketua Harian Yayasan HIPMI Jaya, Anggota Komite Pemulihan Ekonomi Nasional (KPEN-KADIN), Ketua Dewan Pimpinan Nasional Asosiasi Pengusaha Indonesia (DPN APINDO), Ketua Dewan Kehormatan HIPMI dan Ketua Badan Pengurus Nasional Asosiasi Pertekstilan Indonesia (BPN API).

Meraih gelar Sarjana di bidang Teknik Sipil dari Universitas Sebelas Maret, Surakarta (1989), Magister Manajemen jurusan Manajemen Akuntansi dari Universitas Indonesia (1992) dan memiliki sertifikat *Registered Financial Consultant* dari International Association of Registered Financial Consultants, Inc. (IARFC).

Commissioner

Born in Jakarta on February 4, 1965.

Commissioner of PT Jamsostek (Persero) since 2007. Concurrently also served as Commissioner of PT Jurnalindo Aksara Grafika, Director of PT Spinindo Bina Persada, Vice President Commissioner of PT Hotel Sahid Jaya International Tbk., President Director of PT Indonesia Paradise Island, President Director of PT Indotex LaSalle College International, President Director of PT Sahid Gema Wisata, Vice President Sahid Group and President Director of PT Sahid Detolin Textile. Thus, he also holds several position in several domestic organization such as; Chairman of HIPMI Jaya Foundation, Member of National Economic Recovery Committee (KPEN-KADIN), Chairman of the Indigenous Indonesian Businessman Association (DPN APINDO), Chairman of the Advisory Board of HIPMI and also Chairman of Badan Pengurus Nasional-Asosiasi Pertekstilan Indonesia (BPN API).

Bachelor's degree in Civil Engineering from Universitas Sebelas Maret, Surakarta in 1989, Master in Accountant Management from Indonesian University (UI) in 1992, and received a certificate of Registered Financial Consultant from International Association of Registered Financial Consultant, Inc. (IARFC).



REKSON SILABAN

Komisaris

Lahir di Pematang Siantar pada tanggal 8 Mei 1966.

Komisaris PT Jamsostek (Persero) sejak 2007. saat ini masih menjabat sebagai anggota Lembaga Tripartit Nasional serta menjabat sebagai Ketua Umum DPP KSBSI. Sebelumnya pernah menjabat dalam beberapa organisasi Internasional seperti; *Governing Body* untuk International Labor Organization (ILO) di Jenewa – Swiss, *Executive Board* di International trade Union Confederation (ITUC) di Brusel, *Deputy Vice President* untuk World Confederation of Labour (WCL) di Belgia, *Treasure for Brotherhood of Asian Trade Union (BATU)* di Manila serta Direktur ILO Norm Project untuk ASEAN.

Meraih gelar Sarjana di bidang Ekonomi dari Universitas Simalungun, Sumatera utara dan Master dari International Labor Standard, Belgium pada (2007).

Commissioner

Born in Pematang Siantar on May 8, 1966.

Commissioner of PT Jamsostek (Persero) since 2007. Concurrently served as member of the National Tripartite Institutional and also serves as Chairman of DPP KSBSI. Previously holds several positions at several International organization such as; *Governing Body* for International Labor Organization (ILO) in Geneva-Swiss, *Executive Board* of International Trade Union Confederation (ITUC) in Brussels, *Deputy Vice President* for World Confederation of Labor (WCL) in Belgium, *Treasure for Brotherhood of Asean Trade Union (BATU)* in Manila as well as *Director of ILO Norm Project* for ASEAN.

Bachelor's degree in Economic from Simalungun University, North Sumatra and Master degree from the International Labor Standard, Belgium (2007).



"Sebagai penyelenggara jaminan sosial pekerja yang terbesar di Indonesia dewasa ini, Perseroan terus memainkan peran kunci dalam upaya meningkatkan kesejahteraan pekerja Indonesia".

"As the largest provider of social security services for workers in Indonesia today, the Company continues to play a key role in the effort to improve the welfare of workers and their families in Indonesia".

Laporan Direksi

REPORT FROM THE BOARD OF DIRECTORS

Dengan mengucapkan syukur atas rahmat Allah SWT, perkenalkan saya atas nama Direksi PT Jamsostek (Persero), menyampaikan kinerja dan perkembangan Perseroan selama tahun buku yang berakhir 31 Desember 2008.

Sebagai Perseroan yang sensitif terhadap kondisi perekonomian, Manajemen dituntut dapat menerapkan strategi yang jitu di tengah krisis finansial global yang telah mengakibatkan menurunnya tingkat pertumbuhan ekonomi nasional, agar target Perseroan yang ditetapkan RUPS dapat tercapai dengan baik.

Kebijakan Strategis

Agar Perseroan dapat menghadapi masa krisis dengan baik dan berhasil mencapai target yang ditetapkan RUPS, maka ditetapkan kebijakan strategis sebagai-berikut:

- Peningkatan pelayanan melalui implementasi sistem *online* untuk seluruh jaringan kantor dan pembukaan unit pelayanan serta *outlet* di berbagai sentra ketenagakerjaan.
- Perluasan kepesertaan, bekerjasama dengan perbankan dan berbagai instansi terkait.
- Optimalisasi portofolio investasi untuk memberikan hasil yang maksimal dengan tetap memperhatikan faktor keamanan dana.
- Penyempurnaan infrastruktur *Good Corporate Governance* (GCG) dan optimalisasi penerapannya.
- Manajemen Kinerja dengan penerapan KPI-BSC, SCI dan Kontrak Manajemen.
- Pembangunan budaya risiko dalam pengelolaan perusahaan.
- Penerapan Sistem Manajemen Mutu yang efektif berupa *surveillance* dan *trienial audit* ISO 9001:2000.

Hasil yang Dicapai

Melalui penerapan berbagai strategi tersebut Perseroan berhasil memenuhi dan bahkan melampaui berbagai target yang ditetapkan RUPS. Jumlah peserta baru pada tahun 2008 adalah 2.533.918 tenaga kerja atau 105,91% dari target 2.393.522 tenaga kerja, sehingga jumlah peserta seluruhnya sampai dengan akhir 2008 adalah 26.626.815 tenaga-kerja.

With the grace of God Almighty for His benevolence, allow me on behalf of the Board of Directors of PT Jamsostek (Persero) to present the performance and progress of the Company for the year ending 31 December 2008.

As a company that is sensitive towards prevailing economic conditions, Management is tasked with the ability to implement the appropriate strategy amid the global financial crisis that has caused a decline in the national economic growth, so that the Company's target that has been set at the GMS could be achieved accordingly.

Strategic Initiatives

In order for the Company to face up to the crisis, and still achieve its business targets that have been set by the GMS, we have taken the following strategic initiatives:

- Enhancement of services by implementing the online system throughout our service network and the opening of new service units and branch offices in labor concentrated areas.
- Expansion of membership through the cooperation of banks and various related institutions.
- Optimization of investment portfolios in order to provide maximum returns while also being careful towards the preservation of capital.
- Improvements to the Good Corporate Governance (GCG) infrastructure and its implementation.
- Performance-based Management by applying the KPI-BSC, SCI and Management Contracts.
- Development of the risk culture in the management of the Company.
- Implementation of the Quality Management System that is effective in the form of surveillance triennial audit of the ISO 9001:2000.

Results Achieved

Through these various strategic initiatives, the Company succeeded in meeting and even surpassing several targets set by the GMS. The number of new members in 2008 was 2,533,918 workers, representing 105.91% of the targeted number of 2,393,522 workers, bringing the total number of membership as at year-end 2008 to 26,626,815 workers.

Dari jumlah peserta tersebut, Perseroan berhasil membukukan pendapatan iuran sebesar Rp2.291 miliar, meningkat 29,42% dari Rp1.815 miliar di tahun 2007.

Secara umum, kinerja Perseroan mampu mempertahankan pertumbuhan yang berkesinambungan di tahun 2008. Selain pencapaian tingkat pertumbuhan yang sehat pada pos pendapatan iuran, Perseroan juga berhasil meraih tingkat pertumbuhan yang memadai pada pos-pos investasi, aktiva lancar, pendapatan lain serta laba bersih.

Pencapaian laba bersih Perseroan adalah sebesar Rp1.090 miliar, meningkat 9.22% dari Rp998 miliar di tahun 2007.

Pencapaian pendapatan investasi bruto sebesar Rp7.244,24 miliar atau 119,51% dari sasaran RKAP sebesar Rp6.061,54 miliar atau 110,61% jika dibandingkan pendapatan tahun 2007.

Kendala

Kendala yang masih dihadapi Perseroan selama tahun 2008 antara-lain masih kurangnya pemahaman tentang Jamsostek, belum optimalnya fungsi pengawasan yang dilakukan oleh Pegawai Pengawas Ketenagakerjaan di daerah dan kondisi teknologi informasi yang belum stabil karena masih dalam masa transisi dari *offline* ke *online* serta masih belum optimalnya penyerapan biaya usaha dan belanja modal sebagai dampak sementara karena penerapan tata kelola baru yang lebih akuntabel.

Gerakan BTP yang Berkelanjutan

Program Gerakan BTP (Bersih, Transparan dan Profesional) yang telah digulirkan sejak tahun 2007, semakin digalakkan pada tahun 2008. Program ini berhasil mempertajam persepsi karyawan terhadap arah maupun semangat (spirit) baru yang kini diusung oleh Perseroan dalam upaya memperbaiki serta secara terus menerus meningkatkan citra Perseroan di mata para pemangku kepentingan

From this membership, the Company derived contribution income totaling Rp2,291 billion, an increase of 29.42% from Rp1,815 billion in 2007.

In general, the Company was able to sustain growing operating results in 2008. In addition to the healthy increase in the amount of contribution income, the Company also posted considerable growth in the accounts of investment, current assets, other income and net profit.

The Company's net profit amounted to Rp1,090 billion, an increase of 9.22% from Rp998 billion in 2007.

Gross investment returns amounted to Rp7,244.24 billion, representing 119.51% of the budgeted total of Rp6,061.54 billion or 110.61% of the gross investment returns in 2007.

Constraint

The constraints facing the Company in 2008 include among other things the prevailing lack of awareness towards Jamsostek, the inoptimal supervisory roles that are carried out by Workers Supervisory Personnel at regional offices and the, still, unstable information technology in the migration from offline to online, as well as the inoptimal incurrence of operating costs and capital expenditures as a temporary outcome of the implementation a new regime of corporate governance that is more accountable.

The Continuing BTP Movement

The BTP Movement – BTP being the Indonesian acronym for Clean, Transparent and Professional – which began in 2007, went into full motion in 2008. The program succeeded in sharpening the perception of employees on the new direction and spirit being embraced by the Company in the efforts to constantly improve its image in the eyes of all

9,22%

PENCAPAIAN LABA BERSIH PERSEROAN ADALAH SEBESAR Rp1.090 MILIAR, MENINGKAT 9.22% DARI Rp998 MILIAR DI TAHUN 2007.

termasuk masyarakat luas. Untuk itu, pada berbagai kesempatan Perseroan senantiasa menentanghkan diri sebagai organisasi yang bersih, transparan dan profesional.

Perbaikan citra tersebut dapat kita ukur dari beberapa indikator, antara lain hasil penilaian peringkat GCG yang diikuti oleh Perseroan setiap tahun, dan kesimpulan yang dapat ditarik dari pemberitaan di media massa sepanjang tahunnya.

Pada tahun 2008, Perseroan memperoleh penilaian GCG 86.15 dengan predikat "terpercaya", lebih tinggi dari peringkat 85,9 yang diperoleh pada tahun 2007 dengan predikat "cukup terpercaya". Perseroan juga berhasil secara berturut-turut pada tahun 2007-2008 meraih peringkat pertama ARA (Annual Report Award) untuk kategori BUMN Keuangan *non-listed*.

Disamping itu, Perseroan juga mampu memperbaiki citranya menurut opini media massa. Sebagaimana tahun lalu, Perseroan kembali mencatat bahwa dari 1.547 pemberitaan tentang Jamsostek di 128 media di seluruh Indonesia, sekitar 99.34% bernada positif. Hasil ini menunjukkan peningkatan yang lebih baik dari kesimpulan serupa tahun lalu, yang menghasilkan pemberitaan positif sebesar 94% atas 995 pemberitaan di 69 media massa.

Peran Sosial Perseroan

Sebagai penyelenggara jaminan sosial pekerja yang terbesar di Indonesia dewasa ini, Perseroan terus memainkan peran kunci dalam upaya meningkatkan kesejahteraan pekerja Indonesia.

Selain manfaat yang diperoleh peserta dari program Jaminan Hari Tua, Jaminan Pemeliharaan Kesehatan, Jaminan Kecelakaan Kerja dan Jaminan Kematian, Perseroan senantiasa memberikan manfaat tambahan berupa program DPKP (Dana Peningkatan dan Kesejahteraan Peserta) dan PKBL (Program Kemitraan dan Bina Lingkungan) yang sumber dananya diperoleh dari penyisihan laba Perseroan.

stakeholders including the general public. To that end, in every occasion and at every opportunity, the Company aims to project itself as an organization that is clean, transparent and professional.

Improvements to our image can be measured from several indicators, including among other things the GCG rating that the Company received each year, and conclusions that could be drawn from media press coverages throughout the year.

In 2008, the Company received a GCG rating of 86.15 with a predicate of "trustworthy", higher than a rating of 85.90 earned in 2007 with the predicate of "quite trustworthy". The Company also succeeded in achieving the highest rating of the Annual Report Award (ARA) for the category of non-listed state-owned financial institution for two years in a row in 2007-2008.

In addition, the Company was also able to improve its image as seem through media opinion. As in the previous year, the Company once again kept track that of the total 1,547 news coverage on Jamsostek in 128 media throughout Indonesia, around 99.34% were positive in tone. The results showed an improvement to those of the previous year, which produced positive news coverage of 94% from 995 coverages in 69 mass media.

The Social Role of the Company

As the largest provider of social security services for workers in Indonesia today, the Company continues to play a key role in the effort to improve the welfare of workers and their families in Indonesia.

In addition to the benefits that accrue to members that are enrolled in the Old Age Benefits, Health Care Benefits, Employment Accident Benefits and Death Benefits, the Company also provides additional benefits in the form of DPKP (Participants Welfare Improvement Funds) and PKBL (Partnership and Community Development Program) whose funds are derived by allocation a portion of the Company's net profit.

The Company's net profit amounted to Rp1,090 billion, an increase of 9.22% from Rp998 billion in 2007.

Program DPKP yang dilaksanakan antara-lain berupa pinjaman bergulir untuk pemenuhan kebutuhan tempat tinggal peserta seperti pemberian Pinjaman Uang Muka Perumahan yang tehknis pelaksanaannya bekerja sama dengan Bank Pemerintah maupun swasta, penyediaan Rusunawa (rumah susun sederhana sewa), dimana Perseroan membangun perumahan sederhana yang kemudian disewakan kepada pekerja dengan harga terjangkau; serta program Rusunami (rumah susun sederhana milik) untuk dibeli dan dimiliki pekerja. Disamping pinjaman bergulir, juga disalurkan hibah kepada peserta berupa pemberian Beasiswa untuk 9.035 orang anak yang berprestasi dan bantuan PHK untuk 3.252 orang yang mengalami pemutusan hubungan kerja.

Sebagai BUMN, Perseroan juga tidak ketinggalan menjalankan PKBL yang bertujuan memberdayakan pengusaha kecil dan masyarakat ekonomi lemah melalui program pembinaan dan kemitraan yang berkesinambungan. Pada tahun 2008, program PKBL Bergulir menyalurkan pinjaman lunak UKM sebesar Rp21,515 miliar, meningkat dari penyaluran sebesar Rp16,29 miliar di tahun 2007, Sedangkan untuk program Bina Lingkungan yang lebih bersifat hibah dan bantuan sosial bagi masyarakat umum, Perseroan menyediakan dana sebesar Rp17,724 miliar untuk berbagai kegiatan sosial di bidang pendidikan, layanan kesehatan, keagamaan, prasarana umum dan lingkungan hidup.

Peran Murni Jaminan Sosial

Terkait dengan upaya-upaya meningkatkan kesejahteraan peserta dan keluarganya, kiranya perlu ditinjau kembali status atau perlakuan terhadap Perseroan. Di satu sisi, Perseroan berkewajiban untuk mengelola dana peserta dan mengembalikan hasilnya secara optimal kepada mereka. Sementara di sisi lain, sebagai BUMN, Perseroan juga diwajibkan menyetero dividen atas hasil usaha bersih kepada Pemerintah selaku Pemegang Saham.

Banyak yang berpendapat bahwa sebagai penyelenggara murni jaminan sosial, sepatutnya seluruh hasil usaha Perseroan, setelah dikurangi beban operasional, menjadi hak dari para peserta. Dengan demikian, tidak akan diragukan lagi peran dan misi yang diemban oleh Perseroan sebagai Wali Amanah dari dana jaminan sosial yang terkumpul sebagaimana dimaksud dalam Undang Undang No. 40/2004 tentang Sistem Jaminan Sosial Nasional.

Sebagai Pemegang Saham, Pemerintah sendiri telah mengusulkan agar ketentuan tidak harus menyetero dividen tahunan kepada pemegang saham dimasukkan ke dalam Anggaran Dasar Perseroan dan pemerintah telah merealisasikan hal tersebut dengan tidak menarik dividen dari PT Jamsostek (Persero) atas laba usaha Perseroan untuk tahun buku 2007.

The DPKP program includes revolving loans for the housing needs of members such as loans for the down payment of Home Mortgage facilities that are provided in cooperation with State-Owned as well as Private Banks. The Company also provides the Rusunawa (affordable flats for rent) program, in which the Company builds simple homes that are the rented out to workers at affordable rates; and the Rusunami (affordable flats to own) program that offers home for sale and owned by the workers. In addition to the revolving loans, the Company also provides grants for members in the form of scholarships to 9,035 deserving children and severance help for 3,252 workers that had been laid off from their jobs.

As an SOE, the Company is obliged to undertake the PKBL that aims to empower small businesses as well as communities with grass root economies through a sustainable program of development and partnership. In 2008, the Revolving PKBL program provided soft loans to SME in the amount of Rp21.515 billion, an increase from a similar provision of Rp16.29 billion in 2007. Whereas for the Community Development program that serves more as grants and social charities for the general public, the Company provided a sum of Rp17.724 billion to fund various social activities in education, health care, religious affairs, public facilities as well as natural environment.

The Genuine Role of Social Security

With regards to the efforts of improving the welfare of members and their families, there is a need to reevaluate the status of the Company or how it is being treated. On the one hand, the Company is expected to manage the contribution funds of members and achieve optimum returns on their investments. While on the other hand, as an SOE, it is also expected to pay dividends from net profit to the Government as Shareholders.

Many have argued that as an exclusive provider of social security service, the Company should be able to allocate all of its business proceeds, after deducting operating expenses, for the benefit of the participating members. As such, there can be no doubt as to the role and mission of the Company as the Board of Trustee for the social security funds that are derived pursuant to Law No. 40/2004 on the National Social Security System

As Shareholder, the Government in its own volition has proposed that the provision for not having to pay annual dividends to the shareholder be included in the Articles of Association of the Company, and, indeed, the Government has fulfilled this by not withdrawing dividends from PT Jamsostek (Persero) on the Company's net profit of 2007.

Perubahan komposisi Direksi

Pada penghujung tahun 2008 RUPS melakukan pergantian 3 (tiga) orang Direksi yakni Direktur Investasi yang semula dijabat Indrasjwari Kartakusuma diganti oleh Elvyn G. Masassya, Direktur Umum & SDM yang semula dijabat Rahmaniah Hasdiani diganti oleh Djoko Sungkono, serta Direktur Kepatuhan & Manajemen Risiko yang semula dijabat Dewi Hanggraeni diganti oleh Karsanto. Jajaran Perseroan mengharapkan dengan tim kerja baru, kinerja Perseroan bisa lebih meningkat lagi dalam mencapai visi perusahaan.

Menjawab Tantangan ke Depan

Dengan semakin baiknya tata kelola perusahaan dan didukung kondisi keuangan yang kuat serta jaringan 130 kantor yang tersebar diseluruh Indonesia, Perseroan meyakini bahwa Perseroan memiliki prospek pertumbuhan yang signifikan dan berkesinambungan dalam jangka panjang sebagai penyelenggara jaminan sosial yang terkemuka dan terpercaya.

Akhir kata, atas nama Direksi, kami menyampaikan penghargaan yang setinggi-tingginya kepada Menteri Negara BUMN, Menteri Tenaga Kerja dan Transmigrasi, Menteri Keuangan, Otoritas Keuangan dan Pasar Modal serta seluruh pemangku kepentingan lain yang selama ini terus memberikan dukungan dan kepercayaannya.

Mari kita terus membangun Jamsostek yang bersih, transparan dan profesional.

Changes in the Composition of BOD

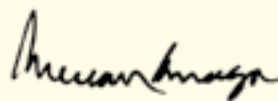
At the end of 2008, the GMS of the Company made three changes to the Board of Directors, namely Indrasjwari Kartakusuma was succeeded by Elvyn G. Masassya as Director of Investment; Rahmaniah Hasdiani was succeeded by Djoko Sungkono as Director of HR and General Affairs; and Dewi Hanggraeni was succeeded by Karsanto as Director of Compliance and Risk Management. The Company's employees hope that with a new management team, the Company's performance will continue to improve in realizing its vision.

Responding to Future Challenges

With improving corporate governance and supported by a solid financial condition as well as a network of 130 offices spread across the Indonesian Archipelago, the Company is confident that it has growth prospects that are both significant and sustainable over the long term as the leading and trustworthy social security service provider.

Finally, on behalf of the BOD, we express our deepest appreciation to their excellencies the State Minister of SOE, Minister of Manpower and Transmigration, Minister of Finance, the Financial and Capital Market Authorities, and other stakeholders who have given their trust and support over the years.

Let us continue to build a Jamsostek that clean, transparent and professional.



H. Hotbonar Sinaga

[Direktur Utama/President Director]

Direksi

BOARD OF DIRECTORS



H. HOTBONAR SINAGA
Direktur Utama
 Lahir di Cipanas, 20 Mei 1949.

Direktur Utama PT Jamsostek (Persero) sejak 2007. Sebelumnya pernah menjabat sebagai Komisaris Independen di PT Asuransi Sinar Mas, PT Asuransi Eka Life, PT Asuransi Mega Life, PT Asia Pratama General Insurance dan PT Sarana Proteksi Broker Asuransi. Sebagai Komisaris Utama PT Mitra Finansial Wicaksana serta Komite Audit PT Pindo Deli dan PT Lontar Papyrus Pulp & Paper. Sebelumnya juga pernah menjabat sebagai Komisaris Independen PT Sinar Mas Multi Artha Tbk., Direktur Utama PT Asuransi Berdikari, Domestic Insurance Expert-Ernst & Young-Canada, Direktur PT Metlife Sejahtera, Penasehat Presiden Direktur Bank Papan, Direktur Pemasaran PT Asuransi Jiwa Tugu Mandiri, *Managing Director* Atap Indah Broker Asuransi (Johnson & Higgins), Sekretaris Perusahaan PT Karana Life, sebagai dosen maupun staf pengajar di berbagai perguruan tinggi terkemuka. Anggota berbagai organisasi profesi di lingkup nasional serta aktif menerbitkan beberapa karya tulis dan buku di bidang asuransi.

Meraih gelar Sarjana Ekonomi jurusan Manajemen Konsentrasi Pemasaran dari Universitas Indonesia, Jakarta (1980), gelar *Insurance Brooking* (CIIB-Certified Indonesian Insurance & Reinsurance Brokers) dan APAI (Ahli Pialang Asuransi Indonesia) dari ABAI (Asuransi Broker Asuransi & Reasuransi Indonesia) (2000) dan Gelar Perencana Keuangan (ChFC-Chartered Financial Consultant) dari The American College & Singapore College of Insurance (2003).

President Director
 Born in Cipanas on May 20, 1949.

President Director of PT Jamsostek (Persero) since 2007. Previously served as Independent Commissioner of PT Asuransi Sinar Mas, PT Asuransi Eka Life, PT Asuransi Mega Life, PT Asia Pratama General Insurance and PT Sarana Proteksi Broker Asuransi-served as President Commissioner of PT Mitra Finansial Wicaksana and member of Audit Committee at PT Pindo Deli and PT Lontar Papyrus Pulp & Paper. Previously served as Independent Commissioner of PT Sinar Mas Multi Artha Tbk., President Director of PT Asuransi Berdikari, Domestic Insurance Expert-Ernst & Young-Canada, Director of PT Metlife Sejahtera, Advisor for President Director of Bank Papan, Marketing Director of PT Asuransi Jiwa Tugu Mandiri, Managing Director of Atap Indah Broker Asuransi (Johnson & Higgins), Corporate Secretary of PT Karana Life, served as lecturer and instructor at various university. He held memberships in various domestic professional organizations and has published several papers and books on insurance.

Bachelor's degree of Economic in Marketing Management from University of Indonesia (1980), Insurance Brooking's degree (CIIB-Certified Indonesian Insurance & Reinsurance Brokers) and APAI (Ahli Pialang Asuransi Indonesia) from ABAI (Asuransi Broker Asuransi & Reasuransi Indonesia) (2000) and Financial Plan degree (ChFC-Chartered Financial Consultant) from the American College & Singapore College of Insurance (2003).



H.D. SUYONO
**Direktur Perencanaan,
 Pengembangan dan Informasi**
 Lahir di Sragen, 10 Desember 1953.

Direktur Perencanaan, Pengembangan dan Informasi PT Jamsostek (Persero) sejak 2007. Memulai karir di PT Jamsostek (Persero) sejak tahun 1978 dengan jabatan meliputi antara lain Kepala Biro Sekretariat Perusahaan, Kepala Kantor Wilayah, Kepala Biro Humas, Kepala Kantor Cabang, Kepala Bagian Operasi, Kepala Kantor Perwakilan, Kepala Bidang Operasi, Staf Operasi, Staf Pelayanan dan Staf Keuangan. Aktif mengikuti berbagai seminar dan kursus di dalam negeri.

Meraih gelar Sarjana Muda jurusan Sosial Politik dari Universitas 17 Agustus, Semarang (1978) dan gelar Sarjana jurusan Sosial Politik dari Universitas 17 Agustus, Semarang (1981).

Director of Planning, Development and Information
 Born in Sragen on December 10, 1953.

Director of Planning, Development and Information of PT Jamsostek (Persero) since 2007. Has been with PT Jamsostek (Persero) since 1978 under various position such as; Head of Corporate Secretariat Bureau, Head of Regional Office, Head of Public Relation Bureau, Head of Branch Office, Head of Operation Department, Head of Representative Office, Head of Operation Division, Operational Staff, Services Staff and Financial Staff. Actively attend various seminars and courses in Indonesia.

Diploma in Social and Political Science from University of 17 Agustus, Semarang (1978) and Bachelor's degree in Social and Political Science from University of 17 Agustus, Semarang (1981).



AHMAD ANSYORI
Direktur Operasi dan Pelayanan
 Lahir di Kota Negara pada tanggal 23 Juli 1963.

Direktur Operasi dan Pelayanan PT Jamsostek (Persero) sejak 2007. Memulai karir di PT Jamsostek (Persero) sejak tahun 1984 dengan jabatan meliputi antara lain; Kepala Kantor Wilayah, Kepala Biro, Kepala Kantor Cabang, Kepala bagian Operasi, Fungsional Administrasi Madya II, Kepala Sub bidang Kepesertaan I, Kepala Urusan Operasi dan Staf Operasi/Pemasaran. Anggota Dana Pensiun Karyawan dan aktif mengikuti seminar dan kursus di dalam dan luar negeri.

Meraih gelar Sarjana di bidang Hukum dari Universitas Balikpapan (1989).

Director of Operation and Services
 Born in Kota Negara on July 23, 1963.

Director of Operation and Services of PT Jamsostek (Persero) since 2007. Has been with PT Jamsostek (Persero) since 1984 under various position such as; Head of Regional Office, Head Bureau, Head of Branch Office, Head of Operation Department, Administration Function-Madya II, Head of Participants' sub division I, Head of Operation and staff of Operation/Marketing. A member of Employee Pension Fund and actively attend various seminars and workshops both in Indonesia and overseas.

Bachelor's degree in Law from University of Balikpapan (1989).



**MYRA SORAYA
RATNAWATI ASNAR**
Direktur Keuangan

Lahir di Surabaya pada tanggal
28 Desember 1956.

Direktur Keuangan PT Jamsostek (Persero) sejak 2007. Memulai karir di PT Jamsostek (Persero) sejak tahun 1983 dengan jabatan meliputi antara lain; Kepala Biro Perencanaan dan Pengembangan, Pjs. Kepala Biro Litbang, Fungsional Administrasi - Kanwil VI, Fungsional Administrasi - Biro Litbang, Kepala Seksi - Biro Litbang dan Staf - Biro Litbang. Aktif mengikuti berbagai seminar dan kursus di dalam negeri dan luar negeri.

Meraih gelar Sarjana di bidang Ekonomi dari Universitas Indonesia tahun 1983.

Director of Finance

Born in Surabaya on December 28, 1956.

Director of Finance of PT Jamsostek (Persero) since 2007. Has been with PT Jamsostek (Persero) since 1983 under various position such as; Head of Planning and Development Bureau, Acting Head of Research and Development Bureau, Administration Function - Regional Office VI, Administration Function - Research and Development Bureau, Section Head - Research and Development Bureau and Staff - Research and Development Bureau. Actively attend various seminars and courses in Indonesia and also overseas.

Bachelor's degree in Economy from Universitas Indonesia in 1983.



DJOKO SUNGKONO
Direktur Umum dan SDM

Lahir di Mojokerto pada tanggal
2 Nopember 1952.

Direktur Umum dan Sumber Daya Manusia PT Jamsostek (Persero) sejak 2008. Saat ini juga menjabat sebagai anggota Dewan Jaminan Sosial Nasional (DJSN). Memulai karir di PT Jamsostek (Persero) sejak tahun 1997 dengan jabatan meliputi antara lain; Direktur Operasi dan Pelayanan, Direktur Umum dan Personalia, Kepala Kantor Wilayah VI dan Kepala Divisi Pelayanan & Pengembangan. Selain itu beliau juga pernah menjabat sebagai *Marketing Advisor* di Pharma Niaga Bhd, Malaysia serta *Corporate Advisor* di PT Era Berkat Trinity.

Meraih gelar Sarjana di bidang Jurnalistik dari Sekolah Tinggi Ilmu Komunikasi Mahakam – Samarinda (1988) dan *Master* di bidang Manajemen Pemasaran dari Universitas Pancasila – Jakarta (1996).

**Director of General Affairs
and Human Resources**

Born in Mojokerto on November 2, 1952.

Director of General Affairs and Human Resources of PT Jamsostek (Persero) since 2008. Concurrently also served as member of National Social Security Board (DJSN). Has been with PT Jamsostek (Persero) since 1997 under various position such as; Director of Operation and Services, Director of General Affairs and Personnel, Head of Regional Office VI and Division Head of Services & Development. Thus, he had also served as Marketing Advisor of Pharma Niaga Bhd, Malaysia as well as Corporate Advisor of PT Era Berkat Trinity.

Bachelor's degree in Journalism from Sekolah Tinggi Ilmu Komunikasi Mahakam – Samarinda (1988) and Master in Marketing Management from University of Pancasila – Jakarta (1996).



KARSANTO
**Direktur Kepatuhan dan
Manajemen Risiko**

Lahir di Surakarta pada tanggal
12 Mei 1954.

Direktur Kepatuhan dan Manajemen Risiko PT Jamsostek (Persero) sejak 2008. Sebelumnya pernah menjabat sebagai Pemimpin Wilayah PT Bank Negara Indonesia (Persero) Tbk. Kantor Wilayah 01 Medan, Pemimpin Divisi Usaha Kecil PT Bank Negara Indonesia (Persero) Tbk., Pemimpin Divisi Kebijakan & Manajemen Risiko PT Bank Negara Indonesia (Persero) Tbk.

Meraih gelar Sarjana Ekonomi di bidang Perusahaan dari Universitas Diponegoro (1979) dan *Master* di bidang Manajemen dari Institute Tech of New York (1996).

**Director of Compliance and
Risk Management**

Born in Surakarta on May 12, 1954.

Director of Compliance and Risk Management of PT Jamsostek (Persero) since 2008. Previously served as Regional Head of PT Bank Negara Indonesia (Persero) Tbk. – Regional Office 01 Medan, Division Head of Small Enterprise of PT Bank Negara Indonesia (Persero) Tbk, Division Head of Policy & Risk Management of PT Bank Negara Indonesia (Persero) Tbk.

Bachelor's degree majoring in Corporation from University of Diponegoro (1979) and Master in Management from Institute Tech of New York (1996).



ELVYN G. MASASSYA
Direktur Investasi

Lahir di Medan pada tanggal
18 Juni 1967.

Direktur Investasi PT Jamsostek (Persero) sejak Nopember 2008. Sebelumnya, beliau menjabat sebagai Direktur PT Tuban Petrochemica Industries. Selain itu, beliau juga pernah menjabat berbagai posisi di Bank BNI antara lain adalah sebagai Sekretaris Perusahaan, Group Head of Corporate Relation, Strategic Planning Manager, dan Credit Analyst. Selain itu beliau juga pernah menjabat sebagai Direktur Permata Bank serta Komisaris di Bank Bali.

Meraih gelar Sarjana di bidang Manajemen dari Universitas Jayabaya – Jakarta (1990) dan Master di bidang Finance dari Institut Teknologi Bandung (2001).

Director of Investment

Born in Medan on June 18, 1967.

Director of Investment of PT Jamsostek (Persero) since November 2008. Previously served as Director of PT Tuban Petrochemica Industries. In addition, he had an experienced of holding several position at Bank BNU such as; Corporate Secretary, Group Head of Corporate Relation, Strategic Planning Manager and Credit Analyst. He also had an experience to served a position as Director at Permata Bank and Commissioner of Bank Bali.

Bachelor's degree in Management from University of Jayabaya – Jakarta (1990) and Master in Finance from Bandung Institute of Technology (2001).





respect

Jamsostek terus mengembangkan usahanya serta meningkatkan pelayanannya berlandaskan transparansi, komitmen tinggi terhadap integritas serta tanggung jawab, kejujuran dan kreatifitas serta kepercayaan dan saling menghormati...

Jamsostek continues to develop its business and enhance its service based on transparency, a strong commitment to integrity and responsibility, honesty and creativity, as well as trust and mutual respect ...



Jamsostek

JAMSOSTEK IN 2008

Secara umum, kinerja perekonomian di Indonesia sampai akhir tahun 2008 mengalami penurunan, hal ini merupakan imbas dari krisis ekonomi global yang diawali pada pertengahan 2007 di Amerika sebagai akibat dari *sub-prime mortgage fund*. Krisis keuangan global juga telah berdampak pada kinerja di sektor keuangan Indonesia seperti yang ditunjukkan melalui peningkatan *yield* SUN, anjloknya harga saham serta melemahnya nilai tukar.

Kondisi ketenagakerjaan pada bulan Agustus 2008 menunjukkan adanya peningkatan jumlah angkatan kerja. Selama setahun terakhir ini telah terjadi penambahan jumlah penduduk yang bekerja dengan persentase tertinggi terjadi pada sektor jasa kemasyarakatan (1,08 juta), diikuti oleh sektor perdagangan (677 ribu) dan sektor transportasi (220 ribu). Sedangkan berdasarkan status pekerjaan,

Generally, macro-economic performance in Indonesia as of 2008 was experiencing a downturn, as an impact of global economy crisis in America, due to the sub-prime mortgage funds, which was started on mid-term of 2007. This global financial crisis was also reflected on the financial performance in Indonesia, which could be seen through the increasing of *yield* SUN, the descending share price as well as a weakening exchange rate.

Manpower condition as of August 2008 indicated an increasing size of total workforce. Throughout the year 2008, there has been an increment of the total working population with a highest percentage was shown on the civil service sector (1.08 million), followed by the trading sector (677 thousand) and the transportation sector (220 thousand). Meanwhile, based on their working status, 31.2 million people



di tahun 2008

sejumlah 31,2 juta orang (31% dari total tenaga kerja) bekerja pada kegiatan formal dan sisanya sejumlah 69% bekerja pada kegiatan informal.

Sepanjang tahun 2008 penambahan kepesertaan untuk program paket (JKK, JK dan JHT) berhasil melampaui target yang ditetapkan, baik dari sisi kepesertaan perusahaan maupun tenaga kerja. Penambahan kepesertaan perusahaan mencapai 15.528 perusahaan (116,05% dari target RKAP sebesar 13.381 perusahaan), sementara penambahan tenaga kerja adalah sebesar 2.533.918 tenaga kerja (105,91% dari target RKAP sebesar 2.359.522 tenaga kerja). Penambahan kepesertaan program JPK juga berhasil melampaui target, yaitu mencapai 169,20% dari target RKAP sebesar 416.622 tenaga kerja.

(31% of the total workforce) worked in the formal sector, while the remainder of 69% worked in the informal sector.

Throughout 2008, the increasing number of participants for a package program (JKK, JK and JHT) succeeded in surpassing the set target, both on the corporate and workforce participants. The increasing number of corporate participants had reached a total of 15,528 companies (or equivalent with 116.05% of the Annual Work and Budget Plan which amounted to 13,381 companies), meanwhile, the increasing workforce was reached a total of 2,533,918 workers (or equivalent with 105.91% from the Annual Work and Budget Plan which was amounted to 2,359,522 workers). The additional of JPK Program was also surpassing the target by 169.20% from the Annual Work and Budget Plan which amounted to 416,622 workers.

SEPANJANG TAHUN 2008 PENAMBAHAN KEPESERTAAN UNTUK PROGRAM PAKET (JKK, JK DAN JHT) BERHASIL MELAMPAUI TARGET YANG DITETAPKAN, BAIK DARI SISI KEPESERTAAN PERUSAHAAN MAUPUN TENAGA KERJA.

Target Kepesertaan/Membership Target

URAIAN Description	2004		2005		2006		2007		2008	
	TARGET	REAL	TARGET	REAL	TARGET	REAL	TARGET	REAL	TARGET	REAL
PERUSAHAAN/COMPANY	7.687	8.462	8.190	10.830	11.000	11.768	12.000	13.314	13.381	16.131
TENAGA KERJA/WORKERS										
a. Program Paket A (JKK, JK, JHT) Package A Program (JKK, JK, JHT)	1.741.270	1.702.281	1.800.084	1.947.379	1.900.000	1.907.227	1.999.000	2.145.724	2.392.522	2.533.918
b. Program Paket B (JPK) Package B Program (JPK)	378.402	338.994	245.003	347.212	400.000	386.354	400.000	539.001	416.622	733.823
c. Program Khusus/Special Program										
- Jasa Konstruksi (Jakon) Construction Service (Jakon)										
* Proyek/Project	24.853	44.768	26.049	54.408	35.000	78.341	33.000	84.537	41.289	98.315
* Tenaga Kerja/Workers	1.600.745	1.968.539	1.700.005	2.015.767	1.800.000	2.681.635	1.900.000	3.332.959	2.500.002	4.336.375
- TK LHK/TK LHK	-	-	250.000	43.555	20.000	28.403	150.000	71.144	134.625	105.586
- TK Perseorangan/TK Personel										
* Perusahaan/Companies	-	-	-	-	33.500	357	33.500	94	-	-
* Tenaga Kerja/Workforce	-	-	-	-	100.000	13.580	100.000	12.762	68.398	21.208
- TKI/TKI	-	-	-	8.457	30.000	11.727	-	-	-	-

Bila dibandingkan dengan realisasi tahun 2007, penambahan kepesertaan perusahaan mengalami peningkatan sebesar 16,63%, sedangkan penambahan kepesertaan tenaga kerja mengalami peningkatan sebesar 18,09%.

Jika dibandingkan dengan target RJPP tahun 2004-2008, dimana target penambahan kepesertaan pada tahun 2008 minimal sebesar 2,5 juta tenaga kerja untuk program paket dan 337.500 peserta program JPK, maka pencapaian pada tahun 2008 ini telah melampaui target RJPP. Tetapi untuk penambahan kepesertaan program informal yang ditargetkan sebesar 250.000 tenaga kerja belum tercapai.

Compare to the realization of 2007, the increasing number of participants indicated 16.63% growth, whilst the workers participants enjoyed a 18.09% growth.

Furthermore, compare to the Company's Long-Term Plan (RJPP) of 2004-2008, whereas the target for the increasing number of participants in 2008 was at least reached a total of 2.5 million workers for a package program and 337,500 number of participants for the JPK program, had shown a tremendous achievement through the realization of the 2008 participants that was surpassing the RJPP target. Nonetheless, the increasing number of participants on the informal program which was targeted to a total 250,000 workers had not been achieved.

Throughout 2008, the increasing number of participants for a package program (JKK, JK and JHT) succeeded in surpassing the set target, both on the corporate and workforce participants.

Penerimaan iuran/Contribution Income

URAIAN	2007	2008		%		DESCRIPTION
	REALISASI Realization	ANGGARAN Budget	REALISASI Realization	5 = %	6 = %	
1	2	3	4	5 = %	6 = %	7
JHT						JHT
Jaminan Hari Tua	6.861.730	7.690.638	8.418.969	122,69%	109,47%	Old Age Benefit
Non JHT						Non JHT
Jaminan Kecelakaan Kerja	756.239	1.003.029	976.163	93,86%	124,50%	Employment Accident Benefit
Jaminan Kematian	350.284	407.102	453.463	107,45%	124,87%	Death Benefit
Jaminan Pemeliharaan Kesehatan	618.900	777.184	795.747	99,65%	125,14%	Health Care Benefit
Jasa Konstruksi	84.292	70.258	118.035	168,00%	140,03%	Construction Services
Tenaga Kerja Mandiri	2.531	11.183	6.309	56,41%	249,24%	Independent Workforce
Tenaga Kerja Indonesia	2.232	0	0	-	-	Indonesian Workforce
Total iuran Non JHT	1.814.478	2.268.756	2.349.716	129,50%	103,57%	Total Contribution of Non JHT
TOTAL IURAN	8.676.208	9.959.396	10.768.685	124,12%	108,13%	Total Contribution
Iuran Belum Rinci	202.126	-	70.485	34,87%	0,00%	Un-detailed Contribution
TOTAL IURAN & IURAN BELUM RINCI	8.878.334	9.959.396	10.839.170	122,09%	108,83%	TOTAL CONTRIBUTION & UN-DETAILED CONTRIBUTION

Total pendapatan iuran tahun 2008 mencapai Rp10.839,17 miliar atau 8,83% di atas target penerimaan iuran tahun 2008. Bila dibandingkan dengan penerimaan iuran untuk periode yang sama pada tahun 2007, telah terjadi kenaikan sebesar 19,79%.

Realisasi pendapatan iuran non JHT sebesar Rp2.349,71 miliar, atau merupakan 129,50% dari anggaran tahun 2008 sebesar Rp2.268,76 miliar. Prosentase pendapatan iuran dibandingkan dengan RKAP yang tertinggi adalah untuk program Jasa Konstruksi, yaitu mencapai 168,00% dari RKAP. Sedangkan pencapaian terendah adalah iuran Tenaga Kerja Mandiri, yaitu sebesar 56,41%.

Total contribution income in 2008 was amounted to Rp10,839.17 billion or 8.83% above the 2008 budget from the contribution income. Compare to total contribution income at the same period of 2007 there has been an increase of 19.79%.

The realization on Non JHT contribution income was amounted to Rp2,349.71 billion, or represent a 129.50% growth from Rp2,268.76 billion. The percentage of contribution income compare the highest RKAP for the Construction Services Program was 168.00% from the RKAP budget. Meanwhile, the lowest achievement was derived from the Independent Workforce that reached 56.41% of the set budget.

Penerimaan iuran JHT selama tahun 2008 mencapai Rp8.115,42 miliar, merupakan 105,52% dari anggaran tahun 2008 sebesar Rp7.690,64 miliar. Bila dibandingkan dengan penerimaan iuran JHT pada periode yang sama tahun 2007, terjadi peningkatan sebesar 18,27%.

The 2008 income of the JHT Contribution was amounted to Rp8,115.42 billion, or 105.52% from the 2008 budget of Rp7,690.64 billion. Compared to the income from the JHT Contribution of the 2007 period, it represents an increase of 18.27%.

Pembayaran Jaminan/Claim Expenses

URAIAN	2007	2008		%		DESCRIPTION
	REALISASI Realization	ANGGARAN Budget	REALISASI Realization			
1	2	3	4	5 = $\frac{4}{3}$	6 = $\frac{5}{3}$	7
Jaminan Kecelakaan Kerja	234.269,0	297.637,0	292.027,8	98,12%	124,65%	Employment Accident Benefit
Jaminan Kematian	150.875,2	173.203,0	272.983,6	157,61%	180,93%	Death Benefit
Jaminan Pemeliharaan Kesehatan	480.572,6	515.480,0	587.536,5	113,98%	122,26%	Health Care Benefit
Jasa Konstruksi	14.491,8	22.261,0	18.304,9	82,23%	126,31%	Construction Services
Tenaga Kerja Mandiri	2.818,2	9.859,0	6.487,0	65,80%	230,19%	Independent Workforce
Tenaga Kerja Indonesia	637,7	553,0	320,7	57,99%	50,28	Indonesian Workforce
Total Jaminan Non JHT	883.664,5	1.018.993,0	1.177.660,4	115,57%	133,27%	Total Non JHT Claim
Jaminan Hari Tua	3.182.709,1	3.707.140,0	3.744.049,5	101,00%	117,64%	Old Age Benefit
TOTAL JAMINAN	4.066.373,6	4.726.133,0	4.921.709,9	104,14%	121,03%	TOTAL CLAIM

Total pembayaran jaminan tahun 2008 mencapai Rp4.921,71 miliar, atau mencapai 104,14% dari anggaran yang ditetapkan untuk tahun 2008 sebesar Rp4.726,13 miliar. Bila dibandingkan dengan pembayaran jaminan untuk periode yang sama tahun 2007, terjadi peningkatan sebesar 21,03%.

Total claim expenses in 2008 was amounted to Rp4,921.71 billion, or 104,14% above the 2008 budget which was amounted to Rp4,726.13 billion. Compare to a total claim expense at the same period of 2007 there has been an increase of 21.03%.

Pembayaran klaim untuk program Non JHT mencapai Rp1.177,66 miliar, atau 115,57% dari anggaran tahun 2008 sebesar Rp1.018,99 miliar. Bila dibandingkan dengan periode yang sama tahun 2007, terjadi peningkatan sebesar 33,27%. Persentase pembayaran klaim tertinggi adalah pada program Jaminan Kematian yaitu mencapai 157,61% dari anggaran tahun 2008. Sedangkan prosentase pembayaran klaim terendah adalah untuk Program Tenaga Kerja Indonesia, yaitu 57,99% dari target RKAP.

The claim expenses for the Non JHT program had reached the amount of Rp1,177.66 billion, or 115.57% from the 2008 budget of Rp1,018.99 billion. Compare to the same period of 2007, there has been an increase of 33.27%. The highest percentage of claim expenses was shown on Death Benefit Program which was reached 157.61% from the 2008 budget. Meanwhile, the lowest percentage was shown on the Indonesian Workforce that reached a 57.99% of the RKAP budget.

Sedangkan untuk pembayaran klaim JHT, selama tahun 2008 telah dilakukan pembayaran jaminan sebanyak Rp3.744,05 miliar atau 101,0% dari anggaran tahun 2008 sebesar Rp3.707,14 miliar. Bila dibandingkan dengan periode yang sama tahun 2007, terjadi peningkatan sebesar 17,64%.

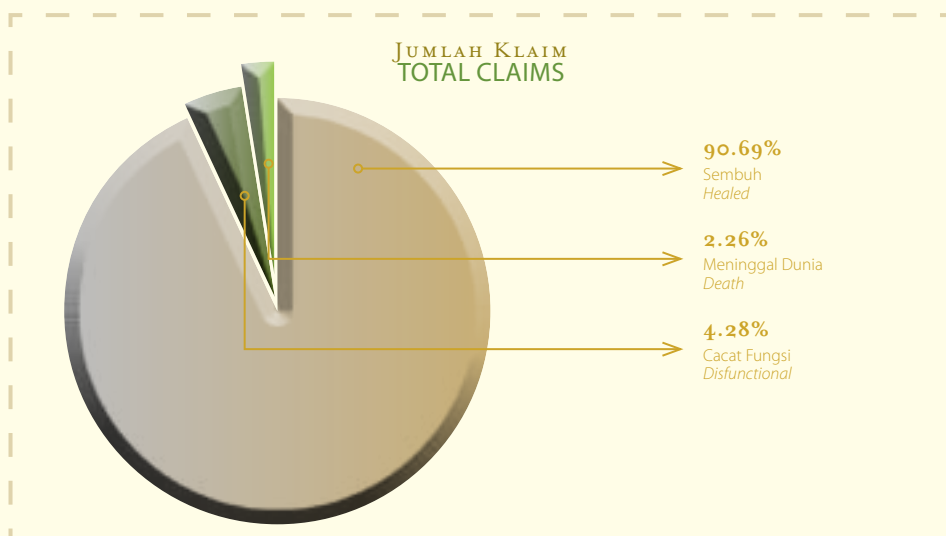
In addition to the JHT claim expenses, during 2008, the total claim expenses was amounted to Rp3,744.05 billion or 101.0% from the 2008 budget of Rp3,707.14 billion. Compare to the same period of 2007, there has been an increased of 17.64%.

JUMLAH KLAIM DI TAHUN 2008

Jaminan Kecelakaan Kerja (JKK)

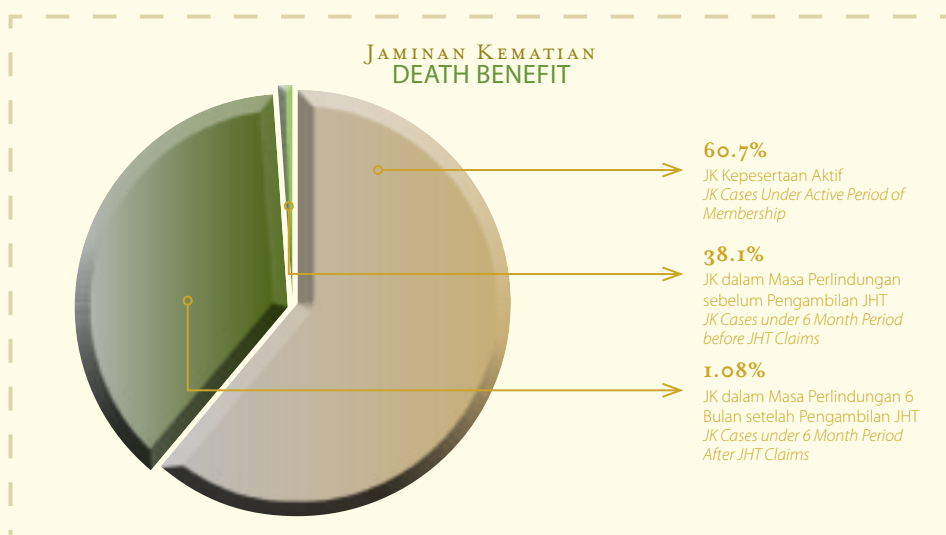
TOTAL CLAIMS IN 2008

Employment Accident Benefit (Jkk)



Selama tahun 2008 jumlah klaim kecelakaan kerja mencapai 93.823 kasus, yang kasus terbanyak terjadi di Kantor Wilayah IV, yaitu sebesar 33,38% dari total kasus. Dari total kasus kecelakaan kerja, sebanyak 85.090 kasus atau sebesar 90,69% dinyatakan sembuh, 4.018 kasus atau sebesar 4,28% mengalami cacat fungsi dan 2.124 kasus atau sebesar 2,26% meninggal dunia.

During 2008, total claims from the Employment Accident Benefit (JKK) reached a total of 93,823 cases. The highest number of cases was occurred in Regional Office IV, with a percentage of 33.38% from the total number of cases. From a total employment accident cases, a total of 85,090 cases or 90.69% was healed, 4,018 cases or 4.28% was having a functional injury and 2,124 cases or 2.26% was died.

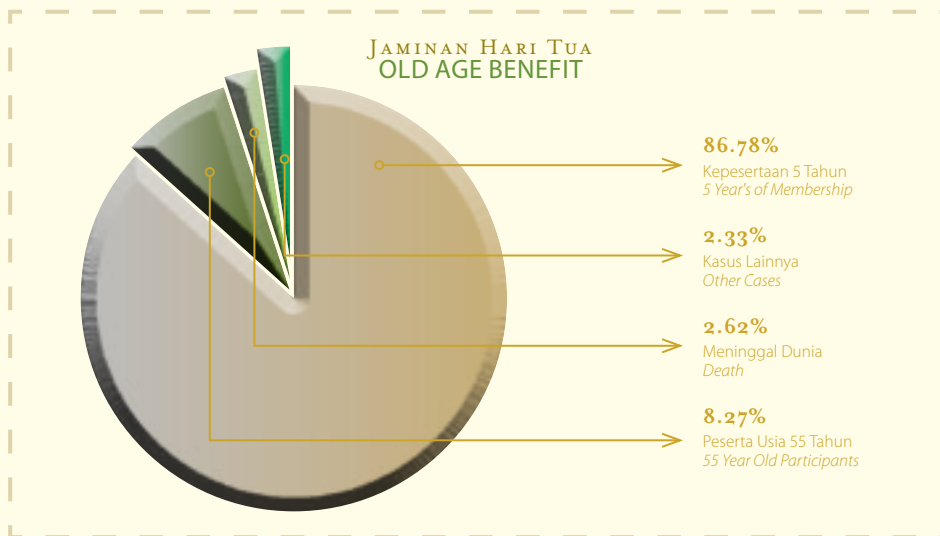
Jaminan Kematian (JK)**Death Benefit (Jk)**

Selama tahun 2008 telah dilakukan pembayaran Jaminan Kematian (JK) untuk 14.451 kasus. Dari kasus-kasus tersebut, 8.776 kasus (60,7%) merupakan kasus JK dalam masa kepesertaan aktif sedangkan 5.519 kasus (38,1%) adalah kasus JK meninggal masih dalam masa perlindungan 6 (enam) bulan sebelum pengambilan JHT dan 156 kasus (1,08%) adalah kasus JK dalam masa perlindungan 6 (enam) bulan setelah pengambilan JHT.

During 2008, total claims from Death Benefit (JK) reached a total of 14,451 cases. From those cases, a total of 8,776 cases or 60.7% was happened during the active period of membership program, while the 5,519 cases or 38.1% was a death benefit cases under six month period before JHT memberships and 156 cases or 1.08% was a death benefit cases under six month period after JHT memberships.

Jaminan Hari Tua (JHT)

Old Age Benefit (JHT)

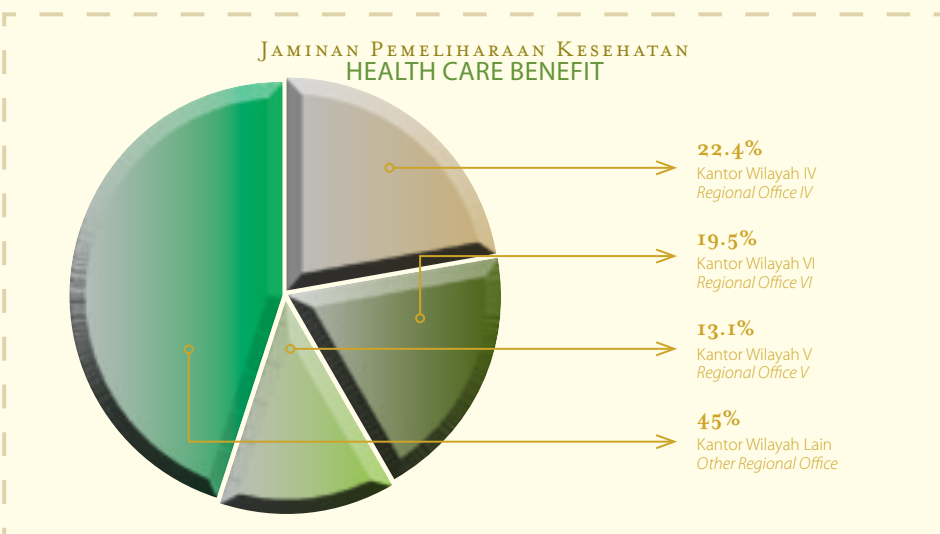


Jumlah kasus Jaminan Hari Tua di tahun 2008 sebanyak 699.376 kasus. Dari sejumlah kasus tersebut, 606.904 kasus (86,78%) merupakan kepesertaan 5 (lima) tahun, diikuti penarikan oleh peserta usia 55 tahun sebesar 57.845 kasus (8,27%), meninggal dunia sebesar 18.309 kasus (2,62%), dan kasus lainnya sebesar 16.318 kasus (2,33%)

In 2008, total claims from Old Age Benefit (JHT) reached a total of 699,376 cases. Among those cases, 606,904 cases or 86.78% were constituted for a five year period of membership, followed by the withdrawal from the 55 years old participants of 57,845 cases or 8.27%, while death case had reached 18,309 cases or 2.62%, other cases reached 16,318 cases or 2.33%.

Jaminan Pemeliharaan Kesehatan (JPK)

Health Care Benefit (JPK)



Total kasus yang ditangani program JPK selama tahun 2008 mencapai 11.186.901 kasus. Jumlah kasus terbanyak terdapat di Kantor Wilayah IV, yaitu mencapai 2.511.258 kasus (22,4% dari total kasus), selanjutnya Kantor Wilayah VI (2.185.180 kasus atau mencapai 19,5% dari total kasus), dan Kantor Wilayah V (1.466.809 kasus atau 13,1% dari total kasus).

Guna meningkatkan jumlah kepesertaan baik dari sisi perusahaan maupun tenaga kerja, Perseroan telah melakukan serangkaian kegiatan, mulai dari sosialisasi program kepada calon peserta Jamsostek, peningkatan manfaat dari setiap program yang ditawarkan hingga melakukan kerjasama dengan berbagai pihak.

Salah satu aktifitas yang dilakukan adalah dengan jalan melaksanakan beberapa kegiatan untuk mendukung Gerakan Nasional *Law Enforcement*, antara lain:

- Melakukan Rapat Koordinasi dengan Direktorat Jendral Pembinaan dan Pengawasan Ketenagakerjaan
- Bersama dengan Departemen Tenaga Kerja dan Transmigrasi untuk menyusun program kerja kunjungan ke daerah yang menjadi sasaran operasi
- Menyenggarakan sosialisasi Revitalisasi Pengawasan Ketenagakerjaan pada tanggal 20 Februari 2008
- Melakukan audiensi bersama Direktorat Jendral PPK kepada Gubernur di DKI Jakarta, Medan, Denpasar, Surakarta, Balikpapan dan Surabaya
- Melakukan sosialisasi Penegakan Hukum bersama Departemen Tenaga Kerja dan Transmigrasi melalui penandatanganan MOU dengan Kejati di Semarang, DIY Yogyakarta, Surabaya dan Denpasar
- Melakukan kerjasama dengan Pusdiklat Departemen Tenaga Kerja dan Transmigrasi pada kegiatan Diklat *Up Grading* Pengawas Ketenagakerjaan dalam rangka peningkatan kepesertaan pada tanggal 27 Nopember 2008.

During 2008, a total number of cases which was handled by the JPK program had reached a total of 11,186,901 cases. The highest number of cases was occurred in Regional Office IV, with a total 2,511,258 cases or 22.4% from the total number of cases, thus, followed by the Regional Office VI with a total 2,185,180 cases or 19.5% from a total number of cases, and the Regional Office V for a total 1,466,809 cases or 13.1% from a total number of cases.

In order to increase the number of participants, both on the companies or total workers, the Company carried out several activities, starting with the socialization program of the aspirant member of Jamsostek program, the increasing value of each programs that was being offered to participant, as well as conducted a cooperation with several parties.

One of the activities which were being conducted by the Company was through the implementation of several activities to support the National Law Enforcement Program, which among others are as follows:

- Carried out a Coordination Meeting with the Directorate General of Establishment and Manpower
- Cooperated with the Department of Manpower and Transmigration to formulate the working visit program to operational targeted cities.
- Conducted a socialization program for Supervising the Revitalization of Manpower on 20 February 2008
- Conducted an audience meeting with Directorate General of PPK to the Governor of Provincial of DKI Jakarta, Medan, Denpasar, Surakarta, Balikpapan and Surabaya.
- Carried out a socialization of Law Enforcement Program with the Department of Manpower and Transmigration through the signing of the Memorandum of Understanding with Kejati at Semarang, DIY Yogyakarta, Surabaya and Denpasar
- Conducted an agreement with the Education and Training Centre of Department of Manpower and Transmigration by executing the Up Grading the Surveillance of Manpower training in order to enhance the increasing number of participants', which was held on 27 November 2008.

Sumber Daya Manusia

HUMAN RESOURCES



Perseroan percaya bahwa sumber daya manusia merupakan kunci utama keberhasilan. Sejalan dengan Visi Perseroan untuk menjadi lembaga penyelenggara jaminan sosial tenaga kerja terpercaya dengan mengutamakan pelayanan prima dan manfaat yang optimal bagi seluruh peserta, maka selama tahun 2008, jumlah karyawan PT Jamsostek (Persero) adalah sebanyak 3.143 orang, dengan perincian 378 karyawan dari Kantor Pusat dan 2.765 karyawan dari Kantor Wilayah. Jumlah tersebut menunjukkan peningkatan dibanding dengan jumlah pada tahun sebelumnya yaitu sebanyak 2.997 karyawan, dengan perincian 372 karyawan dari Kantor Pusat dan 2.625 karyawan dari Kantor Wilayah.

The Company believes that human resources are the main key of its success. In line with the Company's Vision the become a trustworthy providers of the employee's social security scheme that focuses on great services and optimal benefits for customers, throughout 2008, the total employee of PT Jamsostek (Persero) were 3,143 employees, under description of 378 employees were from the Head Office and 2,765 employees were from the Regional Office. It had shown an increase compare to the total number of employees in the previous year of 2,997 employees, under description of 372 employees were from Head Office and 2,625 employees were from the Regional Office.

A. STATISTIK KARYAWAN BERDASARKAN JENIS KELAMIN

Komposisi karyawan adalah terdiri dari 59,62% laki-laki dan 40,38% perempuan dengan perincian sebagai berikut:

JENIS KELAMIN Gender	PUSAT Head Office	WILAYAH/Regional Office								JUMLAH Total
		I	II	III	IV	V	VI	VII	VIII	
Laki-laki/Male	237	171	170	285	294	189	259	145	126	1.876
Perempuan/Female	141	113	145	254	215	107	171	57	64	1.267
JUMLAH/Total	378	284	315	539	509	296	430	202	190	3.143

A. EMPLOYEE STATISTIC BASED ON GENDER

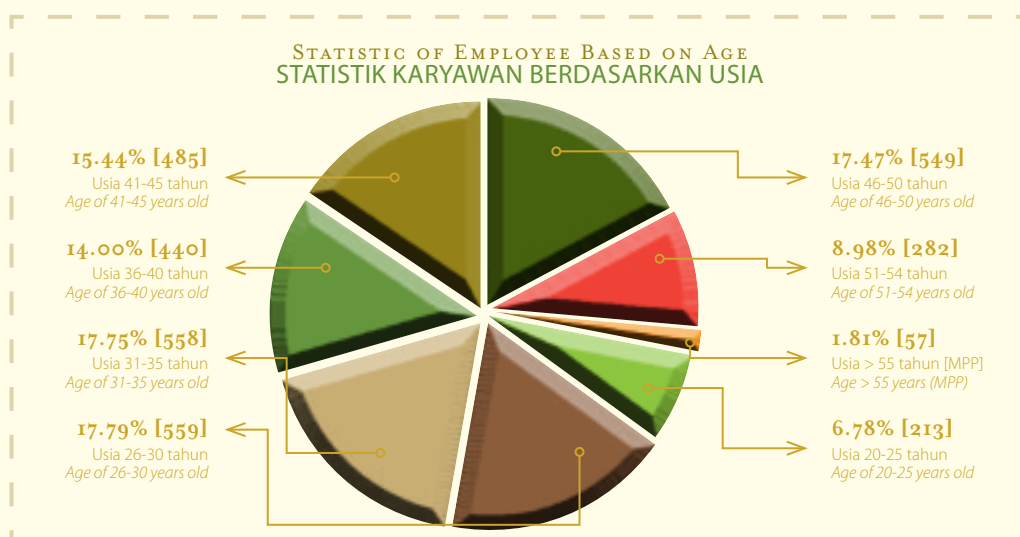
The employees composition based on gender was comprised to 59.62% male and 40.38% female with description as follows:

B. STATISTIK KARYAWAN BERDASARKAN USIA

Berdasarkan usia, prosentase usia karyawan tertinggi adalah pada usia 26-30 tahun (17,79% dari total karyawan), kemudian adalah usia 31-35 tahun (17,75%) dan usia 46-50 tahun (17,47%). Adapun komposisi karyawan berdasarkan usia tersebut dapat dilihat dalam *chart* berikut ini:

B. EMPLOYEE STATISTIC BASED ON AGE

When comparing the employee composition based on age, it was shown that the highest percentage of employees was around the age of 26-30 years old (17.79% from a total number of employees), followed by employees around the age of 31-35 years old (17.75%) and around the age of 46-50 years old (17.47%). The composition of employee based on age is illustrated on the chart below:



C. STATISTIK KARYAWAN BERDASARKAN TINGKAT PENDIDIKAN

Berdasarkan pendidikan, sebanyak 57,14% dari total karyawan berpendidikan S-1, sebagian besar terdapat di Kantor Wilayah III. Persentase terbesar kedua adalah SLTA (18,10%) yang mana sebagian besar terdapat di Kantor Wilayah III dan IV. Adapun rincian komposisi karyawan berdasarkan tingkat pendidikan disajikan melalui tabel berikut:

C. EMPLOYEE STATISTIC BASED ON LEVEL OF EDUCATION

When comparing the employee statistic based on level of education, it was shown that a total 57.14% from the total employees obtained a Bachelor's degree, whom largely emanate from the Regional Office III. The second largest percentage was a High School Graduate (18.10%), whom largely emanate from the Regional Office III and IV. The composition of employee based on level of education is illustrated on the following table:

Komposisi Berdasarkan Pendidikan Composition Based on Education

PENDIDIKAN	TAHUN/Year		EDUCATION
	2007	2008	
S3	-	-	PhD
S2	153	171	Master
S1	1.641	1.796	Bachelor
D4	9	9	D4
D3/Sarjana Muda	453	496	D3
D2	4	4	D2
D1	17	14	D1
SLTA	627	569	Senior
SLTP	55	49	Junior
SD	38	35	Elementary
JUMLAH	2.997	3.143	TOTAL

D. STATISTIK KARYAWAN BERDASARKAN TINGKATAN

Berikut ini disajikan data statistik dari komposisi karyawan berdasarkan tingkatan:

D. EMPLOYEE STATISTIC BASED ON POSITION

The composition of employee statistic based on position is illustrated on the following tables:

LEVEL/Grade	TAHUN/Year	
	2007	2008
1	34	39
2	374	361
3	524	586
4	1.167	1.213
5	786	695
6	112	111
Calon Karyawan/Training Employee	-	138
JUMLAH/Total	2.997	3.143

Karyawan yang memiliki kompetensi tinggi sangat dibutuhkan bagi keberhasilan Perseroan. Namun demikian, Perseroan ingin memastikan bahwa

Highly motivated employee which supported with a great competency was needed, in order to achieve

kelangsungan usaha tidak mutlak tergantung kepada personil tertentu yang menjalankannya. Dengan demikian, Perseroan secara terus menerus mengupayakan penyempurnaan pada sistem kerja sehingga kesinambungan standar *output* yang dihasilkan dapat dipertahankan. Berbagai penyempurnaan tersebut dilakukan dengan cara melengkapi dan memperbaharui kebijakan-kebijakan maupun Prosedur Operasi Standar di semua bidang pekerjaan. Perseroan yakin bahwa sinergi antara sistem kerja yang baik dan karyawan yang berkinerja tinggi akan menjamin kepastian tercapainya tujuan Perseroan.

Untuk mengukur produktifitas karyawan, Perseroan menggunakan tolok ukur *Key Performance Indicator* (KPI) yang diberlakukan terhadap setiap jabatan. Berkat tolok ukur penilaian kinerja yang jelas, Perseroan dapat mendeteksi kelemahan yang ada pada setiap jabatan untuk diperbaiki kinerjanya di masa depan.

Pada tahun 2008, Perseroan telah melaksanakan *assessment* bagi Pejabat Kantor Pusat, Kantor Wilayah dan Kantor Cabang secara bertahap, dimana proses *assessment* ini berhasil ter-realisis untuk 409 Pejabat. Selain daripada itu, guna meningkatkan sistem *assessment* kompetisi, Perseroan juga telah menyelesaikan *questionnaire multi rater* serta rancangan kebijakan *assessment* kompetensi dan penyusunan kamus kompetensi.

Peningkatan kesejahteraan karyawan telah menjadi agenda yang terus menerus diupayakan oleh Perseroan. Beberapa aktivitas yang dilakukan di tahun 2008 sehubungan dengan hal tersebut adalah sebagai berikut:

- Pelaksanaan kenaikan gaji pokok dan kenaikan golongan bagi 474 karyawan yang didukung melalui Surat Keputusan Direksi No. KEP/107/042008.
- Pemberian subsidi pinjaman uang muka perumahan yang telah ter-realisis sebesar Rp970.560.000 bagi 59 orang karyawan di Kantor Pusat serta Rp3.095.200.000 yang di alokasikan 671 orang karyawan di Kantor Wilayah.
- Pemberian insentif bagi karyawan dengan total nilai sebesar Rp2.332.339.874
- Pelaksanaan *medical check up* bagi 1.440 karyawan
- Pembayaran uang muka ONH sebesar Rp630.000.000 yang dialokasikan kepada 30 karyawan yang telah lulus seleksi.

the Company's success. Nonetheless, the Company has to ensure that sustainability is not merely depends on a certain personnel.

Furthermore, the Company always strives to complete the working system to perfection, in order to maintain their output standardization. Several completions was conducted through the outfitted and renewed policies as well as Standard Operating Procedures within all sectors. The Company believes that the synergy between a good working system and highly motivated employees will guarantee the achievement of the Company's objective.

To measure the employee's productivity, the Company uses Key Performance Indicator (KPI) that regulates towards every position. Through a coherent performance indicator, the Company ensures that every weakness within all positions could be detected sooner. Therefore, the certain way of mitigating this weakness could be implemented in order to reached a maximum results in the future.

In 2008, the Company conducted a gradual assessment towards all Executives Management from Head Office, Regional Office and Branch Offices, whereas the assessment process was being realized to a total of 409 Executive Managers. In addition, to escalate the assessment of competition system, the Company had also completed the multi rater questionnaire as well as the assessment of competition policy and the formulation of competency dictionary.

Enhancing the employee welfare had become a continuing agenda that was being strives by the Company. Several activities which were executed throughout 2008 which is in accordance with the aforementioned efforts are as follows:

- The implementation of basic salary raise and promotion towards 474 employees which was supported by Directors Decree No. KEP/107/042008
- The allotment of subsidized housing loan that had been realized for a total amount of Rp970,560,000 to 59 employees at Head Offices, and a total amount of Rp3,095,200,000 which was being allocated to 671 employees at the Regional Office.
- The incentives allotment to the employee with a total amount of Rp2,332,339,874
- Medical check up enforcement to a total of 1,440 employees
- The advance payment for ONH which was amounted to Rp630,000,000 that allocated to 30 employees whom had passed the selection process.

Salah satu upaya lain yang dilakukan Perseroan selama tahun 2008 untuk meningkatkan kemampuan sumber daya manusianya adalah dengan jalan melakukan berbagai pelatihan, baik yang diadakan secara internal maupun eksternal dari berbagai divisi di dalam Perseroan. Sejak tahun 2007, Perseroan telah mengembangkan *Career Planning* yang mengacu pada Pengelolaan SDM berbasis kompetensi (CBHRM). Program ini terus dipersiapkan dan rencananya akan mulai dapat dilaksanakan di lingkungan PT Jamsostek (Persero) pada tahun 2009 mendatang.

Adapun program pelatihan yang diadakan selama tahun 2008 adalah sebagai berikut:

Another effort which was being undertaken by the Company during 2008 to enhance the aptitude of its human resources was through the execution of several training program within all division, both internally and externally. Since 2007, the Company had developed a Career Planning Program based on Competency of Human Resources Development (CBHRM). This program is continued to be completed and it is expected to be implemented within PT Jamsostek (Persero) in the year 2009.

Several training programs which were executed throughout 2008 is illustrated on the following tables:

Data Jumlah Peserta & Biaya Diklat		REALISASI PESERTA/Realization of Participants		Total Participants and Trainings Budget Data
No.	JENIS DIKLAT Types of Training	2007	2008	KETERANGAN Description
A	DIKLAT KARIR CARRIER OF TRAINING	663	671	Kompetensi Manajerial yang dikembangkan: Kepemimpinan Kelompok; Pemecahan Masalah dan Pengambilan Keputusan; Perencanaan, Pengorganisasian, Pengendalian; dan Menjalin Kemitraan.
1.	Diklat Persiapan Kerja Working Preparation Training	121	218	Kompetensi <i>Officer</i> yang dikembangkan: Berpikir Analitik; Keahlian Teknis; dan Pengelolaan Pekerjaan.
2.	Diklat Kepemimpinan Muda Leadership Training	169	72	
3.	Diklat kepemimpinan Madya Middle Leadership Training	52	50	Kompetensi Administrasi yang dikembangkan: Kepedulian terhadap Keteraturan.
4.	Diklat Kepemimpinan Utama Major Leadership Training	4	32	
5.	Diklat TOT TOT Training	32	29	Manegerial Competency which was being developed: Group Leaderships; Problem Solving and Decision Making Unit; Planing; Organizations; Control; and Partnership program.
6.	Assessment Kepemimpinan Leadership Assessment	214	240	Official Competency which was being developed: Analytical Thinking; Technical Expertise; and Working Management.
7.	Beasiswa Pasca Sarjana Post Graduate Scholarship	5	5	
8.	Sertifikasi Profesi Certification of Professions	66	25	Administration Competency which was being developed: Responsibilities towards Dicipline.

B	DIKLAT TEKNIS TECHNICAL TRAINING	926	515	
1.	Diklat Teknis Bidang Pemasaran AO Technical Training on Marketing (AO)	115	75	Kompetensi Fungsional yang dikembangkan: - Rumpun Operasional dan Pelayanan - Rumpun Keuangan dan Investasi - Rumpun Teknologi Informasi - Rumpun Umum dan SDM - Rumpun PKP dan KBL - dan lain-lain Functional Competency which was being developed: - Operational and Services Group - Financial and Investment Group - Information Technology Group - General and Human Resources Group - PKP and KBL Group - and so forth
2.	Diklat Teknis Bidang Pelayanan CSO Technical Training on CSO Services	102	34	
3.	Diklat Teknis Bidang Pelayanan JPK Technical Training on JPK Services	143	67	
4.	Diklat Teknis Bidang Umum & SDM Technical Training on General Affair & HR	72	91	
5.	Diklat Teknis Bidang Keuangan & Akuntansi Technical Training on Finance & Accounting	307	55	
6.	Diklat Teknis Bidang Teknologi Informasi Technical Training on Information Technology	60	0	
7.	Diklat Teknis Bidang Pengawasan Intern Technical Training on Internal Affairs	0	0	
8.	Diklat Teknis Bidang Investasi Technical Training on Investment	0	0	
9.	Diklat Teknis Bidang PKP Technical Training on PKP	0	64	
10.	Diklat Teknis Bidang Pra Pensiun Technical Training on Pre-Retirement	126	129	
C	DIKLAT PENYEGARAN REFRESHMENT TRAINING	426	428	
D	PENGEMBANGAN DIKLAT DEVELOPMENT TRAINING			
	<i>e-Learning</i>	0	185	
	TOTAL PESERTA (A-D) TOTAL PARTICIPANTS (A-D)	2,015	1,799	
E	BIAYA PENDIDIKAN & PELATIHAN EDUCATION & TRAINING EXPENSES			
	Biaya yang telah dikeluarkan Total spending amount	Rp.14,259,763,391.00	Rp.14,333,545,684.90	
F	JUMLAH KARYAWAN TOTAL EMPLOYEES			
	Jumlah Karyawan per Desember Total employee per December	2,997	3,143	Pada dasarnya setiap karyawan diberikan kesempatan yang sama untuk mendapatkan pendidikan dan pelatihan, namun demikian pelaksanaan pendidikan dan pelatihan tetap mengacu pada rencana kerja dan anggaran tahun berjalan.
	Persentasi Jumlah Peserta/Jumlah Karyawan Percentage of Total Participants/Total Employee	67.23%	57.24%	Basically, each employee was given the same opportunity to get the same education and training, nevertheless, the execution of education and training still threatened to the Work and Budgetary Plan of the current year.

Teknologi Informasi

INFORMATION TECHNOLOGY



Sebagai perusahaan yang melayani puluhan juta pekerja dengan latar belakang yang heterogen, pengelola jaringan pelayanan yang tersebar luas dan pengelola dana yang sedemikian besar, Perseroan dituntut memiliki teknologi informasi yang handal untuk dapat senantiasa memberi layanan standar yang memuaskan kepada seluruh pesertanya.

Teknologi Informasi mempunyai peranan yang amat penting dalam menjalankan operasional kerja di dalam lingkungan Perseroan, antara lain: meningkatkan pelayanan kepada para peserta Jamsostek, mendukung pengembangan usaha, mempermudah dan mempercepat proses kerja serta memberikan informasi manajemen yang tepat waktu, akurat dalam pengambilan keputusan. Dengan penerapan sistem *online* antar unit kerja, pelayanan kepada peserta dapat diberikan dimana saja dengan cepat, begitu pula kebutuhan informasi manajemen dapat disajikan dengan tepat, cepat dan akurat.

Selama triwulan I tahun 2008 telah dilaksanakan proses implementasi Sistem Informasi Pelayanan Terpadu secara *Online*, atau yang lebih dikenal dengan istilah SIPT *Online* pada 14 Kantor Cabang Wilayah I dan 11 Kantor Cabang Wilayah VII. Dengan demikian, mulai tanggal 21 Maret 2008, seluruh Kantor Wilayah dan Kantor Cabang PT Jamsostek (Persero) yang terdiri dari Kantor Pusat, 8 Kantor Wilayah serta 121 Kantor Cabang sudah terhubung secara *online*.

Beberapa aktivitas yang juga dilakukan selama tahun 2008 diantaranya adalah ambil bagian menjadi tim *Counterpart* dalam upaya pembangunan sistem *E-Learning*, serta pendampingan pembangunan sistem informasi *E-Procurement* yang akan diterapkan di lingkungan Jamsostek. Pembuatan *Standard Operating Procedure* (SOP) dari Biro Teknologi Informasi untuk ISO 9001:2000 juga telah diupayakan, dimana sampai dengan akhir tahun 2008 telah selesai dilakukan proses pemetaan dan pembuatan alur proses yang terdiri dari pembuatan L4 sebanyak 45 proses, L3 sebanyak 17 proses dan pembuatan L2 sebanyak 1 proses.

As a company that serves millions of workers with heterogeneous educational background, provider of services network that is widely spread and a largest fund provider, the Company was expected to have an advance information technology system in order to provide standardization of services to satisfy the needs of its participants.

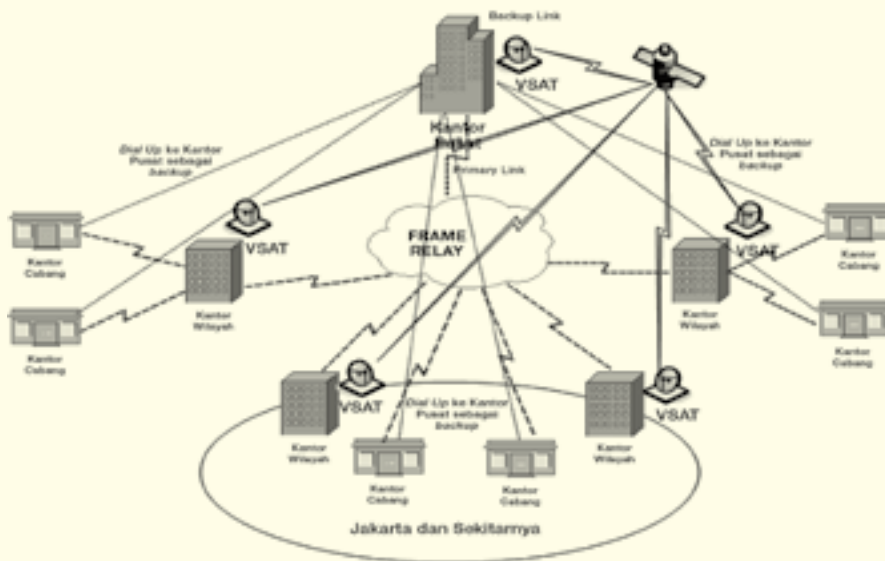
Information Technology plays an integral part of the Company's operational flow process, which among others are; empowering their services to all Jamsostek participants, supporting business growth, simplify and accelerate working process, and providing a timely information management system, as well as accuracy in decision making process. Through the implementation of online system at all working unit, services towards all participants could be provided from anywhere within a quickest time possible, so as with the management's information data which could be provided in appropriate, fast and accurate method.

Throughout the first quarter of 2008, the Online Integrated Information Services System or known as SIPT Online had been implemented through 14 Branch Office on Regional I and 11 Branch Offices on Regional VII. Thus, starting on 21 March 2008, the entire Regional Offices and Branch Offices of PT Jamsostek (Persero) which comprised of Head Office, 8 Regional Offices as well as 121 Branch Offices had been connected online.

Throughout 2008, several activities which were being executed among others are participated to become a *Counterpart* team in order to develop the *E-Learning* system and the *E-Procurement* system which is going to be implemented within Jamsostek environs. The Information Technology Bureau was also strived the formulation of *Standard Operating Procedures* (SOP) for the ISO 9001:2000, in which, as at the end of 2008, it has completed the mapping and construction of work flow process which comprises of the 45 process of L4 construction, 17 process of L3 construction and 1 process of L2 construction.

Berikut adalah gambar Arsitektur Jaringan Aplikasi SIPT *online* :

Below is the illustration of Application Network Architecture of SIPT *online* :



(Sumber/Sources : Master Plan IT)

Sebagaimana diamanatkan oleh para pemegang saham dalam Rapat Umum Pemegang Saham (RUPS) mengenai evaluasi IT, maka peningkatan IT dalam seluruh kegiatan operasional Perseroan merupakan salah satu hal yang juga dijadikan sebagai fokus kegiatan Perseroan di tahun 2008. Pembangunan Sistem teknologi informasi yang telah dilaksanakan antara lain:

- Penyempurnaan dan Perubahan Aplikasi SIPT *Online* dengan adanya Permenakertrans No. PER-12/MEN/VI/2007 tentang Petunjuk Teknis Pendaftaran Kepesertaan, Pembayaran Iuran, Pembayaran Santunan dan Pelayanan, PP 76/2007, KEP/40/2008, KEP/76/112007 dan KEP/77/112007, KEP/102/032008, dan KEP/340/2008.
- Melakukan *Clean Up Data* dan persiapan pembentukan *Data Warehouse* (DWH)
- Menambah modul informasi saldo JHT Tenaga Kerja, Informasi Perusahaan dan Informasi PPK serta *e_kios* Informasi
- Penyelesaian pembangunan aplikasi DPKP dan PKBL
- Pengadaan pembangunan aplikasi SDM berbasis kompetensi
- Pengadaan pembangunan aplikasi investasi
- Pengembangan aplikasi LHK *offline* ke aplikasi berbasis *web*
- Perubahan aplikasi SIAK (Sistem Informasi Aktiva Tetap) pemisahan Aset JHT dan Non JHT 17 program
- Pembangunan sistem *e-learning*

Oleh karena itu, pada tahun 2008, PT Jamsostek (Persero) bersama-sama dengan PT Askes, PT Taspen dan PT Jasa Raharja telah melakukan kerjasama

In accordance with shareholders mandatory that being stipulates on the General Meeting of Shareholders (GMS) concerning the IT evaluation, the enhancement of IT system towards the entire operational activities of the Company constitute as one of the main focus of the Company throughout 2008. Several IT development are:

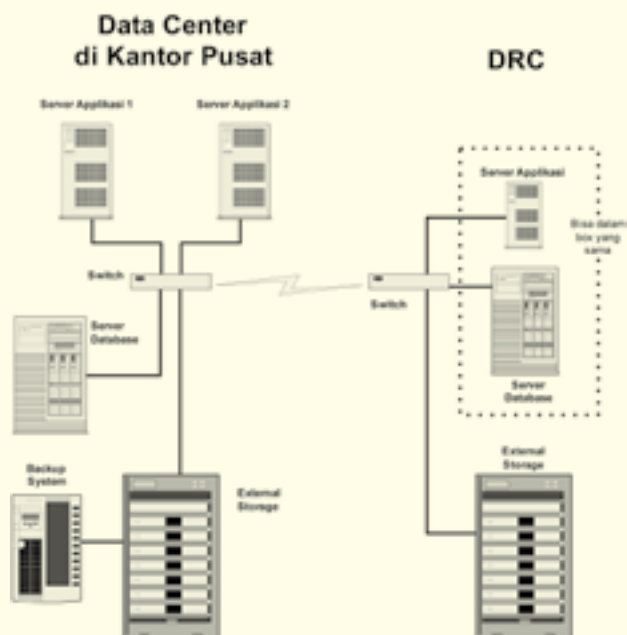
- The completion and alteration of SIPT Online application through the Decision of Minister of Manpower and Transmigration No. PER-12/MEN/VI/2007 concerning Technical Guidance on Membership Registration, Payment for Contribution, Payment for Donation and Services, PP 76/2007, KEP/40/2008, KEP/76/112007 and KEP/77/112007, KEP/102/032008, as well as KEP/340/2008.
- To conduct a Clean Up Data and preparation for building up the Data Warehouse (DWH)
- To increase the JHT balance information modules, Corporate Information and PPK Information, as well as e-kiosk Information
- The Completion process of DPKP and PKBL applications
- The procurement of Competency Based on Human Resource Management's application
- Building up the investment application
- The Development of offline LHK applications to web application modules
- Changes in SIAK application of to differentiate JHT and Non JHT Assets, 17 Program
- The development of e-learning system

Therefore, during 2008, PT Jamsostek (Persero) together with PT Askes, PT Taspen and PT Jasa Raharja were accomplished the signing of the Memorandum

melalui penandatanganan MOU Sinergi IT BUMN Asuransi pada tanggal 31 Maret 2008. Kerjasama tersebut ditujukan untuk mengembangkan IT Sinergi BUMN menuju pembentukan *IT Common Platform*.

Berikut adalah gambar konfigurasi *Data Center* dan *Disaster Recovery Centre*

(Sumber/Sources : Master Plan IT)



Selain daripada itu juga telah dibentuk Struktur Organisasi BUMN Sinergi Bidang Teknologi Informasi yang terdiri dari *Steering Committee* dan *Workstream*, dimana Laporan Hasil Kegiatan tersebut telah disampaikan kepada Kementerian BUMN oleh PT Askes sebagai Koordinator melalui Surat No. 4066/1.2/0708.

Keseluruhan hal di atas menunjukkan komitmen Perseroan dalam meningkatkan pelayanannya kepada para peserta Jamsostek. Pentingnya peran TI juga tercermin melalui Rencana Kerja Jangka Panjang Perseroan 2004-2008 dengan tema "Memperkokoh PT Jamsostek (Persero) sebagai Badan Penyelenggara Jaminan Sosial Tenaga Kerja dengan memantapkan implementasi Jamsostek *online* serta optimalisasi pelayanan dan manfaat".

Diharapkan bahwa melalui pengembangan jaringan informasi terpadu ini, Perseroan dapat terus meningkatkan sistem pelayanannya kepada para peserta Jamsostek, terutama dalam hal kecepatan sumber informasi data yang dibutuhkan oleh berbagai pihak, meningkatkan kinerja operasional secara keseluruhan serta terus meningkatkan citra Perseroan yang lebih baik di masa-masa mendatang.

of Understanding concerning the IT Synergy of Insurance State-Owned Enterprise (SOE) on 31 March 2008. Such cooperation was aimed at expanding IT Synergy of SOE to IT Common Platform.

Configuration of Data Center and Disaster Recovery Center is illustrated bellow

In addition, the Company established the Organizational Structure of SOE Synergy on IT Division that consists of the Steering Committee and Workstream, whereby, Report of the Assessment Result (LHK) had been submitted to the Minister of SOE by PT Askes as the Coordinator through a Letter No. 4066/1.2/0708.

Those had indicates the Company's commitment to enhance their services towards all Jamsostek participants. The importance of IT is also reflected through the Long-Term set of 2004-2008 Annual Work and Budgetary Plan of the Company under the theme "Strengthening the position of PT Jamsostek (Persero) to become a Trustworthy Provider of Employee Social Security by optimizing the implementation of Jamsostek online as well as emphasizing the quality service and benefits".

It is hoped that due to the developing network of this integrated information system, the Company could maximize its services to all Jamsostek participants, especially on the acceleration and accuracy of sources from information data needed by all parties, increasing the operational performance as well as upgrading the Company's image in a positive and better perspective for the future.



Diskusi Manajemen dan Analisis

MANAGEMENT'S DISCUSSION & ANALYSIS

dalam Miliar Rupiah

Kinerja Perusahaan/The Company's Performance

in Billion Rupiah

URAIAN	RKAP			REALISASI 01 JAN-31 DES 2008 Realization 01 Jan-31 Dec 2008			%			DESCRIPTION
	JHT	Non JHT	Total	JHT	Non JHT	Total	JHT	Non JHT	Total	
Pendapatan luran	-	2,268.76	2,268.76	-	2,349.72	2,349.72	-	103.57	103.57	Contribution Revenue
Beban Jaminan	-	(1,018.99)	(1,018.99)	-	(1,177.66)	(1,177.66)	-	155.57	115.57	Claim Expenses
Penambahan Cadangan Teknis	-	(784.38)	(784.38)	-	(660.05)	(660.05)	-	84.15	84.15	Additional Technical Reserve
PENDAPATAN BERSIH IURAN	-	465.38	465.38	-	512.01	512.01	-	110.02	110.02	NET CONTRIBUTION REVENUE
Penghasilan Investasi Bruto	4,966.13	1,095.41	6,061.54	6,072.59	1,172.02	7,244.61	122.28	106.99	119.52	Gross Investment Revenue
Beban Investasi	(360.12)	(70.90)	(431.02)	(981.10)	(290.82)	(1,271.93)	272.44	410.19	295.10	Investment Expenses
PENDAPATAN INVESTASI NETTO	4,606.01	1,024.51	5,630.52	5,091.48	881.20	5,972.68	110.54	86.01	106.08	NET INVESTMENT REVENUE
TOTAL PENDAPATAN USAHA	4,606.01	1,489.89	6,095.90	5,091.48	1,393.21	6,484.69	110.54	93.51	106.38	TOTAL OPERATING REVENUE
Pendapatan Pengelolaan Dana Investasi JHT	-	870.97	870.97	-	857.11	857.11	-	98.41	98.41	Revenue from JHT Funds Management
Beban Usaha	-	(1,016.26)	(1,016.26)	-	(1,038.87)	(1,038.87)	-	102.22	102.22	Operating Expenses
Beban Pengelolaan Dana Investasi JHT	(870.97)	-	(870.97)	(857.11)	-	(857.11)	98.41	-	98.41	Expenses from JHT Funds Management
Pendapatan Lain	-	10.56	10.56	-	16.30	16.30	-	154.40	154.40	Other Revenue
Beban Lain	-	(0.31)	(0.31)	-	(4.28)	(4.28)	-	1,396.05	1,396.05	Other Expenses
LABA USAHA KOTOR	3,735.04	1,354.85	5,089.89	4,234.38	1,223.43	5,457.58	113.37	90.30	107.23	GROSS OPERATING PROFIT
Pajak Penghasilan Badan	-	(237.73)	(237.73)	-	(282.62)	(282.62)	-	118.88	118.88	Corporate Income Tax
Bagian Peserta atas Hasil Investasi JHT	(3,735.04)	-	(3,735.04)	(4,234.38)	-	(4,234.38)	113.37	-	113.37	Participant's Share on JHT Investment
Penghasilan (Beban) Pajak Tangguhan	-	-	-	-	149.64	149.64	-	-	-	Income (Expenses) of Deferred Tax
LABA USAHA BERSIH	-	1,117.12	1,117.12	-	1,090.48	1,090.48	-	97.62	97.62	NET OPERATING INCOME

1. TINJAUAN OPERASI PER SEGMENT USAHA

- a. Realisasi Penerimaan luran JHT tahun 2008 sebesar Rp8.418,97 miliar atau 109,47% dari RKAP sebesar Rp7.690,64 miliar atau meningkat 22,69% dibanding tahun 2007 sebesar Rp6.861,73 miliar. Penerimaan iuran Non JHT tahun 2008 sebesar Rp2.349,72 miliar atau 103,57% dibanding RKAP sebesar Rp2.268,76 miliar atau meningkat 29,50% dibanding tahun 2007 sebesar Rp1.814,48 miliar. Total penerimaan iuran JHT dan Non JHT tahun 2008 di atas RKAP disebabkan oleh Kenaikan Upah Minimum Propinsi/Regional, perluasan kepesertaan untuk sektor informal dan mempertahankan kepesertaan strategis.

I. OPERATIONAL REVIEW OF BUSINESS SEGMENT

- a. JHT Contribution Revenue in 2008 amounted to Rp8,418.97 billion, or 109.47% of the Company's budget that amounted to Rp7,690.64 billion or grew by 22.69% compared to the Company's 2007 budget of Rp6,861.73 billion. Non JHT Contribution Revenue in 2008 amounted to Rp2,349.72 billion, or 103.57% compared to the Company's budget of Rp2,268.76 billion or grew by 29.50% compared to the 2007 budget of Rp1,814.48 billion. Total contribution from JHT and Non JHT Revenue in 2008 was well above the Company's budget due to the increase in Regional/Provincial Minimum Wage, membership expansion in the informal sector and strategic membership retention.

- b. Realisasi pembayaran Jaminan JHT tahun 2008 sebesar Rp3.744,05 miliar atau 101,00% dari RKAP sebesar Rp3.707,14 miliar atau meningkat 17,64% dibanding tahun 2007 sebesar Rp3.182,71 miliar. Pembayaran Jaminan Non JHT tahun 2008 sebesar Rp1.177,66 miliar atau 115,57% dibanding RKAP sebesar Rp1.018,99 miliar, meningkat 33,27% dibandingkan pembayaran Jaminan Non JHT tahun 2007 sebesar Rp883,66 miliar. Total pembayaran Jaminan khususnya Non JHT tahun 2008 di atas RKAP antara lain disebabkan oleh peningkatan *benefit* program JKK dan JK sesuai PP No. 76/2007, kenaikan manfaat JPK sesuai Peraturan Menteri Tenaga Kerja dan Transmigrasi No. 12/2007, kenaikan biaya pelayanan kesehatan dan obat-obatan serta peningkatan kepesertaan secara umum.
- b. Payment of JHT Claim in 2008 amounted to Rp3,744.05 billion, or 101.00% of the Company's budget of Rp3,707.14 billion or grew by 17.64% compared to the Company's 2007 budget of Rp3,182.71 billion. Payment of Non JHT Claim in 2008 amounted to Rp1,177.66 billion or 115.57% compared to the Company's budget of Rp1,018.99 billion or grew by 33.27% from the Company's 2007 budget of Rp883.66 billion. The total payment of Non JHT Claim in 2008 was exceeding the Company's budget due to increases claim of both JKK and JK, with respects to the Government Regulation No. 76/2007, increasing JPK benefit is in accordance with the Minister of Manpower and Transmigration's Regulation No. 12/2007, increasing health service cost, medicines and also the general increase of membership.
- c. Realisasi pendapatan investasi (bruto) tahun 2008 sebesar Rp7.244,61 miliar atau 119,52% dibanding RKAP sebesar Rp6.061,54 miliar, mengalami peningkatan 10,61% dibandingkan hasil investasi tahun 2007 sebesar Rp6.549,44 miliar. Pencapaian total Pendapatan Investasi (bruto) tahun 2008 di atas RKAP disebabkan oleh strategi investasi untuk segera merealisasikan keuntungan sebelum terjadi krisis, perbaikan program kerja Direktorat Investasi tahun 2008 serta peningkatan peran manajemen risiko dalam proses investasi.
- c. Investment Revenue (gross) in 2008 amounted to Rp7,244.61 billion, or 119.52% of the Company's 2008 budget of Rp6,061.54 billion, or grew by 10.61% compared to the 2007 investment revenue which amounted to Rp6,549.44 billion. The total Investment Revenue (gross) in 2008 was exceeding the Company's 2008 budget due to investment strategy to realizing the profit before the occurrence of crisis, the improvement of work plan undertaken by the Investment Directorate during 2008, and also the increasing role of risk management through the investment process.
- d. Realisasi beban usaha tahun 2008 sebesar Rp1.038,87 miliar atau 102,22% dibanding RKAP sebesar Rp1.016,26 miliar atau mengalami kenaikan sebesar 17,43% dibanding tahun 2007 sebesar Rp884,64 miliar. Kenaikan Beban Usaha tahun 2008 dibandingkan tahun 2007 antara lain disebabkan oleh kenaikan tunjangan kemahalan setempat dan pembebanan tantiem Direksi.
- d. Direct expense realization in 2008 amounted to Rp1,038.87 billion, or 102.22% compared to the Company's budget of Rp1,016.26 billion, or increase by 17.43% compared to the 2007 expense of Rp884.64 billion. The increase in Direct Expense during 2008 compared to that of 2007 was due to the increase of local subsidizes and charges for the Board of Director's bonuses.
- e. Realisasi bagian peserta atas hasil investasi JHT tahun 2008 sebesar Rp4.234,38 miliar atau 113,37% dibanding RKAP sebesar Rp3.735,04 miliar, namun mengalami penurunan 3,42% dari tahun 2007 sebesar Rp4.384,23 miliar. Bagian peserta atas hasil investasi JHT yang melampaui RKAP disebabkan oleh adanya pertumbuhan total hasil investasi yang sebagian direalisasikan pada semester I tahun 2008 sebelum terjadinya krisis, sedangkan penurunan dibandingkan tahun lalu karena terdapat peningkatan kerugian penurunan efek investasi yang belum direalisasi (unrealized loss) pada tahun 2008 sebesar Rp1.124,09 miliar mengalami kenaikan yang sangat signifikan yaitu sebesar 353,89% dibandingkan kerugian yang sama tahun 2007 sebesar Rp317,64 miliar serta adanya penurunan tingkat pengembalian JHT tahun 2008 sebesar 8% dibandingkan tahun 2007 sebesar 9,5%.
- e. The realization of participant's share on JHT investment proceeds in 2008 amounted to Rp4,234.38 billion, or 113.37% of the Company's 2008 budget of Rp3,735.04 billion, or declined by 3.42% compared to the 2007 amount of Rp4,384.23 billion. The increase in the participant's share on JHT investment proceeds was the result of the total growth of investment proceeds which was partly being realized on first semester of 2008 before the occurrence of crisis, meanwhile, the decline was mainly attributable to the increase of unrealized loss during 2008 which was amounted to Rp1,124.09 billion that experiences a significant increase to 353.89% compare to same losses in 2007 of Rp317.64 billion and the decline on JHT's rate of return in 2008 that reached 8% compare to the 2007 rate of 9.5%

2. URAIAN KINERJA KEUANGAN PERUSAHAAN

2. DESCRIPTION OF THE COMPANY'S FINANCIAL PERFORMANCE

dalam Miliar Rupiah

in Billion Rupiah

URAIAN	2007	RKAP	2008	%		DESCRIPTION
	1	2	3	4 = 3/1	5 = (3-1)/1	
Investasi	60,063.08	68,419.99	61,751.61	90.25%	2.81%	Investment
Aset Lancar	897.89	1,405.04	1,019.30	72.55%	13.52%	Current Assets
Aset Tetap (Netto)	237.45	330.33	251.38	76.10%	5.87%	Fixed Assets (Net)
Aset Lain-lain	164.90	228.71	909.96	397.87%	451.82%	Other Assets
JUMLAH ASET	61,363.32	70,384.08	63,932.26	90.83%	4.19%	TOTAL ASSETS
Kewajiban Kepada Peserta	56,883.79	65,689.47	61,382.31	93.44%	7.91%	Liabilities to Participants
Kewajiban Lancar	299.49	608.22	281.74	46.32%	(5.93%)	Current Liabilities
Kewajiban Lain-lain	158.97	217.81	190.78	87.59%	20.00%	Other Liabilities
Ekuitas	4,021.06	3,868.57	2,077.43	53.70%	(48.34%)	Equity
JUMLAH KEWAJIBAN DAN EKUITAS	61,363.32	70,384.08	63,932.26	90.83%	4.19%	TOTAL LIABILITY & EQUITY
Pendapatan Iuran	1,814.48	2,268.76	2,349.72	103.57%	29.50%	Contribution Revenue
Beban Jaminan	(883.66)	(1,018.99)	(1,177.66)	115.57%	33.27%	Claim Expenses
Beban Cadangan Teknis	(577.35)	(784.38)	(660.05)	84.15%	14.32%	Technical Reserve Expenses
Pendapatan Investasi (Netto)	6,054.90	5,630.52	5,972.68	106.08%	(1.36%)	Investment Revenue (Net)
Pendapatan Lain (Netto)	8.98	10.25	12.02	117.29%	33.83%	Other Revenue (Net)
Beban Usaha	(884.64)	(1,016.26)	(1,038.87)	102.22%	17.43%	Operating Expenses
Bagian Peserta atas Hasil Inv. JHT	(4,384.23)	(3,735.04)	(4,234.38)	(113.37%)	(3.42%)	Participants Share on JHT Investment
Beban Pajak/Tanggung	(150.07)	(237.73)	132.98	55.94%	(11.39%)	Deferred Tax Expenses
Laba/Rugi Setelah Pajak	998.39	1,117.12	1,090.48	97.62%	9.22%	Profit (Loss) After Tax

a. Aset

Jumlah aset mengalami pertumbuhan sebesar Rp2.568,94 miliar atau mencapai 4,19% dari posisi aset per 31 Desember 2007 (audited) sebesar Rp61.363,32 miliar. Porsi pertumbuhan terbesar terdapat pada kelompok investasi merupakan 65,73% dari total pertumbuhan aset, posisi per 31 Desember 2008 sebesar Rp61.751,61 miliar, mengalami kenaikan sebesar Rp1.688,53 miliar atau 2,81% dari posisi dana investasi per 31 Desember 2007 sebesar Rp60.063,08 miliar. Meskipun paling besar, pertumbuhan dana investasi tahun 2008 hanya mencapai 14,71% dibandingkan pertumbuhan tahun 2007 yang mencapai sebesar Rp11.474,69 miliar atau 23,61% dari posisi dana investasi per 31 Desember 2006 dipengaruhi oleh memburuknya kondisi pasar finansial global terutama pada semester ke-2 tahun 2008, karena meskipun penerimaan iuran dan hasil investasi telah melampaui target dan mengalami pertumbuhan dibandingkan tahun 2007, namun tergerus oleh penurunan nilai pasar efek investasi khususnya saham

a. Asset

The Company's total assets grew to Rp2,568.94 billion or climbed by 4.19% from its position in 31 December 2007 (audited) of Rp61,363.32 billion. The highest growth occurred within the investment group that represent 65.73% from the total growth of asset whose position as of 31 December 2008 amounted to Rp61,751.61 billion, increasing by Rp1,688.53 billion or 2.81% from investment fund position in the previous year of Rp60,063.08 billion. Despite a large increasing portion, the growth of investment fund in 2008 only reached 14.71% compare to that of 2007 that reached a total amount of Rp11,474.69 billion or 23.61% from the investment funds position in 31 December 2006. This was due to the downturn of global financial market, especially in second semester of 2008, although the contribution revenue and investment results had exceeding the target and experiences an increase compare to that of in 2007, but it is also being scrapped down by valuation variance on investment market, especially stock market. The significant resemblance to this matters

yang sangat signifikan yaitu tercermin dari Indeks Harga Saham Gabungan (IHSG) pada penutupan tahun 2008 pada level 1.355,41 berarti melemah 50,64% dibandingkan posisi penutupan tahun 2007 di level 2.745,83 poin, dimana sebelumnya sempat menyentuh level terendah 1.111,39 pada 28 Oktober 2008.

was reflected on Jakarta Composite Index (JCI) at the closing year of 2008 that reached a level of 1,355.41 which was weakening to 50.64% compare to the 2007 closing at the level of 2,745.83 point, whereby it had reached its lowest level of 1,111.39 point on 28 October 2008

b. Kewajiban Kepada Peserta

Jumlah Kewajiban kepada peserta per 31 Desember 2008 sebesar Rp61.382,31 miliar mengalami peningkatan 7,91% dari posisi per 31 Desember 2007 sebesar Rp56.883,79 miliar. Kenaikan terbesar adalah dalam kelompok Hutang JHT yang jumlahnya proporsional dengan penerimaan iuran JHT dan hasil pengembangannya setelah dikurangi jaminan JHT tahun berjalan. Total Hutang JHT tahun 2008 sebesar Rp59.028,48 miliar mengalami peningkatan 18,87% dibandingkan saldo tahun 2007 sebesar Rp49.651,15 miliar. Namun disisi lain terdapat penurunan Selisih Penilaian Efek (SPE) JHT yang disebabkan oleh penurunan harga pasar efek dalam kelompok tersedia untuk dijual JHT karena pengaruh krisis finansial global yaitu per 31 Desember 2008 sebesar minus Rp2.780,98 miliar mengalami penurunan Rp5.456,89 miliar atau 203,93% dibandingkan posisi tahun 2007 yang bersaldo positif Rp2.675,91 miliar.

b. Liabilities to Participants

Liabilities to Participants as of 31 December 2008 amounted to Rp61,382.31 billion, or increased by 7.91% from its position a year before of Rp56,883.79 billion. The highest growth occurred within the amount of JHT Payable, which was proportionate to the growth of contribution revenue of JHT and its investment yield after deducting the JHT security in current year. Total JHT Payable in 2008 amounted to Rp59,028.48 billion, increased by 18.87% compared to the balance in 2007 of Rp49,651.15 billion. On the other hand, there was a decline on the Valuation Variance on JHT Securities due to decreasing share market price under the JHT account that is available for sales (AFS) as an impact from global financial crisis per 31 December 2008 which was amounted to minus Rp2,780.98 billion or decreased by Rp5,456.89 billion that equals to 203.93% compare to that of 2007 positive results which amounted to Rp2,675.91 billion.

c. Laba/rugi bersih

Realisasi Laba setelah pajak tahun 2008 sebesar Rp1.090,48 miliar atau 97,62% dibanding RKAP sebesar Rp1.117,12 miliar mengalami peningkatan 9,22% dari laba tahun 2007 sebesar Rp998,39 miliar disebabkan oleh keberhasilan strategi investasi dalam mengelola dana dan pengakuan akuntansi atas pendapatan pajak tangguhan.

c. Nett Profit/Loss

Profit realization after tax in 2008 amounted to Rp1,090.48 billion, or 97.62% compared to the Company's budget of Rp1,117.12 billion, increased by 9.22% from net profit in 2007 of Rp998.39 billion, due to the achievement of the investment strategy of managing the funds and the accounting acknowledgement of revenue from deferred tax.

3. BAHASAN ANALISA TENTANG KEMAMPUAN MEMBAYAR HUTANG DAN TINGKAT KOLEKTIBILITAS PIUTANG

- a. Tingkat Solvabilitas untuk mengukur kemampuan membayar hutang perusahaan sesuai dengan Peraturan Pemerintah No. 22 tahun 2004.

3. ANALYSIS DISCUSSION ON DEBT SERVICING ABILITY AND CONTRIBUTION COLLECTIBLES LEVEL.

- a. The Company's Solvency level to measure its debt servicing ability is in accordance with the Government Regulation No. 22 year 2004.

dalam Miliar Rupiah		TAHUN/Year		in Billion Rupiah	
No.	URAIAN	2007	2008	DESCRIPTION	
A	Jumlah Tingkat Solvabilitas			Total Solvency Level	
	Kekayaan	61.239.935	62.945.292	Assets	
	Kewajiban	56.883.794	61.382.315	Liability	
	Jumlah	4.356.142	1.562.977	Total	
B	Batas Tingkat Solvabilitas Minimum 20% dari seluruh Kewajiban Non JHT	874.964	1.014.275	The Total Limit of Solvency is Minimum 20% of all Non JHT's Liability	
C	Tingkat Solvabilitas	496,87%	154,10%	Solvency Level	

- Tingkat solvabilitas tahun 2008 sebesar 154,10% atau turun 69,05% dibanding tahun 2007 sebesar 497,87%. Penurunan ini disebabkan kenaikan kewajiban yang cukup signifikan sebesar Rp4.498,52 miliar atau 7,91%, dibandingkan dengan peningkatan kekayaan yang hanya sebesar Rp1.705,36 miliar atau 2,78%. Kenaikan jumlah kekayaan yang rendah ini merupakan imbas penurunan harga pasar efek investasi khususnya saham sebagai akibat krisis finansial global.
 - b. Kolektibilitas piutang iuran adalah untuk mengukur piutang yang dapat direalisasi dibanding dengan saldo piutang iuran. Kolektibilitas piutang tahun 2008 dicapai sebesar 89,85% mengalami penurunan tipis 0,08% dibandingkan kolektibilitas tahun 2007 sebesar 89,93%. Hal ini menunjukkan konsistensi upaya pembinaan yang dilakukan terhadap perusahaan yang belum membayar iuran dengan tertib dan kerjasama dengan aparat terkait dalam melakukan penagihan piutang.
- The Company's solvency level in 2008 was 154.10% or decreased by 69.05% compared to that of 2007 amounting to 497.87%. This decrease was due to the considerable growth of the Company's liabilities amounting to Rp4,498.52 billion or 7.91% compared to the increase in the Company's Asset which only amounting to Rp1,705.36 billion or 2.78%. The lowest increase on total assets was an impact of decreasing price on investment stock market especially share price, due to global financial crisis.
 - b. Contribution collectibles measures the realized receivables against the outstanding contribution receivables. The collectibles contribution in 2008 reached up to 89.85%, slightly decreased by 0.08% compared to the collectibles contribution in 2007 of 89.93%. This was indicate a consistent effort of approaches made to companies which failed to contribute on regular basis as well as cooperation with the related authorized parties to undertake billing exercises on behalf of the Company.

4. BELANJA MODAL

Sumber dana belanja modal (Capital expenditure/ Capex) bersumber dari cadangan tujuan yang merupakan akumulasi penyisihan dari laba perusahaan setiap tahun sesuai dengan hasil RUPS Pemegang Saham. Capex tahun 2008 sebesar Rp115,84 miliar merupakan 62,99% dari jumlah yang dianggarkan sebesar Rp183,91 miliar mengalami kenaikan 96,29% dibandingkan realisasi capex tahun 2007 sebesar Rp59,01 miliar. Penyerapan RKAP yang belum 100% tersebut disebabkan sebagian pekerjaan seperti renovasi gedung baru dan pengadaan tanah baru merupakan proyek *multiyears* dan sebagian baru dilaksanakan pada akhir tahun 2008. Berikut rincian sebagai belanja modal tahun 2008:

4. CAPITAL EXPENDITURE

Funding for capital expenditure was mainly derived from strategic reserves that constitute the accumulated net earnings of the Company per annum, in line with the resolution of the Company's GMS. The 2008 capital expenditure was amounted to Rp115.84 billion or 62.99% from the 2008 budget of Rp183.91 billion. It was represent an increase of 96.29% from the 2007 realization on capital expenditure of Rp59.01 billion. The absorbtion of budget that has not reached 100% was mainly due to partial project such as new building renovations and land procurement constitute a multi years project and some part of this project was being undertaken at the end of 2008. The description of 2008 capital expenditures were illustrated at the following breakdowns:

dalam Jutaan Rupiah

in Million Rupiah

URAIAN	RKAP	REALISASI Realization		% TERHADAP % Against		DESCRIPTION
		2007	2008	RKAP	TAHUN LALU/ LAST YEAR	
1	2	3	4	5=4/2	6=4/5	7
Tanah	13.200	4.581	12.425	94,13	271,22	Land
Bangunan	59.705	2.452	19.905	33,34	811,75	Building
Kendaraan Dinas	21.400	15.504	21.388	99,94	137,95	Corporate Vehicle
Peralatan Kantor	7.279	4.723	8.245	113,28	174,58	Office Supplies
Komputer	33.622	6.991	24.486	72,83	350,22	Computer
Peralatan lain	15.168	11.310	12.793	84,34	113,11	Other Supplies
Aktiva Tidak Berwujud	33.535	13.453	16.599	49,50	123,38	Invisible Asset
Jumlah	183.909	59.014	115.841	62,99	196,29	Total

Catatan: Realisasi belanja modal termasuk AJP akhir tahun

Note: Capital expenditures realization including last year's AJP

5. IKATAN YANG MATERIAL UNTUK INVESTASI BELANJA MODAL

Pada tahun 2005, PT Jamsostek (Persero) menandatangani perjanjian dengan PT Astra Grafia sebagai pelaksanaan pekerjaan jasa *outsourcing* infrastruktur dan pekerjaan implementasi aplikasi SIPT *online*, dengan perjanjian No. PER/114/102005 senilai Rp89,945.263.100 selama 36 bulan dari bulan Oktober 2005 sampai dengan Oktober 2008. Sesuai kontrak, perjanjian tersebut telah berakhir pada Bulan dan sesuai berita acara penyerahan perangkat lunak No. LR/AGIT-050339/10-08/0297 tanggal 23 Oktober 2008, seluruh aset sewa pembiayaan telah diserahkan dari PT AGIT kepada PT Jamsostek (Persero) dan diinventarisir sebagai aset tetap PT Jamsostek (Persero).

Meskipun perjanjian telah berakhir, PT AGIT masih memiliki kewajiban tambahan untuk mengelola jaringan komunikasi PT Jamsostek (Persero) selama 9 bulan sampai dengan bulan Juli 2009.

6. PENGUNGKAPAN KEJADIAN LUAR BIASA

Tidak ada kejadian yang luar biasa pada tahun 2008.

a. Realisasi Aset Pajak Tangguhan

Realisasi aset pajak tangguhan tahun 2008 sebesar Rp803,28 miliar atau 1.007,63% dibandingkan dengan saldo tahun 2007 sebesar Rp79,72 miliar, dimana sebesar Rp149,64 miliar diakui sebagai pendapatan pajak tangguhan tahun berjalan. Kenaikan ini merupakan koreksi audit karena adanya perbedaan perhitungan antara akuntansi dengan fiskal yaitu dalam hal pengakuan beban cadangan teknis dan beban penghargaan purna jasa.

b. Selisih Penilaian Efek

Selisih Penilaian Efek (SPE) merupakan selisih kenaikan (penurunan) nilai pasar efek investasi berupa saham, reksadana dan obligasi dalam kelompok tersedia untuk dijual (Available For Sale/ AFS) per tanggal laporan dibandingkan dengan nilai perolehannya. Saldo SPE tersebut merupakan *potential gain* (loss) dari kepemilikan efek investasi dalam kelompok AFS dan baru akan direalisasikan menjadi laba atau rugi penjualan (realized gain or loss) apabila efek tersebut dijual. Sesuai PSAK 50 & 55 serta ISAK 5, pencatatan SPE untuk efek AFS program Non JHT dicatat di dalam ekuitas, sedangkan SPE untuk efek AFS program JHT dicatat dalam kewajiban kepada peserta.

5. MATERIAL COMMITMENTS RELATED TO CAPITAL EXPENDITURES

In 2005, PT Jamsostek (Persero) signed an agreement with PT Astra Grafia as the appointed outsource vendor for infrastructure installation and implementation of SIPT online application, under contract No. PER/114/102005 with a project value of Rp89,945,263,100 for a period of 36 months, starting from October 2005 until October 2008. Pursuant to the contract, the agreement has ended on the agreed term and in accordance to the official report of software handling No. LR/AGIT-050339/10-08/0297 dated 23 October 2008, which stated that all financing of leased assets had already been handed over from PT AGIT to PT Jamsostek (Persero) and it was then being inventorized as fixed assets of PT Jamsostek (Persero). Eventhough the agreement has ended, PT AGIT still has additional obligations to manage the communication network of PT Jamsostek (Persero) for 9 month periods until July 2009.

6. DISCLOSURE OF EXTRAORDINARY EVENTS

There were no extraordinary events in 2008.

a. Realization of Deferred Tax Assets

The 2008 realization on deferred tax assets was amounted to Rp803.28 billion or 1,007.63%, from the 2007 balance of Rp79.72 billion, whereby a total of Rp149.64 billion was being acknowledge as deferred tax revenue. The increase constitutes an audit correction due to the deviation between the accounting and fiscal calculation of technical reserve expenses and post service awards.

b. Valuation Variance

The Valuation Variance (SPE) constitute a difference on increasing (decreasing) of stock investment market value in the form of shares, mutual funds and bonds under the account which is Available for Sale (AFS) on the reporting date compare to the realized gain on valuation variance that constitute potential gain (loss) from the ownership of investment stock under the AFS account and will be realized into realized gain or loss whenever the stock is being sale. In accordance with PSAK 50 & 55 as well as the ISAK 5, the SPE notification for Non JHT stock of AFS program was recorded in equity account, while the SPE notification for JHT stock of AFS program will be recorded into liabilities to participant's account.

Saldo SPE total (JHT dan Non JHT) per 31 Desember 2008 sebesar minus Rp3.396,06 miliar mengalami penurunan yang sangat signifikan sebesar Rp8.362,01 miliar atau 246,23% dibandingkan saldo SPE tahun 2007 sebesar Rp4.965,95 miliar. Penurunan saldo SPE ini dipengaruhi oleh kondisi pasar khususnya saham yang sedang mengalami *bearish* sebagai imbas krisis finansial global yang melanda dunia pada semester II 2008. Kondisi yang kurang menggembirakan ini di luar kontrol Perseroan dan tidak berpengaruh terhadap tanggung jawab Perseroan terhadap pengembalian kewajiban kepada peserta serta diharapkan secara perlahan dapat terpulihkan seiring dengan kondisi pasar tahun 2009 yang mulai membaik kembali.

Total SPE balance (JHT and Non JHT) as of 31 December 2008 was amounting to minus Rp3,396.06 billion, it indicate a significant decrease of Rp8,362.01 billion or 246.23% compare to the 2007 of SPE balance which amounted to Rp4,965.95 billion. The decreasing of SPE balance was influenced by market condition, especially bearish share as an impact from global financial crisis that crushes the world on second semester of 2008. This unfortunate condition was beyond the Company's control and was non influential towards the Company's responsibility of returning the liabilities to all participants. It is hoped that we could gradually improve the condition along with bullish market condition in 2009.

7. URAIAN TENTANG PENDAPATAN & BEBAN LAIN

Realisasi pendapatan lain (netto) tahun 2008 sebesar Rp12,02 miliar atau 117,29% dari RKAP sebesar Rp10,25 miliar, mengalami peningkatan sebesar 33,83% dari tahun 2007 sebesar Rp8,98 miliar. Peningkatan ini karena terdapat peningkatan pendapatan lain-lain tahun 2008 sebesar Rp3,29 miliar dibandingkan tahun 2007, antara lain karena adanya peningkatan keuntungan akibat kenaikan selisih kurs.

7. DESCRIPTION OF INCOME AND OTHER EXPENSES

The realization of other expenses (net) in 2008 was amounting to Rp12.02 billion or 117.29% from the 2008 budget of Rp10.25 billion, which was increase by 33.83% from that of the 2007 results of Rp8.98 billion. The increase was due to the increasing of other income in 2008 which amounted to Rp3.29 billion compare to that of 2007, which among others are due to the increasing profit from the increasing stock exchange variance.

8. DAMPAK PERUBAHAN HARGA

Secara internal, tidak ada perubahan harga yang berpengaruh terhadap penerimaan pendapatan baik operasional maupun investasi. Namun, seperti halnya pada tahun 2007, pada tahun 2008 terdapat faktor eksternal yang bersifat sementara dan mempengaruhi secara signifikan atas pendapatan investasi Perseroan, yaitu harga pasar efek investasi.

8. THE EFFECTS OF CHANGES IN PRICE

Internally, there have been no changes in the price that materially affect the amount of the Company's revenues, both on the operational side as well as on the investment side. Nevertheless, just as the 2007, in 2008 there was a significant external factor that has temporarily influenced the Company's investment revenue, which was the stock investment market value.

Berbeda halnya dengan tahun 2007 yang justru terjadi peningkatan harga pasar efek yang mengakibatkan kenaikan keuntungan penjualan efek (capital gain) yang signifikan yaitu netto yaitu sebesar 53,04% dibandingkan tahun 2006, pada tahun 2008 justru terjadi penurunan harga pasar efek yang mengakibatkan peningkatan potensi kerugian penurunan efek investasi (unrealized loss) yang signifikan yaitu sebesar Rp1.124,09 miliar mengalami kenaikan Rp806,45 miliar atau 153,89% dibandingkan kerugian tahun 2007 sebesar Rp317,64 miliar.

The difference situation with the 2007 results was that there was an increase in stock market value that was resulted in significant capital gain (net) on stock sales to 53.04% compare to the 2006 results, while in 2008, it experienced a decrease in stock market value which was causing a potential increase in unrealized loss of stock investment to Rp1,124.09 billion or up to Rp806.45 billion that equals to 153.89% compare to that of 2007 which amounted to Rp317.64 billion.

9. INFORMASI DAN FAKTA MATERIAL YANG TERJADI SETELAH TANGGAL PELAPORAN AKUNTANSI

- PT Jamsostek (Persero) telah membagikan insentif JHT kepada seluruh peserta Jamsostek sebesar

9. SUBSEQUENT EVENTS

- PT Jamsostek (Persero) has distributed 2.10% of JHT incentive to all participants of Jamsostek

2,10% dengan total insentif yang dibagikan sebesar Rp973,87 miliar.

- Pada Bulan Januari 2009, Pemerintah RI mengeluarkan Peraturan Pemerintah No. 01 tahun 2009 tentang Perubahan Keenam atas PP 14/1993 yang antara lain menetapkan bahwa masa tunggu pencairan klaim JHT bagi TK yang berhenti bekerja diturunkan dari 6 (enam) bulan menjadi 1 (satu) bulan. Akibatnya pembayaran JHT pada tahun 2009 mengalami kenaikan signifikan, periode 1 Januari-28 Maret 2009 telah mencapai Rp1.673,32 miliar atau naik 86,56% dari periode yang sama tahun 2008 sebesar Rp896,95 miliar.
- Setelah mengalami penurunan harga pasar efek yang sangat signifikan terutama sepanjang paruh kedua 2008, kondisi pasar berangsur membaik di tahun 2009, yang ditunjukkan oleh kenaikan Indeks Harga Saham Gabungan (IHSG) per 30 April 2009 pada level 1.722,67 poin naik 27,10% dibandingkan posisi akhir tahun 2008 di level 1.355,41 poin. Kenaikan ini mengakibatkan peningkatan nilai pasar efek investasi yang dimiliki PT Jamsostek (Persero) yang terdiri dari obligasi, saham maupun reksadana baik dalam kelompok AFS maupun *trading*, yaitu dengan total kenaikan harga periode 1 Januari sampai dengan 30 April 2009 sebesar netto Rp3.194,22 miliar dan masih berpotensi mengalami *rebound* pada bulan-bulan selanjutnya.

program, with the total distributed incentive amounted to Rp973.87 billion.

- On January 2009, the Government of the Republic of Indonesia had issued a Government Regulation No. 01 year 2009 regarding the sixth changes on PP 14/1993 which among other had stipulate the waiting period of JHT claim dilutions towards all workers whom had stop working from six month to one month period. As the results, the 2009 JHT payment had experienced a significant increase, on period of 1 January-28 March 2009 it has reached the amount of Rp1,673.32 billion up grew by 86.56% from the same period in 2008 which was amounted to Rp896.95 billion.
- After experiencing a significant decrease on stock market value, especially throughout second semester of 2008, the market condition was gradually improved in 2009, it was shown by the upgrading of Jakarta's Composite Index (JCI) as of 30 April 2009 to the level of 1,722.67 point or rose by 27.10% compare to the position as at the end of 2008 of 1,355.41 point. This growth had caused an increasing stock investment market value which was owned by PT Jamsostek (Persero) that comprises of bonds, shares or mutual funds, whether in the forms of the AFS account or trading account, with a total price increase on period of 1 January-30 April 2009 of Rp3,194.22 billion (net) and it still reflects a rebound position towards the upcoming months.

10. URAIAN TENTANG PROSPEK USAHA PERUSAHAAN:

- a. Dalam melaksanakan kegiatan usahanya, PT Jamsostek (Persero) didukung oleh Regulasi Pemerintah yaitu Undang-undang No. 3 tahun 1992 dan peraturan pelaksanaannya untuk sektor formal, serta Peraturan Menteri Tenaga Kerja dan Transmigrasi RI No. 24 tahun 2006 tentang Pedoman Penyelenggaraan Program Jaminan Sosial Tenaga Kerja bagi Tenaga Kerja yang

10. BUSINESS PROSPECTS OF THE COMPANY:

- a. In undertaking its business activity, PT Jamsostek (Persero) is supported by Government Regulations, namely Law No. 3 year 1992 and its implementation rulings for the formal sector, as well as the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 24 year 2006 on the Guidelines of the Implementation of Social Security Scheme for Employees who

**INDEKS HARGA SAHAM GABUNGAN (IHSG)
PER 30 APRIL 2009 PADA LEVEL 1.722,67
POIN NAIK 27,10% DIBANDINGKAN POSISI
AKHIR TAHUN 2008 DI LEVEL 1.355,41 POIN.**

Melakukan Pekerjaan di luar Hubungan Kerja (TK LHK) untuk sektor informal.

Assume Work Outside of Formal Employment Ties for the informal sector.

- b. Disisi lain, potensi kepesertaan formal baru ter-cover 30% dari potensi kepesertaan. Oleh karena itu, PT Jamsostek (Persero) akan melakukan upaya-upaya peningkatan jumlah kepesertaan informal, yaitu melalui program Tenaga Kerja Perseorangan dan Tenaga Kerja LHK.
- b. On the other hand, current membership from the formal sector has covered only 30% of the total potential membership. As such, PT Jamsostek (Persero) will pursue the informal sectors for potential future membership growth through the Company's Individual workers and Non-formal workers Programs.
- c. Saat ini, PT Jamsostek sedang melakukan kajian untuk penyelenggaraan program Jaminan PHK (Pemutusan Hubungan Kerja).
- c. Currently, PT Jamsostek (Persero) is studying the possibility of providing a Severance Benefit Program (PHK).
- d. Undang-Undang No. 40 tahun 2004 tentang Sistem Jaminan Sosial Nasional membuka peluang yang sangat besar bagi PT Jamsostek (Persero) untuk mengembangkan usahanya, baik dari segi pengembangan program maupun perluasan kepesertaan:
- d. Law No. 40 year 2004 on National Social Security System opens up a significant opportunity for PT Jamsostek (Persero) to expand its business, in terms of developing program and membership expansion:
- i. Dari segi pengembangan program, PT Jamsostek (Persero) sebagai salah satu badan penyelenggara jaminan sosial wajib menyelenggarakan Program Jaminan Pensiun.
 - ii. Dari segi perluasan kepesertaan, terbuka kemungkinan untuk menyelenggarakan program JPK tidak hanya bagi tenaga kerja dan keluarganya, namun dapat juga melakukan ekstensifikasi kepesertaan bagi seluruh rakyat Indonesia.
 - i. In terms of developing program, PT Jamsostek (Persero) as one of the providers of social security scheme is obliged to provide a Pension Benefit Program.
 - ii. In terms of membership expansion, lies an opportunity to broaden the scope of coverage of the JPK Program not only to cater the employees and their families, but also to all member of the communities as well.

11. URAIAN TENTANG ASPEK PEMASARAN

A. Pangsa Pasar:

- a. Kepesertaan program Jamsostek diatur melalui Undang-Undang No. 3 tahun 1992 pasal 17 yang menyebutkan bahwa "Pengusaha dan tenaga kerja wajib ikut serta dalam program jaminan sosial tenaga kerja".

11. DESCRIPTION ON MARKETING ASPECTS

A. Market Share:

- a. The Jamsostek Membership scheme is undertaken pursuant to Article 17 of Law No. 3 year 1992, which states that "Employers and employees are required to participate in the employee social security scheme of Jamsostek".

Jakarta's Composite Index as per 30 April 2009 to the level of 1,722.67 point or rose by 27.10% compare to the position as at the end of 2008 of 1,355.41 point.



- b. Kepesertaan TK Formal diatur melalui Peraturan Pemerintah No. 14 tahun 1993 tentang Penyelenggaraan Program Jaminan Sosial Tenaga Kerja pasal 2 ayat 2 yang menyebutkan bahwa "Pengusaha yang mempekerjakan tenaga kerja sebanyak 10 (sepuluh) orang atau lebih, atau membayar upah paling sedikit Rp1.000.000,00 (satu juta rupiah) sebulan, wajib mengikutsertakan tenaga kerjanya dalam program jaminan sosial tenaga kerja".
- c. Upaya ekstensifikasi kepesertaan terhadap TK Usaha Perseorangan dilakukan oleh PT Jamsostek (Persero) setelah diterbitkannya Surat Menteri Tenaga Kerja dan Transmigrasi RI No. B.355/MEN/PHI-PJK/V/2005 tentang Pelaksanaan Program Jamsostek bagi Tenaga Kerja yang Bekerja pada Perusahaan Perseorangan.
- d. TK Mandiri/Di luar Hubungan Kerja (LHK) Guna memperluas kepesertaan terhadap Tenaga Kerja Mandiri/Di luar Hubungan Kerja (LHK) telah dilaksanakan Perjanjian dengan Depnakertrans tentang Pemberian Subsidi Iuran dan Kerjasama Sosialisasi TK LHK dengan No. PER/107/102008 dan No. B.143/PHIJSK/PJS/LHK/X/2008
- e. TK Indonesia Luar Negeri (TKI-LN) Perluasan kepesertaan terhadap Tenaga Kerja Indonesia Luar Negeri (TKI LN) dilaksanakan berdasarkan Keputusan Menteri Tenaga Kerja dan Transmigrasi No. KEP-173/MEN/VII/2005 mengenai penunjukan PT Jamsostek (Persero) sebagai
- b. The membership of Formal Workforce is ruled by Government Regulation No. 14 of 1993 on the Implementation of a Employee's Social Security Scheme Program, article 2 point 2, which states that "Employers who employ 10 people or more, or pay wages of at least Rp1,000,000 (one million Rupiah), are required to register their employees in the employee social security services."
- c. Membership expansion with respect to Employees of Individual Enterprises is undertaken by PT Jamsostek (Persero) pursuant to the Letter of the Minister of Manpower and Transmigration RI No. B.355/MEN/PHI-PJK/V/2005 on the Implementation of the Jamsostek Scheme for Workforce whom are Employed by Proprietor Businesses.
- d. Self-Employed Workers/Non-Formal Employment. In order to expand the Membership program towards the Self-Employed Workers/Non-Formal Employment is undertaken based on the Agreement with the Minister of Manpower and Transmigration RI regarding the extending of Subsidized Contribution and the Agreement of Socialization with Non-Formal Workers No.PER/107/102008 and No.B.143/PHIJSK/PJS/LHK/X/2008
- e. Indonesian Overseas Workforce (TKI-LN). Membership expansion with respect to Indonesian Overseas Workforce (TKI-LN) is undertaken based on the Minister of Manpower and Transmigration Decree No. KEP-173/MEN/VII/2005 regarding the appointment of PT Jamsostek (Persero) as provider of protection for

penyelenggara perlindungan TKI yang bekerja di negara kawasan Asia-Pasifik serta Keputusan Menteri Tenaga Kerja No. KEP-174/MEN/VII/2005 untuk TKI yang bekerja di negara kawasan Timur Tengah dan telah disempurnakan melalui Keputusan Menteri Tenaga Kerja No. KEP-243A/MEN/XI/2005. Upaya ekstensifikasi kepesertaan program TKI LN selama tahun 2006 baru dilaksanakan di Kacab Gatot Subroto (Kanwil III) dan Kacab Rungkut (Kanwil VI). Namun seiring dengan diterbitkannya Keputusan Menteri Tenaga Kerja dan Transmigrasi RI No. KEP-97/MEN/VII/2006 tentang penghentian penunjukan PT Jamsostek (Persero) sebagai penyelenggara asuransi TKI LN, maka upaya ekstensifikasi kepesertaan TKI LN tersebut tidak dilanjutkan lagi.

B. Upaya Pemasaran

- Perluasan jaringan kantor pada sentra industri/potensi kepesertaan.
- Pengembangan program komunikasi dengan *stakeholder*.
- Pengembangan Program Kemitraan dengan Asosiasi Pengusaha, SP/SB, LSM, dan Lembaga-Lembaga Lain.
- Koordinasi Fungsional dalam rangka Perluasan dan Pembinaan Kepesertaan.
- Meningkatkan kuantitas dan kualitas *Account Officer*.

12. DISTRIBUSI LABA

Distribusi laba diputuskan melalui RUPS Pengesahan Laporan Keuangan. Sesuai arahan RUPS Pengesahan Laporan Keuangan. Berikut distribusi laba tahun 2003-2007 sesuai keputusan RUPS Pengesahan Laporan Keuangan:

Indonesian Workforce in Asia Pacific countries, and the Minister of Manpower and Transmigration Decree No. KEP-174/MEN/VII/2005 for those working in the Middle East, which has been improved by the Minister of Manpower and Transmigration Decree No. KEP-243A/MEN/XI/2005. The expanding membership among Indonesian Overseas Workforce (TKI-LN) in 2006 were undertaken in Gatot Subroto Branch Office (Regional Office III) and Rungkut Branch Office (Regional Office VI). Thus, pursuant to the Letter of the Minister of Manpower and Transmigration RI No. KEP-97/MEN/VII/2006 on the termination of PT Jamsostek (Persero) as the appointed provider of protection for Overseas Workforce, thus the extensification of Overseas Workforce participants were no longer be pursue.

B. Marketing Efforts

- Branch network expansion within key industrial centres/membership potential.
- Development of communications program with stakeholders.
- Development of Partnership Program with Business Associations, Labor Union, NGO, and Other Institutions.
- Coordination of various functions during membership expansion and training.
- Increasing the quantity and quality of Account Officers.

12. PROFIT DISTRIBUTION

Distribution of profit was resolved in the GMS on the establishment of financial statements. Distribution of profit for period of 2003-2007 in accordance with the GMS resolutions were described below:

dalam Miliar Rupiah

in Billion Rupiah

URAIAN	2004		2005		2006		2007		2008		DESCRIPTION
	Rp	%	Rp	%	Rp	%	Rp	%	Rp	%	
Dana Pengembangan JHT	566,164.06	53.00%	314,811.42	50.00%	361,458.63	50.00%	549,116.40	55.00%	763,337.65	70.00%	JHT Development Fund
DPKP	-	0.00%	31,481.14	5.00%	-	0.00%	99,839.35	10.00%	93,770.00	8.60%	DPKP
Cadangan Tujuan	49,609.00	11.78%	12,000.00	1.91%	-	0.00%	40,000.00	4.01%	50,000.00	4.59%	Appropriate Retained Earning
Tantiem	2,621.50	0.62%	3,311.66	0.53%	3,370.50	0.47%	4,331.25	0.43%	*)	-	Bonus
Gratifikasi	-	0.00%	-	0.00%	-	0.00%	-	0.00%	-	0.00%	Gratification
Dividen	105,266.06	25.00%	220,368.00	35.00%	216,875.18	30.00%	-	0.00%	-	0.00%	Dividend
Program Kemitraan (PUKK)	12,631.93	3.00%	10,500.00	1.67%	14,458.35	2.00%	19,967.87	2.00%	21,809.65	2.00%	Partnership Program (PUKK)
Bina Lingkungan	4,210.64	1.00%	6,296.23	1.00%	7,229.17	1.00%	19,967.87	2.00%	21,809.65	2.00%	Community Development
Cadangan Umum	23,561.07	5.60%	30,854.40	4.90%	119,525.43	16.53%	265,170.72	26.56%	139,755.41	12.82%	Inappropriate Retained Earning
Past Service Liability (PSL)	-	0.00%	-	0.00%	-	0.00%	-	0.00%	-	0.00%	Past Service Liability (PSL)
TOTAL JUMLAH LABA	421,064.26	100.00%	629,622.84	100.00%	722,917.58	100.00%	998,393.46	100.00%	1,090,482.36	100.00%	TOTAL PROFIT

* Tantiem kepada Direksi dan Dewan Komisaris sebesar Rp5,590.00 miliar dibebankan pada tahun 2008/Bonus for the Board of Directors and the Board of Commissioners was amounted to Rp5,590,00 billion is being allocated in 2008.

13. REALISASI PENGGUNAAN DANA HASIL PENAWARAN UMUM

PT Jamsostek belum menjadi perusahaan publik.

14. INFORMASI MATERIAL MENGENAI TRANSAKSI HUBUNGAN ISTIMEWA

- a. PT Binajasa Abadikarya (Bijak) merupakan Anak Perusahaan PT Jamsostek (Persero) dan sejak tahun 2007 mendapatkan pekerjaan pemeliharaan gedung Kantor Pusat PT Jamsostek (Persero). Nilai kontrak pemeliharaan pada tahun 2008 sesuai perjanjian No. PER/133/122008 adalah sebesar Rp3.780,00 miliar. Sesuai prinsip konsolidasi, jumlah realisasi pendapatan yang diterima PT Bijak yang merupakan beban usaha PT Jamsostek (Persero) pada tahun 2008 sebesar Rp3.520,42 miliar tidak dapat diakui dalam laporan keuangan konsolidasian PT Jamsostek (Persero) dan telah dilakukan eliminasi.
- b. PT Sangu merupakan Anak Perusahaan Yayasan Dana Pensiun (YDP) PT Jamsostek (Persero). PT Sangu telah ditunjuk sebagai pengelola perparkiran pada Menara Jamsostek sejak tahun 2007, dimana untuk tahun 2008 ditetapkan sesuai perjanjian No. PER/128/122007 dengan sistem bagi hasil yaitu dengan perbandingan 75% merupakan bagian PT Jamsostek dan 25% menjadi hak PT Sangu. Sampai dengan tanggal 31 Desember 2008 telah diterima pembayaran dari PT Sangu sebesar Rp2.850,51 miliar yang dicatat sebagai pendapatan investasi gedung JHT.
- c. PT Nayaka Era Husada (NEH) merupakan Anak Perusahaan Yayasan Dana Pensiun (YDP) dan ditunjuk sebagai *provider* pelayanan kesehatan karyawan PT Jamsostek (Persero) Kantor Pusat dan Kantor Wilayah III, Kantor Cabang Bodetabek dan pensiunan karyawan dan pada tahun 2008 diatur sesuai Perjanjian No. PER/48/062008. Untuk tahun 2008, sampai dengan 31 Desember 2008 telah direalisasikan pembayaran sebesar Rp25.369,23 miliar.

Proses penunjukan ketiga perusahaan tersebut di atas tetap mengacu kepada SK Direksi PT Jamsostek (Persero) No. KEP/85/082006 tentang Pedoman Pengadaan Barang dan Jasa di Lingkungan PT Jamsostek (Persero).

15. URAIAN MENGENAI PERUBAHAN PERATURAN PERUNDANG-UNDANGAN YANG BERPENGARUH SIGNIFIKAN TERHADAP PERUSAHAAN:

Keluarnya PP No. 76 /2007 pada bulan Desember 2007 yang antara lain menetapkan

13. REALIZATION OF IPO PROCEEDS

PT Jamsostek (Persero) have not yet becoming a public company.

14. MATERIAL INFORMATION TOWARDS SPECIAL RELATIONSHIP'S TRANSACTION

- a. PT Binajasa Abadikarya (Bijak) is the Subsidiary Company of PT Jamsostek (Persero). In 2007, PT BIJAK was undertaking a maintenance building of PT Jamsostek (Persero) Head Office with the agreement No. PER/133/122008 with a total project value of Rp3,780.00 billion. In accordance with the consolidation principles, the realization of total income received by PT Bijak that constitutes an operational expense of PT Jamsostek (Persero) in 2008 was amounting to Rp3,520.42 billion was not recognized in consolidated financial report of PT Jamsostek (Persero) and it has been eliminated.
- b. PT Sangu is the Subsidiary Company of Pension Fund Foundation of PT Jamsostek (Persero). In 2007, it was appointed to manage a secure parking system at Menara Jamsostek, whereby in 2008, it was stipulated in accordance with the agreement No. PER/128//122007, through a comparative profit sharing system which defines that 75% constitute a portion of PT Jamsostek (Persero) and PT Sangu was entitled to the remain 25%. As of 31 December 2008, the Company had received a payment from PT Sangu for a total amount of Rp2,850.51 billion, which was recorded as the income of JHT's Building Investment.
- c. PT Nayaka Era Husada (NEH) is the Subsidiary Company of Pension Fund Foundation and it had been appointed to acts as a health care provider for the Employee of PT Jamsostek (Persero) at Head Office, Regional Office III, Branch Office in Greater Jakarta Area as well as for the retirement employee. In 2008, it was being arranged in accordance with the Agreement No.PER/48/062008. As of 31 December 2008, the realization project has reached a total amount of Rp25,369.23 billion.

The appointment of the above parties was referred to the Director's Decree of PT Jamsostek (Persero) No. KEP/85/082006 regarding the Equipment and Services Supply Manual at PT Jamsostek (Persero).

15. CHANGES IN LAWS AND REGULATIONS THAT MAY HAVE SIGNIFICANT BEARINGS TO THE COMPANY.

The published Government Regulation No. 76/2007 on December 2007 which among others are determine the increasing benefit of

kenaikan manfaat santunan kematian program JKM dan kecelakaan kerja program JKK menimbulkan dampak terhadap PT Jamsostek (Persero) yaitu meningkatnya pembayaran Jaminan Non JHT tahun 2008 sebesar Rp1.177,66 miliar mengalami kenaikan 33,27% dibandingkan pembayaran jaminan tahun 2007 sebesar Rp883,67 miliar.

Death Benefit Program (JK) and Employment Accident Benefit (JKK) had causing an impact towards PT Jamsostek (Persero) which was the increasing payment on Non JHT Claims in 2008 which was amounted to Rp1,177.66 billion that equals to 33.27% compare to the 2007 claim expense of Rp883.67 billion.

16. URAIAN MENGENAI PERUBAHAN KEBIJAKAN AKUNTANSI

- Sesuai ISAK 7 Sesuai ISAK 7 Interpretasi atas Paragraf 5 dan 19 PSAK 4 tentang Konsolidasi Entitas Bertujuan Khusus, program Dana Peningkatan Kesejahteraan Peserta (DPKP) telah memenuhi kriteria sebagai Entitas Bertujuan Khusus (EBK) dan dikonsolidasikan dalam laporan keuangan konsolidasian PT Jamsostek (Persero) untuk periode yang berakhir pada 31 Desember 2008 dan disajikan kembali untuk periode yang berakhir pada 31 Desember 2007. Total aset DPKP yang dikonsolidasikan per 31 Desember 2008 dan 2007 masing-masing Rp560,55 miliar dan Rp517,94 miliar merupakan 0,87% dan 0,84% dari total aset konsolidasian PT Jamsostek (Persero).
- Sesuai Keputusan Direksi No. KEP/41/012009 tanggal 29 Januari 2009 tentang Perubahan atas Lampiran Keputusan Direksi No. KEP/240/122006, ditetapkan beberapa perubahan kebijakan akuntansi atas aset tetap sebagai penerapan PSAK 16 (Revisi 2007), yaitu meliputi perubahan nilai residu atas beberapa jenis aset tetap tertentu dan masa manfaat renovasi aset tetap.
- Sebagai implementasi UU 40/2007 tentang Perseroan Terbatas dan sesuai PSAK 24 Imbalan Kerja, pembayaran bonus tahunan (tantiem) kepada Direksi yang sebelumnya dicatat sebagai alokasi bagian laba PT Jamsostek (Persero) sesuai keputusan RUPS maka mulai tahun 2008 dicatat sebagai beban usaha, dengan jumlah tahun 2008 sebesar Rp5,59 miliar.
- Pada tahun 2008, terdapat beberapa pos baru dalam laporan keuangan PT Jamsostek (Persero) yang disebabkan oleh perubahan kebijakan akuntansi, yaitu:
 - a. **Aset tetap dimiliki untuk dijual**
Merupakan akun yang dipergunakan untuk menampung aset tetap yang tidak dipergunakan dalam operasional perusahaan dan diputuskan untuk dijual.
 - b. **Bank yang dibatasi penggunaannya**
Merupakan akun yang dipergunakan untuk menampung saldo bank yang telah ditentukan penggunaannya untuk transaksi tertentu

16. DISCUSSION ON CHANGES TO ACCOUNTING POLICIES

- Based on the ISAK 7 and the interpretation of Article 5 and 19 of the PSAK 4 regarding the Consolidation of Special Purpose Entities, the Participants Welfare Fund (DPKP) had fulfill the criteria to become the Special Purpose Entities (SPE) and being consolidated into consolidated financial report of PT Jamsostek (Persero) for the period that ends in 31 December 2008 and being restated for the period that ends in 31 December 2007. Total consolidation of DPKP asset as of 31 December 2008 and 2007 are amounted to Rp560.55 billion and Rp517.94 billion, respectively, which also constitute 0.87% and 0.84% from total consolidation assets of PT Jamsostek (Persero).
- Pursuant to Director's Decree No. KEP/41/012009 dated 29 January 2009 concerning the Changes on the Appendix of Director's Decree No. KEP/240/122006, it was stipulated several changes in accounting policies of fixed assets as the implementation of PSAK 16 (the 2007 revised), which covers residue in value changes of several fixed assets and benefit period on the renovation of fixed asset.
- As the implementation of Laws No. 40/2007 concerning the Limited Company and in accordance with PSAK 24 of Working Repayment, the annual payment for bonuses towards the Board of Directors which previously recorded as the allocated profit share of PT Jamsostek (Persero) that adheres to the GMS resolutions, therefore, since 2008 it was recorded as operating expenses with a total amount of Rp5.59 billion in 2008.
- In 2008, there were a number of new posting in the financial statements of PT Jamsostek (Persero) that resulted from changes in accounting policy, namely:
 - a. **Fixed assets that is owned and available for sale**
Which represents the available account that could accommodate the Company's fixed asset which is not being used for the operational activity, then, it was decided to be put on sale.
 - b. **Bank with a limited purpose**
That represents the account that could be used to accommodate balance check of the

dan tidak dapat dipergunakan secara bebas dalam transaksi operasional Perseroan. Bank yang dibatasi penggunaannya dipindahkan pengelompokannya dari kas dan setara kas ke aset lain-lain dan tidak diperhitungkan dalam laporan arus kas.

c. Beban tantiem Direksi

Merupakan akun yang dipergunakan untuk menampung pembayaran bonus tahunan (tantiem) bagi Direksi yang sebelumnya diakui sebagai alokasi bagian laba sesuai keputusan RUPS.

bank which has determined to be utilized for certain transaction and can not be used freely within the Company's operational transaction. A limited use of a Bank had been transferred from cash and cash equivalent account to other assets account and not being calculated into cash flow report.

c. The Board of Directors bonuses

Represent an account that is used to accommodate the annual payment for the Board of Directors bonuses which is being acknowledge as profit share allocation, based on the GMS resolutions.

17. PENGUNGKAPAN YANG BERHUBUNGAN DENGAN PERPAJAKAN

A. Pajak Penghasilan Badan

PT Jamsostek (Persero) sebagai Wajib Pajak Badan dengan NPWP No. 01.001.676.4-051.000 dan dikukuhkan sebagai Pengusaha Kena Pajak (PKP) terhitung pada tanggal 20 Mei 1991 dengan Surat No. Kep 28/WPJ.06/KP.0103/1996 di bidang Jasa Persewaan Ruangan.

Dalam pemenuhan kewajiban administrasi perpajakan, maka kegiatan PT Jamsostek (Persero) dikelompokkan menjadi 2 (dua) kegiatan usaha, yaitu:

1. Kegiatan usaha sejenis dengan perusahaan Dana Pensiun Iuran Pasti yaitu Program Jaminan Hari Tua (JHT) dan bersifat *Non Taxable*.
2. Kegiatan usaha sejenis dengan Perusahaan Asuransi yaitu Program Jaminan Kecelakaan Kerja (JKK), Program Jaminan Kematian (JKM) dan Jaminan Pemeliharaan Kesehatan (JPK) serta bersifat *Taxable*.

PT Jamsostek (Persero) sebagai pemberi kerja dalam memenuhi kewajiban administrasi PPh Pasal 21, PPh Pasal 23, dan PPh Pasal 26 adalah memotong, menyetorkan pajak pada setiap pembayaran atas jasa sehubungan dengan pekerjaan yang bersifat desentralisasi yaitu kewajiban tersebut dilaksanakan di Kantor Pusat dan Seluruh Kantor Cabang Jajarannya di seluruh Indonesia. Sedangkan pemenuhan kewajiban PPN dan PPnBM bersifat sentralisasi dimana pemungutan dan penyetoran atas kegiatan persewaan ruangan gedung kantor hanya dilakukan Kantor Pusat. Sedangkan untuk kegiatan pengadaan barang dan jasa kena pajak pemenuhan kewajiban perpajakan dilakukan sebagaimana peraturan pajak yang berlaku, yaitu pemungutan PPN dan PPnBM oleh penjual. Dari laporan keuangan akuntansi periode

17. TAXES DISCLOSURE

A. Corporate Income Tax

PT Jamsostek (Persero) as Corporate Tax Payer with Tax Identity (NPWP) No. 01.001.676.4-051.000 and designated as a Business with Tax Liability (PKP) effective 20 May 1991 through Letter No. Kep-28/WPJ.06/KP.0103/1996 with the line of business of Premises Rental Service.

In the fulfilment of its tax liability administration, the activities of PT Jamsostek (Persero) are classified into two main categories, namely:

1. The business activity that is similar to that of a Pension Fund with Fixed Contribution such as the Old Age Benefit (JHT) Program that is non taxable.
2. The business activity that is similar to an Insurance Company such as the Employment Accident Benefit (JKK), Death Benefit (JK) and Health Care Benefit (JPK) programs which are taxable.

PT Jamsostek (Persero) as the employer that is responsible for the tax administration of PPh Article 21, PPh Articles 23, and PPh Article 26 withholds, and pay taxes of every payment on services in connection with outsourced works, undertaken by Head Office and Branch Office throughout Indonesia. Whereas the fulfilment of PPN and PPnBM taxes are centralized in nature in which the withholding and payment of taxes in connection with the lease of office premises, which carried out from Head Offices. Whereas for the purchases of goods and services that are liable for tax, the fulfillments of the tax liabilities are in accordance with prevailing tax regulation, in which PPN and PPnBM are withheld and paid for by sellers. From the financial statements for the year period of 1 January-31 December 2007, the operating profit before tax for accounting (commercial) purposes amounted

1 Januari sampai dengan 31 Desember 2007 laba usaha sebelum pajak atau laba akuntansi (komersial) sebesar Rp1.223.460.209.739 setelah dilakukan rekonsiliasi fiskal sesuai ketentuan perpajakan diperoleh Penghasilan Kena Pajak sebesar Rp942.279.939.334 jika dikalikan dengan tarif progresif pasal 17 UU Pajak Penghasilan Tahun 2000 maka besarnya pajak penghasilan terutang masa pajak 2008 adalah sebesar Rp282.666.481.800 naik 40.73% dari pajak penghasilan terutang masa pajak 2007 sebesar Rp200.855.439.200. Penghasilan Kena Pajak sebesar Rp942.279.939.334 dengan pajak terutang sebesar Rp282.666.481.800 telah dilaporkan dalam SPT Tahunan PPh Badan Tahun 2008. Kredit pajak PPh Pasal 23 yang dipotong pihak lain dalam tahun 2008 sebesar Rp24.707.949.474 sedangkan kredit pajak dari fiskal luar negeri sebesar Rp43.000.000 dan Angsuran PPh pasal 25 masa Januari sampai dengan Desember 2008 sebesar Rp227.595.726.372.

to Rp1,223,460,209,739. After fiscal reconciliation for tax purposes in line with prevailing rules in the amount of Rp942,279,939,334, and applied with the progressive tax tariff rate pursuant to Article 17 of the Income Tax Laws of 2000, the accrued amount of corporate income tax payable for the year 2008 amounted to Rp282,666,481,800, an increase of 40.73% from that of Rp200,855,439,200 in 2007. Taxable income of Rp942,279,939,334 with payable income tax of Rp282,666,481,800 have been reported in the annual tax return form (SPT Tahunan PPh Badan Tahun) 2008. The credited PPh Article 23 withheld by third parties in 2008 amounted to Rp24,707,949,474, while credit from overseas travel fiscal tax amounted to Rp43,000,000 and monthly installment of PPh Article 25 from January to December 2007 amounted to Rp227,595,726,372.

**Laporan Pendapatan dan Beban JHT & Non-JHT (Audited)
Komersial & Fiskal periode 31 Desember 2008**

**JHT & Non-JHT (Audited) Income and Expenses
for periode of 31 December 2008, Commercial & Physical**

URAIAN	TOTAL LAPORAN RUGI/LABA 2008 Total Report on Profit/ Loss of 2008	REKONSILIASI FISKAL Fiscal Reconciliation	DPP FISKAL DPP Fiscal	DESCRIPTION
Pendapatan luran	1.814.478.444.776	-	1.814.478.444.776	Contribution Proceeds
Beban Jaminan	(883.664.528.944)	-	(883.664.528.944)	Claim Expenses
Beban Cadangan Teknis	(577.353.681.027)	-	(577.353.681.027)	Technical Reserve
Koreksi Cadangan Teknis	-	392.927.879.606	392.927.879.606	Correction on Technical Reserve
Beban Cadangan Klaim	-	(26.314.390.491)	(26.314.390.491)	Claim Reserve Expenses
Pendapatan Bersih luran	353.460.234.795	366.613.489.114	720.073.723.910	Net Contribution Revenue
Pendapatan Investasi Bruto	6.186.235.541.690	(6.085.706.548.774)	100.528.992.917	Gross Investment income
Beban Investasi	(131.340.016.184)	130.855.896.366	(484.119.818)	Investment Expenses
Pendapatan Investasi Netto	6.054.895.525.507	(5.954.850.652.408)	100.044.873.099	Nett Investment Income
Total pendapatan Usaha	6.408.355.760.302	(5.588.237.163.294)	820.118.597.008	Total Operating Revenue
Biaya Usaha	(884.640.819.966)	(567.315.455.748)	(163.556.472.461)	Operating Expense
Pendapatan lain-lain	13.014.339.823	-	13.014.339.823	Other Revenue
Beban Lain-lain	(4.030.853.925)	4.030.853.925	-	Other Expenses
Pendapatan Bersih Lain-lain	8.983.485.898	4.030.853.925	13.014.339.823	Other Net Revenue
Laba Usaha Kotor	5.532.698.426.234	(6.151.521.765.117)	669.576.464.370	Gross Operating Profit
Bagian Peserta Atas Hasil inv. JHT	(4.384.233.219.532)	4.384.233.219.532	-	Participants Share of JHT Investment Proceeds
Laba Usaha Sebelum Pajak	1.148.465.206.702	(1.767.288.545.585)	669.576.464.370	Profit Before Tax
Pajak Penghasilan	200.855.439.200	-	200.855.439.200	Income Tax
Kredit Pajak		14.991.862.409		Tax Credit
Fiskal Luar Negeri		28.000.000		Overseas Fiscal
Angsuran PPh Pasal 25 Tahun 2008		199.869.792.422		Installment of PPh Article 25 Year 2008
PPh Badan (Lebih) Kurang Disetor		(14.034.215.631)		Deferred (Prepaid) of Corporate Income Tax

B. Pajak Tangguhan (PSAK – 46)

Pajak Tangguhan adalah Jumlah beban pajak penghasilan terutang atau penghasilan pajak penghasilan untuk periode mendatang sebagai akibat adanya perbedaan temporer (beda waktu) dan sisa kompensasi kerugian (lost carry for word). Perhitungan pajak tangguhan (PSAK-46) PT Jamsostek (Persero) Tahun 2008 menggunakan pendekatan Laba/Rugi dan Laporan Neraca 2008.

B. Deferred Tax (PSAK – 46)

Deferred tax represents the amount of payable income tax or proceeds from income tax for the following period as a result of temporary balance (due to time difference) as well as from loss carry forward. The amount of deferred taxes (PSAK-46) of PT Jamsostek (Persero) for the year 2008 is recognized in the Balance Sheet 2008.

AKTIVA PAJAK TANGGUHAN Deferred Tax Assets	TAX BASE Tax Base	TARIF PAJAK Tax Rate	AKTIVA Assets
Aktiva Pajak Tangguhan 2007/Deferred Tax Assets 2007	2.611.793.725.478	25%	652.948.431.370
Aktiva Pajak Tangguhan 2008/Deferred Tax Assets 2008	3.210.517.327.718	25%	802.629.331.799
Pendapatan Pajak Tangguhan/Deferred Tax Revenue	598.723.601.718	25%	149.680.429

Perbedaan temporer neraca adalah sebesar Rp598.723.601.708 yang terdiri dari akun-akun temporer dalam laba rugi dengan keterangan sebagai berikut:

- Beban Cadangan Teknis = Rp444.525.374.445
 - Penghargaan Purna Jasa = Rp45.717.314.906
 - Penyusutan dan Amortisasi = Rp50.726.122.794
 - Penyisihan Piutang luran = Rp57.754.789.573
- TOTAL = Rp598.723.601.708 X 25% =
Rp149.680.900.429

The amount of temporary balance was Rp598,723,601,708, which was comprises of temporarily account on balance sheet report with description as follows:

- Technical Reserve Expense = Rp444,525,374,445
 - Post Service Awards = Rp45,717,314,906
 - Depreciation and Amortization = Rp50,726,122,794
 - Allowance for Contribution Receivables = Rp57,754,789,573
- TOTAL = Rp598,723,601,708 x 25% =
Rp149,680,900,429

No.	KETERANGAN Description	NERACA Balance Sheet	TEMPORARY DIFFERENCE Temporary Difference
1.	Cadangan Penyisihan Instrumen Pasar Uang Lainnya Allowance on Other Capital Market Instruments Reserves	(21.600.000.000)	21.600.000.000
2.	Cadangan Penyisihan <i>Medium Term Note</i> (MTN) Allowance on Medium Term Notes Reserves	(12.800.000.000)	12.800.000.000
3.	Cadangan Penyisihan Penyertaan Langsung Allowance on Direct Investment Reserves	(15.069.000.000)	15.069.000.000
4.	Akumulasi Penyisihan Piutang luran Accumulated Allowance on Contribution Receivables	(187.577.755.170)	187.577.755.170
5.	Akumulasi Penyusutan Aset Tetap Accumulated Depreciation on Fixed Assets	(24.834.050.901)	24.834.050.901
		(261.880.806.071)	261.880.806.071
	<i>Temporary Differences/Temporary Differences</i>		261.880.806.071
	<i>Tax Rate/Tax Rate</i>		30%
	<i>Deferred Tax/Deferred Tax</i>		78.564.241.821
	Saldo Awal/Beginning Balance		27.780.546.730
	MUTASI TAHUN 2008/2008 TRANSFER		50.783.695.091

Kenaikan Pendapatan Pajak Tangguhan disebabkan karena kenaikan perbedaan temporer dari akun beban cadangan teknis dan akun penghargaan purna jasa. Jumlah tersebut merupakan konsekuensi pengakuan pajak penghasilan periode mendatang akibat adanya penambahan aset pajak tangguhan.

Pendekatan laba/rugi hanya menghasilkan jumlah pajak tangguhan tahun berjalan (beban/ penghasilan pajak tangguhan) yang merupakan pergerakan (movement) dari akun/kewajiban pajak tangguhan di neraca.

Beban Pajak Tangguhan atau Pendapatan Pajak Tangguhan secara *cash* tidak mempengaruhi laba akuntansi (cash in atau cash out tidak ada) tetapi lebih kepada kewajiban untuk memenuhi penyajian laporan keuangan komersial yang sesuai dengan PSAK 46.

18. ASET DAN KEWAJIBAN DALAM MATA UANG ASING

PT Jamsostek tidak memiliki kewajiban dalam mata uang asing. Terdapat aset dalam mata uang asing yaitu dalam bentuk deposito Dolar Amerika per 31 Desember sebesar US\$828.000 dengan kurs Rp10.950/US\$1.

Transaksi dalam mata uang asing dikonversi ke dalam Rupiah dengan menggunakan kurs pada saat transaksi dilakukan. Pada tanggal Neraca, Aktiva dan Kewajiban Moneter Perusahaan dan Anak Perusahaan dalam mata uang asing dikonversi ke dalam Rupiah berdasarkan kurs tengah Bank Indonesia. Selisih kurs yang timbul dari penyelesaian atau konversi aktiva dan kewajiban moneter Perusahaan dan anak perusahaan dibebankan dalam kegiatan usaha pada tahun berjalan.

The increasing Deferred Tax Income was due to the increase in temporarily difference from the technical reserve expenses account and the post service awards account. The total amount represent the consequences of the acknowledge tax income for the upcoming period due to the additional asset of deferred tax.

The Profit/Loss approaches had only resulted in total amount of deferred tax in the current year (expense/income from deferred tax) which constitutes a movement from deferred tax liabilities account at the balance sheets.

Either Deferred Tax Expense or Deferred Tax Income in terms of cash does not affect the accounting profit (There are no cash inflows or outflows involved), but more to the presentation of commercial financial reporting which adheres to PSAK 46.

18. ASSETS AND LIABILITIES IN FOREIGN EXCHANGE CURRENCY

PT Jamsostek (Persero) do not have any obligation towards foreign exchange currencies. The foreign currency deposit as at 31 December 2008 was amounted to US\$828,000 with the exchange rate nominal of Rp10,950/US\$1.

Transaction in foreign exchange currency are converted into Rupiah at the prevailing exchange rate during the period of transaction was made. At closing date of Balance Sheet, Assets and Liabilities of the Company and Subsidiaries Company in foreign currency denominations are converted into Rupiah based on the middle currency exchange rate of Bank Indonesia. Foreign currency translation gains or losses from these transactions are recognized in the profit-loss statements of the Company in the current year.

competence

Profesionalisme Perseroan dilandasi oleh perbaikan dan pembelajaran secara terus menerus, kepemimpinan yang efektif, kompetensi, serta kerjasama kelompok yang dinamis dan harmonis...

Our professionalism is based on continous learning and improvements, effective leadership, core competence as well as dynamic and harmonious teamwork...





Tata Kelola Perusahaan

GOOD CORPORATE GOVERNANCE



Sebagai perusahaan yang menjadi tumpuan harapan jutaan pekerja di Indonesia, penerapan Tata Kelola Perusahaan yang Baik di PT Jamsostek (Persero) merupakan hal yang tidak dapat ditawar atau ditunda-tunda. Menengok ke pengalaman dan citra Perseroan di masa lalu, maka semakin terasa betapa pentingnya serta manfaat tata kelola perusahaan tersebut bagi Jamsostek. Untuk itu, Manajemen telah menempatkan kebijakan *Good Corporate Governance*, berikut penerapannya, sebagai salah satu kerangka utama pengembangan Perseroan di masa depan. Pengembangan dan penerapan tata kelola perusahaan yang mengacu pada *standar best-practice* di lingkungan kerja Jamsostek diharapkan dapat memenuhi kepentingan segenap *stakeholder* secara seimbang, selain juga membuka peluang bagi pertumbuhan jangka panjang yang berkesinambungan bagi Perseroan.

LANDASAN PENERAPAN GCG

Jamsostek memiliki komitmen dalam mengimplementasikan tata kelola perusahaan yang mengacu pada standar praktik terbaik. Perseroan berinteraksi dengan para pemangku kepentingan yang berlandaskan pada upaya untuk menumbuhkembangkan kepercayaan, saling pengertian dan *goodwill*. Hal ini hanya dapat ditempuh jika Perseroan menjunjung tinggi asas keterbukaan, akuntabilitas, tanggung jawab, independen dan adil dalam berinteraksi dengan para pemangku kepentingan, yang merupakan prinsip dasar dari tata kelola perusahaan yang baik guna menunjang pencapaian visi Jamsostek untuk menjadi lembaga penyelenggara jaminan sosial tenaga kerja terpercaya dengan mengutamakan pelayanan prima dan manfaat yang optimal bagi seluruh peserta.

Uraian berikut menjelaskan kebijakan dan implementasi Tata Kelola Perusahaan yang Baik yang dijalankan oleh Perseroan.

I. ROAD MAP GOOD CORPORATE GOVERNANCE (GCG)

1. Membangun infrastruktur *Good Corporate Governance* (GCG)

Sasaran

Mematuhi peraturan dan ketentuan (mandatory & voluntary).

Aktivitas

- Pemetaan praktik tata kelola (Assessment).
- Menyusun infrastruktur/Pedoman GCG:

As a company that is a beacon of hope for millions of employees in Indonesia, the implementation of Good Corporate Governance at PT Jamsostek (Persero) is something that can neither be compromised nor postponed. Looking back at the experience and image of the Company in the past, it becomes painfully clear that Jamsostek stands to gain much from the benefits of adhering to Good Corporate Governance. To that end, the Management has placed an emphasis on Good Corporate Governance policies and their implementation, as a key framework for future growth. The development and implementation of corporate governance that is in line with best-practice standards at Jamsostek is expected to serve the interest of all stakeholders fairly and equally, in addition to positioning the Company strategically in order to secure sustainable long-term growth opportunities.

FRAMEWORK OF GCG IMPLEMENTATION

Jamsostek had a commitment to implement a corporate governance that adheres to best-practices standard. The Company interact with all of the stakeholders within the efforts of building trust, understanding and goodwill. This, would only be achieved, if the Company places a strong emphasis on championing the principles of transparency, accountability, responsibility, independence, and fairness, when interact with the stakeholders. The implementation of the above principles of good corporate governance contributes to the attainment of Jamsostek's vision to become a trustworthy provider of social security for employees with the emphasize of excellent and the utmost benefit towards all members.

The following description clarifies policies and the implementation of Good Corporate Governance conducted by the Company.

I. ROAD MAP GOOD CORPORATE GOVERNANCE (GCG)

1. Establishes the Good Corporate Governance (GCG) Infrastructure

Objective

Obligated to the rules and regulation (mandatory & voluntary).

Activity

- Mapping of the corporate governance practises (Assessment).
- Formulating the GCG infrastructure/manual:

- GCG Code
 - Board Manual
 - Charters Komite-Komite
 - Pedoman Etika (Code of Conduct)
 - Sistem Pengendalian Manajemen
 - GCG Self Assessment
 - Penetapan dan Penilaian KPI Dewan Komisaris dan Direksi
 - Sistem Pelaporan Pelanggaran (Whistleblowing System)
 - Conflict of Interest
 - Pedoman Pengenal & Pengembangan Dewan Komisaris dan Direksi
- c. Sosialisasi dan implementasi awal.

Indikator

- a. Adanya indikator Pedoman GCG yang lengkap
- b. Tingkat kepatuhan yang semakin baik
- c. Terbentuknya struktur pengendalian manajemen
- d. Meningkatnya kesadaran GCG.

Outcome

Tingkat kepatuhan yang meningkat dan berdampak membaiknya kinerja Perseroan.

2. Membangun dan mengimplementasikan Good Corporate Governance (GCG)

Sasaran

Menjalankan pengendalian internal dan pengelolaan risiko bisnis secara efektif.

Aktivitas

- a. Sosialisasi yang ekstensif dan intensif
- b. Implementasi GCG, Assessment GCG berkala
- c. Penguatan sistem dan prosedur pengendalian, dengan fokus utama pada penanganan risiko bisnis.
- d. Penerapan prinsip-prinsip GCG pada proses bisnis.

Indikator

- a. Munculnya budaya pengendalian manajemen dan risiko
- b. Berjalannya sistem dan prosedur yang berbasis risiko
- c. Operasi bisnis terkendali secara efektif.

Outcome

Peningkatan hasil usaha dan peningkatan citra Perseroan.

- GCG Code
 - Board Manual
 - Committees Charters
 - Code of Conduct
 - Management Control System
 - GCG Self Assessment
 - KPI Establishment and Assessment of the BOC and the BOD
 - Customer Reporting System (Whistleblowing System)
 - Conflict of Interest
 - Manual for Acknowledgement and Development of the BOC and the BOD
- c. Socialization and Initial Implementation.

Indicator

- a. Completed GCG manual indicator
- b. Better level of compliance
- c. Formulation of management control system
- d. Increasing GCG awareness.

Outcome

A better level of compliance which reflected to a better performance of the Company.

2. The establishment and implementation of Good Corporate Governance (GCG)

Objective

To execute the internal control and the management of business risks in an effective manner.

Activity

- a. An extensive and intensive socialization
- b. Regular GCG Implementation and GCG Assessment
- c. The strengthening system and procedures for controlling the Company with main focusses on managing the business risks
- d. The implementation of GCG principles on business process.

Indicator

- a. The emerging culture of management and risk control
- b. The application of risk-based system and procedures
- c. The effective restrained of business operation.

Outcome

The increasing business results and the Company's image.

3. Membangun dan mengimplementasikan *Good Corporate Citizenship* (GCC)

Sasaran

Mencapai posisi sebagai perusahaan yang etis dan bertanggung jawab.

Aktivitas

- Merealisasikan *Code of Conduct* sebagai sumber nilai budaya perusahaan
- Program *strategic Corporate Social Responsibility* yang luas jangkauannya dan efektif
- Penyesuaian dan integrasi semua sistem dan prosedur.

Indikator

- Berjalannya praktik bisnis yang etikal
- Kontribusi nyata bagi kesejahteraan peserta
- Kepedulian lingkungan alam yang tinggi.

Outcome

Diakui sebagai perusahaan terpercaya.

II. GOOD CORPORATE GOVERNANCE (GCG) MILESTONE TAHUN 2004-2008

Tahun 2004

Pemetaan GCG pada PT Jamsostek (Persero) dilaksanakan oleh Konsultan SDP (Sofyan Djalil & Partner) dalam rangka pembangunan dan pengembangan serta implementasi *Good Corporate Governance*.

Tahun 2005

Menyelesaikan tindak lanjut 90 rekomendasi hasil pemetaan GCG sebagai berikut:

- Jangka Panjang : 1 rekomendasi
- Jangka Menengah : 30 rekomendasi
- Jangka Pendek : 59 rekomendasi

Tahun 2006

Pelaksanaan *assessment* atas penerapan prinsip-prinsip *Good Corporate Governance* oleh Konsultan Independen, dengan nilai Skor pencapaian penerapan GCG setara dengan 80%.

Tahun 2007

- Penyempurnaan dan Legalitas atas infrastruktur *Good Corporate Governance*:
 - Surat Keputusan Direksi No. KEP/227/092007 tentang Pedoman GCG (GCG Code)

3. The Establishment and implementation of Good Corporate Citizenship (GCC)

Objective

To position themselves as an ethical and responsible company.

Activity

- To realizes the Code of Conduct as the source of the Company's core value
- To create an effective and wide coverage of its strategic Corporate Social Responsibility Program
- To adjust and integrating the entire system and procedures.

Indicator

- The implementation of ethical business practices
- The real contribution towards the welfare of its participants
- The highest concern towards the environment.

Outcome

To be recognize as a trustworthy company.

II. GOOD CORPORATE GOVERNANCE (GCG) MILESTONE FOR THE YEAR 2004 UNTIL 2008

Year 2004

The GCG Mapping as an effort to build, and develop, as well implement Good Corporate Governance throughout PT Jamsostek (Persero), conducted by SDP (Sofyan Djalil & Partner) consultants.

Year 2005

The Company followed up on 90 Recommendations that resulted from the GCG mapping which are:

- Long Term : 1 recommendation
- Medium Term : 30 recommendations
- Short Term : 59 recommendations

Year 2006

An Independent Consultant carried out an assessment of Jamsostek's implementation of Good Corporate Governance principles with a total GCG Score equivalent to 80%.

Year 2007

- The completion and legalization of Good Corporate Governance infrastructure:
 - Directors Decree No. KEP/227/092007 regarding GCG Code

- Surat Keputusan Direksi No. KEP/228/092007 tentang Pedoman Perilaku (Code of Conduct) yang meliputi:
 - Tata Nilai Perusahaan
 - Etika Bisnis
 - Pakta Integritas
 - Surat Keputusan Direksi No. KEP/229/092007 tentang Pedoman Tata Kerja Komisaris dan Direksi (Board Manual)
 - Surat Keputusan Direksi No. KEP/230/092007 tentang Pedoman Benturan Kepentingan
 - Surat Keputusan Direksi No. KEP/231/092007 tentang Pedoman Komite Etika.
- b. Implementasi dan Sosialisasi *Good Corporate Governance*
- Sosialisasi infrastruktur GCG dan penandatanganan Pakta Integritas dilakukan bersamaan dengan sosialisasi kebijakan Direksi PT Jamsostek (Persero) tahun 2008 kepada seluruh unit kerja Kantor Wilayah dan Kantor Pusat:
- Penandatanganan Pakta Integritas diawali oleh seluruh jajaran Direksi PT Jamsostek (Persero)
 - Penandatanganan Pakta Integritas oleh Kepala Unit Kerja dan Staf
 - Penandatanganan Pakta Integritas oleh seluruh Rekanan
 - Posisi penandatanganan Pakta Integritas sejumlah 1.474 orang
 - Posisi peserta sosialisasi GCG sejumlah 816 orang
- c. Komisaris dan Direksi telah menandatangani Daftar Khusus kepemilikan saham perusahaan.
- d. Direksi melepaskan jabatan lain di luar PT Jamsostek (Persero) yang tidak diperkenankan dalam peraturan perundang-undangan yang berlaku.
- e. *Assessment* GCG tahun 2007 dilaksanakan oleh BPKP, dengan kesimpulan hasil pencapaian penerapan GCG di PT Jamsostek (Persero) adalah 85,96% atau memperoleh predikat "Baik", sesuai laporan No. LAP-997/Pw30/4/2008 tanggal 17 Maret 2008.
- f. Pembentukan Direktorat Kepatuhan dan Manajemen Risiko yang bertujuan untuk meningkatkan fungsi *compliance* dan pengelolaan risiko.
- g. Penilaian *Key Performance Indicators* yang berbasis *Balance Score Card* (BSC) dengan penetapan peringkat terbaik untuk masing-masing Unit Kerja tahun 2008.
- The Director's Decree No. KEP/228/092007 concerning the Code of Conduct that comprise of:
 - Corporate Values
 - Business Ethics
 - Integrity Pact
 - The Director's Decree No. KEP/229/092007 concerning Standard Operating Procedures for the Board of Commissioners and the Board of Directors (Board Manual)
 - The Director's Decree No. KEP/230/092007 concerning Guidelines on Conflict of Interest
 - The Director's Decree No. KEP/231/092007 concerning Guidelines for the Ethics Committee Code.
- b. GCG Implementation and Socialization
- The signing of the Integrity Pact was done simultaneously with the dissemination of the Board of Director's Policy of PT Jamsostek (Persero) in 2008 to the entire working units within the Regional and Head Office:
- The signing of the Integrity Pact initially began with the Board of Directors of PT Jamsostek's (Persero).
 - The signing of the Integrity Pact by Head of Working Unit and Staff.
 - The signing of the Integrity Pact by all Partners.
 - The total number of person whom had signed the Integrity Pact are amounted to 1,474 person
 - The total number of person whom, participate in GCG socialization are amounted to 816 person
- c. The Board of Commissioners and the Board of Directors had signed a Special Register of shares ownership in the company.
- d. The Board of Directors released all positions held in companies outside of PT Jamsostek (Persero) as required by prevailing rules and regulations.
- e. The 2007 GCG Assessment was conducted by BPKP, with the achievement results of GCG implementation within PT Jamsostek (Persero) are 85.96% or secured a predicate "Good", pursuant to report No. LAP997/Pw30/4/2008 dated 17 March 2008.
- f. The formation of Compliance and Risk Management Directorate in order to increase the function of compliance as well as risk management.
- g. Extending reward to the Working Units based on Key Performance Indicator results with a Balanced Score Card platform throughout 2008.

Tahun 2008

- a. Pembentukan Komite Integritas/Pemantau Independen dari luar Perseroan:
 - Al Mulyadi Mamoer : Koordinator
 - Lukman Nulhakim : Anggota
 - Mas Ahmad Daniri : Anggota
 - Sabdono Surohadikusumo : Anggota
- b. Pelaksanaan tugas Komite Integritas/Pemantau Independen:
 - Pelantikan Komite Integritas oleh Menteri Negara Penertiban Aparatur Negara pada tanggal 30 Januari 2008
 - Penyusunan dan penandatanganan *Charter* Komite Integritas
 - Menyusun Program Kerja Komite Integritas tahun 2008
 - Menerima, meneliti laporan pelanggaran
 - Mendorong Direksi PT Jamsostek (Persero) untuk melaksanakan GCG dan Pakta Integritas secara efektif.
- c. Penyusunan Pedoman Pengenalan dan Pengembangan Direksi.
- d. Penyusunan Pedoman Pengenalan dan Pengembangan Komisaris.
- e. Penetapan dan Penilaian KPI berbasis BSC bagi masing-masing Komisaris dan Direksi.
- f. Direktur Utama ditunjuk sebagai Ketua Forum Komite Integritas.
- g. Mewajibkan kepada Rekanan dan menghimbau kepada instansi terkait untuk menandatangani Pakta Integritas.
- h. Melakukan kampanye Pakta Integritas, bahwa Komisaris, Direksi dan Karyawan PT Jamsostek (Persero) tidak menerima pemberian dalam bentuk apapun dan dari siapapun yang terkait dengan pelaksanaan tugas pengabdian kepada peserta Jamsostek melalui media massa, *running text* dan publikasi lainnya.
- i. Insan Jamsostek tidak menerima pemberian hadiah dalam bentuk apapun (termasuk parcel) dalam kegiatan ulang tahun, lebaran dan lain-lain.
- j. Sebanyak 1.736 Insan Jamsostek dan Rekanan telah menandatangani Pakta Integritas.
- k. Informasi pengelolaan perusahaan secara transparan dapat diakses melalui website: www.Jamsostek.co.id.
- l. Membangun Sistem Pelaporan Pelanggaran (SPP)/*Whistleblowing System* (WBS) dengan memberikan kesempatan kepada masyarakat untuk melaporkan pelanggaran oleh Insan Jamsostek melalui:
 - P.O. Box : 392/JKTM 12700
 - E-mail : integritas@Jamsostek.co.id

Year 2008

- a. The formation of the Integrity Committee/Independent Surveillance from outside the Company:
 - Al Mulyadi Mamoer : Coordinator
 - Lukman Nulhakim : Member
 - Mas Ahmad Daniri : Member
 - Sabdono Surohadikusumo : Member
- b. The implementation of duties of the Integrity Committee/Independent Surveillance:
 - The inauguration of the Integrity Committee by the State Minister of Penertiban Aparatur Negara on 30 January 2008
 - The formation and signing of the Integrity Committee Charter
 - The formation of 2008 Integrity Committee Work Plan
 - To receive and examine the customer's report
 - To encourage the Board of Directors of PT Jamsostek (Persero) to implement the GCG and Integrity Pact in an effective manner
- c. To formulate the Acknowledgement Manual and Development of the Board of Directors.
- d. To formulate the Acknowledgment Manual and Development of the Board of Commissioners.
- e. The KPI Determination and Assessment based on BSC towards each Commissioners and Directors.
- f. The President Director was appointed as Chairman of Integrity Committee Forum.
- g. To oblige all partners and Suggest all related parties to sign of the Integrity Pact.
- h. To conduct an Integrity Pact campaign, and ensures that each Commissioners, Directors and Staff of PT Jamsostek (Persero) were not receiving any gift from anyone which related to the execution of their duties towards all participants of Jamsostek Program through mass media, running text and any other publication materials.
- i. Jamsostek employee was not receiving any gift (including parcels) during the anniversary, Idul fitri, and so forth.
- j. A total number of 1,736 of Jamsostek employee and its partners had signed the Integrity Pact.
- k. The information regarding the management of the Company could be access through the Company's website: www.Jamsostek.co.id.
- l. To formulate the Customers Reporting System (SPP)/*Whistleblowing System* (WBS) in order to provide an opportunity for public to report all violations concerning Jamsostek employee through:
 - P.O. Box : 392/JKTM 12700
 - E-mail : integritas@Jamsostek.co.id

- m. Membangun *E-learning* GCG.
n. Peninjauan kembali keputusan Direksi yang tidak *governance*.

- m. To formulate the E-learning GCG.
n. To observe the non-governance decision from the Board of Directors.

III. HASIL ASSESSMENT GOOD CORPORATE GOVERNANCE (GCG) DAN PERCEPTION INDEX

1. *Assessment* GCG pada tahun 2007 dan 2008 dengan 160 parameter penilaian dilaksanakan oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) untuk tahun 2008 dengan SKOR 86,15%, dengan predikat "BAIK" dan PT Jamsostek (Persero) dapat meningkatkan Skor 0,19% dibanding tahun 2007 dengan Skor 85,96% dengan predikat "BAIK".
2. Hasil *Assessment* GCG tahun 2007 dan 2008 oleh BPKP.

III. THE ASSESSMENT RESULTS OF GOOD CORPORATE GOVERNANCE (GCG) AND PERCEPTION INDEX

1. The 2007 and 2008 GCG Assessment which uses 160 appraisal parameters was conducted by the Financial and Development Supervisory Body (BPKP). The 2008 results had reached the score of 86.15% with predicate "GOOD", in which PT Jamsostek (Persero) could enhancing its Score to 0.19% compare to the 2007 score of 85.96% with predicate "GOOD".
2. The 2007 and 2008 results of GCG Assessment by BPKP.

No.	ASPEK GOVERNANCE	FAKTOR PENILAIAN Weighing Factors	2007	2008	GOVERNANCE ASPECT
1.	Hak dan Tanggung Jawab Pemegang Saham	9,00	5,98	6,66	Roles and Responsibilities of the Shareholders
2.	Kebijakan GCG	8,00	7,79	7,88	GCG Policy
3.	Penerapan GCG				GCG Implementation
	a. Komisaris	27,00	21,97	22,09	a. Commissioners
	b. Komite Komisaris	6,00	4,85	4,91	b. Committee under Commissioners
	c. Direksi	27,00	24,34	23,31	c. The Board of Directors
	d. Biro Sekretariat Perusahaan	3,00	2,95	3,00	d. Corporate Secretariat Bureau
	e. Biro Pengawas Intern	3,00	2,67	2,83	e. Internal Audit Group
4.	Pengungkapan Informasi	7,00	6,86	6,93	Information Disclosure
5.	Komitmen	10,00	8,55	8,45	Commitment
Jumlah		100,00	85,96	86,15	Total
Predikat "BAIK"					Predicate "GOOD"

3. *Index Perception* GCG yang dilaksanakan oleh *Institute Indonesian Corporate Governance* (IICG) pada tahun 2006 dan 2007 dimana skor tahun 2006 adalah 66,30% dengan predikat "Cukup Terpercaya" meningkat menjadi Skor 72,43% dengan predikat "Terpercaya" untuk tahun 2007 (untuk tahun 2008 dilaksanakan pada bulan Nopember 2009).

3. GCG Perception Index was conducted by the Institute Indonesian Corporate Governance (IICG) on year 2006 and 2007, whereby the 2006 score had reached 66.30% with predicate "Quite Trustworthy", had increased to 72.43% score with predicate "Trustworthy" in 2007 (whilst, the 2008 assessment was conducted at November 2009).

RAPAT UMUM PEMEGANG SAHAM (RUPS)

Rapat Umum Pemegang Saham (RUPS) merupakan organ tertinggi di Perseroan dalam proses pengambilan keputusan. RUPS memiliki wewenang untuk mengangkat dan memberhentikan anggota Dewan Komisaris dan Direksi, menyetujui resolusi penting Perseroan, serta memutuskan melalui *voting*, sehubungan dengan hal-hal yang membutuhkan keputusan mayoritas pemegang saham.

GENERAL MEETING OF SHAREHOLDERS (GMS)

General Meeting of Shareholders (GMS) constitutes a highest organ in the Company, especially in terms of decision making process. The GMS hold the highest authority to elect and terminate a member of the Board of Commissioners and the Board of Directors, to approve the important resolutions of the Company, as well as to decide through pooling method, in terms of certain aspects that needs a decision from the majority shareholders.

DEWAN KOMISARIS

Tugas Dewan Komisaris adalah melakukan pengawasan terhadap kebijakan Direksi dalam melaksanakan pengurusan perusahaan serta memberi nasehat kepada Direksi termasuk pelaksanaan Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan serta ketentuan-ketentuan Anggaran Dasar dan Keputusan RUPS dan peraturan perundang-undangan yang berlaku.

Komposisi Dewan Komisaris

Berdasarkan Surat Keputusan Menteri Negara Badan Usaha Milik Negara Republik Indonesia No. KEP-14/MBU/2007 tanggal 16 Februari 2007 tentang pemberhentian dan pengangkatan anggota-anggota Dewan Komisaris PT Jamsostek (Persero), susunan Dewan Komisaris Perseroan adalah sebagai berikut:

Komisaris Utama	Wahyu Hidayat
Komisaris	Herry Purnomo
Komisaris	Myra Maria Hanartani
Komisaris	Drs. Sjukur Sarto, MS
Komisaris	Hariyadi BS. Sukamdani
Komisaris	Rekson Silaban

Selanjutnya pada tanggal 13 Nopember 2008, Myra Maria Hanartani mengundurkan diri sebagai anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Jamsostek dan pada tanggal 14 Nopember 2008 dilakukan pergantian Komisaris Utama PT Jamsostek (Persero) melalui Surat Keputusan Menteri Negara Badan Usaha Milik Negara Republik Indonesia No. KEP-228/MBU/2008. Dengan demikian susunan Dewan Komisaris adalah sebagai berikut:

Komisaris Utama	Bambang Subianto
Komisaris	Herry Purnomo
Komisaris	Drs. Sjukur Sarto, MS
Komisaris	Rekson Silaban
Komisaris	Hariyadi BS. Sukamdani

Profile dari masing-masing Dewan Komisaris disajikan pada halaman 52-53 dari Laporan Tahunan ini.

Tugas dan Tanggung Jawab Dewan Komisaris

Tugas dan tanggung jawab Dewan Komisaris adalah sebagai berikut:

- Senantiasa mematuhi peraturan perundang-undangan yang berlaku, Anggaran Dasar Perseroan dan Keputusan-keputusan RUPS.
- Beritikad baik dan dengan penuh tanggung jawab menjalankan tugas untuk kepentingan dan usaha Perseroan.

THE BOARD OF COMMISSIONERS

The Board of Commissioners (BOC) duty is responsible for overseeing the management of the Company, and to advise the Board of Directors (BOD) regarding the implementation of the Company's Long-Term Business Plan, Work Plan, the Articles of Association as well as regulations that related to the Articles of Association, the resolutions from the GMS as well as the prevailing laws and regulations.

Composition of the Board of Commissioners

Based on the Decision Letter of the Minister of State-Owned Enterprise of The Republic of Indonesia No. KEP-14/MBU/2007 dated 16 February 2007 regarding the termination and election of the Board members of PT Jamsostek (Persero), the composition of the Board are as follows:

President Commissioner	Wahyu Hidayat
Commissioner	Herry Purnomo
Commissioner	Myra Maria Hanartani
Commissioner	Drs. Sjukur Sarto, MS
Commissioner	Hariyadi BS. Sukamdani
Commissioner	Rekson Silaban

Furthermore, on 13 November 2008, Myra Maria Hanartani submitted her resignation as the member of the Board of Commissioner of PT Jamsostek (Persero) and at 14 November 2008, the alteration of the Company's President Commissioner was conducted through Decision Letter of the Minister of State-Owned Enterprise of RI No. KEP-228/MBU/2008. Thus, the composition of the Board of Commissioner are as follows:

President Commissioner	Bambang Subianto
Commissioner	Herry Purnomo
Commissioner	Drs. Sjukur Sarto, MS
Commissioner	Rekson Silaban
Commissioner	Hariyadi BS. Sukamdani

Profile of each member of the Board of Commissioner is presented on page 52-53 of this Annual Report.

Roles and Responsibilities of the Board of Commissioners

Roles and responsibilities of the Board of Commissioners are as follows:

- Always obliged to the prevailing laws and regulations, the Article of Association of the Company and the resolutions from the GMS.
- Encompasses goodwill and responsibilities while doing its duties to the benefit of the Company.

- Melaksanakan kepentingan Perseroan dan bertanggung jawab pada RUPS.
- Pengawasan tidak boleh berubah menjadi pelaksanaan tugas-tugas eksekutif kecuali dalam Perseroan tidak mempunyai seorangpun Anggota Direksi:
 - Dalam waktu selambat-lambatnya 30 (tiga puluh) hari setelah terjadi kekosongan Anggota Direksi, Dewan Komisaris harus memanggil RUPS untuk pengangkatan Anggota Direksi.
 - Dalam melakukan tindakan pengurusan dimaksud, bagi Dewan Komisaris berlaku semua ketentuan mengenai hak, wewenang dan kewajiban Direksi terhadap Perseroan dan pihak ketiga.
- Pengawasan dilakukan tidak hanya dengan memberikan atau tidak memberikan persetujuan atas tindakan-tindakan Direksi yang memintakan persetujuan Dewan Komisaris, tetapi pengawasan dilakukan secara proaktif yang mencakup semua aspek bisnis Perseroan.
- Emphasizing the Company's benefit and directly responsible to the GMS.
- The overseeing process should not be change into conducting an executive tasks, unless the Company is having none of the Board of Directors in charge:
 - Within 30 working day (at the latest) after the situation of none Directors in charge, the BOC must announce the GMS to elect a new member of the Board of Directors.
 - While conducting the aforementioned tasks, the BOC is given the rights, authority and Board responsibilities towards the Company and third party.
- The overseeing process was conducted not only by approved or disapproved specific tasks undertaken by the Board of Directors that needs the approval from the Board of Commissioners, but also by pro actively supervise all aspects of the overall business of the Company.

Kinerja Komisaris pada tahun 2008

Sesuai tugas dan tanggung jawab Dewan Komisaris selama tahun 2008, Dewan Komisaris telah menjalankan fungsi dan tanggungjawabnya sesuai dengan peraturan yang ada antara lain seperti di bawah ini.

Biro Pengawasan Intern

Dalam menjalankan fungsi pengawasan, Dewan Komisaris dibantu oleh Komite Audit yang merupakan kepanjangan tangan Dewan Komisaris. Laporan Hasil Audit (LHA) yang dihasilkan oleh Biro Pengawasan Intern (BPI) sangat membantu Dewan Komisaris dalam menjalankan fungsi pengawasannya. Dewan Komisaris telah mengajukan beberapa usulan perbaikan terhadap beberapa LHA serta tanggapan dari beberapa audit khusus yang langsung ditindak lanjuti dengan melakukan kunjungan kerja pada Kantor Wilayah/Kantor Cabang yang bersangkutan untuk mengetahui secara lebih rinci masalah yang ada serta mencari solusi penyelesaian yang terbaik atas kasus yang terjadi.

Selain itu, Dewan Komisaris dengan ditenggarai oleh Komite Audit juga ikut berperan aktif dalam pemilihan Kantor Akuntan Publik untuk pemeriksaan Laporan Keuangan PT Jamsostek, DPKP dan PKBL tahun 2008, dimana dengan surat No. 138/DK/102008 tanggal 24 Oktober 2008, Dewan Komisaris menyetujui untuk menggunakan KAP Kanaka Puradiredja, Suhartono & Rekan.

The 2008 Performances of the Commissioners

In accordance with roles and responsibilities of the Board of Commissioner throughout 2008, the BOC had implement its function and responsibilities towards prevailing regulation which among others are:

Internal Control Bureau

While conducting the overseeing function, the BOC was being assisted by the Audit Committee which had become the second layer of the BOC. The Audit Assessment Report (LHA) which was submitted by the Internal Control Bureau (BPI) plays an important part to assist the BOC to undertake the overseeing function. The BOC had suggested several recommendation towards these audit findings and also directly and pro actively engage to the specific audits by conducting a duty visit to the related Regional/Branch Offices to discuss about their issues thoroughly and finding out the best solutions to mitigate these particular matters.

Moreover, the BOC whom assisted by the Audit Committee also pro actively engaged in the selection of the Public Accounting Firm to audit the Financial Statement of PT Jamsostek (Persero), DPKP and PKBL Program of 2008, in which as stipulated on Letter No. 138/DK/102008 dated 24 October 2008, the BOC had approved the assignment of Public Accounting Firm Kanaka Puradiredja, Suhartono & Partner.



Sebagai perusahaan yang menjadi tumpuan harapan jutaan pekerja di Indonesia, penerapan Tata Kelola Perusahaan yang Baik di PT Jamsostek (Persero) merupakan hal yang tidak dapat ditawar atau ditunda-tunda.

As a company that is a beacon of hope for millions of employees in Indonesia, the implementation of Good Corporate Governance at PT Jamsostek (Persero) is something that can neither be compromised nor postponed.

Biro Humas

Salah satu upaya untuk memperbaiki citra Perseroan serta menindaklanjuti amanat GCG tentang transparansi atas Laporan Keuangan tahun buku 2007, maka pada tahun 2008 Jamsostek mengikuti *Annual Report Award* untuk membuktikan kepada masyarakat bahwa semua yang dilakukan oleh Perseroan adalah semata-mata untuk kepentingan dan kesejahteraan peserta. Tim yang diketuai oleh Kepala Biro Humas, termasuk salah seorang anggota Komite Audit sebagai wakil dari jajaran Dewan Komisaris telah berhasil menggiring Perseroan untuk menempati urutan pertama dari 13 peserta BUMN Keuangan *Non Listed* dengan bobot 70.07%.

Biro PKP dan KBL

Guna menghadapi kendala dari Biro PKP dan KBL terutama dalam hal penyaluran dana bergulir telah diupayakan beberapa perbaikan diantaranya adalah kerjasama dengan Ikatan Akuntan Indonesia untuk merevisi Pedoman Akuntansi PKP dan KBL. Pedoman pengelolaan ini diharapkan dapat disetujui oleh pemegang saham pada tahun 2009, sehingga penyaluran danaan PKP dapat dilakukan secara lebih fleksibel.

Direktorat Keuangan

Sesuai dengan fungsi dan tanggungjawabnya, maka dalam rangka penerbitan Laporan Keuangan Konsolidasi Audited PT Jamsostek (Persero) pada tanggal 19 Maret 2008, Dewan Komisaris telah memberikan laporan dan tanggapan atas laporan keuangan tersebut dengan surat No. 13/DK/012008 tanggal 25 Januari 2008. Disamping itu, dengan bantuan Komite Audit, Dewan Komisaris telah mengevaluasi kinerja perusahaan dengan menerbitkan surat No. 39/DK/032008 tanggal 31 Maret 2008 tentang Evaluasi atas Kinerja PT Jamsostek (Persero) selama tahun 2007; No. 74/DK/062008 tanggal 5 Juni 2008 tentang Laporan dan Tanggapan Dewan Komisaris tentang Kinerja PT Jamsostek (Persero), DPKP dan PKBL tahun 2007 serta evaluasi atas Laporan Keuangan PT Jamsostek (Persero) semester I tahun 2008.

Direktorat Investasi

Setelah menganalisa pertumbuhan dana Investasi dan hasil investasi yang dicapai, Dewan Komisaris telah menyarankan Direksi untuk melakukan tindakan-tindakan sebagai berikut:

- Direktorat Investasi dan Direktorat Kepatuhan dan Manajemen Risiko segera menyusun Garis-garis Besar Kebijakan Investasi (GKBI) agar risiko atas penempatan investasi dapat dideteksi lebih awal.
- Menuntaskan penyempurnaan atas PP 22 tahun 2004 tentang Pengelolaan dan Investasi Dana

Public Relations

One of the efforts of upgrading the image of the Company as well as to implement the GCG practices concerning the transparency of the Annual Report for fiscal year 2007, therefore in 2008, Jamsostek had participated in the Annual Report Award to prove to public that every efforts that has been conducted by the Company were being set only to the importance and maximum benefit of all participants. This team is chaired by the Head of Public Relation's Bureau, including one of the Audit Committee member as the Board's representative, had succeeded in leading the Company to secured a first position from 13 participants of Non-Listed State-Owned Enterprise category with a score of 70.07%.

PKP and KBL Bureau

In order to mitigate every obstacle from the PKP and KBL Bureau, especially in terms of allocating the revolving funds, certain efforts had been readjusted, which among others are, the joint coordination with the Indonesian Accounting Association to revise the Accounting Manual of PKP and KBL. This manual was expected to be approved by shareholders in 2009, so that the allocation of PKP funds could be conducted in a flexible manner.

Finance Directorate

In accordance with its function and responsibilities, thus, in order to publish the Consolidated Financial Statement of PT Jamsostek (Persero), on 19 March 2008, the BOC had submitted the report as well as recommendation of the financial report through a letter No. 13/DK/012008 dated 25 January 2008. Moreover, with the support of the Audit Committee, the BOC had evaluate the Company's performance through the issuance of letter No. 39/DK/032008 dated 31 March 2008 regarding the Performance Evaluation of PT Jamsostek (Persero) throughout 2007; No. 74/DK/062008 dated 5 June 2008 regarding the Report and Recommendation of the BOC on the Performance of PT Jamsostek (Persero), DPKP and KBL in 2007 as well as the evaluation towards the Financial Report on first semester 2008 of PT Jamsostek (Persero)

Investment Directorate

After further analysis on the growth of the investment funds and its realization, the BOC had suggested the BOD to undertake certain things as follows:

- The Investment as well as the Compliance and Risk Management Directorate had formulated the Highlighted of Investment Policy (GKBI) to detect the posting of investment risk in advance.
- To complete the suggestion of PP 22 year 2004 regarding the Management and Investment of Jamsostek Fund, whereby the final draft of PP 22

Jamsostek dimana revisi draft penyempurnaan PP 22 tersebut sampai saat ini masih dalam proses kajian oleh Departemen Keuangan yang bertindak sebagai *regulator*. Revisi ini diharapkan dapat memperluas jangkauan penempatan investasi ke sektor-sektor riil yang aman dan menjanjikan imbal hasil yang tinggi.

- Menyetujui penjualan aset-aset investasi yang bermasalah serta saham-saham yang tidak menguntungkan. Atas investasi yang bermasalah telah diusulkan kepada Rapat Umum Pemegang Saham untuk melakukan penghapusbukuan.

Direktorat Perencanaan, Pengembangan dan Informasi

Dalam rangka mendorong terciptanya transparansi pada PT Jamsostek (Persero), maka Dewan Komisaris telah beberapa kali melakukan rapat intern untuk mengevaluasi hasil *assessment* dari tata kelola perusahaan terdahulu untuk mengetahui kelemahan-kelemahan yang ada pada Perseroan. Disamping itu, Dewan Komisaris secara berkesinambungan terus mengingatkan Direksi untuk mengembangkan sistem *online* yang ada, sehingga pelayanan yang diberikan kepada peserta baik berupa tenaga kerja maupun perusahaan dapat terus ditingkatkan. Hal ini terlihat dari beberapa surat Dewan Komisaris kepada Direksi antara lain:

- Surat Dewan Komisaris No. 41/DK/042008 tanggal 9 April 2008 tentang Komitmen Penyelesaian Rekonsiliasi Data Operasional dan Data Akuntansi Program DPKP dan PKBL.
- Surat Dewan Komisaris No. 68/DK/052008 tanggal 26 Mei 2008 tentang Penyelesaian Rekonsiliasi Data Operasi dan Data Keuangan.

Direktorat Operasi dan Pelayanan

Dewan Komisaris memberikan perhatian khusus pada Direktorat ini, terbukti dengan banyaknya saran yang diberikan baik secara formal maupun informal untuk meningkatkan kinerja Direktorat Operasi dan Pelayanan. Saran untuk peningkatan ini secara umum tercantum dalam Laporan dan Tanggapan Dewan Komisaris atas pengesahan RKAP 2009 maupun Laporan Keuangan tahun 2008 terutama dalam Bidang Sumber Daya Manusia pada Direktorat ini. Disamping itu, Dewan Komisaris telah beberapa kali memberikan saran secara formal dengan surat antara lain sebagai berikut:

- Surat No. 98/DK/082008 tanggal 15 Agustus 2008 tentang Sosialisasi Penegakan Hukum pelaksanaan UU No. 3 tahun 1992 bagi Disnakertrans dan Kejadi se-Jawa Tengah di Semarang.
- Surat No. 118/DK/092008 tanggal 26 September 2008 tentang SOP Operasi dan Pelayanan Unit Pelayanan PT Jamsostek (Persero).

revisi is still under the assessment process by the Financial Department which acted as regulator. The revised was expected to broaden coverage of the investment posting to the safety real sector which could provide a higher return.

- Approving the sales of non performing assets as well as the non-profitable shares. In terms of non performing investment, the Management had submitted a suggestion to the GMS to undertake the write-off.

Planning, Development and Information Directorate

In order to stimulate the implementation of transparency within PT Jamsostek (Persero), the BOC had conducted several internal meetings to evaluate the assessment report of the previous corporate governance to perceive current weaknesses of the Company. Furthermore, the BOC continue to remind the BOD for developing the existing online system, in order to increase the Company's services towards all participants, both workers and companies. This is reflected through several letter of the BOC to the BOD, which among other are:

- The BOC letter No. 41/DK/042008 dated 9 April 2008 regarding the Commitment to Mitigate the Reconciliation of Operational and Accounting Data for DPKP and PKBL Program.
- The BOC letter No. 68/DK/052008 dated 26 May 2008 regarding the Reconciliation of Operational and Financial Data.

The Operation and Services Directorate

The BOC had given special interest to this Directorate, it was proved through a lot of suggestion both formal and informal which was given in order to increase the performance of Operation and Services Directorate. This suggestion generally stipulates on the Report and Recommendation of the Board of Commissioner concerning the endorsement of 2009 Work and Budgetary Plan or the 2008 Financial Report, especially on Human Resources Division under this Directorate. In addition, the BOC had severally provide formal suggestion, which among others are:

- Letter No. 98/DK/082008 dated 15 August 2008 regarding Socialization of Legal Enforcement and Laws Implementation No. 3 year 1992 towards Disnakertrans and Kejadi throughout Central Java, in Semarang.
- Letter No. 118/DK/092008 dated 26 September 2008 regarding the Operation and Services SOP for services unit of PT Jamsostek (Persero).

Direktorat Kepatuhan dan Manajemen Risiko

Dewan Komisaris dalam tanggapan-tanggapan yang disampaikan baik atas Laporan Tahunan maupun atas Laporan Triwulanan serta rapat-rapat yang diselenggarakan antara Dewan Komisaris dan Direksi selalu menekankan agar Direktorat Kepatuhan dan Manajemen Risiko agar lebih berperan aktif sesuai dengan *job description* yang ada serta risiko-risiko perusahaan baik dari segi investasi maupun dari segi operasional dan memerintahkan untuk segera melakukan *mapping* atas risiko perusahaan serta memperbaiki SOP serta peraturan-peraturan yang berlaku yang dirasakan sudah tidak sesuai dengan kondisi Perseroan saat ini.

Frekuensi Rapat dan Tingkat Kehadiran Komisaris

Pada tahun 2008, Dewan Komisaris mengadakan rapat sebanyak 15 (lima belas) kali dimana 5 (lima) rapat diantaranya merupakan rapat internal Dewan Komisaris dan 10 (sepuluh) rapat selanjutnya rapat Dewan Komisaris dengan Direksi. Adapun penjabaran frekuensi rapat Dewan Komisaris tersebut adalah sebagai berikut:

Rapat Internal Dewan Komisaris

NAMA Name	JUMLAH RAPAT Total Meetings	JUMLAH HADIR Total Attendance	PROSENTASE (%) Percentage (%)
Wahyu Hidayat*	8	8	100%
Herry Purnomo	8	4	50%
Myra Maria Hanartani*	8	3	38%
Drs. Sjukur Sarto, MS	8	7	88%
Hariyadi BS. Sukamdani	8	4	50%
Rekson Silaban	8	3	38%

* Menjabat sampai dengan 13 Nopember 2008/Served until 13 November 2008

Rapat Dewan Komisaris yang Mengundang Direksi

NAMA Name	JUMLAH RAPAT Total Meetings	JUMLAH HADIR Total Attendance	PROSENTASE (%) Percentage (%)
Wahyu Hidayat*	15	14	93%
Herry Purnomo	15	4	27%
Myra Maria Hanartani*	15	6	40%
Drs. Sjukur Sarto, MS	15	13	87%
Hariyadi BS. Sukamdani	15	7	47%
Rekson Silaban	15	7	47%

* Menjabat sampai dengan 13 Nopember 2008/Served until 13 November 2008

Compliance and Risk Management Directorate

The BOC, on its statement towards the Annual Report, Quarterly Report and also during the joint meeting between the BOC and the BOD, had emphasizing the Compliance and Risk Management Directorate to be pro active, in line with its job description and corporate risk strategy in terms of the investment or the operational aspects, and continuously monitor the corporate risk mapping and subsequently holds an effort to improve the Standard Operating Procedures, especially certain aspects from the SOP which is not in line with the Company's current conditions.

Meeting's Frequency and the Attendance Level of the BOC

Throughout 2008, the BOC had convened 15 meetings, which were five out of 15 meetings were the internal meeting between all members of the BOC and the ten out of 15 meetings were comprised of joint meeting of the BOC and the BOD. The description of those meetings are illustrated on the following tables:

Internal Board of Commissioners Meeting

Board of Commissioners Meeting which invites the Board of Directors

Remunerasi Dewan Komisaris

Remunerasi Dewan Komisaris untuk tahun buku 2008 ditetapkan dalam Risalah RUPS tentang persetujuan Laporan Tahunan dan pengesahan perhitungan tahunan tahun buku 2008, dimana penetapan gaji, fasilitas Dewan Komisaris serta honorarium sebagai berikut:

Remuneration of the Board of Commissioners

The remuneration for the Board of Commissioners for fiscal year 2008 were established in the GMS Resolutions regarding the approval of the Annual Report and endorsement of annual calculation for fiscal year 2008, which determined the salary, facilities and honorarium as follows:

NAMA Name	GAJI Salary	TUNJANGAN Allowance	THP/BULANAN Monthly THP	THP 2008 2008 THP	TANTIEM Bonus	TOTAL Total
Wahyu Hidayat*	16.000.000	3.200.000	19.200.000	230.400.000	225.000.000	455.400.000
Herry Purnomo	14.400.000	2.880.000	17.280.000	207.360.000	231.000.000	438.360.000
Drs. Sjukur Sarto, MS	14.400.000	2.880.000	17.280.000	207.360.000	231.000.000	438.360.000
Myra Maria Hanartani*	14.400.000	2.880.000	17.280.000	207.360.000	202.000.000	409.360.000
Rekson Silaban	14.400.000	2.880.000	17.280.000	207.360.000	231.000.000	438.360.000
Hariyadi BS. Sukamdani	14.400.000	2.880.000	17.280.000	207.360.000	231.000.000	438.360.000
	88.000.000	17.600.000	105.600.000	1.267.200.000	1.351.000.000	2.618.200.000

* Menjabat sampai 13 Nopember 2008/Served until November 13, 2008.

a. Gaji Dewan Komisaris

- Fasilitas Dewan Komisaris.
- Tunjangan transportasi per bulan sebesar 20% dari gaji/honorarium per bulan atau maksimum Rp3.000.000 untuk Dewan Komisaris dan Rp1.000.000 untuk Sekretaris Dewan Komisaris.
- Asuransi Santunan Purna Jabatan dengan premi per tahun maksimum 3(tiga) kali gaji/honorarium per bulan.
- Fasilitas pengobatan sesuai dengan ketentuan yang berlaku di Perseroan.

a. Salary of the Board of Commissioners

- Commissioners Facilities
- Monthly transport allowance amounting to 20% of salary/honorarium per month or maximum Rp3,000,000 for the Board of Commissioners and Rp1,000,000 for the Commissioner's Secretary.
- Post-official insurance compensation with annual premium of a maximum three times salary/honorarium per month.
- Medical treatment facilities in accordance with the Company's prevailing regulations.

b. Di luar hal-hal yang diatur dalam ketetapan ini, Dewan Komisaris dan Sekretaris Dewan Komisaris tidak diperkenankan untuk membebankan biaya kepada Perseroan untuk kepentingan pribadi.

b. Apart from those specified within the directive, the BOC and the BOC's Secretary are not allowed to allocate personal expenses to the Company.

c. Ketetapan mengenai gaji/honorarium, fasilitas Dewan Komisaris serta Sekretaris Dewan Komisaris ini mulai berlaku tanggal 1 Januari 2008.

c. This directive governing the salary/honorarium, the Board of Commissioner's facilities as well as the BOC's Secretary were effective on 1 January 2008.

Sekretaris Dewan Komisaris

Untuk membantu kelancaran pelaksanaan tugas Dewan Komisaris, atas biaya Perseroan berhak mendapatkan bantuan Sekretaris Dewan Komisaris. Oleh karena itu, diangkatlah seorang Sekretaris Dewan Komisaris dengan Surat Keputusan Dewan Komisaris No. KEP/02/DEKOM/1999 tanggal 9 Nopember 1999.

The Secretary of the BOC

In order to expedite the implementation of its duties and under the Company's expense, the BOC is entitled to retain the assistance from the Secretary. Therefore, the Company appoints a Secretary of the BOC through the BOC's Decree No. KEP/02/DEKOM/1999 dated 9 November 1999.

Sekretaris Dewan Komisaris mempunyai fungsi untuk memberikan dukungan administratif dan kesekretariatan kepada Dewan Komisaris guna memperlancar pelaksanaan tugas-tugas Dewan Komisaris.

Tugas Pokok Sekretaris Dewan Komisaris

Tugas-tugas pokok Sekretaris Dewan Komisaris adalah sebagai berikut:

- a. Menyediakan informasi untuk kebutuhan Dewan Komisaris dalam rangka pengambilan keputusan.
- b. Mempersiapkan bahan-bahan yang diperlukan berkaitan dengan laporan-laporan rutin yang disampaikan Direksi dalam pengelolaan Perseroan, seperti Rencana Kerja dan Anggaran Perseroan, Laporan Tahunan, Laporan Triwulanan, Laporan Hasil Pemeriksaan Biro Pengawasan Intern serta laporan lainnya.
- c. Mempersiapkan bahan-bahan yang diperlukan berkaitan dengan hal-hal yang harus mendapatkan keputusan dari Dewan Komisaris berkenaan dengan pengelolaan Perseroan yang dilakukan oleh Direksi.
- d. Menyiapkan dan mengkoordinasikan agenda rapat dengan pihak-pihak yang hadir dalam rapat.
- e. Menyiapkan dan mengirimkan undangan Rapat Dewan Komisaris kepada pihak-pihak yang akan menghadiri Rapat Komisaris.
- f. Melakukan konfirmasi mengenai waktu, tempat, kehadiran serta hal-hal yang dipandang perlu demi kelancaran Rapat Dewan Komisaris.
- g. Penyelenggarakan pertemuan-pertemuan atau rapat-rapat Dewan Komisaris, baik internal Dewan Komisaris maupun dengan Direksi dan jajarannya serta pihak-pihak lainnya.
- h. Membuat dan mendokumentasikan risalah rapat Dewan Komisaris.
- i. Menyampaikan risalah Rapat Dewan Komisaris kepada pihak-pihak yang berkepentingan.
- j. Mempersiapkan pertimbangan-pertimbangan, pendapat, saran-saran dan keputusan lainnya dari Dewan Komisaris untuk Para Pemegang Saham, Direksi dan pihak-pihak terkait dengan pengelolaan Perseroan.
- k. Menindaklanjuti setiap keputusan Dewan Komisaris dengan cara sebagai berikut:
 - Mencatat setiap keputusan yang dihasilkan dalam forum-forum pengambilan keputusan serta penanggung jawabnya.
 - Memantau dan mengecek tahapan kemajuan pelaksanaan hasil keputusan Rapat Dewan Komisaris, pertimbangan, pendapat, saran dan keputusan-keputusan Dewan Komisaris lainnya.

The BOC's Secretary was functioned to provide an administrative and secretary support to the BOC in order to expedite the implementation of the BOC's duties.

Main Duties of the BOC's Secretary

The main duties of the BOC's Secretary are as follows:

- a. To provide information as required by the Board of Commissioners in order to take an appropriate decision.
- b. To prepare required material that related to the regular report which was submitted by the Board of Directors in managing the Company, such as the Company's Work and Budgetary Plan, Annual Report, Quarterly Report, Audit Assessment Result from the Internal Audit Bureau and other reports.
- c. To prepare required material which related to specific terms that need the approval from the Board of Commissioners, pertaining with the management of the Company which was conducted by the Board of Directors.
- d. To prepare and coordinate meeting agenda with all parties whom attending the meeting.
- e. To prepare and send the Board of Commissioners Meeting invitation to all parties whom attending the Meeting.
- f. To confirm details concerning time, location, attendance and other aspects that deemed necessary to expedite the Board of Commissioners Meeting.
- g. To convene a plenary or Board of Commissioners meeting, whether in the form of internal meeting, or joint meeting with the Board of Directors as well as with other parties.
- h. To make and documented the resolution from the Board of Commissioners meeting.
- i. To submit the Board of Commissioners resolution to the stakeholders.
- j. To prepare such considerations, suggestions and other decisions from the Board of Commissioners towards the Shareholders, the Board of Directors and other related parties in relation with the management of the Company.
- k. To follow up the Board of Commissioners' decision with following actions:
 - To take notes of all decisions as results from decision making process as well as those whom responsible for every decision.
 - To monitor and examine the realization of Board of Commissioners meeting resolutions, that includes considerations, suggestion, opinion and other decision.

- Melakukan upaya untuk mendorong pelaksanaan tindak lanjut keputusan Rapat Dewan Komisaris, pertimbangan, pendapat, saran dan keputusan-keputusan Dewan Komisaris lainnya kepada penanggung jawab terkait.
 - l. Menyelenggarakan kegiatan di bidang kesekretariatan dalam lingkungan Dewan Komisaris, baik untuk keperluan Dewan Komisaris dan komite-komitennya serta pengadministrasiannya.
 - m. Melaksanakan dan mengkoordinasikan kegiatan tata persuratan dan kearsipan.
 - n. Melaksanakan dan mengkoordinasikan usaha-usaha untuk memperlancar kegiatan administrasi kesekretariatan baik untuk Dewan Komisaris maupun untuk Komite-Komite yang ada di dalam lingkungan Dewan Komisaris.
 - o. Melaksanakan dan mengkoordinasikan pengamanan atas data dan dokumen-dokumen yang berada dalam lingkungan kerja Dewan Komisaris.
- To carry out a follow up actions towards the BOC meeting resolutions, considerations, opinion, suggestion and other decision towards the related party which responsible for each action taken.
 - l. To convene a secretary actions towards the BOC environs, whether for the needs of the BOC and Committees under their jurisdiction, or administering the process.
 - m. To undertake and coordinate the mailing and filling activities.
 - n. To undertake and coordinate the effort to expedite the administration and secretary activities towards the BOC and Committees under their jurisdictions.
 - o. To undertake and coordinate data and information security within the BOC environs.

Profil Sekretaris Dewan Komisaris

Ridwan SE, MM

- S1 Fakultas Ekonomi Universitas Islam Jakarta jurusan Perusahaan lulus tahun 1984.
- S2 Magister Management Universitas Persada Indonesia.
- Pengalaman kerja sebagai PNS Departemen Keuangan sejak tahun 1973 dan bekerja pada Kementerian BUMN sejak tahun 1998.

Komite di bawah Dewan Komisaris

Pembentukan Komite – komite di bawah koordinasi Dewan Komisaris adalah didasari oleh Surat Keputusan Menteri BUMN No. KEP-117/M-MBU/2002 tanggal 1 Agustus 2002. Adapun beberapa Komite tersebut adalah sebagai berikut:

KOMITE AUDIT

Sejak tahun 1999, Dewan Komisaris telah membentuk Komite Audit yang ditetapkan dengan Keputusan Dewan Komisaris No. KEP/01/DEKOM/0699 tanggal 24 Juni 1999.

- a. Kewenangan
Berdasarkan surat tertulis dari Dewan Komisaris, Komite Audit dapat mengakses catatan atau informasi tentang karyawan, dana, asset serta sumber daya lainnya yang berkaitan dengan pelaksanaan tugasnya.

Profile of the BOC's Secretary

Ridwan SE, MM

- Bachelor from Economic Faculty of Jakarta Islamic University, graduate in 1984.
- Master degree in Management from Persada Indonesia University.
- Had an experienced of working as PNS at Financial Department since 1973 and worked at the SOE Ministry since 1998.

Committees under the BOC

The formation of committees under the coordination of the Board of Commissioners was based on the Ministers of SOE Decree No. KEP-117/M-MBU/2002 dated 1 August 2002. Several committees are as follows:

THE AUDIT COMMITTEE

Since 1999, the Board of Commissioners had established the Audit Committee which was stipulate under Commissioner's Decree No. KEP/01/DEKOM/0699 dated 24 June 1999.

- a. Authority
Pursuant to formal letter from the BOC, the Audit Committee is able to earn access or information regarding the employee, fund, assets as well as other sources which related to the execution of its duties.

Komite Audit berwenang untuk menyampaikan usulan kepada Dewan Komisaris untuk mengajukan calon Auditor Eksternal kepada RUPS untuk ditetapkan. Komite Audit melalui Dewan Komisaris wajib menyampaikan kepada RUPS alasan pencalonan tersebut dan besarnya honorarium/imbal jasa yang diusulkan untuk Auditor Eksternal tersebut.

b. Tugas Komite Audit

Komite Audit bertugas untuk:

- Membantu Dewan Komisaris untuk memastikan efektivitas sistem pengendalian intern dan efektifitas pelaksanaan tugas auditor eksternal dan auditor internal.
- Menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh Biro Pengawasan Intern maupun Auditor Eksternal.
- Memberikan rekomendasi mengenai penyempurnaan system pengendalian internal serta pelaksanaannya.
- Memastikan telah terdapat prosedur *review* yang memuaskan terhadap segala informasi yang dikeluarkan Perseroan.
- Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris serta tugas-tugas Dewan Komisaris lainnya.

Dewan Komisaris dapat memberikan penugasan lainnya kepada Komite Audit berupa namun tidak terbatas pada:

- Melakukan penelaahan atas informasi mengenai perusahaan, serta Rencana Jangka Panjang, Rencana Kerja dan Anggaran Perseroan, Laporan Manajemen dan informasi lainnya.
- Melakukan penelaahan atas ketaatan Perusahaan terhadap peraturan perundang-undangan yang berhubungan dengan kegiatan Perseroan.
- Melakukan penelaahan atas pengaduan yang berkaitan dengan Perseroan.
- Mengkaji kecukupan fungsi audit internal termasuk jumlah Auditor, rencana kerja tahunan dan penugasan yang telah dilaksanakan.
- Mengkaji kecukupan pelaksanaan audit eksternal termasuk di dalamnya perencanaan audit dan jumlah Auditornya.

c. Rapat Komite Audit

Komite Audit mengadakan rapat sekurang-kurangnya sekali setiap bulan.

Setiap rapat Komite Audit dituangkan risalah rapat yang ditandatangani oleh seluruh anggota Komite Audit yang hadir.

The Audit committee is entitled to provide suggestion to the Board of Commissioners in terms of proposing the candidacy for External Auditor to be endorsed through the GMS. The Audit Committee through the BOC is obliged to extend several reasons for candidature and total amount of honorarium/ services fee of the External Auditor to the GMS

b. Duties of the Audit Committee

Several duties of the Audit Committee are:

- To support the BOC in ensuring the effectiveness of the internal control system and effective implementation of specific tasks carried out by the external and internal auditor.
- Evaluate the implementation of activities and audit results which was carried out by the Internal Control Bureau or the External Auditor.
- Provide recommendation regarding the completion and execution of the internal control system.
- To ensure that all information procedures which was established by the Company had been reviewed with a satisfying results.
- Undertake an identification towards certain matters that requires the BOC's attention as well as other duties of the BOC.

The BOC could hand out other assignment to the Audit Committee but not limited to the followings:

- Undertake a review concerning the Company's information, Long Term Business Plan, Work and Budgetary Plan, Management Report as well as other informations.
- Undertake a review towards the observance of the Company towards prevailing laws that related to the Company's activities.
- Undertake a review towards all complaints pertaining to the Company.
- Undertake the examination towards the adequate function of the internal audit including a total number of Auditor, annual business plan and the assignment which had been applied.
- Undertake the examination towards the adequate implementation of the external audit, including the audit plan and the number of Auditors.

c. The Audit Committee Meeting

The Audit Committee convenes a regular meeting, at least once a month.

The resolution of the Audit Committee meeting was written on minutes of meeting and signed by all members of the Audit Committee whom attended the meeting.

Adapun penjabaran frekuensi rapat Komite Audit adalah sebagai berikut:

NAMA Name	JUMLAH RAPAT Total Meetings	JUMLAH KEHADIRAN Total Attendance	PROSENTASE (%) Percentage (%)
Endah Sri Wahyuni	15	11	73
Khomsiyah*	15	9	60

The description of the Audit Committee meeting is illustrated at the following tables:

d. Rencana Kerja berbanding Realisasi dari aktivitas Komite Audit
 Sesuai dengan Piagam Komite, maka perbandingan antara rencana kerja dan realisasi pada tahun 2008 digambarkan seperti di bawah ini:

d. Work Plan versus Its Realization of the Audit Committee
 Pursuant to the Committee Charter, the comparative analysis between the 2008 work plan and its realization is illustrated on the following tables:

PT Jamsostek (Persero) PROGRAM KERJA vs REALISASI KOMITE AUDIT TAHUN 2008 2008 Work Plan VS Its Realization of the Audit Committee of PT Jamsostek (Persero)					
No.	KETERANGAN	RENCANA KERJA/Plan Work	REALISASI	Realization	DESCRIPTION
1	Membuat Analisa Laporan Keuangan a. PT Jamsostek Persero b. DPKP c. PKBL	Triwulan I/1st Quarter Triwulan III/3rd Quarter	Surat No. 148/DK/112008 tgl 17 Nopember 2008 Surat No. 08/DK/012009 tgl 30 Januari 2009	Letter No. 148/DK/112008 dated 17 November 2008 Letter No. 08/DK/012009 dated 30 January 2009	To make the Financial Report Analysis a. PT Jamsostek (Persero) b. DPKP c. PKBL
2	Memantau perkembangan <i>general audit</i> yang dilakukan oleh KAP yang terpilih untuk Laporan Keuangan Tahun buku 2007: a. PT Jamsostek (Persero) b. DPKP c. PKBL	a. Rapat reguler 2 mingguan/Regular meeting on every 2 week b. Ikut serta dalam <i>closing meeting</i> di daerah/ Participated on Regional closed meeting a. Evaluasi atas kinerja KAP/Evaluation on KAP performance	a. Notulen rapat lihat pada BPI b. Ikut closing meeting di daerah Surabaya, Makassar dan Balikpapan. a. Memo Internal No. 05A/DA/052008 tgl 19 Mei 2008 b. Revisi pedoman pengadaan KAP	a. Meeting resolution, see Internal Audit Division b. Participated in closing meeting at Surabaya, Makassar and Balikpapan a. Internal Memo No.: 04/DA/052008 dated 19 May 2009 b. Manual revised on selection of KAP	To monitor the general audit progress which was conducted by selected KAP for Financial Report of Fiscal Year 2007: a. PT Jamsostek (Persero) b. DPKP c. PKBL
3	Membuat analisa Laporan Keuangan tahun buku 2007 (Audited): a. PT Jamsostek (Persero) b. DPKP c. PKBL		Surat No. : 39/DK/032008 tgl 31 Maret 2008	Letter No.: 39/DK/032008 dated 31 March 2008	To make the Financial Report Analysis for Fiscal Year 2007 (Audited): a. PT Jamsostek (Persero) b. DPKP c. PKBL
4	Membuat tanggapan Dewan Komisaris untuk RUPS atas Laporan Keuangan <i>audited</i> tahun buku 2007" a. PT Jamsostek (Persero) b. DPKP c. PKBL		a. Rapat persiapan Pra-RUPS tgl 6 Mei'08 b. Pra- RUPS tanggal 15 Mei'08 c. RUPS tgl 26 Juni 2008 d. Tanggapan DeKom atas LapKeu <i>audited</i> tahun 2007 (Surat No. 74/DK/062008 tgl 5 Juni 2008)	a. Preparation on Pre-GMS meeting 6 May 2008 b. Pre-GMS on 15 May 2008 c. GMS on 26 June 2008 d. The BOC conception of the 2007 Audited Financial Report (Letter No.74/DK/062008 dated 5 June 2008)	To make suggestion to the BOC on the 2007 Audited Financial Report to be extended at GMS" a. PT Jamsostek (Persero) b. DPKP c. PKBL
5	Mereview Laporan Hasil Audit (LHA) BPI baik utk LHA atas <i>General Audit</i> maupun <i>Special Audit</i> untuk mengetahui efektifitas pengendalian intern	Berdasarkan LHA yang masuk/Based on the incomeing LHA	PKAT tahun 2008	The 2008 PKAT	To review the Audit Assessment Result (LHA) both on the General Audit and Special Audit to find out about the internal control effectiveness
6	Melakukan kunjungan kerja ke Kantor-kantor Cabang	+/- 10 kali +/- 10 times	Laporan kunjungan kerja ke Kantor- kantor Cabang Sebanyak 23 kali	Duty Visit Report to Branch Offices for a total of 23 times	To conduct a duty visit to the Branch Offices

7	Berpartisipasi dan membantu Komisaris dlm memberikan tanggapan atas penyusunan RKAP tahun 2009 atas : a. PT Jamsostek (Persero) b. DPKP c. PKBL	Oktober/November 2008 October/November 2008	a. Rapat Komisaris tgl 9 Desember 2008 b. Pra-RUPS RKAP tgl 23 Desember 2008 c. Tanggapan Dekom atas RKAP tahun 2009	a. Commissioners Meeting at 9 December 2008 b. Pre-GMS RKAP on 23 December 2008 c. The BOC conception towards the 2009 RKAP	To participate and assist the Commissioners in providing suggestion towards the formation of the 2009 RKAP of: a. PT Jamsostek (Persero) b. DPKP c. PKBL
8	Berpartisipasi dalam Penyusunan RJPP tahun 2009-2013 sampai RJPP tersebut disahkan oleh RUPS		a. Rapat Komisaris dgn Konsultan RJPP tgl 5 Agustus 2008 b. Workshop RJPP tgl 20-22 Agustus 2008 c. Rapat Komisaris tgl 16 Oktober 2008	a. The BOC Meeting with RJPP Consultant on 5 August 2008 b. RJPP Workshop on 20-22 August 2008 c. The BOC Meeting on 16 October 2008	To participate in the formation of 2009-2013 RJPP until the endorsement process of RJPP being ratified by the GMS
9	Rapat Internal Komisaris	Setiap bulan Every month	a. 28 2008 January Pembahasan Rencana Kerja Dekom thn 2008 b. 29 Juli 2008 Pembahasan Hasil Assessment GCG thn 2007 oleh BPKP c. 1-3 Agustus 2008 Konsinyering utk menindaklanjuti Hsl Assessment GCG tahun 2007 d. 24 September 2008 Membahas ttg Persetujuan Calon Pemenang KAP utk General Audit thn buku 2008 & Penetapan Pemenang KAP	a. 28 January 2008, Discussion of the 2008 BOC's Work Plan b. 29 July 2008, Discussion on the GCG Assessment Result by BPKP c. 01-03 August 2008, Confinement to follow up the 2007 GCG Assessment Results d. 24 September 2008, Discussion on the Approval of a Candidate Winner of the KAP for General Audit of Fiscal Year 2008 and the appointment of KAP Winner	The Internal Commissioners Meeting
10	Rapat Komite Audit dengan BPI	Setiap bulan Every month	Realisasi lihat notulen BPI	Realization, see Internal Audit Division resolution	The Audit Committee Meeting with BPI
TAMBAHAN TUGAS DI LUAR RENCANA KERJA TAHUN 2008 Additional Tasks Outside The 2008 Work Plan					
11	Berpartisipasi dalam <i>assessment</i> GCG tahun 2008		a. Masuk dalam TIM GCG sebagai anggota dgn <i>Sprint</i> No. SPRIN/293/082008 tanggal 15 Agustus 2008 b. <i>Review</i> hasil <i>assessment</i> GCG thn lalu untuk persiapan yg lebih baik c. Tindak lanjut atas kekurangan yang ada	a. Joint the GCG Team as a member with <i>Sprint</i> No. SPRIN/203/082008 dated 15 August 2008 b. Review on last year's GCG Assessment Result to make a better preparation c. To follow up the existing lackness	To participate in the 2008 GCG Assessment
12	Berpartisipasi dalam ARA (Annual Report Award)		Masuk dalam TIM ARA	Joint the ARA Team	To participate in Annual Report Award (ARA)
13	Membantu Dewan Komisaris mereview kebijakan Manajemen Resiko				To assist the BOD in reviewing the Risk Management Policy
14	Berpartisipasi dalam Pemilihan KAP untuk pemeriksaan laporan keuangan tahun buku 2008		Masuk dalam TIM KAP sebagai Ketua TIM dengan <i>Sprint</i> No. SPRIN/249/072008 tanggal 21 Juli 2008	Joint the KAP Team as Chairman with <i>Sprint</i> No. SPRIN/249/072008 dated 21 July 2008	To participate in the KAP Election for auditing the financial report of fiscal year 2008
15	Berpartisipasi dalam CBHRM		Masuk dalam TIM CBHRM sebagai anggota dengan <i>Sprint</i> No. SPRIN/412/112008 tanggal 24 Nopember 2008	Join the CBHRM Team as member with <i>Sprint</i> No. SPRIN/412/112008 dated 24 November 2008	To participate in the CBHRM
16	Berpartisipasi dalam revisi pedoman Pengadaan Barang dan Jasa		Masuk dalam TIM revisi sebagai anggota dengan <i>Sprint</i> No. SPRIN/44/022008 tanggal 13 Februari 2008	Joint the revised Team as member with <i>Sprint</i> No. SPRIN/44/022008 dated 13 February 2008	To participate in the revised program of Procurement of Product and Services Manual

e. Keanggotaan tahun 2008

Keanggotaan Komite Audit

- Keanggotaan Komite Audit terdiri dari sekurang-kurangnya 1 (satu) orang anggota Dewan Komisaris dan 2 (dua) orang ahli yang berasal dari luar (bukan merupakan pegawai Perseroan).
- Salah satu anggota Dewan Komisaris bertindak sebagai Ketua Komite Audit.

Untuk tahun 2008, Dewan Komisaris telah menetapkan Anggota Komite Audit melalui Keputusan No. KEP/02/DEKOM/042008 tanggal 1 April 2008 atas nama Khomsiyah dengan masa tugas sampai dengan Maret 2009 dan No. KEP/03/DEKOM/112008 tanggal 1 Nopember 2008 atas nama Endah Sri Wahyuni dengan masa tugas sampai dengan Nopember 2009.

Semenjak penetapan tersebut, para anggota Komite Audit telah aktif melaksanakan tugasnya dalam rangka membantu kelancaran tugas Dewan Komisaris. Selanjutnya, komposisi keanggotaan dari Komite Audit terdiri dari

Ketua	Drs. Sjukur Sarto, MS
Anggota	Endah Sri Wahyuni Khomsiyah

Pengangkatan Komite Audit di atas harus memenuhi syarat:

- Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang pengawasan pemeriksaan.
- Tidak memiliki kepentingan keterkaitan pribadi yang dapat menimbulkan dampak *negative* dan konflik kepentingan terhadap BUMN yang bersangkutan; dan
- Mampu berkomunikasi secara efektif.

f. Profile Anggota Komite Audit

Endah Sri Wahyuni SE,Ak,MAK

- S1 Fakultas Ekonomi Universitas Brawijaya jurusan Akuntansi.
- S2 Magister Akuntansi, Universitas Indonesia, konsentrasi akuntansi manajemen (MAK).
- Kandidat Doktor Program Ilmu Akuntansi Fakultas Ekonomi Universitas Indonesia.
- Pengalaman kerja sebagai pendidik, konsultan pada Kantor Akuntan Publik HDIS.

Khomsiyah

- S1 Fakultas Ekonomi Universitas Gadjah Mada jurusan Akuntansi lulus tahun 1983.
- S2 Magister Manajemen Universitas Trisakti lulus tahun 1999.

e. The 2008 membership

The Audit Committee Member

- The composition of the Audit Committee member is comprises of at lease one member from the BOC and two independent expertise outside the Company (non staff of the Company)
- One of the members of the BOC acts as the Chairman of the Audit Committee.

In 2008, The BOC had stipulated the Member of the Audit Committee through a Decree No. KEP/02/DEKOM/112008 dated 1 April 2008, Khomsiyah, with working period until March 2009 and No. KEP/03/DEKOM/112008 dated 1 November 2008, Endah Sri Wahyuni, with working period until November 2009.

Thenceforward, the member of the Audit Committee had pro actively carried out its roles in order to support the duties of the BOC. Furthermore, the composition of the Audit Committee was comprises with description bellow:

Chairman	Drs. Sjukur Sarto, MS
Member	Endah Sri Wahyuni Khomsiyah

The appointment of Audit Committee should obliged to prevailing terms and condition as follows:

- Equipped with a good integrity and knowledge as well as the adequate experience in scrutiny monitoring.
- Do not have personal interest that would cause a negative impact and conflict of interest towards related SOE; and
- Able to communicate in an effective manner.

f. Profile of the Audit Committee

Endah Sri Wahyuni SE,Ak,MAK

- Bachelor degree from the Economic Faculty of Brawijaya University, majoring in Accounting.
- Master degree in Accounting from the Indonesian University, specializing in Managerial Accounting (MAK).
- Doctoral candidate from the Economic Faculty of Indonesian University.
- Previously worked as lecturer and consultant at Public Accountant Firm of HDIS.

Khomsiyah

- Bachelor degree from the Economic Faculty of Gadjah Mada University, majoring in Accounting and graduate in 1983.
- Master degree in Management from Trisakti University and graduate in 1999.

- S3 Doktor Program Ilmu Akuntansi Fakultas Ekonomi Gadjah Mada lulus tahun 2005.
- Pengalaman kerja sebagai pendidik, konsultan pada Kantor Akuntan Publik Usman & Rekan.

- PhD on Accounting Program from Gadjah Mada University and graduate in 2005.
- Previously worked as lecturer and consultant at Public Accountant Firm of Usman & Partner.

KOMITE MANAJEMEN RISIKO

a. Kewenangan

Komite Manajemen Risiko merupakan Komite Dewan Komisaris yang membantu Dewan Komisaris dalam memberikan masukan tentang kebijakan manajemen risiko, antisipasi serta penanganannya dalam rangka pelaksanaan tugas Dewan Komisaris dalam memberikan nasihat serta masukan kepada Direksi.

b. Tugas dan tanggung jawab

1. Menyusun rencana kerja yang diperlukan dalam melakukan aktivitas pengelolaan manajemen risiko.
2. Melakukan kajian dan memberikan masukan kepada Dewan Komisaris terkait dengan identifikasi dan penilaian risiko yang dihadapi Perseroan yang meliputi namun tidak terbatas pada faktor risiko yang timbul akibat perubahan kondisi ekonomi, perubahan sosial politik, perubahan kebijakan Pemerintah dan/atau adanya regulasi baru yang mempengaruhi kegiatan operasional dan kinerja Perseroan.
3. Memberikan masukan kepada Dewan Komisaris terkait dengan kebijakan internal Perseroan dimana berdasarkan peraturan perundang-undangan dan/atau Anggaran Dasar, Direksi dalam melaksanakan kebijakan tersebut harus memperoleh pendapat dan/atau persetujuan Dewan Komisaris seperti faktor risiko yang timbul akibat perubahan struktur organisasi, diversifikasi usaha, pembentukan anak perusahaan, penghapusan atau pelepasan aset Perseroan, pengajuan pinjaman jangka panjang, investasi yang material dan penyertaan pada perusahaan lain.
4. Memberikan masukan kepada Dewan Komisaris terkait dengan Kebijakan Internal Perseroan yang secara signifikan dan material akan berpengaruh pada kinerja Perseroan seperti namun tidak terbatas pada faktor risiko yang timbul akibat:
 - Perubahan Teknis dan Prosedur Pelayanan.
 - Perubahan sistem teknologi yang digunakan.
 - Kebijakan investasi dan kerjasama komersial.
 - Kebijakan di bidang sumber daya manusia seperti rekrutmen, pensiun dini, pemberian saham (employee stock option planning), pemberian bonus dan sebagainya.

RISK MANAGEMENT COMMITTEE

a. Authority

The Risk Management Committee is a Committee under the Board of Commissioner which assist the BOC in providing input on risk management policy, anticipated action and the handling method in line with the Board of Commissioner's duty to provide advice or recommendations to the BOD.

b. Duties and Responsibilities

1. To formulate a required work plan for undertaking the activity of managing risk management.
2. To analyze and provide input to the Board of Commissioner in relation with identifying and evaluating risks encountered by the Company which covered but not limited to the arising risks from the economic conditions, social and political changes, changes in Government policy and/or new regulation that could influence the operational activity and the Company's performance.
3. To provide input to the Board of Commissioners in relation with the internal policy of the Company, in which, pursuant to the prevailing laws and/or the Articles of Association, the BOD, in handling over those policies should obtain suggestion and/or approval from the BOC such as the risks factor that might be arise due to the changes of the organizational structure, business diversification, formation of subsidiary company, the releases or write-offs of the Company's assets, submission of long-term loan, material investment and participation at other companies.
4. To provide suggestion to the Board of Commissioners in relation with the Company's Internal Policy, which could significantly influenced the performance of the Company, specific but not limited to the arising risk factor such as the followings:
 - Changes in Technical and Services Procedures.
 - Changes in the use of technological system.
 - The investment policy and commercial agreement.
 - Human resources policy, such as recruitment, early retirement, employee stock option planning, bonuses and so forth.

- Kebijakan di bidang keuangan dan akuntansi.
 - Permasalahan di bidang hukum seperti adanya tuntutan hukum dari pihak ketiga.
 - Dampak yang timbul akibat berlakunya suatu kebijakan/regulasi internal baru di PT Jamsostek (Persero).
 - Kebijakan yang terkait dengan reputasi dan citra (image) Perseroan.
5. Melakukan kajian terhadap system dan prosedur yang berkaitan dengan pengelolaan risiko dan memberikan rekomendasi penyempurnaan secara berkelanjutan yang diperlukan kepada Direksi melalui Dewan Komisaris.
 6. Melakukan koordinasi dengan Unit Manajemen Risiko yang bertugas mengelola risiko di PT Jamsostek (Persero) dalam melakukan identifikasi, penilaian, *monitoring* dan penanganan risiko yang dihadapi Perseroan.
 7. Melaksanakan penugasan lainnya dari Dewan Komisaris terkait dengan aspek manajemen risiko.

c. Aktivitas Komite Manajemen Risiko di tahun 2008 adalah sebagai berikut:

Karena belum berfungsinya Direktorat Kepatuhan dan Manajemen Risiko, maka sejak tanggal 11 Februari 2008 dengan Memo Dewan Komisaris No. M/05/DK/022008, maka keberadaan Komite Manajemen Risiko untuk sementara di non aktifkan.

KOMITE NOMINASI

1. Komite Nominasi yang bertanggung jawab kepada Dewan Komisaris pada dasarnya tidak dibentuk secara permanen pada PT Jamsostek (Persero). Namun demikian, dalam hal adanya rencana pergantian Dewan Komisaris atau Direksi, Pemegang saham mengkomunikasikan masalah tersebut kepada Dewan Komisaris/Direksi.
2. Fungsi pengawasan pada Badan Penyelenggara PT Jamsostek (Persero) diatur secara khusus dalam UU No. 3/1992 tentang Jaminan Sosial Tenaga Kerja sebagaimana dimaksud dalam pasal 27 bahwa pengendalian dilaksanakan oleh Pemerintah dengan mengikutsertakan unsur pengusaha dan tenaga kerja dalam wadah yang menjalankan fungsi pengawasan sesuai dengan peraturan perundang-undangan yang berlaku.
3. Seleksi calon Direksi BUMN pada umumnya telah diatur dalam Keputusan Menteri BUMN No. KEP/09A/MBU/2005 tentang Penilaian Kelayakan dan Kepatuhan (Fit and Proper Test) Calon Anggota Direksi BUMN dimana dalam keputusan tersebut tidak mensyaratkan

c. The 2008 activities of Risk Management Committee are as follows:

Due to the dis function of Compliance and Risk Management Directorate, thus, since 11 February 2008, pursuant to the BOC Memos No.M/05/DK/022008, then the existence of Risk Management Committee is temporarily being non active.

NOMINATION COMMITTEE

1. The Nomination Committee which is responsible to the Board of Commissioner basically was not being permanently established at PT Jamsostek (Persero). Nevertheless, due to formation changes of the BOC or the BOD, the shareholders were communicating those issues directly to the BOC/the BOD.
2. The overseeing function at PT Jamsostek (Persero) was being arranged specifically under Laws No. 3/1992 regarding Social Security Scheme of Workers, as stipulated on Article 27 that it was being controlled by the Government and involving the entrepreneur and workers under the coordination of institution which undertake the monitoring function pursuant to the prevailing laws.
3. Selection on the SOE candidacy for the Directors position had been formulated within the Minister SOE Decree No. KEP/09A/MBU/2005 regarding Fit and Proper Test of Candidacy on SOE member of the Board of Directors, in which, the stipulated decision was not presuppose the

adanya kewenangan Dewan Komisaris untuk mengusulkan calon anggota Direksi.

4. Atas dasar pertimbangan tersebut, Dewan Komisaris PT Jamsostek (Persero) tidak membentuk Komite Nominasi yang ditetapkan secara permanen.

KOMITE RENUMERASI

1. Penetapan remunerasi Dewan Komisaris dan Direksi ditetapkan setiap tahunnya oleh Rapat Umum Pemegang Saham atas laporan pertanggungjawaban tahunan/keuangan (audited) dengan dasar penilaian yang sepenuhnya ditetapkan oleh Pemegang Saham.
2. Penetapan remunerasi pejabat/karyawan PT Jamsostek (Persero) dianalisa dan dievaluasi oleh Dewan Komisaris pada saat pembahasan Rencana Kerja dan Anggaran Perseroan setiap tahunnya.
3. Dengan demikian, Dewan Komisaris belum menganggap perlu untuk dibuat Komite Remunerasi secara permanen pada PT Jamsostek (Persero).

authority of the BOC to suggest a candidate for the BOD members.

4. Based on such consideration, the BOC of PT Jamsostek (Persero) was not permanently established the existence of Nomination Committee.

REMUNERATION COMMITTEE

1. The establishment of the BOC and the BOD's remuneration was being set annually through the General Meeting of Shareholders, in line with the annual responsibility report/financial (audited) report, under basic appraisal which was fully determined by the Shareholders.
2. The establishment of the Company's Management/Employee remuneration which was being analyzes and evaluate by the BOC under discussion forum of the Company's Annual Work and Budgetary Plan.
3. Therefore, the BOC consider that permanent establishment of the Remuneration Committee at PT Jamsostek (Persero) was deemed unnecessary.



DIREKSI

Komposisi Direksi

Berdasarkan Surat Keputusan Menteri Badan Usaha Milik Negara Republik Indonesia No. KEP-15/MBU/2007 tanggal 16 Februari 2007 tentang pemberhentian dan pengangkatan anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Jamsostek, susunan Direksi PT Jamsostek (Persero) adalah sebagai berikut:

Direktur Utama	H. Hotbonar Sinaga
Direktur Umum dan SDM	Rahmaniah Hasdiani
Direktur Keuangan	Myra SR Asnar
Direktur Operasi dan Pelayanan	Ahmad Ansyori
Direktur Investasi	Indrasjwari K.S. Kartakusuma
Direktur Perencanaan, Pengembangan dan Informasi	H.D. Suyono
Direktur Kepatuhan dan Manajemen Risiko	Dewi Hanggraeni

Pada tanggal 18 Desember 2008, dilakukan pergantian anggota Direksi melalui Keputusan Menteri Negara Badan Usaha Milik Negara Republik Indonesia dan Rapat umum Pemegang saham Perusahaan Perseroan (Persero) PT Jamsostek No. KEP-249/MBU/2008 tentang Pemberhentian dan Pengangkatan Anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Jamsostek. Susunan Direksi menjadi sebagai berikut:

Direktur Utama	H. Hotbonar Sinaga
Direktur Umum dan SDM	Djoko Sungkono
Direktur Keuangan	Myra SR Asnar
Direktur Operasi dan Pelayanan	Ahmad Ansyori
Direktur Investasi	Elvyn G. Masassya
Direktur Perencanaan, Pengembangan dan Informasi	H.D. Suyono
Direktur Kepatuhan dan Manajemen Risiko	Karsanto

Profil dari masing-masing Direksi disajikan pada halaman 60-61 dari Laporan Tahunan ini.

Tugas dan Tanggung Jawab Direksi

Dalam rangka mewujudkan pelayanan prima dan manfaat yang optimal bagi peserta serta pengembangan program Jaminan Sosial Tenaga Kerja, maka perlu dilakukan peningkatan pengembangan pengelolaan perusahaan dengan menerapkan prinsip-prinsip *Good Corporate Governance*; dan berdasarkan Surat Keputusan Direksi PT Jamsostek (Persero) No. KEP/286/112007 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero), dengan ruang lingkup pekerjaan dan tanggung jawab Anggota Direksi sebagai berikut:

THE BOARD OF DIRECTORS (BOD)

The Composition of the Board of Directors

Based on the Decision Letter of the Minister of State-Owned Enterprise of the Republic of Indonesia No. KEP-15/MBU/2007 dated 16 February 2007 regarding the termination and election of the members of the Board of Directors of PT Jamsostek (Persero), the composition of the BOD of the Company are as follows:

President Director	H. Hotbonar Sinaga
Director of General Affairs and HR	Rahmaniah Hasdiani
Director of Finance	Myra SR Asnar
Director of Operation and Service	Ahmad Ansyori
Director of Investment	Indrasjwari K.S. Kartakusuma
Director of Planning, Development and Information	H.D. Suyono
Director of Compliance and Risk Management	Dewi Hanggraeni

On 18 December 2008, there has been a replacement of the Board of Directors members through the Decision from State Minister of State-Owned Enterprise's Decree and the General Meeting of Shareholders of PT Jamsostek (Persero) No. KEP-249/MBU/2008 regarding the termination and election of Members of the Board of Directors of PT Jamsostek (Persero). Thus, the composition are as follows:

President Director	H. Hotbonar Sinaga
Director of General Affairs and HR	Djoko Sungkono
Director of Finance	Myra SR Asnar
Director of Operation and Service	Ahmad Ansyori
Director of Investment	Elvyn G. Masassya
Director of Planning, Development and Information	H.D. Suyono
Director of Compliance and Risk Management	Karsanto

The Profile of each member of the Board of Directors are presented on page 60-61 on this Annual Report.

Roles and Responsibilities of the Board of Directors

In line with efforts to provide the best service and optimum benefits to the members as well as develop an Employee Social Security Scheme, therefore there is a need to intensify the development of corporate management by implementing Good Corporate Governance principles; and based on the Decision Letter of the Board of Directors of PT Jamsostek (Persero) No. KEP/286/112007 regarding the Organizational Structure and Job Description of PT Jamsostek (Persero), whereby the BOD scope of work and roles and responsibilities are as follows:

Direktur Utama

Direktur Utama dalam memimpin dan mengelola perusahaan mempunyai fungsi merencanakan, mengembangkan dan menetapkan kebijakan umum Perusahaan berdasarkan prinsip kehati-hatian, efektif dan efisien, sesuai dengan visi, misi, dan tujuan Perseroan serta mengoordinasikan kegiatan para Direktur, dan mengembangkan kebijakan komunikasi, pengawasan intern, kesekretariatan perusahaan dan peningkatan kesejahteraan peserta.

Untuk menyelenggarakan fungsi tersebut, Direktur Utama mempunyai tugas:

- Merencanakan kebijakan umum pengelolaan Perseroan sesuai visi, misi, dan tujuan Perseroan.
- Mengarahkan, mengembangkan dan menetapkan strategi pengelolaan Perseroan secara menyeluruh.
- Mengendalikan dan mengevaluasi seluruh kegiatan Perseroan serta melakukan koordinasi dan konsolidasi dalam pelaksanaan program Jaminan Sosial Tenaga Kerja.
- Mengoordinasikan pelaksanaan tugas para Direktur.
- Merencanakan dan menentukan kebijakan komunikasi, pengawasan intern, kesekretariatan perusahaan dan peningkatan kesejahteraan peserta.
- Mengarahkan, mengoordinasikan dan mengendalikan pelaksanaan strategi kesekretariatan, pengawasan intern, komunikasi perusahaan dan peningkatan kesejahteraan karyawan.

Unit Kerja yang termasuk dalam Direktorat Utama adalah:

- Biro Sekretariat Perusahaan
- Biro Pengawasan Intern
- Biro Hubungan Masyarakat
- Biro Peningkatan Kesejahteraan Peserta (PKP) dan Kemitraan Bina Lingkungan (KBL).

Direktur Operasi dan Pelayanan

Direktur Operasi dan Pelayanan mempunyai fungsi merencanakan, mengarahkan, mengoordinasikan, menetapkan dan mengendalikan kebijakan dan strategi operasi serta pelayanan guna tercapainya target kepesertaan dan kepuasan pelayanan bagi peserta.

Untuk menyelenggarakan fungsi tersebut, Direktur Operasi dan Pelayanan mempunyai tugas:

- Merencanakan dan menetapkan kebijakan operasi dan pelayanan.
- Mengarahkan dan mengoordinasikan pelaksanaan strategi perusahaan bidang operasi dan pelayanan.

President Director

In leading and managing the Company, the President Director is in charge with planning, developing and determining the general corporate policies based on the principles of prudent, effectiveness and efficiency that adheres to the vision, mission and objectives of the Company and coordinate the activities of the BOD, developing the communication policy, internal control, the corporate secretariat as well as enhancing the welfare of all participants.

To implement this role, the President Director has the following tasks:

- Plan general policies for managing the Company in accordance with the vision and mission, as well as the objectives of the Company.
- Direct, develop and determine the strategy for comprehensively managing the Company.
- Control and evaluate all of the Company's activities as well as coordinate and consolidate in respect to implement the Employees Social Security's Scheme.
- Coordinate the tasks of the BOD.
- Plan and decide the communication policy, internal control, corporate secretariat, and to improve the welfare of all participants.
- Direct, coordinate and control the strategic implementation of the secretariat, internal control, corporate communication and to improve the welfare of all participants.

Main Directorate oversees the following working units:

- Corporate Secretary Bureau
- Internal Control Bureau
- Public Relation Bureau
- Participant's Welfare Improvement (PKP) and Partnership and Community Development (KBL) Bureau.

Director of Operation and Services

The Director of Operations and Services plans, directs, coordinates, determines and controls operations and service policies as well as strategy to achieve the desired targets of memberships and satisfaction for the services rendered.

To perform this function, the Director of Operations and Services have the following tasks:

- Plan and determine operational and service policy.
- Direct and coordinate the implementation of strategy governing operations and services.

- Mengendalikan tercapainya kebijakan operasi dan pelayanan yang telah ditetapkan.

Unit kerja yang termasuk dalam Direktorat Operasi dan Pelayanan adalah:

- Divisi Operasi
- Divisi Teknis dan Pelayanan
- Divisi Pelayanan Jaminan Pemeliharaan Kesehatan (JPK).

Direktur Perencanaan, Pengembangan & Informasi

Direktur Perencanaan, Pengembangan dan Informasi mempunyai fungsi merencanakan, mengarahkan, mengoordinasikan, menetapkan dan mengendalikan kebijakan dan pengembangan perusahaan dan teknologi informasi dalam rangka meningkatkan *corporate value*.

Direktur Perencanaan, Pengembangan dan Informasi mempunyai tugas:

- Merencanakan dan menetapkan kebijakan perencanaan strategis jangka panjang (*corporate plan*), serta teknologi informasi perusahaan.
- Mengarahkan dan mengoordinasikan pelaksanaan kebijakan dan strategi perusahaan di bidang perencanaan dan pengembangan perusahaan serta teknologi informasi.
- Mengendalikan (evaluasi dan pengawasan) tercapainya kebijakan perencanaan dan pengembangan strategis sebagai *feedback* tercapainya Visi dan Misi perusahaan serta efektifitas strategi yang telah ditetapkan.
- Mengendalikan tercapainya kebijakan perencanaan dan pengembangan teknologi informasi perusahaan yang telah ditetapkan.

Unit kerja yang termasuk dalam Direktorat Perencanaan, Pengembangan dan Informasi adalah:

- Biro Perencanaan dan Pengembangan
- Biro Teknologi Informasi

Direktur Investasi

Direktur Investasi mempunyai fungsi merencanakan, menetapkan, mengarahkan, mengoordinasikan dan mengendalikan kebijakan serta menempatkan pengelolaan dana dalam berbagai portofolio berdasarkan prinsip hasil dan keamanan dana investasi sesuai ketentuan yang berlaku dalam rangka mencapai hasil yang optimal.

Untuk menyelenggarakan fungsi tersebut, Direktur Investasi mempunyai tugas:

- Manage to ensure that the operational and services policy are being achieved.

The Director of Operations and Services oversees the following Working Units:

- Operational Division
- Technical and Service Division
- Maintenance Division of Health Care Benefit (JPK).

Director of Planning, Development & Information

The Directorate of Planning, Development, and Information plans, directs, coordinates, determines and manages corporate policy and development, risk management, as well as information technology in order to improve a corporate value.

The Director of Planning, Development and Information has the following tasks:

- Plan and determine policies on long term corporate strategic planning, development, and information technology.
- Direct and coordinate corporate policy and strategy implementation that governs the corporate planning and development as well as the information technology.
- Control (evaluate and monitor) the achievement of strategic planning and development policies as feedback of the corporate vision and mission as well as the effective result of the targeted strategy.
- Monitor the achievement of targeted planning policy and the development of corporate information technology.

The Director of Planning, Development and Information oversees the following Working Units:

- Planning and Development Bureau
- Information Technology Bureau

Director of Investments

The Director of Investments plans, determines, directs, coordinates and manages the allocation of fund management policies to various portfolios based on the principles of returns and security of the investment funds in accordance with prevailing regulations to achieve an optimum results.

To execute its duties, the Director of Investment has the following tasks:

- Merencanakan dan menetapkan kebijakan portofolio dan strategi pengelolaan dana dalam bentuk-bentuk investasi.
 - Mengarahkan dan mengendalikan pelaksanaan strategi perusahaan penempatan dana.
 - Mengendalikan diversifikasi penempatan dana sehingga memberikan hasil yang optimal dengan memperhatikan keamanan dana.
 - Mengoordinasikan pelaksanaan evaluasi dan pengukuran kinerja portofolio investasi.
- Plan and establish policies that governs the investment-based fund management portfolio and strategy.
 - Direct and manage the implementation of the Company's fund management strategy.
 - Control diversification of funds invested so as to provide optimum returns by observing the fund's security.
 - Coordinate the evaluation and measurement of the investment portfolio's performance.

Unit kerja yang termasuk dalam Direktorat Investasi adalah:

- Divisi Analisa Portofolio
- Divisi Pasar Uang dan Pasar Modal
- Divisi Investasi Langsung

The Investment Directorate oversees the following Working Units:

- Portfolio Analysis Division
- Fund Market and Capital Market Division
- Direct Investment Division



Direktur Keuangan

Direktur Keuangan mempunyai fungsi merencanakan, mengelola keuangan dan mengendalikan rencana kerja perusahaan secara efektif dan efisien serta transparan sesuai sistem akuntansi jaminan sosial.

Untuk menyelenggarakan fungsi tersebut, Direktur Keuangan mempunyai tugas:

- Merencanakan dan menetapkan kebijakan dan strategi pengelolaan keuangan serta pelaporan keuangan.

Director of Finance

The Director of Finance seeks to effectively, efficiently, and transparently plan, manages the finances, and controls company expenses in line with social insurance accounting system.

To implement this function, the Director of Finance has the following tasks:

- Plan and determine policy and financial management strategy as well as financial reporting.

- Mengarahkan dan mengoordinasikan pelaksanaan strategi perusahaan di bidang keuangan.
- Mengarahkan dan mengendalikan penyusunan Rencana Kerja dan Anggaran Perseroan (RKAP) secara efektif dan efisien (kepatuhan anggaran sesuai jadwal yang ditetapkan).
- Mengendalikan tercapainya kebijakan keuangan dan pelaporan yang telah ditetapkan.

Unit kerja yang termasuk dalam Direktorat Keuangan adalah:

- Biro Pengendalian Keuangan
- Biro Keuangan
- Biro Akuntansi

- Direct and coordinate the financial strategy implementation of the Company's.
- Direct and control the formation of Annual Work and Budgetary Plan of the Company effectively and efficiently (comply to the set budgetary plan).
- Manages prescribed financial policy and the reporting system as stated.

The Finance Directorate oversees the following Working Units:

- Comptroller Bureau
- Finance Bureau
- Accounting Bureau



Direktur Umum dan SDM

Direktur Umum dan SDM mempunyai fungsi merencanakan, menetapkan, mengarahkan, mengoordinasikan dan mengendalikan kebijakan dan strategi di bidang Sumber Daya Manusia (SDM), pendidikan dan pelatihan, pengadaan serta sarana dan prasarana guna tercapainya tujuan Perseroan.

Direktur Umum dan SDM mempunyai tugas:

- Merencanakan, menetapkan dan mengendalikan kebijakan di bidang sumber daya manusia, pendidikan dan pelatihan, pengadaan dan pengelolaan sarana prasarana.

Director of General Affairs and HR

The Director General Affairs and HR plans, determines, directs, coordinates and controls policy and strategy related to Human Resources (HR), education and training, as well as procurement of facilities and utilities needed to ensure the effective utilization of the Company's resources.

The tasks of the Director of General Affairs and HR are as follows:

- Plan, establish and manage policies that governs the human resources, education and training, procurement and management of facilities and utilities.

- Mengarahkan dan mengoordinasikan pelaksanaan strategi perusahaan di bidang sumber daya manusia, pendidikan dan latihan, pengadaan sarana dan prasarana.
- Mengendalikan terlaksananya kebijakan SDM, pendidikan dan pelatihan, pengadaan, sarana & prasarana yang telah ditetapkan.

Unit kerja yang termasuk dalam Direktorat Umum dan SDM adalah:

- Biro Sumber Daya Manusia
- Biro Pendidikan dan Pelatihan
- Biro Pengadaan
- Biro Sarana dan Prasarana

Direktur Kepatuhan dan Manajemen Risiko

Direktur Kepatuhan dan Manajemen Risiko mempunyai fungsi merencanakan, mengarahkan, mengoordinasikan, menetapkan dan mengendalikan kebijakan dalam pengelolaan risiko, hukum dan kepatuhan terhadap peraturan perundangan yang berlaku guna meminimalisasi risiko usaha dan masalah hukum yang dapat membawa dampak negatif pada Perseroan.

Direktur Kepatuhan dan Manajemen Risiko mempunyai tugas:

- Merencanakan, menetapkan dan mengendalikan kebijakan hukum, kepatuhan dan strategi manajemen risiko secara komprehensif.
- Mengarahkan dan mengoordinasikan penerapan kepatuhan terhadap sistem & prosedur, hukum dan peraturan yang berlaku.
- Mengarahkan, mengoordinasikan dan evaluasi penerapan manajemen risiko pada seluruh jenjang organisasi.
- Mengendalikan tercapainya kebijakan dan strategi manajemen risiko, kepatuhan serta hukum yang telah ditetapkan.
- Memastikan penerapan Prinsip Empat Mata dalam pengambilan keputusan-keputusan perusahaan bersama Direktorat terkait lainnya.

Unit kerja yang termasuk dalam Direktorat Kepatuhan dan Manajemen Risiko adalah:

- Biro Kepatuhan dan Hukum
- Biro Manajemen Risiko

Frekuensi Rapat dan Tingkat Kehadiran Anggota Direksi

Pada tahun 2008, Direksi mengadakan rapat sebanyak 35 (tiga puluh lima) kali. Adapun penjabaran frekuensi rapat Direksi tersebut adalah sebagai berikut:

- Direct and coordinate implementation of corporate strategy related to human resources, education and training, as well as facilities and utilities.
- Manage implementation of established policies on HR, education and training, facilities and utilities.

The General Affairs and HR Directorates oversees the following Working Units:

- Human Resources Bureau
- Education and Training Bureau
- Procurement Bureau
- Facilities & Utilities Bureau

Director of Compliance and Risk Management

Director of Compliance and Risk Management plan, direct, coordinate, sets and control the policies on managing risks, legal and compliance to the prevailing laws and regulations in order to minimize the corporate risk and legal matters which could have a negative impact on the Company.

To implement this function, the Director of Compliance and Risk Management has the following tasks:

- To plan, sets and control the legal policy, compliance and risk management strategy comprehensively.
- To direct and coordinate the implementation of compliance with the prevailing system, procedures, laws and regulations.
- To direct, coordinate and evaluate the application of risk management towards all level of organization's.
- To control the implementation of risk management strategy and policy, as well as compliance on the prevailing laws.
- To ensure the implementation of Four Eyes Principles in decision making process with the support of other related Directorates.

The Compliance and Risk Management Directorates oversees the following Working Units:

- Compliance and Legal Bureau
- Risk Management Bureau

The frequency of Meetings and Level of Attendance of Members of the BOD

In 2008, the Board of Directors convened a 35 (thirty five) meetings. The frequency of Meetings will be clarified as follows:

NAMA Name	JUMLAH RAPAT Total Meetings	JUMLAH HADIR Total Attendance	PROSENTASE (%) Percentage (%)
H. Hotbonar Sinaga	23	23	100.00%
Myra SR Asnar	23	22	95.65%
Indrasjwari K.S. Kartakusuma*	23	20	86.96%
H.D. Suyono	23	21	91.30%
Rahmaniah Hasdiani*	20	19	95.00%
Ahmad Ansyori	23	19	82.61%
Dewi Hanggraeni*	20	18	90.00%
Elvyn G. Masassya**	3	3	100.00%
Djoko Sungkono**	3	3	100.00%
Karsanto**	3	3	100.00%

* Menjabat sampai dengan 18 Desember 2008/Served until 18 December 2008

** Menjabat sejak 18 Desember 2008/Served since 18 December 2008

Remunerasi Direksi

Remunerasi Direksi tahun buku 2008 ditetapkan dalam risalah RUPS tentang persetujuan Laporan Tahunan dan pengesahan perhitungan tahunan tahun buku 2007, dimana penetapan gaji, fasilitas Direksi serta honorarium sebagai berikut:

Remuneration of the Board of Directors

Remuneration of the Board of Directors for fiscal year 2008 were established within the minutes of the GMS regarding the approval of the Annual Report and endorsement for calculating fiscal year 2007 which determined the salary, facilities as well as honorarium of the BOD as follows:

NAMA Name	GAJI Salary	TUNJANGAN Allowance	THP/ BULANAN Monthly THP	THP 2008 2008 THP	TANTIEM Bonus	TOTAL Total
H. Hotbonar Sinaga**	44.000.000		44.000.000	528.000.000	642.000.000	1.170.000.000
Myra SR Asnar	39.600.000	8.000.000	47.600.000	571.200.000	577.000.000	1.148.200.000
Indrasjwari K.S. Kartakusuma*	39.600.000	8.000.000	47.600.000	571.200.000	557.000.000	1.128.200.000
H.D. Suyono	39.600.000	8.000.000	47.600.000	571.200.000	577.000.000	1.148.200.000
Rahmaniah Hasdiani*	39.600.000	8.000.000	47.600.000	571.200.000	557.000.000	1.128.200.000
Ahmad Ansyori	39.600.000	8.000.000	47.600.000	571.200.000	577.000.000	1.148.200.000
Dewi Hanggraeni*	39.600.000	8.000.000	47.600.000	571.200.000	557.000.000	1.128.200.000
	281.600.000	48.000.000	329.600.000	3.955.200.000	4.044.000.000	7.999.200.000

* Menjabat sampai dengan 13 Nopember 2008/Served until 13 November 2008

** Direktur Utama (H. Hotbonar Sinaga) tidak diberikan tunjangan rumah jabatan, karena yang bersangkutan telah disediakan rumah jabatan/
The President Director (H. Hotbonar Sinaga) was not given a housing allowance because he had been provided with the corporate housing.

a. Gaji Direksi

- Fasilitas Direksi.
- Asuransi Santunan Purna Jabatan dengan premi per tahun maksimum 3(tiga) kali gaji/honorarium per bulan.

b. Fasilitas Direksi

- Apabila Perseroan tidak menyediakan fasilitas rumah jabatan, maka, kepada anggota Direksi dapat diberikan kompensasi bulanan untuk fasilitas rumah jabatan yang besarnya Rp8.000.000 per bulan.

a. Salary of the Board of Directors

- Director's facilities.
- Post-official Insurance compensation with annual premium of a maximum three times salary/honorarium per month.

b. Facilities of the Board of Directors

- If the Company's not having a privilege to give a housing facilities to the members of the Board of Directors, thus, monthly allowance for housing will be provided with a total value of Rp8,000,000 per month.

- 1 (satu) buah kendaraan jabatan bagi masing-masing anggota direksi yang jenisnya ditetapkan dengan memperhatikan aspek kepantasan, kehematan dan kemampuan keuangan Perseroan.
 - Fasilitas pengobatan sesuai dengan ketentuan yang berlaku di Perseroan.
- c. Di luar hal-hal yang diatur dalam ketetapan ini, Direksi tidak diperkenankan membebaskan biaya kepada Perseroan untuk kepentingan pribadi.
- d. Ketetapan mengenai gaji/honorarium dan fasilitas Direksi ini mulai berlaku tanggal 1 Januari 2008.
- The Board members was also being equipped with car facilities, and the type of these cars was determined by certain aspects such as proper, economic and financial capability of the Company.
 - Medical treatment that adheres to the stipulate regulation in the Company.
- c. Apart from those specified within the directive, the Board of Directors are not allowed to allocate personal expenses to the Company.
- d. This directive governing the salary/honorarium and Director's facilities takes effect on 1 January 2008.

Komite di bawah Direksi

KOMITE ETIKA

a. Kewenangan

Bahwa dalam rangka menegakkan ketentuan yang berkaitan dengan penerapan prinsip dan praktik Tata Kelola Perusahaan yang Baik (Good Corporate Governance), maka Manajemen PT Jamsostek (Persero) memandang perlu adanya suatu organ perusahaan yang menangani pelanggaran etika, sehingga melalui Keputusan Direksi No. KEP/231/092007, telah ditetapkan adanya suatu Komite Etika di PT Jamsostek (Persero).

b. Tugas dan Tanggung Jawab

Komite Etika mempunyai tugas utama membantu Direksi untuk menangani permasalahan pelanggaran etika yang dilakukan oleh Insan Jamsostek (termasuk Komisaris, Direksi dan karyawan Jamsostek).

Tugas Pokok dan Fungsi Komite Etika:

- a. Menerima laporan internal maupun eksternal atas pelanggaran yang terkait dengan penerapan prinsip-prinsip *Good Corporate Governance*.
- b. Melakukan seleksi atas laporan yang masuk dan menyampaikan kepada unit kerja terkait untuk ditindaklanjuti.
- c. Melaksanakan penilaian (appraisal) terhadap penerimaan hadiah atau cinderamata.
- d. Mengusulkan kepada Direksi untuk memberikan penghargaan kepada pelapor atas laporan pelanggaran yang terbukti kebenarannya.
- e. Sebaliknya Komite Etika juga dapat mengusulkan kepada Direksi untuk memberikan sanksi kepada pelapor atas laporan pelanggaran yang tidak terbukti kebenarannya.
- f. Melakukan evaluasi atas tindak lanjut pelaksanaan tugas dari unit kerja terkait.
- g. Melakukan administrasi dan laporan atas kegiatan Komite Etika.

Committees under the Board of Directors

THE ETHIC COMMITTEE

a. Authority

In order to uphold the stipulation that related to the implementation of Good Corporate Governance practices and principles, the Management of PT Jamsostek (Persero) consider that it was deemed necessary to have the Company's organ which handling the ethics violation, therefore, through the Directors Decree No. KEP/231/092007, PT Jamsostek (Persero) was established the Ethic Committee.

b. Roles and Responsibilities

The main responsibility of Ethic Committee is to assists the Board of Directors in handling ethic's violation that was conducted by Jamsostek's employee (including the Board of Commissioners, the Board of Directors and Jamsostek Employees)

Main function of the Ethic Committee are:

- a. To receive the internal and external report concerning violations that related to the implementation of Good Corporate Governance principles.
- b. To conduct a selection towards the incoming reports and submit the report to the related working unit to be follow up
- c. To execute an appraisal towards gift or souvenirs received.
- d. To suggest the Board of Directors about the reward to the reporter and violation report that is proven right.
- e. To suggest the Board of Directors about the sanction to the reporter and violation report that is proven wrong.
- f. To evaluate the implementation of the tasks carry out by the related working unit
- g. To administer and report all of the activities from Ethic Committee's.

c. Keanggotaan

Susunan pengurus Komite Etika terdiri dari seorang ketua yang dijabat oleh Direktur Kepatuhan dan Manajemen Risiko, seorang sekretaris yang dijabat oleh Kepala Biro Pengawasan Intern dan beberapa anggota yang terdiri dari Kepala Biro Hukum dan Kepatuhan, Kepala Biro SDM, Ketua Umum atau Ketua Pengurus Pusat Serikat Pekerja dan seorang anggota lainnya sesuai kebutuhan Komite Etika.

d. Pelanggaran Etika

Pelanggaran etika adalah suatu perbuatan, sikap, perilaku, tindakan dan ucapan insan Jamsostek yang bertentangan dengan pedoman yang terkait dengan penerapan *Good Corporate Governance* yang meliputi:

- Pedoman *Good Corporate Governance*
- Pedoman Perilaku
- *Board Manual*
- Pedoman Benturan Kepentingan.

e. Prosedur pelaporan atas pelanggaran penerapan *Good Corporate Governance*:

1. Penegakan penerapan *Good Corporate Governance* dilaksanakan atas dasar laporan dan atas adanya temuan langsung atau tidak langsung terhadap peristiwa pelanggaran penetapan *Good Corporate Governance*.
2. Selanjutnya, Komite Etika menerima laporan atas pelanggaran penerapan *Good Corporate Governance* dan melakukan identifikasi dan seleksi atas laporan pelanggaran dalam penerapan *Good Corporate Governance*.
3. Laporan pelanggaran yang disampaikan secara tertulis sekurang-kurangnya memuat :
 - Nama pelanggar etika
 - Tempat dan tanggal/waktu pelanggaran
 - Peristiwa dan kronologis serta bukti pelanggaran
 - Identitas Pelapor.
4. Laporan pelanggaran atas penerapan *Good Corporate Governance* yang tidak terkait dengan tugas Komite Etika dapat disampaikan kepada unit kerja/komite terkait untuk ditindaklanjuti.
5. Laporan pelanggaran atas penerapan *Good Corporate Governance* yang tidak dapat dilimpahkan/ diidentifikasi kepada unit kerja/komite terkait ditangani langsung oleh Komite Etika.
6. Laporan pelanggaran yang bersifat rahasia, pelapor akan mendapatkan jaminan perlindungan.

KOMITE GOOD CORPORATE GOVERNANCE (GCG)

Komite GCG merupakan Komite yang membantu Direksi PT Jamsostek (Persero) untuk menyusun infrastruktur dan sosialisasi *Good Corporate Governance*.

c. Memberships:

The memberships of the Ethic Committee was consists of a Chairman whom posted by the Director of Compliance and Risk Management, a Secretary whom posted by Head of Internal Control Bureau and several other members whom consist of the Head of Legal and Compliance Bureau, Head of Human Resources Bureau or Chairman of Labor Union and other members based on the requirement needed from the Ethic Committee.

d. Violation of Ethic:

The violations of ethics are a deed, attitude, habit, act and expression of Jamsostek person which against the stipulated manual guide that related to the implementation of Good Corporate Governance that covers:

- Good Corporate Governance Code
- Code of Conduct
- Board Manual
- Conflict of Interest Code.

e. The reporting procedures on violation on the implementation of Good Corporate Governance:

- a. The establishment of Good Corporate Governance practices was implemented based on the direct and indirectly audit findings towards the event of violation of Good Corporate Governance.
- b. Furthermore, the Ethic Committee received a report on the violation of Good Corporate Governance practices and carry out a selection and identification process towards the violations of the implementation.
- c. The violation report was reported in formal written form and consists of:
 - Name of the violator
 - Place and date/time of violation
 - The event, chronological and evidence of violation
 - The identity of the reporter.
- d. The violation report on Good Corporate Governance practices which is not related to the duties and responsibilities of the Ethic Committee could be reported to the working unit/related committee to be follow up.
- e. The violation on Good Corporate Governance practices which could not be identified by working unit/ related committee would directly handled by the Ethic Committee.
- f. For every confidential of violation report, the reporter would be granted with the protection guarantee.

GOOD CORPORATE GOVERNANCE (GCG) COMMITTEE

The GCG Committee constitute a Committee that assists The Company's Board of Directors to formulate the GCG infrastructure and socialization program.

Tugas Komite GCG

- a. Menyusun infrastruktur GCG dan sosialisasi GCG.
- b. Melaksanakan *Self Assessment* GCG dan menjadi mitra konsultan/BPKP untuk *Assessment* GCG dan *Perception Index* GCG.
- c. Mengoordinasikan tindak lanjut rekomendasi *Assessment* GCG dan *Perception Index* GCG.

Realisasi tugas Komite GCG Tahun 2008:

- a. Menyusun infrastruktur GCG
 - Pedoman Pengenalan dan Pengembangan Direksi dan Dewan Komisaris PT Jamsostek (Persero) sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/307/102008.
 - Penyempurnaan Pedoman Benturan Kepentingan (Conflict of Interest) sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/165/062008.
 - Petunjuk Teknis Pelaksanaan Rapat Direksi PT Jamsostek (Persero) sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/349/112008.
 - Pedoman Penetapan dan Penilaian *Key Performance Indicators* Dewan Komisaris secara kolejal dan individu, sesuai Keputusan Dewan Komisaris No. KEP/04/DEKOM/112008 tanggal 1 Nopember 2008.
 - Penyusunan konsep Pedoman Sistem Pelaporan Pelanggaran (Whistleblowing System).
- b. Sosialisasi dan internalisasi GCG
 - Internalisasi GCG yang berkaitan dengan paket infrastruktur GCG termasuk *Code of Conduct* pada tahun 2008 sebanyak 755 karyawan, sehingga akumulasi sampai dengan akhir tahun 2008 telah dilaksanakan internalisasi kepada 1.571 karyawan dari 3.000 karyawan PT Jamsostek (Persero).
 - Internalisasi GCG juga telah dilaksanakan dengan membuka *Website E-learning* GCG dan terdokumentasikan 288 karyawan mengikuti *E-learning* GCG.
 - Sosialisasi kepada pihak eksternal telah dilaksanakan kepada 500 orang wartawan yang tergabung dalam Perhimpunan Jurnalistik Indonesia (PJI).

Komposisi Keanggotaan Komite GCG

Ketua : Drs. M. Amin H. Usman, MM

- a. Profil Ketua Komite GCG
 - D4 : STAN (Sekolah Tinggi Akuntansi Negara)
 - S2 : Manajemen Keuangan STIE IBBI
 - Auditor BPKP
 - Kepala Biro Akuntansi, Kepala Biro Pengawasan Intern, Kepala Kantor Wilayah VII, Kepala Kantor Wilayah V, Kepala Biro DPKP/PUKK, Kepala Biro

Duties of the GCG Committee

- a. To formulate the GCG Infrastructure and socialization program.
- b. To conduct GCG Self Assessment and being a consultant partner/BPKP for the GCG Assessment and GCG Perception Index.
- c. To coordinate the following recommendation of GCG Assessment and GCG Perception Index.

The 2008 realization on GCG Committee's Tasks:

- a. To formulate the GCG Infrastructure
 - The Acknowledgement Manual and the Development of the Board of Directors and the Board of Commissioners of PT Jamsostek (Persero) in accordance with Directors Decree of PT Jamsostek (Persero) No. KEP/307/102008.
 - The completion of Conflict of Interest Manual based on Directors Decree of PT Jamsostek (Persero) No. KEP/165/062008.
 - The Technical Guidance on the Implementation of the Company's BOD Meeting based on Directors Decree No. KEP/349/112008.
 - The Settlement Manual and the appraisal of Key Performance Indicator of the BOC, whether collective or individual, based on Commissioner's Decree No. KEP/04/DEKOM/112008 dated 1 November 2008.
 - The formation of Manual for Customer Violation Report (Whistleblowing System).
- b. The GCG Socialization and internalization
 - GCG Internalization that related to the GCG Infrastructure including the 2008 Code of Conduct had reached a total of 755 employees, thus, as at the end of 2008, the internalization had been conducted to the 1,571 employees out of 3,000 employees of PT Jamsostek (Persero)
 - The GCG Internalization had also been undertaken by opening the E-learning GCG Website. A total of 288 employees had been participated in GCG E-learning training.
 - The socialization program to the external parties had been conducted towards 500 journalist under the Indonesian Journalism Association (IJA).

Composition of GCG Committee Membership

Chairman : Drs. M. Amin H. Usman, MM

- a. Profile of the GCG Committee Chairman
 - D4 : STAN (Sekolah Tinggi Akuntansi Negara)
 - Master degree in Financial Management from STIE IBBI
 - BPKP Auditor
 - Head of Accountant Bureau, Head of Internal Supervision. Head of Regional Office VII, Head of Regional Office V, Head of DPKP. PUKK Bureau,

- Sekretariat Perusahaan, Kepala Biro Perencanaan dan Pengembangan, Staf Ahli GCG
- Komisaris PT Bijak dan Sekretaris Dewan Komisaris PT Bijak
 - Ketua Tim/Komite GCG tahun 2005-sekarang.
- b. Susunan Komite GCG
1. M. Amin H. Usman : Staf Ahli
Direksi : Ketua
 2. Titi Sukanthi : Kepala Biro Kepatuhan & Hukum : Anggota
 3. Armada Abdul Karim : Kepala Biro Sekretariat Perusahaan : Anggota
 4. Hardi Yuliwan : Staf Ahli
Direksi : Anggota
 5. Ridwan : Sekretaris Dewan
Komisaris : Anggota
 6. Endah Tri Wahyuni : Komite Audit : Anggota
 7. Evidarmi : Komite Audit : Anggota
 8. Iman Santoso : Biro Kepatuhan & Hukum : Anggota
 9. Iwan Hermawan : Biro Sekretariat Perusahaan : Anggota
 10. Ahmad Hafidz : Biro Renbang : Anggota
 11. I Made Gde Yagustana : Biro Pengawasan Intern : Anggota
 12. Pulung Rianto : Biro Manajemen Risiko : Anggota
- c. Tabel Tingkat Kehadiran Komite GCG
- d. Realisasi Tugas Komite GCG tahun 2008
- Head of Corporate Secretary Bureau, Head of Planning & Development Bureau, GCG Expertise Staff.
- Commissioner of PT Bijak and Secretary of PT Bijak's Board of Commissioner
 - Chairman of GCG Committee/Team from 2005-present.
- b. Composition of GCG Committee
1. M. Amin H. Usman : Expertise Staff for Directors : Chairman
 2. Titi Sukanthi : Head of Compliance & Legal Bureau : member
 3. Armada Abdul Karim : Head of Corporate Sekretariat : Member
 4. Hardi Yuliwan : Expertise Staff for Directors : Member
 5. Ridwan : Secretary for the BOC : Member
 6. Endah Tri Wahyuni : Audit Comm. : Member
 7. Evidarmi : Audit Comm. : Member
 8. Iman Santoso : Compliance & legal Bureau : Member
 9. Iwan Hermawan : Corporate Sekretariat Bureau : Member
 10. Ahmad Hafidz : Planning & Development Bureau : Member
 11. I Made Gde Yagustana : Internal Control Bureau : Member
 12. Pulung Rianto : Risk Management Bureau : Member
- c. Level of Attendance of the GCG Committee
- d. Realization of GCG Committee's Duties in 2008

NAMA Name	JUMLAH RAPAT Total Meetings	JUMLAH HADIR Total Attendance	KEHADIRAN (%) Attendance (%)
M. Amin H. Usman	15	15	100%
Titi Sukanthi	15	13	87%
Armada Abdul Karim	15	12	80%
Hardi Yuliwan	15	14	93%
Iman Santoso	15	13	87%
Iwan Hermawan	15	14	93%
I Made Gde Yagustana	15	10	67%
Pulung Rianto	15	12	80%
Ahmad Hafidz	15	10	67%
Ridwan	15	8	53%
Endah Tri Wahyuni	15	9	60%
Evidarmi	15	10	67%

1. Menyusun Infrastruktur GCG

- Pedoman Pengenalan dan Pengembangan Direksi dan Dewan Komisaris PT Jamsostek

1. Formulation of GCG Infrastructure

- The Acknowledgment Manual and Development of the Board of Commissioners and the Board of

- (Persero) sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/307/102008
- Penyempurnaan Pedoman Benturan Kepentingan (Conflict of Interest) sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/165/062008
 - Petunjuk Teknis Pelaksanaan Rapat Direksi PT Jamsostek (Persero) No. KEP/349/112008
 - Pedoman Penetapan dan Penilaian *Key Performance Indicator* Dewan Komisaris secara kolejal dan individu
 - Penyusunan konsep Pedoman Sistem Pelaporan Pelanggaran (Whistleblowing System).

- Directors of PT Jamsostek (Persero) based on Directors Decree No. KEP/307/102008
- The completion of Conflict of Interest Manual based on the Company's Directors Decree No. KEP/165/062008
 - Technical Guidance on the Execution of the Company's Board of Directors Meeting No. KEP/349/112008
 - The Settlement Manual and the Appraisal of Key Performance Indicator of the Board of Commissioners, both collective or individual
 - The formation of Manual for Customer Violation Report (Whistleblowing System).

2. Sosialisasi dan Internalisasi GCG

- Internalisasi GCG yang berkaitan dengan paket Infrastruktur GCG termasuk *Code of Conduct* pada tahun 2008 sebanyak 755 karyawan, sehingga akumulasi sampai dengan akhir tahun 2008 telah dilaksanakan internalisasi kepada 1.571 karyawan dari 3.000 karyawan PT Jamsostek (Persero).
- Internalisasi GCG juga telah dilaksanakan dengan membuka *website e-learning* GCG dan terdokumentasikan 288 karyawan mengikuti *E-learning* GCG.
- Sosialisasi kepada pihak eksternal telah dilaksanakan kepada 500 orang wartawan yang tergabung dalam Perhimpunan Jurnalistik Indonesia (PJI).

2. The GCG Socialization and internalization

- GCG Internalization that related to the GCG Infrastructure including the 2008 Code of Conduct had reached a total of 755 employees, thus, as at the end of 2008, the internalization had been conducted to the 1,571 employees out of 3,000 employees of PT Jamsostek (Persero).
- The GCG Internalization had also been undertaken by opening the E-learning GCG Website. A total of 288 employees had been participated in E-learning GCG training.
- The socialization program to the external parties had been conducted towards 500 journalist under the Indonesian Journalism Association (IJA).

3. Assessment dan Pemingkatan GCG

Assessment GCG pada tahun 2007 dan 2008 dengan 160 parameter penilaian dilaksanakan oleh Badan Pengawasan Keuangan dan Pembangunan (BPKP) untuk tahun 2008 dengan skor 86,15% dengan predikat "Baik" dan PT Jamsostek (Persero) dapat meningkatkan skor 0,15% dibanding tahun 2007 dengan skor 85,96% dengan predikat "Baik".

Hasil *assessment* GCG tahun 2007 dan 2008 oleh BPKP dapat dilihat pada tabel yang disajikan di halaman 108 dalam laporan tahunan ini.

GCG *Perception Index* yang dilaksanakan oleh *Institute Indonesian Corporate Governance* (IICG) pada tahun 2006 dan 2007 dimana Skor tahun 2006 adalah 66,30% dengan predikat "Cukup Terpercaya" meningkat menjadi Skor 72,43% dengan predikat "Terpercaya" untuk tahun 2007 (Untuk tahun 2008 akan dilaksanakan pada bulan Nopember 2009).

3. GCG Assessment and Ratings

The 2007 and 2008 GCG Assessment based on 160 appraisal parameters, and it was conducted by the Financial and Development Supervisory Body (BPKP). The 2008 result had reached a total score of 86.15% with predicate "Good" and PT Jamsostek (Persero) could increase the score to 0.15% compare to the 2007 score of 85.96% with predicate "Good".

The 2007 and 2008 GCG assessment result by BPKP is illustrated on specific tables which is presented on page 108 of this Annual Report.

The GCG Perception Index which was conducted by the Institute Indonesian Corporate Governance (IICG) on 2006 and 2007, whereby the 2006 results had reached a total of 66.30% Score with predicate "Quite Trustworthy" and increase to 72.43% in 2007 with predicate "Trustworthy", meanwhile, the 2008 Assessment will be conducted on November 2009.

SEKRETARIS PERUSAHAAN

Sekretaris Perusahaan (Corporate Secretary) berfungsi untuk memastikan bahwa Perseroan mematuhi peraturan tentang peryaratan keterbukaan sejalan dengan penerapan prinsip-prinsip *Good Corporate Governance*, memberikan informasi untuk Direksi dan Komisaris secara berkala. Sekretaris Perusahaan harus memenuhi kualifikasi profesionalisme yang memadai.

Direksi mengangkat pelaksana fungsi Sekretaris Perusahaan yang bertindak sebagai pejabat penghubung (*liaison officer*) dan dapat ditugaskan oleh Direksi untuk menatausahakan serta menyimpan dokumen Perseroan, termasuk tapi tidak terbatas pada, Daftar Pemegang Saham, Daftar Khusus dan Risalah rapat Direksi maupun RUPS.

Fungsi Sekretaris Perusahaan dijalankan oleh Kepala Biro Sekretariat Perusahaan.

Tugas Pokok Sekretaris Perusahaan

Tugas pokok Kepala Biro Sekretariat Perusahaan adalah merencanakan, mengoordinasikan, mengarahkan, dan mengendalikan serta memfasilitasi hubungan korespondensi antar unit kerja guna mencapai keteraturan tata naskah dalam menunjang kelancaran hubungan kerja di lingkungan internal Perseroan.

Uraian Pelaksanaan tugas Biro Sekretariat Perseroan

Tugas-tugas operasional yang dijalankan oleh Kepala Biro Sekretaris Perusahaan meliputi antara lain:

- Memfasilitasi hubungan komunikasi dan korespondensi antara Komisaris, Direksi dan antar Divisi/Biro/Kantor Wilayah.
- Mengoordinasikan kegiatan rapat internal yang terkait dengan Komisaris, Direksi, Kepala Divisi/ Biro/Kantor Wilayah.
- Mengumpulkan bahan Rapat Direksi, menyusun dan mendistribusikan serta *memonitor* tindak lanjut risalah rapat Direksi.
- Memantau dan mengoordinasikan implementasi Keputusan Direksi mengenai Tata Kelola Perusahaan yang Baik.
- Mengarahkan dan mengoordinasikan kegiatan keprotokolan dan kerumahtanggaan.
- Mengoordinasikan, *memonitor* dan mengendalikan kecepatan, ketepatan dan keamanan distribusi dan alur dokumen untuk kelancaran kegiatan Perseroan.
- Memastikan terpeliharanya pusat arsip (*record centre*), menetapkan kebijakan penyusunan dan pemusnahan arsip.

CORPORATE SECRETARY

The function of Corporate Secretary is to ensure that the Company is obliged to the prevailing regulations regarding the transparency requirement in accordance with the implementation of Good Corporate Governance principles, provide updated information to the BOD and the BOC in a regular basis. The corporate Secretary should fulfill the adequate professionalism of qualification needed for the Company.

The Board of Directors is appoint the executive function of Corporate Secretary whom act as a liaison officer and assigned by the BOD to administer the Company's documents, including but not limited to the Shareholder's List, Special List and Resolutions from the BOD meeting as well as the GMS.

The Corporate Secretary function was undertaken by the Head of Corporate Secretariat Bureau.

Main Roles of the Corporate Secretary

The main roles of the Head of Corporate Secretariat Bureau is to plan, coordinate, direct, control and facilitate the correspondent relation among and between working units in order to achieve the orderliness and smooth running of working relationship in the internal community of the Company.

Job Description of the Corporate Secretariat Bureau

The operational duties which was conducted by the Head of Corporate Secretariat Bureau among others are as follows:

- To facilitate the communication relationship and correspondences between and among the Commissioners, Directors and between Division/ Bureau/Regional Office.
- To coordinate the internal meeting activity which related to the Commissioners, Directors, Head Division/Bureau/Regional Office.
- To collect all data needed for the Boards meeting, formulate and distribute as well as monitors the following resolutions of the Boards Meeting.
- To Monitor and coordinate the implementation towards The BOD's decision concerning the implementation of Good Corporate Governance.
- To direct and coordinate the protocol and administration activities.
- To coordinate, monitor and control the velocity, accuracy, and safety of the distribution and document flow in order to achieve the orderliness of the Company's performance.
- To ensure the maintenance of record center, determine the formulation and annihilated of the file's policy.



Profil Sekretariat Perusahaan

- Armada Abdul Karim
- D-3 ASMI, Jakarta (1975), S-1 STIE Kampus Ungu, Jakarta (1997) dan S-2 STIE Nusantara, Jakarta (2001)
- Kepala Biro Sekretariat Perusahaan.

PELAKSANAAN PENGAWASAN DAN PENGENDALIAN INTERN

Biro Pengawasan Intern

Biro Pengawasan Intern (BPI) dibentuk dengan tujuan turut mengamankan misi Jamsostek dengan berperan sebagai unit yang melayani secara

Profile of the Corporate Secretary

- Armada Abdul Karim
- D-3 ASMI, Jakarta (1975), Bachelor's degree from Kampus Ungu, Jakarta (1997) and Master degree from STIE Nusantara, Jakarta (2001)
- Head of Corporate Secretariat Bureau.

THE IMPLEMENTATION OF AUDIT AND INTERNAL CONTROL

The Internal Audit Bureau

The Internal audit Bureau was established for the purpose of securing Jamsostek mission by taking an integral part as a special unit that serves in an

efektif dan efisien semua tingkatan manajemen Jamsostek sedemikian rupa sehingga pelaksanaan kegiatan setiap tingkatan manajemen dalam mencapai Visi, Misi dan Tujuan Jamsostek senantiasa memperhatikan prinsip-prinsip akuntabilitas, transparansi dan obyektifitas.

Tugas dan Tanggung Jawab

- Melakukan audit operasional sesuai Program Kerja Audit Tahunan (PKAT) yang telah ditetapkan oleh Direktur Utama.
- Melakukan audit khusus atas adanya indikasi penyimpangan, baik yang ditemukan pada saat audit rutin atau laporan dari unit kerja di Kantor Pusat maupun Kantor Wilayah.
- Melaksanakan fungsi sebagai konsultan dengan turut aktif dalam berbagai tim penyusunan dan implementasi prosedur/pedoman/bisnis proses, tim penyelesaian temuan auditor ekstern, dan tim-tim penyelesaian masalah internal perusahaan.
- Melakukan pemantauan dan pemutakhiran tindak lanjut temuan auditor internal dan eksternal.
- Berperan sebagai mitra kerja (counterpart) dari eksternal auditor (BPK RI, BPKP, dan KAP) pada saat pelaksanaan audit oleh eksternal auditor.
- Melaksanakan pembinaan kepada Kantor Wilayah dan Kantor Cabang dalam *event-event* Rapat Koordinasi Daerah (Rakorda).
- Membina hubungan dan turut aktif dalam berbagai kegiatan dan kepengurusan organisasi profesi seperti: Forum Komunikasi Satuan Pengawas Intern (FK-SPI), Persatuan Auditor Internal Indonesia (PAII), *Institute of Internal Audit (IIA)* Indonesia, Lembaga Pengembangan *Fraud Audit* (LPFA) dan Yayasan Pengembangan Internal Auditor (YPIA).

Biro Pengawasan Intern bertanggung jawab secara struktural langsung kepada Direktur Utama, namun dapat berkomunikasi langsung dengan Dewan Komisaris dan Komite Audit untuk menginformasikan berbagai hal yang berhubungan dengan audit.

Personil BPI terdiri dari 15 Auditor, dari jumlah tersebut sebanyak 9 orang telah memiliki sertifikasi *Qualified Internal Auditor (QIA)* dan 2 (dua) orang diantaranya telah memiliki sertifikasi *Certified Fraud Examiner (CFE)*.

Pelaksanaan audit oleh Biro Pengawasan Intern (BPI) sesuai dengan Program Kerja Audit Tahunan (PKAT) untuk tahun 2008 mencapai 79 (tujuh puluh sembilan) *auditee* untuk audit operasional dan 4(empat) *auditee* untuk audit khusus.

effective and efficient manner to all level of the management, so that the implementation of all activities to achieve the Company's Mission, Vision and Objective are in accordance with the principles of accountability, transparency and objectivity.

Roles and Responsibilities

- Carry out the operational audit in accordance with the Annual Audit Work Program that was endorsed by the President Director.
- Implement a special audit in response to indications of violations within the business unit at the Head Office as well as the Regional Office.
- Carry out its function as a consultant and pro actively involved within all formation of implementation of procedures/manual/business process, the external audit finding team, as well as the corporate internal solution team.
- Implement monitoring of follow through steps in response to findings from both the internal and external auditor.
- Serve as a counterpart of the external auditors (BPK RI, BPKP, and KAP) during the auditing process by the external auditor.
- Carry out the establishment to the Regional and Branch Office in the events of Regional Coordination Meeting.
- Maintain relations and actively participate in a number of activities and management of professional organizations such as the Communication Forum of Internal Audit Bureau (FK-SPI), Association of Internal Auditors of Indonesia (PAII), the Development of Audit Fraud Institution (LPFA) and Internal Auditors Development Foundation (YPIA).

The Internal Audit Bureau report directly to the President Director, but still could communicate directly with the Board of Commissioners and the Audit Committee to inform about several issues pertaining to the audit.

The Internal Audit Bureau is comprises of 15 Auditors, among those, 9 out of 15 had been certified with *Qualified Internal Auditor (QIA)* and 2 out of 15 had been certified with *Certified Fraud Examiner (CFE)*.

The audit implementation by the Internal Audit Bureau (BPI) is in accordance with the 2008 Annual Work and Budgetary Plan that reached 79 auditees for the operational audit and 4 auditees for the special audit.

Pada tahun 2008, terdapat beberapa kegiatan penting yang telah dilakukan oleh Biro Pengawasan Intern yaitu:

1. Evaluasi sistem pengendalian intern perusahaan yang mengacu kepada komponen-komponen pengendalian intern berbasis COSO (The Committee of Sponsoring Organizations of The Treadway Commission).
2. *Review* atas pelaksanaan kegiatan dan audit Biro Pengawasan Intern Tahun 2007 oleh Kantor Akuntan Publik Drs Ahmad Adri, MBA.
3. Penyempurnaan Piagam Audit Internal (Intenal Audit Chartered), Pedoman Pengelolaan Biro Pengawasan Intern, Pedoman Audit Operasional dan Audit Khusus.

Sistem Pengendalian Intern PT Jamsostek (Persero):

1. Lingkungan pengendalian (control environment) telah diterapkan pada hal-hal sebagai berikut:
 - a. Telah melakukan banyak upaya dalam rangka meningkatkan integritas dan nilai etika dengan cara menerapkan *Good Corporate Governance* (GCG), khususnya terkait penjabaran atas : Tata Nilai Perusahaan, Etika Bisnis, dan Pakta Integritas.
 - b. Telah menyempurnakan model kompetensi (CBHRM) untuk seluruh *job title* sesuai dengan tuntutan/kebutuhan perkembangan organisasi. Pada saat ini, Perseroan sedang melakukan penyempurnaan manajemen kinerja *balance score card* berbasis kompetensi.
 - c. Rekrutmen karyawan dilaksanakan secara transparan dengan melibatkan pihak ketiga yang kompeten seperti LPM-UI.
 - d. Pelaksanaan *assessment* terhadap karyawan yang akan dipromosikan pada jabatan tertentu dan menilai kompetensi pejabat yang menduduki jabatan struktural dengan melibatkan pihak ketiga yang kompeten seperti LPPM.
 - e. Secara berkelanjutan melakukan pendidikan dan pelatihan (diklat) kepada seluruh karyawan yaitu diklat kepemimpinan, diklat teknis dan diklat penyegaran.

Pengkajian dan penelaahan risiko usaha

Penilaian risiko manajemen oleh Biro Manajemen Risiko telah dilakukan dengan mengidentifikasi dan memetakan risiko perusahaan, sehingga dapat diukur toleransi terhadap risiko tersebut dan langkah-langkahantisipasi terhadap risiko yang mungkin muncul.

2. Aktivitas Pengendalian tertuang pada Sistem dan Prosedur dari setiap proses kegiatan yang telah dikukuhkan dengan keputusan Direksi, mencakup:

In 2008, several important activities which were conducted by the Internal Audit Bureau are as follows:

1. The evaluation on the Company's internal control system that refers to internal control components based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO).
2. Review on the implementation and the 2007 audit of the Internal Control Bureau by Public Accounting Firm of Drs Ahmad Adri, MBA.
3. The completion of the Internal Audit Charter, The Management Guidance of the Internal Audit Bureau, Manual on the Operational Audit and Special Audit.

The Internal Control System of PT Jamsostek (Persero):

1. The Environmental control had been implemented on the following matters as follows:
 - a. The Company had done several efforts to increase its integrity and ethical value through GCG implementation, especially those which related to the Corporate Values, Code of Conduct and the Integrity Pact.
 - b. The completion of Competency Based on Human Resources Management (CBHRM) to the entire job title in accordance with the necessity/requirements for the Company's growth. Currently, the Company is still under the process of executing the completion of CBHRM, based on a balanced score card.
 - c. The employee recruitment was carry out based on transparency with the involvement form a competent third party such as LPM-UI.
 - d. The Assessment results towards certain employee whom are promoted to certain position as well as appraising the competency of certain executives under structural position with the involvement form a competent third party such as LPPM.
 - e. To carry out a continuous training and education workshop towards all employee, such as the leadership training, technical training as well as the refreshment training.

Review and Analysis of Business Risks

The assessment of risk management by the Risk Management Bureau was carry out through the identification and corporate risk mapping, in order to measure the consideration limit towards those risks and the anticipation steps to every possible risk that may occurs.

2. Restrain Activities were stipulated on the System and Procedures of the overall process of activity which was emphasizes by the Directors Decree that includes:

- a. Pemisahan fungsi dirancang berdasarkan tugas dan tanggung jawab sesuai Struktur Organisasi dan uraian tugas yang telah ditetapkan atas kegiatan/fungsi Pemasaran, Pelayanan, Kepesertaan, Keuangan, Pengadaan dan Pemeliharaan Barang Inventaris, Pengelolaan SDM, Perencanaan dan Pengembangan, Kesekretariatan, Humas, Investasi serta beberapa fungsi lainnya.
- b. Otorisasi transaksi dan pembayaran telah dirancang dan dilakukan secara berjenjang sesuai besar pembayaran berdasarkan ketentuan berlaku.
- c. Kegiatan verifikasi dirancang secara berjenjang sesuai tanggung jawab dan wewenangnya.
- d. Pencatatan transaksi keuangan dilakukan sesuai Pedoman Akuntansi Jamsostek (PAJASTEK) melalui Sistem Akuntansi dan Keuangan (SIAK).
- e. Pengamanan harta perusahaan dirancang agar aset-aset perusahaan terjaga dengan baik dan aman. Pengamanan harta mencakup kegiatan pengamanan atas kas perusahaan, aktiva tetap dan inventaris kantor serta data perusahaan baik data elektronik maupun data fisik.
3. Sistem Komunikasi dan Informasi (information and communication system)
Dalam pelaksanaan kegiatannya, proses bisnis PT Jamsostek (Persero) melibatkan 2 (dua) kelompok Sistem dan Prosedur besar yaitu Sistem dan Prosedur Operasi dan Pelayanan serta Sistem dan Prosedur Akuntansi dan Keuangan. Saat ini, Sistem Informasi Pelayanan Terpadu (SIPT) yang mencakup dua sistem besar di atas telah terhubung secara *online*.
4. *Monitoring*
Monitoring dilaksanakan oleh seluruh tingkatan manajemen dengan cara melakukan pengawasan melekat sehingga dapat mendeteksi sesegera mungkin jika terdapat penyimpangan yang berpotensi merugikan Perseroan. Proses penilaian kualitas pengendalian internal pada PT Jamsostek (Persero) dilakukan pada saat melakukan audit pada setiap unit kerja oleh Biro Pengawasan Intern dan hasil evaluasinya ditulis pada sub bab tersendiri.
- a. The segregation of function based on roles and responsibilities which was in accordance with the Organizational Structure and stipulated job description of the Marketing functions/activities, Services, Membership, Financial, Procurement and Maintenance of Inventory Assets, HR Management, Planning and Development of Administration, Public Relation, Investment as well as other functions.
- b. The authorization of transaction and payment that were designed and gradually implemented in accordance with the payment value based on prevailing regulations.
- c. Verification activities that are gradually planned were made in accordance with responsibilities and authorities.
- d. Register financial transactions are made in accordance with Jamsostek Accounting Procedures (PAJASTEK) through Financial and Accounting System (SIAK).
- e. Securing corporate assets were formulated to ensure that corporate assets were safety and well guarded. Securing assets is consists of several activities including the securing of corporate cash, fixed assets and office inventory as well as corporate data, either electronically or physical data.
3. The Information and Communication System
In implementing its activities, PT Jamsostek (Persero) encompasses two large Systems and Group Procedures in the form of Operational and Services System and Procedures as well as Accounting and Financial System and Procedure. PT Jamsostek (Persero) currently is in the midst of creating an Integrated Information Systems Services (SIPT) that encompasses two of the above large system which are linked online.
4. *Monitoring*
The evaluation of risk management was initiated by undertaking an adhere surveillance, in order to detect a divergence that may caused a potential losses to the Company. The quality assurance process of internal monitoring at PT Jamsostek's (Persero) are carried out during the audit on every working units by the Internal Audit Bureau and the evaluation results were clarified on separate sub-chapter.

MANAJEMEN RISIKO

Pembentukan Biro Manajemen Risiko PT Jamsostek (Persero) pada tahun 2006 melalui Keputusan Direksi PT Jamsostek (Persero) No. KEP/04/012006 tentang Struktur Organisasi dan Tata Kerja PT Jamsostek (Persero), dan berada di bawah koordinasi Direktorat Perencanaan, Pengembangan dan Informasi.

CORPORATE RISK MANAGEMENT

PT Jamsostek (Persero) established the Risk Management Bureau in 2006, by virtue of PT Jamsostek's (Persero) Directors Decision No. KEP/04/012006 regarding the Organization Structure and Work Procedures of PT Jamsostek (Persero), under jurisdiction of the Planning, Development and Information Directorate.

Selanjutnya melalui Keputusan Menteri Negara BUMN No. KEP-14/MBU/2007 dan KEP-15/MBU/2007 tentang Susunan Komisaris dan Direksi PT Jamsostek (Persero) disebutkan bahwa telah ditunjuk Direktur Kepatuhan dan Manajemen Risiko. Dengan adanya penunjukan tersebut maka Biro Manajemen Risiko menjadi berada di bawah koordinasi Direktorat Kepatuhan dan Manajemen Risiko.

Untuk membentuk kerangka kerja fungsional perusahaan dalam penerapan manajemen risiko secara konsisten, PT Jamsostek (Persero) telah menyusun Pedoman Kebijakan Manajemen Risiko. PT Jamsostek (Persero) mengklasifikasikan risiko menjadi 2 (dua) kategori, yaitu:

I. Risiko yang dapat dikuantifisir

1. Risiko Pasar
Risiko yang dipengaruhi oleh pergerakan suku bunga, nilai tukar, ekuitas dan komoditas.
2. Risiko Likuiditas
Risiko yang berhubungan dengan struktur kekayaan dan kewajiban perusahaan.
3. Risiko *Default/Kredit*
Risiko yang diakibatkan oleh ketidak mampuan kreditur dalam melakukan pengembalian/gagal bayar.
4. Risiko *Yield/Return*.
5. Risiko *Counterparty*.

II. Risiko yang tidak dapat/tidak mudah dikuantifisir

1. Risiko Operasional
Risiko operasional lebih sering disebabkan oleh proses internal, SDM, Sistem dan Teknologi serta faktor Eksternal
2. Risiko lainnya
Risiko-risiko yang lekat dengan aktivitas strategik dan operasional seperti reputasi, strategi dan konsentrasi serta kepatuhan dan hukum/regulasi.

Dalam hal pemenuhan kebutuhan infrastruktur pengelolaan risiko telah disusun konsep pengelolaan risiko sebagai langkah identifikasi dan pengukuran risiko.

Pemetaan risiko dilakukan melalui mekanisme *Risk Self Assessment*. Dari hasil identifikasi risiko pada tahun 2008 tersebut, PT Jamsostek (Persero) memiliki proyeksi risiko pada *level Medium*. Faktor penyebab risiko tertinggi yang teridentifikasi adalah faktor eksternal, sebagai akibat kondisi pasar yang kurang menguntungkan dan pengaruh

Furthermore, Through the State Minister of SOE's Decree No. KEP-14/MBU/2007 and KEP-15/MBU/2007 regarding the composition of the BOC and the BOD of PT Jamsostek (Persero), it was stated that there has been an appointment of Director of Compliance and Risk Management. In accordance with the appointment, the Risk Management Bureau is positioned under jurisdiction and coordination of Compliance and Risk Management Directorate.

To build the Company's functional framework towards the consistent implementation of risk management, PT Jamsostek (Persero) had formulated Risk Management Policy Manual. PT Jamsostek (Persero) clarified risks into 2(two) categories, namely:

I. A quantified Risks

1. Market Risk
Constitute of risk which was influenced by interest rate value, exchange rate, equity and commodity movement.
2. Liquidity Risk
Constitute of risk which was connected with the Company's Assets and Liabilities.
3. Default/Credit Risk
Constitute of risk which was due to the inability of creditor to make a restitution/payment failure.
4. Yield/Return Risk.
5. Counterparty Risk.

II. The un-quantified Risks

1. The Operational Risk
Operational risk was often occurred due to the internal process, HR, System and Technology as well as the external factors.
2. Other Risk
Constitute of risks that arises due to the operational and strategic activities such a reputation, strategic, concentration and compliance as well as legal and regulatory issues.

In order to fulfill the requirements of risk management infrastructure, the Company had formulated risk management concept as the risk identification an measurement steps.

The risk mapping was undertaken through the Risk Self Assessment mechanism. From the 2008 Risk identification results, PT Jamsostek (Persero) had a medium level of risk projection. Several reason behind the identified high risks was derived from the external factors, as a results of unconducive market condition as well as the impact from global crisis

krisis global, serta merebaknya gelombang PHK yang diproyeksikan meningkat, ditambah kondisi keamanan yang diperkirakan kurang kondusif karena penyelenggaraan pemilu di tahun 2009.

Sebagai langkah mitigasi disusun konsep-konsep berupa:

- Pedoman pengelolaan investasi yang berisikan Garis Besar Kebijakan Investasi (GBKI), penyusunan Strategi Alokasi Aset (SAA) dan Taktikal Alokasi Aset, agar sesuai dengan fungsi PT Jamsostek (Persero) dalam melaksanakan pengelolaan dana secara terarah dengan menerapkan prinsip kehati-hatian, keamanan dana dan menjaga tingkat likuiditas sehingga senantiasa dapat meningkatkan manfaat yang sebesar-besarnya kepada peserta ditengah tekanan pergerakan ekstrim faktor eksternal.
- Pedoman antisipasi bencana yang bersifat *Contingency Plan* yaitu Kebijakan *Business Continuity Plan* (BCP) dan *Disaster Recovery Plan* (DRP), hal ini diharapkan dapat menjamin kelangsungan terselenggaranya proses bisnis utama PT Jamsostek (Persero) bilamana terjadi suatu gangguan yang disebabkan oleh bencana alam dan sistem teknologi dan informasi PT Jamsostek (Persero).

Sebagai tindakan preventif penerapan fungsi manajemen risiko dalam rangka meminimalisir terjadinya risiko berkaitan dengan berbagai aktivitas Perseroan dilaksanakan antara lain:

- Melakukan *review* risiko untuk penempatan investasi
- Melakukan *review* risiko portofolio investasi
- Melakukan *review* risiko terhadap aktifitas operasional.

Penerapan manajemen risiko akan dikembangkan secara menyeluruh (ERM) termasuk analisa-analisa risiko dalam proses perencanaan dan penyusunan strategi perusahaan.

Untuk mencapai pengelolaan risiko yang proaktif dan mendorong perbaikan terus menerus sehingga pengelolaan risiko dapat melekat di seluruh unit kerja maka dilakukan sosialisasi dan *awareness* kepada seluruh insan PT Jamsostek (Persero).

and the spread of increasing unemployment, not to mention, less conducive of safety condition which was due to the 2009 general election.

Due to mitigation efforts, the Company was formulating several concept such as:

- The manual for managing the investment portfolio which comprises of the Highlighted Investment Policy (GBKI), The Strategic Allocation of Asset (SAA) and Tactical Allocation of Assets that adheres to the Company's function for managing fund through the application of prudent principles, fund safety and maintaining the liquidity level to emphasizes the increasing benefit towards all participants amidst the extreme movement from external factors.
- The manual of Contingency Plan for disaster anticipation such as Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP). Hopefully, these efforts could secured the continuity of the Company's business process, whenever the situation such as natural disaster as well as the failure on the information and technology system that occurred towards PT Jamsostek (Persero).

As preventive strategy for the implementation of risk management function in order to minimize the risk occurrence that related towards the Company's activities, several strategies which was being undertaken are as follows:

- To conduct a risk evaluation for the investment posting
- To conduct a review towards the investment risk portfolios
- To conduct a review towards the operational activities.

Risk management implementation will be comprehensively expanded (ERM). This include the formulation and creation process of corporate strategy.

In order to achieve the proactive risk management and continuous improvement within all working units, the Company carried out a socialization and awareness program towards the entire employees of PT Jamsostek (Persero).

KETERBUKAAN

Keterbukaan (transparency) kepada para pemegang saham dan masyarakat luas telah dilakukan Jamsostek melalui berbagai media dan kegiatan pengungkapan (disclosure) sejalan dengan kebijakan perusahaan untuk menegakkan dan mendorong keterbukaan pada setiap tahapan kegiatan.

Seluruh kegiatan keterbukaan dilakukan di bawah koordinasi Biro Humas. Jamsostek secara konsisten telah melakukan siaran pers, pemaparan publik di berbagai media dan lain-lain. Selama tahun 2008, Jamsostek telah mempublikasikan berbagai siaran pers yang berisi berbagai perkembangan material dan mempublikasikan laporan keuangan secara berkala.

Pada tahun 2008, Perseroan kembali mencatat bahwa dari 1.547 pemberitaan tentang Jamsostek di 128 media di seluruh Indonesia, sekitar 99,34% bernada positif. Hasil ini menunjukkan peningkatan yang lebih baik dari kesimpulan serupa tahun lalu, yang menghasilkan pemberitaan positif sebesar 94% atas 995 pemberitaan di 69 media massa, diantaranya adalah Rakyat Merdeka, Bisnis Indonesia, Suara Karya, Investor Daily dan LKBN Antara.

Seluruh informasi mengenai Perseroan dapat diakses melalui:

- a. Website Jamsostek yaitu www.Jamsostek.co.id
- b. Telepon 021-5207797
- c. Faksimili : 021-5202310
- d. Seluruh Kantor Wilayah/Kantor Cabang PT Jamsostek (Persero).

TRANSAKSI YANG MASIH MENUNGGU PERSETUJUAN RUPS

Sampai dengan akhir tahun 2008 tidak terdapat transaksi yang masih menunggu persetujuan RUPS.

BENTURAN KEPENTINGAN

1. Atas dasar kesepakatan bersama antara Dewan Komisaris dengan Direksi PT Jamsostek (Persero) yang tertuang dalam Keputusan Direksi PT Jamsostek (Persero) No. KEP/165/062008 tanggal 30 Juni 2008 tentang Penyempurnaan Keputusan Direksi PT Jamsostek (Persero) No. KEP/230/092007 tentang Pedoman Benturan Kepentingan PT Jamsostek (Persero) telah diatur perangkapan jabatan yang diperkenankan dan tidak diperkenankan oleh Dewan Komisaris dan Direksi.
2. Upaya Dewan Komisaris dan Direksi PT Jamsostek (Persero) untuk menghindari benturan kepentingan antara lain sebagai berikut;
 - a. Direksi PT Jamsostek (Persero) melepaskan jabatan sebagai Dewan Komisaris pada Anak Perusahaan PT Jamsostek (Persero) dan Anak

TRANSPARENCY

Transparency to the public and shareholders had been carried out by Jamsostek through several media. This disclosure were in line with the Company's policy to build and encourage the transparency throughout every level of activities.

All activities which are related to transparency were executed under the coordination of Public Relation Bureau. Jamsostek had consistently perpetrated a press releases, public expose in several medias as well as any other activities. Throughout 2008, Jamsostek had published several press releases regarding several material development besides periodically published the financial report.

In 2008, the Company once again kept track of the total 1,547 news coverage on Jamsostek in 128 media throughout Indonesia, around 99.34% were positive in tone. The results showed an improvement to those of the previous year, which produced positive news coverage of 94% from 995 coverages in 69 mass media, which among others are Rakyat Merdeka, Bisnis Indonesia, Suara Karya, Investor Daily and LKBN Antara.

All information regarding the Company could be accessed through:

- a. Jamsostek Website: www.Jamsostek.co.id
- b. Telephone: 021-5207797
- c. Facsimile: 021-5202310
- d. The entire Regional Offices/Branch Offices of PT Jamsostek (Persero).

TRANSACTION THAT NEEDS TO BE APPROVED BY THE GMS

As of the end of 2008, there are none transaction that needs to be approved by the GMS

CONFLICT OF INTEREST

1. Due to the collective agreement between the Board of Commissioners and the Board of Directors of PT Jamsostek (Persero) No. KEP/165/062008 dated 30 June 2008, regarding the Completion of Directors Decree of PT Jamsostek (Persero) No. KEP/230/092007 regarding Conflict of Interest of PT Jamsostek (Persero), it has been stipulated the permitted and un-permitted of multi positions of the Board of Commissioners and the Board of Directors.
2. The Board of Commissioners and the Board of Directors of PT Jamsostek (Persero) had done several efforts to avoid conflict of interest, such as:
 - a. The Board of Directors of PT Jamsostek (Persero) had release their position as the Board of Commissioners at Subsidiary Company and

- Perusahaan Dana Pensiun Jamsostek sesuai Risalah Rapat Direksi PT Jamsostek (Persero).
- b. Direksi PT Jamsostek (Persero) melalui Surat No. B/8244/092007 tanggal 26 September 2007 tentang pemberian *parcel* atau hadiah lainnya, bahwa Insan Jamsostek (Dewan Komisaris, Direksi, Karyawan) dilarang menerima *parcel*, hadiah dan penerimaan dalam bentuk apapun dari pihak lainnya yang menimbulkan benturan kepentingan.
- c. Dewan Komisaris menandatangani benturan/potensi benturan kepentingan dalam melaksanakan fungsi dan tugas sebagai Dewan Komisaris.
- d. Dewan Komisaris dan Direksi PT Jamsostek (Persero), beserta keluarga menandatangani daftar khusus pemegang saham pada Perusahaan/Badan Hukum lainnya.
- Pension Fund Subsidiary Company of PT Jamsostek (Persero) in accordance with the BOD meeting's resolutions.
- b. The Board of Directors of PT Jamsostek (Persero) through Letter No. B/8244/092007 dated 26 September 2007 regarding the parcel or any other forms of gift, that the Jamsostek Person (the BOC, the BOD and Employees) are not allowed to received parcel, gift and any other form of souvenirs from other parties that will reflects to the conflict of interest.
- c. The Board of Commissioners had signed the potential/conflict of interest due to the undertaken of its function and duties as the BOC
- d. The Company's BOC and BOD, including their families had signed a special list of shareholders at other Companies/Entities.

Daftar Khusus Saham Dimiliki Sendiri dan Keluarga Direksi PT Jamsostek (Persero)

Special List of Shares Owned by Personal and Family of the Board of Directors of PT Jamsostek (Persero)

No.	NAMA Name	DAFTAR KHUSUS *) Special List *)	KETERANGAN Description
1.	H. Hotbonar Sinaga	Ada/Yes	Memiliki saham pada 2 (dua) Perusahaan Owned a share of ownership in two companies
2.	Rahmaniah Hasdiani***	Ada/Yes	Nihil/Zero
3.	Myra SR. Asnar	Ada/Yes	Nihil/Zero
4.	Ahmad Ansyori	Ada/Yes	Nihil/Zero
5.	Indrasjwari K.S. Kartakusuma**	Ada/Yes	Nihil/Zero
6.	H.D. Suyono	Ada/Yes	Nihil/Zero
7.	Dewi Hanggraeni**	Ada/Yes	Nihil/Zero
8.	Elvyn G. Masassya***	Ada/Yes	Nihil/Zero
9.	Djoko Sungkono***	Ada/Yes	Nihil/Zero
10.	Karsanto***	Ada/Yes	Memiliki saham pada 1 (satu) Perusahaan Owned a share of ownership in one companies

*) Ada = Sudah Melaporkan

*) Yes = Status Reported

***) Menjabat sampai dengan 18 Desember 2008

**) Served until 18 December 2008

*) Menjabat mulai 18 Desember 2008

**) Start Serving on 18 December 2008

Daftar Khusus Saham Dimiliki Sendiri dan Keluarga Komisaris PT Jamsostek (Persero)

Special List of Shares Owned by Personal and Family of the Board of Commissioners of PT Jamsostek (Persero)

No.	NAMA Name	DAFTAR KHUSUS *) Special List *)	KETERANGAN Description
1.	Wahyu Hidayat**	Ada/Yes	Memiliki saham pada 12 Perusahaan Owned a share of ownership in 12 companies
2.	Bambang Subianto***	Ada/Yes	Tidak memiliki saham/Owned zero ownership
3.	Herry Purnomo	Ada/Yes	Tidak memiliki saham/Owned zero ownership
4.	Myra Maria Hanartati**	Ada/Yes	Tidak memiliki saham/Owned zero ownership
5.	Drs. Sjukur Sarto, MS	Ada/Yes	Memiliki saham pada 4 Perusahaan Owned a share of ownership in 4 companies
6.	Hariyadi BS. Sukamdani	Ada/Yes	Memiliki saham pada 6 Perusahaan Owned a share of ownership in 6 companies
7.	Rekson Silaban	Ada/Yes	Tidak memiliki saham/Owned zero ownership

*) Ada = Sudah Melaporkan

*) Yes = Status Reported

***) Menjabat sampai dengan 13 Nopember 2008

**) Served until 13 November 2008

*) Menjabat Mulai 14 Nopember 2008

**) Start Serving on 14 November 2008

PERKARA PENTING YANG DIHADAPI EMITEN ATAU PERUSAHAAN PUBLIK

Sepanjang tahun 2008 tidak ada gugatan yang material yang mempengaruhi stabilitas keuangan Perseroan, baik terhadap Direksi maupun Komisaris.

LITIGATION CASES ENCOUNTERED BY PUBLIC COMPANY

There were no material disruptions that affected the Company's financial stability throughout 2008, either towards the Board of Directors or the Board of Commissioners.

No	POKOK PERKARA LEGAL CASES	TINAK LANJUT FOLLOW UP ACTION	STATUS STATUS	KEMUNGKINAN KERUGIAN FINANCIAL POSSIBILITY OF FINANCIAL LOSS	
				PEMASUKAN INCOME	PENGELUARAN EXPENSE
01	<p>Perkara Gugatan Perdata yang diajukan oleh Anglo Iberia di US District Court for the Southern District of New York atas klaim reasuransi sebesar US\$155,000,000. Gugatan ini berawal dari kegiatan reasuransi yang dilakukan oleh oknum karyawan PT Jamsostek yang sedang melaksanakan tugas belajar di Amerika Serikat, dengan mengatasnamakan PT Jamsostek dan dilakukan secara melawan hukum.</p> <p>The lawsuit which was filed by the Anglo Iberia at US District Court for the Southern District of New York for re-insurance claim amounting to US\$155,000,000. This suit was begun from the re-insurance activity which was conducted by Jamsostek Employee whom studied at United State of America, thus, on behalf of PT Jamsostek, the case was filed against the law.</p>	<p>Perkara di Pengadilan District di US Court for the Southern District of New York telah dimenangkan oleh PT Jamsostek, Kemudian Anglo Iberia mengajukan Banding. Pengadilan Banding memenangkan PT Jamsostek, namun dalam salah satu amar putusannya, Pengadilan District diminta untuk memeriksa kembali apakah unsur kelalaian PT Jamsostek dalam mengawasi karyawannya yang melakukan tugas belajar di Amerika Serikat.</p> <p>Pengadilan US District Court for the Southern District of New York kembali memenangkan PT Jamsostek.</p> <p>Terhadap putusan tersebut, pihak Anglo Iberia mengajukan Motion of Consideration di US District Court the Southern District of New York dan hakim telah memutuskan yaitu gugatan ditolak.</p> <p>Pihak Anglo Iberia kembali mengajukan banding di US Court of Appeals for the Secourt Circuit. Saat ini perkara masih berlangsung dan PT Jamsostek diwakili oleh Pengacara White & Case.</p> <p>Cases at US District Court for the Southern District of New York won by PT Jamsostek (Persero), thus, the Anglo Iberia filed an appeal. The appeal court was also won by PT Jamsostek (Persero), but, one of decision from District Court had asked for the re-investigation towards Jamsostek Employee to found out whether there was a negligence of PT Jamsostek in monitoring its employee during the their study in United State of America.</p> <p>The US District Court for the Southern District of New York had decide the victory on PT Jamsostek.</p> <p>Towards the decision, the Anglo Iberia had claimed a Motion of Consideration at US District Court the Southern District of New York and the judge was rejected the motion plea.</p> <p>The Anglo Iberia filed a re-appeal at US Court of Appeals for the Secourt Circuit. Currently, the case is still under process and PT Jamsostek was represented by White & Case Attorney.</p>	<p>Masih dalam proses persidangan ditingkat Banding</p> <p>Still under appeal in the court process</p>	<p>NIHIL</p> <p>Zero</p>	<p>NIHIL</p> <p>Zero</p>
02.	<p>Gugatan PT Jamsostek (Persero) vs Bank Pacific, Pacific Finance, Sdr. Endang Utari Mokodompit, Nomor Register Perkara No. 2699 K/Pdt/2001. PT Jamsostek (Persero) mengajukan gugatan Perdata melalui Pengadilan Negeri Jakarta Pusat, atas penerbitan CP yang tidak dapat dikembalikan oleh penerbit dan penjamin kepada PT Jamsostek (Persero), senilai Rp3,5 miliar.</p> <p>A lawsuit of PT Jamsostek (Persero) vs Bank Pacific, Pacific Finance, Sdr. Endang Utari Mokodompit, with Registered Case No. 2699 K/Pdt/2001. PT Jamsostek (Persero) filed a lawsuit through State Court of Central Jakarta, on the issuance of unreturnable CV by publisher and guarantor to PT Jamsostek (Persero) which was amounted to Rp3.5 billion.</p>	<ol style="list-style-type: none"> 1. PT Jamsostek (Persero) memenangkan perkara tersebut di tingkat Pengadilan Negeri, Pengadilan Tinggi DKI Jakarta dan di Tingkat Kasasi/Mahkamah Agung RI No. 2699 K/Pdt/2001 tanggal 30 Oktober 2002. 2. Tergugat II dan III (Bank Pacific DL dan Ir. Endang Utari Mokodompit) secara tanggung renteng wajib membayar CP sebesar Rp3,5 miliar semenjak jatuh tempo dan dikenakan bunga 6% per tahun. 3. Menyatakan gugatan terhadap Tergugat I dan Tergugat IV (Pacific Finance dan Bank Indonesia) tidak dapat diterima. 4. PT Bank Pacific (dlm likuidasi) mengajukan PK (Peninjauan Kembali) tanggal 7 Juli 2006 dan saat ini masih dalam proses PK di Mahkamah Agung RI. 5. Pada saat ini masih dalam proses Peninjauan Kembali di Mahkamah Agung RI. <ol style="list-style-type: none"> 1. PT Jamsostek (Persero) had won the case at State Court, Highest Court of DKI Jakarta and also at the Appeal level of Supreme Court of Republic of Indonesia No. 2699 K/ Pdt/2001 dated 30 October 2002. 2. Accutation II and III (Bank Pacific DL and Ir. Endang Utari Mokodompit) will collectively obliged to pay off the CP for a total amount of Rp3.5 billion due to its maturity period with 6% annual interest. 3. Claimed that the verdict towards the accusation I and accusation IV (Pacific Finance and Bank Indonesia) is not acceptable. 4. PT Bank Pacific (under liquidation process) filed for Re-investigation Plea (PK) dated on 7 July 2006 and to date, it still under process at Supreme Court of the Republic of Indonesia. 5. To date, the process at Supreme Court of the Republic Indonesia is still under the Re-investigation Process. 	<p>Perkara masih dalam Proses Peninjauan Kembali (PK) di Mahkamah Agung RI.</p> <p>The case is sill under the Re-investigation process at Supreme Court of The Republic of Indonesia.</p>	<p>Rp.3,5 miliar</p> <p>Rp3.5 billion</p>	

<p>03.</p>	<p>Gugatan PT Jamsostek (Persero) vs Indopac Perdana Finance, Bank Pacific, Sdr. Endang Utari Mokodompit, Nomor register perkara 1143 K/Pdt/2001.</p> <p>PT Jamsostek (Persero) mengajukan Gugatan Perdata melalui Pengadilan Negeri Jakarta Selatan, atas penerbitan CP yang tidak dapat dikembalikan oleh penerbit dan penjamin kepada PT Jamsostek (Persero), senilai Rp18 miliar.</p> <p>Lawsuit of PT Jamsostek (Persero) vs Indopac Perdana Finance, Bank Pacific, Sdr. Endang Utari Mokodompit, with a case registered No. 1143 K/Pdt/2001.</p> <p>PT Jamsostek (Persero) filed a civil lawsuit through the State Court of South Jakarta, on the issuance of unreturnable CP by the issuer and guarantor to PT Jamsostek (Persero), which was amounted to Rp18 billion.</p>	<ol style="list-style-type: none"> Gugatan dimenangkan oleh PT Jamsostek (Persero) di tingkat Pengadilan Negeri, Pengadilan Tinggi dan di tingkat Kasasi/ Mahkamah Agung RI. Tergugat I, II dan Tergugat III ((Indopac Perdana Finance, Bank Pacific, DL dan Sdri. Ir. Endang Utari Mokodompit) diwajibkan untuk membayar dana Rp18 miliar beserta bunga sebesar 6% kepada PT Jamsostek (Persero), sejak putusan Pengadilan mempunyai kekuatan hukum tetap berdasarkan Putusan Kasasi No. 1143 K/Pdt/2001. Penggugat (Bank Pacific DL) saat ini mengajukan upaya Peninjauan Kembali ke Mahkamah Agung RI. Pada saat ini Perkara masih dalam proses Peninjauan Kembali di Mahkamah Agung RI. Pada tanggal 2 Juni 2008 Biro Kepatuhan dan Hukum PTJamsostek (Persero) telah melakukan konfirmasi ke Bank Pacific DL dan berdasarkan Surat Pernyataan Pengelola Gedung Management PT Pura Selokamas dinyatakan bahwa PT Bank Pacific Dalam Likuidasi sudah bubar Sejak 15 Mei 2008. Surat PT Jamsostek (Persero) kepada Mahkamah Agung RI No. B/7846/082008 tanggal 27 Agustus 2008 perihal Permohonan penanganan secara prioritas untuk perkara perdata dalam proses PK (Peninjauan Kembali) No. 2699 K/Pdt/2001 dan No.1143 K/Pdt/2001 Demi penyelamatan uang Milik Negara. <ol style="list-style-type: none"> PT Jamsostek (Persero) had won the lawsuit at the level of Central Court, Highest Court and at the Appeal Level/Supreme Court of the Republic of Indonesia. The accusation I, II and accusation III ((Indopac Perdana Finance, Bank Pacific, DL and Sdri. Ir. Endang Utari Mokodompit) is obliged to pay Rp18 billion with annual interest of 6% to PT Jamsostek (Persero), since the verdict possessed a permanent law force pursuant to the Appeal Verdict No. 1143 K/Pdt/2001. The accuser (Bank Pacific DL) currently applied for Re-investigation process to the Supreme Court of the Republic of Indonesia. To date, the case is still under the re-investigation process at the Supreme Court of the Republic of Indonesia. On 2 June 2008, the Legal and Compliance Bureau of PTJamsostek (Persero) had conducted a confirmation towards Bank Pacific DL and pursuant to the Decree of the Management Building of PT Pura Selokamas it was stated that PT Bank Pacific which was under liquidation had been dismissed since 15 May 2008. A Letter from PT Jamsostek (Persero) to the Supreme Court of the Republic of Indonesia No. B/7846/082008 dated 27 August 2008 regarding the Appeal to have a priority handling of the re-investigation lawsuit No. 2699 K/Pdt/2001 and No.1143 K/Pdt/2001 for the purposes of State Assets Redemption. 	<p>Perkara masih dalam Proses Peninjauan Kembali (PK) di Mahkamah Agung RI.</p> <p>The case is still under the Re-investigation process at Supreme Court of The Republic of Indonesia.</p>	<p>Rp18 miliar</p> <p>Rp18 billion</p>	
<p>04.</p>	<p>Kasus Investasi <i>Medium Term Notes</i> (MTN) PT Volgren Indonesia.</p> <p>Pada tanggal 27 Juli 2001 PT Jamsostek (Persero) membeli MTN PT Volgren Indonesia dengan nilai Rp33,20 miliar dengan tanggal jatuh tempo yaitu tanggal 27 Juli 2004.</p> <p>Jaminan berupa 60 Bus yang dijanjikan sesuai Perjanjian Jual Beli MTN No. PER/44/072001, hanya dipenuhi 20 Bus (telah diikat dengan fiducia) dan kondisi bus-bus tersebut terdiri dari 20 bus rusak berat dan 20 bus berupa <i>chassis</i> berada di karoseri Delima Jaya Bogor.</p> <p>The investment of Medium Term Notes (MTN) cases of PT Volgren Indonesia.</p> <p>On 27 July 2001, PT Jamsostek (Persero) had acquired the MTN from PT Volgren Indonesia at a total amount of Rp33.20 billion with maturity period until 27 July 2004.</p> <p>A guarantee of a total 60 busses pursuant to the MTN Purchase and Sales Agreement No. PER/44/072001, was only being fulfilled with a total of 20 Busses (bound by fiducial), whilst the remain 40 busses are in the following conditions: 20 busses was in a total damage conditions and the other 20 busses was in the form of chassis at Delima Jaya Bogor.</p>	<p>a. Proses Hukum Pidana dikenakan terhadap Sdr Eddy Sofyan Direktur Utama PT Volgren Indonesia. Berdasarkan putusan Pengadilan Negeri Jakarta Selatan No. 911/Pid.B/2008 / PN. Jak.Sel tanggal 12 September 2008 dan dikuatkan oleh putusan Pengadilan Tinggi DKI Jakarta No. 281/PID/2008/PTDKI tanggal 11 Nopember 2008 dan Putusan di tingkat Kasasi Mahkamah Agung RI No. 392PI/2008/MARII, dengan inti putusan antara lain:</p> <ul style="list-style-type: none"> dengan Pidana penjara selama 8 tahun dan Denda sebesar Rp100.000.000 (seratus juta rupiah). Menetapkan bahwa apabila denda tersebut tidak dibayar, maka diganti dengan Pidana kurungan selama 4 bulan. Menghukum Terdakwa membayar uang pengganti sejumlah Rp33.250.000.000 (Tiga puluh tiga miliar dua ratus lima puluh juta rupiah) Jika Terdakwa tidak membayar uang pengganti, menghukum Terdakwa Eddy Sofyan paling lama 1 (satu) bulan setelah putusan pengadilan memperoleh kekuatan hukum tetap, maka harta bendanya dapat disita oleh Jaksa dan dilelang untuk menutupi uang pengganti tersebut, dalam hal ini terpidana tidak mempunyai harta benda yang mencukupi untuk membayar uang pengganti tersebut, maka dipidana selama 3 tahun. <p>b. Terdapat Gugatan Bantahan oleh keluarga Sdr. Eddy Sofyan di Pengadilan Negeri Subang atas tanah dan Bangunan yang dijaminan Hak Tanggungan (HT) yaitu atas Tanah dan Bangunan Sertipikat Hak Guna Bangunan No. 69 Desa Kamarung, Kecamatan Pagaden, Kabupaten Subang Propinsi Jawa Barat, yang dijaminan oleh Sdr. Eddy Sofyan sebagai Direktur PT Graha Pasundan Raya dan sudah mempunyai kekuatan hukum tetap berdasarkan putusan perkara di tingkat Banding di Pengadilan Tinggi Bandung sesuai Putusan No. 91/PDT/2006/PTBDG dan perkara tersebut dimenangkan oleh PT Jamsostek (Persero) dan pada saat ini masih dalam persiapan proses untuk dilakukan Eksekusi.</p>	<p>Masih menunggu Turunan Putusan Resmi dari Mahkamah Agung RI, selanjutnya melakukan eksekusi lelang: terhadap aset Jaminan berupa:</p> <ol style="list-style-type: none"> Aset berupa tanah dan Bangunan HGB No 69 Desa Kamarung, Kec Pagaden Kab. Subang. 20 bus yang pernah dioperasional. 20 Chassis bus yang saat ini berada di Karoseri Delima Jaya Bogor. 	<p>Hasil lelang Belum dapat ditaksir.</p> <p>The Auction results had not been appraised yet</p>	

		<p>a. A criminal lawsuit was filed against Mr. Eddy Sofyan The President Director of PT Volgren Indonesia. Pursuant to the verdict of State Court of South Jakarta No. 911/Pid.B/2008/PN.Jak.Sel dated 12 September 2008 and supported with the verdict of Highest Court of DKI Jakarta No. 281/PID/2008/PTDKI dated 11 Nopember 2008 and verdict from the Appeal Level of Supreme Court of the Republic of Indonesia No.392PI/2008/MARI, with a major decision as follows:</p> <ul style="list-style-type: none"> • 8(eight) years of sentence punishment and fined which is amounting to Rp100.000.000 (a hundred million rupiah). • Determined that whenever the fined had not being paid of, thus, it has to be substituted with 4(four) months prison. • Charging the defendant with substitution money amounting to Rp33,250,000,000 (Tiga puluh tiga miliar dua ratus lima puluh juta rupiah) if the defendant failed to pay of the substitution money, the Court will charged the defendant, Mr. Edy Sofyan, for a month prison. Thus, the Court could confiscated the defendant's asset to cover up for the substitution money. In this terms, the defendant did not possessed an adequate asset to cover up the substitution money, then the defendant will be sentence into three years in prison. <p>b. There were the contentious lawsuit filed by the family of Mr. Eddy Sofyan at State Court of Subang on Land and Property which was secured for its Land Bailling Rights (BR) and Property Certification of HGB No. 69 at Kamarung Village, Pagaden Province, Subang Regency, West Java, which was secured by Mr. Eddy Sofyan as Director of PT Graha Pasundan Raya and supported with a permanent law force, pursuant to the the verdict on the Appeal level of Highest Court, Bandung. In addition, it also in accordance with Decision No. 91/PDT/2006/PTBDG. This case is won by PT Jamsostek (Persero) and to date it still awaiting for the preparation of an execution process.</p>	<p>Stil holds for the official verdict from the Supreme Court of the Republic of Indonesia, thus, conduct a confiscated action towards secured assets such as the followings :</p> <ul style="list-style-type: none"> a. Asset, in the form of land and property with the HGB certificate No 69 Kamarung Village, Pagaden Province, Subang Regency. b. 20 operational busses. c. 20 Chassis of busses at Delima Jaya Bogor. 		
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KELENGKAPAN TATA KELOLA PERUSAHAAN PEDOMAN PERILAKU

Pedoman Perilaku PT Jamsostek (Persero) tertuang dalam Perjanjian Kerja Bersama (PKB) antara Manajemen PT Jamsostek (Persero) dengan karyawan yang diwakili oleh Serikat Pekerja Jamsostek dan dalam Kode Etik Bisnis.

- Penyempurnaan Perjanjian Kerja Bersama (PKB) pada tahun 2006 telah ditetapkan melalui Keputusan Direktorat Jenderal Pembinaan Hubungan Industrial dan Jaminan Sosial Ketenagakerjaan No. KEP/119/PHJSK/PKKA/2006 tentang Pendaftaran Perjanjian Kerja Bersama antara PT Jamsostek (Persero) dengan Serikat Pekerja yang memuat Perjanjian Kerja Bersama termasuk kewajiban karyawan Serikat Pekerja dan perusahaan, syarat kerja serta hubungan kerja antara karyawan dengan Perseroan.
- Kode Etik Bisnis Jamsostek yang telah disusun atas kerjasama PT Jamsostek (Persero) dengan *Career Development Center* Universitas Gadjah Mada meliputi:

- Tata Nilai

- IMAN

Insan Jamsostek beriman dan bertakwa kepada Tuhan YME dan percaya bahwa keberadaannya di Jamsostek adalah semata-mata karena takdir Tuhan YME dan harus dipertanggungjawabkan kelak di kemudian hari. Karena itu, Insan Jamsostek akan berpikir positif, bertanggung jawab dan memberikan pelayanan tulus ikhlas.

COMPLETION OF CORPORATE GOVERNANCE CODE OF CONDUCT

Code of Conduct is incorporated within the Collective Labor Agreement (PKB) between PT Jamsostek's (Persero) Management and the employees as represented by Jamsostek's Labor Union and within the Code of Business Ethics.

- Improvement to the Collective Labor Agreement (PKB) in 2006 that was endorsed by the Decision of the Directorate General for Industrial Relations and Labor Social Insurance No. KEP/119/PHJSK/PKKA/2006 regarding The Registration of Collective Labor Agreement between PT Jamsostek (Persero) and the Labor Union that incorporated the Collective Labor Agreement included the obligations of members of the Labor Union and the Company, work rules as well as work relations between employees and the Company.
- Jamsostek's Code of Business Ethics that were jointly formulated between PT Jamsostek (Persero) and the Career Development Center of Gadjah Mada University includes:

- Core Values

- FAITH

The Jamsostek employee is one that is faithful and obedient to God almighty and believes that one's presence within Jamsostek is God's will and that the person must be held accountable for his actions one day. Therefore, the Jamsostek employee should think positively, responsibly and honestly to provide its services.

- **PROFESIONAL**

Insan Jamsostek selalu mengupayakan hal yang terbaik dalam semua tindakan, mengejar prestasi tertinggi, dan bersikap pro-aktif serta selalu mengasah diri agar siap menghadapi perubahan.

- **TELADAN**

Insan Jamsostek sadar bahwa harus menjadi panutan, sehingga harus menjaga sikap dan perilaku, menghormati sesama, serta memberi bantuan, dukungan dan bimbingan untuk memberdayakan segenap insan Jamsostek.

- **INTEGRITAS**

Insan Jamsostek, harus dapat dipercaya sehingga selalu menunjukkan komitmen berani mengemukakan pendapat secara jujur dan realistis serta selalu bersikap terbuka.

- **KERJASAMA**

Insan Jamsostek mengutamakan keberhasilan perusahaan, sehingga selalu menjaga kebersamaan menghargai perbedaan pendapat, dan mengusahakan tercapainya sinergi.

- **PROFESIONAL**

The Jamsostek employee strives for the best in all aspects, strives for the utmost, and behaves pro actively, as well as constantly strives to improve oneself in response to change.

- **EXAMPLE**

The Jamsostek employee is aware that he/she must become examples whereby one must always be aware of the attitude and behavior, mutual respect, as well provide support and guidance to empower Jamsostek's employee.

- **INTEGRITY**

The Jamsostek employee must secure trust by always showing bold commitment to honestly and realistically convey as well as strive to always be transparent.

- **COOPERATION**

The Jamsostek employee prioritizes corporate achievement, whereby is always seeks to ensure unity and respect for differences in opinion and strive for synergies.

POKOK-POKOK KODE ETIK BISNIS

- Pemenuhan Hak dan Penyelesaian Keluhan Peserta
 - Peserta adalah mitra yang harus dilindungi dan dilayani kepentingannya, karena mempunyai peranan besar bagi keberadaan dan perkembangan Jamsostek.
 - Hak peserta harus dapat dipenuhi dengan mudah, cepat dan akurat.
 - Keluhan peserta harus diselesaikan secara profesional dengan integritas tinggi.
- Kesamaan Kesempatan
 - Kesetaraan hak dan kesempatan untuk mengembangkan karir merupakan komitmen Jamsostek.
 - Insan Jamsostek mempunyai kesempatan yang setara dalam proses pengembangan karir sesuai dengan potensi, karakter dan tingkat profesionalitasnya.
- Keselamatan dan Kesehatan Kerja
 - Insan Jamsostek mengutamakan keselamatan dan kesehatan kerja yang merupakan bagian yang tak terpisahkan dari prinsip profesionalisme.
 - Lingkungan kerja yang bebas dari bahaya yang dapat dicegah merupakan komitmen Jamsostek.

THE MAIN ASPECTS OF THE CODE OF BUSINESS ETHICS

- Fulfillment of Membership's Rights and Resolution of Issues
 - Participant's are partners whose interests must be protected and served as they have an important role for the existence and development of Jamsostek.
 - The rights of the participants must be fulfilled easily, quickly and accurately.
 - The Participant's complaints must be resolved in a manner that reflects professionalism and high integrity.
- Equal Opportunity
 - Equal rights and opportunity for career development is Jamsostek's commitment.
 - The Jamsostek employee has equal opportunity for career development in accordance with one's potential, character and level of professionalism.
- Work Health and Safety
 - The Jamsostek employee prioritizes work safety and health that constitute as an integral part of principles of professionalism.
 - Work environment that is free from danger that can be avoided is a commitment of Jamsostek.

- Benturan Kepentingan
 - Insan Jamsostek tidak diperbolehkan melakukan pekerjaan lain pada jam kerja.
 - Insan Jamsostek tidak diperbolehkan mengaitkan bisnis pribadi dan keluarganya dengan bisnis Jamsostek.
 - Mengikuti pembahasan dan pengambilan keputusan yang mengandung unsur benturan kepentingan.
 - Menyalahgunakan jabatan untuk kepentingan atau keuntungan pribadi, keluarga atau pihak-pihak lain.
- Pengamanan dan Pemeliharaan Aset Perusahaan
 - Insan Jamsostek berkewajiban mengamankan dan menggunakan aset Perseroan secara efisien.
 - Penggunaan aset perusahaan untuk kepentingan pribadi merupakan pelanggaran.
 - Insan Jamsostek wajib melakukan pencatatan dan pelaporan aset Perseroan secara tertib dan benar.
- Rahasia Perusahaan dan Kearsipan
 - Insan Jamsostek berkewajiban melindungi dan tidak membocorkan rahasia dan informasi bisnis perusahaan.
 - Dokumen-dokumen penting diarsipkan dan ditangani dengan hati-hati dan tertib supaya tetap terjaga dengan baik.
- Aspirasi Politik
 - Insan Jamsostek bebas menentukan afiliasi dan aspirasi politiknya.
 - Fasilitas perusahaan tidak boleh digunakan untuk kepentingan partai politik.
- Pemberian dan Penerimaan Hadiah
 - Insan Jamsostek dilarang menerima atau menawarkan sesuatu untuk kepentingannya, baik langsung maupun tidak langsung dari mitra bisnis, yang dapat mempengaruhi pengambilan keputusan.
 - Tidak diperkenankan menerima dan atau memberi hadiah dan cinderamata dalam bentuk apapun yang terkait dengan atau yang patut dapat diduga berkaitan dengan jabatannya.
 - Pengecualian terhadap huruf b di atas adalah hadiah dan cinderamata dalam rangka silaturahmi yang nilai akumulasinya tidak lebih dari Rp1.000.000 dalam periode 1(satu) tahun buku. Untuk nilai melebihi jumlah Rp1.000.000 akan menjadi milik Perseroan.
- Conflict of Interest
 - The Jamsostek employee is not allowed to carry out other jobs during office hours.
 - The Jamsostek employee is not allowed to combine one's personal and family business with that of Jamsostek's.
 - Follows the discussion and decision making process that adheres to the conflict of interest issue.
 - Taking advantage of their position for the benefit of personal, family and other parties.
- Securing and Maintaining Corporate Assets
 - The Jamsostek employee is responsible for securing and utilizing the Company's assets efficiently.
 - The use of the Company's assets for personal purposes constitutes as a violation.
 - The Jamsostek employee oblige to conduct a listing and reporting the Company's asset in a rightfully and orderly manner.
- Corporate Confidentiality and Documentation
 - The Jamsostek employee is responsible for protecting and not allowed to leak the confidentiality of the company's business information.
 - Important documents must be kept and handled carefully to ensure it is appropriately secure.
- Political Aspiration
 - The Jamsostek employee is free to determine one's political affiliation and aspiration.
 - The Company's facility cannot be used in the interest of a political party.
- Giving and Receiving Gifts
 - Giving and receiving something for personal benefit, both directly or indirectly from business partner that will affect a decision making process is off limit.
 - Giving and receiving gift or souvenirs in any forms related to/or presumably related with their position is prohibited.
 - The exceptional case on point b is prevail in the forms of gift or souvenirs in the framework of goodwill with a maximum value of Rp1,000,000 within a period of one fiscal year. For every forms of gift and souvenir with a value above Rp1,000,000 will become the Company's property.

- Penerimaan hadiah atau cinderamata harus melaporkan kepada Komite Etika.
- The receiver of any gift or souvenir must report to the Ethic Committee.
- Penyalahgunaan wewenang
Insan Jamsostek berkewajiban menghindari dan mencegah penyalahgunaan wewenang dan atau melakukan kegiatan bersama dengan tujuan untuk kepentingan pribadi, golongan atau pihak lain yang secara langsung atau tidak langsung merugikan perusahaan.
- Misuse of authority
The Jamsostek employee had an obligation to prevent and avoid all misuse of authority and/or undertake simultaneous activities for the purpose of personal, group or other party's benefit, both directly or indirectly that will inflict a potential loss of the Company.
- Kepatuhan terhadap peraturan
Insan Jamsostek berkewajiban mentaati peraturan perundang-undangan dan peraturan yang berlaku, baik yang berkaitan dengan program Jamsostek maupun yang berkaitan dengan pengelolaan perusahaan.
- Relations with Investigative Agencies
The Jamsostek employee had an obligation to fulfill the prevailing rules and regulation, both of which related to the Jamsostek program and the management of the Company.

PAKTA INTEGRITAS

Integritas PT Jamsostek (Persero)

- Integritas adalah suatu elemen karakter yang mendasari timbulnya pengakuan atas kejujuran dan merupakan kualitas yang mendasari kepercayaan publik sebagai patokan bagi insan Jamsostek dalam menguji semua keputusan yang diambil.
- Integritas mengharuskan insan Jamsostek bersikap jujur dan berterus terang tanpa harus mengorbankan hal-hal yang secara prinsip harus diperlakukan sebagai rahasia.
- Integritas dapat menerima kesalahan yang tidak disengaja namun tidak ada kompromi untuk kecurangan atau pelanggaran-pelanggaran yang bersifat prinsip.
- Integritas mengharuskan insan Jamsostek untuk mengikuti prinsip-prinsip obyektivitas dan kehati-hatian secara profesional.
- Integritas mengharuskan insan Jamsostek untuk menghindari diri dari Benturan Kepentingan dan perbuatan tercela.

Komitmen insan Jamsostek

- Tidak melakukan praktik Korupsi, Kolusi dan Nepotisme (KKN).
- Tidak meminta atau menerima suatu pemberian, baik secara langsung maupun tidak langsung berupa suap, hadiah bantuan atau bentuk lainnya kepada/dari siapapun yang patut diduga memiliki hubungan usaha dengan Perseroan.
- Tidak memberi atau menjanjikan secara langsung maupun tidak langsung berupa suap, hadiah bantuan atau bentuk lainnya terhadap siapapun yang patut diduga memiliki hubungan usaha dengan Perseroan.
- Tidak mengungkapkan informasi rahasia yang dia tahu bahwa hal tersebut akan merugikan Perseroan.

INTEGRITY PACT

The Integrity of PT Jamsostek (Persero)

- Integrity represent an element of character which underlying the emergence of admission towards honesty and constitute a basic quality needed in order to gain a public trust as a standardization to every Jamsostek employee while verifying a decision making process.
- Integrity obliging every Jamsostek employee to have a certain attitude such as honest and fair without sacrificing matters that needed to be treated as a confidential issues.
- Integrity represent the ability to except undeliberate mistakes, while also stand in uncompromising manner towards every deception or principle contravention.
- Integrity oblige the Jamsostek employe to follow the principle of objectivity and prudent in a professional manners.
- Integrity oblige the Jamsostek employee to avoid themselves from any action related to the Conflict of Interest as well as despicable actions.

Commitment from the Jamsostek employee

- Do not undertake the Corruption, Collusion and Nepotism activities.
- Do not give or received any endowment, both directly or indirectly in the forms of bribe, donation or in any other form to/from anyone whom presumably had any business connection with the Company.
- Do not give or promise any bribe, donation or anything, both directly or indirectly to anyone whom presumably had any business connection with the Company.
- Do not cast any confidential information that they realized would inflict a financial loss to the Company.

- Bersedia menanggung segala akibat, baik secara administrasi maupun secara hukum apabila melanggar Piagam Pakta Integritas yang mereka tandatangani.

Piagam Pakta Integritas

- Insan Jamsostek berkewajiban menandatangani Pakta Integritas
 - Untuk Komisaris disaksikan oleh Pemegang Saham
 - Untuk Direksi disaksikan oleh Komisaris
 - Untuk Kepala Divisi/Kepala Biro/Staf Ahli disaksikan oleh Direktur Terkait
 - Untuk Kepala Kantor Wilayah dan Wakil Kepala Kantor Wilayah disaksikan oleh Direksi
 - Untuk Kepala Kantor Cabang disaksikan oleh Kepala Kantor Wilayah
 - Untuk Pejabat di bawah Kepala Unit Kerja dan Karyawan disaksikan oleh Kepala Unit Kerja.
- Insan Jamsostek mengajak Mitra Kerja (rekanan, asosiasi perusahaan/pekerja, Pemerintah) untuk menandatangani dan melaksanakan Piagam Pakta Integritas.
- Piagam Pakta Integritas untuk Komisaris, Direksi dan Kepala Unit Kerja wajib ditempatkan di lokasi yang mudah dibaca oleh pemangku kepentingan.

- Willing to take any risks under the administration or legal forms whenever they infringe to the Integrity Pact that have been signed.

Integrity Pact Charter

- The Jamsostek employee have the duty of signing the Integrity Pact
 - For the Board of Commissioners, it is witness by the Shareholders
 - For the Board of Directors, it is witness by the BOC
 - For the Head of Division/Head of Bureau/Key Personnel are witness by the related Directors
 - For the Head of Regional Office and Deputy Head of Regional Office are witness by the Board of Directors
 - For the Head of Branch Office is witness by the Head of Regional Office
 - For the functionary under the Head of Working Unit and Employees are witness by the Head of Working Unit.
- The Jamsostek employee would ask all Business Partners (partners, associate companies/employee, Government) to sign and implement the Integrity Pact.
- The Integrity Pact for the BOC, BOD and Head of Working Unit should be put in a space or location which is readable by all stakeholders.

ETIKA PERUSAHAAN

1. Internalisasi dan Sosialisasi Etika Perusahaan (Code of Conduct) dilakukan secara bersamaan dengan paket infrastruktur GCG lainnya yaitu GCG Code, Board Manual, Conflict of Interest, Komite Etika kepada seluruh insan Jamsostek.
2. Khusus *Code of Conduct* yang berkaitan dengan Perjanjian Kerja Bersama (PKB) tahun 2006-2008 antara Direksi PT Jamsostek (Persero) dengan Serikat Pekerja Jamsostek (SPJ) yang merupakan pedoman terhadap hak dan kewajiban Perseroan, Karyawan dan Serikat Pekerja telah disosialisasikan dan disebarakan buku PKB tersebut kepada 3.000 karyawan PT Jamsostek (Persero).
3. Upaya penegakan *Code of Conduct* telah diatur melalui mekanisme sistem dan prosedur yang ada meliputi:
 - a. Perjanjian Kerja Bersama (PKB) 2006-2008 sesuai Pasal 85 yang mengatur penyelesaian keluhan dan pengaduan.
 - b. Pembentukan Komite Etika PT Jamsostek (Persero) melalui Keputusan Direksi PT Jamsostek (Persero) No. KEP/231/092007 yang bertugas untuk menangani pelaporan pelanggaran penerapan GCG dan termasuk di dalamnya pelanggaran *Code of Conduct*.

CORPORATE ETHICS

1. The internalization and socialization to the Corporate Ethics (Code of Conduct) were simultaneously conducted with other GCG infrastructure, namely GCG Code, Board Manual, Conflict of Interest, as well as Ethic Committee towards the entire Jamsostek employee.
2. Special Code of Conduct which was related to the 2006-2008 Working Agreement (PKB) between the BOD of PT Jamsostek (Persero) and Jamsostek Labour Union (SPJ) that constitutes a manual guidance towards the Company's rights and obligation. The PKB Manual had been distributed and socialized to a total of 3,000 employees of PT Jamsostek (Persero).
3. The effort to uphold the Code of Conduct was stipulated on specific system and procedures mechanism that covers the following:
 - a. The 2006-2008 Working Agreement (PKB) pursuant to Article 85 that regulate the completion of complaint and indictment.
 - b. The formation of Ethic Committee of PT Jamsostek (Persero) through a Director's Decree of PT Jamsostek (Persero) No. KEP/231/092007 regarding the violation report on GCG implementation that includes violations on Code of Conduct.

c. Pembentukan Komite Integritas/Pemantau Independen dari luar Perusahaan dan tertuang dalam *Charter* Integritas yang sudah ditandatangani oleh pihak Direksi PT Jamsostek (Persero) dengan koordinator Komite Integritas.

i. Susunan anggota Komite Integritas/Pemantau Independen:

Ai Mulyadi Mamoer	Koordinator
Mas Achmad Damiri	Anggota
Lukman Nulhakim	Anggota
Sabdonu Surohadikusumo	Anggota

ii. Tugas Komite Integritas/Pemantau Independen:

1. Menerima laporan pelanggaran dari pelapor dan menyeleksi dan mendistribusikan kepada unit kerja terkait (termasuk terlapor, Direksi dan Dewan Komisaris)
2. Mendorong Direksi PT Jamsostek (Persero) untuk melaksanakan GCG secara efektif.

d. Posisi Sosialisasi GCG termasuk *Code of Conduct* dan penandatanganan Pakta Integritas sebagai pernyataan mengenai Budaya Perusahaan (Corporate Culture) dan khusus untuk Dewan Komisaris menandatangani benturan kepentingan.

c. The formation of Integrity Committee/Independent Auditor from outside the Company which stipulated on Integrity Charter which had been signed by the Board of Directors of PT Jamsostek (Persero) under the coordination of the Integrity Committee

i. The composition of Integrity Committee/Independent Auditor are as follows:

Ai Mulyadi Mamoer	Coordinator
Mas Achmad Damiri	Member
Lukman Nulhakim	Member
Sabdonu Surohadikusumo	Member

ii. Duties of the Integrity Committee/Independent Auditors are:

1. To receive violation report from the reporter and select as well as distribute to related working unit (including the Board of Directors and the Board of Commissioners).
2. To urge the Board of Directors of PT Jamsostek (Persero) to conduct the GCG in an effective manner.

d. The GCG socialization including Code of Conduct and the signing of the Integrity Pact had reflected the statement on Corporate Culture. The Board of Commissioner was specifically signed the Conflict of Interest charts.

No.	UNIT KERJA Working Unit	2007		2008		Total	
		SOSIALISASI Socialization	P. INTEGRITAS Integrity Pact	SOSIALISASI Socialization	P. INTEGRITAS Integrity Pact	SOSIALISASI Socialization	P. INTEGRITAS Integrity Pact
1.	Dewan Komisaris The Board of Commissioners	6	-	-	6	6	6
2.	Direksi The Board of Directors	7	7	-	-	7	7
3.	Kantor Pusat Head Office	122	123	37	35	159	158
4.	Kantor Wilayah Branch Office	681	1.344	718	221	1.399	1.565
JUMLAH/TOTAL		816	1.474	755	262	1.571	1.736

KENDALA IMPLEMENTASI GOOD CORPORATE GOVERNANCE

Keputusan Menteri Negara BUMN No. 117/MBU/2002 tentang BUMN perlu disesuaikan dengan UU No. 19/2003 tentang BUMN dan Peraturan pelaksanaannya.

Adanya resistensi karyawan atas konsep implementasi GCG sebelum sosialisasi dan penandatanganan Pakta Integritas.

OBSTACLES FOR GCG IMPLEMENTATION

The State Minister for SOE Decree No. 117/MBU/2002 regarding the SOE needs to be amended in accordance with Law No. 19/2003 concerning the SOE's and regulations pertaining to the implementation.

There was an employee resistance towards the concept of implementing GCG prior to the dissemination and signing of the Integrity Pact.

Self Assessment atas implementasi GCG secara berkala belum sepenuhnya dapat dilakukan oleh organisasi internal Perseroan, dan saat ini menjadi salah satu tugas pokok dan fungsi Direktorat Kepatuhan & Manajemen Risiko.

Perubahan *Corporate Culture* perlu waktu dan dilakukan sosialisasi secara berkesinambungan. Sering terjadinya pergantian Direksi, dalam kurun waktu 5 (lima) tahun terakhir terjadi 3 (tiga) kali pergantian Direksi.

DAMPAK STRATEGIS IMPLEMENTASI GOOD CORPORATE GOVERNANCE

Peningkatan Citra Perusahaan

Mengikuti *Annual Report Award* tahun 2006 dan tahun 2007 dengan mempertahankan peringkat pertama untuk kategori BUMN Keuangan *Non Listed* sebagai salah satu bentuk pengungkapan transparansi perusahaan.

Hasil *survey Customer Satisfaction Measurement* yang dilakukan oleh pihak independen bekerjasama dengan Universitas Gadjah Mada, FKM UI dan UI Consulting pada tiga periode sebagai berikut:

No	PROGRAM	TAHUN/Year		
		2002	2005	2008
1	JPK	46,99%	66,60%	73,10%
2	JHT	62,20%	70,60%	59,80%
3	JKK			38,00%
4	JK			38,00%

Penurunan temuan Auditor Independen

No	PROGRAM	TEMUAN TAHUN/Year of Findings			
		2005	2006	2007	2008
1	Jamsostek	14	8	4	2
2	DPKP	3	1	1	1
3	PKBL	4	1	1	0
Jumlah/Total		21	10	6	3

Sertifikasi Sistem Manajemen Mutu ISO 9001 : 2000 yang meliputi:

- 7 Direktorat Kantor Pusat
- 21 Divisi/Biro Kantor Pusat
- 2 Kantor Wilayah
- 30 Kantor Cabang

Self Assessment on GCG implementation have not been fully undertaken by the internal organization of the Company, and currently it serves as one of the main duties and functions of the Compliance and Risk Management Directorate.

Changes to *Corporate Culture* needs to be supported with a continuous and sustainable socialization program. Frequent changes towards the composition of the Board of Directors, within the last five years it had happened three times.

STRATEGIC IMPACT ON GCG IMPLEMENTATION

Enhancing the Corporate Image

Participated in the 2006 and 2007 Annual Report Award and succeeded in maintaining its position as the First Winner for Non Listed of Financial SOE category to express the disclosure of corporate transparency.

Results form the Customer Satisfaction Measurement which was conducted by the Independent Party and in coordination with Gadjah Mada University, FKM UI and UI Consulting for three consecutive period are as follows:

Reduction on Independent Auditor Findings

Holds the ISO 9001 : 2000 of Quality Management System Certification that covers:

- 7 Directorate from Head Offices
- 21 Division/Head Offices Bureau
- 2 Regional Offices
- 30 Branch Offices

Peningkatan Kinerja Perseroan

Increasing Performance of the Company

No	URAIAN	2004	2005	2006	2007	2008	DESCRIPTION
1	Kepesertaan						Membership
	a. Perusahaan	118,606	130,960	143,224	159,213	175,805	a. Companies
	b. Tenaga Kerja	19,632,538	20,943,911	23,081,367	23,729,950	26,626,815	b. Workers
2	luran (dalam jutaan Rupiah)	5,527,896	6,379,944	7,714,367	8,676,206	10,839,170	Contribution (in million Rupiah)
3	Jaminan (dalam jutaan Rupiah)	2,630,485	2,573,711	3,393,283	4,066,324	4,921,711	Guarantee (in million Rupiah)
4	Total Aset (dalam jutaan Rupiah)	33,031,076	38,811,399	49,623,628	61,383,427	64,507,455	Total Asset (in million Rupiah)
5	Investasi (dalam jutaan Rupiah)						Investment (in million Rupiah)
	a. Akumulasi Dana Investasi	32,530,265	37,864,949	48,596,346	60,071,041	61,756,058	a. Accumulation of Investment Fund
	b. Penambahan Dana Investasi	6,452,398	5,334,684	10,731,396	11,474,694	1,685,016	b. Increasing of Investment Fund
	c. Hasil Investasi Bruto	3,372,992	3,627,841	6,045,941	6,549,649	7,244,242	c. Gross Investment Revenue
6	Laba (dalam jutaan Rupiah)	421,064	629,623	722,917	998,393	1,090,482	Profit (in million Rupiah)
7	Peringkat 10 BUMN penyumbang laba terbesar			Peringkat 10 Rank 10	Peringkat 9 Rank 9		The Big 10 of SOE for largest contributor on profit
8	Opini Auditor Independen	Wajar Tanpa Pengecualian (WTP)/Qualified Opinion					Opinion from Independent Auditor
9	Tingkat Kesehatan Perusahaan	Sehat Sekali Exceptionally Sound	Sehat Sound	Sehat Sekali Exceptionally Sound	Sehat Sound	Sehat Sound	Corporate Health Level
		110,28	105,12	110,40	108,07	108,87	
10	Penilaian KPI						KPI Assessment
	a. Kontrak Manajemen	-	104,30	105,49	111,82		a. Management Contract
	b. KPI BSC	-	-	-	93,83	103,23	b. KPI BSC
11	Assessment GCG	-	-	80	85,96	86,15	GCG Assessment
12	Tingkat Solvabilitas	356,06	323,49	438,49	497,87	154,10	Solvency Level

Berdasarkan RJPP 2004 – 2008, *Grand Corporate Strategy* adalah sebagai berikut:

- Strategi konsolidasi hingga tahun 2006 dan strategi pertumbuhan pada tahun 2007 dan 2008.
- Meningkatkan daya saing produk dan daya tarik pasar, sehingga program paket (JKK, JHT dan JK) berada pada posisi *growth*, dengan program JHT sebagai produk andalan.
- Meningkatkan daya saing program JPK, sehingga berada pada posisi *Selective*, yang dapat dilakukan melalui peningkatan jaringan kerja, efisiensi usaha, peningkatan citra dan pengelolaan programnya.

Perbandingan antara target sasaran Perseroan dengan realisasi selama tahun 2004–2008 dan Perbandingan antara target sasaran Perseroan dengan rencana kerja dan anggaran Perseroan (RKAP) selama tahun 2008 sebagai berikut:

In accordance with the 2004-2008 RJPP, *Grand Corporate Strategy* is as follows:

- Consolidation strategy up to 2006 and growth Strategy in 2007 and 2008.
- To increase product competition and market awareness, so that the package program (JKK, JHT and JK) could stand on growth position, with JHT program as their leading program.
- To increase the competition of its JPK program, and stands at selective position which was conducted by increasing its business network, working efficiency, increasing image and management of programs.

The comparative figures on the Company's Target versus its realization throughout 2004-2008, as well as the comparative figures between the Company's target and the 2008 Work and Budgetary Plan of the Company are as follows:

No	SASARAN PERUSAHAAN	COMPANY'S OBJECTIVE	RJPP 2004-2008	
			TARGET/TARGET	REALISASI/REALIZATION
1.	Peningkatan Kepesertaan:	Increasing Membership		
	- Sektor Formal	- Formal Sector	10 juta/million	10,25 juta/million
	- Sektor Informal	- Informal Sector	1 juta/million	0,33 juta/million
2.	Sistem <i>Online</i>	Online System		
	- <i>Clean up</i> data untuk PSJHT	- Clean up data for PSJHT	100%	100%
	- Sentralisasi <i>data base</i>	- Data base centralization	100%	100%
	- Penerapan sistem <i>online</i>	- Online system application	130 unit kerja/work unit	130 unit kerja/work unit
3.	Kinerja Perusahaan	the Company's Performance		
	- Tingkat Kesehatan	- Health Level	Sehat Sekali/Exceptionally Sound	Sehat/Sound
	- Opini Auditor	- Auditors Opinion	WTP	WTP
	- Total Aset	- Total Asset	Rp65 triliun/trillion	Rp64,5 triliun/trillion
4.	Indeks Kepuasan Peserta	Index of Participant's Satisfaction		
	- JPK	- JPK	70%	73,10%
	- Non JPK	- Non JPK	80%	51,50%

PRAKTIK *GOOD CORPORATE GOVERNANCE* (GCG)
YANG MELEBIHI KRITERIA

GOOD CORPORATE GOVERNANCE (GCG)
PRACTICES WHICH EXCEEDING THE CRITERIA

No.	URAIAN	DESCRIPTION	TARGET	REALISASI REALIZATION	(%) PENCAPAIAN (%) ACHIEVEMENT
1.	Penambahan Kepesertaan:	Increasing Membership:			
	a. Perusahaan	a. Companies	13.381	15.528	116,05
	b. Tenaga Kerja	b. Workers			
	- JHT, JKK dan JK	- JHT, JKK and JK	2.392.522	2.533.918	105,91
	- JPK	- JPK	416.622	704.910	169,20
	- Jasa Konstruksi	- Construction Services	2.500.002	3.632.074	145,28
	- TK Mandiri/LHK	- Independent Worker/LHK	134.625	105.285	78,21
	- TK Perseorangan	- Individual Worker	68.398	21.127	30,89
2.	Penerimaan luran	Contribution Revenue			
	a. Non JHT	a. Non JHT	2.268.760	2.349.716	103,57
	b. JHT	b. JHT	7.690.640	8.418.969	109,47
	c. Total luran	c. Total Contribution	9.959.396	10.768.685	108,13
3.	Pembayaran Jaminan	Claim Expenses			
	a. Non JHT	a. Non JHT	1.018.993	1.177.660	115,57
	b. JHT	b. JHT	3.707.140	3.744.049	101,00
	c. Total Jaminan	c. Total Claims	4.726.133	4.921.709	104,14
4.	Investasi	Investment			
	a. Akumulasi Dana Investasi	a. Accumulation of Investment Fund	68.423.893	61.756.058	90,26
	b. Pertambahan Dana Investasi	b. Increasing of Investment Fund	8.352.852	1.685.016	20,17
	c. Hasil Investasi Bruto	c. Gross Investment Revenue	6.062.330	7.244.242	119,50
	d. YOI Bruto	d. Gross YOI	9,54	11,97	
5.	Beban Cadangan Teknis	Technical Reserve Expenses	784.381	660.045	84,15
6.	Beban Usaha	Total Expense	1.038.434	1.041.274	100,27
7.	Bagian Peserta atas hasil investasi JHT	Participants Share on JHT Investment	3.735.041	4.234.378	113,37
8.	Laba setelah Pajak	Profit After Tax	1.117.117	1.090.482	97,62
9.	Total Aset	Total Asset	70.399.673	64.507.344	91,63

JENIS REMUNERASI DAN FASILITAS	JUMLAH DITERIMA DALAM 1 TAHUN Total Amount Received within a Year				REMUNERATION TYPE AND FACILITIES
	Dewan Komisaris The Board of Commissioners		Direksi The Board of Directors		
	NAME Name	(RP)	NAME Name	(RP)	
Remunerasi: (Gaji, Tunjangan Perumahan dan Transportasi)	Wahyu Hidayat	455,400,000	H. Hotbonar Sinaga	1,170,000,000	Remunerasi: (Salary, Housing Allowances and Transportation)
	Herry Purnomo	438,360,000	Myra SR Asnar	1,148,200,000	
	Myra Maria Hanartani	438,360,000	Indrasjwari KS Kartakusuma	1,128,200,000	
	Drs. Sjukur Sarto, MS	409,360,000	H.D. Suyono	1,148,200,000	
	Hariyadi BS. Sukamdani	438,360,000	Rahmaniah Hasdiani	1,128,200,000	
	Rekson Silaban	438,360,000	Ahmad Ansyori	1,148,200,000	
			Dewi Hanggraeni	1,128,200,000	
	Total	2,618,200,000	Total	7,999,200,000	

* Tantiem Dewan Komisaris dan Direksi tahun 2008 belum termasuk dalam perhitungan karena belum dilaksanakan RUPS.

* The 2008 bonuses for the Board of Commissioners and the Board of Directors has not been calculated because the GMS had not been convened.

JENIS REMUNERASI PER ORANG DALAM 1 TAHUN	JUMLAH KOMISARIS Total Commissioners	JUMLAH DIREKSI Total Directors	TOTAL REMUNERATION PER PERSON WITHIN A YEAR
Di atas Rp2 miliar	6 orang/person	7 orang/person	Above Rp2 billion
Di atas Rp1 miliar - Rp2 miliar			Above Rp1 billion - Rp2 billion
Di atas Rp500 juta - Rp1 miliar			Above Rp500 million - Rp1 billion
Rp500 juta ke bawah			Below Rp500 million

PRAKTIK BAD CORPORATE GOVERNANCE (BCG) DALAM KRITERIA

Rekomendasi BPKP atas hasil *assessment* GCG tahun 2008

Berdasarkan hasil *assessment* GCG PT Jamsostek (Persero) tahun 2008, maka BPKP merekomendasikan hal-hal sebagai berikut :

- Pemegang Saham
 - Menetapkan auditor eksternal oleh RUPS sesuai Keputusan Menteri BUMN No. 117 Tahun 2002 pasal 25 ayat (1) dan UU No. 19 Tahun 2003 pasal 71.
 - Menunjuk Lembaga Profesional yang Independen dalam melakukan pengujian dalam proses pemilihan Komisaris dan Direksi sesuai Keputusan Menteri BUMN No. 09A Tahun 2005 pasal 5.
 - Meningkatkan transparansi dalam proses pemilihan Komisaris dan Direksi dengan memastikan bahwa pergantian Komisaris dan Direksi berdasarkan pertimbangan untuk meningkatkan kinerja Perseroan secara menyeluruh.
 - Menetapkan sistem penilaian dan melaksanakan penilaian kinerja Direksi secara individual.

BAD CORPORATE GOVERNANCE (BCG) PRACTICES WITHIN THE CRITERIA

BPKP recommendation towards the 2008 GCG Assessment Results

Based on the 2008 GCG Assessment Results of PT Jamsostek (Persero), BPKP had recommend several points as follows:

- Shareholders
 - The appointment of external auditors through the GMS, pursuant to Minister of SOE's Decree No. 117 year 2002, Article 25 clause (1) and Law No. 19 year 2003, Article 71.
 - The appointment of Independent Professional Institution to conduct trial program for selection of the Board of Commissioners and the Board of Directors based on the Minister of SOE's Decree No. 09A year 2005, Article 5.
 - To enhance the transparency aspects within the selection process towards the Board of Commissioners and the Board of Directors. Thus, the replacement of the Boards should be considered based on certain aspect to increase the overall performance of the Company.
 - To determine the evaluation system and undertake the individual assessment towards the Board of Directors performances .

5. Menetapkan dan melaksanakan sistem insentif berbasis kinerja, baik kolegal maupun individual bagi Direksi dan Komisaris secara transparan.

5. To determine and undertake an incentive system based on collective or individual performance towards the Board of Commissioners and the Board of Directors in a transparent manner.

b. Dewan Komisaris

1. Menetapkan program pengenalan bagi Komisaris Utama.
2. Menyajikan program pengembangan Komisaris dalam RKAP dan melaksanakannya sesuai program tersebut.
3. Mendorong Direksi untuk menetapkan kebijakan manajemen risiko dan memberikan masukan atau arahan kepada Direksi terkait dengan penerapan manajemen risiko.
4. Menyusun kriteria calon anggota Direksi untuk Perseroan dan mengusulkan calon anggota Direksi yang baru kepada RUPS.
5. Melaporkan pernyataan tertulis mengenai hal-hal yang berpotensi menimbulkan benturan kepentingan dalam melaksanakan tugas kepada Pemegang Saham serta menandatangani Pakta Integritas.
6. Menetapkan kriteria mengenai informasi yang dapat diberikan oleh Komisaris kepada *stakeholders*.
7. Menyempurnakan implementasi penilaian kinerja Komisaris.
8. Mengadakan rapat sesuai ketentuan kuorum, yang diadakan paling sedikit setiap bulan sekali dan mentaati tata tertib rapat Komisaris yang telah ditetapkan.
9. Mencantumkan dinamika rapat dalam risalah rapat Komisaris.
10. Mencantumkan evaluasi terhadap pelaksanaan putusan rapat Komisaris periode sebelumnya dalam notulen rapat Komisaris.
11. Memerintahkan Sekretaris Komisaris untuk memperbaiki administrasi dokumen sehingga dapat menyediakan data secara cepat saat diperlukan.
12. Memerintahkan Sekretaris Komisaris meningkatkan kehadirannya dalam rapat-rapat Komisaris.
13. Memerintahkan Komite Manajemen Risiko agar:
 - Melakukan pemantauan dan *review* atas implementasi manajemen risiko, mengkajian kebijakan, sistem dan prosedur pengendalian risiko yang dilakukan Direksi dan Manajemen;

b. The Board of Commissioners

1. Determine the acknowledgment program for the President Commissioner.
2. Create such program that relates to the developing and increasing skills & knowledge of the BOC and put into the agenda of the Company's Budgetary and Business Plan (RKAP).
3. Encourage the Board of Directors to determine the risk management policy and to provide suggestion or direction to the Board of Directors in relation with the implementation of risk management.
4. To formulate certain criteria for a new candidate member of the Company's Board of Directors to the GMS.
5. To submit a formal statement concerning potential matters that might causing conflict of interest while conducting their duties to the Shareholders and signing of the Integrity Pact
6. To determine a criteria needed for submitting the information from the Board of Commissioners to the stakeholders
7. To complete the assessment towards the performance of the Board of Commissioners
8. To convene a meeting, at least once a month, based on quorum and obliged to the stipulated regulation of the Board of Commissioners meeting
9. To enclose the dynamic of meeting within the Board of Commissioner's meeting resolutions
10. To enclose the evaluation towards the previous implementation of the Commissioner's meeting resolution within current resolutions
11. To ask the Board of Commissioner's Secretary to improve the administration of document to provide data in the quickest way whenever deemed necessary
12. To ask the Board of Commissioner's Secretary to increase their attendance level during the BOC meeting
13. To ask the Risk Management Committee to:
 - Conduct a regular monitoring and reviews on risk management implementation, policy assessment, as well as the system and procedures of risk management which was conducted by the Board of Directors and the Management

- Memberikan masukan dan arahan mengenai risiko-risiko yang dihadapi Perseroan dan bagaimana mengendalikannya.
 - Membuat laporan hasil kajian/*review* (*oversight*) manajemen risiko kepada Dewan Komisaris, termasuk usulan rekomendasinya.
 - Membuat rencana kerja setiap awal tahun,
 - Membuat laporan secara berkala pelaksanaan rencana kerjanya kepada Komisaris.
 - Melakukan evaluasi atas deviasi dan alasan tidak tercapai rencana tersebut.
14. Memerintahkan Komite Audit agar mencantumkan dinamika dari rapat-rapat yang dilaksanakan dalam suatu risalah rapat.

c. Direksi

1. Membuat program pengembangan Direksi secara terencana dan disajikan dalam RKAP.
2. Menyempurnakan KEP/286/112007 tentang kode, nama, uraian tugas dan persyaratan jabatan agar sesuai dengan KEP/280/102008 tentang kamus kompetensi.
3. Menetapkan kebijakan operasional mencakup seluruh fungsi yang ada.
4. Melakukan sosialisasi terkait pola karir kepada karyawan.
5. Menetapkan target kinerja Perseroan yang konsisten dengan RJPP yang ditetapkan sebelumnya.
6. Menetapkan, mensosialisasikan dan melaksanakan kebijakan manajemen risiko yang komprehensif.
7. Menyempurnakan penerapan sistem teknologi informasi Perseroan secara keseluruhan.
8. Melaporkan pelaksanaan manajemen risiko secara tertulis kepada Komisaris.
9. Membuat surat pernyataan, bila dalam periode pelaksanaan tugasnya mengalami (potensi) benturan kepentingan dan disampaikan kepada Komisaris.
10. Memperbaharui surat pernyataan tidak memiliki benturan kepentingan setiap awal tahun.
11. Menyempurnakan penyajian informasi dalam *website* PT Jamsostek yaitu dengan menyajikan: RKAP, pengumuman lelang, dan Kontrak Manajemen (SCI).
12. Menuangkan tindak lanjut rapat Direksi sebelumnya dalam risalah rapat Direksi.
13. Memberikan pendidikan dan latihan kepada karyawan terkait agar dapat memenuhi kualifikasi sesuai Keputusan Direksi No. KEP/286/112007.

c. The Board of Directors

- Provide recommendation and direction pertaining to risk that is faced by the Company and efforts to mitigate those risks.
 - Submit the assessment results/*review* (*oversight*) on risk management towards the Board of Commissioners, as well as provide the recommendation.
 - Make a work plan at the beginning of a new year.
 - Make a periodical report concerning the working schedule to the Board of Commissioners.
 - Make an evaluation towards deviation and reason behind the non realization of those plans.
14. Ask the Audit Committee to stipulates the dynamic of every meeting within meeting's resolutions.
1. Set up a development plan for the BOD and submit it into the RKAP
 2. To complete a Decree of KEP/286/112007 regarding code, name, job description and regulation towards each position pursuant to the Decision of KEP/280/102008 regarding a competency manual.
 3. To determine the operational policy that covered up the entire function.
 4. To conduct a socialization program that relates to the career pattern of the employee
 5. To determine the target of the Company's performance that consistent with previous RJPP
 6. To determine, socialize and conduct a comprehensive risk management policy
 7. To complete the application of information technology system throughout the Company
 8. To submit a format report to the Board of Commissioners regarding the implementation of risk management
 9. To make a statement letter, if, during the period of conducting its duties, they were having a conflict of interest, and submit the report to the Board of Commissioners
 10. To improve a statement letter which are not having a potential conflict of interest at every beginning of the year.
 11. To complete the dissemination of information on the Company's website by presenting: the RKAP, bidding announcement, and Statement of Corporate Intent (SCI)
 12. To enclosed the follow up action on previous resolutions of the BOD meeting within the Agenda of the BOD meeting
 13. To undertake several trainings for related employee to fulfill the qualification based on Directors Decree No. KEP/286/112007.

Memerintahkan Kepala BPI agar:

- Menyusun dan melaksanakan PKAT berdasarkan skala prioritas/ tingkat risiko (risk base audit).
 - Melaksanakan audit sesuai dengan jadwal yang ditetapkan dalam PKAT.
 - Menyajikan gambaran umum strategi Perseroan dalam Laporan Tahunan.
 - Memerintahkan setiap karyawan Perseroan menandatangani surat pernyataan kepatuhan terhadap Pedoman Perilaku.
 - Membuat SCI dan mempublikasikan dalam *website* perusahaan.
 - Membuat pembagian tugas yang jelas antara Komite Etika, Komite Integritas dan Tim Sosialisasi GCG.
 - Memberikan sosialisasi Pedoman GCG dan Pedoman Perilaku secara berkala kepada seluruh karyawan perusahaan.
14. Menyempurnakan *Code of Conduct*/Pedoman Perilaku dengan memuat mekanisme penegakannya.

To ask the Head of Internal Audit Division to:

- Formulate and undertake the PKAT based on priority scale/ risk based audit
 - Carry out an audit based on schedule that stipulates under the PKAT
 - Present the general overview towards the Company's strategy within the Annual Report
 - Ask every employee of the Company to signed a statement letter towards the compliance of Code of Conduct
 - To formulate the SCI and publish it into the Company's website
 - To make a clear segregation of duties between the Ethic Committee, Integrity Committee and GCG Socialization Team
 - To present a regular socialization programs towards the GCG Manual and Code of Conduct towards the entire staff of the Company
14. To complete the Code of Conduct by enclosing the enforcement mechanism

Jumlah Penyimpangan Internal

Berdasarkan hasil pemeriksaan Biro Pengawasan Intern selama tahun 2008 terdapat beberapa kasus penyimpangan (fraud) sebagai berikut:

Total Internal Fraud

Based on the assessment results of the Internal Audit Division, there were several fraud cases which was occurred throughout 2008 as follows:

URAIAN	TAHUN/Year 2007	TAHUN/Year 2008	DESCRIPTION
Jumlah Kasus Penyimpangan	7	6	Total Fraud Cases
Kasus yang Telah Diselesaikan	7	5	Cases that Has Been Resolved
Dalam Proses Penyelesaian Internal	-	1	Under Internal Completion Process
Telah Ditindaklanjuti Pihak Berwajib	2	-	Had Been Mitigated with the Authorized Party

Jumlah Sanksi yang Diberikan Kepada Karyawan

Berdasarkan Perjanjian Kerja Bersama (PKB) antara Manajemen dengan Serikat Pekerja Jamsostek Tahun 2006-2008, telah dilakukan tindak lanjut terhadap karyawan yang melakukan tindakan penyimpangan/di disiplin, dengan proses sebagai berikut:

- Biro Pengawasan Intern melakukan proses audit terhadap karyawan yang dilaporkan melakukan tindakan pelanggaran/di disiplin.
- Badan Pertimbangan Kepegawaian (BPK) melaksanakan pembahasan atas Laporan hasil pemeriksaan Biro Pengawasan Intern untuk memberikan rekomendasi kepada Direksi tentang sanksi disiplin.

Total Sanction Given to the Employee

Based on the 2006-2008 Working Agreement (PKB) between the Management and Jamsostek's Labour Union (SPJ), the Company had undertook a follow up action towards the undisciplined/fraud action which was conducted by the employee through several process as follows:

- The Internal Audit Bureau conducted the audit process towards the employee whom is reported to perform a certain violation/undisciplined action.
- BPK conduct a discussion forum towards the assessment results of the Internal Audit Bureau to provide the Board of Commissioners with the recommended sanctions.

- Direksi PT Jamsostek (Persero) menetapkan sanksi disiplin yang terkait dengan sanksi disiplin sedang dan berat.

Selama tahun 2007 dan 2008, Manajemen telah mengenakan sanksi disiplin kepada karyawan sebagai berikut:

- The Board of Directors of PT Jamsostek (Persero) set forth a disciplinary sanction in the form of middle and heavy sanction.

Throughout 2007 and 2008, the Management had given a disciplinary sanction to the employee with the illustration as follows:

JENIS SANKSI	TAHUN/Year 2007	TAHUN/Year 2008	TYPE OF SANCTION
Sanksi Ringan - Teguran Lisan Tercatat - Teguran Tertulis	19 6	27 15	Light Sanction - Informal Warning (recorded) - Formal Warning
Sanksi Sedang - Penundaan kenaikan gaji berkala - Penundaan kenaikan golongan selama satu tahun - Penurunan golongan satu tingkat	16 - 6	5 - 5	Middle Sanction - The postponement of periodical raise in salary - The postponement of annual raise on position level - Down grading its position to one level
Sanksi Berat - <i>Non Job</i> - Pemutusan Hubungan Kerja (PHK)	1 4	3 3	Heavy Sanction - Non Job - Work Termination (PHK)



**SURAT PERNYATAAN DIREKSI
TENTANG
GAJI DAN FASILITAS YANG DITERIMA TAHUN 2008**

Yang bertanda tangan di bawah ini:

Nama : H. Hotbonar Sinaga
Alamat Kantor : Jl. Jend. Gatot Subroto No. 79 Jakarta
Nomor Telepon : 021-5207797
Jabatan : Direktur Utama

Dalam hal ini atas nama Direksi PT. Jamsostek (Persero), menyatakan bahwa gaji dan fasilitas Direksi tahun 2008 adalah sebagai berikut:

Nama	Gaji/ bln	%	Tunjangan
			Perumahan/ bln
H. Hotbonar Sinaga	Rp 44.000.000	100	-
Myra SR Asnar	Rp 39.600.000	90	Rp 8.000.000
Indrasjwari K.S. Kartakusuma	Rp 39.600.000	90	Rp 8.000.000
HD Suyono	Rp 39.600.000	90	Rp 8.000.000
Rahmaniah Hasdiani	Rp 39.600.000	90	Rp 8.000.000
Ahmad Ansyori	Rp 39.600.000	90	Rp 8.000.000
Dewi Hanggraeni	Rp 39.600.000	90	Rp 8.000.000

Diluar hal-hal yang diatur ketetapan ini Direksi tidak diperkenankan membebankan biaya kepada perusahaan untuk kepentingan pribadi.

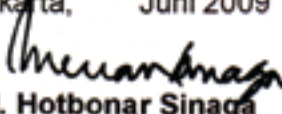
Direktur Utama tidak menerima tunjangan perumahan karena telah disediakan rumah jabatan.

Fasilitas Direksi:

- Penyediaan rumah jabatan, apabila tidak disediakan diberikan kompensasi berupa tunjangan perumahan sebesar Rp 8.000.000-/bulan
- 1 (satu) buah kendaraan jabatan merk Toyota "Camry"
- Fasilitas pengobatan sesuai ketentuan perseroan
- Asuransi Santunan Purna Jabatan dengan premi per tahun maksimal 3 (tiga) kali gaji per bulan
- Tanggal 19 Desember 2008 atas hasil RUPS-LB telah terlaksana pergantian Direksi PT. Jamsostek (Persero).
- Tunjangan transport disesuaikan dengan harga bahan bakar Pertamina Plus sebanyak 1000 liter/direksi/bulan.

Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, Juni 2009


H. Hotbonar Sinaga
Direktur Utama



JAMSOSTEK

PT Jaminan Sosial Tenaga Kerja (Persero)

**DIRECTOR'S STATEMENT LETTER
REGARDING
REMUNERATION AND FACILITIES OBTAINED IN 2008**

The person who signed this below statement:

Name : H. Hotbonar Sinaga
Office Address : Jl. Jend. Gatot Subroto No. 79 Jakarta
Office Telephone : 021-5207797
Position : President Director

On behalf of PT Jamsostek Board of Directors, stated that Director's remuneration in 2008 are as follow:

Name	Salary/month	%	Allowance
			Housing/ month
H. Hotbonar Sinaga	Rp 44.000.000	100	-
Myra SR Asnar	Rp 39.600.000	90	Rp 8.000.000
Indrasjwari K.S. Kartakusuma	Rp 39.600.000	90	Rp 8.000.000
HD Suyono	Rp 39.600.000	90	Rp 8.000.000
Rahmaniah Hasdiani	Rp 39.600.000	90	Rp 8.000.000
Ahmad Ansyori	Rp 39.600.000	90	Rp 8.000.000
Dewi Hanggraeni	Rp 39.600.000	90	Rp 8.000.000

Other personal expenditures that are not arranged in this decree are not permitted to be allocated to PT Jamsostek (Persero) by Board of Directors.

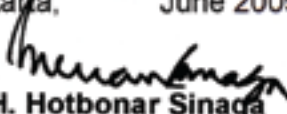
President Director does not obtain housing allowance since the company has been provided President Director's position with housing facility.

Board of Director's facilities include:

- Housing, if not provided will be compensated with housing allowance amounted Rp 8.000.000,-/month
- 1 (one) operational car: Toyota "Camry"
- Health care benefit, as arranged by the company
- Post service insurance program, with annual premium at 3 (three) times of monthly salary (maximum)
- Based on the result of Extraordinary General Meeting of Shareholders, on December 19, 2008, some members of The Board Of Directors were replaced
- The transportation allowance was adjusted to the fuel price of Pertamina plus as many as 1000 litres / director/month

This statement has been made truthfully.

Jakarta, June 2009


H. Hotbonar Sinaga
Direktur Utama



Tanggung Jawab Sosial Perusahaan

CORPORATE SOCIAL RESPONSIBILITY

GAMBARAN UMUM

PT Jamsostek (Persero) menyelenggarakan kegiatan yang berkaitan dengan tanggung jawab sosial perusahaan dalam bentuk Program Dana Peningkatan Kesejahteraan Peserta (DPKP) dan Program Kemitraan dan Bina Lingkungan (PKBL).

Program Dana Peningkatan Kesejahteraan Peserta (DPKP) ditetapkan oleh Menteri Keuangan melalui Surat No. 521/MK.01/012000 tentang pengelolaan DPKP dan Surat Menteri Negara BUMN No. S-567/MBU/2005 tentang Program Perumahan Peserta Jamsostek. Di tahun 2008 telah dilakukan pembaharuan mengenai DPKP yang dituangkan melalui Surat Keputusan Menteri BUMN No. 247/MBU/2008 tanggal 16 Desember 2008.

Sementara Program Kemitraan dan Bina Lingkungan ditetapkan melalui Menteri Negara BUMN No. KEP-236/MBU/2003 tentang Program Kemitraan dengan Usaha Kecil dan Program Bina Lingkungan melalui Dana dari Bagian Laba BUMN, Surat Edaran Menteri BUMN No. SE-433/MBU/2003 perihal Petunjuk Pelaksanaan Program Kemitraan. Dasar Pelaksanaan ini mengalami pembaharuan di tahun 2008, yaitu melalui Peraturan Menteri BUMN No. PER-05/MBU/2007 tanggal 27 April 2007 tentang Program Kemitraan BUMN dengan Usaha Kecil dan Program Bina Lingkungan, kemudian didukung oleh Surat Edaran Menteri Negara BUMN No. SE-21/MBU/2008 tanggal 24 Desember 2008 tentang Pelaksanaan Program Kemitraan dan Bina Lingkungan dan Tanggung Jawab Sosial di Lingkungan BUMN serta melalui Surat Direksi No.B/6662/072008 tanggal 22 Juli 2008 Perihal Penyempurnaan Petunjuk Pelaksanaan Program Kemitraan dan Bina Lingkungan tahun 2008.

GENERAL OVERVIEW

In performing its role to society, PT Jamsostek (Persero) had organized several activities that relates to the corporate social responsibility or CSR in the form of Participants Welfare Improvement Funds (DPKP) program and the Partnership and Community Development (PKBL) program.

The Participants Welfare Improvement Funds (DPKP) was stated by the Minister of Finance through Decision Letter No. 521/MK.01/012000 concerning the management of DPKP and Decision Letter of State Minister of SOE No. S-567/MBU/2005 concerning the Jamsostek Participant's Housing Program. In 2008, the renewal of DPKP program was stated through Decision Letter of the Minister of SOE No. 247/MBU/2008 dated 16 December 2008.

Meanwhile, the Partnership and Community Development (PKBL) program were regulated through stipulation No. KEP-236/MBU/2003 of the Minister of State-Owned Enterprise concerning the Partnership program with Small Enterprises as well as the Community Development Program through Profit-Originating Funds of State-Owned Enterprise, the Circular of the Minister of SOE No. SE-433/MBU/2003 concerning the Implementation Guidelines of Partnership Program. This principal implementation was being renewed in 2008 though a Regulation of Minister of SOE No. PER-05/MBU/2007 dated 27 April 2007 concerning the SOE Partnership Program with Small Businesses and The Community Development Program, thus, it was supported by the Circular Letter of the State Minister of SOE No. SE-21/MBU/2008 dated 24 December 2008 concerning the implementation of Partnership and Community Development Program and Social Responsibility within the SOE environs as well as stipulated on Directors Decree No. B/6662/072008 dated 22 July 2008 concerning the Completion Guidelines on the Implementation of Partnership and Community Development Program in 2008.

Di dalam Rapat Umum Pemegang Saham, telah ditetapkan Rencana Kerja dan Anggaran serta pengesahan Laporan Keuangan untuk masing-masing program DPKP dan PKBL, setelah dilakukan pemeriksaan oleh Auditor Independen.

DANA PENINGKATAN KESEJAHTERAAN PESERTA (DPKP)

Opini Auditor Independen atas Laporan Keuangan Dana PKP yang telah diaudit oleh Kantor Akuntan Publik Soejatna, Mulyana & Rekan adalah Wajar Tanpa Pengecualian.

Evaluasi Sumber Dana

Evaluasi terhadap sumber dana dilakukan dengan tujuan untuk mengetahui apakah anggaran sumber dana yang telah ditetapkan telah terealisasi sesuai dengan rencana. Evaluasi ini dilakukan dengan mengacu pada Penetapan Rencana Kerja dan Anggaran Program DPKP PT Jamsostek (Persero) tahun 2008.

Berdasarkan penetapan tersebut, maka evaluasi terhadap anggaran sumber dana selama tahun 2008 dapat diuraikan sebagai berikut:

The General Meeting of Shareholders had devised the Operation and Budgetary Scheme as well as validate the audited financial reports of DPKP and PKBL programs by an Independent Auditors.

PARTICIPANTS WELFARE IMPROVEMENT FUNDS (DPKP)

The financial report of DPKP has been audited by Public Accounting Firm of Soejatna, Mulyana & Partners with Qualified Opinion.

Evaluation on Sources of Funds

The evaluation towards sources of funds was executed in order to perceive whether budget of the appointed source of funds had been realized accordingly. This evaluation was carried out by referring to the 2008 Business Plan and Budgetary Program of DPKP of PT Jamsostek (Persero).

Based on such decree, the source of fund evaluation towards the 2008 budget is illustrated on the following tables:

dalam Jutaan Rupiah

in Million Rupiah

No.	URAIAN	REALISASI	ANGGARAN	REALISASI	%		DESCRIPTION
		Realization	Budget	Realization			
1	2	2007	2008	2008	¼	½	
	Sisa Tahun Lalu	351,160	327,210	315,840	96,53	89,94	Last year's balance
	Penyisihan Laba:						Appropriated Retained Earnings
	- Penyisihan Laba Tahun 2006	-	-	-	-	-	- Appropriated Retained Earnings of 2006
	- Penyisihan Laba Tahun 2007	-	-	99,839	-	-	- Appropriated Retained Earnings of 2007
	Sub Total Penyisihan Laba	-	-	99,839	-	-	Sub Total
	Hasil Pengembalian Pinjaman						Repayment of Loans
	Pokok Pinjaman Uang Muka KPR	39,238	65,099	57,278	87,99	145,98	Principal of Housing Loan Down Payment
	Pokok Pinjaman Koperasi Karyawan	2,476	3,754	3,080	82,05	124,39	Principal of Loans to Cooperatives
	Pokok Pinjaman DTMK	2	-	-	-	-	Principal of DTMK
	Pokok Pinjaman Provider Jasa Pekerja	198	736	431	58,56	217,68	Principal Loans to Health Service Provider
	Sub Hasil Pengembalian Pinjaman	41,914	69,589	60,789	87,35	145,03	Sub Total
	Hasil Pengembangan						Return on Investment
	- Bunga Pinjaman	4,559	19,721	10,634	53,92	233,25	- Interests on Loan
	- Bunga Deposito (Net)	24,059	29,000	26,634	91,84	110,70	- Interests on Deposits (Net)
	- Jasa Giro (Net)	519	460	458	99,57	88,25	- Interests on Current Account (Net)
	- Jumlah Rasio	237	(1,825)	(1,118)	61,26	(471,73)	- Total Ratios
	Total Hasil Pengembangan	29,374	47,356	36,608	77,30	124,63	Total Return on Investment
	Penerimaan Non Program						Revenue from Non Program
	Jumlah II (a+b+c+d)	71,288	116,945	197,236	168,66	276,67	Total II (a+b+c)
	TOTAL SUMBER DANA	493,736	444,155	513,076	115,52	103,92	TOTAL SOURCE OF FUNDS

Selama tahun 2008, sumber dana yang paling besar berasal dari sisa tahun lalu, yaitu sebesar Rp315,84 miliar, jumlah tersebut menurun sekitar 10,06% dari anggaran sisa sumber dana tahun 2007 sebesar Rp351,16 miliar. Pengembalian Pinjaman baru mencapai Rp66,79 miliar atau 87,35% dari anggaran tahun 2008 sebesar Rp69,59 miliar. Sementara, Total Hasil Pengembangan baru mencapai Rp36,61 miliar atau 77,30% dari yang dianggarkan sebesar Rp47,36 miliar, dengan hasil pengembangan terbesar berasal dari bunga deposito sebesar Rp26,63 miliar.

Evaluasi Penggunaan Dana

Evaluasi terhadap penggunaan dana dilakukan dengan tujuan untuk mengetahui apakah penggunaan sumber dana telah teralisasi sesuai dengan rencana yang telah ditetapkan. Evaluasi ini pun dilakukan dengan mengacu pada Penetapan Rencana Kerja dan Anggaran Program DPKP PT Jamsostek (Persero) tahun 2008.

Berdasarkan penetapan tersebut, maka evaluasi terhadap penggunaan dana selama tahun 2009 dapat diuraikan sebagai berikut:

Throughout 2008, a largest portion of source of funds were derived from last year's balance which amounted to Rp315.84 billion, the amount represent a 10.06% decrease from that of 2007 which amounted Rp351.16 billion. A new loan repayment had reached a total amount of Rp66.79 billion or 87,35% from the 2008 budget of Rp69.59 billion. Meanwhile, the Return on Investment reached a total amount of Rp36.61 billion or 77.30% of the targeted budget of Rp47.36 billion, which largely derived from the interests on deposit amounting to Rp26.63 billion.

Evaluation on the Utilization of Funds

Evaluation towards the utilization of fund was executed in order to perceive whether the utilization of source of funds had been realized accordingly. This evaluation was carried out by referring to the 2008 Business Plan and Budgetary Program of DPKP of PT Jamsostek (Persero).

Based on such decree, the utilization of funds' evaluation towards the 2008 budget is illustrated on the following tables:

dalam Jutaan Rupiah

in Million Rupiah

No.	URAIAN	REALISASI	ANGGARAN	REALISASI	%		DESCRIPTION
		Realization	Budget	Realization	%	%	
		2007	2008	2008	%	%	
1	2	3	4	5	6	7	
I	DANA BERGULIR						REVOLVING FUND
a.	INVESTASI JANGKA PANJANG						LONG-TERM INVESTMENT
	- Rumah Susun Sewa	-	15,000	421	2,81	-	- Rental Flat Housing
	- Fasilitas Pelkes	-	1,200	-	-	-	- Health Care Services
	Sub Total	-	16,200	421	2,60	-	Sub Total
b.	PINJAMAN DANA						FUND BORROWINGS
	- Uang Muka KPR	63,206	90,000	71,114	79,02	112,51	- Housing Loan Down Payment
	- Koperasi Karyawan	4,619	6,500	2,936	45,17	63,56	- Principal of Loans to Cooperatives
	- Provider Jasa Pekerja	817	1,500	365	24,33	44,68	- Health Service Provider
	Sub Total	68,642	98,000	74,415	75,93	108,41	Sub Total
	JUMLAH I [A+B]	68,642	114,200	74,836	65,53	109,02	TOTAL I [A+B]
II	DANA TIDAK BERGULIR						NON-REVOLVING FUND
a.	BIDANG KESEHATAN						HEALTH
	1. Mobil Ambulance	3,606	2,800	348	12,43	9,65	1. Ambulance
	2. Renovasi UGD Pusat Kesehatan Pemerintah Daerah	496	500	50	10,00	-	2. Renovation on ICU at Regional Governmental Clinic
	3. Renovasi Rawat Inap Pusat Kesehatan Pemerintah Daerah	663	750	-	-	-	3. Renovation on Daily Care at Regional Government Clinic
	4. Peralatan Medis/Non Media	2,286	1,250	1,051	84,08	-	4. Medical/Non Medical Supplies
	5. Kesehatan gratis	1,688	1,800	1,728	96,00	102,37	5. Free Health Care
	6. Bantuan PKK Tingkat I	325	1,300	430	33,08	132,31	6. PKK Support for Level I

	Sub Total	9,064	8,400	3,607	42,94	39,79	Sub Total
b.	BIDANG PENDIDIKAN						EDUCATION
	Beasiswa	19,852	20,000	19,614	98.07	98.80	Scholarship
	Pelatihan TK	1,238	2,500	1,487	59.48	120.11	Training for Worker
	Renovasi BLK Pemda	427	500	80	16.00	18.74	Renovation on Regional Gov. TC
	Sub Total	21,517	23,000	21,181	92,09	98,44	Sub Total
c.	BIDANG KESEJAHTERAAN						WELFARE
	Bantuan PHK	940	2,000	1,197	59.85	127.34	PHK Aids
	Bantuan Subsidi Bunga	90	-	-	-	-	Subsidized Interest Aids
	Bantuan KPR	-	3,000	-	-	-	Home Loan Aids
	Sub Total	1,030	5,000	1,197	23,94	116,21	Sub Total
d.	BEBAN-BEBAN						EXPENSES
	Beban Operasional Program	1,938	1,520	1,664	109.47	85.86	Operational Expense Program
	Sub Total	1,938	1,520	1,664	109,47	85,86	Sub Total
	JUMLAH II [A+B+C+D]	33,549	37,920	27,649	72,91	82,41	TOTAL II [A+B+C+D]
	TOTAL PENGGUNAAN DANA [I+II]	102,191	152,120	102,485	67,37	100,29	TOTAL APPLICATION OF FUNDS [I+II]

Realisasi Total Penggunaan Dana Program DPKP sampai dengan akhir tahun 2008 mencapai Rp102,485 miliar dari anggaran sebesar Rp152,120 miliar atau 67,37% dari anggaran total penggunaan dana.

Rendahnya penggunaan Dana Program DPKP selama akhir tahun 2008 secara umum antara lain disebabkan:

1. Rendahnya pemahaman petugas lapangan terhadap sistem dan prosedur (sisdur) baru, yaitu desentralisasi penyaluran program DPKP dari Kantor Wilayah menjadi Kantor Cabang belum terlaksana dengan lancar. Selain itu, belum tersedianya sumber daya manusia dan infrastruktur untuk penyaluran program DPKP di semua Kantor Cabang juga mempengaruhi rendahnya penggunaan dana di tahun 2008. Untuk mengatasi masalah ini, Biro PKP selalu melaksanakan sosialisasi sisdur Program DPKP yang berlaku sekarang pada saat pertemuan dengan petugas pelaksana.
2. Terbatasnya kualitas dan kuantitas SDM yang ada pada Kantor Daerah, khususnya yang menangani Program DPKP, sehingga program DPKP kepada peserta kurang tersosialisasi dengan baik. Hal ini juga mengakibatkan rendahnya penyaluran dana yang bersifat pinjaman.

Kinerja program DPKP di tahun 2008 telah menunjukkan suatu peningkatan dibandingkan dengan pencapaian pada tahun sebelumnya, meskipun pencapaian yang dihasilkan adalah tidak sepenuhnya sesuai dengan rencana kerja yang telah ditetapkan. Berikut ini adalah beberapa pencapaian yang dihasilkan program DPKP di tahun 2008:

The realization of total Utilization of DPKP funds Program as at the end of 2008 reached the amount of Rp102.485 billion from the total budget of Rp152.120 billion or 67.37% of the total budget of the utilization funds. The minimum utilization of DPKP funds as at the end of 2008 was mainly attributable to the following matters:

1. The field official had a minimum comprehension towards the new system and procedures, which means that the decentralized channeling of DPKP program from the Regional Office to Branch Office have not been fully implemented. In addition, a minimum infrastructure and human resources for channeling the DPKP program at Branch Offices had influenced a minimum utilization of funds throughout 2008. To mitigate these issues, the PKP Bureau strives to implement the socialization of prevailing system and procedures of DPKP program.
2. A limited number of qualified human resources within Regional Offices, especially those who handled the DPKP program, so much so, that the socialization of DPKP program could not be fully undertaken. These matters had caused a minimum utilization on channeling of funds, especially in terms of loans.

The 2008 operational performance of DPKP program had indicated an increase compare to the results from the previous year, although the achievement was not completely appropriate with a stipulate business plan. Several achievement from DPKP program throughout 2008 is clarified as follows:

a. Evaluasi Dana DPKP Bergulir

1. Rumah Susun Sewa

Total anggaran untuk pembangunan Rusunawa akhir tahun 2008 adalah sebesar Rp15 miliar yang akan dialokasikan untuk pembangunan 1(satu) unit rumah dan untuk perbaikan 2(dua) unit Rusunawa Jamsostek yang telah beroperasi di Batam dan Cikarang.

Biro PKP sedang dalam proses menindaklanjuti MOU PT Jamsostek (Persero) dengan Otorita Batam No. MOU/01/012006 dan No. 01/Prij/KA/I/2006 tentang Kerjasama Operasi dalam Pengembangan dan Pengelolaan Rumah Susun Sewa untuk Peserta Program Jaminan Sosial Tenaga Kerja.

2. Fasilitas Pelayanan Kesehatan

Pembangunan fasilitas pelayanan kesehatan dianggarkan pelaksanaannya untuk bekerjasama dengan pihak ketiga yang telah beroperasi sebagai Klinik Kesehatan. Kerjasama ini dilaksanakan dalam bentuk penyertaan modal untuk dijadikan fasilitas pelayanan bagi peserta program Jamsostek dengan anggaran akhir tahun 2008 sebesar Rp1,200 miliar. Sampai dengan akhir tahun 2008 program ini belum terealisasi.

3. Pinjaman Dana Uang Muka Perumahan

Pinjaman Uang Muka Perumahan (PUMP) untuk tahun 2008 dianggarkan sebesar Rp90 miliar, sedangkan sampai dengan akhir tahun 2008 telah disalurkan kepada 7.651 Tenaga Kerja dengan total nilai sebesar Rp71,114 miliar atau 79,02% dari anggaran yang ditetapkan.

4. Pinjaman Dana Koperasi Karyawan

Total penyaluran pinjaman koperasi sampai dengan akhir tahun 2008 dari anggaran yang tersedia sebesar Rp6,5 miliar telah disalurkan kepada 39 unit koperasi sebesar Rp2,936 miliar atau 45.17% dari anggaran tahun 2008 yang ditetapkan.

5. Pinjaman *Provider* Pelayanan Kesehatan

Penyaluran pinjaman *provider* pelayanan kesehatan sampai dengan tahun 2008 dari anggaran yang tersedia sebesar Rp1,5 miliar, telah direalisasikan sebesar Rp365 juta pada 9 unit *Provider* Pelayanan Kesehatan atau 24,33% dari anggaran tahun 2008 yang ditetapkan. Tidak tercapainya realisasi penyaluran pinjaman *Provider* Pelayanan Kesehatan dikarenakan persyaratan yang mengharuskan ijin operasional dan Akta Pendirian harus minimal 5(lima) tahun, serta masalah kapitalisasi sebanyak 1.500 tertanggung.

a. Evaluation of Revolving of DPKP Fund

1. Rental Flat Housing

Total budget for the construction of Rental Flat Housing in 2008 are amounting to Rp15 billion, which was being allocated to the construction of one housing unit and the maintenance of two rental flat housing of Jamsostek which had been operated in Batam and Cikarang.

The PKP Bureau was still in the process to follow up the MOU of PT Jamsostek (Persero) and Batam Authority No. MOU/01/012006 and No. 01/Prij/KA/I/2006 concerning the Operational Agreement on Development and Management of Rental Flat Housing for Jamsostek Participants.

2. Health Care Service Facility

The development of health care service facility was budgeted under the cooperation with third party that has been operated as a Health Clinic. This cooperation was implemented in the form of capital investment to be provided as services to Jamsostek participants with the 2008 total budget amounting to Rp1,200 billion. As at the end of 2008, this program was not fully realized.

3. Down Payment for Housing Loan

The 2008 budget for Housing Loan Down Payment (PUMP) was amounted Rp90 billion, meanwhile, as at the end of 2008, it has been channeled to 7,651 Workers for a total amount of Rp71.114 billion or 79.02% from the set budget.

4. Principal Loan to Cooperatives Employee

Total channeling on cooperative loan as at the end of 2008 from the available budget of Rp6.5 billion had been provided to 39 units of cooperatives for a total amount of Rp2.936 billion or 45,17% from the 2008 set budget.

5. Health Care Service Provider Loan

Total loan for health care service provider as at the end of 2008 from the available budget of Rp1.5 billion had been provided to 9 units of health care service provider for a total amount of Rp365 million or 24.33% from the 2008 set budget. The unreachable loan channeling for health care service provider was mainly due to the fact that specific terms and condition that obliging a minimum of five years period for the operational license and the Establishment Deed, as well as the capitalization issues for a total of 1,500 endured.

b. Evaluasi Dana DPKP Tidak Bergilir

1. Bantuan Renovasi Pusat Kesehatan Milik Pemerintah

a. Unit Gawat Darurat (UGD)

Bantuan Renovasi Rumah Sakit/Pusat Kesehatan untuk Unit Gawat Darurat (UGD) dalam tahun 2008 dianggarkan sebesar Rp500 juta, sampai dengan akhir tahun 2008. Bantuan Renovasi UGD telah terealisasi sebanyak 1 unit atau 10% dari anggaran tahun 2008. Pencapaian penyaluran UGD masih minim dikarenakan persyaratan untuk penyaluran UGD diperuntukkan untuk Rumah Sakit Pemerintah, sementara di Kantor Cabang banyak pengajuan dari Rumah Sakit Swasta.

b. Evaluation on Non Revolving DPKP Funds

1. Renovation aid to the Government Clinic

a. Intensive Care Unit (ICU)

As at the end of 2008, the renovation budget for donation to several Intensive Care Unit (ICU) at certain Hospitals/Clinics was budgeted at a nominal value of Rp500 million. The ICU donation had been realized to one unit or 10% of the 2008 budget. The minimum achievement on ICU channeling was mainly due to the specific conditions concerning the ICU channeling that was only being addressed to the Government Hospitals, meanwhile, Branch Offices received many proposals from Private Hospitals.



b. Rawat Inap (IRNA)

Penyaluran hibah untuk renovasi Rumah Sakit/Pusat Kesehatan Rawat Inap tahun 2008 dianggarkan sebesar Rp500 juta, sampai dengan akhir tahun 2008 tidak terealisasi dikarenakan persyaratan peruntukannya rawat inap untuk Rumah Sakit Pemerintah

2. Bantuan Mobil Ambulance

Bantuan untuk mobil Ambulance selama akhir tahun 2008 dianggarkan sebesar Rp2,8 miliar, sampai dengan akhir tahun 2008 bantuan yang terealisasi adalah sejumlah 1 unit atau setara dengan Rp348 juta yang mewakili 12,43%. Tidak tercapainya realisasi bantuan mobil ambulance ini adalah dikarenakan proses lelang untuk pengadaan mengalami 2(dua) kali kegagalan.

3. Bantuan Peralatan Medis

Bantuan Peralatan Medis dalam tahun 2008 dianggarkan sebesar Rp1,25 miliar, sampai dengan akhir tahun 2008 telah direalisasikan sebesar Rp1,051 miliar atau 84,08% untuk 19 unit.

b. Daily Care (DC)

As at the end of 2008, the distribution grants for the renovations of Hospital/Clinic was budgeted at nominal value of Rp500 million, nonetheless, it was not being realized, due to the fact that terms and conditions for daily care services was being addressed to the Government Hospital only.

2. Ambulance

As at the end of 2008, total donation for ambulance was budgeted to a nominal value of Rp2,8 billion. It was being realized to one unit or equivalent to a total amount Rp348 million that represent a percentage of 12,43%. The unrealized donation for ambulance was mainly attributable to the bidding process that experiences two failures in the process.

3. Donation for Medical Supplies

As at the end of 2008, total donation for Medical Supplies was budgeted to a nominal value of Rp1.25 billion, and it has been realized to 19 units for a total amount of Rp1.051 billion or equivalent with 84.08% from the 2008 budget.

4. Bantuan Kesehatan Cuma-Cuma

Penyaluran hibah untuk pelayanan kesehatan cuma-cuma dalam tahun 2008 dianggarkan sebesar Rp1,8 miliar, sampai dengan akhir tahun 2008 telah disalurkan kepada 154 unit sebesar Rp1,738 miliar atau 96,06% dari anggaran tahun 2008 yang ditetapkan.

5. Bantuan Pusat Pelayanan Kesehatan (PPK) Tingkat I

Penyaluran hibah untuk bantuan Pusat Pelayanan Kesehatan (PPK) Tingkat 1 dalam tahun 2008 dianggarkan sebesar Rp1,5 miliar, sampai dengan akhir tahun 2008 bantuan PPK Tingkat 1 telah disalurkan kepada 51 unit sebesar Rp430 juta atau 28,67% dari anggaran tahun 2008 yang ditetapkan.

4. Donation for Free Health Care

As at the end of 2008, total distribution grants for free health care was budgeted to a nominal value of Rp1.8 billion, and it has been realized to 154 units for a total amount of Rp1.738 billion or equivalent with 96.06% of the 2008 budget.

5. Donation for Health Care Centre (PPK)-Level I

As at the end of 2008, total distribution grants for Health Care Centre (PPK) – Level I was budgeted at a nominal value of Rp1.5 billion, and it has been realized to 51 units for a total amount of Rp430 million or equivalent with 28.67% of the 2008 budget.



6. Bantuan Beasiswa Jamsostek

Penyaluran hibah untuk beasiswa dalam tahun 2008 dianggarkan sebesar Rp20 miliar, sedangkan realisasi sampai dengan akhir tahun 2008 telah dilaksanakan kepada 10.249 anak tenaga kerja dengan jumlah sebesar Rp19,614 miliar atau 98,07% dari anggaran yang ditetapkan.

7. Bantuan Pelatihan Tenaga Kerja

Untuk bantuan pelatihan tenaga kerja dalam tahun 2008 dianggarkan sebesar Rp2,5 miliar, sampai dengan akhir tahun 2008 telah direalisasikan untuk 1.324 tenaga kerja sebesar Rp1,487 miliar atau 59,48% dari anggaran yang telah ditetapkan.

8. Bantuan Keuangan Pemutusan Hubungan Kerja (PHK)

Program bantuan bagi tenaga kerja yang terkena pemutusan hubungan kerja (PHK) dimaksudkan untuk menanggulangi gejala sosial dan memberikan bantuan keuangan sementara kepada tenaga kerja tersebut sebelum berhak mengambil Jaminan Hari Tua.

6. Donation for Jamsostek Scholarships

As at the end of 2008, total distribution grants for scholarships was budgeted to a nominal value of Rp20 billion, and it has been realized to 10,249 children of workers for a total amount of Rp19.614 billion or equivalent with 98.07% of the 2008 budget.

7. Donation for Workers Training

As at the end of 2008, total donation for workers' training was budgeted to a nominal value of Rp2.5 billion, and it has been realized to 1,324 workers for a total amount of Rp1.487 billion or equivalent with 59.48% of the 2008 budget.

8. Severance Benefit Donation

Donation program that is being addressed to workers that was being terminated from work (PHK) was meant to cope with social flame and to provide temporary financial aid to those workers before they have the rights to withdraw their Old Age Benefit. The 2008 distribution on severance aids was budgeted to a nominal value of Rp2 billion, and as at the end of 2008, it has been realized to a total of 3.324

Penyaluran bantuan PHK dalam tahun 2008 dianggarkan sebesar Rp2 miliar, sampai dengan akhir tahun 2008 telah direalisasikan kepada 3,324 tenaga kerja sebesar Rp1,197 miliar atau 59,85% dari anggaran yang ditetapkan.

9. Bantuan Balai Latihan Kerja

Untuk bantuan Balai Latihan Kerja tahun 2008 dianggarkan sebesar Rp500 juta, sampai dengan akhir tahun 2008 telah terealisasikan untuk 2(dua) unit sebesar Rp80 juta atau 16%.

workers which amounting to Rp1.197 billion or equivalent with 59.85% from the 2008 budget.

9. Donation for Training Centre (TC)

As at the end of 2008, total donation for TC was budgeted to a nominal value of Rp500 million, and it has been realized to two units for a total amount of Rp80 million or equivalent with 16% of the 2008 budget.

Evaluasi Biaya Operasional

Biaya operasional merupakan biaya untuk kegiatan yang berkaitan dengan persiapan dan pelaksanaan serta evaluasi program DPKP baik intern maupun dengan pihak instansi terkait, pembelian *computer*, biaya pembuatan *software*, biaya perjalanan dinas dan beban manajemen lainnya. Biaya operasional dalam tahun 2008 dianggarkan sebesar Rp1,520 miliar, sedangkan realisasi sampai dengan tahun 2008 mencapai sebesar Rp1,664 miliar atau 109,47% dari anggaran yang ditetapkan.

Evaluation on Operational Expenses

The operational expense represent expenses for certain activities that relates to the preparation and implementation as well as the evaluation of DPKP program for the purpose of internal or related to the authorized party, purchase of computer, software production, working trip and other management fee. The 2008 budget for operational expenses was amounting to Rp1.520 billion, and as at the end of 2008, it has been realized to a total amount of Rp1.664 billion or 109.47% of the 2008 budget.

Evaluasi Tingkat Kolektibilitas

Evaluasi ini dimaksudkan untuk mengetahui tingkat kolektibilitas atas penyaluran danan bergulir (pinjaman dan investasi jangka panjang). Evaluasi didasarkan pada Pedoman Pengelolaan DPKP PT Jamsostek (Persero) yang ditetapkan Direksi dengan No. KEP/33/032002 tanggal 28 Maret 2002.

Evaluation on Collectibility Level

This evaluation was pertaining to perceive a collectibility level towards the utilization of revolving funds (loan and long-term investment). This evaluation was based on Management of DPKP Guidelines of PT Jamsostek (Persero) which stipulate on Directors Decree No. KEP/33/032002 dated 28 March 2002.

Evaluasi tingkat kolektibilitas tahun 2008 adalah sebagai berikut:

a. Klasifikasi pinjaman per 31 Desember 2008

No.	KLASIFIKASI Classification	REALISASI TAHUN 2008 2008 Realization
1	2	3
1.	Lancar/Current	199,994
2.	Kurang Lancar/Sub Standard	3,444
3.	Ragu-ragu/Doubtful	2,594
4.	Macet/Loss	28,520
	Total	234,552

Evaluation on collectibility level throughout 2008 is as follows:

a. Loan classification as per 31 December 2008

b. Rata-rata tertimbang kolektibilitas pinjaman

No.	KLASIFIKASI Classification	PERHITUNGAN Calculation	TOTAL Total
1	2	3	4
1.	Lancar/Current	199,994 x 100%	199,994
2.	Kurang Lancar/Sub Standard	3,444 x 75%	2,583
3.	Ragu-ragu/Doubtful	2,594 x 50%	1,477
4.	Macet/Loss	28,520 x 0%	0
	Total	234,552	204,054

b. Average Balance on Loan Collectibility

c. Tingkat kolektibilitas pengembalian pinjaman

c. Level of Collectibility on the Returning Loan

Evaluasi Kinerja Pengelolaan

Berdasarkan keputusan Direksi PT Jamsostek (Persero) No. KEP/219/082007 tanggal 30 Agustus 2007 tentang Petunjuk Pelaksanaan Penetapan dan Penilaian Key Performance Indicators berdasarkan Metode Balanced Score Card, maka hasil perhitungan kinerja pengelolaan DPKP sampai dengan 31 Desember 2008 adalah sebagai berikut:

Nilai Bobot/Value = 90,84

$\frac{\text{Rata-rata Tertimbang Kolektibilitas/Average Balance on Loan Collectibility}}{\text{Jumlah Pinjaman/Total Loan}} \times 100\%$	
$\frac{\text{Rp204.054,-}}{\text{Rp234.553,-}} \times 100\% = 86,92\%$	

Predikat Sehat
Predicate = Sound

PROGRAM KEMITRAAN DAN BINA LINGKUNGAN (PKBL)

Program Kemitraan

Program kemitraan merupakan program untuk meningkatkan kemampuan usaha kecil agar menjadi tangguh dan mandiri melalui pemanfaatan dana dari bagian laba BUMN.

Dana program Kemitraan bersumber dari:

- Penyisihan laba setelah pajak maksimal sebesar 2%
- Hasil jasa administrasi pinjaman, bunga deposito dan atau jasa giro dari dana Program Kemitraan setelah dikurangi biaya operasional
- Pelimpahan dana Program Kemitraan dari BUMN lain (jika ada).

Dana program Kemitraan diberikan dalam bentuk:

- Pinjaman untuk membiayai modal kerja dan atau pembelian aktiva tetap dalam rangka meningkatkan produksi dan penjualan
- Pinjaman khusus untuk membiayai kebutuhan dana pelaksanaan kegiatan usaha mitra binaan yang bersifat jangka pendek dalam rangka memenuhi pesanan dari rekanan usaha mitra binaan
- Hibah untuk membiayai pendidikan, pelatihan, pemagangan, pemasaran, promosi, dan hal lain-lain yang menyangkut peningkatan produktivitas mitra binaan serta untuk pengkajian/penelitian.

Evaluation on Management Performance

Based on Directors Decree of PT Jamsostek (Persero) No. KEP/219/082007 dated 30 August 2007 concerning the Directory on Implementation Decree and the Assessment of Key Personnel Indicators based on Balance Score Card Method, the calculation on management of DPKP performance as of 31 December 2008 is as follows:

PARTNERSHIP AND COMMUNITY DEVELOPMENT (PKBL) PROGRAM

Partnership Program

Partnership program represent the ability of small enterprise to increase their performance to a solid and independent enterprise through the utilization of SOE's profit originating funds.

Funding for Partnership Program derived from the following descriptions:

- Appropriate retained earnings after tax for a maximum of 2%
- The results of loan administration fee, deposit interest, and or current account's fee from Partnership Program after being reduced by the operational expenses
- Handed over the funding of Partnership Program from other SOE (if any).

Funding for Partnership Program was distributed in the form of:

- Loan for financing the working capital and or purchasing of fixed assets in order to increase production and sales activity
- Special Loan for financing the needs of executing short-term partnership's activity in order to fulfill the requirements from partnership's business partner
- Grants for financing the education, training, internship, marketing, promotion and so forth, which related with the increasing productivity of each partnership as well as the assessment/research.

a. Evaluasi Sumber Dana

dalam Jutaan Rupiah

a. Evaluation on Source of Fund

in Million Rupiah

No.	URAIAN	REALISASI Realization	2008		%		DESCRIPTION
		2007	ANGGARAN Budget	REALISASI Realization	%	%	
1	2	3	4	5	6	7	
1.	DANA TERSEDIA						AVAILABLE SOURCE OF FUNDS
	a. Saldo Dana Awal Tahun	8,944	7,522	16,132	214,46	180,36	Begining balance
	b. Alokasi Penyisihan Laba	14,458	16,00	19,968	124,80	138,11	Allocation of Appropriate Retained Earnings
	c. Pengembalian Pokok Pinjaman	10,543	12,800	12,869	100,54	122,07	Loan Repayment
	d. Lain-lain	46	-	-	-	-	Others
	Jumlah Dana Tersedia	33.991	36.322	48.969	134,82	144,06	Total Source of Fund
2.	PENDAPATAN						REVENUE
	a. Jasa Administrasi Pinjaman	164	1.530	1.740	133,74	1.063,62	Borrowing Administration Services*
	b. Bunga Deposito*)	639	500	1.246	249,18	195,38	Interests on Deposit*)
	c. Jasa Giro	1,386	115	149	130,49	10,78	Current Account Fee*)
	d. Pendapatan Lain-lain	8	-	-	-	-	Other Revenue
	Jumlah Pendapatan	2.196	2.145	3.136	146,21	142,81	Total Revenue
	TOTAL	36.187	38.487	52.105	135,45	143,99	TOTAL

Realisasi dana tersedia bagi Program Kemitraan pada tahun 2008 adalah sebesar Rp48,97 miliar atau 134,82% dari anggaran tahun 2008 sebesar Rp36,32 miliar dengan rincian sebagai berikut:

- Saldo awal sebesar Rp16,13 miliar atau sebesar 214,46% dari anggaran sebesar Rp7,52 miliar. Bila dibandingkan dengan tahun sebelumnya, realisasi ini merupakan peningkatan sebesar 80,36% dari realisasi sebesar Rp8,94 miliar.
- Alokasi penyisihan laba sebagai salah satu sumber dana Program Kemitraan mencatat realisasi sebesar Rp19,97 miliar atau 124,8% dari anggaran sebesar Rp16,00 miliar. Bila dibandingkan dengan tahun sebelumnya, realisasi ini merupakan peningkatan sebesar 24,80% dari Rp14,46 miliar pada tahun 2007.
- Pengembalian pokok pinjaman mencatat realisasi sebesar Rp12,87 miliar atau 100,54% dari anggaran tahun 2008 sebesar Rp12,80 miliar. Bila dibandingkan dengan tahun sebelumnya, besaran ini merupakan peningkatan sebesar 22,07% dari realisasi tahun 2007 sebesar Rp10,54 miliar.
- Pendapatan jasa administrasi pinjaman sampai akhir tahun 2008 sebesar Rp1,74 miliar atau 113,74% dari anggaran tahun 2008 sebesar Rp1,53 miliar. Bila dibandingkan dengan tahun sebelumnya, penerimaan ini mencatat kenaikan signifikan sebesar 963,62% dari realisasi sebesar Rp164 juta pada tahun 2007.

The realization of available source of funds for the Partnership Program in 2008 were amounted to Rp48.97 billion or 134.82% from the 2008 budget of Rp36.32 billion, which derived from:

- First Balance which amounting to Rp16.13 billion or 214.46% from the total budget of Rp7.52 billion. Compare to that of in previous year, the 2008 realization constitute an increase of 80.36% from the 2007 realization of Rp8.94 billion.
- Allocation of appropriate retained earnings as one of source of funds for the Partnership Program recorded a realization for a total amount of Rp19.97 billion or 124.8% from the total budget of Rp16.00 billion. Compare to that of in previous year, the 2008 realization constitute an increase of 24.80% from the 2007 realization of Rp14.46 billion.
- Loan repayment booked a realization value of Rp12.87 billion or 100.54% from the 2008 budget of Rp12.80 billion. Compare to that of in previous year, the 2008 realization constitute an increase of 22.07% from the 2007 realization of Rp10.54 billion.
- Borrowing administration services as at the end of 2008 was amounted to Rp1.74 billion or 113.74% from the 2008 budget of Rp1.53 billion. Compare to that of in previous year, the 2008 realization constitute a significant increase of 963.62% from the 2007 realization of Rp164 million.

- Pendapatan Bunga deposito sebesar Rp1,25 miliar atau mencapai 249,18% dari rencana anggaran satu tahun sebesar Rp500 juta. Bila dibandingkan dengan tahun sebelumnya, besaran ini merupakan peningkatan sebesar 95,38% dari realisasi penerimaan bunga deposito sebesar Rp638 juta pada tahun 2007.
- Pendapatan jasa giro sebesar Rp149 juta atau 130,49% dari anggaran tahun 2008 sebesar Rp115 juta. Bila dibandingkan dengan realisasi sebesar Rp1,39 miliar pada tahun 2007, besaran ini mencatat penurunan sebesar 89,22%.

- Interest on Deposits was amounting to Rp1.25 billion or 249.18% from the annual budget of Rp500 million. Compare to that of in previous year, the 2008 realization constitute an increase of 95.38% from the 2007 realization of Rp638 million.
- Current Account's fee was amounting to Rp149 million or 130.49% from the 2008 budget of Rp115 million. Compare to the 2007 realization of Rp1.39 billion, it was represent a decrease to 89.22%.

Pencapaian realisasi anggaran sumber dana Program Kemitraan tahun 2008 lebih disebabkan oleh alokasi penyisihan laba yang penerimaannya lebih besar dari anggaran yang ditetapkan.

The 2008 achievement on source of funds realization budget of the Partnership Program was mainly attributable to the allocation of appropriate retained earnings that contribute higher achievement from the set budget.

b. Evaluasi Penggunaan Dana Berdasarkan Sektor Usaha

Realisasi penggunaan dana Program Kemitraan tahun 2008 adalah sebagai berikut:

b. Evaluation on Utilization of Funds based on Business Sectors

The 2008 realization of utilization of funds from Partnership Program is illustrated below:

		dalam Jutaan Rupiah		2008						in Million Rupiah	
No.	URAIAN	REAL 2007		ANGGARAN Budget		REALISASI Realization		%		DESCRIPTION	
		MB	Rp	MB	Rp	MB	Rp	%	%		
1	2	3	4	5	6	7	8	9	10		
1.	PINJAMAN									LOANS:	
	a. Sektor Industri	127	2.657	464	4.210	146	3083	73,24	116,06	Industry Sector	
	b. Sektor Perdagangan	363	6.785	803	6.590	437	7.297	110,73	107,55	Trading Sector	
	c. Sektor Pertanian	5	105	1.506	15.424	76	1.814	11,76	1.727,90	Agriculture Sector	
	d. Sektor Peternakan	38	1.718	184	1.700	157	3.735	219,69	217,45	Farming Sector	
	e. Sektor Perkebunan	4	60	72	600	15	402	67,00	670,00	Plantation Sector	
	f. Sektor Perikanan	18	375	87	850	74	873	102,71	323,80	Fishery Sector	
	g. Sektor Jasa	184	3.784	446	1.660	156	3.878	233,58	102,46	Services Sector	
	h. Sektor Lainnya	21	805	176	880	14	433	49,15	53,73	Other Sector	
	Sub Total (1)	761	16.288	3.738	31.914	1.075	21.516	67,41	132,09	Sub Total	
2.	HIBAH									DONATION	
	a. Pendidikan dan Pelatihan	1.199	970	2.16	29,54	66	1219	41,28	125,73	Educaction and Training	
	b. Pemasaran dan Promosi	59	1.868	300	3,000	72	2.167	72,24	116,02	Marketing & Promotion	
	c. Pemagangan	1	2	83	420	-	-	-	-	Internship	
	d. Penelitian & Pengembangan	-	-	83	420	-	-	-	-	Research & Development	
	Sub Total (2)	1.259	2.840	2.626	6.794	138	3.387	49,85	119,25	Sub Total	
	TOTAL	2.020	19.128	6.364	38.708	1.213	24.901	64,33	130,18	TOTAL	

Sumber Data: Laporan Keuangan Program KBL Tahun 2008 (audited)

Sources: Financial Report of PKBL Program in 2008 (audited)

Realisasi penyaluran dana Program Kemitraan pada periode tahun 2008 hanya sebesar Rp24.901 juta atau sebesar 64,33% dari anggaran tahun 2008 yang juga merupakan peningkatan sebesar 30,18% dari tahun sebelumnya, dengan rincian sebagai berikut:

The 2008 realization of utilization of funds from the Partnership Program was amounting to Rp24,901 million or 64.33% from the 2008 budget that also reflects an increasing of 30.18% from the results of the previous year, with description as follows:

I. Realisasi pinjaman yang ditujukan kepada 1.075 Mitra Binaan sebesar Rp21.51 miliar atau sebesar 67,41% dari anggaran tahun 2008 sebesar Rp3,2 miliar. Bila dibandingkan dengan tahun sebelumnya, realisasi tersebut merupakan peningkatan sebesar 32,09% dari angka penyaluran pinjaman sebesar Rp16,29 miliar pada tahun 2007.

- Penyaluran pinjaman paling besar diberikan kepada 475 Mitra Binaan sektor Perdagangan, dengan nominal Rp7,30 miliar atau 110,73% dari anggaran sebesar Rp6,59 miliar.
- Pada sektor Jasa, realisasi pinjaman sebesar Rp3,88 miliar diberikan kepada 163 Mitra Binaan atau 233,58% dari anggaran sebesar Rp1,66 miliar.
- Pada sektor peternakan terdapat realisasi pinjaman kepada 158 Mitra Binaan sebesar Rp3,73 miliar atau 219,69% dari anggaran sebesar Rp1,70 miliar.
- Di sektor Industri, pinjaman sebesar Rp3,08 miliar diberikan kepada 151 Mitra Binaan atau 73,24% dari anggaran tahun 2008 sebesar Rp4,21 miliar.
- Realisasi pinjaman terhadap 66 Mitra Binaan pada sektor pertanian mencapai Rp1,81 miliar atau 11,76% dari anggaran sebesar Rp15,42 miliar.

II. Penyaluran dana hibah untuk 138 unit dengan besaran Rp3.387 juta atau sebesar 49,85% dari anggaran tahun 2008 sebesar Rp6,79 miliar. Bila dibandingkan tahun sebelumnya, realisasi tersebut merupakan peningkatan sebesar 19,25% dari angka penyaluran hibah sebesar Rp2,84 miliar.

Komponen penyaluran hibah pada tahun 2008 terdiri dari penyaluran bidang pendidikan dan pelatihan sebesar Rp1,2 miliar atau 41,28% dari anggaran tahun 2008 sebesar Rp2,95 miliar dan bidang pemasaran dan promosi sebesar Rp2,17 miliar atau 72,24% dari anggaran tahun 2008 sebesar Rp3,00 miliar.

- Hibah Pemasaran dan Promosi memberikan kontribusi sebesar Rp1,87 miliar atau 62,26% dari anggaran sebesar Rp3,00 miliar.
- Dalam bidang Pendidikan dan Pelatihan sebesar Rp0,97 miliar atas 1.199 Mitra Binaan atau hanya sebesar 48,49% dari anggaran sebesar Rp2,00 miliar.
- Dalam bidang pemagangan, hanya tercatat sebesar Rp2 juta untuk 1 Mitra Binaan atau hanya sebesar 0,45% dari anggaran sebesar Rp500 juta.

I. Realization of loan which is provided to 1,075 Assisted Partner was amounting to Rp21,51 billion or 67.41% from the 2008 budget of Rp3.2 billion. Compare to the results on previous year, the realization represent an increase of 32.09% from the total distribution of loans which was amounting to Rp16,29 billion in 2007.

- The highest portion of loan distribution was provided to 475 Assisted Partners of Trading Sectors, for a total amount of Rp7.30 billion or 110.73% from the 2008 budget of Rp6.59 billion.
- On Services Sectors, the realization of total loan provided to 163 Assisted Partners was amounting to Rp3.88 billion or 233.58% from the total budget of Rp1.66 billion.
- On the Animal husbandry Sectors, the realization of total loans provided to 158 Assisted Partners was amounting to Rp3.73 billion or 219.69% from the total budget of Rp1.70 billion.
- On the Industry Sector, the realization of total loans provided to 151 Assisted Partners was amounting to Rp3.08 billion or 73.24% from the 2008 budget of Rp4.21 billion.
- On the Agriculture Sector, the realization of total loans towards 66 Assisted Partner was amounting to Rp1.81 billion or 11.76% from the 2008 budget of Rp15.42 billion.

II. The distribution of granted funds for 138 unit are amounting to Rp3,387 million or 49.85% from the 2008 budget of Rp6,79 billion. Compare to that of in previous year, the realization represent an increase of 19.25% from the total value of granted funds which amounting to Rp2,84 billion.

The 2008 component of channeling grants was comprises of the channeling for education and training which amounted to Rp1,2 billion or 41.28% from the 2008 budget of Rp2.95 billion and for marketing and promotion was amounting to Rp2.17 billion or 72.24% from the 2008 budget of Rp3.00 billion.

- Grants for Marketing and Promotion was contribute a total amount of Rp1.87 billion or 62.26% from the total budget of Rp3.00 billion.
- Grants for Education and Training was contribute a total amount of Rp0.97 billion for a total 1,199 Assisted Partners or represent 48.49% from the total budget of Rp2.00 billion.
- Grants on the internship was recorded for a total of Rp2 million for one Assisted Partner or contribute 0,45% from the total budget of Rp500 million.

- Belum terdapat realisasi dalam bidang Penelitian & Pengembangan.

- Grants on Research and Development has not being realized.

c. Total Penggunaan Biaya Operasional

Total Penggunaan Biaya Operasional Program Kemitraan tahun 2008 sebesar Rp1,18 triliun atau sebesar 55,04% dari anggaran yang ditetapkan tahun 2008.

c. Total Utilization of the Operational Expenses

Total utilization of the Operational Expenses from the Partnership Program in 2008 was amounted to Rp1.18 trillion or 55.04% from the 2008 budget.

d. Evaluasi Pencapaian Sasaran

Alasan tidak tercapainya realisasi tahun 2008 dapat dijelaskan sebagai berikut:

1. Tertundanya penyaluran dana pinjaman yang ditujukan kepada 2.327 petani dengan total nilai penyaluran Rp11,64 miliar. Kegiatan ini merupakan penyaluran dana yang melibatkan kerjasama dengan PT Permodalan Nasional Madani (Persero) dan PT Bank Perkreditan Rakyat Lampung Sejahtera (BPR-LBS) yang penandatanganannya telah dilakukan pada tanggal 8 Agustus 2008 di Lampung. Lebih lanjut, tertundanya penyaluran ini disebabkan karena pihak BPR LBS terlambat dalam penyampaian daftar *nominative* petani calon Mitra Binaan, yang sampai dengan akhir tahun 2008 baru disalurkan pinjaman sebesar Rp460 juta dari prognosa penyaluran sebesar Rp11,64 miliar yang direncanakan.
2. Penerapan sistem perjanjian baru, yaitu sesuai surat Direksi No. B/662/072008 tanggal 22 Juli 2008 Perihal Penyempurnaan Petunjuk Pelaksanaan Program Kemitraan dan Binaan Lingkungan tahun 2008 memberikan kendala dalam adaptasi bagi pelaksana program.
3. Belum dilaksanakannya pembenahan dan migrasi *data base* Program Kemitraan dan Bina Lingkungan.
4. Masih dilakukannya penyempurnaan aplikasi operasional Program Kemitraan Bina Lingkungan menuju aplikasi *online*.

d. Evaluation on Target Achievement

Several reasons for the unrealized achievement in 2008 were described as follows:

1. The distribution of loan towards the 2,327 farmers with a total amount of Rp11.64 billion was being postponed. This activity constitutes the distribution of funds that incriminate the cooperation with PT Permodalan Nasional Madani (Persero) and PT Bank Perkreditan Rakyat Lampung Sejahtera (BPR-LBS). The signing of the agreement was conducted at 8 August 2008, in Lampung. Furthermore, the postponement of distribution was mainly due to the facts BPR LBS was late in submitting the nominative list of farmers for candidate of the Assisted Partners. As at the end of 2008, loan distribution was recorded to a total amount of Rp460 million from the targeted distribution of Rp11.64 billion.
2. The implementation of new contract which is in accordance with Directors Letter No. B/662/072008 dated 22 July 2008 Concerning the Completion Guidelines for the Implementation of Partnership and Community Development Program in 2008 had caused on the adjustment barrier towards the program executors.
3. The revision and migration of data base from the Partnership and Community Development Program has not been executed.
4. The operational application of the Partnership and Community Development Program towards the online application was still under the completion process.

Evaluasi Tingkat Kolektibilitas

- a. Klasifikasi saldo pinjaman per 31 Desember 2008

Evaluation on Collectibility Level

- a. Balance on Loan Classification as of 31 December 2008

No.	KLASIFIKASI Classification	S/D 2007 until 2007	REALISASI TAHUN 2008 2008 Realization
1	2	3	4
1.	Lancar/Current	9.980.649.511	17.055.399.153
2.	Kurang Lancar/Sub Standard	11.605.667.477	6.819.178.083
3.	Ragu-ragu/Doubtful	5.775.016.520	9.462.320.495
4.	Macet/Loss	53.286.644.528	52.905.719.777
	Total	80.647.978.035	86.242.617.508

b. Rata-rata tertimbang kolektibilitas pinjaman

b. Rata-rata tertimbang kolektibilitas pinjaman

No.	KLASIFIKASI Classification	PERHITUNGAN Calculation	TOTAL Total
1	2	3	4
1.	Lancar/Current	17.055.399.153 x 100%	17.055.399.153
2.	Kurang Lancar/Sub Standard	6.819.178.083 x 75%	5.114.383.562
3.	Ragu-ragu/Doubtful	9.462.320.495 x 50%	4.731.160.247
4.	Macet/Loss	52.905.719.777 x 0%	0
	Total	86.242.617.508	26.900.942.963

c. Tingkat kolektibilitas pengembalian pinjaman

c. Collectibility Level on Loan Repayment

Rata-rata Tertimbang Kolektibilitas/Average Balance on Loan Collectibility	
$\frac{\text{Jumlah Pinjaman/Total Loan}}{\text{Rp26.900.942.963,-}} \times 100\%$	$\frac{\text{Rp86.242.617.508,-}}{\text{Rp26.900.942.963,-}} \times 100\% = 31,19\%$

Program Bina Lingkungan

Community Development Program

a. Evaluasi Dana Tersedia

a. Evaluation on Available Source of Funds

dalam Jutaan Rupiah

in Million Rupiah

No.	URAIAN	REALISASI Realization	2008		%		DESCRIPTION
		2007	ANGGARAN Budget	REALISASI Realization	%	%	
1	2	3	4	5	6	7	
1.	Saldo Awal	3.865	3.814	6.166	161,66	159,55	Begining Balance
2.	Bagian Laba	7.299	8.000	19.968	250	276	Profit Shares
3.	Penerimaan Jasa Giro & Bunga Deposito	302	120	516	430,25	170,93	Contribution from Current Account Fee & Deposit Interest
4.	Lain-lain	28	-	-	-	-	Others
	Jumlah Dana Tersedia	11.424	11.934	26.550	233,31	233,29	Total Source of Funds

Sumber Data: Laporan Keuangan Program KBL Tahun 2008 (audited)

Source: Financial Report of KBL Program in 2008 (audited)

Sumber dana Program Bina Lingkungan tahun 2008 mencapai Rp26,65 miliar atau sebesar 223,31% dari anggaran sebesar Rp11,93 miliar dengan rincian sebagai berikut:

- Realisasi saldo awal lebih besar 61,66% dari anggaran yang ditetapkan, yaitu sebesar Rp3,81 miliar. Secara persentase hal ini menunjukkan peningkatan sebesar 59,55% dari realisasi tahun sebelumnya.
- Alokasi penyisihan laba sebesar Rp19,97 miliar atau 250% dari anggaran yang telah ditetapkan sebesar Rp8,00 miliar atau meningkat 176% dari realisasi tahun 2007.
- Sumber dana baru yang berasal dari penerimaan jasa giro dan bunga deposito setelah pajak sebesar Rp516 juta atau 430,25% dari anggaran tahun 2008 sebesar Rp120 juta. Dibandingkan dengan tahun sebelumnya hal ini menunjukkan peningkatan sebesar 70,93% dari realisasi sebesar Rp302 juta.

The 2008 source of funds for the Community Development Program was amounting to Rp26.65 billion or 223.31% from the total budget of Rp11.93 billion, with description as follows:

- The realization of beginning balance was 61.66% higher than the set budget of Rp3.81 billion. On a percentage level, it represents 59.55% increase from last year's achievement.
- The allocation of appropriate retained earnings was amounting to Rp19.97 billion or 250% from the set budget of Rp8.00 billion or increase by 176% from the 2007 realization.
- A new source of funds that derives from the contribution of current account and deposit interest after tax was amounting to Rp516 million or 430.25% from the 2008 budget of Rp120 million. Compare to last year's achievement, the results shows 70.93% increase from the total realization of Rp302 million.

b. Evaluasi Penggunaan Dana

dalam Jutaan Rupiah

No.	URAIAN	REALISASI Realization	2008		%		DESCRIPTION
		2007	ANGGARAN Budget	REALISASI Realization	%	%	
1	2	3	4	5	6	7	
1.	Bencana Alam	1.099	1.218	859	70,52	78,14	Natural Disaster
2.	Pendidikan & Pelatihan	869	9.818	9.233	94,04	1.062,55	Education & Training
3.	Peningkatan Kesehatan	896	1.563	1.725	110,37	192,48	Health Improvement
4.	Sarana Umum	634	1.805	1.278	70,82	201,67	Public Utilities
5.	Sarana Ibadah	740	655	1.220	186,28	164,82	Religious Facilities
6.	Pelestarian Alam	-	834	403	48,31	-	
7.	BUMN Peduli	406	6.812	3.005	44,12	740,22	BUMN Care
	Jumlah Dana Tersedia	4.644	22.705	17.724	78,06	381,61	Total Source of Funds

Sumber Data: Laporan Keuangan Program KBL Tahun 2008 (audited)

Source: Financial report of KBL Program in 2008 (audited)

Realisasi penyaluran dana hibah Program Bina Lingkungan sampai periode tahun 2008 mencatat realisasi sebesar Rp17,72 miliar atau 78,06% dari anggaran tahun 2008 sebesar Rp22,70 miliar dengan penjelasan rincian sebagai berikut:

1. Realisasi pada bidang bencana alam mencapai Rp859 juta atau 70,52% dari anggaran yang telah ditetapkan sebesar Rp1,22 miliar. Bila dibandingkan dengan tahun sebelumnya, besaran ini menunjukkan penurunan sebesar 21,86% dari realisasi sebesar Rp1,10 miliar pada tahun 2007.
2. Pada bidang pendidikan terdapat realisasi sebesar Rp9,23 miliar atau 94,04% dari anggaran tahun 2008 sebesar Rp9,82 miliar, sementara komparasi dengan tahun sebelumnya menunjukkan peningkatan signifikan sebesar 962,55% dari realisasi sebesar Rp869 juta.
3. Penyaluran pada bidang kegiatan peningkatan kesehatan mencapai Rp1,72 miliar atau 110,37% dari anggaran sebesar Rp1,56 miliar. Sementara bila dibandingkan dengan realisasi tahun sebelumnya, hal ini menunjukkan peningkatan sebesar 92,48% dari penyaluran sebesar Rp896 juta.
4. Pada bidang sarana dan prasana umum, terdapat realisasi sebesar Rp1,28 miliar atau 70,82% dari anggaran tahun 2008 sebesar Rp1,80 miliar. Bila dibandingkan dengan tahun 2007, realisasi pada bidang ini mencapai kenaikan sebesar 101,67% dari penyaluran sebesar Rp634 juta pada tahun sebelumnya.
5. Bidang sarana ibadah mencatat realisasi sebesar Rp1,22 miliar atau lebih besar 86,28% dari anggaran tahun 2008. Sementara, bila dibandingkan dengan tahun sebelumnya, realisasi ini mencatat kenaikan sebesar 64,82% dari realisasi tahun 2007 sebesar Rp742 juta.

The realization of grants distribution for the Community Development Program in 2008 had recorded a total value of realization which is amounting to Rp17.72 billion or 78.06% from the 2008 budget of Rp22.70 billion with description as follows:

1. The realization on natural disaster had reached the amount of Rp859 million of 70.52% from the set budget of Rp1.22 billion. Compare to previous achievement, this value represent a 21,86% decrease from the 2007 realization of Rp1,10 billion.
2. The realization on education had reached the amount of Rp9.23 billion or 94.04% from the 2008 budget of Rp9.82 billion, meanwhile, comparative achievement from previous year had shown a significant increase by 962,55% from the total realization of Rp869 million.
3. The realization on health improvement had reached the amount of Rp1.72 billion or 110.37% from the total budget of Rp1.56 billion. Meanwhile, compare to last year's achievement, it indicate a 92,48% growth from the total distribution of Rp896 million.
4. The realization on infrastructure and public utilities had reached the amount of Rp1.28 billion or 70.82% from the 2008 budget of Rp1.80 billion. Compare to last year's achievement, it indicates a 101.67% growth from total distribution of Rp634 million.
5. The realization on religious facilities had reached the amount of Rp1.22 billion or grew by 86.28% from the 2008 budget. Meanwhile, compare to last year's achievement. It indicates a 64,82% growth from the 2007 results of Rp742 million.

6. Bidang pelestarian alam mencatat realisasi sebesar Rp403 juta atau sebesar 48,31% dari anggaran sebesar Rp834 juta. Besaran penyaluran pada bidang pelestarian alam belum dapat dikomparasikan dengan realisasi pada tahun sebelumnya, mengingat bahwa pelestarian alam ini merupakan bidang penyaluran yang baru dilaksanakan mulai tahun 2008.
7. Realisasi program BUMN Peduli tahun 2008 sebesar Rp3,00 miliar atau 44,12% dari anggaran sebesar Rp6,81 miliar.
- c. Evaluasi penggunaan biaya operasional
Realisasi biaya operasional Bina Lingkungan tahun 2008 sebesar Rp202,26 juta atau 48,44% dari anggaran tahun 2008 sebesar Rp418 juta.
- d. Evaluasi pencapaian sasaran
Alasan belum tercapainya target tahun 2008, khususnya pada Kantor Wilayah V disebabkan karena batalnya kegiatan pelatihan menjahit *High Speed* pada kabupaten Magelang. Selain itu, pelaksanaan program BUMN Peduli ditetapkan dan dikoordinasikan berdasarkan instruksi langsung dari Menteri Negara BUMN, sehingga realisasi dana dan pencapaian sasarnya berada di luar kendali PT Jamsostek Persero.
- e. Evaluasi kinerja pengelolaan
Hasil evaluasi kinerja pengelolaan program Kemitraan dan Bina Lingkungan tahun 2008 adalah sebagai berikut:

Nilai Bobot = 72,5
Predikat Cukup

PROGRAM PELESTARIAN ALAM/LINGKUNGAN

1. Dalam rangka pelaksanaan Program Bina Lingkungan, khususnya Program Pelestarian Alam/Lingkungan, PT Jamsostek (Persero) selama tahun 2008 telah berkontribusi dalam Hari Menanam Indonesia - *Clean, Green and Healthy* (CGH) pada tanggal 23 Desember 2008 dengan beberapa kegiatan antara lain.
 - Penanaman 1.000 pohon bakau/*mangrove* di Kawasan Hutan Kota, Kelurahan Mongo Mulyo Kecamatan Balikpapan Barat.
 - Penanaman pohon mahoni di tepian sungai Amplas Medan.
2. Realisasi biaya pelestarian alam selama tahun 2008 sebesar Rp403.100.000 dengan rincian sebagai berikut:
 - Sumatera Utara : Rp10.000.000
 - Sumatera Selatan : Rp26.600.000
 - DKI Jakarta : Rp14.000.000
 - Jawa Tengah : Rp262.500.000
 - Kalimantan Timur : Rp15.000.000
 - Sulawesi Selatan : Rp75.000.000

6. The realization on nature conservatory had reached the amount of Rp403 million or grew by 48.31% from the total budget of Rp834 million. The total amount on nature conservatory could not be compared with last year's achievement, considering that it just started to be executed in 2008.
7. The realization of BUMN Cares Program in 2008 was amounting to Rp3.00 billion or 44.12% from the total budget of Rp6.81 billion.
- c. Evaluation on the utilization of the operational expenses
The realization of the operational expenses from the Community Development Program in 2008 was amounted to Rp202.26 million or 48.44% from the 2008 budget of Rp418 million.
- d. Evaluation on target achievement
There is some reason beyond the 2008 target which has not being achieved, especially on Regional Offices V. The reason was attributable to the cancellation on the High Speed Tailor Training at Magelang Regency. Moreover, the execution of BUMN Cares Program was being stated and coordinated based on direct instruction from the Minister of State-Owned Enterprise, thereby the realization of funds and target achievement was beyond the Company's control.
- e. Evaluation on Management Performance
The evaluation results towards the management of Partnership and Community Development Program in 2008 is as follows:

Score Value: 72,5
Predicate: Fair

NATURE/ENVIRONMENT PRESERVATION PROGRAM

1. In order to implement the Community Development Program, especially nature/environment conservatory program, PT Jamsostek (Persero) had contribute on the 2008 event of Indonesia's Planting Day-Clean, Green and Healthy (CGH) which was held on 23 December 2008 under several activities such as:
 - Planting a 1,000 mangrove trees at City Forest Area, Mongo Mulyo Provincial District, West Balikpapan Regency.
 - Planting a mahogany tree at the Amplas riverside, Medan.
2. The realization of nature conservatory budget in 2008 were amounted to Rp403,100,000 with description as follows:
 - North Sumatra : Rp10,000,000
 - South Sumatra : Rp26,600,000
 - DKI Jakarta : Rp14,000,000
 - Central Java : Rp262,500,000
 - East Kalimantan : Rp15,000,000
 - South Sulawesi : Rp75,000,000

STATEMENT OF CORPORATE INTENT

PT Jamsostek (Persero) Tahun 2009-2010

STATEMENT OF CORPORATE INTENT PT JAMSOSTEK (PERSERO) YEAR 2009-2010

A – SEKILAS TENTANG PT JAMSOSTEK (PERSERO)

Pengantar

PT Jamsostek (Persero) adalah Badan Usaha Milik Negara (BUMN) dengan kepemilikan saham 100% oleh Negara. PT Jamsostek (Persero) didirikan berawal dari dikeluarkannya UU No. 33 tahun 1947 tentang Kecelakaan Kerja, tahun 1977 melalui Peraturan Pemerintah (PP) No. 34 tahun 1977 tentang pendirian Perusahaan Umum Asuransi Tenaga Kerja (Perum Astek) dan tahun 1992 dikeluarkan UU No. 3 tahun 1992 tentang Jaminan Sosial Tenaga Kerja (Jamsostek). Tahun 1995, melalui PP No. 36 tahun 1995 menetapkan PT Astek (Persero) sebagai badan penyelenggara program Jamsostek dan berubah nama menjadi PT Jamsostek (Persero).

Statement of Corporate Intent ini dipersiapkan sesuai dengan ketentuan perundang-undangan yang merupakan pernyataan Direksi PT Jamsostek (Persero) untuk memenuhi target yang ditetapkan oleh Pemegang Saham, yang dalam *Statement of Corporate Intent* ini dibatasi untuk tindak lanjut 2009 dan 2010 sesuai dengan RJPP 2009-2014.

Maksud dan Tujuan Perusahaan

PT Jamsostek (Persero) didirikan dengan maksud dan tujuan (tercantum dalam Akta Notaris No. 45 Imas Fatimah SH tanggal 28 Mei 2002-perubahan Anggaran Dasar Perusahaan PT Jamsostek (Persero)), yakni turut

A – A BRIEF ON PT JAMSOSTEK (PERSERO)

Introduction

PT Jamsostek (Persero) is a State Owned Enterprise (SOE) with 100% ownership by the Government PT Jamsostek (Persero) was initiated by the release of Regulation No. 33 year 1947 regarding Employment Accident, year 1977 through the Government Regulation (PP) No. 34 year 1977 regarding the establishment of a Public Company on Employment Insurance (perusahaan umum Asuransi Tenaga Kerja-Perum Astek) and in 1992 Regulation No. 3 year 1992 regarding Employee's Social Security (Jamsostek). In 1995, through Regulation PP No. 36 year 1995 determining PT Astek (Persero) as the institution to manage the Jamsostek program and had changed its name into PT Jamsostek (Persero).

This Statement of Corporate Intent was prepared in accordance to the stipulations of regulation of the Board of Directors of PT Jamsostek (Persero) to fulfill the set target by the shareholders, as in this Statement of Corporate Intent is limited to be pursued in 2009 and 2010 in accordance to the RJPP 2009-2014.

The Main Objectives of the Company

PT Jamsostek (Persero) was established with the main objectives (stated in the Notary Act No. 45 Imas Fatimah SH dated 28 May 2002-revisions on the articles of association of PT Jamsostek (Persero)), that

melaksanakan dan menunjang kebijaksanaan dan program Pemerintah di bidang ekonomi dan pembangunan nasional pada umumnya, dan khususnya mewujudkan peningkatan perlindungan dan kesejahteraan tenaga kerja beserta keluarganya melalui sistem jaminan sosial dengan menerapkan prinsip-prinsip Perseroan Terbatas.

Untuk mencapai maksud dan tujuan tersebut di atas, Perseroan dapat melaksanakan kegiatan usaha sebagai berikut:

- a. Jaminan Kecelakaan Kerja (JKK)
- b. Jaminan Kematian (JK)
- c. Jaminan Hari Tua (JHT)
- d. Jaminan Pemeliharaan Kesehatan (JPK).

Misi PT Jamsostek (Persero) adalah:

Sebagai badan penyelenggara jaminan sosial tenaga kerja yang memenuhi perlindungan dasar bagi tenaga kerja serta menjadi mitra terpercaya bagi:

- Tenaga Kerja: Memberikan perlindungan yang layak bagi tenaga kerja dan keluarga.
- Pengusaha: Menjadi mitra terpercaya untuk memberikan perlindungan kepada tenaga kerja dan meningkatkan produktivitas.
- Negara: Berperan serta dalam pembangunan.

Sebagai BUMN yang bergerak dalam perlindungan kepada tenaga kerja, PT Jamsostek (Persero) mempunyai visi untuk:

1. Menjadi lembaga jaminan sosial tenaga kerja terpercaya yang unggul dalam pelayanan dan memberikan manfaat optimal bagi seluruh peserta dan keluarganya.
2. PT Jamsostek (Persero) mengembangkan sistem nilai yang diyakini dapat menggerakkan seluruh komponen perusahaan untuk mencapai visi dan misi Perseroan. Nilai yang diyakini diwujudkan dalam "IPTIK" yang terdiri dari:
 - Iman: taqwa, berpikir positif, tanggung jawab, pelayanan tulus ikhlas
 - Profesional: berprestasi, bermental unggul, proaktif dan bersikap positif terhadap perubahan dan pembaharuan
 - Teladan: berpandangan jauh ke depan, penghargaan dan pembimbingan (reward & encouragement), pemberdayaan
 - Integritas: berani, komitmen, keterbukaan
 - Kerjasama: kebersamaan, menghargai perbedaan pendapat, menghargai orang lain.

B – SASARAN DAN PROGRAM KERJA STRATEGIS

Upaya untuk melaksanakan amanat undang-undang No. 3 tahun 1992, berupa perlindungan dan kesejahteraan tenaga kerja, PT Jamsostek mempunyai sasaran-sasaran strategis untuk tahun 2009-2010 sebagai berikut.

is to carry out and support the Government policies and programs for the national macro economy and development, and especially to establish an increased protection and welfare for the work force and their families through a social security system by implementing the principles of a Limited Company.

To achieve these main objectives, the Company shall carry out the following business activities:

- a. Employment Accident Benefit (Jaminan Kecelakaan Kerja-JKK)
- b. Death Benefit (Jaminan Kematian-JK)
- c. Old Age benefit (Jaminan Hari Tua-JHT)
- d. Health Care Benefit (Jaminan Pemeliharaan Kesehatan-JPK).

Mission of PT Jamsostek (Persero) is:

As the provider institution of the employee's social security that provide basic protection to employees and become a reliable partner to:

- Employees: Provide protection to the employees and their families.
- Entrepreneur: To become a reliable partner to provide protection to their employees and increase productivity.
- State: Become an active role for development.

As a State-Owned Enterprise in the field of employees protection, PT Jamsostek (Persero)'s mission is to:

1. Become a reliable employees' social security institution and leading in its services and provide optimum benefits to all participants and their families.
2. PT Jamsostek (Persero) developed a value system believed to be able to drive all corporate components to achieve the vision and mission of the Company. The values believed to be achieved in "IPTIK" consists of:
 - Faith: godfearing, positive thinking, responsible, sincere services
 - Professional: performing, leading mental attitude, proactive and positive towards changes and innovations.
 - Example: forward looking, reward & encouragement, empowerment
 - Integrity: courage, commitment, openness
 - Cooperation: togetherness, appreciate differences, respect others.

B – OBJECTIVES AND WORKING STRATEGY PROGRAM

Efforts to carry out the mandate of regulation No. 3 year 1992, is a form of protection and welfare to the employees, PT Jamsostek has the following strategic objectives for the year 2009-2010.

Terkait dengan hasil analisa SWOT pada tahun 2008, dimana masih terdapat beberapa kelemahan akan tetapi dari sisi eksternal terdapat peluang yang relatif banyak (sehingga berada pada kuadran II-stabilisasi). Pada periode konsolidasi 2009-2010 PT Jamsostek (Persero) diarahkan untuk membangun kekuatan dengan melakukan kondolidasi, memperkuat keunggulan layanan dan kemampuan portofolio investasi. Pada tahap ini, Perseroan berfokus pada upaya memberikan layanan terbaik bagi para peserta. Hal ini diwujudkan dalam sasaran sebagai berikut.

1. Membangun/memperkuat keunggulan layanan (service excellence) pada tingkat operasional

Untuk mencapai keunggulan layanan ini PT Jamsostek (Persero) mencanangkan beberapa program, diantaranya adalah:

- Membangun kerjasama dengan mitra strategis (Kejaksaan Tinggi, POLRI, Dept. Kelautan, Serikat Pekerja/Buruh).
- Peningkatan jumlah PPK kategori A, pembangunan *Hotline* layanan program JPK.
- Pengukuran kepuasan peserta secara keseluruhan, peningkatan manfaat kepada peserta, peningkatan kemampuan tenaga *front line*.
- Melalui beberapa program di atas dan beberapa program penunjang lainnya diharapkan dapat tercapai:
 - Kepuasan peserta, program Non-JPK: 65% (tahun 2009); 72,50% (tahun 2010), Program JPK: 72,50% (tahun 2009); 75% (tahun 2010).
 - Jumlah peserta aktif: 8,4 juta (tahun 2009), 8,8 juta (tahun 2010).

2. Mengembangkan manajemen investasi yang efektif yang berpedoman pada pemahaman akan risiko investasi.

Pencapaian sasaran strategis ini dicapai diantaranya dengan beberapa program kerja:

- Diversifikasi portofolio investasi, kajian *Strategic Asset Allocation*, studi pembentukan anak perusahaan.
- Penyusunan mekanisme *cut loss*, Garis Besar Kebijakan Investasi (GBKI), usulan penyempurnaan PP 22 tahun 2004.
- Pembentukan *data base* manajemen risiko, *review* portofolio investasi, pembuatan *risk measurement system*.
- Hasil yang diharapkan adalah:
 - *Earning after tax*: Rp1,02 triliun (tahun 2009); Rp1,17 triliun (tahun 2010).
 - *Yield on Investment*: 10,18% (tahun 2009); 10,83% (tahun 2010)

3. Mengembangkan infrastruktur, teknologi dan SDM guna mendukung penerapan strategi *service excellence* dan efektivitas manajemen investasi.

Related to the 2008 SWOT analysis result, there were several weaknesses, however from the external point of view, there were relatively many opportunities (hence, it is positioned in the quadrant II-stabilizing). In the period of consolidation 2009-2010 PT Jamsostek (Persero) is directed to develop strength through consolidation, strengthening of services and investment portfolio capability. At this stage, the Company is focused on the efforts to provide best services to participants. Such is formed on the following objectives.

1. Developing/Strengthening service excellence at operational level

To achieve the service excellence, PT Jamsostek (Persero) has launched several programs, including:

- Develop cooperation with strategic partners (Court of Justice, Police, Department of Marine, Labour/Employee Unions).
- Increased the number of PPK category A, development of a JPK Hotline service program.
- Measuring the satisfaction of overall participants, improving the benefits to the participants, improving the front line officer capabilities.
- Through several programs mentioned above and several other supporting programs, it is expected to achieve:
 - Participant satisfaction, Non-JPK program: 65% (in 2009); 72.50% (in 2010), JPK program: 72.50% (in 2009); 75% (in 2010).
 - Active number of participants: 8.4 million (in 2009), 8.8 million (in 2010).

2. Develop an effective investment management based on the understanding of investment risks.

To achieve these strategic objectives, these are achieved by conducting several working programs such as;

- Investment portfolio diversification, Strategic Asset Allocation reviews, subsidiary development study
- Arrangement of cut loss mechanism, Investment Policy Guideline (GBKI), update proposal on PP No. 22 year 2004.
- Risk Management data base development, investment portfolio review, risk measurement system development.
- Expected results are of the following:
 - Earning after tax: Rp1.02 trillion (in 2009); Rp1.17 trillion (in 2010).
 - Yield on Investment: 10.18% (in 2009); 10.83% (in 2010)

3. Infrastructure development, technology and HR to support the implementation of service excellence strategy and investment management effectiveness.

Beberapa program kerja untuk mencapai sasaran strategis ini adalah:

- Pengembangan berbagai sistem SDM yang berbasis nsi/CBHRM. Tahapan pengembangan system CBHRM pada tahun 2009-2010 dititik beratkan pada pengembangan *performance management system*, pengembangan *Competency Assesment*, penyempurnaan sistem manajemen karir .
- Melalui program-program kerja di atas dan beberapa program lainnya, diharapkan dapat dicapai:
 - *Strategic job readiness*: tahun 2009: 60%; tahun 2010: 70%;
 - Tingkat kepuasan karyawan: tahun 2009: 70%; tahun 2010: 75%.
- Dukungan teknologi informasi sebagai *business enabler* diantaranya diwujudkan dalam:
 - pembuatan aplikasi pendukung untuk Investasi, DPKP/KBL, CBHRM, Perpajakan, *corporate performance management-BSC*, Inventaris.
 - *Data cleaning*, pengembangan *data warehouse*
 - Pembangunan distribusi kanal sms dan web saldo JHT/Kepesertaan.

Untuk mempercepat proses pengadaan barang dan jasa, PT Jamsostek (Persero) mengimplementasikan *e-procurement* yang pada tahun 2009 ditargetkan terimplementasi 100% di Kantor pusat dan pada tahun 2010 terimplementasi 100% di seluruh Kantor Cabang di Pulau Jawa.

C – MANAJEMEN BISNIS

Kebijakan Deviden

Sesuai dengan undang-undang No. 40 tahun 2004, salah satu prinsip penyelenggaraan jaminan sosial adalah nirlaba. Respon pemegang saham PT Jamsostek (Persero), dalam hal ini Kementerian BUMN terhadap prinsip tersebut adalah dengan melakukan kebijakan *zero dividend*. Kebijakan ini mulai diberlakukan sejak tahun 2007. Ke depan pemegang saham berkomitmen untuk meneruskan kebijakan ini. Terkait dengan kebijakan *zero dividend* ini, PT Jamsostek (Persero) atas persetujuan pemegang saham, mengalokasikan laba perusahaan dalam tiga kelompok besar, yakni (1) distribusi laba kepada peserta Jamsostek; (2) Cadangan umum dan cadangan tujuan (3) Penambahan Dana Peningkatan Kesejahteraan Peserta (DPKP) dan Program Kemitraan Bina Lingkungan (PKBL).

Kebijakan belanja Modal

Belanja modal di PT Jamsostek (Persero) pada tahun 2009 dan tahun 2010 direncanakan berjumlah Rp177,42 miliar (2009) dan Rp113,55 miliar (2010).

Several working programs to reach strategic objectives are as follows:

- Development of several HR system based on nsi/CBHRM. Development stages of CBHRM system in 2009-2010 is focused on management performance system development, Competency Assessment development, career management system improvement.
- Through the above programs and several other programs, it is expected to achieve:
 - Strategic job readiness: in 2009: 60%; in 2010: 70%;
 - Employee satisfaction rate: in 2009: 70%; in 2010: 75%.
- Information technology support as business enabler are formed by:
 - Development of supporting application for Investment, DPKP/KBL, CBHRM, Taxation, corporate performance management-BSC, Inventory.
 - Data cleaning, warehouse data development
 - Development of SMS channel and web distribution JHT deposit/participatory.

To accelerate the product and services procurement process, PT Jamsostek (Persero) has implemented e-procurement in 2009 which was aimed to complete by 100% at the Head Office and in 2010 aimed to complete by 100% in all Branch Offices in Java Island.

C – BUSINESS MANAGEMENT

Dividend Policy

In accordance to the regulation No. 40 year 2004, one of the principles to manage employment social security is non-profit. Responds of the shareholders of PT Jamsostek (Persero), in this matter is the Ministry of State-Owned Enterprises towards the principle is to apply zero dividend policy. The policy started since 2007. In the future, the shareholders are committed to continue the policy. Related to the zero dividend policy, PT Jamsostek (Persero) on the agreement of the shareholders, allocating to profit of the company in three main classification, these are (1) distributing the profit of Jamsostek to the participants; (2) General reserve and appropriate retained earning (3) Additional Participants Welfare Additional Fund (Penambahan Dana Peningkatan Kesejahteraan Peserta-DPKP) and Environment Management Partnership Program (Program Kemitraan Bina Lingkungan-PKBL).

Capital Expenditure Policy

The capital expenditure of PT Jamsostek (Persero) in 2009 and in 2010 is planned to reach Rp177.42 billion (in 2009) and Rp113.55 billion (in 2010). The allocation

Peruntukkan belanja modal tersebut digunakan untuk memenuhi kebutuhan teknologi informasi (penggantian dan kebutuhan baru), mengadakan infrastruktur operasi dan pelayanan kantor cabang (kendaraan, peralatan kantor dan peralatan lainnya), penciptaan *corporate image* melalui kesamaan tampilan fasad dan interior kantor-kantor cabang.

Kebijakan Akuntansi

Kebijakan akuntansi PT Jamsostek (Persero) dituangkan dalam Pedoman Akuntansi Jaminan Sosial Tenaga Kerja (PAJASTEK). Pedoman ini disusun untuk memenuhi perkembangan cakupan dan kompleksitas transaksi PT Jamsostek (Persero), meningkatkan transparansi pengelolaan dana publik. Pedoman ini telah digunakan dalam perlakuan akuntansi PT Jamsostek (Persero) sejak disahkan pada tahun 2002. PAJASTEK disusun dengan bersumberkan dari Pernyataan Standar Akuntansi Keuangan (PSAK), Interpretasi Pernyataan Standar Akuntansi Keuangan (ISAK), International Accounting Standar (IAS) dan interpretasinya.

Laporan Kinerja

Laporan kinerja untuk Manajemen disusun berdasarkan laporan triwulanan, semesteran, dan tahunan. Laporan manajemen ini mencakup pencapaian target usaha, program kerja dan laporan keuangan. Laporan keuangan disusun secara bulanan untuk mendapatkan gambaran keuangan yang lebih mutakhir. Laporan Manajemen disampaikan kepada kementerian BUMN secara rutin mulai dari laporan manajemen triwulanan, semesteran dan tahunan. Hal ini sesuai dengan Keputusan Menteri Pendayagunaan Badan Usaha Milik Negara Republik Indonesia/Kepala Badan Pembina Badan Usaha Milik Negara No. KEP/211/M-PBUMN/1999 tanggal 24 September 1999 tentang Laporan Manajemen Perusahaan Badan Usaha Milik Negara.

Menteri Keuangan melalui SK Menteri Keuangan No. 826/KMK.013/1992 mengatur variabel pengukuran tingkat kesehatan perusahaan, yakni: Rentabilitas, Likuiditas, Solvabilitas (3 variabel ini menyumbang bobot 70%), Claim ratio, expense ratio, dan YOI Bruto (3 variabel ini menyumbang bobot 30%). Berdasarkan SK Menteri Keuangan ini, PT Jamsostek (Persero) pada tahun 2009 dan 2010 ditargetkan mempunyai tingkat kesehatan sehat.

Untuk kepentingan internal PT Jamsostek (Persero), Perseroan telah mengembangkan pengukuran kinerja menggunakan metode *Balanced Score Card*. Metode ini telah dikembangkan dan digunakan sejak tahun 2006. Pada tahun 2009 dan 2010 PT Jamsostek (Persero) merencanakan menggunakan 18 indikator

of the capital expenditure shall be used to fulfill information technology requirements (replacement and new requirements), providing operation infrastructure and branch office services (vehicles, office supplies and other supplies), corporate image development through a uniform corporate identity system in branch office interiors.

Accounting Policy

The accounting system of PT Jamsostek (Persero) is stipulated in the Accounting Guidelines of Employment Social Security (Pedoman Akuntansi Jaminan Sosial Tenaga Kerja-PAJASTEK). This guideline is arranged to fulfill the developments and the complexity of transactions of PT Jamsostek (Persero), increased transparency of public fund management. The guideline is used in PT Jamsostek (Persero) accountancy since its authorization in 2002. PAJASTEK is arranged based on Statement of Financial Accounting Standard (PSAK), Interpretation of Statement of Financial Accounting Standard (ISAK), International Accounting Standar (IAS) and its interpretations.

Performance Report

The performance report for the Management is prepared based on quarterly reports, semester reports, and annual reports. The management report covers business target achievements, working programs and financial reports. The financial reports is arranged monthly to obtain the latest financial picture. The Management report is to be presented to the Ministry of State-Owned Enterprises periodically starting from the quarterly management report, semester report and annual report. This is according to the Stipulation of the Minister of State-Owned Enterprises/Head of Supervisory Agency of State-Owned Enterprises No. KEP/211/M-PBUMN/1999 dated 24 September, 1999 regarding Management Report of State Owned Enterprises.

The Minister of Finance through the Stipulation Letter No. 826/KMK.013/1992 has determined the variable measurement of a health level of companies, that is: Profitability, Liquidity, Solvency (these 3 variables covers 70% of measurement), Claim ratio, expense ratio, and gross YOI (these 3 variables covers 30% of measurement). Based on the Stipulation Letter of the Minister of Finance, PT Jamsostek (Persero) in 2009 and in 2010 is aimed to achieve a sound level of health.

For internal purposes of PT Jamsostek (Persero), the Company has developed performance measurement method by using *Balanced Score Card*. This method has been developed and used since 2006. In 2009 and 2010, PT Jamsostek plans to use 18 key performance indicator (KPI) that is divided in financial

kinerja utama (KPI-key performance indicator) yang terbagi dalam perspektif keuangan (3 KPI); perspektif pelanggan (4 KPI); perspektif proses internal (8 KPI); perspektif pertumbuhan dan pembelajaran (3 KPI).

Kebijakan Bina Lingkungan

Kebijakan bina lingkungan merupakan kebijakan Perseroan yang tidak berdampak secara langsung kepada usaha Perseroan, dan merupakan tanggung jawab Perseroan kepada komunitas lingkungan Perseroan. PT Jamsostek (Persero) mewujudkan kebijakan ini dalam dua bentuk program yakni: Dana Peningkatan Kesejahteraan Peserta (DPKP) dan Program Kemitraan Bina Lingkungan (PKBL). Untuk tahun 2009 PT Jamsostek (Persero) mengalokasikan anggaran untuk DPKP sebesar Rp46,88 Miliar dan tahun 2010 sebesar Rp50,76 miliar. Sementara itu untuk PKBL dianggarkan dana sebesar Rp37,50 miliar (tahun 2009) dan Rp40,61 miliar.

Alokasi dana tersebut dipergunakan untuk berbagai program, yakni:

a. Program DPKP:

- Investasi Jangka Panjang: Rusunawa, Fasilitas Kesehatan
- Pinjaman: PUMP, Pinj. Kopkar, Pinj. Provider Pelkes.
- Hibah Kesehatan: Renovasi UGD, Renovasi Irna, Peralatan Medis/Non Medis, Bantuan Kesehatan cuma-cuma, *Ambulance*, Bantuan PPK I.
- Hibah Pendidikan: Beasiswa, Pelatihan TK, bantuan Balai Latihan Kerja.
- Hibah Kesejahteraan lainnya: Bantuan PHK, Subsidi Administrasi KPR.

b. Program Kemitraan dan Bina Lingkungan

- Pinjaman: Pinjaman Kemitraan
- Hibah: Pameran & pendidikan/pelatihan, Magang, Penelitian dan pengembangan.
- Hibah: Bencana Alam, Pendidikan/Pelatihan, Peningkatan Kesehatan, Sarana Ibadah, Pengembangan Sarana & Prasarana Umum, Pelestarian Lingkungan.

D – KONTRAK MANAJEMEN TAHUN 2009

Rapat Umum Pemegang Saham pada tanggal 20 Januari 2009 atas Rencana Kerja dan Anggaran Perusahaan Tahun 2009, telah ditandatangani Kontrak Manajemen Tahun 2009 oleh Pemegang Saham, Dewan Komisaris dan Direksi PT Jamsostek (Persero). Kontrak Manajemen Tahun 2009 merupakan target yang harus dicapai oleh Direksi PT Jamsostek (Persero).

perspectives (3 KPI); customer perspective (4 KPI); internal process perspective (8 KPI); growth and learning perspective (3 KPI).

Corporate Social Responsibility

Corporate Social Responsibility is a Company policy that has no direct affect to the business of the Company, and is corporate responsibility to the community surrounding the Company. PT Jamsostek (Persero) has formed this policy in two programs, which are: Participant's Welfare Improvement Fund (DPKP) and Environmental Partneship Program (PKBL). For 2009, PT Jamsostek (Persero) has allocated a budget for DPKP amounted to Rp6.88 billion and for 2010 amounted to Rp50.76 billion. As to PKBL, funds allocated amounted to Rp37.50 billion (for 2009) and Rp40,61 billion (for 2010)

The allocation of funds are to be used for several programs such as:

a. DPKP Programs:

- Long term investment: Rental Flat Housing, Health facilities
- Loans: PUMP, Employee Cooperatives loans, Provider of Health Care loans.
- Health grants: Renovation of ER, Renovation of Patient Rooms, Medical and Non Medical Supplies, Free Medical Aids, Ambulance, PPK I Aids.
- Educational grants: Scholarships, TK trainings, Training Center's aids.
- Other welfare grants: Severance aids, Administration for Subsidized Housing Loan.

b. Partnership and Environmental Programs:

- Loans: Partnership loans
- Grants: Exhibitions & Education/Training, Internship, Research and Development.
- Grants: Natural Disasters, Education/Trainings, Health Improvements, Religious Facilities, Public Facility and Infrastructure Development, Environmental Preservation.

D – 2009 MANAGEMENT CONTRACT

The General Meeting of Shareholders dated 20 January 2009 on the 2009 Corporate Planning and Corporate Budget, has signed 2009 Management Contract by the shareholders, the Board of Commissioners and the Board of Directors of PT Jamsostek (Persero). The 2009 Management Contract is a target that has to be achieved by the Board of Directors of PT Jamsostek (Persero).

Tanggung Jawab Pelaporan Tahunan

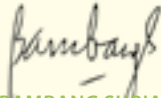
RESPONSIBILITY FOR ANNUAL REPORTING

Direksi dan Dewan Komisaris bertanggung jawab penuh atas kebenaran isi Laporan Tahunan.

The Board of Directors and the Board of Commissioners are fully responsible for the content of the Annual Report.

Dewan Komisaris

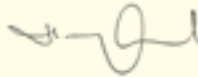
Board of Commissioners



BAMBANG SUBIANTO
Komisaris Utama
President Commissioner



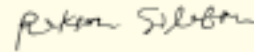
DRS. SJUKUR SARTO, MS
Komisaris
Commissioner



HARIYADI BS. SUKAMDANI
Komisaris
Commissioner



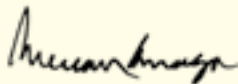
HERRY PURNOMO
Komisaris
Commissioner



REKSON SILABAN
Komisaris
Commissioner

Direksi

Board of Directors



H. HOTBONAR SINAGA
Direktur Utama
President Director



H.D. SUYONO
Direktur Perencanaan, Pengembangan dan Informasi
Director of Planning, Development and Information



AHMAD ANSYORI
Direktur Operasi dan Pelayanan
Director of Operation and Services



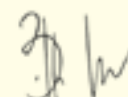
KARSANTO
Direktur Kepatuhan dan Manajemen Risiko
Director of Compliance and Risk Management



MYRA SORAYA RATNAWATI ASNAR
Direktur Keuangan
Director of Finance



DJOKO SUNGKONO
Direktur Umum dan SDM
Director of General Affairs and Human Resources



ELVYN G. MASASSYA
Direktur Investasi
Director of Investment

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Laporan Keuangan

FINANCIAL STATEMENT

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PT JAMSOSTEK (Persero) dan Anak Perusahaan

Laporan Keuangan Konsolidasi
dan Laporan Auditor Independen
Untuk Tahun Yang Berakhir pada
Tanggal-tanggal 31 Desember 2008 dan 2007

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JAMSOSTEK

PT Jaminan Sosial Tenaga Kerja (Persero)

**SURAT PERNYATAAN DIREKSI
TENTANG
TANGGUNG JAWAB ATAS
LAPORAN KEUANGAN TAHUN 2008
PT JAMSOSTEK (PERSERO)**

Kami yang bertanda tangan di bawah ini:

1. Nama : H. Hotbonar Sinaga
Alamat Kantor : Jl. Jend. Gatot Subroto No. 79 Jakarta
Nomor Telepon : 021-5207797
Jabatan : Direktur Utama
2. Nama : Myra Soraya Ratnawati Asnar
Alamat Kantor : Jl. Jend. Gatot Subroto No. 79 Jakarta
Nomor Telepon : 021-5207797
Jabatan : Direktur Keuangan

Menyatakan bahwa:

- 1) Bertanggung jawab atas penyusunan dan penyajian laporan keuangan perusahaan;
- 2) Laporan Keuangan Perusahaan telah disusun dan disajikan sesuai dengan prinsip akuntansi yang berlaku umum.
- 3) a. Semua informasi dalam laporan keuangan perusahaan telah dimuat secara lengkap dan benar.
b. Laporan keuangan perusahaan tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material.
4. Bertanggung jawab atas system pengendalian intern dalam perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, Juni 2009


H. Hotbonar Sinaga
Direktur Utama


Myra SR. Asnar
Direktur Keuangan



LAPORAN AUDITOR INDEPENDEN

Ref.: R-149/JMS/AU/III/09

Pemegang Saham, Dewan Komisaris dan Direksi
PT JAMSOSTEK (Persero)

Kami telah mengaudit neraca konsolidasian **PT JAMSOSTEK (Persero) ("Perusahaan") dan Anak Perusahaan** serta Entitas Bertujuan Khusus (**Program Dana Peningkatan Kesejahteraan Peserta**) per tanggal 31 Desember 2008 serta laporan laba rugi konsolidasian, laporan perubahan ekuitas dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut. Kami juga telah melakukan pengujian atas kepatuhan Perusahaan terhadap peraturan perundang-undangan tertentu dan sistem pengendalian intern. Laporan keuangan konsolidasian, kepatuhan terhadap peraturan perundang-undangan dan sistem pengendalian intern adalah tanggung jawab manajemen Perusahaan. Tanggung jawab kami terletak pada pernyataan pendapat atas laporan keuangan konsolidasian, kepatuhan terhadap peraturan perundang-undangan tertentu dan sistem pengendalian intern berdasarkan audit kami. Kami juga telah mengaudit koreksi penyajian kembali laporan keuangan konsolidasian Perusahaan tahun 2007 sebagaimana diungkapkan dalam Catatan 67 atas laporan keuangan konsolidasian sehubungan dengan konsolidasi Laporan Keuangan Program Dana Peningkatan Kesejahteraan Peserta. Menurut pendapat kami, penyesuaian tersebut wajar dan telah dilakukan dengan semestinya. Laporan keuangan konsolidasian Perusahaan dan anak perusahaannya pada tanggal 31 Desember 2007 sebelum koreksi penyajian kembali, telah diaudit oleh auditor independen lain yang laporannya bertanggal 19 Maret 2008 berisi pendapat wajar tanpa pengecualian atas laporan keuangan konsolidasian tersebut. Kami tidak mengaudit laporan keuangan PT Binajasa Abadikarya ("PT Bijak"), anak perusahaan yang dikonsolidasi, yang laporan keuangannya mencerminkan 0,04% dan 0,06% dari total aktiva konsolidasian per 31 Desember 2008 dan 2007 dan 0,09% dan 0,06% dari pendapatan usaha konsolidasi untuk tahun yang berakhir pada tanggal-tanggal tersebut. Laporan keuangan tersebut telah diaudit oleh auditor independen lain dengan pendapat wajar tanpa pengecualian, yang laporannya telah diserahkan kepada kami, dan pendapat kami sejauh menyangkut jumlah-jumlah untuk anak perusahaan yang dikonsolidasi, semata-mata berdasarkan laporan auditor independen lain tersebut.

Kami melaksanakan audit berdasarkan standar auditing yang ditetapkan oleh Institut Akuntan Publik Indonesia dan Standar Pemeriksaan Keuangan Negara (SPKN) yang diterbitkan oleh Badan Pemeriksa Keuangan. Standar tersebut mengharuskan kami merencanakan dan melaksanakan audit agar memperoleh keyakinan memadai bahwa laporan keuangan bebas dari salah saji material. Suatu audit meliputi pemeriksaan, atas dasar pengujian, bukti-bukti yang mendukung jumlah-jumlah dan pengungkapan dalam laporan keuangan. Audit juga meliputi penilaian atas prinsip akuntansi yang digunakan dan estimasi signifikan yang dibuat oleh manajemen, serta penilaian terhadap penyajian laporan keuangan secara keseluruhan. Selain itu audit juga mencakup pengujian atas kepatuhan Perusahaan terhadap kontrak dan pasal-pasal tertentu peraturan perundang-undangan serta kepatuhan terhadap sistem pengendalian intern. Kami yakin bahwa audit kami memberikan dasar memadai untuk menyatakan pendapat.


Menurut pendapat kami, berdasarkan audit kami dan laporan auditor independen lain tersebut, laporan keuangan konsolidasian tersebut diatas menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian **PT JAMSOSTEK (Persero) dan Anak Perusahaan** serta **Program Dana Peningkatan Kesejahteraan Peserta** per 31 Desember 2008, dan hasil usaha serta arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut sesuai dengan prinsip akuntansi yang berlaku umum di Indonesia.



Laporan kami atas kepatuhan Perusahaan terhadap peraturan perundang-undangan dan sistem pengendalian intern, kami sampaikan secara terpisah kepada manajemen Perusahaan dalam laporan kami nomor R-150/JMS/AU/III/09 dan nomor R-151/JMS/AU/III/09 tanggal 27 Maret 2009.

Audit kami laksanakan dengan tujuan untuk menyatakan pendapat atas laporan keuangan konsolidasian secara keseluruhan. Informasi keuangan tambahan PT Jamsostek (Persero), induk perusahaan saja dan Laporan Keuangan Program Dana Peningkatan Kesejahteraan Peserta, untuk tahun yang berakhir 31 Desember 2008 disajikan untuk tujuan analisis tambahan dan bukan merupakan bagian yang diharuskan dari laporan keuangan konsolidasian. Informasi keuangan tambahan tersebut telah menjadi objek prosedur audit yang kami terapkan dalam audit atas laporan keuangan konsolidasian dan menurut pendapat kami, disajikan secara wajar, dalam semua hal yang material, dalam hubungannya dengan laporan keuangan konsolidasian secara keseluruhan.




Suhartono, MPA, Ak., BAP

NIAP 02.1.0819

27 Maret 2009

NERACA KONSOLIDASI (AUDITED)

Per 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

ASET	Catatan	31 DESEMBER 2008 KONSOLIDASI	31 DESEMBER 2007 AUDITED KONSOLIDASI DISAJIKAN KEMBALI
ASET INVESTASI			
Bank Investasi	3	66.072.326.183	95.621.185.751
Deposito <i>On Call</i> (DOC)	2d, 4	31.318.626.309	686.016.858
Deposito Berjangka	2d, 5	20.425.993.141.000	20.149.482.073.000
Instrumen pasar uang lainnya - setelah dikurangi penyisihan kerugian masing-masing 2008 dan 2007 Rp21.600.000.000	6	-	-
Saham	2d, 7	8.845.511.768.850	11.995.337.413.900
Obligasi - setelah dikurangi penyisihan kerugian masing-masing: 2008 dan 2007 Rp67.000.000.000	2d, 8	29.97.641.262.574	25.387.430.739.143
<i>Medium term notes</i> - setelah dikurangi penyisihan kerugian masing-masing 2008 dan 2007 Rp12.800.000.000	9	-	-
Reksa Dana	2d,10	1,947,416,970,567	1.883.536.510.162
Penyertaan langsung	2e,11	32,253,692,149	32,253,692,149
Properti investasi - setelah dikurangi penyisihan kerugian sebesar Rp141.054.515.681 (2007: Rp116.773.573.143)	2f,12	509,850,402,900	526,693,900,556
JUMLAH INVESTASI		61,756,058,190,531	60,071,041,531,519
ASET LANCAR			
Pinjaman yang diberikan - setelah dikurangi penyisihan kerugian sebesar Rp115.525.368.726 (2007: Rp68.044.613.292)	16	119,027,250,039	152,881,995,691
Piutang usaha - setelah dikurangi penyisihan piutang tak tertagih sebesar 2008 dan 2007 Rp10.642.620.000	17	1,436,433,455	3,187,102,868
Pendapatan masih harus diterima	18	833,793,548,725	677,958,474,838
Piutang investasi	19	-	63,604,435,427
Uang muka pajak	2z,40a	14,355,149,017	14,437,604,090
Piutang pegawai	20	2,620,067,993	-
Piutang lain-lain	21	2,605,311,478	2,462,276,255
Uang muka pegawai	22	5,012,918,050	7,007,871,284
Beban dibayar dimuka	23	16,016,054,191	9,054,194,650
Perlengkapan dan alat tulis kantor	24	4,356,306,381	4,027,139,650
JUMLAH ASET LANCAR		1,545,086,265,301	1,376,872,458,530

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

NERACA KONSOLIDASI (AUDITED)

Per 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

	Catatan	31 DESEMBER 2008 KONSOLIDASI	31 DESEMBER 2007 AUDITED DISAJIKAN KEMBALI
ASET TIDAK LANCAR			
Sarana Kesejahteraan Peserta (SKP) Program DPKP			
Nilai Perolehan SKP	2k,25	54,546,729,475	54,546,729,475
Dikurangi: akumulasi penyusutan		(20,650,656,719)	(18,193,668,590)
Nilai buku SKP		33,896,072,756	36,353,060,885
ASET TETAP			
Aset tetap - non sewa guna usaha	2l, 26	607,578,246,505	482,111,844,989
Dikurangi: akumulasi penyusutan		(347,868,070,957)	(266,832,511,194)
Nilai buku aset tetap - non sewa guna usaha		259,710,175,547	215,279,333,794
Aset tetap - sewa guna usaha		-	70,331,422,148
Dikurangi: akumulasi penyusutan		(39,561,424,958)	(39,561,424,958)
Nilai buku aset tetap - sewa guna usaha		30,769,997,190	30,769,997,190
Nilai buku aset tetap		259,710,175,547	246,049,330,984
Aset pajak tangguhan	2z,40e	803,283,612,688	79,719,834,047
Aset lain-lain	2n,2t,27	109,309,387,297	91,020,557,107
JUMLAH ASET		64,507,343,704,120	61,901,056,773,071
KEWAJIBAN, HAK MINORITAS DAN EKUITAS			
Kewajiban kepada peserta			
Utang jaminan	28	97,853,055,874	37,195,181,461
Iuran belum rinci	2r,29	70,485,342,509	206,456,358,219
Utang jaminan diestimasi	2o,30	222,027,191	6,877,772,926
Utang JHT siap bayar	2o,31	7,594,869,127	7,489,836,105
Klaim JHT kurang dibayarkan	32	19,833,075,183	14,084,295,807
Utang JHT jatuh tempo	2q,33	3,195,775,591,692	2,825,836,841,148
Utang JHT sesuai PSJHT	2p,34	51,773,949,368,626	42,754,319,048,333
Utang JHT belum rinci	2p,35	3,263,706,581	499,582,644,957
Dana pengembangan JHT	36	4,028,064,903,728	3,549,836,413,827
Selisih penilaian efek - dana JHT	2d,37	(2,780,977,584,292)	(2,780,977,584,292)
Cadangan teknis	2s,38	4,966,250,342,048	4,306,205,086,571
JUMLAH KEWAJIBAN KEPADA PESERTA		61,382,314,698,267	56,883,793,927,639

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

NERACA KONSOLIDASI (AUDITED)

Per 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

	Catatan	31 DESEMBER 2008 KONSOLIDASI	31 DESEMBER 2007 KONSOLIDASI
KEWAJIBAN LANCAR			
Utang usaha	39	13,653,531,201	19,383,438,010
Utang pajak	2z,40b	62,320,755,249	27,165,766,826
Kewajiban sewa guna usaha	41	-	26,301,179,665
Beban yang masih harus dibayar	42	54,831,782,221	99,751,902,615
Kewajiban lain yang masih harus dibayar	43	109,026,375,471	91,068,892,774
Pendapatan diterima dimuka	44	6,611,077,761	7,249,816,346
Utang investasi	45	-	30,906,656,495
Utang lancar lainnya	46	35,266,311,166	12,467,909,154
JUMLAH KEWAJIBAN LANCAR		281,709,833,068	314,295,561,886
Kewajiban imbalan pasca kerja	47	190,042,007,393	152,493,354,660
Kewajiban lainnya	2v,48	50,438,224,408	60,705,329,072
JUMLAH KEWAJIBAN		61,904,504,763,135	57,411,288,173,256
DANA PENINGKATAN KESEJAHTERAAN PESERTA	2w,49	525,402,698,127	468,707,715,012
HAK MINORITAS ATAS AKTIVA BERSIH PERUSAHAAN ANAK YANG DIKONSOLIDASIKAN	2b,50	2,181,381	2,785,406
EKUITAS			
Modal saham - terdiri dari 1.000.000 lembar saham dengan nilai Rp1.000.000 per lembar			
Modal ditempatkan dan disetor penuh	51	600,000,000,000	125,000,000,000
Cadangan umum	52	715,993,564,837	361,151,678,031
Cadangan tujuan	53	286,711,054,227	246,711,054,227
Selisih penilaian efek - dana non JHT	2d,54	(615,081,805,915)	2,290,035,597,778
Selisih transaksi perubahan ekuitas anak perusahaan	55	(671,105,728)	(233,693,228)
Laba bersih		1,090,482,354,057	998,393,462,590
Jumlah Ekuitas		2,077,434,061,477	4,021,058,099,399
JUMLAH KEWAJIBAN DAN EKUITAS		64,507,343,704,120	61,901,056,773,072

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

LAPORAN PENDAPATAN DAN BEBAN KONSOLIDASI (AUDITED)

Periode yang Berakhir 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

	31 DES 2008 KONSOLIDASI	31 DES 2007 AUDITED
ARUS KAS DARI (DIGUNAKAN UNTUK) AKTIVITAS OPERASI		
Penerimaan Kas		
Penerimaan Iuran JHT	110,831,960,923	2,475,496,351,581
Penerimaan Iuran Non JHT	140,338,652,404	913,387,249,541
Penerimaan Jasa Penempatan Tenaga Kerja	6,059,265,366	1,511,437,267
Penerimaan Iuran Belum Rinci	10,239,439,049,777	5,337,214,326,805
Penerimaan Hasil Investasi JHT	5,429,142,027,276	4,912,398,303,442
Penerimaan Hasil Investasi Non JHT	1,023,279,563,525	402,031,225,367
Penerimaan Angsuran Pinjaman Program DPKP	60,332,790,779	41,716,647,598
Penerimaan Hasil Sewa dan Pengembangan Program DPKP	35,462,572,370	30,398,372,263
Pencairan Dana Investasi JHT	33,669,727,139,574	38,211,913,797,210
Pencairan Dana Investasi Non JHT	8,618,510,658,715	6,523,262,015,303
Pencairan Penempatan Sementara Program DPKP	551,500,000,000	444,400,000,000
Pengembalian Angsuran Pinjaman Pegawai	700,002,496	50,646,030
Penerimaan Pendapatan Lain-Lain	30,598,536,482	32,231,448,730
Jumlah Kas Dihasilkan Dari Aktivitas Operasi	59,915,922,219,685	59,326,011,821,135
Pengeluaran Kas		
Pembayaran JHT Kepada Peserta	(3,744,049,480,507)	(3,182,709,109,289)
Pembayaran Jaminan Non JHT	(1,116,337,705,888)	(843,819,027,155)
Pembayaran Beban Usaha	(816,935,674,028)	(720,679,450,422)
Pembayaran Beban Investasi JHT	(31,771,461,143)	(16,537,254,658)
Pembayaran Beban Investasi Non JHT	(85,993,205,968)	(73,120,275,496)
Penempatan Dana Investasi JHT	(42,929,281,861,839)	(45,907,040,472,636)
Penempatan Dana Investasi Non JHT	(9,915,677,729,520)	(6,969,923,818,325)
Penyaluran Pinjaman Program DPKP	(74,415,125,000)	(68,641,505,000)
Pengeluaran untuk Pengelolaan dan Perolehan SKP	(2,411,570,208)	(996,593,123)
Penempatan Sementara Program DPKP	(545,500,000,000)	(450,400,000,000)
Penyaluran Tidak Bergulir	(28,701,243,364)	(34,423,092,125)
Uang Muka Kerja	(12,708,943,517)	(9,279,007,993)
Pembayaran Lain-Lain	(318,034,609,844)	(586,993,882,230)
Jumlah Kas Digunakan Untuk Aktivitas Operasi	(59,621,818,610,825)	(58,864,563,488,451)
Arus Kas Bersih Diperoleh Dari Aktivitas Operasi	294,103,608,860	461,448,332,685
ARUS KAS DARI (DIGUNAKAN UNTUK) AKTIVITAS INVESTASI		
Perolehan Aktiva Tetap	(89,224,746,718)	(59,036,039,514)
Pelepasan Investasi jangka pendek Anak Perusahaan	15,600,000,000	31,300,000,000
Penempatan Investasi jangka pendek Anak Perusahaan	(9,500,000,000)	(22,794,300,000)
Arus Kas Bersih yang Digunakan Untuk Aktivitas Investasi	(83,124,746,718)	(50,530,339,514)
ARUS KAS DARI (DIGUNAKAN UNTUK) AKTIVITAS PENDANAAN		
Pembayaran Dividen Kepada Pemegang Saham	-	(217,569,569,874)
Pembayaran Aktivitas Pendanaan Lainnya:		
Jasa Produksi	(84,864,227,282)	(72,102,923,986)
Tantiem	(4,331,250,000)	(3,370,500,000)
Dana Bina Lingkungan	(19,967,869,252)	(7,229,172,557)
Program Kemitraan	(19,967,869,252)	(14,458,345,153)
Arus Kas Bersih yang Digunakan untuk Aktivitas Pendanaan	(129,131,215,786)	(314,730,511,570)
Kenaikan (Penurunan) Kas dan Setara Kas	81,847,646,355	96,187,481,601
Kas dan Setara Kas Awal Periode	509,939,293,813	413,751,812,212
Kas dan Setara Kas Akhir Periode	591,786,940,169	509,939,293,813

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

PT JAMINAN SOSIAL TENAGA KERJA (PERSERO) DAN ANAK PERUSAHAAN SERTA ENTITAS BERTUJUAN KHUSUS

LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN

Periode yang Berakhir 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

Catatan	Modal Ditempatkan dan Disetor Penuh	Cadangan Umum	Cadangan Tujuan	Selisih Penilaian Efek (Dana Non JHT)	Selisih Transaksi Perubahan Ekuitas Anak Perusahaan	Saldo Laba	Jumlah Ekuitas
Saldo 31 Desember 2006	125,000,000,000	241,626,244,231	246,711,054,227	1,460,081,235,870	64,987,000	722,917,257,653	2,796,400,778,982
Selisih Penilaian Efek - Dana Non JHT	54	-	-	829,954,361,908	-	-	829,954,361,908
Selisih Transaksi Perubahan Ekuitas Anak Perusahaan	55	-	-	-	(298,680,228)	-	(298,680,228)
Distribusi Laba Tahun 2006	56	-	-	-	-	(216,875,177,296)	(216,875,177,296)
Dividen	-	119,525,433,800	-	-	-	(119,525,433,800)	-
Cadangan Umum	-	-	-	-	-	(3,370,500,000)	(3,370,500,000)
Tantiem	-	-	-	-	-	(21,687,517,730)	(21,687,517,730)
Program Kemitraan dan Bina Lingkungan	-	-	-	-	-	(361,458,628,827)	(361,458,628,827)
Dana Pengembangan JHT	-	-	-	-	-	998,393,462,590	998,393,462,590
Saldo pada Tanggal 31 Desember 2007	125,000,000,000	361,151,678,031	246,711,054,227	2,290,035,597,778	(233,693,228)	998,393,462,590	4,021,058,099,399
Tambahan modal ditempatkan dan disetor	475,000,000,000	(475,000,000,000)	-	-	-	-	-
Koreksi cadangan umum	52	-	564,671,163,403	-	-	-	564,671,163,403
Selisih Penilaian Efek - Dana Non JHT	-	-	-	(2,905,117,403,693)	-	-	(2,905,117,403,693)
Selisih Transaksi Perubahan Ekuitas Anak Perusahaan	-	-	-	-	(437,412,500)	-	(437,412,500)
Distribusi Laba Tahun 2007	-	-	-	-	-	-	-
Cadangan Umum	-	265,170,723,403	-	-	-	(265,170,723,403)	-
Cadangan tujuan	-	-	40,000,000,000	-	-	(265,170,723,403)	-
Tantiem	-	-	-	-	-	(4,331,250,000)	(4,331,250,000)
Dana Peningkatan Kesejahteraan Peserta	-	-	-	-	-	(99,839,346,259)	(99,839,346,259)
Program Kemitraan dan Bina Lingkungan	-	-	-	-	-	(39,935,738,504)	(39,935,738,504)
Dana Pengembangan JHT	-	-	-	-	-	(549,116,404,424)	(549,116,404,424)
Laba Bersih Selama Tahun Berjalan	-	-	-	-	-	1,090,482,354,057	1,090,482,354,057
Saldo pada Tanggal 31 Desember 2008	600,000,000,000	715,993,564,837	286,711,054,227	(615,081,805,915)	(671,105,728)	1,090,482,354,057	2,077,434,061,477

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

LAPORAN ARUS KAS KONSOLIDASIAN (AUDITED)

Periode yang Berakhir 31 Desember 2008 dan 2007

(Dalam Satuan Rupiah)

	Catatan	31 DESEMBER 2008 KONSOLIDASI	31 DESEMBER 2007 AUDITED DISAJIKAN KEMBALI
PENDAPATAN OPERASIONAL			
Pendapatan Iuran	2x,57		
Jaminan Kecelakaan Kerja (JKK)		976,163,177,217	756,239,395,972
Jaminan Kematian (JK)		453,462,725,024	350,284,235,711
Jaminan Pemeliharaan Kesehatan (JPK)		795,747,494,514	618,899,590,849
Jasa Konstruksi		118,033,584,697	84,292,083,007
Tenaga Kerja Mandiri (TKM)		6,308,576,024	2,531,126,000
Program TKI		-	2,232,013,227
Jumlah Pendapatan Iuran		2,349,715,557,476	1,814,478,444,766
Pendapatan Operasional Anak Perusahaan		1,088,547,403	1,026,976,620
Jumlah Pendapatan Operasional		2,350,804,104,879	1,815,505,421,386
BEBAN JAMINAN			
	2x,58		
Jaminan Kecelakaan Kerja (JKK)		(292,027,786,807)	(234,268,995,685)
Jaminan Kematian (JK)		(272,983,605,000)	(150,875,180,000)
Jaminan Pemeliharaan Kesehatan (JPK)		(587,536,463,456)	(480,572,623,279)
Jasa Konstruksi		(18,304,919,668)	(14,491,844,513)
Tenaga Kerja Mandiri (TKM)		(6,487,008,756)	(2,818,157,153)
Program TKI		(320,665,971)	(637,728,314)
Jumlah Beban Jaminan		(1,177,660,449,660)	(883,664,528,944)
BEBAN CADANGAN TEKNIS			
	2x,59		
Jaminan Kecelakaan Kerja (JKK)		(576,204,368,976)	(425,517,882,489)
Jaminan Kematian (JK)		(41,803,626,382)	(132,169,519,132)
Jaminan Pemeliharaan Kesehatan (JPK)		(17,896,011,679)	(6,435,307,628)
Jasa Konstruksi		(13,496,600,676)	(5,558,650,938)
Tenaga Kerja Mandiri (TKM)		513,762,100	967,450,900
Katastrofa		(11,158,409,864)	(8,639,771,743)
		(660,045,255,477)	(577,353,681,030)
		513,098,399,742	354,487,211,412
PENDAPATAN BERSIH IURAN			
PENDAPATAN INVESTASI	2x,60		
Laba yang direalisasi		6,618,330,008,847	6,086,303,163,620
Laba yang belum direalisasi		625,912,139,114	463,346,680,213
Jumlah Pendapatan Investasi		7,244,242,147,961	6,549,649,843,833
BEBAN INVESTASI			
	2x,61		
Rugi yang direalisasi		(145,254,106,394)	(169,300,650,964)
Rugi yang belum direalisasi		(1,124,089,165,587)	(317,638,046,576)
Jumlah Beban Investasi		(1,269,343,271,981)	(486,938,697,540)
PENDAPATAN BERSIH INVESTASI		5,974,898,875,980	6,062,711,146,293
Jumlah Pendapatan Usaha		6,487,997,275,722	6,417,198,357,705
PENDAPATAN PENGELOLAAN DANA INVESTASI JHT			
	62	857,105,966,165	761,735,019,257
BEBAN USAHA			
	2x, 63		
Beban Manajemen		(23,447,490,109)	(17,390,078,475)
Beban Operasional		(108,807,342,315)	(110,332,236,265)
Beban Personil		(624,329,776,863)	(530,052,218,490)
Beban Administrasi dan Umum		(165,590,859,539)	(152,293,189,080)
Beban Penyusutan dan Amortisasi		(61,237,102,729)	(58,612,808,106)
Beban Penyisihan Piutang Iuran		(57,754,789,573)	(19,032,843,537)
Beban Penyisihan Piutang Usaha		(106,838,600)	(4,910,300,000)
Jumlah Beban Usaha		(1,041,274,199,728)	(892,623,673,953)
BEBAN PENGELOLAAN DANA INVESTASI JHT	62	(857,105,966,165)	(761,735,019,257)
PENDAPATAN LAIN-LAIN		16,618,093,158	13,119,817,602
BEBAN LAIN-LAIN		(5,132,383,029)	(4,643,524,067)
PENDAPATAN LAIN-LAIN BERSIH	64	11,485,710,129	8,476,293,535
LABA KOTOR SEBELUM BAGIAN PESERTA		5,458,208,786,124	5,533,050,977,287
BAGIAN PESERTA ATAS HASIL INVESTASI JHT	65	(4,234,377,877,431)	(4,384,233,219,531)
LABA SEBELUM PAJAK PENGHASILAN		1,223,830,908,693	1,148,817,757,756
MANFAAT/(BEBAN) PAJAK PENGHASILAN			
	2z,40c		
Beban pajak kini		(282,620,128,700)	(200,855,439,200)
Manfaat pajak tangguhan		149,271,057,539	50,429,621,511
Beban Pajak Penghasilan		(133,349,071,161)	(150,425,817,689)
LABA SETELAH PAJAK		1,090,481,837,532	998,391,940,067
HAK MINORITAS ATAS RUGI (LABA) BERSIH ANAK PERUSAHAAN		516,525	1,522,523
LABA BERSIH		1,090,482,354,057	998,393,462,590

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

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1. UMUM

a. Pendirian dan informasi umum

Perusahaan Perseroan Jaminan Sosial Tenaga Kerja (PT JAMSOSTEK) (Persero), untuk selanjutnya disebut Perusahaan, didirikan berdasarkan Undang-Undang No. 3 Tahun 1992 tanggal 17 Februari 1992 tentang Jaminan Sosial Tenaga Kerja, dan Peraturan Pemerintah No. 36 Tahun 1995 tanggal 22 September 1995 tentang Penetapan Badan Penyelenggara Program Jaminan Sosial Tenaga Kerja. Sebelum dikeluarkannya kedua peraturan perundangan ini, Perusahaan bernama PT Asuransi Sosial Tenaga Kerja (PT Astek) yang didirikan dengan Peraturan Pemerintah No. 19 Tahun 1990.

Anggaran Dasar Perusahaan telah mengalami beberapa kali perubahan dan terakhir dengan akta notaris Nanda Fauziwan, SH., M.Kn. No. 25 tanggal 28 Agustus 2008 mengenai peningkatan modal dasar dan modal ditempatkan. Perubahan ini telah mendapat persetujuan Menteri Hukum dan Hak Asasi Manusia sesuai Keputusan No. AHU-61869.AH.01.02.TH.2008 tanggal 12 September 2008 dan diumumkan dalam Berita Negara Republik Indonesia No. 87 tanggal 28 Oktober 2008, Tambahan No. 21681.

Perusahaan berdomisili di Indonesia di Jalan Jenderal Gatot Subroto No. 79 Jakarta Selatan. Berdasarkan anggaran dasar tujuan Perusahaan adalah mewujudkan peningkatan perlindungan dan kesejahteraan tenaga kerja beserta keluarganya melalui sistem jaminan sosial dalam arti seluas-luasnya. Untuk mencapai tujuan ini, Perusahaan menyelenggarakan usaha jaminan sosial tenaga kerja yang bersifat promotif, preventif, kuratif, dan rehabilitatif yang meliputi:

- a. Jaminan Kecelakaan Kerja (JKK);
- b. Jaminan Kematian (JK);
- c. Jaminan Hari Tua (JHT); dan
- d. Jaminan Pemeliharaan Kesehatan (JPK).

Perusahaan dapat pula mendirikan/menjalankan usaha lainnya yang mempunyai hubungan dengan peningkatan perlindungan dan kesejahteraan tenaga kerja, baik secara sendiri-sendiri maupun bersama-sama dengan badan-badan lain sepanjang tidak bertentangan dengan peraturan perundang undangan yang berlaku dan anggaran dasar Perusahaan.

b. Susunan Dewan Komisaris, Direksi, Komite Audit dan Jumlah Karyawan

Sesuai dengan Akta Pernyataan Keputusan Rapat yang dituangkan dalam akta notaris B.R.AY. Mayhastoeti Notonagoro, SH No. 20 tanggal 12 Desember 2008 yang merupakan penegasan Keputusan Menteri Negara BUMN No. KEP-249/MBU/2008 tanggal 18 Desember 2008 tentang pemberhentian dan pengangkatan anggota-anggota Direksi, Keputusan Menteri Negara BUMN No. KEP-228/MBU/2008 tanggal 14 Nopember 2008 tentang pemberhentian dan pengangkatan Komisaris Utama dan Keputusan Menteri Negara BUMN No. KEP-224/MBU/2008 tanggal 13 Nopember 2008 tentang pemberhentian anggota Komisaris, susunan Dewan Komisaris dan Direksi Perusahaan pada akhir tahun 2008 adalah:

Komisaris Utama : Bambang Subianto
Komisaris : Herry Purnomo
Komisaris : Sjukur Sarto
Komisaris : Hariadi B. Sukamdani
Komisaris : Rekson Silaban

Direktur Utama : H. Hotbonar Sinaga
Direktur : Myra SR. Asnar
Direktur : Elvyn G. Masassya
Direktur : H.D. Suyono
Direktur : Djoko Sungkono
Direktur : Ahmad Ansyori
Direktur : Karsanto

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Sesuai dengan Surat Keputusan Menteri Negara Badan Usaha Milik Negara Republik Indonesia No. KEP-15/MBU/2007 tanggal 16 Februari 2007, susunan Dewan Komisaris dan Direksi Perusahaan per 31 Desember 2007 adalah sebagai berikut:

Komisaris Utama : Wahyu Hidayat
Komisaris : Herry Purnomo
Komisaris : Myra Maria Hanartani
Komisaris : Sjukur Sarto
Komisaris : Hariyadi B. Sukamdani
Komisaris : Rekson Silaban

Direktur Utama : H. Hotbonar Sinaga
Direktur : Myra SR. Asnar
Direktur : Indrasjwari K.S. Kartakusuma
Direktur : H.D. Suyono
Direktur : Rahmaniah Hasdiani
Direktur : Ahmad Ansyori
Direktur : Dewi Hanggraeni

Susunan Komite Audit Perusahaan pada akhir tahun 2008 adalah:

Ketua : Sjukur Sarto
Anggota : Endah Sri Wahyuni
Anggota : Khomsiyah

Susunan Komite Audit Perusahaan pada akhir tahun 2007 adalah:

Ketua : Sjukur Sarto
Anggota : Endah Sri Wahyuni

Jumlah karyawan Perusahaan dan Anak Perusahaan pada akhir tahun 2008 dan 2007 masing-masing berjumlah 3.161 dan 3.029 orang.

c. Anak Perusahaan dan Entitas Bertujuan Khusus

Perusahaan memiliki penyertaan langsung kepada PT Binajasa Abadikarya (PT BIJAK) dengan persentase kepemilikan sebesar 99,98%. PT BIJAK berdomisili di Jakarta dan menjalankan usaha dalam bidang jasa pengerahan tenaga kerja dan jasa lainnya. PT BIJAK memulai operasi komersialnya pada tahun 2004. Jumlah aset PT BIJAK per 31 Desember 2008 dan 2007 sebelum eliminasi masing-masing sebesar Rp26.073.758.730 dan Rp34.913.343.559.

Selain itu, Perusahaan juga mengelola Dana Peningkatan Kesejahteraan Peserta (DPKP), suatu entitas bertujuan khusus yang dibentuk dengan tujuan meningkatkan kesejahteraan peserta. Total aset DPKP per 31 Desember 2008 dan 2007 sebelum eliminasi masing-masing sebesar Rp560.549.800.669 dan Rp517.936.078.632.

d. Penyelesaian laporan keuangan

Direksi Perusahaan bertanggung jawab atas penyusunan laporan keuangan dan untuk tahun yang berakhir pada tanggal 31 Desember 2008 telah diselesaikan pada tanggal 27 Maret 2009.

2. IKHTISAR KEBIJAKAN AKUNTANSI TERPENTING

Laporan keuangan konsolidasian telah disusun sesuai dengan prinsip akuntansi yang berlaku umum di Indonesia. Berikut ini adalah ikhtisar kebijakan akuntansi terpenting yang diterapkan Perusahaan dan anak perusahaan dalam penyusunan laporan keuangan konsolidasian yang sesuai dengan prinsip akuntansi yang berlaku umum di Indonesia.

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a. Dasar penyusunan laporan keuangan

Laporan keuangan konsolidasian disusun berdasarkan konsep biaya perolehan, kecuali untuk penyertaan tertentu yang disajikan berdasarkan metode ekuitas serta investasi pada saham, obligasi, dan reksadana yang termasuk dalam kelompok diperdagangkan dan tersedia untuk dijual. Investasi dalam kelompok ini disajikan sebesar nilai pasarnya.

Laporan arus kas konsolidasian disusun dengan menggunakan metode langsung dan menyajikan perubahan dalam kas dan setara kas dari aktivitas operasi, investasi dan pendanaan. Untuk tujuan penyusunan laporan arus kas konsolidasian, deposito berjangka dan deposito lainnya dengan jangka waktu tiga bulan atau kurang pada tanggal pelaporan, tidak dibatasi penggunaannya, dan tidak digunakan sebagai jaminan diklasifikasikan sebagai setara kas.

Semua angka-angka dalam Catatan atas Laporan Keuangan Konsolidasian ini disajikan dalam satuan Rupiah, kecuali jika dinyatakan secara khusus.

b. Prinsip-prinsip konsolidasian

Laporan keuangan konsolidasian mencakup akun-akun Perusahaan dan Anak Perusahaan dimana Perusahaan mempunyai kepemilikan hak suara lebih dari 50%, baik langsung maupun tidak langsung dan entitas bertujuan khusus (EBK) yang berada dalam pengendalian Perusahaan sesuai dengan ISAK 7 Interpretasi atas paragraf 5 dan 19 PSAK 4 tentang Konsolidasi Entitas Bertujuan Khusus. Program Dana Peningkatan Kesejahteraan Peserta (DPKP) memenuhi persyaratan sebagai EBK yang harus dikonsolidasi sesuai dengan ISAK 7.

Pada tanggal 31 Desember 2008 dan 2007 jumlah aset anak perusahaan dan EBK yang dikonsolidasi masing-masing mencerminkan 0,91% dan 0,89% terhadap jumlah aset konsolidasian.

Seluruh saldo dan transaksi signifikan termasuk keuntungan atau kerugian yang belum direalisasi atas transaksi antar perusahaan dieliminasi untuk mencerminkan posisi keuangan dan hasil usaha Perusahaan dan anak perusahaan sebagai satu kesatuan usaha.

Proporsi bagian kepemilikan pemegang saham minoritas atas ekuitas dan laba atau rugi bersih dari anak perusahaan yang dikonsolidasi disajikan masing-masing dalam akun "Hak minoritas atas aset bersih anak perusahaan yang dikonsolidasi" pada neraca konsolidasian dan "Hak minoritas atas laba (rugi) bersih anak perusahaan yang dikonsolidasi" pada laporan laba rugi konsolidasian.

c. Penjabaran mata uang asing

Pembukuan Perusahaan, anak perusahaan dan entitas bertujuan khusus diselenggarakan dalam mata uang Rupiah. Transaksi dalam mata uang selain Rupiah dibukukan ke dalam mata uang Rupiah dengan menggunakan kurs tengah Bank Indonesia yang berlaku pada tanggal transaksi. Pada tanggal neraca, aset dan kewajiban moneter dalam mata uang selain Rupiah dijabarkan ke dalam mata uang Rupiah dengan menggunakan kurs tengah Bank Indonesia yang berlaku pada tanggal tersebut. Pada tanggal 31 Desember 2008 dan 2007 kurs tengah per 1 dolar Amerika (USD) adalah Rp10.950 dan Rp9.419.

Keuntungan atau kerugian selisih kurs yang timbul dari transaksi dalam mata uang asing dan penjabaran aset dan kewajiban moneter dalam mata uang asing diakui pada laporan laba rugi konsolidasian tahun berjalan.

d. Investasi pada instrumen pasar uang dan pasar modal

- 1) Investasi dalam deposito berjangka dan deposito *on call* disajikan sebesar nilai nominalnya.
- 2) Investasi pada reksadana dinyatakan sebesar nilai wajarnya. Keuntungan atau kerugian yang terjadi akibat kenaikan atau penurunan nilai wajar diakui pada periode berjalan.
- 3) Investasi dalam efek ekuitas dan efek utang yang termasuk dalam kelompok diperdagangkan dan tersedia untuk dijual disajikan sebesar nilai pasarnya. Laba atau rugi yang belum direalisasi akibat adanya perbedaan antara

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nilai pasar dan biaya perolehan efek ekuitas dan efek utang yang termasuk dalam kelompok diperdagangkan diakui sebagai penghasilan atau beban pada tahun berjalan. Laba atau rugi yang belum direalisasi akibat adanya perbedaan antara nilai pasar dengan biaya perolehan efek ekuitas dan efek utang dana non JHT yang termasuk dalam kelompok tersedia untuk dijual disajikan terpisah sebagai komponen ekuitas pada akun "Selisih Penilaian Efek - Dana Non JHT". Laba atau rugi yang belum direalisasi atas efek ekuitas dan efek utang dana JHT yang termasuk dalam kelompok tersedia untuk dijual disajikan sebagai komponen kewajiban kepada peserta pada akun "Selisih Penilaian Efek - Dana JHT".

Sejak tahun buku 2007, investasi dalam efek ekuitas dan efek utang yang termasuk dalam kelompok diperdagangkan dan tersedia untuk dijual, dicatat dengan menggunakan metode tidak langsung. Dengan metode ini pencatatan dan penyajian harga perolehan efek (acquisition cost) dan penyesuaian nilai wajar (adjusted cost) dilakukan secara terpisah.

- 4) Investasi dalam efek utang yang dimiliki hingga jatuh tempo disajikan sebesar nilai nominal setelah ditambah atau dikurangi dengan saldo premi atau diskonto yang belum diamortisasi. Diskonto atau premi yang timbul pada saat pembelian, diamortisasi selama periode dari saat pembelian sampai dengan saat jatuh temponya sehingga hasil yang konstan diperoleh dari investasi tersebut. Diskonto atau premi yang diamortisasi tersebut dicatat sebagai beban atau penghasilan bunga.
- 5) Harga pokok penjualan investasi dalam efek yang diklasifikasikan dalam kelompok dimiliki hingga jatuh tempo digunakan metode masuk pertama keluar pertama (First In First Out/FIFO) sedangkan harga pokok penjualan investasi dalam efek yang diklasifikasikan dalam kelompok tersedia untuk dijual dan diperdagangkan digunakan metode harga rata-rata tertimbang bergerak (moving weighted average method).

e. Investasi penyertaan langsung

- 1) Penyertaan langsung pada perusahaan lain dalam bentuk saham berhak suara yang pemilikannya kurang dari 20% dan Perusahaan tidak mempunyai pengaruh yang signifikan terhadap kebijakan usaha dan keuangan perusahaan lain tersebut, dinyatakan berdasarkan metode biaya (cost method). Dengan metode ini investasi dicatat sebesar biaya perolehannya. Penghasilan diakui apabila perusahaan lain tersebut (investee) mendistribusikan laba bersih dalam bentuk dividen kas (kecuali dividen saham) yang berasal dari laba setelah tanggal perolehan.
- 2) Penyertaan langsung pada perusahaan lain dengan persentase kepemilikan 20% atau lebih tetapi kurang dari 50% dan Perusahaan mempunyai pengaruh yang signifikan terhadap operasi dan kebijakan keuangan perusahaan asosiasi dicatat dengan metode ekuitas. Nilai penyertaan dinyatakan sebesar biaya perolehannya ditambah atau dikurangi bagian atas laba atau rugi bersih perusahaan lain tersebut sejak tanggal perolehan. Dividen yang diterima dicatat sebagai pengurang atas nilai penyertaan.

Apabila bagian Perusahaan atas kerugian dalam perusahaan lain tersebut telah melebihi bagian kepemilikannya, maka nilai tercatat investasi dinyatakan sebesar nol dan kelebihanannya dibukukan sebagai "Rugi Anak Perusahaan Ditanggung Perusahaan Induk".

f. Investasi properti

- 1) Investasi properti
Investasi properti adalah penanaman dana investasi Perusahaan pada tanah atau bangunan yang tidak digunakan untuk kegiatan operasional dan ditujukan untuk menghasilkan pendapatan investasi.

Investasi dalam properti tanah disajikan sebesar biaya perolehannya. Investasi properti tanah tidak disusutkan, karena Manajemen Perusahaan berniat untuk memperpanjang haknya apabila periode haknya telah berakhir. Investasi dalam properti bangunan disajikan sebesar harga perolehannya dikurangi dengan akumulasi penyusutannya. Properti bangunan disusutkan dengan menggunakan metode garis lurus sebesar persentase tetap 5% per tahun dari harga perolehannya.

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- 2) Aset properti
Aset properti merupakan beban yang ditangguhkan atas pengeluaran untuk pembuatan dan pemasangan *vertical blind* pada Gedung Menara Jamsostek yang disewakan. Beban ini diamortisir selama periode sewanya masing-masing dan disajikan terpisah dalam akun investasi properti.
- 3) Aset lain properti
Aset Lain Properti merupakan beban yang dikeluarkan dan dikapitalisasi untuk keperluan operasionalisasi properti investasi, seperti pemasangan gondola dan fasilitas keamanan gedung. Aset lain properti diamortisasi selama jangka waktu 4 (empat) tahun terhitung sejak aset lain properti diserahkan dan dimiliki.

g. Piutang iuran

- 1) Piutang iuran adalah iuran non JHT yang belum diterima pelunasannya sampai dengan tanggal neraca. Tanggal pelunasan piutang iuran untuk suatu bulan iuran tertentu adalah tanggal 15 bulan berikutnya. Berdasarkan Keputusan Direksi No. KEP/246/122006 tentang Pedoman Akuntansi Jamsostek (PAJASTEK), perlakuan akuntansi untuk piutang iuran pada tahun buku 2007 mengalami perubahan. Piutang iuran yang diakui dan dicatat dalam laporan keuangan adalah piutang iuran yang memenuhi persyaratan pengakuan sebagai aset, yaitu memiliki tingkat keterjadian pasti dan dapat diukur secara andal. Piutang iuran yang tidak memenuhi persyaratan tersebut tidak lagi dilaporkan dalam laporan keuangan pokok tetapi disajikan terpisah dalam catatan atas laporan keuangan sebagai aset kontijensi.
- 2) Berdasarkan Keputusan Direksi No. KEP/20/022002 tanggal 21 Februari 2002, piutang iuran diklasifikasikan sebagai berikut:
 - lancar, yaitu tunggakan iuran dari perusahaan aktif dengan umur piutang sampai dengan 3 bulan;
 - kurang lancar, yaitu tunggakan iuran dari perusahaan aktif dengan umur piutang di atas 3 bulan sampai dengan 6 bulan; dan
 - macet, yaitu tunggakan iuran dari perusahaan aktif dengan umur piutang di atas 6 bulan dan/atau tunggakan iuran dari perusahaan non aktif (pailit, bubar, tidak ditemukan alamatnya, atau tidak ada kegiatan usahanya lagi).Penentuan umur piutang iuran untuk keperluan klasifikasi di atas dilakukan secara akumulatif dan ditentukan secara agregat sampai dengan umur tunggakan iuran terlama (tidak dilakukan pemecahan). Terhadap kemungkinan tidak tertagihnya piutang iuran, setiap akhir bulan dibentuk penyisihan yang besarnya sejumlah piutang iuran yang diklasifikasikan kurang lancar dan macet.

h. Pinjaman yang diberikan

- 1) Pinjaman yang diberikan merupakan tagihan kepada peserta yang timbul akibat pemberian pinjaman program DPKP secara bergulir kepada pihak-pihak yang ditentukan baik secara *channeling*, *executing* maupun langsung.
- 2) Penyisihan kerugian pinjaman diberikan ditentukan berdasarkan adanya bukti obyektif penurunan nilai telah terjadi sesuai PSAK 55. Dalam hal bukti obyektif tidak terpenuhi, besarnya penyisihan pinjaman ditetapkan berdasarkan keputusan direksi No. 320/KEP/122004, dengan klasifikasikan sebagai berikut:
 - Lancar, yaitu kategori untuk pinjaman diberikan yang tepat waktu pembayarannya atau terjadi keterlambatan sampai dengan 6 (enam) bulan.
 - Kurang lancar, yaitu kategori untuk pinjaman diberikan yang pembayarannya terjadi keterlambatan di atas 6 (enam) bulan sampai dengan 9 (sembilan) bulan.
 - Ragu-ragu, yaitu kategori untuk pinjaman diberikan yang pembayarannya terjadi keterlambatan di atas 9 (sembilan) bulan sampai dengan 12 (dua belas) bulan.
 - Macet, yaitu kategori untuk pinjaman diberikan yang pembayarannya terjadi keterlambatan di atas 12 (dua belas) bulan.
- 3) Pengakuan dan pengukuran pinjaman diberikan adalah sebagai berikut:
 - Pinjaman diberikan kategori lancar diakui seluruhnya (100%) dan tidak dilakukan penyisihan.
 - Pinjaman diberikan kategori kurang lancar diakui seluruhnya dan dilakukan penyisihan sebesar 25 (dua puluh lima) persen.
 - Pinjaman diberikan kategori ragu-ragu diakui seluruhnya dan dilakukan penyisihan sebesar 50 (lima puluh) persen.

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- Pinjaman diberikan kategori macet diakui seluruhnya dan dilakukan penyisihan sebesar 100 (seratus) persen. Umur pinjaman diberikan dihitung secara akumulatif dan tidak dilakukan pemecahan.

i. Piutang usaha

Piutang usaha anak perusahaan disajikan dalam jumlah bersihnya yaitu setelah dikurangi dengan penyisihan piutang tak tertagih. Kebijakan penyisihan piutang usaha ditetapkan sebagai berikut:

- Piutang usaha lancar yaitu yang berumur sampai dengan 12 bulan tidak disisihkan.
- Piutang usaha kurang lancar yaitu piutang yang berumur diatas 12 sampai dengan 24 bulan disisihkan sebesar 25%.
- Piutang usaha diragukan yaitu piutang yang berumur diatas 24 sampai dengan 36 bulan disisihkan sebesar 50%.
- Piutang usaha macet yaitu piutang yang berumur diatas 36 bulan disisihkan sebesar 100%.

j. Perlengkapan alat tulis kantor

Pencatatan persediaan perlengkapan alat tulis kantor dilaksanakan dengan menggunakan metode periodik sedangkan pengukurannya dilakukan dengan menggunakan metode rata-rata tertimbang sesuai dengan Keputusan Direksi No. KEP/265/122003 tanggal 31 Desember 2003 tentang Pedoman Verifikasi Laporan Keuangan Kantor Daerah PT JAMSOSTEK (Persero).

k. Sarana Kesejahteraan Peserta (SKP)

Sarana Kesejahteraan Peserta (SKP) merupakan Dana DPKP yang dipergunakan untuk meningkatkan kesejahteraan peserta jamsostek melalui pemberian sarana rusunawa, sarana pelayanan kesehatan, dan sarana kesejahteraan peserta lainnya. SKP terdiri dari tanah, bangunan dan peralatan.

Sejak tanggal 1 Januari 2008, Perusahaan telah mengadopsi PSAK 16 (revisi 2007) tentang Aset Tetap. Semua SKP yang diperoleh pada awalnya dicatat sebesar biaya perolehan pada tanggal perolehan. Perusahaan memilih untuk menggunakan model biaya untuk pengukuran asetnya. Pada model biaya, SKP dinyatakan sebesar biaya perolehannya setelah dikurangi dengan akumulasi penyusutan dan akumulasi rugi penurunan nilai, jika ada, dan disajikan dalam laporan konsolidasi secara terpisah setelah kelompok aset lancar.

SKP, kecuali tanah, telah disusutkan dengan metoda garis lurus dengan taksiran manfaat bangunan sebesar 5% per tahun dan peralatan sebesar 25% per tahun.

l. Aset tetap

Sejak tanggal 1 Januari 2008, Perusahaan telah mengadopsi PSAK 16 (revisi 2007) tentang Aset Tetap. Semua aset tetap yang diperoleh pada awalnya dicatat sebesar biaya perolehan pada tanggal perolehan. Biaya perolehan aset tetap meliputi harga perolehan dan biaya-biaya yang dapat diatribusikan secara langsung untuk membawa aset ke lokasi dan kondisi yang diinginkan agar aset siap digunakan sesuai dengan keinginan dan maksud manajemen.

Perusahaan memilih untuk menggunakan model biaya untuk pengukuran aset tetapnya. Pada model biaya, aset tetap dinyatakan sebesar biaya perolehannya setelah dikurangi dengan akumulasi penyusutan dan akumulasi rugi penurunan nilai, jika ada.

Aset tetap, kecuali tanah, telah disusutkan dengan menggunakan metode garis lurus berdasarkan taksiran masa manfaat ekonomis aset tetap.

Sesuai Keputusan Direksi Nomor: KEP/41/012009 tanggal 29 Januari 2009 tentang Perubahan atas Lampiran Keputusan Direksi No. KEP/240/122006, ditetapkan beberapa perubahan kebijakan akuntansi atas aset tetap sebagai penerapan PSAK 16 (Revisi 2007), yaitu meliputi sebagai berikut:

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Jenis aset tetap	Taksiran masa manfaat
Bangunan	5%
Renovasi bagian dalam	25%
Renovasi bagian luar/keseluruhan	Tergantung hasil appraisal
Kendaraan	20%
Peralatan kantor	25%
Peralatan komputer	25%
Peralatan lainnya	25%

Nilai sisa aset tetap ditetapkan sebagai berikut:

	2008	2007
Kendaraan sedan	25 %	Rp1
Kendaraan non sedan	20 %	Rp1
Motor Aset selain kendaraan	10 %	Rp1

Sesuai dengan PSAK No. 47, "Akuntansi Tanah", perolehan tanah setelah tanggal 1 Januari 1999 dinyatakan berdasarkan biaya perolehannya dan tidak diamortisasi. Biaya-biaya tertentu sehubungan dengan perolehan atau perpanjangan hak pemilikan tanah, ditangguhkan dan diamortisasi sepanjang periode hak atas tanah atau umur ekonomis tanah, mana yang lebih pendek.

Nilai sisa, taksiran masa manfaat, dan metode penyusutan atas aset tetap dievaluasi dan disesuaikan setiap tanggal neraca. Dampak dari revisi tersebut, jika ada, diakui dalam laporan laba rugi pada periode terjadinya.

Bila nilai tercatat suatu aset melebihi taksiran jumlah yang dapat diperoleh kembali maka nilai tersebut diturunkan ke jumlah yang dapat diperoleh kembali tersebut, yang ditentukan sebagai nilai tertinggi antara harga jual neto dan nilai pakai. Penurunan nilai aset tersebut diakui sebagai kerugian penurunan nilai aset dan dibebankan sebagai kerugian periode berjalan.

Biaya pemeliharaan dan perbaikan diakui sebagai beban pada saat terjadinya. Pengeluaran yang memperpanjang masa manfaat suatu aset atau yang memberikan manfaat ekonomis yang berupa peningkatan kapasitas, kualitas produksi, atau kinerja dikapitalisasi dan disusutkan sesuai dengan masa manfaat ekonomis aset tetap yang bersangkutan.

Aset tetap yang tidak digunakan lagi dalam usaha, nilai bukunya disajikan sebagai aset lain-lain dan tidak disusutkan. Apabila aset tetap dijual, maka nilai tercatat dan akumulasi penyusutannya dikeluarkan dari laporan keuangan dan keuntungan atau kerugian yang dihasilkan diakui dalam laporan laba rugi tahun berjalan.

Aset dalam konstruksi

Aset dalam konstruksi dinyatakan sebesar biaya perolehannya. Akumulasi biaya perolehan akan dipindahkan ke masing-masing aset tetap atau properti investasi yang bersangkutan pada saat aset tersebut selesai dikerjakan dan siap digunakan.

m. Sewa

Sejak tanggal 1 Januari 2008, perusahaan telah mengadopsi PSAK 30 (revisi 2007) tentang Sewa. Suatu sewa diklasifikasikan sebagai sewa pembiayaan jika sewa tersebut mengalihkan secara substansial seluruh resiko dan manfaat yang terkait dengan kepemilikan aset. Sedangkan sewa lainnya diklasifikasikan sebagai sewa operasi.

Pada sewa pembiayaan, pada awal masa sewa, Perusahaan mengakui aset sewaan dan kewajiban sewa (bersih setelah beban bunga) di neraca sebesar nilai wajar aset sewaan atau sebesar nilai kini dari pembayaran sewa minimum, jika nilai kini lebih rendah dari nilai wajar. Setiap pembayaran sewa dialokasikan antara bagian yang merupakan beban keuangan dan bagian yang merupakan pelunasan kewajiban. Beban keuangan diakui dalam laporan laba rugi dengan basis yang mencerminkan suatu tingkat suku bunga periodik yang konstan atas saldo kewajiban sewa.

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Pada akhir perjanjian sewa pembiayaan, seluruh aset sewaan dipindahkan dan diadministrasikan ke aset tetap belanja modal sesuai pengelompokkannya.

Dalam sewa operasi, pembayaran sewa dalam sewa operasi (tidak termasuk biaya jasa seperti biaya asuransi dan pemeliharaan) diakui sebagai beban dengan dasar garis lurus selama masa sewa.

n. Aset tidak berwujud

Aset tidak berwujud dinyatakan sebesar nilai bukunya. Amortisasi dihitung dengan metode garis lurus sejak bulan perolehan sebesar 25% per tahun.

o. Utang jaminan

Utang jaminan diestimasi

Merupakan klaim program non JHT yang belum disetujui atau belum ditetapkan. Setelah ditetapkan, jumlah ini akan dipindahkan ke Utang Jaminan.

Utang jaminan

Merupakan utang yang timbul atas pengajuan jaminan yang sudah ditetapkan namun belum dibayarkan.

Jaminan belum dicairkan

Merupakan klaim jaminan yang telah ditetapkan dan disetujui serta telah dibayarkan (cek telah diterbitkan) namun sampai batas waktu kadaluarsa giro/cek belum dicairkan oleh peserta.

p. Utang JHT dan bagian peserta atas hasil investasi JHT

Penerimaan luran JHT dari perusahaan peserta Jamsostek diperlakukan sebagai penambah utang JHT sedangkan pembayarannya diperlakukan sebagai pengurang utang JHT.

Bagian peserta atas hasil investasi JHT merupakan hak peserta atas hasil bersih investasi dana JHT tahun berjalan. Bagian peserta ini bukan merupakan beban atau pendapatan melainkan merupakan alokasi hasil investasi kepada peserta. Besarnya hak peserta atas hasil investasi JHT ditentukan dengan menggunakan formula sebagai berikut:

On-line

Ht	:	Total Hasil Pengembangan Saldo JHT Tahun 2008
Sa	:	Saldo Awal Tahun 2008
n	:	Bulan luran
ln	:	luran Yang Diterima Pada Bulan ke-n Tahun 2008
Jhn	:	Jumlah Hari dalam Bulan luran
Ti	:	Tanggal luran Diterima
Hs	:	Hasil Pengembangan Saldo Awal
Hi	:	Hasil Pengembangan luran
Ht	:	$Hs + Hi$
Hs	:	$\{Sa \times 8,0\%$
Hi	:	$n=12$
	:	$\sum_{n=1}^{n=12} \{[ln \times 8,0\% \times (1/12)] \times [(Jhn-Ti/Jhn) + (12-n)]\}$

Off-line

Y	=	$X\%.A + 0.5.X\%.IJHT$
Y	=	bagian peserta atas hasil
X	=	besaran tarif bunga JHT
A	=	saldo utang JHT awal
I.JHT	=	iuran JHT yang diterima selama tahun berjalan

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Bagian peserta berdasarkan rumus di atas akan menambah saldo utang JHT. Apabila hasil investasi JHT setelah dialokasikan kepada peserta masih terdapat sisa, maka sisa tersebut menjadi dana pengembangan JHT yang diklasifikasikan dalam kelompok kewajiban kepada peserta.

Berdasarkan Keputusan Direksi Perusahaan No. KEP/390/122008 tanggal 24 Desember 2008, besarnya pemberian hasil pengembangan dana untuk saldo awal JHT tahun 2008 dan penerimaan iuran JHT tahun 2008 adalah 8%, sedangkan berdasarkan Keputusan Direksi No. KEP/40/022008 tanggal 5 Februari 2008, besarnya pemberian hasil pengembangan dana untuk saldo awal JHT tahun 2007 dan penerimaan iuran JHT tahun 2007 adalah 9,5%.

q. Utang JHT jatuh tempo

Utang JHT jatuh tempo adalah seluruh iuran JHT beserta hasil pengembangannya yang harus dibayarkan kepada peserta yang akan mencapai usia 55 tahun dalam jangka waktu satu tahun ke depan sejak tanggal neraca.

r. Iuran belum rinci

Berdasarkan Keputusan Direksi No. KEP/289/112004 tentang Sistem dan Prosedur Pelayanan Terpadu Program Jamsostek yang telah diperbaharui dengan Keputusan Direksi No. KEP/77/032008 dan Sesuai Peraturan Menteri Tenaga Kerja No. PER-12/MEN/VI/2007 tentang Petunjuk Teknis Pendaftaran Kepesertaan, Pembayaran Iuran, Pembayaran Santunan dan Pelayanan Jaminan Sosial Tenaga Kerja bahwa penerimaan iuran dari perusahaan yang belum didukung dengan data upah tidak dapat diakui sebagai pendapatan iuran atau penambah utang JHT. Penerimaan iuran dimaksud akan dicatat pada akun "Iuran Belum Rinci" pada kelompok kewajiban kepada peserta.

s. Cadangan teknis

- 1) Cadangan Teknis untuk JKK dan JK dibentuk berdasarkan perhitungan aktuarial dengan metode prospektif, sesuai surat persetujuan Menteri Keuangan No. S.1101/MK.17/1994 tanggal 21 Juli 1994.
- 2) Pembentukan cadangan teknis JPK dilakukan sesuai dengan Peraturan Pemerintah No. 22 Tahun 2004, yaitu sebesar 10% dari penerimaan iuran JPK tahun berjalan dan tidak bersifat akumulatif.
- 3) Cadangan teknis katastrofa merupakan cadangan yang dibentuk untuk mengantisipasi banyaknya klaim yang muncul karena terjadinya bencana alam.
- 4) Berdasarkan Keputusan Direksi No. KEP/49/022006 tanggal 28 Pebruari 2006, beban cadangan katastrofa JKK, JK, dan JPK adalah sebesar 0,5% dari penerimaan iuran tahun berjalan dan diakumulatifkan pada cadangan katastrofa.
- 5) Berdasarkan Surat Keputusan Menteri Tenaga Kerja No. KEP-243A/MEN/XI/2005, Perusahaan ditunjuk sebagai penyelenggara perlindungan Tenaga Kerja Indonesia (TKI) yang bekerja di luar negeri. Berdasarkan Keputusan Direksi No. KEP/45/022006, besarnya beban cadangan teknis program TKI adalah sebesar 40% dari iuran yang diterima untuk masa perlindungan 26 bulan. Cadangan teknis program TKI sebagaimana dimaksud menjadi pendapatan pada periode laporan berikutnya secara proporsional selama 26 bulan.
- 6) Berdasarkan Peraturan Pemerintah No. 22 Tahun 2004 tentang Pengelolaan dan Investasi Dana Program Jamsostek, pembentukan besarnya cadangan JKK dan JK untuk pertanggung jawaban dengan jangka waktu paling lama satu tahun adalah sebesar 40% dari penerimaan iuran JKK dan JK tahun berjalan.

t. Beban yang ditangguhkan

Beban yang ditangguhkan adalah biaya yang telah dikeluarkan tetapi belum diakui sebagai beban pada periode terjadinya dan memiliki masa manfaat tertentu. Beban ini diamortisasikan sejak bulan perolehan selama taksiran masa manfaatnya.

u. Kewajiban diestimasi, kewajiban kontinjensi, dan aset kontinjensi

Kewajiban diestimasi, kewajiban kontinjensi, dan aset kontinjensi diakui dan diukur serta informasi yang memadai diungkapkan dalam catatan atas laporan keuangan. Kewajiban diestimasi diakui apabila ketiga kondisi berikut dipenuhi:

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- Perusahaan dan Anak Perusahaan memiliki kewajiban kini (baik bersifat hukum maupun konstruktif) sebagai akibat peristiwa masa lalu;
- Besar kemungkinan (probable) penyelesaian kewajiban tersebut mengakibatkan arus keluar sumber daya;
- Estimasi yang andal dapat dibuat atas jumlah kewajiban tersebut.

v. Kewajiban imbalan kerja

Perusahaan dan Anak Perusahaan membukukan imbalan pasca kerja imbalan pasti untuk karyawan sesuai dengan Undang-Undang Ketenagakerjaan No.13/2003. Perhitungan imbalan pasca kerja menggunakan metode *Projected Unit Credit*. Akumulasi keuntungan dan kerugian aktuarial bersih yang belum diakui yang melebihi 10% dari nilai kini kewajiban imbalan pasti diakui dengan metode garis lurus selama rata-rata sisa masa kerja yang diperkirakan dari para pekerja dalam program tersebut. Biaya jasa lalu dibebankan langsung apabila imbalan tersebut menjadi hak atau vested, dan sebaliknya akan diakui sebagai beban dengan metode garis lurus selama periode rata-rata sampai imbalan tersebut menjadi vested.

Jumlah yang diakui sebagai kewajiban imbalan pasti di neraca merupakan nilai kini kewajiban imbalan pasti disesuaikan dengan keuntungan dan kerugian aktuarial yang belum diakui dan biaya jasa lalu yang belum diakui. Perusahaan menyelenggarakan program dana pensiun dan purna jasa manfaat pasti. Jumlah kontribusi terdiri dari kontribusi karyawan sebesar 5% dari gaji pokok per bulan dan kontribusi Perusahaan yang besarnya ditentukan berdasarkan perhitungan aktuarial.

Perusahaan juga menyelenggarakan program iuran pasti untuk tunjangan hari tua (THT) dimana kontribusi karyawan dan Perusahaan ditetapkan masing-masing sebesar 4% dari gaji pokok per bulan.

w. Dana Peningkatan Kesejahteraan Peserta (DPKP)

DPKP adalah dana yang dihimpun dan digunakan untuk meningkatkan kesejahteraan tenaga kerja program jamsostek dan atau keluarganya yang diprioritaskan bagi yang kurang mampu dan membantu badan/unit usaha yang mempunyai keterkaitan langsung dengan peningkatan kesejahteraan peserta program jamsostek terutama bagi badan/unit usaha skala kecil.

Pos DPKP disajikan dalam laporan konsolidasi dalam kelompok kewajiban dan terdiri dari DPKP untuk operasional dan DPKP telah disalurkan.

Perubahan DPKP tahun berjalan disajikan secara terpisah dalam laporan kinerja program DPKP.

x. Pengakuan pendapatan dan beban

Perusahaan dan Anak Perusahaan mengakui dan mencatat pendapatan dan beban dengan basis akrual. Khusus untuk denda atas keterlambatan pembayaran iuran, Perusahaan mengakui dan mencatatnya berdasarkan basis kas.

y. Alokasi beban usaha dalam pelaporan segmen JHT dan Non JHT

Sesuai dengan Keputusan Direksi No. KEP/80/032005, proporsi alokasi biaya usaha untuk pelaporan segmen usaha JHT dan non JHT dilakukan dengan menggunakan pendekatan rata-rata dana investasi Perusahaan, yaitu dengan rumus sebagai berikut:

Program	Prognosa sebelum Periode Laporan Keuangan	Anggaran Periode Laporan Keuangan	Rata-rata Dana Investasi
JHT	A	B	$C = (A+B)/2$
Non JHT	D	E	$F = (D+E)/2$
Proporsi JHT = $(C/(C+F)) \times 100\%$			
Proporsi Non JHT = $(F/(C+F)) \times 100\%$			

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Berdasarkan rumus di atas, proporsi alokasi beban usaha untuk tahun 2008 adalah 87% untuk segmen usaha JHT dan 13% untuk non JHT, sedangkan untuk tahun 2007 sebesar 88% dan 12%.

z. Perpajakan

Beban pajak kini ditentukan berdasarkan laba kena pajak dalam periode yang bersangkutan yang dihitung berdasarkan tarif pajak yang berlaku.

Aset dan kewajiban pajak tangguhan diakui atas konsekuensi pajak periode mendatang yang timbul dari perbedaan jumlah tercatat aset dan kewajiban menurut laporan keuangan dengan dasar pengenaan pajak aset dan kewajiban. Kewajiban pajak tangguhan diakui untuk semua perbedaan temporer kena pajak dan aset pajak tangguhan diakui untuk perbedaan temporer yang boleh dikurangkan, sepanjang besar kemungkinan dapat dimanfaatkan untuk mengurangi laba kena pajak pada masa datang.

Pajak tangguhan diukur dengan menggunakan tarif pajak yang berlaku atau secara substansial telah berlaku pada tanggal

neraca. Pajak tangguhan dibebankan atau dikreditkan dalam laporan laba rugi tahun berjalan. Tarif pajak yang berlaku saat ini yang digunakan untuk penghitungan pajak kini adalah maksimum 30%, sedangkan tarif pajak yang digunakan untuk penghitungan pajak tangguhan adalah tarif pajak yang secara substansial berlaku mulai 1 Januari 2010, yaitu 25%.

Koreksi terhadap kewajiban perpajakan diakui pada saat surat ketetapan pajak diterima atau, jika mengajukan keberatan, pada saat keputusan atas keberatan tersebut telah diterima.

aa. Penggunaan estimasi

Penyusunan laporan keuangan sesuai dengan prinsip akuntansi yang berlaku umum mengharuskan manajemen untuk membuat berbagai estimasi dan asumsi yang mempengaruhi jumlah aset dan kewajiban pada tanggal laporan keuangan serta jumlah pendapatan dan beban selama periode pelaporan. Hasil yang sebenarnya dapat berbeda dengan jumlah yang diestimasi tersebut.

3. BANK INVESTASI

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT	65,345,249,378	95.415.376.376
Dana Non JHT	727,076,805	205.809.375
Jumlah Bank Investasi	66,072,326,183	4.070.423.483

Bank Investasi merupakan simpanan giro Perusahaan untuk kegiatan investasi.

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4. DEPOSITO ON CALL

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Deposito On Call		
Dana JHT	4,600,000,000	271,601,220
Dana Non JHT	26,190,000,000	414,415,638
Jumlah	30,790,000,000	686,016,858
Deposito on call - over night		
Dana JHT	302,206,323	-
Dana Non JHT	226,419,986	-
Jumlah	528,626,309	-
Jumlah Deposito On Call	31,318,626,309	686,016,858

Akun ini merupakan penanaman dana Perusahaan dalam bentuk deposito *on call* yang jangka waktunya kurang dari satu bulan dengan bunga rata-rata sebesar 4,72%.

5. DEPOSITO BERJANGKA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan		
Dana JHT	18,975,172,000,000	18,850,188,400,000
Dana Non JHT	1,440,721,141,000	1,283,093,673,000
Jumlah	20,415,893,141,000	20,133,282,073,000
Anak perusahaan		
Jumlah	10,100,000,000	16,200,000,000
Jumlah Deposito On Call	20,425,993,141,000 2007	20,149,482,073,000

Tingkat suku bunga deposito berjangka per tahun adalah rata-rata sebesar 7,56% dengan kisaran jangka waktu jatuh tempo antara 3 bulan - 12 bulan.

6. INSTRUMEN PASAR UANG LAINNYA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT		
<i>Commercial Paper</i> - nominal	21,600,000,000	21,600,000,000
Penyisihan kerugian	(21,600,000,000)	(21,600,000,000)
Jumlah Instrumen Pasar Uang Lainnya	-	-

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7. SAHAM

Merupakan penanaman dana JHT dan Non JHT Perusahaan dalam saham dengan klasifikasi sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT	5,674,699,387,500	6,693,872,920,000
Dana non JHT	3,170,812,381,350	5,301,464,493,900
Jumlah Saham	8,845,511,768,851	11,995,337,412,900

8. OBLIGASI

Merupakan investasi Perusahaan dan Anak perusahaan dalam obligasi dengan klasifikasi sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan		
Dana JHT	28,683,578,025,685	24,346,700,268,221
Dana Non JHT	1,209,013,236,889	1,035,242,970,922
Jumlah investasi obligasi Perusahaan	29,892,591,262,574	25,381,943,239,143
Anak Perusahaan	5,050,000,000	5,487,500,000
Jumlah investasi obligasi	29,897,641,262,574	25,387,430,739,143

9. MEDIUM TERM NOTES

Merupakan penanaman dana Perusahaan dalam surat utang jangka menengah (Medium Term Notes/ MTN) sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana Non JHT		
Dikurangi : cadangan penyisihan	12,800,000,000	12,800,000,000
Nilai Tercatat	(12,800,000,000)	(12,800,000,000)

10. REKSADANA

Merupakan penanaman dana Perusahaan dalam unit penyertaan reksadana dengan klasifikasi sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT	1,658,596,408,521	1,461,969,193,499
Dana Non JHT	288,820,562,047	1,035,242,970,922
Jumlah Reksadana	1,947,416,970,567	1,883,536,510,162

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11. PENYERTAAN LANGSUNG

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan	47,122,692,149	47,322,692,149
Anak Perusahaan	200,000,000	200,000,000
	47,122,692,149	47,322,692,149
Dikurangi: Penurunan nilai permanen	(15,069,000,000)	(15,069,000,000)
Jumlah Penyertaan Langsung	32,253,692,149	32,253,692,149

12. PROPERTI INVESTASI

Merupakan investasi Perusahaan dalam tanah atau bangunan atau bagian dari suatu bangunan atau kedua-duanya untuk menghasilkan sewa dengan rincian sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT	431,937,210,580	448,387,985,119
Dana Non JHT	77,913,192,320	78,305,915,437
Jumlah Properti Investasi	509,850,402,900	526,693,900,556

13. KAS SETARA KAS

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Kas	21,699,677	48,887,891
Bank	153,382,196,459	122,927,638,877
Giro Pos	6,717,849	388,819
Uang Dalam Perjalanan	304,000,000	341,192,475
Deposito berjangka Anak Perusahaan	372,000,000,000	291,000,000,000
Jumlah Kas & Setara Kas	525,714,613,985	414,318,108,062

Deposito berjangka merupakan penempatan dengan jangka waktu kurang dari 90 hari dengan kisaran tingkat bunga sebesar 12,5% - 14%.

14. PENEMPATAN SEMENTARA

Merupakan penempatan dana Program DPKP tahun 2007 dalam bentuk deposito di BPD Sumsel cabang Jakarta dengan jangka waktu lebih dari 90 hari sebesar Rp6.000.000.000 dengan tingkat bunga rata-rata 8,25%.

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15. PIUTANG IURAN

Merupakan tagihan iuran PT Jamsostek (Persero) untuk program non JHT kepada perusahaan peserta jaminan sosial tenaga kerja, terinci sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Jenis Piutang Iuran		
Jaminan Kecelakaan Kerja (JKK)	120,209,040,273	96,930,535,893
Jaminan Kematian (JK)	50,171,794,084	40,391,104,782
Jaminan Pelayanan Kesehatan (JPK)	94,945,812,727	72,189,370,210
Jumlah piutang iuran bruto	265,326,647,084	209,511,010,885
Akumulasi Penyisihan Piutang Iuran		
Jaminan Kecelakaan Kerja (JKK)	(111,469,774,161)	(88,912,572,932)
Jaminan Kematian (JK)	(46,152,697,681)	(36,905,092,196)
Jaminan Pelayanan Kesehatan (JPK)	(87,555,563,256)	(61,760,090,042)
Jumlah akumulasi penyisihan piutang iuran	(245,178,035,098)	(187,577,755,170)
Nilai bersih piutang iuran yang dapat direalisasikan	20,148,611,986	21,933,255,715

16. PINJAMAN YANG DIBERIKAN

Merupakan saldo-saldo pinjaman para peserta Jamsostek atas program Pinjaman DPKP dalam upaya meningkatkan kesejahteraan kepada peserta dengan rincian sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Pinjaman Perumahan	216,078,512,611	202,242,663,706
Pinjaman Koperasi Tenaga Kerja	16,274,240,566	16,417,986,501
Pinjaman DTMK	752,553,910	752,553,910
Pinjaman Provider Pelkes	1,447,311,678	1,513,404,866
	234,552,618,765	220,926,608,983
Dikurangi: Penyisihan piutang tak tertagih		
Pinjaman Perumahan	(103,987,458,481)	(57,040,113,333)
Pinjaman Koperasi Tenaga Kerja	(10,826,083,950)	(10,366,153,851)
Pinjaman DTMK	(142,553,910)	(142,553,910)
Pinjaman Provider Pelkes	(569,272,385)	(495,792,199)
	(115,525,368,726)	(68,044,613,292)
Jumlah pinjaman yang diberikan – bersih	119,027,250,039	152,881,995,691

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17. PIUTANG USAHA

Merupakan piutang usaha Anak Perusahaan sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Piutang Usaha	12,188,868,055	13,829,722,868
Dikurangi: Penyisihan piutang tak tertagih	(10,752,434,600)	(10,642,620,000)
Jumlah piutang usaha – bersih	1,436,433,455	3,187,102,868

18. PENDAPATAN YANG MASIH HARUS DITERIMA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Bunga deposito <i>on call</i> investasi	19,577,083	75,392
Bunga deposito	76,724,813,903	70,061,495,156
Bunga obligasi	750,595,183,047	602,958,537,861
Sewa properti investasi	2,276,910,901	2,478,111,767
Piutang bunga pinjaman yang diberikan	3,710,466,321	1,952,267,011
Pendapatan investasi lainnya	466,597,470	507,987,651
	833,793,548,725	677,958,474,838

19. PIUTANG INVESTASI

Piutang investasi pada akhir tahun 2007 yang berjumlah Rp63.604.435.427 merupakan tagihan perusahaan atas penjualan saham.

20. PIUTANG PEGAWAI

Piutang pegawai tahun 2008 sebesar Rp2.620.067.993 merupakan saldo piutang Perusahaan atas pemberian pinjaman kepada pejabat struktural untuk pembelian kendaraan roda empat sesuai Keputusan Direksi PT Jamsostek (Persero) No. KEP/163/062008 tanggal 25 Juni 2008 dan akan jatuh tempo dalam waktu 12 bulan.

21. PIUTANG LAIN-LAIN

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Piutang kekurangan pembayaran PPN <i>service charge</i> Menara Jamsostek	35,301,421	35,301,420
Piutang kekurangan pembayaran sewa <i>service charge</i> Menara Jamsostek	293,330,730	15,262,140
Piutang atas bunga deposito JHT yang telah dipotong pajak lainnya	1,642,501,301	1,642,501,301
	634,178,026	769,211,394
Jumlah pinjaman yang diberikan – bersih	2,605,311,478	2,462,276,255

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22. UANG MUKA PEGAWAI

Uang muka pegawai merupakan persekot kerja untuk keperluan dinas yang belum dipertanggungjawabkan pada tahun 2008 dan 2007 masing-masing sebesar Rp5.012.918.050 dan Rp7.007.871.284.

23. BEBAN DIBAYAR DIMUKA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Sewa gedung kantor	8,368,681,959	5,550,616,126
Sewa rumah jabatan	1,239,693,226	1,257,158,352
Asuransi	1,642,501,301	887,993,983
Lainnya	634,178,026	1,358,426,189
	2,605,311,478	9,054,194,650

24. PERLENGKAPAN DAN ALAT TULIS KANTOR

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Barang cetakan	2,157,966,698	2,044,266,724
Materai	180,904,000	114,829,000
Alat tulis kantor	379,061,263	412,838,593
Perlengkapan komputer habis pakai	1,638,374,420	1,358,426,189
	4,356,306,381	3,187,102,868

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25. SARANA KESEJAHTERAAN PESERTA (SKP) PROGRAM DPKP

Tahun 2008:					
	Saldo Awal	Penambahan	Pengurangan	Reklasifikasi	Saldo Akhir
Harga Perolehan:					
Tanah	2,036,112,180	-	-	-	2,036,112,180
Bangunan	49,139,762,570	-	-	-	49,139,762,570
Peralatan	3,370,854,725	-	-	-	3,370,854,725
	54,546,729,475	-	-	-	54,546,729,475
Akumulasi Penyusutan :					
Bangunan	(14,822,813,865)	(2,456,988,129)	-	-	(17,279,801,993)
Peralatan	(3,370,854,725)	-	-	-	(3,370,854,725)
	(18,193,668,590)	(2,456,988,129)	-	-	(20,650,656,719)
Nilai Buku	36,353,060,885				33,896,072,756
Tahun 2007:					
Harga Perolehan:					
Tanah	2,036,112,180		-	-	2,036,112,180
Bangunan	49,139,762,570	-	-	-	49,139,762,570
Peralatan	3,370,854,725	-	-	-	3,370,854,725
	54,546,729,475	-	-	-	54,546,729,475
Akumulasi Penyusutan :					
Bangunan	(12,135,662,979)	(2,687,150,886)	-	-	(14,822,813,865)
Peralatan	(2,231,235,625)	(1,139,619,100)			(3,370,854,725)
	(14,366,898,604)	(3,826,769,986)			(18,193,668,590)
Nilai Buku	40,179,830,871				36,353,060,885

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26. ASET TETAP

Tahun 2008:	Saldo Awal	Penambahan	Pengurangan	Reklasifikasi	Saldo Akhir
Non sewa guna usaha					
Harga Perolehan:					
Tanah	68,315,972,066	10,837,059,258	-	-	79,153,031,324
Bangunan	120,248,686,907	7,900,685,180	-	-	128,149,372,087
Kendaraan Dinas	113,754,641,965	14,308,792,397	-	-	128,063,434,362
Peralatan Kantor	32,074,978,206	6,899,829,281	-	6,500,942	38,981,308,429
Peralatan Komputer	90,795,459,349	16,707,416,356	-	50,403,850,320	157,906,726,025
Peralatan Lain	51,756,684,308	9,727,735,426	-	2,299,058	61,486,718,792
Aset dlm penyelesaian	5,165,422,189	8,511,436,098	-	160,797,200	13,837,655,487
	<u>482,111,844,989</u>	<u>74,892,953,996</u>	<u>-</u>	<u>50,573,447,520</u>	<u>607,578,246,505</u>
Akumulasi Penyusutan :					
Bangunan	(54,447,738,717)	(21,075,246,881)	-	-	(75,522,985,599)
Kendaraan Dinas	(81,381,357,078)	(6,782,781,336)	-	-	(88,164,138,414)
Peralatan Kantor	(23,268,864,500)	(3,337,941,492)	-	-	(26,606,805,992)
Peralatan Komputer	(74,269,589,199)	(3,056,913,554)	-	(40,953,128,384)	(118,279,631,137)
Peralatan Lain	(33,464,961,700)	(5,829,548,117)	-	-	(39,294,509,817)
	<u>(266,832,511,194)</u>	<u>(40,082,431,380)</u>	<u>-</u>	<u>40,953,128,384</u>	<u>(347,868,070,958)</u>
	<u>215,279,333,794</u>				<u>259,710,175,547</u>
Sewa guna usaha					
Harga Perolehan :					
Aset sewa guna usaha	70,331,422,148	-	(19,927,571,828)	(50,403,850,320)	(0)
Akumulasi Penyusutan :					
Aset sewa guna usaha	(39,561,424,958)	(1,391,703,426)	-	40,953,128,384	0
	<u>30,769,997,190</u>				<u>-</u>
Nilai Buku	<u>246,049,330,984</u>				<u>259,710,175,547</u>
Tahun 2008:					
	Saldo Awal	Penambahan	Pengurangan	Reklasifikasi	Saldo Akhir
Non sewa guna usaha					
Harga Perolehan:					
Tanah	63,861,256,806	4,454,715,260	-	-	68,315,972,066
Bangunan	111,779,544,257	8,469,142,650	-	-	120,248,686,907
Kendaraan Dinas	99,409,782,267	14,344,859,698	-	-	113,754,641,965
Peralatan Kantor	28,789,918,644	3,285,059,562	-	-	32,074,978,206
Peralatan Komputer	87,591,705,742	3,203,753,607	-	-	90,795,459,349
Peralatan Lain	43,078,402,753	8,678,281,555	-	-	51,756,684,308
Aset dlm penyelesaian	-	5,165,422,189	-	-	5,165,422,189
	<u>434,510,610,469</u>	<u>47,601,234,520</u>	<u>-</u>	<u>-</u>	<u>482,111,844,989</u>
Akumulasi Penyusutan :					
Bangunan	45,340,875,579	(9,106,863,138)	-	-	54,447,738,717
Kendaraan Dinas	68,564,061,163	(12,817,295,915)	-	-	81,381,357,078
Peralatan Kantor	20,807,726,296	(2,461,138,204)	-	-	23,268,864,500
Peralatan Komputer	69,484,001,326	(4,785,587,873)	-	-	74,269,589,199
Peralatan Lain	29,551,545,830	(3,913,415,870)	-	-	33,464,961,700
	<u>233,748,210,194</u>	<u>(33,084,301,000)</u>	<u>-</u>	<u>-</u>	<u>266,832,511,194</u>
	<u>200,762,400,275</u>				<u>215,279,333,795</u>
Sewa guna usaha					
Harga Perolehan :					
Aset sewa guna usaha	-	70,331,422,148	-	-	70,331,422,148
Akumulasi Penyusutan :					
Aset sewa guna usaha	-	39,561,424,958	-	-	(39,561,424,958)
	<u>-</u>				<u>-</u>
Nilai Buku	<u>200,762,400,275</u>				<u>246,049,330,984</u>

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27. ASET LAIN-LAIN

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Kas dan setara kas dibatasi penggunaannya	4,228,152,341	-
Aset dalam konstruksi	25,158,997,396	25,158,997,396
Aset tetap yang dihentikan penggunaannya	1,815,633,693	149,082,870
Aset tidak berwujud	32,515,886,424	26,312,460,586
Beban dibayar dimuka	2,410,998,115	1,997,461,755
Beban yang ditangguhkan	365,886,158	381,394,137
Piutang pegawai	10,468,783,819	3,219,063,944
Aset sitaan	779,290,500	779,290,500
Lainnya	31,565,758,850	33,022,805,920
Jumlah	109,309,387,297	91,020,557,107

28. UTANG JAMINAN

Utang jaminan terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Jaminan sudah ditetapkan tetapi belum dibayar		
Jaminan kecelakaan kerja	12,051,121,675	8,529,837,141
Jaminan kematian	85,586,900,000	23,443,975,000
Jaminan pemeliharaan kesehatan	-	4,643,160,535
Jaminan jasa konstruksi	601,667	455,743,113
Jaminan sektor informal	114,960,000	15,873,000
Jumlah	97,753,583,342	37,088,588,789
Jaminan sudah dibayarkan tetapi belum dicairkan	99,472,532	106,592,672
Jumlah utang jaminan	97,853,055,874	37,195,181,461

29 IURAN BELUM RINCI

Iuran belum rinci terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Penerimaan iuran program Jamsostek	65,333,680,780	196,941,010,405
Penerimaan iuran program jasa konstruksi	1,802,199,589	8,677,886,543
Penerimaan iuran program luar hubungan kerja (LHK)	3,349,462,139	837,461,271
Jumlah	70,485,342,509	206,456,358,219

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30. UTANG JAMINAN DIESTIMASI

Utang jaminan diestimasi terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Jaminan kecelakaan kerja	222,027,191	4,894,984,223
Jaminan kematian	-	15,000,000
Jaminan pemeliharaan kesehatan	-	1,670,929,804
Jaminan jasa konstruksi	-	296,858,899
Jumlah	222,027,191	6,877,772,926

31. UTANG JHT SIAP BAYAR

Jumlah pada 31 Desember 2008 dan 2007 yang sebesar Rp7.594.869.127 dan Rp7.489.836.105 merupakan klaim JHT yang sudah ditetapkan, namun belum diambil oleh peserta.

32. KLAIM JHT KURANG DIBAYARKAN

Akun ini digunakan untuk menampung kekurangan pembayaran klaim JHT setelah dilakukan rekonsiliasi penerimaan iuran pasca pembayaran klaim yang pada akhir tahun 2008 dan 2007 masing-masing sebesar Rp19.833.075.183 dan Rp14.084.295.807

33. UTANG JHT JATUH TEMPO

Akun ini digunakan untuk menampung penerimaan iuran JHT beserta hasil pengembangannya yang akan dibayarkan kepada peserta yang mencapai usia 55 tahun dalam waktu 12 bulan mendatang sejak tanggal neraca. Saldo pada 31 Desember 2008 dan 2007 masing-masing berjumlah Rp3.195.775.591.692 dan Rp2.825.836.841.148.

34. UTANG JHT SESUAI PSJHT

Akun ini merupakan akumulasi penerimaan iuran JHT berikut hasil pengembangannya yang jumlahnya telah sesuai dengan nilai yang tercantum dalam Pernyataan Saldo Jaminan Hari Tua (PSJHT). Saldo akun ini pada akhir tahun 2008 dan 2007 masing-masing berjumlah Rp51.773.949.368.626 dan Rp.42.754.319.048.333.

35. UTANG JHT BELUM RINCI

Akun merupakan saldo utang JHT yang belum terinci dan penerimaan iuran JHT yang sampai dengan tanggal pelaporan belum dapat diselesaikan PSJHT-nya. Pada tahun 2008 utang JHT belum rinci merupakan saldo program TK Mandiri dan program perseorangan. Saldo akun ini pada 31 Desember 2008 dan 2007 masing-masing sebesar Rp3.263.706.581 dan Rp499.582.644.957.

36. DANA PENGEMBANGAN JHT

Dana pengembangan JHT terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Utang premi JHT	120,976,451,086	112,015,232,487
Dana Pengembangan JHT	2,623,277,087,106	2,329,185,728,152
Surplus bagian peserta atas hasil investasi JHT	1,283,811,365,536	1,108,635,453,188
Jumlah	4,028,064,903,728	3,549,836,413,827

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Pada tahun 2008 dilakukan pembayaran insentif kepada peserta sebesar Rp941.126.775 atau setara dengan tingkat bunga 2,1% dari saldo PSJHT tahun 2007 yang sumber dananya dari dana pengembangan JHT.

37. SELISIH PENILAIAN EFEK - DANA JHT

Pada tanggal neraca, akun ini merupakan selisih antara nilai wajar dengan biaya perolehannya atas investasi dana JHT Perusahaan yang diklasifikasikan sebagai "tersedia untuk dijual", yang terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Selisih penilaian efek saham -JHT	(1,603,522,069,683)	2,352,625,984,393
Selisih penilaian efek obligasi- JHT	(373,643,726,290)	87,008,953,704
Selisih penilaian efek reksadana-JHT	(803,811,788,319)	236,275,510,188
	(2,780,977,584,292)	2,675,910,448,285

38. CADANGAN TEKNIS

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Cadangan teknis JKK	3,127,862,318,925	2,551,657,949,949
Cadangan teknis JK	1,335,792,505,750	1,293,988,879,368
Cadangan teknis JPK	79,850,493,232	61,954,481,553
Cadangan teknis jasa konstruksi	47,213,433,880	33,716,833,203
Cadangan teknis program TKI	-	513,762,100
Cadangan katastrofa	375,531,590,261	364,373,180,398
Jumlah	4,966,250,342,048	4,306,205,086,571

39. UTANG USAHA

Saldo per 31 Desember 2008 dan 31 Desember 2007 masing-masing sebesar Rp13.653.531.201 dan Rp19.383.438.010 merupakan utang usaha Anak Perusahaan diantaranya merupakan penerimaan uang jaminan dari TKI dan PJTKI.

40. PERPAJAKAN**a. Pajak dibayar dimuka Perusahaan**

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan		
Pajak Penghasilan Pasal 28A tahun 2007	14,034,215,633	14,034,215,633
	14,034,215,633	14,034,215,633
Perusahaan anak		
Pajak Penghasilan Pasal 28A	320,933,384	403,388,457
	320,933,384	403,388,457
Jumlah pajak dibayar dimuka	14,355,149,017	14,437,604,090

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b. Utang pajak

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan		
Pajak Penghasilan Pasal 21	11,899,088,828	8,263,288,825
Pajak Penghasilan Pasal 23	450,482,368	696,950,014
PPH Pasal 26 atas penghasilan WP luar negeri	42,641,110	23,817,120
Pajak Pertambahan Nilai	578,606,785	1,431,747,201
Pajak Penghasilan Pasal 25	18,966,310,531	16,655,816,036
Taksiran Pajak Penghasilan Pasal 29	30,272,738,467	-
	<u>62,209,868,090</u>	<u>27,071,619,196</u>
Perusahaan anak		
Pajak Penghasilan Pasal 21	18,198,561	8,529,086
Pajak Penghasilan Pasal 23	40,849	675,000
Pajak Pertambahan Nilai	88,565,749	76,704,544
Taksiran Pajak Penghasilan Pasal 29	4,082,000	-
Lainnya	-	8,239,000
	<u>110,887,159</u>	<u>94,147,630</u>
Jumlah utang pajak	<u>62,320,755,249</u>	<u>27,165,766,826</u>

41. KEWAJIBAN SEWA GUNA USAHA

Jumlah pada akhir tahun 2007 sebesar Rp26.301.179.665 merupakan nilai tunai dari sisa seluruh pembayaran sewa atas guna usaha peralatan komputer (server) dari PT SCS Astra Graphia Technologies.

42. BEBAN MASIH HARUS DIBAYAR

Beban masih harus dibayar terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Langganan	534,338,535	1,369,651,992
<i>Past service liability</i> (PSL) pensiun	11,622,261,421	45,519,173,482
Tagihan pihak ketiga	25,915,456,942	19,767,376,163
Investasi	6,331,162,731	8,053,070,384
Lainnya	10,428,562,592	25,042,630,594
	<u>54,831,782,221</u>	<u>99,751,902,615</u>

PSL pensiun yang masih harus dibayar pada akhir tahun 2008 dan 2007 yang sebesar Rp11.622.261.421 dan Rp45.519.173.482 merupakan iuran tambahan yang belum dibayarkan kepada dana pensiun dalam rangka meningkatkan penghasilan dasar pensiun dan manfaat pensiun bagi karyawan Perusahaan.

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43. KEWAJIBAN LAIN YANG MASIH HARUS DIBAYAR

Kewajiban lain yang masih harus dibayar terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Jasa produksi	103,427,995,737	89,801,763,040
Tantiem	4,732,332,023	6,726,050,746
Dana pendidikan	866,047,711	523,765,600
Jumlah	109,026,375,471	91,068,892,774

44. PENDAPATAN DITERIMA DIMUKA

Pendapatan diterima dimuka terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Sewa Gedung Menara Jamsostek	6,057,694,361	6,726,050,746
Sewa Gedung Kantor Pusat Perusahaan	553,383,400	523,765,346
Jumlah	6,611,077,761	7,249,816,346

45. UTANG INVESTASI

Jumlah pada akhir tahun 2007 sebesar Rp30.906.656.495 merupakan utang Perusahaan atas pembelian saham dan pada tahun 2008 telah dilunasi.

46. UTANG LANCAR LAINNYA

Utang lancar lainnya terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Potongan-potongan (iuran jamsostek, pensiun, THT, dan lain-lain)	551,642,278	510,426,547
Pembelian aset tetap	30,005,266,555	6,136,923,393
Lainnya	4,709,402,333	5,820,559,214
	35,266,311,166	12,467,909,154

Utang pembelian aset tahun 2008 merupakan utang atas pembelian aset berupa *server*, lisensi perangkat lunak, renovasi gedung dan tanah.

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47. KEWAJIBAN IMBALAN PASCA KERJA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Kewajiban imbalan kerja jatuh tempo dalam satu tahun	15,139,970,624	8,772,688,925
Kewajiban imbalan kerja jangka panjang	174,902,036,769	143,720,665,735
	190,042,007,393	152,493,354,660

48. KEWAJIBAN LAINNYA

Kewajiban lainnya terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Jaminan sewa	16,293,614,139	14,900,629,389
Pos Sementara Dalam Penyelesaian (PSDP)	2,484,713,286	1,315,574,401
Selisih rekonsiliasi bank program DPKP	31,658,920,454	44,477,042,483
Lainnya	976,529	12,082,799
Jumlah kewajiban lainnya	50,438,224,408	60,705,329,072
Jaminan Sewa		
Jaminan sewa bangunan	13,036,264,139	11,716,029,389
Jaminan sewa telepon	3,166,000,000	3,107,000,000
Jaminan sewa lainnya	91,350,000	77,600,000
Jumlah	16,293,614,139	14,900,629,389

Pos Sementara Dalam Penyelesaian

Pos Sementara Dalam Penyelesaian (PSDP) tersebut merupakan saldo PSDP Perusahaan dan Program DPKP yang belum dapat diselesaikan sampai dengan bulan Desember 2008.

Selisih rekonsiliasi bank program DPKP

Jumlah tersebut merupakan penerimaan angsuran pinjaman program DPKP yang sampai dengan tanggal 31 Desember 2008 dan 31 Desember 2007 belum dapat diidentifikasi nama debiturnya dan selisih *cut off* atas pinjaman DPKP tahun 2006 dengan rincian adalah sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Selisih rekonsiliasi bank	16,905,136,121	29,765,456,519
<i>Cut off</i> tahun 2006	14,753,784,333	14,711,585,964
Jumlah	31,658,920,454	44,477,042,483

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49. DANA PENINGKATAN KESEJAHTERAAN PESERTA

Terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
DPKP untuk operasional	279,303,061,237	313,045,451,525
Kor. Saldo Awal DPKP untuk Ops.	(1,687,660,695)	-
DPKP untuk Ops. Setelah Koreksi	277,615,400,542	313,045,451,525
Kenaikan (penurunan) DPKP untuk Ops.	94,272,962,628	(33,742,390,288)
DPKP untuk Operasional	371,888,363,170	279,303,061,237
DPKP telah disalurkan	189,404,653,776	173,828,507,841
Kenaikan (Penurunan) DPKP telah disalurkan	(35,890,318,819)	15,576,145,934
DPKP telah disalurkan	153,514,334,957	189,404,653,775
Jumlah	525,402,698,127	468,707,715,012

50. HAK MINORITAS ATAS ASET BERSIH ANAK PERUSAHAAN YANG DIKONSOLIDASIKAN

Merupakan bagian pemilik minoritas atas aset bersih Anak Perusahaan per 31 Desember 2008 dan 2007 sebagai berikut:

	Persentase Kepemilikan	Aset bersih		Rugi bersih	
		2008	2007	2008	2007
Koperasi PT Jamsostek	0.02%	2,181,381	2,785,406	516,525	1,522,523
Jumlah		2,181,381	2,785,406	516,525	1,522,523

51. MODAL SAHAM

Berdasarkan perubahan Anggaran Dasar Perusahaan dengan akta notaris Nanda Fauz Iwan, SH., M.Kn., No. 25 tanggal 28 Agustus 2008, modal dasar meningkat dari sebesar Rp400.000.000.000 (empat ratus milyar Rupiah menjadi sebesar Rp1.000.000.000.000 (satu triliun Rupiah) yang terdiri dari 1.000.000 lembar saham dengan nilai nominal per lembar saham sebesar Rp1.000.000 (satu juta Rupiah). Dari modal dasar tersebut, modal ditempatkan dan disetor penuh sebanyak 600.000 lembar saham atau sebesar Rp600.000.000.000 (enam ratus milyar Rupiah) dengan kepemilikan sebagai berikut:

Pemegang saham	%	2008		2007	
		Saham	Rp	Saham	Rp
Negara Republik Indonesia	100.00	600,000	600,000,000,000	125,000	125,000,000,000

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Modal ditempatkan dan disetor penuh terdiri dari:

Setoran modal lama sebesar Rp50.000.000.000 yang berasal dari:

	Rp
Dana Pembangunan Semesta	20,000,000,000
Konversi cadangan umum	25,256,082,248
Konversi cadangan tujuan	1,968,112,067
Konversi modal awal Perum ASTEK	2,775,805,685
Jumlah	50,000,000,000
Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam modal Perusahaan (PP No. 4 Tahun 2003)	75,000,000,000
Penambahan Penyertaan Modal Negara Republik Indonesia ke dalam modal Perusahaan melalui konversi Cadangan umum.	475,000,000,000
Jumlah modal ditempatkan dan disetor	600,000,000,000

52. CADANGAN UMUM

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Nilai pada awal tahun	361,151,678,031	241,626,244,231
Distribusi dari laba tahun sebelumnya (lihat Catatan 56)	265,170,723,403	119,525,433,800
Ditempatkan ke modal saham	(475,000,000,000)	-
Koreksi cadangan umum	564,671,163,403	-
Nilai pada akhir tahun	715,993,564,837	361,151,678,031

Koreksi cadangan umum sebesar Rp564.671.163.403 antara lain berasal dari koreksi atas akumulasi perhitungan aktiva pajak tangguhan dari tahun-tahun sebelumnya sebesar Rp574.292.721.103.

53. CADANGAN TUJUAN

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Nilai pada awal tahun	246,711,054,227	234,711,054,227
Distribusi dari laba tahun sebelumnya (lihat Catatan 56)	40,000,000,000	12,000,000,000
Nilai pada akhir tahun	286,711,054,227	246,711,054,227

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54. SELISIH PENILAIAN EFEK - DANA NON JHT

Akun ini merupakan selisih antara nilai wajar dengan biaya perolehannya atas investasi dana Non JHT Perusahaan yang diklasifikasikan "tersedia untuk dijual" yang terdiri dari:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Selisih penilaian efek saham-non JHT	(568,670,768,878)	2,266,618,475,832
Selisih penilaian efek obligasi-non JHT	(10,544,800,000)	5,648,050,000
Selisih penilaian efek reksadana-non JHT	(35,866,237,037)	17,769,071,946
Jumlah	(615,081,805,915)	2,290,035,597,778

55. SELISIH TRANSAKSI EKUITAS PERUBAHAN ANAK PERUSAHAAN

Jumlah selisih transaksi perubahan ekuitas anak perusahaan per 31 Desember 2008 dan 31 Desember 2007 masing-masing sebesar minus Rp671.105.728 dan minus Rp233.693.228 berasal dari perubahan ekuitas Anak Perusahaan akibat adanya penurunan nilai investasi dalam obligasi tersedia untuk dijual serta pada tahun 2007 ditambah adanya pembayaran jasa produksi dan tantiem anak perusahaan.

56. DISTRIBUSI LABA

Berdasarkan Risalah Rapat Umum Pemegang Saham tahun buku 2007 tanggal 26 Juni 2008 dan 2006 tanggal 27 Juni 2007, pembagian laba bersih tahun 2007 dan 2006 ditetapkan sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dividen	-	216,875,177,296
Cadangan Tujuan	40,000,000,000	-
Cadangan Umum	265,170,723,403	119,525,433,800
Tantiem	4,331,250,000	3,370,500,000
Dana Peningkatan Kesejahteraan Peserta (DPKP)	99,839,346,259	-
Program Kemitraan dan Bina Lingkungan	39,935,738,504	21,687,517,730
Dana Pengembangan JHT	549,116,404,424	361,458,628,827
Jumlah	998,393,462,590	722,917,257,653

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	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Perusahaan		
Pendapatan iuran program paket		
Jaminan Kecelakaan Kerja (JKK)	976,163,177,217	756,239,395,972
Jaminan Kematian (JK)	453,462,725,024	350,284,235,711
Jaminan Pemeliharaan Kesehatan (JPK)	795,747,494,514	618,899,590,849
Jumlah pendapatan iuran program paket	2,225,373,396,754	1,725,423,222,532
Pendapatan iuran program non paket		
Jasa kontruksi	118,033,584,697	84,292,083,007
Tenaga kerja mandiri (TKM)	6,308,576,024	2,531,126,000
Tenaga kerja Indonesia (TKI)	-	2,232,013,227
Jumlah pendapatan iuran program non paket	124,342,160,721	89,055,222,234
Jumlah pendapatan Perusahaan	2,349,715,557,476	1,814,478,444,766
Anak Perusahaan		
Jasa rekrut dan penempatan	954,848,603	164,491,600
Jasa partisipasi	131,698,800	718,991,300
Jasa pendidikan dan pelatihan	2,000,000	143,493,720
Jumlah pendapatan Anak Perusahaan	1,088,547,403	1,026,976,620
Jumlah pendapatan operasional	2,350,804,104,879	1,815,505,421,386

58. BEBAN JAMINAN

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Beban jaminan program paket		
Jaminan Kecelakaan Kerja (JKK)	292,027,786,807	234,268,995,685
Jaminan Kematian (JK)	272,983,605,000	150,875,180,000
Jaminan Pemeliharaan Kesehatan (JPK)	587,536,463,456	480,572,623,279
Jumlah beban jaminan program paket	1,152,547,855,264	865,716,798,964
Beban jaminan program non paket		
Jasa kontruksi	18,304,919,668	14,491,844,513
Tenaga kerja mandiri (TKM)	6,487,008,756	2,818,157,153
Tenaga kerja Indonesia (TKI)	320,665,971	637,728,314
Jumlah beban jaminan program non paket	25,112,594,396	17,947,729,980
Jumlah beban jaminan	1,177,660,449,660	883,664,528,944

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59. BEBAN CADANGAN TEKNIS

Merupakan penyisihan dana untuk pembayaran jaminan yang diperkirakan akan terjadi di masa yang akan datang, terinci sebagai berikut:

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Beban cadangan teknis JKK	576,204,368,976	425,517,882,489
Beban cadangan teknis JK	41,803,626,382	132,169,519,132
Beban cadangan teknis JPK	17,896,011,679	6,435,307,628
Beban cadangan teknis jasa konstruksi	13,496,600,676	5,558,650,938
Beban cadangan Tenaga Kerja Mandiri (TKM)	(513,762,100)	(967,450,900)
Beban cadangan katastrofa	11,158,409,864	8,639,771,743
Jumlah	660,045,255,477	577,353,681,030

60. PENDAPATAN INVESTASI

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Direalisasi		
Bunga	4,900,023,599,060	4,689,800,681,032
Dividen	432,169,404,003	222,834,777,917
Sewa	64,422,586,359	57,769,891,564
Laba pelepasan investasi	1,210,198,593,857	1,103,954,731,293
Lainnya	11,515,825,568	11,943,081,815
Jumlah	6,618,330,008,847	6,086,303,163,621
Belum direalisasi		
Keuntungan kenaikan nilai investasi	625,912,139,114	463,346,680,213
Jumlah pendapatan investasi	7,244,242,147,961	6,549,649,843,834
Bunga Perusahaan		
Dana JHT		
Bunga deposito <i>on call</i> Rupiah	25,879,765,710	30,883,777,305
Bunga deposito berjangka Rupiah	1,525,374,164,508	2,074,580,588,130
Bunga obligasi	3,082,346,029,561	2,328,467,084,095
Jumlah	4,633,599,959,779	4,433,931,449,530
Dana non JHT		
Bunga deposito <i>on call</i> Rupiah	6,558,571,979	5,586,615,730
Bunga deposito berjangka Rupiah	58,042,040,863	62,683,515,270
Bunga deposito valas	309,395,432	342,255,333
Bunga deposito berjangka Rupiah - jasa konstruksi	65,167,412,420	61,091,624,668
Bunga deposito Rupiah - TK Mandiri	73,777,482	4,797,245
Bunga obligasi	134,787,292,976	123,920,824,842
Jumlah	264,938,491,151	253,629,633,088
Jumlah Jumlah pendapatan bunga investasi Perusahaan Anak Perusahaan	4,898,538,450,930	4,687,561,082,618
Jumlah pendapatan bunga investasi	4,900,023,599,060	4,689,800,681,032
Dividen Perusahaan		
Dana JHT		
Dividen investasi dalam saham	267,429,808,842	122,257,565,000
Jumlah	267,429,808,842	122,257,565,000
Dana non JHT		
Dividen investasi dalam saham	164,719,663,162	100,448,630,633
Dividen penyertaan langsung minoritas	160,207,658	80,362,284
Jumlah	164,559,455,504	100,528,992,917
Jumlah pendapatan dividen investasi Perusahaan Anak perusahaan	432,149,472,003	222,786,557,917
Jumlah pendapatan dividen investasi	432,169,404,003	222,834,777,917

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Sewa

Pendapatan sewa tahun 2008 dan 2007 yang sebesar Rp64.422.586.359 dan Rp57.769.891.564 merupakan pendapatan Perusahaan yang berasal dari penyewaan gedung Menara Jamsostek.

Laba pelepasan Investasi

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT		
Penjualan saham	489,485,648,172	375,492,607,697
Penjualan obligasi	81,582,858,071	40,908,201,578
Penjualan reksadana	1,260,637,522	129,918,813,231
Pertukaran reksadana	5,635,011,670	1,216,047,851
Jumlah	577,964,155,436	547,535,670,357
Dana non JHT		
Penjualan saham	607,862,256,624	544,602,968,154
Penjualan obligasi	18,120,024,999	237,100,000
Penjualan reksadana	1,067,312,063	1,052,935,157
Pertukaran reksadana	5,184,844,735	10,526,057,626
Jumlah	632,234,438,421	556,419,060,937
Jumlah laba pelepasan investasi	1,210,198,593,857	1,103,954,731,294
Lainnya		
Dana JHT		
Deposito	345,527,638	28,484,556
Reksadana	24,161,932	-
Obligasi	1,429,722,500	804,235,463
Jasa giro	1,106,869,621	1,652,276,310
Properti	8,463,562,703	8,916,600,406
Jumlah	11,369,844,394	11,401,596,735
Dana non JHT		
Deposito	-	320,890,000
Obligasi	108,000,000	176,000,000
Jasa giro	37,981,174	44,595,080
Jumlah	145,981,174	541,485,080
Jumlah pendapatan lainnya	11,515,825,568	11,943,081,815
Keuntungan kenaikan nilai investasi		
Dana JHT		
Obligasi	467,537,977,720	202,655,397,161
Reksadana	48,928,730,262	116,932,610,191
Jumlah	516,466,707,982	319,588,007,352
Dana non JHT		
Saham	13,273,999,990	-
Obligasi	54,564,022,500	43,151,237,143
Reksadana	41,607,408,642	100,607,435,718
Jumlah	109,445,431,132	143,758,672,861
Jumlah Keuntungan kenaikan nilai investasi	625,912,139,114	463,346,680,213

CATATAN ATAS LAPORAN KEUANGAN KONSOLIDASIAN (LANJUTAN)

Untuk Tahun-Tahun yang Berakhir Pada 31 Desember 2008 dan 2007
(Dalam Satuan Rupiah Penuh, Kecuali Dinyatakan Lain)

61. BEBAN INVESTASI

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Direalisasi		
Beban pajak kegiatan investasi	66,621,905,313	61,862,295,456
Beban administrasi kegiatan investasi	20,139,621,322	18,594,478,662
Beban pemasaran dan pengelolaan aset investasi	51,962,915,602	48,172,467,716
Beban asuransi aset investasi	713,575,501	820,444,626
Beban manajer investasi dan konsultan	502,591,700	789,466,525
Beban investasi lainnya	1,199,611,243	1,100,863,198
Rugi pelepasan investasi	4,113,885,714	16,662,033,142
Rugi penurunan permanen investasi	-	21,298,601,638
Jumlah	145,254,106,395	169,300,650,963
Belum direalisasi		
Rugi penurunan nilai investasi	1,124,089,165,587	317,335,565,148
Rugi penurunan nilai penyertaan langsung	-	302,481,428
Jumlah	1,124,089,165,587	317,638,046,576
Beban pajak kegiatan investasi	1,269,343,271,981	486,938,697,539
Dana JHT		
PPh atas jasa giro	11,784,450	32,975,485
PPh atas sewa bangunan investasi	6,330,515,188	5,293,507,930
PPh atas transaksi saham	1,094,709,651	1,116,808,400
PPh atas transaksi investasi lainnya	695,691,995	528,306,267
Pajak bumi dan bangunan	1,867,530,740	1,814,447,500
Jumlah	10,000,232,025	8,786,045,582
Dana non JHT		
PPh atas jasa giro	7,486,550	9,636,301
PPh atas sewa bangunan investasi	52,663,782	43,937,458
PPh atas transaksi saham	1,425,078,318	1,578,558,496
PPh atas transaksi investasi lainnya	21,600,000	35,200,000
Pajak bumi dan bangunan	579,526,374	484,119,818
PPh atas bunga deposito <i>on call</i> Rupiah	1,167,637,776	1,117,347,282
PPh atas bunga deposito berjangka	24,314,659,806	24,833,039,718
PPh atas bunga obligasi	29,053,020,681	24,395,841,006
PPh atas pendapatan dividen saham	-	578,569,794
Jumlah	56,621,673,287	53,076,249,873
Jumlah beban pajak kegiatan investasi	66,621,905,313	61,862,295,455
Beban Administrasi kegiatan investasi		
Dana JHT		
Penitipan saham	4,569,180,470	3,262,682,836
Penitipan obligasi	12,013,187,878	10,561,014,249
Bank investasi	35,484,500	57,302,775
Penitipan sertifikat deposito	6,209,967	4,418,536
Jumlah	16,624,062,815	13,885,418,396
Dana non JHT		
Penitipan saham	2,905,209,678	3,983,862,165
Penitipan obligasi	586,478,497	698,775,144
Bank investasi	23,870,332	26,422,957
Jumlah	3,515,558,507	4,709,060,266
Jumlah beban administrasi kegiatan investasi	20,139,621,322	18,594,478,662

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Beban pemasaran dan pengelolaan aset investasi

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT		
Beban pemasaran bangunan investasi	620,000	136,202,080
Beban pengelolaan bangunan investasi	27,552,478,832	24,333,152,817
Beban penyusutan bangunan investasi	22,125,747,104	21,936,544,579
Beban pemeliharaan tanah	9,350,000	7,850,000
Beban penyusutan aset properti	1,682,891,719	1,174,478,474
Jumlah	51,371,087,655	47,588,227,950
Dana non JHT		
Beban penyusutan bangunan investasi	479,602,100	486,900,484
Beban pemeliharaan tanah	112,225,848	97,339,282
Jumlah	591,827,947	584,239,766
Jumlah beban pemasaran dan pengelolaan aset investasi	51,962,915,602	48,172,467,716
Beban asuransi aset investasi		
Dana JHT		
Beban asuransi bangunan investasi	707,353,000	814,103,950
Dana non JHT		
Beban asuransi bangunan investasi	6,222,501	6,340,677
Jumlah beban asuransi aset investasi	713,575,501	820,444,627
Beban manajer investasi dan konsultan		
Dana JHT		
Beban pengelolaan investasi dalam saham melalui manajer investasi	44,946,000	358,855,113
Beban pengelolaan investasi dalam obligasi melalui manajer investasi	26,565,000	55,175,000
Beban konsultan manajemen properti	329,208,000	-
Dana non JHT		
Beban pengelolaan investasi dalam saham melalui manajer investasi	400,719,000	414,030,113
Beban pengelolaan investasi dalam obligasi melalui manajer investasi	31,892,000	358,336,412
Beban pengelolaan investasi dalam obligasi melalui manajer investasi	10,462,000	17,100,000
Beban konsultan manajemen lain-lain	59,518,700	-
Jumlah	101,872,700	375,436,412
Jumlah beban manajer investasi dan konsultan	502,591,700	789,466,525
Beban investasi lainnya		
Dana JHT	1,177,947,620	1,080,613,198
Dana non JHT	21,663,623	20,250,000
Jumlah beban investasi lainnya	1,199,611,243	1,100,863,198

Beban investasi lainnya dana JHT tahun 2008 dan tahun 2007 antara lain merupakan biaya langganan Bloomberg masing-masing sebesar Rp1.132.646.554 dan sebesar Rp1.080.613.198.

Rugi pelepasan investasi

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Rugi pelepasan obligasi- dana JHT	3,422,714,286	15,615,890,285
Rugi pelepasan obligasi-dana non JHT	691,171,428	1,046,142,857
Jumlah rugi pelepasan investasi	4,113,885,714	16,662,033,142

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Rugi penurunan nilai investasi

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Dana JHT		
Obligasi	716,455,688,680	239,099,261,619
Reksadana	180,978,187,454	20,814,182,758
Jumlah	897,433,876,134	259,913,444,377
Dana non JHT		
Obligasi	71,575,697,500	39,089,572,858
Reksadana	139,337,591,944	18,332,547,912
Saham	15,742,000,009	-
Jumlah	226,655,289,454	57,422,120,770
Jumlah rugi penurunan nilai investasi	1,124,089,165,587	317,335,565,147

Rugi penurunan nilai penyertaan langsung

Pada bulan November 2007 persentase kepemilikan Perusahaan pada PT Bank Persyarikatan Indonesia (PT BPI) terdilusi sehingga mulai bulan Desember 2007 penyertaan tersebut yang sebelumnya dicatat dengan metode ekuitas dirubah menjadi metode biaya. Jumlah kerugian penurunan nilai penyertaan langsung sebesar Rp302.418.428 dibebankan pada tahun 2007.

62. PENDAPATAN/BEBAN PENGELOLAAN DANA INVESTASI JHT

Pendapatan pengelolaan dana investasi JHT pada tahun 2008 dan 2007 masing-masing sebesar Rp857.105.966.165 dan Rp761.735.019.257 merupakan alokasi pendapatan bagi Perusahaan atas pengelolaan dana investasi JHT. Sedangkan beban pengelolaan dana investasi JHT pada tahun 2008 dan 2007 masing-masing sebesar Rp857.105.966.165 dan Rp761.735.019.257 merupakan proporsi beban usaha pengelolaan program JHT yang diperbolehkan berdasarkan Peraturan Pemerintah No. 22 tahun 2004.

63. BEBAN USAHA

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Beban manajemen	23,447,490,109	17,390,078,474
Beban operasional	108,807,342,315	110,332,236,265
Beban personil	624,329,776,863	530,052,218,490
Beban administrasi dan umum	165,590,859,539	152,293,189,080
Beban penyusutan dan amortisasi	61,237,102,729	58,612,808,106
Beban penyisihan piutang iuran	57,754,789,573	19,032,843,537
Beban penyisihan piutang usaha	106,838,600	4,910,300,000
Jumlah	1,041,274,199,728	892,623,673,952
Beban manajemen		
Beban Direksi	17,548,336,345	12,728,871,966
Beban Komisaris	5,899,153,764	4,661,206,508
Jumlah	23,447,490,109	17,390,078,474

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	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Beban operasional		
Beban perluasan kepesertaan	9,661,633,672	9,522,103,805
Beban pembinaan kepesertaan	60,581,692,860	63,815,750,474
Beban upaya penegakan hukum	6,339,517,094	5,726,473,389
Beban hubungan masyarakat	12,181,902,490	15,233,378,572
Beban perjalanan dinas	12,000,631,611	10,075,710,060
Beban pengelolaan gedung	2,699,969,441	634,689,676
Beban representasi pejabat	4,203,674,404	4,139,729,495
Lain-lain	1,138,320,743	1,184,400,794
Jumlah	108,807,342,315	110,332,236,265
Beban manajemen		
Beban gaji dan honor	131,162,479,747	110,191,658,141
Beban tunjangan-tunjangan pokok	75,688,543,932	68,484,707,133
Beban tunjangan-tunjangan tambahan	319,306,939,147	263,474,074,477
Beban Jaminan sosial/JPK tambahan/ pensiun pegawai	69,956,205,602	60,747,248,504
Beban pembinaan pegawai	4,774,137,846	5,735,738,040
Beban penerimaan dan penempatan	5,603,174,087	3,439,757,450
Beban cadangan imbalan kerja	163,912,000	133,501,000
Beban pengembangan SDM	15,070,622,348	15,325,950,760
Beban personil lainnya	2,603,762,155	2,519,582,985
Jumlah	624,329,776,863	530,052,218,490
Beban administrasi dan umum		
Beban perlengkapan kantor	26,435,736,649	26,802,964,557
Beban sewa	22,905,582,705	16,855,384,978
Beban langganan	23,136,346,206	23,178,346,407
Beban pemeliharaan dan pengelolaan aset	17,652,477,924	23,799,679,616
Beban rumah tangga dan rapat	20,444,548,141	17,753,823,726
Beban pajak dan asuransi aset tetap	5,607,999,727	4,522,658,088
Beban kesekretariatan	7,931,049,202	7,613,686,226
Beban pengelolaan data	16,921,735,234	9,920,753,069
Beban perencanaan dan pengembangan	14,045,411,405	11,867,310,806
Beban administrasi keuangan	6,089,750,253	5,663,658,319
Beban administrasi dan umum lainnya	4,420,222,091	4,314,923,288
Jumlah	165,590,859,539	152,293,189,080
Beban penyusutan dan amortisasi		
Beban penyusutan bangunan	5,402,756,273	5,656,584,408
Beban penyusutan kendaraan	13,853,905,412	13,978,230,359
Beban penyusutan peralatan kantor	4,594,187,229	3,878,866,951
Beban penyusutan komputer	21,110,190,746	27,182,780,214
Beban penyusutan peralatan lainnya	8,478,517,780	7,046,979,288
Beban amortisasi	7,797,545,288	869,366,886
Jumlah	61,237,102,729	58,612,808,106

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	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Beban penyisihan piutang iuran		
Beban penyisihan piutang iuran JKK	22,578,563,025	9,784,325,515
Beban penyisihan piutang iuran JK	9,254,473,360	1,681,866,554
Beban penyisihan piutang iuran JPK	25,921,753,188	7,566,651,468
Jumlah	57,754,789,573	19,032,843,537

64. PENDAPATAN (BEBAN) LAIN-LAIN BERSIH

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Pendapatan lain-lain		
Pendapatan denda iuran	4,691,669,522	4,860,483,480
Pendapatan jasa giro	2,387,145,322	2,153,970,779
Keuntungan selisih kurs	2,949,485,215	351,092,842
Lainnya	6,589,793,099	5,754,270,501
Jumlah	16,618,093,158	13,119,817,602
Beban lain-lain	(5,132,383,029)	(4,643,524,067)
Pendapatan (beban) lain-lain - bersih	11,485,710,129	8,476,293,535

65. BAGIAN PESERTA ATAS HASIL INVESTASI JHT

Merupakan hasil bersih investasi dana JHT yang dialokasikan (dikembalikan) kepada peserta tahun 2008 dan 2007 masing-masing sebesar Rp4.234.377.877.431 dan Rp4.384.233.219.531. Dari jumlah tersebut masing-masing sebesar Rp4.059.237.865.529 dan Rp4.159.007.322.868 merupakan hasil pengembangan dana JHT sedangkan sisanya sebesar Rp175.140.011.902 dan Rp225.225.896.663 merupakan *surplus* bagian peserta atas hasil investasi JHT.

66. REKLASIFIKASI AKUN

Untuk tujuan perbandingan, akun-akun dalam laporan keuangan tahun yang berakhir tanggal 31 Desember 2007 telah direklasifikasikan agar sesuai dengan penyajian laporan keuangan tahun yang berakhir tanggal 31 Desember 2008.

67. PENYAJIAN KEMBALI

Setelah penerbitan laporan keuangan konsolidasian untuk tahun yang berakhir pada 31 Desember 2007, Perusahaan melakukan beberapa penyesuaian yang diperlukan menurut prinsip akuntansi yang berlaku umum di Indonesia. Penyesuaian dilakukan untuk keperluan konsolidasi terutama atas laporan keuangan Program Dana Peningkatan Kesejahteraan Peserta (DPKP), entitas bertujuan khusus.

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(Dalam Satuan Rupiah Penuh, Kecuali Dinyatakan Lain)

Ikhtisar dari akun-akun yang relevan sebelum dan sesudah penyajian kembali adalah sebagai berikut:

	<u>Sebelum Penyajian kembali</u>	<u>Setelah Penyajian kembali</u>
Aset Lancar		
Kas dan setara kas	98,477,853,002	414,318,108,062
Penempatan sementara program DPKP	-	6,000,000,000
Pinjaman diberikan program DPKP - bersih	-	152,881,995,691
Pendapatan yang masih harus diterima	674,980,961,992	677,958,474,838
Piutang pegawai	2,926,639,422	-
Piutang lain-lain	2,274,176,881	2,462,276,255
Uang muka pegawai	6,902,491,284	7,007,871,284
Sarana Kesejahteraan Peserta (SKP) Program DPKP		
Nilai Perolehan SKP	-	54,546,729,475
Dikurangi: akumulasi penyusutan SKP	-	(18,193,668,590)
Nilai Buku SKP	-	36,353,060,885
Aset Tetap		
Aset tetap - non sewa guna usaha	469,676,147,100	482,111,844,989
Dikurangi: akumulasi penyusutan	(262,954,206,082)	(266,832,511,194)
Nilai buku aset tetap - non sewa guna usaha	206,721,941,018	215,279,333,794
Aset lain-lain	172,781,369,733	91,020,557,107
Kewajiban lainnya	159,573,512,093	60,705,329,072
Dana peningkatan kesejahteraan peserta	-	468,707,715,012

PT JAMSOSTEK (Persero) and Subsidiaries

Consolidated Financial Statements
and Independent Auditor's Report
For The Year Ended
December 31, 2008 and 2007



JAMSOSTEK

PT Jaminan Sosial Tenaga Kerja (Persero)

**DIRECTOR'S STATEMENT LETTER
REGARDING
THE RESPONSIBILITY FOR
FINANCIAL STATEMENTS IN 2008
PT JAMSOSTEK (PERSERO)**

We the undersigned:

1. Name : H. Hotbonar Sinaga
Office address : Jl. Jend. Gatot Subroto No. 79 Jakarta
Phone number : 021-5207797
Position : President Director
2. Name : Myra Soraya Ratnawati Asnar
Office address : Jl. Jend. Gatot Subroto No. 79 Jakarta
Phone number : 021-5207797
Position : Finance Director

Declare that:

1. responsible for the preparation and the presentation of the Company's financial statements;
2. The Company's financial statements have been prepared and presented in accordance with generally accepted accounting principles;
3. a. All information have been fully and correctly disclosed in the company's financial statements;

b. The Company's financial statements do not contain false material information or facts, do not omit any material information or facts;
4. Responsible for the Company's internal control system.

This declaration has been made truthfully.

Jakarta, June 2009

**H. Hotbonar Sinaga
President Director**

**Myra SR. Asnar
Finance Director**

KANAKA PURADIREDJA, SUHARTONO

Public Accountants, Tax and Business Advisory Services



INDEPENDENT AUDITORS' REPORT

Ref: R-152/JMS/AU/III/09

The Shareholders, Commissioners and Directors PT JAMSOSTEK (Persero)

We have audited in accordance with auditing standards established by the Indonesian Institute of Public Accountant, the consolidated balance sheets of PT JAMSOSTEK (Persero), subsidiary, and Special Purposes Entity as of December 31, 2008, and the related consolidated statements of income, changes in equity and cash flows for the year then ended (not presented herein); and in our report dated March 27, 2009, we expressed an unqualified opinion on those consolidated financial statements.

In our opinion, the information set forth in the accompanying condensed consolidated financial statements is fairly stated, in all material respects, in relation to the consolidated financial statements from which it has been derived.



Suhartono, MPA, Ak, BAPTA

NIAP 02.1.0819

March 27, 2009

The accompanying condensed consolidated financial statements are not intended to present the consolidated financial position, results of operations and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Indonesia. Accordingly the accompanying condensed consolidated financial statements and the auditor's report thereon are not intended for use by those who are not informed about Indonesian accounting principles, and auditing standards, and their application in practice.

The standards, procedures and practices utilized in Indonesia to audit such consolidated financial statements may differ from those generally accepted in countries and jurisdictions other than Indonesia.



THE ROYAL PALACE - Jl. Prof. Dr. Soepomo No. 178A - C 29 - Jakarta 12810 - Indonesia

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Firm Licence : 588/KM.1/2008, 2 September 2008

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CONSOLIDATED BALANCE SHEETS

As of December 31, 2008 and 2007

(In Rupiah)

ASSETS	Notes	31 DECEMBER 2008 CONSOLIDATED	31 DECEMBER 2007 AUDITED CONSOLIDATED RESTATED
ASSETS			
Investments			
Bank	3	66,072,326,183	95,621,185,751
Deposits on call	2d,4	31,318,626,309	686,016,858
Time deposits	2d,5	20,425,993,141,000	20,149,482,073,000
Other money market instruments - net of allowance for possible losses of Rp21,600,000,000 in 2008 and 2007, respectively	6	-	-
Shares	2d,7	8,845,511,768,850	11,995,337,413,900
Bonds - net of allowance for possible losses of Rp67,000,000,000 in 2008 and 2007, respectively	2d,8	29,897,641,262,574	25,387,430,739,143
Medium term notes - net of allowance for possible losses of Rp 12,800,000,000 in 2008 and 2007, respectively	9	-	-
Mutual funds	2d,10	1,947,416,970,568	1,883,536,510,162
Direct investments	2e,11	32,253,692,149	32,253,692,149
Investments property - net of allowance for possible losses of Rp141,054,515,681 in 2008 (2007:Rp116,773,573,143)	2f,12	509,850,402,900	526,693,900,556
Total Investments		61,756,058,190,531	60,071,041,531,519
Current Assets			
Cash and cash equivalents	2a,2c,13	525,714,613,985	414,318,108,062
Temporary investments	14	-	6,000,000,000
Contribution receivables - net of allowance for doubtful accounts of Rp245,178,035,098 in 2008, (2007: Rp187,577,755,170)	2g,15	20,148,611,986	21,933,255,715
Loans - net of allowance for possible losses of Rp115,525,368,726 in 2008, (2007: Rp 68,044,613,292)	16	119,027,250,039	152,881,995,691
Account receivables - net of allowance for doubtful accounts of Rp10,642,620,000, in 2008 and 2007, respectively	17	1,436,433,455	3,187,102,868
Accrued income	18	833,793,548,725	677,958,474,838
Investment receivables	19	-	63,604,435,427
Prepaid taxes	2z,40a	14,355,149,017	14,437,604,090
Employee receivables	20	2,620,067,993	-
Other receivables	21	2,605,311,478	2,462,276,255
Advances to employee	22	5,012,918,050	7,007,871,284
Prepaid expenses	23	16,016,054,191	9,054,194,650
Office supplies and stationery	24	4,356,306,381	4,027,139,650
TOTAL CURRENT ASSETS		1,545,086,265,301	1,376,872,458,530

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

CONSOLIDATED BALANCE SHEETS (Continued)

As of December 31, 2008 and 2007

(in Rupiah)

	Notes	2008	2007 Restated Note 67
NON CURRENT ASSETS			
Participants welfare facilities of DPKP Program			
Acquisition cost	2k,25	54,546,729,475	54,546,729,475
Less: accumulated depreciation		(20,650,656,719)	(18,193,668,590)
Book Value		33,896,072,756	36,353,060,885
FIXED ASSETS			
Fixed Assets - direct ownership	2l, 26	607,578,246,505	482,111,844,989
Less: accumulated depreciation		(347,868,070,957)	(266,832,511,194)
Book value		259,710,175,547	215,279,333,794
Fixed Assets - leased assets		-	70,331,422,148
Less: accumulated depreciation		-	(39,561,424,958)
Book value		0	30,769,997,190
Book value of fixed assets		259,710,175,547	246,049,330,984
Deferred tax assets	2z,40e	803,283,612,688	79,719,834,047
Other assets	2n,2t,27	109,309,387,297	91,020,557,107
TOTAL ASSETS		64,507,343,704,120 -	61,901,056,773,071
LIABILITIES, MINORITY INTEREST AND SHAREHOLDERS' EQUITY			
Liabilities to participants			
Benefit payables	28	97,853,055,874	37,195,181,461
Unidentified contributions	2r,29	70,485,342,509	206,456,358,219
Estimated benefit payables	2o,30	222,027,191	6,877,772,926
JHT payables - ready to paid	2o,31	7,594,869,127	7,489,836,105
Underpayment JHT claims	32	19,833,075,183	14,084,295,807
Matured JHT payables	2q,33	3,195,775,591,692	2,825,836,841,148
JHT payables - based on PSJHT	2p,34	51,773,949,368,626	42,754,319,048,333
Unidentified JHT payables	2p,35	3,263,706,581	499,582,644,957
JHT development fund	36	4,028,064,903,728	3,549,836,413,828
Differences in valuation of securities - JHT fund	2d,37	(2,780,977,584,292)	(2,780,977,584,292)
2,675,910,448,285			
Technical reserve	2s,38	4,966,250,342,048	4,306,205,086,571
Total Liabilities to participants		61,382,314,698,267	56,883,793,927,639

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

CONSOLIDATED BALANCE SHEETS (CONTINUED)

As of December 31, 2008 and 2007

(In Rupiah)

	Notes	2008	2007 As Restated, Note 67
CURRENT LIABILITIES			
Accounts payable	39	13,653,531,201	19,383,438,010
Taxes payable	2z,40b	62,320,755,249	27,165,766,826
Finance leases payable	41	-	26,301,179,665
Accrued expenses	42	54,831,782,221	99,751,902,616
Other accrued	43	109,026,375,471	91,068,892,774
Unearned revenues	44	6,611,077,761	7,249,816,346
Investment payables	45	-	30,906,656,495
Other current liabilities	46	35,266,311,166	12,467,909,154
TOTAL CURRENT LIABILITIES		281,709,833,068	314,295,561,886
Post-employment benefits obligation	47	190,042,007,393	152,493,354,660
Other liabilities	2v,48	50,438,224,408	60,705,329,072
TOTAL LIABILITIES		61,904,504,763,135	57,411,288,173,256
IMPROVEMENT OF PARTICIPANT'S WELFARE FUND			
	2w,49	525,402,698,127	468,707,715,012
MINORITY INTEREST IN NET ASSETS CONSOLIDATED SUBSIDIARY			
	2b,50	2,181,381	2,785,406
SHAREHOLDERS' EQUITY			
Share capital, comprise of 1,000,000 shares with par value of Rp1,000,000 per share.			
Issued and paid-up capital	51	600,000,000,000	125,000,000,000
General reserves	52	715,993,564,837	361,151,678,031
Appropriated reserves	53	286,711,054,227	246,711,054,227
Differences in valuation of securities - non JHT fund	2d,54	(615,081,805,915)	2,290,035,597,778
Changes in equity of subsidiary	55	(671,105,728)	(233,693,228)
Retained earnings		1,090,482,354,057	998,393,462,590
Total Shareholders' Equity		2,077,434,061,477	4,021,058,099,399
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		64,507,343,704,120	61,901,056,773,072

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

CONSOLIDATED STATEMENTS OF CASH FLOWS

For the years ended December 31, 2008 and 2007

(In Rupiah)

**2008
CONSOLIDATED****2007
AUDITED****CASH FLOWS FROM OPERATING ACTIVITIES****Cash Receipts**

Receipt from JHT contribution	110,831,960,923	2,475,496,351,581
Receipt from Non JHT contribution	140,338,652,404	913,387,249,541
Receipt from Manpower supply services	6,059,265,366	1,511,437,267
Receipt from unidentified contribution	10,239,439,049,777	5,337,214,326,805
Receipt from JHT investment yield	5,429,142,027,276	4,912,398,303,442
Receipt from non JHT investment yield	1,023,279,563,525	402,031,225,367
Receipt from loan installment of DPKP program	60,332,790,779	41,716,647,598
Receipt from rental and DPKP program yield	35,462,572,370	30,398,372,263
Withdrawal of JHT Investment fund	33,669,727,139,574	38,211,913,797,210
Withdrawal of non JHT Investment fund	8,618,510,658,715	6,523,262,015,303
Withdrawal of temporary investment of DPKP program	551,500,000,000	444,400,000,000
Receipt from installment of employee's receivables	700,002,496	50,646,030
Receipt from other income	30,598,536,482	32,231,448,730
Cash generated from operation	59,915,922,219,685	59,326,011,821,136

Cash Disbursements

Payments of JHT to participants	(3,744,049,480,507)	(3,182,709,109,289)
Payments of Non JHT benefits	(1,116,337,705,888)	(843,819,027,155)
Payments of operating expenses	(816,935,674,028)	(720,679,450,422)
Payments of Investment expenses	(31,771,461,143)	(16,537,254,658)
Payments of non JHT investment expenses	(85,993,205,968)	(73,120,275,496)
Placement of JHT investment fund	(42,929,281,861,839)	(45,907,040,472,636)
Placement of non JHT investment fund	(9,915,677,729,520)	(6,969,923,818,325)
Distribution of Loan from DPKP Program	(74,415,125,000)	(68,641,505,000)
Expenditures for management and acquisition of SKP	(2,411,570,208)	(996,593,123)
Placement of temporary investment of DPKP program	(545,500,000,000)	(450,400,000,000)
Payment of non-revolving fund	(28,701,243,364)	(34,423,092,125)
Advances	(12,708,943,517)	(9,279,007,993)
Other payments	(318,034,609,844)	(586,993,882,230)
Cash used in operating activities	(59,621,818,610,825)	(58,864,563,488,451)
Net cash flow provided by operating activities	294,103,608,860	461,448,332,685

CASH FLOWS FROM INVESTING ACTIVITIES

Acquisition of fixed assets	(89,224,746,718)	(59,036,039,514)
Proceed from disposal of short term investment of subsidiary	15,600,000,000	31,300,000,000
Placement of short term investment of subsidiary	(9,500,000,000)	(22,794,300,000)
Net cash flows used in investing activities	(83,124,746,718)	(50,530,339,514)

CASH FLOWS FROM FINANCING ACTIVITIES

Payments of dividends	-	(217,569,569,874)
Payments to other financing activities:		
Bonuses	(84,864,227,282)	(72,102,923,986)
Tantiem	(4,331,250,000)	(3,370,500,000)
Community development programs	(19,967,869,252)	(7,229,172,557)
Partnership Program	(19,967,869,252)	(14,458,345,153)
Net cash flows used in financing activities	(129,131,215,786)	(314,730,511,570)

Net increase in cash and cash equivalents**81,847,646,355****96,187,481,601****Cash and cash equivalents at beginning of the year****509,939,293,813****413,751,812,212****Cash and cash equivalents at the end of the year****591,786,940,169****509,939,293,813**

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY

For the years ended December 31, 2008 and 2007

Notes	Issued and paid up capital	General reserve	Appropriated reserves	Differences in valuation of securities - non JHT fund	Changes in equity of subsidiary	(In Rupiah)	
						Retained earnings	Shareholders' equity
	125,000,000,000	241,626,244,231	246,711,054,227	1,460,081,235,870	64,987,000	722,917,257,653	2,796,400,778,982
Balance at December 31, 2006							
Differences in valuation of securities - non JHT fund	54	-	-	829,954,361,908	-	-	829,954,361,908
Changes in equity of subsidiary	55	-	-	-	(298,680,228)	-	(298,680,228)
Income distribution	56	-	-	-	-	(216,875,177,296)	(216,875,177,296)
Dividends		-	119,525,433,800	-	-	(119,525,433,800)	0
General reserve		-	-	-	-	(3,370,500,000)	(3,370,500,000)
Tantiem		-	-	-	-	(21,687,517,730)	(21,687,517,730)
Partnership and community development programs		-	-	-	-	(361,458,628,827)	(361,458,628,827)
JHT improvement funds		-	-	-	-	998,393,462,590	998,393,462,590
Balance at December 31, 2007	125,000,000,000	361,151,678,031	246,711,054,227	2,290,035,597,778	(233,693,228)	998,393,462,590	4,021,058,099,399
Issued and paid-up capital	475,000,000,000	(475,000,000,000)	-	-	-	-	0
Correction of General reserve	52	-	564,671,163,403	-	-	-	564,671,163,403
Differences in valuation of securities - non JHT fund		-	-	(2,905,117,403,693)	-	-	(2,905,117,403,693)
Changes in equity of subsidiary		-	-	-	(437,412,500)	-	(437,412,500)
Distribution of income - 2007		-	-	-	-	-	-
General reserve		-	265,170,723,403	-	-	(265,170,723,403)	0
Appropriated reserves		-	40,000,000,000	-	-	(40,000,000,000)	0
Tantiem		-	-	-	-	(4,331,250,000)	(4,331,250,000)
Improvement of participants' welfare fund		-	-	-	-	(99,839,346,259)	(99,839,346,259)
Partnership and community development programs		-	-	-	-	(39,935,738,504)	(39,935,738,504)
Increasing of JHT fund		-	-	-	-	(549,116,404,424)	(549,116,404,424)
Net Income		-	-	-	-	1,090,482,354,057	1,090,482,354,057
Balance at December 31, 2008	600,000,000,000	715,993,564,837	286,711,054,227	(615,081,805,915)	(671,105,728)	1,090,482,354,057	2,077,434,061,477

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

CONSOLIDATED STATEMENTS OF INCOME

For the years ended December 31, 2008 and 2007

(In Rupiah)

	Catatan	31 DECEMBER 2008 CONSOLIDATED	31 DECEMBER 2007 AUDITED
OPERATING INCOME			
Contribution Income	2x,57		
Employment Accident Benefits (JKK)		976,163,177,217	756,239,395,972
Death Benefits (JK)		453,462,725,024	350,284,235,711
Health Care Benefits (JPK)		795,747,494,514	618,899,590,849
Construction Services		118,033,584,697	84,292,083,007
Individual Employment (TKM)		6,308,576,024	2,531,126,000
TKI Program		-	2,232,013,227
Total contribution income		2,349,715,557,476	1,814,478,444,766
Operating income of a subsidiary		1,088,547,403	1,026,976,620
Total operating income		2,350,804,104,879	1,815,505,421,386
BENEFIT EXPENSES	2x,58		
Employment Accident Benefits (JKK)		(292,027,786,807)	(234,268,995,685)
Death Benefits (JK)		(272,983,605,000)	(150,875,180,000)
Health Care Benefits (JPK)		(587,536,463,456)	(480,572,623,279)
Construction Services		(18,304,919,668)	(14,491,844,513)
Individual Employment (TKM)		(6,487,008,756)	(2,818,157,153)
TKI Program		(320,665,971)	(637,728,314)
Total claim expenses		(1,177,660,449,660)	(883,664,528,944)
TECHNICAL RESERVE EXPENSES	2x,59		
Employment Accident Benefits (JKK)		(576,204,368,976)	(425,517,882,489)
Death Benefits (JK)		(41,803,626,382)	(132,169,519,132)
Health Care Benefits (JPK)		(17,896,011,679)	(6,435,307,628)
Construction Services		(13,496,600,676)	(5,558,650,938)
Individual Employment (TKM)		513,762,100	967,450,900
Catastrophe		(11,158,409,864)	(8,639,771,743)
		(660,045,255,477)	(577,353,681,030)
		513,098,399,742	354,487,211,412
INVESTMENTS INCOME			
PENDAPATAN INVESTASI	2x,60		
Realized gain		6,618,330,008,847	6,086,303,163,620
Unrealized gain		625,912,139,114	463,346,680,213
Total investment income		7,244,242,147,961	6,549,649,843,833
INVESTMENTS COST	2x,61		
Realized losses		(145,254,106,394)	(169,300,650,964)
Unrealized losses		(1,124,089,165,587)	(317,638,046,576)
Total investments cost		(1,269,343,271,981)	(486,938,697,540)
INVESTMENT INCOME - NET		5,974,898,875,980	6,062,711,146,293
Total Operating Income		6,487,997,275,722	6,417,198,357,705
INVESTMENTS YIELD - JHT FUND	62	857,105,966,165	761,735,019,257
OPERATING EXPENSES	2x, 63		
Management expenses		(23,447,490,109)	(17,390,078,475)
Operating expenses		(108,807,342,315)	(110,332,236,265)
Employee expenses		(624,329,776,863)	(530,052,218,490)
General and administrative expenses		(165,590,859,539)	(152,293,189,080)
Depreciation and amortization expenses		(61,237,102,729)	(58,612,808,106)
Allowance for doubtful accounts - contribution		(57,754,789,573)	(19,032,843,537)
Allowance for doubtful accounts		(106,838,600)	(4,910,300,000)
Total operating expenses		(1,041,274,199,728)	(892,623,673,953)
INVESTMENTS COST - JHT FUND	62	(857,105,966,165)	(761,735,019,257)
OTHER INCOME		16,618,093,158	13,119,817,602
OTHER EXPENSES		(5,132,383,029)	(4,643,524,067)
OTHER INCOME - NET	64	11,485,710,129	8,476,293,535
INCOME BEFORE PARTICIPANT'S SHARE		5,458,208,786,124	5,533,050,977,287
PARTICIPANT'S SHARE ON JHT INVESTMENT YIELD	65	(4,234,377,877,431)	(4,384,233,219,531)
PROFIT BEFORE CORPORATE INCOME TAX		1,223,830,908,693	1,148,817,757,756
INCOME TAX BENEFIT (EXPENSES)	2z,40c		
Current tax expenses		(282,620,128,700)	(200,855,439,200)
Deferred tax benefit		149,271,057,539	50,429,621,511
Tax expense - net		(133,349,071,161)	(150,425,817,689)
INCOME AFTER TAX		1,090,481,837,532	998,391,940,067
MINORITY INTEREST IN NET INCOME OF A SUBSIDIARY		516,525	1,522,523
NET INCOME		1,090,482,354,057	998,393,462,590

Please see notes on consolidated financial statement that is an integral part of the consolidated financial statement as a whole.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

1. GENERAL

a. Establishment and general information

Perusahaan Perseroan Jaminan Sosial Tenaga Kerja (PT Jamsostek) (Persero), herein and after referred as the Company was established based on Law No. 3 year 1992, dated February 17, 1992 - Employee Social Security; and the Government Regulation No. 36 year 1995, dated September 22, 1995 - instituting of the Employee Social Security Program Provider Board. Before the Law and the Government Regulation were published, the Company known as PT Asuransi Sosial Tenaga Kerja (PT Astek) which was established by Government Regulation No.19 year 1990.

The Company's Articles of Association was amended several times, and the most recent amendment was by notarial deed No. 25 of Nanda Fauziwan, SH., M.Kn., dated August 28, 2008, regarding the increasing in authorized, issued share capital. The amendment was approved by the Minister of Justice and Human Rights in its decision letter No. AHU-61869.AH.01.02.Th.2008 dated September 12, 2008 and was published in the State Gazette No. 87 Supplement No. 21681 dated October 28, 2008.

The Company is domicile in Indonesian at Jenderal Gatot Subroto street No. 79, South Jakarta. Based on its article of association, the Company's objective are to provide the basic protection needs and improvement of employees and their families welfare through social security system. To achieve the goal, the Company provided a attractive, preventive, curative and rehabilitative social security program, as follows:

- a. Employment Accident Benefits (JKK)
- b. Death Benefits (JK)
- c. Old Age Benefits (JHT); and
- d. Health Care Benefits (JPK)

The Company may also provided other related business to improvement of security and welfare of the employees, either individually or cooperation with other entities as long as in accordance with the prevailing laws and regulations and the Company's Articles of Association.

b. The Company's boards of Commissioners, Directors, Audit Committee and Employees

Based on resolution of meeting as stated in notarial deed of B.R.AY. Mayhastoeti Notonagoro, SH No. 20, dated December 12, 2008 as affirmation of the Decision Letter of The Minister of State Own Enterprise (MBUMN) No: KEP-249/MBU/2008 dated December 18, 2008 with respect to resignation and promotion of boards of director's, Decision Letter No: KEP-228/MBU/2008 dated November 14, 2008 with respect to resignation and promotion of President Commissioner, and Decision Letter No: KEP-224/MBU/2008 dated November 13, 2008 with respect to the composition of board of Commissioners and Directors at the end of 2008, the composition of Board of Commissioners and Directors of the Company is as follows:

President Commissioner	:	Bambang Subianto
Commissioner	:	Herry Purnomo
Commissioner	:	Sjukur Sarto
Commissioner	:	Hariadi B. Sukamdani
Commissioner	:	Rekson Silaban

President Director	:	H. Hotbonar Sinaga
Director	:	Myra SR. Asnar
Director	:	Elvyn G. Masassya
Director	:	H.D. Suyono
Director	:	Djoko Sungkono
Director	:	Ahmad Ansyori
Director	:	Karsanto

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

Based on the decision of the Minister of State Own Enterprise of the Republic of Indonesia No: Kep - 15/MBU/2007, dated February 16, 2007, the composition of the Boards of Commissioners and Directors as of December 31, 2007 is follows:

President Commissioner	:	Wahyu Hidayat
Commissioner	:	Herry Purnomo
Commissioner	:	Myra Maria Hanartani
Commissioner	:	Sjukur Sarto
Commissioner	:	Hariyadi B. Sukamdani
Commissioner	:	Rekson Silaban
President Director	:	H. Hotbonar Sinaga
Director	:	Myra SR. Asnar
Director	:	Indrasjwari K.S. Kartakusuma
Director	:	H.D. Suyono
Director	:	Rahmaniah Hasdiani
Director	:	Ahmad Ansyori
Director	:	Dewi Hanggraeni

The composition of the Audit Committee of the Company at the end of 2008 is as follow:

Chairman	:	Sjukur Sarto
Member	:	Endah Sri Wahyuni
Member	:	Khomsiyah

The composition of the Audit Committee of the Company at the end of 2007 is as follow:

Chairman	:	Sjukur Sarto
Member	:	Endah Sri Wahyuni

Total employees of the Company and Subsidiary at the end of 2008 and 2007 are 3,161 and 3,029, respectively.

c. Subsidiary and Special Purpose Entity

The Company has direct ownership interest of 99.98% in PT Binajasa Abadikarya (PT BIJAK). PT BIJAK, is domiciled in Jakarta and engaged in manpower supply services and other services. PT BIJAK commenced its commercial operation in 20440. Total assets of BT BIJAK as of December 31, 2008 before elimination are Rp26,073,758,730 and Rp34,913,343,559, respectively.

In addition, the Company also manage Improvement of Participant's Welfare Fund (DPKP), a special purposes entity, which is established to improve the participant's welfare. Total assets of DPKP before elimination as of December 31, 2008 and 2007 are Rp560,549,800,669 and Rp517,936,078,632, respectively.

d. Completion of Financial Statements

The Directors of the are responsible for the preparation of the financial statements, and for the year ended Desember 31 was completed on March 27, 2009.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Consolidated financial statements have been prepared in accordance with accounting principles generally accepted and practices in Indonesia. Presented below are the significant accounting policies adopted in preparing the financial statements of the Company and its subsidiary, which are in conformity with accounting principles generally accepted in Indonesia.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

a. Basis for preparation of financial statements

The consolidated financial statements have been prepared based on historical cost, except for certain investments which are presented based on equity method and investments in shares, bonds, and mutual funds which are classified into trading and available for sale. These investments are presented based on their market values.

The consolidated statements of cash flows are prepared by using the direct method and classified into operating, investing and financing activities. For preparation purposes of statement of cash flows, time deposits and other deposits with original maturities of three months or less at the reporting date and did not used as collateral are classified as cash equivalents.

All figures presented in the notes to the consolidated financial statements are stated in full amount of Rupiah, unless otherwise stated.

b. Principles of consolidation

The consolidated financial statements include accounts of the Company and its Subsidiaries which the Company has ownership rights of more than 50%, both directly and indirectly including Special Purpose Entities (EBK), which are controlled by the Company in accordance with the ISAK 7 Interpretation of paragraph 5 and 19 Statements of Financial Accounting Standards (PSAK) 4 of the Consolidated special purpose entities. Improvement Participants' Welfare Program (DPKP) is entitled as consolidated EBK in accordance with ISAK 7.

The total consolidated assets of the subsidiary and EBK as of December 31, 2008 and 2007 represent 0.91% and 0.89% of the total consolidated assets.

All significant inter-company balances and transactions include unrealized profit or losses between consolidated companies have been eliminated to reflect financial positions and result of operations of the Company and its subsidiary as a single business entity.

The proportionate share of minority shareholders in net assets and net income (net loss) of the subsidiary being consolidated are presented as "Minority Interest in Net Assets of Consolidated Subsidiaries" in the consolidated balance sheets and "Minority Interest in Net Income (Net Loss) of Consolidated Subsidiaries" in the consolidated statements of income.

c. Foreign currency transactions and balances

The Company, its subsidiary and special purpose entity maintain their accounting records in Rupiah. Transactions denominated in currencies other than Rupiah are converted into Rupiah using Bank Indonesia's middle exchange rates prevailing at the date of the transaction. At balance sheet date, monetary assets and liabilities in foreign currencies are translated into Rupiah using Bank Indonesia's middle exchange rates prevailing at that date. As of December 31, 2008 and 2007 the middle exchange rate were per US Dollar 1 is Rp10,950 and Rp9,419, respectively.

Exchange gains and losses arising from transactions in foreign currency and from the translation of monetary assets and liabilities denominated in foreign currency are recognized in the consolidated current statements of income.

d. Investments in Money and Capital Market Instruments

- 1) Investments in time deposits and deposit on call are stated at their nominal values.
- 2) Investments in mutual fund are stated at fair value. Gains or losses arising from the increase or decrease in fair value are recognized in the current period.
- 3) Investments in equity securities and debt securities, which are classified under either trading securities or available for sale securities, are stated at their market value. Unrealized gains or losses of trading securities are recognized in current year consolidated statement of income. Unrealized gains or losses of Non-JHT fund available for sale securities are reported as a separate component of equity under "Differences in valuation of securities - non JHT fund". Unrealized gains or losses of JHT fund available for sale securities are reported as a separate component of liabilities to participants under "Differences in valuation of securities - JHT fund".

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

Since 2007, investments in equity and debt securities, which classified as trading securities and available for sale, were recorded using the indirect method. Based on this method, acquisition cost and fair value adjustment are presented separately.

- 4) Investment in equity and debt securities held to maturity are stated at cost adjusted for unamortized premium or discount. Discount or premium are amortized during the period from the acquisition date to the maturity date, resulting constant return on the investment. Amortization of discount or premium are stated as interest expense or interest income.
- 5) Cost of held to maturity securities sold are determined on the basis of the First In First Out (FIFO) method; while the cost of available for sale and trading securities sold are determined on the basis of the moving weighted average method.

e. Direct investments

- 1) Direct investments in other company with percentage of ownership of less than 20% and the Company has no significant influence in operating and financing policy are stated at cost method. Based on this method, investments are stated at cost. Investment income is recognized when the investee distribute cash dividend.
- 2) Investments in shares of 20% ownership or more but less than 50% and where the Company has the ability to exercise significant influence over operating and financial policies of the associate company is accounted for using the equity method. Investment is initially stated at cost and adjusted by the proportion share of the associate company's net profits or losses. Dividend received are recorded as a reduction to the value of the investment.

When the Company's share of losses in an associate equals or exceeds its interest in associate, the Company's does not recognize further losses, unless it has incurred obligation or made payments on the behalf of the associate.

f. Investment property

- 1) Investment property
Investment property represents the Company's investment in land or buildings that are held for long-term rental yields and are not occupied by the Company.

Investments property in land are stated at cost. Investments property in land are not depreciated due to management intention to extend the property right at the end of period. Investment property in building are presented at its acquisition cost deducted by accumulated depreciation. The building property are depreciated using the straight line method of 5% of acquisition cost.

- 2) Property assets
Property assets are deferred charges of leasehold improvement in Menara Jamsostek building for rental purposes. The cost are amortized over the respective rental period and accounted separately from investment property.
- 3) Other property asset
Other property assets represent capitalized of expenditures related to investment property, such as gondola installation and security facilities. Other property assets are amortized over a period of 4 years starting from the date of acquisition and utilization.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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g. Contribution receivables

- 1) Contribution receivables represent uncollected non-JHT contribution at the balance sheet date. The collection date of contribution receivables for a particular monthly contribution is 15th day of the following month. Based on the Decision of the Board of Directors No: KEP/246/122006 regarding Accounting Guideline for Jamsostek (PAJASTEK), the accounting treatment for contribution receivables in the year 2007 was changed. Contribution receivables are recorded if meet the requirements of assets recognition that is probable and measurable. The contribution receivables that did not meet these requirements will no longer be reported in the basic financial statements, but will be presented separately in the notes to the financial statements as contingent assets.
- 2) Based on the Decision of the Board of Directors No: KEP/246/122006 dated February 21, 2002, the contribution receivables are classified as follows:
 - Current, are outstanding contribution of an active participant with receivables aging up to 3 months;
 - Non current, are outstanding contribution of an active participants with receivables aging over 3 until 6 months; and
 - Doubtful, are outstanding contribution of an active participants with receivables aging over 6 months and/or outstanding contribution of a non-active participants (bankruptcy, disperse, the address cannot be found, or there is no more business).The contributions receivable aging for abovementioned classification are determined in aggregate up to the oldest contribution outstanding (without split off). To the possibility of uncollectible contribution receivables, at the end of each month, allowance for doubtful account were provided.

h. Loans

- 1) Loans are receivable of DPKP program to participants in form of revolving loans either channeling, executing or directly.
- 2) Allowance for doubtful accounts are determined if there is an objective evidences that the declining in value occurred, in accordance with PSAK 55. If there is no objective evidence, allowance made based on Decision of Board of Directors No. 320/KEP/122004, with the following classification:
 - Current, loans with outstanding balance no more than 6 (six) months.
 - Sub standard: loans with outstanding balance more than 6 (six) months up to 9 (nine) months.
 - Doubtful, loans with outstanding balance more than 9 (nine) months up to 12 (twelve) months.
 - Loss, loans with outstanding balance over 12 (twelve) months.
- 3) Recognition and measurement of loans
 - Current loans are stated at cost, without provision.
 - Sub standard loans are stated at cost less allowance for doubtful accounts of 25%.
 - Doubtful loans are stated at cost less allowance for doubtful accounts of 50%.
 - Loss loans are stated at cost less allowance for doubtful accounts of 100%.

The aging of loans are calculated in cumulative basis.

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i. Account receivables

Account receivables represent receivable of the subsidiary, are stated net of allowance for doubtful accounts. Allowance for doubtful accounts are determined based on the following policies:

- Current receivables with outstanding balance no more than 12 months, are not provided.
- Sub standard receivables with outstanding balance more than 12 months up to 24 months, are provided for 25%.
- Doubtful receivables with outstanding balance more than 24 months up to 36 months are provided for 50%.
- Loss receivables with outstanding balance over 36 months are provided 100%.

j. Office supplies and stationery

Office supplies and stationery are recorded using the periodical method, and stated on the basis of the weighted average method in accordance with the decision of the Board of Directors No. KEP/265/122003 dated December 31, 2003 with respect to Verification Guidance of Financial Statements of Regional Office of PT JAMSOSTEK (Persero).

k. Participants welfare facilities (SKP)

Participants welfare facilities represents the DPKP's fund to improve welfare of participants of Jamsostek through providing housing facilities, healthcare facilities, and other welfare facilities. SKP comprise of land, buildings and equipment.

Starting from January 1, 2008, the Company adopted PSAK 16 (revised 2007) - Fixed Assets. At the acquisition date, SKP are stated at cost. The Company use the cost model for measuring its SKP. Under cost model, SKP are stated at cost less accumulated depreciation and any accumulated impairment losses, if any, and presented in the consolidated financial statements separately with fixed assets.

SKP, except land, are depreciated using the straight line method over their estimated useful lives, that is 5% per year for buildings and 25% per year for equipment.

l. Fixed assets

Starting from January 1, 2008, the Company adopted PSAK 16 (revised 2007) - Fixed Assets. At the acquisition date, fixed assets are stated at cost. Historical cost includes expenditures that is directly attributable to the acquisition of the items.

The Company use the cost model for measuring its fixed assets. Under cost model, fixed assets are stated at cost less accumulated depreciation and any accumulated impairment losses, if any.

Fixed assets, except land, are depreciated using the straight line method over their estimated useful lives, as follows:

In accordance with the decision of the Board of Directors No: KEP/41/012009 dated January 29, 2009, as amendment of Appendix of the decision of the Board of Directors No: KEP/240/122006, the Director of the Company decided to change part of the accounting policy of fixed assets as the application of the PSAK 16 (Revised 2007), which includes the following:

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Type of fixed assets	Percentage of depreciation
Building	5%
Renovation inside	25%
Renovation outside/ overall	Based on appraisal
Vehicles	20%
Office equipment	25%
Computer equipment	25%
Other equipment	25%

The residual value of fixed assets are determined as follows:

	2008	2007
Vehicles - saloon	25 %	Rp1,-
Vehicles - other than saloon	20 %	Rp1,-
Motorcycle	10 %	Rp1,-
Assets other than vehicles	Rp1,-	Rp1,-

In compliance with the Statement of Financial Accounting Standard No. 47, "Land Accounting", lands acquired after January 1, 1999, are stated at their acquisition cost and not amortized. The costs related to the acquisition or the extension of lands rights are deferred and amortized over the rights period or the economic life of the land, whichever is shorter.

The residual values, estimated useful lives and depreciation method of fixed assets are reviewed, and adjusted as appropriate, at each balance sheet date. The effects of any revision are recognized in the income statement when the changes arise.

When the carrying amount of an asset exceeds its estimated recoverable amount, the asset is written down to its estimated recoverable amount, which is determined as the higher of net selling price or value in use. Impairment of asset is recognized as loss on impairment of asset which is charged to current operations.

The costs of maintenance and repairs is charged in as an expense as incurred. Expenditures that extend the future life of assets or provide further economic benefits by increasing capacity or quality of production are capitalized and depreciated based on applicable depreciation rates as mentioned above

Unused fixed assets are classified as other assets and not depreciated. When assets are disposed of, their carrying value and the related accumulated depreciation are removed from the accounts and any resulting gain or loss are recognized in the current year consolidated statement of income.

Assets under construction

Assets under construction are recorded at cost. The accumulated cost is classified to the related fixed assets or investment property when the asset is complete and ready for use.

m. Leases

Since January 1, 2008, the Company has adopted PSAK 30 (revised 2007) - Lease. A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership.

Under the finance lease, the Company stated leased assets and the corresponding lease liabilities (net of finance charges) under finance leases are recognized on the balance sheet as fixed assets and borrowings respectively, at the inception of the leases based on the lower of the fair value of the leased assets and the present value of the minimum lease payments. Each lease payment is apportioned between the finance expense and the reduction of the outstanding lease liability. The finance expense is recognized in the income statement on a basis that reflects a constant periodic rate of interest on the finance lease liability.

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At the end of the finance lease agreement, all leased assets stated and administrated to capital expenditure fixed assets in accordance with their classification.

Under the operating leases, lease payments (net of any incentives received from the lessors such as insurance and maintenance) are recognized in the income statement on a straight-line basis over the period of the lease.

n. Intangible assets

Intangible assets are stated at book value. Amortization is calculated by using the straight line method since the acquisition month of 25% per annum.

o. Benefits payable**Estimated benefit payables**

Represents non-JHT programs claims that have not been approved or have not been determined. After determined, the amount will be transferred to "Benefits Payable".

Benefit payables

Represent B966.

Unrealized benefit

Represents approved benefit claims that have been paid by issuing cheque but until the expired date the cheque has not been drawn by participants.

p. JHT payables and the participants' share of JHT investment yields

JHT Contribution receipt from the participants of Jamsostek are recorded as addition of JHT payables, whilst the payments are recorded as deduction of the JHT payable.

The participants' share on JHT investment yield represents participants' right of JHT investment yields in current year. The participants' share is not an expense or income but is the allocation of investment yields to the participants. The amount of participants' right of JHT investment yields are determined by using the following formula:

On-line

Ht	:	Total yields of JHT balance in 2008
Sa	:	Beginning balance 2008
n	:	Month of contribution
ln	:	Contribution receipt in "n" month in 2008
Jhn	:	Number of days in month
Ti	:	Date of contribution received
Hs	:	Yields of beginning balances
Hi	:	Yields of current contributions
Ht	:	Hs + Hi
Hs	:	{Sa x 8,0%}
Hi	:	n=12
	:	$\sum_{n=1}^{12} \{ [ln \times 8,0\% \times (1/12)] \times [(Jhn - Ti / Jhn) + (12 - n)] \}$

Off-line

Y	=	X%.A + 0.5.X%.I.JHT
Y	=	Participants' share
X%	=	JHT rate
A	=	Balance of JHT payables
I.JHT	=	Contributions received in the year

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The participants' share resulting from above formula added to the balance of JHT payables. The balance of JHT investment yields after allocation, if any, are recorded as JHT fund and classified as a part of liabilities to the participants.

Based on the decision of the Board of Directors No. KEP/390/122008 dated December 24, 2008, the amount of yields of beginning balance of 2008 and contribution receipt in 2008 are 8%, whilst based on the decision of the Board of Directors No. KEP/40/022008 dated February 5, 2008, the amount of yields of beginning balance of 2007 and contribution receipt in 2007 are 9.5%.

q. Matured JHT payables

Matured JHT payables is total JHT contributions and their yields payable to participants who will reach the age of 55 years in a period of one year after balance sheet date.

r. Unidentified contributions

Based on the decision of the Board of Directors No. KEP/289/112004 regarding System and Procedure of the Integrated Services Jamsostek Program as amended by the decision of the Board of Directors No. KEP/77/032008 and in accordance with Regulation of Minister of Manpower No. PER-12/MEN/VI/2007 regarding Technical Instructions on Participation Registration, Contribution Payment, Benefit Payment and Social Security for Employee Services, contribution received that have not been supported with salary data, can not be recognized as contribution income or addition of JHT payables. The contributions are recorded as "Unidentified Contribution" as a part of liabilities to participants.

s. Technical reserves

- 1) Technical reserve of JKK and JK Actuarial determined based on actuarial calculation using the prospective method, according to the approval of the Minister of Finance No. S.1101/MK.17/1994 dated July 21, 1994.
- 2) JPK technical reserves was made in accordance with Government Regulation No. 22 of 2004, that is 10% of current year JPK contribution and is not cumulated.
- 3) Catastrophe technical reserves represent the reserves that are provided to anticipate the large of claims arise from the natural disaster.
- 4) Based on the decision of the Board of Directors No. KEP/49/022006 dated February 28, 2006, the catastrophe, JKK, JK and JPK reserves is 0.5% of current year contribution receipt and accumulated to catastrophe reserves.
- 5) Based on a decision of the Minister of Manpower No. KEP-243A/MEN/XI/2005, the Company was appointed as the organizer of security program for Indonesian Manpower (TKI) who working abroad. Based on the decision of the Board of Directors No. KEP/45/022006, the amount of technical reserve of TKI program is 40% of the contribution received in the period of protection over 26 months. Technical reserves of TKI program as mentioned above will be credited in the statement proportionally over the 26 months.
- 6) Based on Government Regulation No. 22 year 2004 regarding management of fund investment of Jamsostek Program, technical reserve for JKK and JK programs for a year insurance period is 40% of contribution received for JKK and JK of current year.

t. Deferred charges

Deferred expense is the expenditure that has not been expended in the period of occurrence and provide future economic benefit. Deferred charges are amortized starting from the acquisition date over their estimated useful life.

u. Estimated liabilities, contingent liabilities, and contingent assets

Estimated liabilities, contingent liabilities, and contingent assets are recorded, measured and properly disclosed in the notes to the financial statements. Estimated liabilities are recognized if the following conditions are meet:

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- The Company and Subsidiary have a present legal or constructive obligation as a result of past events,
- Its is probable an outflow of resources will be required to settle the obligation,
- The amount has been reliably estimated.

v. Post employment benefits obligation

The Company and Subsidiary recorded post employment benefits to their employees based on Labor Law No. 13/2003. The cost of providing post-employment benefits is determined using the Projected Unit Credit Method. The accumulated unrecognized actuarial gains and losses that exceed 10% of the present value of the Company's defined benefit obligations is recognized on straight-line basis over the expected average remaining working lives of the participating employees. Past service cost is recognized immediately to the extent that the benefits are already vested, and otherwise is amortized on a straight-line basis over the average period until the benefits become vested. The benefit obligation recognized in the balance sheet represents the present value of the defined benefit obligation, as adjusted for unrecognized actuarial gains and losses and unrecognized past service cost.

The Company also provides defined benefit post-employment benefits. The contribution consists of contribution from the employees amounting to 5%, which is calculated on the employees' monthly basic salary, and contribution from the Company, which is determined based on actuarial calculation.

The Company also has a defined contribution pension plan for old age security, with the contribution consists of contribution from the employer and contribution from the employees amounting to 4% respectively, which is calculated on the employees' monthly basic salary.

w. Improvement Participants' Welfare Fund (DPKP)

DPKP is fund collected and used to improve welfare of participants of Jamsostek program and/or their family with a priority for the poor family and to aid business entities which have a direct relation with the improvement of participants welfare Jamsostek program especially for small business entities.

DPKP account is presented in the consolidated financial statements as a part of liabilities which consist of operating DPKP and allocated DPKP.

DPKP changes in the current year are presented separately in the performance reports of DPKP program.

x. Revenue and expenses recognition

The Company and Subsidiary recognize and record revenue and expenses based on the accrual basis. Except for late charges of contribution, recognized and recorded based on the cash basis.

y. Allocation of the operating expense in the reporting segment of JHT and Non JHT

In accordance with the decision of the Board of Directors No. KEP/80/032005, the proportion of operating expenses allocation in the reporting segment of JHT and Non-JHT program the cost allocation for the reporting of business segment of JHT and Non JHT are determined on the basis of the average of investments fund, with the formula as follows:

Program	Prognosis before Financial Reporting Period	Budget for Financial Reporting Period	Average Investment Fund
JHT	A	B	$C = (A+B)/2$
Non JHT	D	E	$F = (D+E)/2$
Proportion JHT = $(C / (C + F)) \times 100\%$			
Proportion Non JHT = $(F/(C+F)) \times 100\%$			

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Based on the above formula, the proportion of allocation of 2008 operating expenses is 87% of the business segment of JHT, and 13% of non-JHT, while for 2007 is 88% and 12%.

z. Taxation

Current tax expense is determined based on the taxable income for the year computed using prevailing tax rates.

Deferred tax assets and liabilities are recognized for the future tax consequences attributable to differences between the financial statement carrying amounts of assets and liabilities and their respective tax bases. Deferred tax liabilities are recognized for all taxable temporary differences and deferred tax assets are recognized for deductible temporary differences to the extent that it is probable that taxable income will be available in future periods against which the deductible temporary differences can be utilized.

Deferred tax is calculated at the tax rates that have been enacted or substantively enacted as of balance sheet date. Deferred tax is charged or credited in the statement of income.

The enacted tax rate which is used for calculation of current tax is a maximum of 30%, while the tax rate which is used for calculation of deferred tax is the rate which will be substantively enacted on January 1, 2010 that is 25%.

Adjustments to taxation obligation are recorded when an assessment is received, or, if appealed, when the result of the appeal are determined.

aa. Use of estimates

The preparation of financial statements in conformity with the accounting principles generally accepted in Indonesia requires the management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenues and expenses during the reporting periods. Actual results could differ from those estimates

3. BANK

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund	65,345,249,378	95,415,376,376
Non JHT Fund	727,076,805	205,809,375
Total Bank	66,072,326,183	95,621,185,751

Represent the Company's current accounts for investment activities purposes.

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4. DEPOSIT ON CALL

	31 December 2008 (Rp)	31 December 2007 (Rp)
Deposito On Call		
JHT Fund	4,600,000,000	271,601,220
Non JHT Fund	26,190,000,000	414,415,638
Total	30,790,000,000	686,016,858
Deposit on call - over night		
JHT Fund	302,206,323	-
Non JHT Fund	226,419,986	-
Total	528,626,309	-
Total Deposit On Call	31,318,626,309	686,016,858

Represents investment of the Company in deposit on call with the period less than 1 (one) month with average interest rate 4.72%.

5. TIME DEPOSITS

	31 December 2008 (Rp)	31 December 2008 (Rp)
The Company		
JHT Fund	18,975,172,000,000	18,850,188,400,000
Non JHT Fund	1,440,721,141,000	1,283,093,673,000
Total	20,415,893,141,000	20,133,282,073,000
Subsidiary		
Total	10,100,000,000	16,200,000,000
Total Time Deposits	20,425,993,141,000 2007	20,149,482,073,000

The average interest rate of time deposits is 7.56% per annum with a range of maturity period of 3 months to 12 months.

6. OTHER MONEY MARKET INSTRUMENTS

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund		
Commercial Paper - nominal	21,600,000,000	21,600,000,000
Penyisihan kerugian	(21,600,000,000)	(21,600,000,000)
Total other money market instruments	-	-

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7. SHARES

Represents investments of JHT and non JHT funds in shares with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund	5,674,699,387,500	6,693,872,920,000
Non JHT Fund	3,170,812,381,350	5,301,464,493,900
Total investments in shares	8,845,511,768,851	11,995,337,412,900

8. BONDS

Represents investments of the Company and Subsidiary in bonds with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
The Company		
JHT Fund	28,683,578,025,685	24,346,700,268,221
Non JHT Fund	1,209,013,236,889	1,035,242,970,922
Total the Company	29,892,591,262,574	25,381,943,239,143
Subsidiary	5,050,000,000	5,487,500,000
Total investments in bonds	29,897,641,262,574	25,387,430,739,143

9. MEDIUM TERM NOTES

Represents investments of the Company in Medium Term Notes with th detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Non JHT Fund		
Less: Allowance for possible losses	12,800,000,000	12,800,000,000
Carrying amount	(12,800,000,000)	(12,800,000,000)

10. MUTUAL FUNDS

Represents net assets value of investments in mutual funds with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund	1,658,596,408,521	1,461,969,193,499
Non JHT Fund	288,820,562,047	1,035,242,970,922
Total mutual funds	1,947,416,970,567	1,883,536,510,162

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11. DIRECT INVESTMENTS

	31 December 2008 (Rp)	31 December 2007 (Rp)
Company	47,122,692,149	47,322,692,149
Subsidiaries	200,000,000	200,000,000
	47,122,692,149	47,322,692,149
Less: Allowance for declining in value	(15,069,000,000)	(15,069,000,000)
Total direct investments	32,253,692,149	32,253,692,149

12. INVESTMENTS PROPERTY

Represents investment of the Company's in land or buildings or part of buildings or both that are held for long-term rental yields with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund	431,937,210,580	448,387,985,119
Non JHT Fund	77,913,192,320	78,305,915,437
Total investments property	509,850,402,900	526,693,900,556

13. CASH AND CASH EQUIVALENTS

	31 December 2008 (Rp)	31 December 2007 (Rp)
Cash	21,699,677	48,887,891
Banks	153,382,196,459	122,927,638,877
Current accounts in post office	6,717,849	388,819
Cash in transit	304,000,000	341,192,475
Time deposit - Subsidiary	372,000,000,000	291,000,000,000
Total cash and cash equivalents	525,714,613,985	414,318,108,062

Time deposit was placed for the period less than 90 days with the range of interest rate 12.5% to 14% per annum.

14. TEMPORARY INVESTMENTS

Represents time deposit of DPKP program in BPD Sumsel Jakarta for the period of more than 90 days with average interest rate of 8.25% per annum.

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15. CONTRIBUTION RECEIVABLES

Represents contribution receivable to participants of Jamsostek program with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Type of contributions receivable		
Employment Accident Benefits (JKK)	120,209,040,273	96,930,535,893
Death Benefits (JK)	50,171,794,084	40,391,104,782
Health Care Benefits (JPK)	94,945,812,727	72,189,370,210
Total	265,326,647,084	209,511,010,885
Akumulasi Penyisihan Piutang Iuran		
Employment Accident Benefits (JKK)	(111,469,774,161)	(88,912,572,932)
Death Benefits (JK)	(46,152,697,681)	(36,905,092,196)
Health Care Benefits (JPK)	(87,555,563,256)	(61,760,090,042)
Total	(245,178,035,098)	(187,577,755,170)
Contribution receivables - net	20,148,611,986	21,933,255,715

16. LOANS

Represents outstanding balance of participants of Jamsostek's program loan to DPKP with the purpose to increase participants' welfare with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Housing loans	216,078,512,611	202,242,663,706
Cooperative of labor loans	16,274,240,566	16,417,986,501
DTMK loan	752,553,910	752,553,910
Pelkes provider loans	1,447,311,678	1,513,404,866
	234,552,618,765	220,926,608,983
Less: Allowance for possible losses		
Housing loans	(103,987,458,481)	(57,040,113,333)
Cooperative of labor loans	(10,826,083,950)	(10,366,153,851)
DTMK loan	(142,553,910)	(142,553,910)
Pelkes provider loans	(569,272,385)	(495,792,199)
	(115,525,368,726)	(68,044,613,292)
Loans - net	119,027,250,039	152,881,995,691

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17. ACCOUNT RECEIVABLES

Represents receivables of Subsidiary with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Account receivables	12,188,868,055	13,829,722,868
Less : Allowance for doubtful accounts	(10,752,434,600)	(10,642,620,000)
Accounts receivables - net	1,436,433,455	3,187,102,868

18. ACCRUED INCOME

	31 December 2008 (Rp)	31 December 2007 (Rp)
Interest of deposits on call	19,577,083	75,392
Interest of time deposits	76,724,813,903	70,061,495,156
Interest of bonds	750,595,183,047	602,958,537,861
Investments property rental	2,276,910,901	2,478,111,767
Interest of loans	3,710,466,321	1,952,267,011
Other investments income	466,597,470	507,987,651
Total	833,793,548,725	677,958,474,838

19. INVESTMENT RECEIVABLES

Investment receivables as or December 31, 2007 amounting to Rp63,604,435,427 represent receivables of proceed of sale of shares.

20. EMPLOYEE RECEIVABLES

Employees receivables in 2008 amounting to Rp2,620,067,993 represent car loans facilities to the Company's officer in accordance with decision of the Board of Directors of PT Jamsostek (Persero) No. KEP/163/062008 dated June 25, 2008 and will mature within 12 months.

21. OTHER RECEIVABLES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Underpayment of VAT of service charge of Menara Jamsostek	35,301,421	35,301,420
Underpayment of service charge of Menara Jamsostek	293,330,730	15,262,140
Interest receivable on time deposits of JHT	1,642,501,301	1,642,501,301
Others	634,178,026	769,211,394
Total	2,605,311,478	2,462,276,255

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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22. ADVANCES TO EMPLOYEE

Represents outstanding balance of advances to employees for operating purposes amounting to Rp5,012,918,050 and Rp7.007.871.284 in 2008 and 2007, respectively.

23. PREPAID EXPENSES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Office buildings rental	8,368,681,959	5,550,616,126
Housing rental	1,239,693,226	1,257,158,352
Insurance	1,642,501,301	887,993,983
Total	634,178,026	1,358,426,189
	2,605,311,478	9,054,194,650

24. OFFICE SUPPLIES AND STATIONARY

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
Printing goods	2,157,966,698	2,044,266,724
Stamps	180,904,000	114,829,000
Office stationeries	379,061,263	412,838,593
Consumable computer supplies	1,638,374,420	1,358,426,189
Total	4,356,306,381	3,187,102,868

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25. PARTICIPANTS' WELFARE FACILITIES OF DPKP PROGRAM

Year 2008:

	Beginning Balance	Addition	Deduction	Reclassification	Ending Balance
Acquisition Cost :					
Land	2,036,112,180	-	-	-	2,036,112,180
Building	49,139,762,570	-	-	-	49,139,762,570
Equipment	3,370,854,725	-	-	-	3,370,854,725
	54,546,729,475	-	-	-	54,546,729,475
Accumulated Depreciation :					
Building	(14,822,813,865)	(2,456,988,129)	-	-	(17,279,801,993)
Equipment	(3,370,854,725)	-	-	-	(3,370,854,725)
	(18,193,668,590)	(2,456,988,129)	-	-	(20,650,656,719)
Book Value	36,353,060,885				33,896,072,756

Year 2007:

Acquisition Cost:					
Land	2,036,112,180				2,036,112,180
Building	49,139,762,570				49,139,762,570
Equipment	3,370,854,725				3,370,854,725
	54,546,729,475				54,546,729,475
Accumulated Depreciation:					
Building	(12,135,662,979)	(2,687,150,886)			(14,822,813,865)
Equipment	(2,231,235,625)	(1,139,619,100)			(3,370,854,725)
	(14,366,898,604)	(3,826,769,986)			(18,193,668,590)
Book Value	40,179,830,871				36,353,060,885

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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26. FIXED ASSETS

Year 2008:

	Beginning Balance	Addition	Deduction	Reclassification	Ending Balance
Direct ownership					
Acquisition Cost :					
Land	68,315,972,066	10,837,059,258	-	-	79,153,031,324
Building	120,248,686,907	7,900,685,180	-	-	128,149,372,087
Vehicles	113,754,641,965	14,308,792,397	-	-	128,063,434,362
Office Equipment	32,074,978,206	6,899,829,281	-	6,500,942	38,981,308,429
Computer Equipment	90,795,459,349	16,707,416,356	-	50,403,850,320	157,906,726,025
Other Equipment	51,756,684,308	9,727,735,426	-	2,299,058	61,486,718,792
Construction in progress	5,165,422,189	8,511,436,098	-	160,797,200	13,837,655,487
	482,111,844,989	74,892,953,996	-	50,573,447,520	607,578,246,505
Accumulated Depreciation :					
Building	(54,447,738,717)	(21,075,246,881)	-	-	(75,522,985,599)
Vehicles	(81,381,357,078)	(6,782,781,336)	-	-	(88,164,138,414)
Office Equipment	(23,268,864,500)	(3,337,941,492)	-	-	(26,606,805,992)
Computer Equipment	(74,269,589,199)	(3,056,913,554)	-	(40,953,128,384)	(118,279,631,137)
Other Equipment	(33,464,961,700)	(5,829,548,117)	-	-	(39,294,509,817)
	(266,832,511,194)	(40,082,431,380)	-	40,953,128,384	(347,868,070,958)
	215,279,333,794				259,710,175,547
Leased assets					
Acquisition Cost :					
Leased assets	70,331,422,148	-	(19,927,571,828)	(50,403,850,320)	(0)
Accumulated Depreciation :					
Leased assets	(39,561,424,958)	(1,391,703,426)	-	40,953,128,384	0
	30,769,997,190				-
Book Value	246,049,330,984				259,710,175,547
Year 2008:					
	Beginning Balance	Addition	Deduction	Reclassification	Ending Balance
Non Leased assets					
Acquisition Cost :					
Land	63,861,256,806	4,454,715,260	-	-	68,315,972,066
Building	111,779,544,257	8,469,142,650	-	-	120,248,686,907
Vehicles	99,409,782,267	14,344,859,698	-	-	113,754,641,965
Office Equipment	28,789,918,644	3,285,059,562	-	-	32,074,978,206
Computer Equipment	87,591,705,742	3,203,753,607	-	-	90,795,459,349
Other Equipment	43,078,402,753	8,678,281,555	-	-	51,756,684,308
Construction in progress	-	5,165,422,189	-	-	5,165,422,189
	434,510,610,469	47,601,234,520	-	-	482,111,844,989
Accumulated Depreciation :					
Building	45,340,875,579	(9,106,863,138)	-	-	54,447,738,717
Vehicles	68,564,061,163	(12,817,295,915)	-	-	81,381,357,078
Office Equipment	20,807,726,296	(2,461,138,204)	-	-	23,268,864,500
Computer Equipment	69,484,001,326	(4,785,587,873)	-	-	74,269,589,199
Other Equipment	29,551,545,830	(3,913,415,870)	-	-	33,464,961,700
	233,748,210,194	(33,084,301,000)	-	-	266,832,511,194
	200,762,400,275				215,279,333,795
Sewa guna usaha					
Acquisition Cost :					
Leased assets	-	70,331,422,148	-	-	70,331,422,148
Accumulated Depreciation :					
Leased assets	-	39,561,424,958	-	-	(39,561,424,958)
	-				-
Total book value	200,762,400,275				246,049,330,984

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

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27. OTHER ASSETS

	31 December 2008 (Rp)	31 December 2007 (Rp)
Restricted cash and cash equivalents	4,228,152,341	-
Construction in progress	25,158,997,396	25,158,997,396
Unused fixed assets	1,815,633,693	149,082,870
Intangible assets	32,515,886,424	26,312,460,586
Prepaid expenses	2,410,998,115	1,997,461,755
Deferred charges	365,886,158	381,394,137
Employee receivables	10,468,783,819	3,219,063,944
Foreclosed assets	779,290,500	779,290,500
Others	31,565,758,850	33,022,805,920
Total	109,309,387,297	91,020,557,107

28. BENEFITS PAYABLE

Benefits Payables consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Unpaid of approved benefit claims		
Employment accident benefits	12,051,121,675	8,529,837,141
Death benefits	85,586,900,000	23,443,975,000
Health care benefits	-	4,643,160,535
Construction service benefits	601,667	455,743,113
Informal sector benefits	114,960,000	15,873,000
Total	97,753,583,342	37,088,588,789
Unrealized benefits	99,472,532	106,592,672
Total benefits payable	97,853,055,874	37,195,181,461

29. UNIDENTIFIED CONTRIBUTIONS

Unidentified contributions consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Collection of Jamsostek program contributions	65,333,680,780	196,941,010,405
Collections of construction service program contribution	1,802,199,589	8,677,886,543
Collections of out of working relationship contribution	3,349,462,139	837,461,271
Total	70,485,342,509	206,456,358,219

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30. ESTIMATED BENEFITS PAYABLES

Estimated benefits payables consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Employment accident benefits	222,027,191	4,894,984,223
Death benefits	-	15,000,000
Health care benefits	-	1,670,929,804
Construction service benefits	-	296,858,899
Total	222,027,191	6,877,772,926

31. JHT PAYABLE READY TO PAID

Represents approved JHT claim, but not yet taken by participants. Outstanding balance as of December 31, 2008 and 2007, amounting to Rp7,594,869,127 and Rp7,489,836,105, respectively.

32. UNDERPAYMENT OF JHT CLAIMS

Represents underpayment of JHT claims after reconciliation. Outstanding balance as of December 31, 2008 and 2007 are amounted to Rp19,833,075,183 and Rp14,084,295,807.

33. MATURED JHT PAYABLES

Represents total amount of JHT contribution and their yields, that will be distributed to participants reaching the age of 55 within the next 12 months effective of the balance sheet date. Outstanding balance as at December 31, 2008 and December 31, 2007 is Rp3,195,775,591,692 and Rp2,825,836,841,148, respectively.

34. JHT PAYABLE BASED ON PSJHT

Represents accumulated JHT contribution receipt and their yields, which the amount are conform to Statement of Account of old age security (PSJHT). Outstanding balances at the end of the 2008 and 2007 are Rp51,773,949,368,626 and Rp.42,754,319,048,333, respectively.

35. UNIDENTIFIED JHT PAYABLES

Represents outstanding balance of unidentified JHT payables and collected contribution which the PSJHT is still in process. In 2008 unidentified JHT payables represents outstanding balance of individual participants. Outstanding balance as of December 31, 2008 and 2007 are Rp3,263,706,581 and Rp499,582,644,957, respectively.

36. JHT DEVELOPMENT FUNDS

JHT development funds consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT premium payable	120,976,451,086	112,015,232,487
JHT Development Fund	2,623,277,087,106	2,329,185,728,152
Excess of participants' share on JHT investment yields	1,283,811,365,536	1,108,635,453,188
Jumlah	4,028,064,903,728	3,549,836,413,827

In the 2008 the Company paid incentive payments to participants amounting to Rp941,736,126,775 or equivalent to interest rate of 2.1% of outstanding balance of 2007 PSJHT, which funded by JHT development fund.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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37. DIFFERENCES IN VALUATION OF SECURITIES - JHT FUNDS

On balance date, this account represents the difference between the fair value and cost of investment funded by JHT funds which classified as available for sale, consists of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Difference in a valuation of equity security - JHT	(1,603,522,069,683)	2,352,625,984,393
Difference in value of bonds - JHT	(373,643,726,290)	87,008,953,704
Valuation variance of mutual fund -JHT	(803,811,788,319)	236,275,510,188
	(2,780,977,584,292)	2,675,910,448,285

38. TECHNICAL RESERVES

	31 December 2008 (Rp)	31 December 2007 (Rp)
JKK technical reserves	3,127,862,318,925	2,551,657,949,949
JK technical reserves	1,335,792,505,750	1,293,988,879,368
JPK technical reserves	79,850,493,232	61,954,481,553
Technical construction service reserves	47,213,433,880	33,716,833,203
Technical TKI program reserves	-	513,762,100
Catastrophe Reserve	375,531,590,261	364,373,180,398
Total	4,966,250,342,048	4,306,205,086,571

39. ACCOUNTS PAYABLE

Balance as of December 31, 2008 and December 31, 2007 amounted to Rp13,653,531,201 and Rp19,383,438,010 respectively are payables of the Subsidiary among other security deposit receipt.

40. TAXATION**a. Prepaid Taxes**

	31 December 2008 (Rp)	31 December 2007 (Rp)
The Company		
Income tax article 28A fiscal year 2007	14,034,215,633	14,034,215,633
	14,034,215,633	14,034,215,633
Subsidiary		
Income tax article 28A	320,933,384	403,388,457
	320,933,384	403,388,457
Total Prepaid Taxes	14,355,149,017	14,437,604,090

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b. Taxes payable

	31 December 2008 (Rp)	31 December 2007 (Rp)
The Company		
Income tax article 21	11,899,088,828	8,263,288,825
Income tax article 23	450,482,368	696,950,014
Income tax article 26	42,641,110	23,817,120
Value Added Tax	578,606,785	1,431,747,201
Income tax article 25	18,966,310,531	16,655,816,036
Estimated income tax article 29	30,272,738,467	-
	<u>62,209,868,090</u>	<u>27,071,619,196</u>
Subsidiary		
Income tax article 21	18,198,561	8,529,086
Income tax article 23	40,849	675,000
Value Added Tax	88,565,749	76,704,544
Estimated income tax article 29	4,082,000	-
Others	-	8,239,000
	<u>110,887,159</u>	<u>94,147,630</u>
Total taxes payable	<u>62,320,755,249</u>	<u>27,165,766,826</u>

41. FINANCE LEASE PAYABLES

Outstanding balance at the end of 2007 amounting to Rp26,301,179,665 represents present value of minimum lease payment of computer to PT SCS Astra Graphia Technologies.

42. ACCRUED EXPENSES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Subscriptions	534,338,535	1,369,651,992
Past service liability (PSL)	11,622,261,421	45,519,173,482
Third parties bill	25,915,456,942	19,767,376,163
Investments	6,331,162,731	8,053,070,384
Others	10,428,562,592	25,042,630,594
	<u>54,831,782,221</u>	<u>99,751,902,615</u>

Accrued PSL at the end of 2008 and 2007 amounting to Rp11,622,261,421 and Rp 45,519,173,482, represents additional contribution paid to the pension fund in order to increase the basic pension income and pension benefits for employees of the Company.

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43. OTHER ACCRUED EXPENSES

Other accrued expenses consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Bonuses	103,427,995,737	89,801,763,040
Tantiem	4,732,332,023	6,726,050,746
Education fund	866,047,711	523,765,600
Total	109,026,375,471	91,068,892,774

44. UNEARNED REVENUES

Unearned revenues consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Rental fees of Menara Jamsostek	6,057,694,361	6,726,050,746
Rental fees of the Company's head office building	553,383,400	523,765,346
Total	6,611,077,761	7,249,816,346

45. INVESTMENT PAYABLES

Outstanding balance at the end of 2007 amounting to Rp30,906,656,495 represents the Company's payable on purchasing of shares. In 2008 the payables was settled.

46. OTHER CURRENT LIABILITIES

Other current liabilities consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Deductions (Jamsostek contribution, pension, old age allowance, and others)	551,642,278	510,426,547
Purchase of fixed assets	30,005,266,555	6,136,923,393
Others	4,709,402,333	5,820,559,214
	35,266,311,166	12,467,909,154

Payable to purchase of assets in 2008 consist of payable to purchase server, software license, renovation of building and land.

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47. PAST SERVICE LIABILITIES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Past service liability, matured in 1 year	15,139,970,624	8,772,688,925
Long term past service liability	174,902,036,769	143,720,665,735
	190,042,007,393	152,493,354,660

48. OTHER LIABILITIES

Other liabilities consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Security deposits	16,293,614,139	14,900,629,389
Temporary accounts to be settled	2,484,713,286	1,315,574,401
Reconciling items of bank of DPKP program	31,658,920,454	44,477,042,483
Others	976,529	12,082,799
Total other liabilities	50,438,224,408	60,705,329,072
Jaminan Sewa		
Building rental deposits	13,036,264,139	11,716,029,389
Telephone deposits	3,166,000,000	3,107,000,000
Other rental deposits	91,350,000	77,600,000
Total	16,293,614,139	14,900,629,389

Temporary accounts to be settled

Temporary account to be settled represents outstanding balance of the Company's and DPKP Program which at the end of December 2009 has not been settled.

Reconciling items of bank of DPKP program

The amounts are unidentified loan repayment of DPKP program as at December 31, 2008 and December 31, 2007 have not been able to identify the name of debtors and difference of cut off on the DPKP outstanding loan in 2006 with details as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Reconciling items	16,905,136,121	29,765,456,519
Cut off year 2006	14,753,784,333	14,711,585,964
Total	31,658,920,454	44,477,042,483

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49. IMPROVEMENT OF PARTICIPANT'S WELFARE FUND (DPKP)

The account consist of:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Operating DPKP	279,303,061,237	313,045,451,525
Correction of beginning balances of operating DPKP	(1,687,660,695)	-
Corrected operating DPKP	277,615,400,542	313,045,451,525
Increase (decrease) in operating DPKP	94,272,962,628	(33,742,390,288)
Operating DPKP	<u>371,888,363,170</u>	<u>279,303,061,237</u>
Distributed DPKP	189,404,653,776	173,828,507,841
Increase (decrease) in distributed DPKP	(35,890,318,819)	15,576,145,934
DPKP has been distributed	<u>153,514,334,957</u>	<u>189,404,653,775</u>
Total	<u>525,402,698,127</u>	<u>468,707,715,012</u>

50. MINORITY INTEREST IN NET INCOME OF A SUBSIDIARY

Represents the minority interest in net assets of subsidiary, as follows:

	Percentage of ownership	Net Asset		Net Loss	
		2008	2007	2008	2007
Cooperation of PT Jamsostek	0.02%	2,181,381	2,785,406	516,525	1,522,523
Total		<u>2,181,381</u>	<u>2,785,406</u>	<u>516,525</u>	<u>1,522,523</u>

51. SHARE CAPITAL

Based on the amendment of the Company article of association as stated in notarial deed of Nanda Fauz Iwan, SH., M.Kn., No. 25 dated 28 August 2008, the Company increase its authorized capital from Rp400,000,000,000 to Rp1.000.000.000.000, consist of 1,000,000 shares with par value per shares of Rp1.000,000. The issued and fully paid capital is 600,000 shares, with the detail as follows:

Shareholders	%	2008		2007	
		Share	Rp	Share	Rp
State of the Republik of Indonesia	100.00	600,000	600,000,000,000	125,000	125,000,000,000

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Issued and fully paid comprises of:

Previous paid up capital amounted to Rp50,000,000,000 which was derived from:

	Rp
Development Fund	20,000,000,000
General reserve conversion	25,256,082,248
Purposed Reserves Conversion	1,968,112,067
Conversion of initial capital of Perum Astek	2,775,805,685
Total	50,000,000,000
Increasing in share capital of the Republic of Indonesia in the capital to the Company (PP No. 4 of 2003)	75,000,000,000
The addition of Capital of the Republic of Indonesia by converting of general reserve.	475,000,000,000
Total of capital issued and paid	600,000,000,000

52. GENERAL RESERVES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Balance at beginning of year	361,151,678,031	241,626,244,231
Distribution of previous profit (See Note 56)	265,170,723,403	119,525,433,800
Converted to capital stock	(475,000,000,000)	-
Correction of general reserves	564,671,163,403	-
Balance at the end of year	715,993,564,837	361,151,678,031

Correction of general reserves amounting to Rp564.671.163.403 among other is adjustment of deferred tax assets from previous years amounting to Rp574.292.721.103.

53. SPECIFIC RESERVES

	31 December 2008 (Rp)	31 December 2007 (Rp)
Balance at beginning of year	246,711,054,227	234,711,054,227
Distribution of previous profit (See Note 56)	40,000,000,000	12,000,000,000
Balance at the end of year	286,711,054,227	246,711,054,227

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54. DIFFERENCES IN VALUATION OF SECURITIES - NON-JHT FUNDS

Represents differences of fair value and the acquisition cost of the Company's investment, which classified as "available for sale" securities with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Difference in valuation of equity securities - Non JHT	(568,670,768,878)	2,266,618,475,832
Difference in valuation of bonds - non JHT	(10,544,800,000)	5,648,050,000
Difference in valuation of mutual fund - non JHT	(35,866,237,037)	17,769,071,946
Total	(615,081,805,915)	2,290,035,597,778

55. CHANGES IN EQUITY OF SUBSIDIARY

Changes in equity of subsidiary as of December 31, 2008 and December 31, 2007 amounting to minus Rp671,105,728 and minus Rp233.693.228 arising from changes in equity of Subsidiaries due to the declining in value of investment in available for sale bonds in 2007 and payment of tantiem and bonuses of Subsidiary.

56. INCOME DISTRIBUTION

Based on the General Meeting of Shareholders in on June 26, 2008 and on June 27, 2007, the distribution of net of 2007 and 2006 are as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
Dividends	-	216,875,177,296
Specific reserves	40,000,000,000	-
General reserves	265,170,723,403	119,525,433,800
Tantiem	4,331,250,000	3,370,500,000
Improvement of Participants' Welfare Fund (DPKP)	99,839,346,259	-
Partnership and community development programs	39,935,738,504	21,687,517,730
JHT Development Fund	549,116,404,424	361,458,628,827
Total	998,393,462,590	722,917,257,653

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57. OPERATING INCOME

	31 December 2008 (Rp)	31 December 2007 (Rp)
The Company		
Contribution Income from Package Program		
Employment Accident Benefits (JKK)	976,163,177,217	756,239,395,972
Death Benefits (JK)	453,462,725,024	350,284,235,711
Healthcare Benefits (JPK)	795,747,494,514	618,899,590,849
Total Contribution Income from Package Program	2,225,373,396,754	1,725,423,222,532
Contribution Income from Non Package Program		
Contribution Service	118,033,584,697	84,292,083,007
Individual Employment (TKM)	6,308,576,024	2,531,126,000
Indonesian to abroad-employment (TKI)	-	2,232,013,227
Total Contribution Income from Non Package Program	124,342,160,721	89,055,222,234
Total the Company	2,349,715,557,476	1,814,478,444,766
Subsidiary		
Recruitment and placement services	954,848,603	164,491,600
Participation services	131,698,800	718,991,300
Education dan training services	2,000,000	143,493,720
Total Subsidiaries' Income	1,088,547,403	1,026,976,620
Total Operating Income	2,350,804,104,879	1,815,505,421,386

58. BENEFITS EXPENSE

	31 December 2008 (Rp)	31 December 2007 (Rp)
Beban jaminan program paket		
Employment Accident Benefits (JKK)	292,027,786,807	234,268,995,685
Death Benefits (JK)	272,983,605,000	150,875,180,000
Healthcare Benefits (JPK)	587,536,463,456	480,572,623,279
Total benefits expense from program packet	1,152,547,855,264	865,716,798,964
Benefits expense from non package program		
Construction Service	18,304,919,668	14,491,844,513
Individual Employment (TKM)	6,487,008,756	2,818,157,153
Indonesian to abroad-employment (TKI)	320,665,971	637,728,314
Total benefits expense from non package program	25,112,594,396	17,947,729,980
Total benefits expenses	1,177,660,449,660	883,664,528,944

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

59. TECHNICAL RESERVES EXPENSE

Represents provision for estimated benefit paid in the future, with the detail as follows:

	31 December 2008 (Rp)	31 December 2007 (Rp)
JKK technical reserve expenses	576,204,368,976	425,517,882,489
JK technical reserve expenses	41,803,626,382	132,169,519,132
JPK technical reserve expenses	17,896,011,679	6,435,307,628
Technical reserve expenses for construction service	13,496,600,676	5,558,650,938
Technical reserves expense individual employment (TKM)	(513,762,100)	(967,450,900)
Technical reserves expense for catastrophe	11,158,409,864	8,639,771,743
Total	660,045,255,477	577,353,681,030

60. INVESTMENT INCOME

	31 December 2008 (Rp)	31 December 2007 (Rp)
Realized		
Interest	4,900,023,599,060	4,689,800,681,032
Dividend	432,169,404,003	222,834,777,917
Rental	64,422,586,359	57,769,891,564
Gain on disposal of investments	1,210,198,593,857	1,103,954,731,293
Others	11,515,825,568	11,943,081,815
Total	6,618,330,008,847	6,086,303,163,621
Unrealized		
Gain on increase in value of investment	625,912,139,114	463,346,680,213
Total Investment Income	7,244,242,147,961	6,549,649,843,834
Interest Income		
The Company		
JHT Fund		
Interest from rupiah deposits on call	25,879,765,710	30,883,777,305
Interest from rupiah time deposits	1,525,374,164,508	2,074,580,588,130
Interest from bonds	3,082,346,029,561	2,328,467,084,095
Total	4,633,599,959,779	4,433,931,449,530
Non JHT Fund		
Interest from rupiah deposits on call	6,558,571,979	5,586,615,730
Interest from rupiah time deposits	58,042,040,863	62,683,515,270
Interest from foreign exchange time deposits	309,395,432	342,255,333
Interest from time deposits Rupiah - construction service	65,167,412,420	61,091,624,668
Interest from deposits Rupiah - Individual Employment	73,777,482	4,797,245
Interest from Bonds	134,787,292,976	123,920,824,842
Total	264,938,491,151	253,629,633,088
Total the Company	4,898,538,450,930	4,687,561,082,618
Subsidiaries	1,485,148,130	2,239,598,414
Total interest income	4,900,023,599,060	4,689,800,681,032
Dividend		
The Company		
JHT Fund		
Dividend from investment in shares	267,429,808,842	122,257,565,000
Total	267,429,808,842	122,257,565,000
Non JHT Fund		
Dividend from investment in shares	164,719,663,162	100,448,630,633
Dividend from minority direct investments	160,207,658	80,362,284
Total	164,559,455,504	100,528,992,917
Total the Company	432,149,472,003	222,786,557,917
Subsidiaries	19,932,000	48,220,000
Total dividend	432,169,404,003	222,834,777,917

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Rental

Rental income for 2008 and 2007 amounting to Rp64,422,586,359 and Rp57,769,891,564 represents the revenue earned by the Company for leasing of Menara Jamsostek Building.

Gain on disposal of investments

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund		
Sale of Stocks	489,485,648,172	375,492,607,697
Sale of Bonds	81,582,858,071	40,908,201,578
Sale of Mutual funds	1,260,637,522	129,918,813,231
Exchange of Mutual funds	5,635,011,670	1,216,047,851
Total	577,964,155,436	547,535,670,357
Non JHT Fund		
Sale of Stocks	607,862,256,624	544,602,968,154
Sale of Bonds	18,120,024,999	237,100,000
Sale of Mutual funds	1,067,312,063	1,052,935,157
Exchange of Mutual funds	5,184,844,735	10,526,057,626
Total	632,234,438,421	556,419,060,937
Total Gain on Disposal of Investment	1,210,198,593,857	1,103,954,731,294
Others		
JHT Fund		
Time Deposits	345,527,638	28,484,556
Mutual Funds	24,161,932	-
Bonds	1,429,722,500	804,235,463
Current accounts	1,106,869,621	1,652,276,310
Property	8,463,562,703	8,916,600,406
Total	11,369,844,394	11,401,596,735
Non JHT Fund		
Time Deposits	-	320,890,000
Bonds	108,000,000	176,000,000
Current accounts	37,981,174	44,595,080
Total	145,981,174	541,485,080
Total Other Income	11,515,825,568	11,943,081,815
Gain on increase in value of investment		
JHT Fund		
Deposits	467,537,977,720	202,655,397,161
Mutual Funds	48,928,730,262	116,932,610,191
Total	516,466,707,982	319,588,007,352
Non JHT Fund		
Stocks	13,273,999,990	-
Bonds	54,564,022,500	43,151,237,143
Mutual Funds	41,607,408,642	100,607,435,718
Total	109,445,431,132	143,758,672,861
Total Gain on increase in value of investment	625,912,139,114	463,346,680,213

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2008 AND 2007

(In Rupiah, unless otherwise stated)

61. INVESTMENT COST

	31 December 2008 (Rp)	31 December 2007 (Rp)
Realized		
Tax expense of investment activities	66,621,905,313	61,862,295,456
Administration expense of investment activities	20,139,621,322	18,594,478,662
Marketing and Management expense of investment assets	51,962,915,602	48,172,467,716
Insurance expense of investment assets	713,575,501	820,444,626
Investment manager and consultant fees	502,591,700	789,466,525
Other Investment expense	1,199,611,243	1,100,863,198
Loss on disposal of investments	4,113,885,714	16,662,033,142
Loss on declining in value of investments	-	21,298,601,638
Total	145,254,106,395	169,300,650,963
Unrealized		
Loss on decline in value of investments	1,124,089,165,587	317,335,565,148
Loss on declining of direct investments	-	302,481,428
Total	1,124,089,165,587	317,638,046,576
Tax expenses of investment activities	1,269,343,271,981	486,938,697,539
JHT Fund		
Income tax on interest income	11,784,450	32,975,485
Income tax on rental fee	6,330,515,188	5,293,507,930
Income tax on transaction of shares	1,094,709,651	1,116,808,400
Income tax on other investment transactions	695,691,995	528,306,267
Land and Building tax	1,867,530,740	1,814,447,500
Total	10,000,232,025	8,786,045,582
Non JHT Fund		
Income tax on interest income	7,486,550	9,636,301
Income tax on rental fee	52,663,782	43,937,458
Income tax on transaction of shares	1,425,078,318	1,578,558,496
Income tax on other investment transactions	21,600,000	35,200,000
Land and Building tax	579,526,374	484,119,818
Income tax on interest income	1,167,637,776	1,117,347,282
Income tax on interest income of time deposits	24,314,659,806	24,833,039,718
Income tax on interest income of bonds	29,053,020,681	24,395,841,006
Stock dividend income tax	-	578,569,794
Total	56,621,673,287	53,076,249,873
Total tax expenses of investment activities	66,621,905,313	61,862,295,455
Administrative expenses for investment activities		
JHT Fund		
Deposit charge of stock	4,569,180,470	3,262,682,836
Deposit charge of Bonds	12,013,187,878	10,561,014,249
Bank investment	35,484,500	57,302,775
Deposit charge of time deposits certificates	6,209,967	4,418,536
Total	16,624,062,815	13,885,418,396
Non JHT Fund		
Deposit charge of stock	2,905,209,678	3,983,862,165
Deposit charge of Bonds	586,478,497	698,775,144
Bank investment	23,870,332	26,422,957
Total	3,515,558,507	4,709,060,266
Total tax expenses of investment activities	20,139,621,322	18,594,478,662

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Marketing and management expenses of investment activities

	31 December 2008 (Rp)	31 December 2007 (Rp)
JHT Fund		
Marketing expenses of investment building	620,000	136,202,080
Operating cost of investment building	27,552,478,832	24,333,152,817
Depreciation expense of investment building	22,125,747,104	21,936,544,579
Maintenance expenses of land	9,350,000	7,850,000
Depreciation expense of Property asset	1,682,891,719	1,174,478,474
Total	51,371,087,655	47,588,227,950
Non JHT Fund		
Depreciation expense of investment building	479,602,100	486,900,484
Land improvement expenses	112,225,848	97,339,282
Total	591,827,947	584,239,766
Total marketing and management expenses	51,962,915,602	48,172,467,716
Insurance expenses of investment assets		
JHT Fund		
Insurance expenses of Investment building	707,353,000	814,103,950
Non JHT Fund		
Insurance expenses of Investment building	6,222,501	6,340,677
Total insurance of investment assets expense	713,575,501	820,444,627
Property management consultant expense		
JHT Fund		
Management fee for investment in share trough investment manager	44,946,000	358,855,113
Management fee for investment in bonds trough investment manager expense	26,565,000	55,175,000
Investment manager and Consultant fees	329,208,000	-
Non JHT Fund		
Beban pengelolaan investasi dalam saham melalui manajer investasi	400,719,000	414,030,113
Beban pengelolaan investasi dalam obligasi melalui manajer investasi	31,892,000	358,336,412
Beban konsultan manajemen lain-lain	10,462,000	17,100,000
	59,518,700	-
Total	101,872,700	375,436,412
Investment manager and Consultant fee	502,591,700	789,466,525
Miscellaneous investment expense		
JHT Fund	1,177,947,620	1,080,613,198
Non JHT Fund	21,663,623	20,250,000
Total Miscellaneous investment expense	1,199,611,243	1,100,863,198

Include in miscellaneous investment expenses in 2008 and 2007 is subscription expenses to Bloomberg amounting to Rp1.132.646.554 and Rp1,080,613,198, respectively.

Loss on disposal of investment

	31 December 2008 (Rp)	31 December 2007 (Rp)
Loss on disposal of bonds - JHT Fund	3,422,714,286	15,615,890,285
Loss on disposal of bonds - non JHT Fund	691,171,428	1,046,142,857
Total Loss on disposal of investment	4,113,885,714	16,662,033,142

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Loss on declining in value of investment

	31 Desember 2008 (Rp)	31 Desember 2007 (Rp)
JHT Fund		
Bonds	716,455,688,680	239,099,261,619
Mutual Funds	180,978,187,454	20,814,182,758
Total	897,433,876,134	259,913,444,377
Non JHT Fund		
Bonds	71,575,697,500	39,089,572,858
Mutual Funds	139,337,591,944	18,332,547,912
Stocks	15,742,000,009	-
Total	226,655,289,454	57,422,120,770
Total Loss on declining of investment value	1,124,089,165,587	317,335,565,147

Loss on declining value of direct investments

On November 2007 The Company's percentage of ownership in PT Bank Persyarikatan Indonesia (PT BPI) was diluted, accordingly starting from December 2007 the investment that previously recorded using the equity method was changed into the cost method. Total loss on declining in value in direct investments is Rp302,418,428 charged in 2007 statement of income.

62. INCOME/ EXPENSES OF JHT INVESTMENT FUND MANAGEMENT

Income from management of JHT's investment fund in 2008 and 2007 amounting to Rp857,105,966,165 and Rp761,735,019,257, represents allocation of the Company's income from JHT's investment fund management. While JHT's investment fund management expense in 2008 and 2007 amounting to Rp857,105,966,165 and Rp761,735,019,257 are the portion of operating expense in accordance to Government Regulation No. 22 of 2004.

63. OPERATING EXPENSE

	31 December 2008 (Rp)	31 December 2007 (Rp)
Management expenses	23,447,490,109	17,390,078,474
Operating expenses	108,807,342,315	110,332,236,265
Personnel expenses	624,329,776,863	530,052,218,490
General and administrative expenses	165,590,859,539	152,293,189,080
Depreciation and amortization expenses	61,237,102,729	58,612,808,106
Allowance for doubtful accounts - Contribution receivable	57,754,789,573	19,032,843,537
Allowance for doubtful accounts - accounts receivable	106,838,600	4,910,300,000
Total	1,041,274,199,728	892,623,673,952
Management Expense		
Directors expense	17,548,336,345	12,728,871,966
Commissioners expense	5,899,153,764	4,661,206,508
Total	23,447,490,109	17,390,078,474

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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	31 December 2008 (Rp)	31 December 2007 (Rp)
Operating expenses		
Participants extension program expenses	9,661,633,672	9,522,103,805
Development expenses	60,581,692,860	63,815,750,474
Law enforcement expenses	6,339,517,094	5,726,473,389
Public relation expenses	12,181,902,490	15,233,378,572
Traveling expenses	12,000,631,611	10,075,710,060
Building management expenses	2,699,969,441	634,689,676
Official representation expenses	4,203,674,404	4,139,729,495
Others	1,138,320,743	1,184,400,794
Total	108,807,342,315	110,332,236,265
Employees expenses		
Salaries and honorariums expenses	131,162,479,747	110,191,658,141
Basic allowance expenses	75,688,543,932	68,484,707,133
Additional allowance expenses	319,306,939,147	263,474,074,477
Social security expenses /additional JPK/ employee retirement	69,956,205,602	60,747,248,504
Development expenses of the employee	4,774,137,846	5,735,738,040
Acceptance and placement expenses	5,603,174,087	3,439,757,450
Provision for employee benefits	163,912,000	133,501,000
HRD development expenses	15,070,622,348	15,325,950,760
Other employees expenses	2,603,762,155	2,519,582,985
Total	624,329,776,863	530,052,218,490
General and administrative expenses		
Office supplies expenses	26,435,736,649	26,802,964,557
Rental expenses	22,905,582,705	16,855,384,978
Subscription expenses	23,136,346,206	23,178,346,407
Maintenance and asset management expenses	17,652,477,925	23,799,679,616
Household and meeting expenses	20,444,548,141	17,753,823,726
Tax and fixed assets insurance expenses	5,607,999,727	4,522,658,088
Secretariat expenses	7,931,049,202	7,613,686,226
Data management expenses	16,921,735,234	9,920,753,069
Planning and development expenses	14,045,411,405	11,867,310,806
Financial administration expenses	6,089,750,253	5,663,658,319
Administration and general expenses	4,420,222,091	4,314,923,288
Total	165,590,859,539	152,293,189,080
Depreciation and amortization expenses		
Beban penyusutan bangunan	5,402,756,273	5,656,584,408
Beban penyusutan kendaraan	13,853,905,412	13,978,230,359
Beban penyusutan peralatan kantor	4,594,187,229	3,878,866,951
Beban penyusutan komputer	21,110,190,746	27,182,780,214
Beban penyusutan peralatana lainnya	8,478,517,780	7,046,979,288
Beban amortisasi	7,797,545,288	869,366,886
Total	61,237,102,729	58,612,808,106

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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	31 December 2008 (Rp)	31 December 2007 (Rp)
Allowance for doubtful accounts		
Allowance for doubtful accounts - JKK	22,578,563,025	9,784,325,515
Allowance for doubtful accounts - JK	9,254,473,360	1,681,866,554
Allowance for doubtful accounts - JPK	25,921,753,188	7,566,651,468
Total	57,754,789,573	19,032,843,537

64. OTHER INCOME (EXPENSES)

	31 December 2008 (Rp)	31 December 2007 (Rp)
Other income		
Contributions fine income	4,691,669,522	4,860,483,480
Interest income	2,387,145,322	2,153,970,779
Gain on foreign exchange	2,949,485,215	351,092,842
Others	6,589,793,099	5,754,270,501
Total	16,618,093,158	13,119,817,602
Other expenses	(5,132,383,029)	(4,643,524,067)
Other income - net	11,485,710,129	8,476,293,535

65. PARTICIPANT'S SHARE ON JHT INVESTMENT YIELD

Represents net income of JHT investment funds allocated to participants in 2008 and 2007 amounting to Rp4,234,377,877,431 and Rp4,384,233,219,531, respectively. Of this, amounting to Rp4,059,237,865,529 and Rp4,159,007,322,868 is the yields of JHT funds, while the remaining amounting to Rp175,140,011,902 and Rp225,225,896,663 are the participants' share on the investment results of JHT.

66. RECLASSIFICATION ACCOUNT

For the purpose of comparison, certain accounts in financial statements for the year ended December 31, 2007 are reclassified to conform with presentation on financial statements for the year ended December 31, 2008.

67. RESTATEMENT

Subsequent to the issuance of the consolidated financial statements for the year ended December 31, 2007, the Company made certain adjustments which the Company believes are required to be made pursuant to the accounting principles generally accepted (GAAP) in Indonesia. The adjustments primarily relate to the consolidation of financial statements of "Improvement of Participants Welfare Program (DPKP), a special purposes entity.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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A summary of the relevant accounts before and after the above restatements is as follows:

	<u>Before Restatement</u>	<u>After Restatement</u>
Current Assets		
Cash and cash equivalents	98,477,853,002	414,318,108,062
Cash and cash equivalents	-	6,000,000,000
Temporary investments of DPKP program	-	152,881,995,691
Loans - net	674,980,961,992	677,958,474,838
Employee receivables	2,926,639,422	-
Other receivables	2,274,176,881	2,462,276,255
Advances to employee	6,902,491,284	7,007,871,284
Participants welfare facilities of DPKP Program		
Acquisition cost	-	54,546,729,475
Less: accumulated depreciation	-	(18,193,668,590)
Book Value	-	36,353,060,885
Fixed assets		
Fixed Assets - direct ownership	469,676,147,100	482,111,844,989
Less: accumulated depreciation	(262,954,206,082)	(266,832,511,194)
Book value	206,721,941,018	215,279,333,794
Other assets	172,781,369,733	91,020,557,107
Other liabilities	159,573,512,093	60,705,329,072
Improvement of Participants Welfare Fund	-	468,707,715,012



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Muara Enim

T. (0734) 421 008

F. (0734) 421 821

E. Jamsosg03@palembang.wasantara.net.id

JAMBI I

Kantor Cabang II – Branch Office II

Jl. Slamet Riyadi No. 16,
Jambi 361121, P.O. Box 65

T. (0741) 619 18, 633 56, 657 75, 662 43,
667 796, 667 753

F. (0741) 627 37

JAMBI II

Kantor Cabang II – Branch Office II

Jl. Lintas Sumatera KM0 No. 11, Muara Bungo
Jambi 361121, P.O. Box 65

T. (0741) 619 18, 633 56, 657 75, 662 43,
667 796, 667 753

F. (0741) 627 37

LAMPUNG

Kantor Cabang II – Branch Office II

Jl. Drs. Warsito No. 4, Telukbetung
Bandar Lampung 35127

T. (0721) 486 036, 486 783

F. (0721) 486 051

LAMPUNG II

Kantor Cabang III – Branch Office III

Jl. Negara No. 11, Bandar Jaya
Lampung Tengah

T. (0721) 572 567

F. (0721) 267 655

BENGGULU

Kantor Cabang III – Branch Office III

Jl. Kapuas Raya No. 82,
Bengkulu

T. (0736) 204 51

F. (0736) 200 07

PANGKAL PINANG

Kantor Cabang II – *Branch Office II*
 Jl. Jend. Sudirman No. 9 Gobek,
 Pangkal Pinang
T. (0717) 431 415
F. (0717) 431 216

RIAU I

Kantor Cabang I – *Branch Office I*
 Jl. Tangkuban Perahu Timur No. 28,
 Pekanbaru – Riau 28112
T. (0761) 332 57, 373 84, 270 36
F. (0761) 332 45
E. Astekd00@riau.wasantara.net.id

RIAU II

Kantor Cabang III – *Branch Office III*
 Jl. H.R Subrantas No. 41 A-B,
 Pekanbaru – Riau 28112
T. (0761) 617 07
F. (0761) 617 07

DURI

Kantor Cabang III – *Branch Office III*
 Jl. Jawa No. 4,
 Duri – Riau
T. (0765) 598 133
F. (0765) 595 615

DUMAI

Kantor Cabang III – *Branch Office III*
 Jl Jend. Sudirman No. 131,
 Dumai
T. (0765) 367 28
F. (0765) 327 94

RENGAT

Kantor Cabang II – *Branch Office II*
 Jl Bupati Tulus No. 66,
 Rengat, P.O. Box 2
T. (0769) 211 68
F. (0769) 216 77

TANJUNG PINANG

Kantor Cabang II – *Branch Office II*
 Jl. Engku Putri,
 Tanjung Pinang, P.O. Box 150
T. (0771) 315 057 - 9
F. (0771) 219 29

BATAM I

Kantor Cabang I – *Branch Office I*
 Gedung JAMSOSTEK Rental Office Lt. III,
 Jl. Imam Bonjol Nagoya,
 Batam - Riau
T. (0778) 458 324, 455 920
F. (0778) 452 986

BATAM II

Kantor Cabang II – *Branch Office II*
 Jl. Radja Hadji No 5-6,
 Batam, Riau
T. (0778) 322 858
F. (0778) 322 858

KANTOR WILAYAH III – REGIONAL OFFICE III

Gd. Selatan Menara Jamsostek, Lt. 8 Tower B,
 Jl. Jend. Gatot Subroto No. 38 Kav. 71-73,
 Jakarta Selatan
T. (021) 522 9291
F. (021) 522 9321

SALEMBA

Kantor Cabang I – *Branch Office I*
 Jl. Salemba Raya No. 65,
 Jakarta Pusat 10440
T. (021) 390 5226, 390 5227
F. (021) 390 5229

RAWAMANGUN

Kantor Cabang I – *Branch Office I*
 Jl. Pemuda Kav. 10 No. 90,
 Jakarta Timur
T. (021) 4786 8141 - 43
F. (021) 4786 7071

GROGOL

Kantor Cabang I – *Branch Office I*
 Jl. Daan Mogot No. 95C,
 Gedung Bank Lippo Lt. 3
 Jakarta Barat 11510
T. (021) 566 4269, 565 9123, 566 5331
F. (021) 566 4268

KALIDERES

Kantor Cabang II – *Branch Office II*
 Jl. Daan Mogot KM 14,
 Komp. Naga Sakti Blok 6D,
 Jakarta Barat
T. (021) 5439 5596, 5439 5598
F. (021) 5439 5696

TANJUNG PRIOK

Kantor Cabang I – *Branch Office I*
 Jl. Bukit Gading Indah Blok I No. 5 - 8
 Jakarta Utara
T. (021) 453 0123
F. (021) 4584 8723, 4584 2725

PULOGADUNG

Kantor Cabang III – *Branch Office III*
 Gd. PT. Astra Agung Lestari Tbk.
 Jl. Pulo Ayang Blok OR-1,
 Kawasan Industri Pulogadung,
 Jakarta Timur
T. (021) 461 6555
F. (021) 461 6618

SETIA BUDI

Kantor Cabang I – *Branch Office I*
 Menara JAMSOSTEK Lantai 2,
 Jl. Gatot Subroto,
 Jakarta Selatan
T. (021) 527 9318 - 23
F. (021) 527 9324 - 25

GAMBIR

Kantor Cabang I – *Branch Office I*
 Jl. Ir. H. Juanda No. 12,
 Gedung Bank Liman Int. Lt. 2,
 Jakarta Pusat
T. (021) 385 7701, 385 7775, 385 7702
F. (021) 351 2176

CILANDAK

Kantor Cabang I – *Branch Office I*
 Jl. R.A. Kartini Kav. 13, Cilandak Barat,
 Jakarta Selatan 12430
T. (021) 7591 7963 - 72
F. (021) 7591 7973 - 4

KEBAYORAN BARU

Kantor Cabang III – *Branch Office III*
 Wijaya Grand Centre Blok C1,
 Jl. Darmawangsa III, Kebayoran Baru
 Jakarta Selatan 12430
T. (021) 7279 9513
F. (021) 739 3661

KEBON SIRIH

Kantor Cabang I – *Branch Office I*
 Jl. K.H. Wahid Hasyim No. 94,
 Jakarta Pusat
T. (021) 390 5119, 390 5029
F. (021) 314 1709

PLUIT

Kantor Cabang II – *Branch Office II*
 Jl. Pluit Timur Blok L Barat No. 5-9,
 Jakarta Utara
T. (021) 6669 5182 - 184
F. (021) 6660 4157

CAWANG*Kantor Cabang II – Branch Office II*Gedung Cawang Kencana Lt. 7,
Suite 703 & 704Jl. Mayjen. Sutoyo Kav. 22,
Jakarta Timur 13630**T.** (021) 800 7971, 800 2659, 800 2660**F.** (021) 800 7972**GATOT SUBROTO***Kantor Cabang I – Branch Office I*

Menara Mulia Ground Floor (Lt. Dasar)

Jl. Jend. Gatot Subroto Kav. 9-11,
Jakarta Selatan**T.** (021) 526 0419 - 22**F.** (021) 522 3544, 520 7808**GATOT SUBROTO II***Kantor Cabang II – Branch Office II*

Menara Mulia Lt. 1

Jl. Jend. Gatot Subroto Kav. 9-11,
Jakarta Selatan**T.** (021) 526 0419 - 22**F.** (021) 522 3544, 520 7808**GATOT SUBROTO III***Kantor Cabang III – Branch Office III*

Menara Mulia Lt. 1

Jl. Jend. Gatot Subroto Kav. 9-11,
Jakarta Selatan**T.** (021) 526 0419 - 22**F.** (021) 522 3544, 520 7808**CILINCING***Kantor Cabang III – Branch Office III*

Jl. Kramat Jaya No. 22B - 22C,

Kecamatan Koja
Jakarta Utara**T.** (021) 435 3488, 435 3441, 435 3529**F.** (021) 435 3363**MANGGA DUA**

Jl. Arteri Mangga Dua Raya Centre,

Gd. Green Boutiq Blok C5 No. 5,
Jakarta 14430**T.** (021) 628 6534, 628 6535**F.** (021) 612 2663**KANTOR WILAYAH IV – REGIONAL OFFICE IV**

Jl. P. Hasan Mustofa No. 39,

Bandung 40124

T. (022) 720 0610, 710 2732**F.** (022) 720 0609**BANDUNG I***Kantor Cabang I – Branch Office I*

Jl. P. Hasan Mustofa No. 39,

Gedung Soilens Lt. 3,

Bandung 40124

T. (022) 727 5736, 720 4486, 710 2733**F.** (022) 727 5570, 727 5810**BANDUNG II***Kantor Cabang III – Branch Office III*

Jl. BKR No. 54D,

Bandung

T. (022) 520 4194**F.** (022) 522 4144**TANGGERANG I***Kantor Cabang I – Branch Office I*

Jl. Perintis Kemerdekaan II Kav. 14

Tangerang 15118, P.O. Box 235

T. (021) 552 7403, 552 4110**F.** (021) 522 7002**E.** amal_k04@yahoo.com**TANGGERANG II***Kantor Cabang II – Branch Office II*

Komplek Sasa Plaza Blok B No. 26,

Jl. Gatot Subroto, Jatiuwung,

Ps. Kemis - Tangerang

T. (021) 591 0441, 591 2978, 591 2385**F.** (021) 591 7843**E.** AMGK17_TGR2@yahoo.com**TANGGERANG III***Kantor Cabang III – Branch Office III*

Jl. Rinjani III/5 No. 38,

Ruko BSD Sektor IV Blok RS

Serpong - Tangerang

T. (021) 5315 3735, 5315 3736**F.** (021) 5315 3740**TANGERANG IV***Kantor Cabang II – Branch Office II*

Ruko Citra Raya Blok K1 No. 28,

Cikupa - Tangerang

T. (021) 5940 1988, 5940 1956**F.** (021) 5940 2001**BOGOR I***Kantor Cabang I – Branch Office I*

Jl. Pemuda No. 8A,

Bogor

T. (0251) 318 179, 317 923, 374 040**F.** (0251) 313 760, 346 959**BOGOR II***Kantor Cabang III – Branch Office III*

Jl. Raya Cileungsi KM. 1, No. 6,

Jonggol, Bogor 16820

T. (021) 823 0763**F.** (021) 823 0765**BEKASI***Kantor Cabang I – Branch Office I*

Jl. Pramuka No. 29,

Bekasi 17141

T. (021) 884 3909,**F.** (021) 884 5438, 8895 7687**KARAWANG***Kantor Cabang II – Branch Office II*

Gedung Bank Tata, Cabang Karawang

Jl. Tuparev No. 339,

Karawang

T. (0267) 411 439**F.** (0267) 400 966**E.** amg-k10@plasa.com**CIKARANG***Kantor Cabang III – Branch Office III*

Jl. Cikarang Baru Raya No. 12,

Office Park Kawasan Industri

Jababeka Tahap II, Cikarang

Bekasi

T. (022) 8911 3873 - 75**F.** (022) 8911 3877 - 78**CIMAHI***Kantor Cabang II – Branch Office II*

Gd. Sangkuriang Plaza, Lt.2

Jl. Raya Sangkuriang No. 15, Cimahi,

Bandung

T. (022) 662 6713, 662 6717**F.** (022) 662 6984**SUKABUMI***Kantor Cabang II – Branch Office II*

Jl. Surya Kencana No. 68,

Kodya Sukabumi 4311, P.O. Box 74

T. (0266) 222 481**F.** (0266) 222 066**SERANG***Kantor Cabang II – Branch Office II*

Jl. Jend. A. Yani No. 154,

Serang 42118, P.O. Box 65

T. (0254) 250 155, 200 794**F.** (0254) 200 031

CIREBONKantor Cabang II – *Branch Office II*Jl. Evakuasi No. 11B,
Cirebon 45122 P.O. Box 164**T.** (0231) 485 660
F. (0231) 485 785**PERIANGAN TIMUR**Kantor Cabang III – *Branch Office III*Jl. R.E. Martadinata No. 260,
Tasikmalaya**T.** (0265) 327 987, 327 811
F. (0265) 331 346
E. amalgamasi_k07@yahoo.com**PURWAKARTA**Kantor Cabang II – *Branch Office II*Jl. Terusan Ibrahim Singadilaga 14,
Purwakarta 41115**T.** (0264) 231 108, 214 917
F. (0264) 230 751**MAJALAYA**Kantor Cabang II – *Branch Office II*Jl. Soekarno Hatta No. 592,
Bandung**T.** (022) 750 0380
F. (022) 750 0810**DEPOK**Kantor Cabang III – *Branch Office III*Komplek Ruko ITC Depok No. 38-39,
Jl. Margonda Raya No. 56
Depok 16431**T.** (021) 7721 5101
F. (021) 7721 5104**KANTOR WILAYAH V – REGIONAL OFFICE V**Jl. Pemuda No. 130,
Semarang 50132, P.O. Box 1062**T.** (024) 355 9563, 355 9564
F. (024) 351 7623, 355 7627**SEMARANG I**Kantor Cabang I – *Branch Office I*Jl. Pemuda No. 130,
Semarang 50132, P.O. Box 1062**T.** (024) 352 0279, 358 8880, 358 8877
F. (024) 553 712, 358 5530**SEMARANG II**Kantor Cabang II – *Branch Office II*Jl. Raya Kaligawe No. 3,
Semarang 50165**T.** (024) 659 1391
F. (024) 659 1391, 658 1682**SURAKARTA**Kantor Cabang II – *Branch Office II*Jl. Bhayangkara No. 42,
Surakarta**T.** (0271) 736 637, 736 330
F. (0271) 716 261**YOGYAKARTA**Kantor Cabang I – *Branch Office I*Jl. Urip Sumoharjo No. 106,
Yogyakarta 55222, P.O. Box 6402**T.** (0274) 518 953, 518 670, 518 671
F. (0274) 518 223**KLATEN**Kantor Cabang III – *Branch Office III*Jl. Pemuda Selatan No. 12,
Klaten 57411, P.O. Box 189**T.** (0272) 326 602, 327 331
F. (0272) 227 01**CILACAP**Kantor Cabang III – *Branch Office III*Jl. M.T. Haryono No. 18,
Cilacap 53213, P.O. Box 147**T.** (0282) 531 388, 537 979
F. (0282) 534 567**PEKALONGAN**Kantor Cabang III – *Branch Office III*Jl. Majapahit, Komplek Perkantoran
Podosugih, Pekalongan**T.** (0285) 425 857, 425 858
F. (0285) 425 859**KUDUS**Kantor Cabang II – *Branch Office II*Jl. Pramuka No. 368,
Kudus 59319, P.O. Box 172**T.** (0291) 431 151, 437 878
F. (0291) 431 151**MAGELANG**Kantor Cabang III – *Branch Office III*Jl. Panca Arga No. 31,
Magelang 56172, P.O. Box 226**T.** (0293) 310 430, 624 17
F. (0293) 310 431**PURWOKERTO**Kantor Cabang III – *Branch Office III*Jl. Let. Jend. S. Parman No. 80,
Purwokerto 53141**T.** (0281) 642 481/4/6
F. (0281) 642 482**TEGAL**Kantor Cabang III – *Branch Office III*Jl. Mayjen Sutoyo No. 18,
Tegal**T.** (0283) 322 623, 322 624
F. (0283) 356 769**UNGERAN**Kantor Cabang II – *Branch Office II*Jl. Jend. Sudirman No. 92,
Ungaran**T.** (024) 692 3036, 692 6928, 692 6929
F. (024) 692 4255**KANTOR WILAYAH VI – REGIONAL OFFICE VI**Jl. H.R. Muhammad No. 338,
Surabaya**T.** (031) 502 7692, 503 3853
F. (031) 502 9285**KARIMUNJAWA**Kantor Cabang I – *Branch Office I*Jl. Karimunjawa No. 6,
Surabaya**T.** (031) 503 1183, 503 2701, 503 3856
F. (031) 501 7014**PASURUAN**Kantor Cabang II – *Branch Office II*Jl. DR. Wahidin Utara No. 7C,
Pasuruan 67126, Tromol Pos 5**T.** (0343) 428 165, 428 188
F. (0343) 421 527, 425 011**MALANG**Kantor Cabang II – *Branch Office II*Jl. DR. Sutomo No. 1,
Malang 65111, P.O. Box 193**T.** (0341) 354 450, 367 507
F. (0341) 367 507**SIDOARJO**Kantor Cabang I – *Branch Office I*Jl. Pahlawan Pinang Indah
Blok A2 No. 1-4,
Sidoarjo 61251, P.O. Box 210**T.** (031) 894 5592 - 94
F. (031) 894 5591**DARMO**Kantor Cabang II – *Branch Office II*Jl. Diponegoro No. 6,
Surabaya**T.** (031) 566 8979, 568 7791
F. (031) 567 5944

GRESIK

Kantor Cabang II – Branch Office II

Jl. DR. Wahidin Sudiro Husodo No. 121 A,
Gresik**T.** (031) 397 5277, 397 2121, 398 4344,
397 4349**F.** (031) 398 5572**JEMBER**

Kantor Cabang III – Branch Office III

Jl. Ciliwung No. 11,
Jember**T.** (0331) 486 370, 487 001**F.** (0331) 485 602**BANYUWANGI**

Kantor Cabang III – Branch Office III

Jl. Jaksa Agung Suprpto No. 49,
Banyuwangi**T.** (033) 342 4754, 341 0483, 341 0848**F.** (033) 342 1677**E.** amalgamasi_no06@yahoo.com**MADIUN**

Kantor Cabang III – Branch Office III

Jl. A. Rahman Saleh No. 8,
Madiun 63139**T.** (0351) 492 018, 462 864**F.** (0351) 452 974**KEDIRI**

Kantor Cabang III – Branch Office III

Jl. Urip Sumoharjo No. 199,
Kediri 64122, P.O. Box 187**T.** (0354) 700 3786 - 88**F.** (0354) 685 188**E.** jamsostekn01@yahoo.com**MOJOKERTO**

Kantor Cabang III – Branch Office III

Jl. Raya Jabon No. 10,
Mojokerto 61363, P.O. Box 145**T.** (0321) 324 679, 392 237**F.** (0321) 323 327**BOJONEGORO**

Kantor Cabang III – Branch Office III

Jl. Diponegoro No. 18,
Bojonegoro**T.** (0353) 881 978, 881 835**F.** (0353) 885 966**BANGKALAN**

Kantor Cabang III – Branch Office III

Jl. Hasyim Ashari No. 13,
Madura 69115**T.** (031) 309 3589, 309 9184**F.** (031) 309 5632**BLITAR**

Kantor Cabang III – Branch Office III

Jl. Slamet Riyadi No. 9,
Blitar 66131, P.O. Box 001**T.** (0342) 806 778, 800 987**F.** (0342) 801 354**TANJUNG PERAK**

Kantor Cabang II – Branch Office II

Jl. Perak Timur No. 82,
Surabaya**T.** (031) 352 3854, 352 4460**F.** (031) 329 8686**E.** umum_n14@telkom.net.id**BALI**

Kantor Cabang I – Branch Office I

Jl. Hayam Wuruk No. 143,
Denpasar 80233, P.O. Box 472**T.** (0361) 233 622, 223 145, 221 425**F.** (0361) 223 893**E.** jamsostek_bali@plasa.com
amalgamasi_bali@yahoo.com**BALI II**

Kantor Cabang III – Branch Office III

Jl. Dharma Giri Bypass Buruan,
Gianyar-Bali, 80581**T.** (0361) 945 718, 945 719,**F.** (0361) 945 522**E.** jamsostek_bali@plasa.com
amalgamasi_bali@yahoo.com**RUNGKUT**

Kantor Cabang II – Branch Office II

Jl. Raya Jemur Sari No. 6, Surabaya

T. (031) 843 8826**F.** (031) 847 2664**NTB**

Kantor Cabang II – Branch Office II

Jl. Langko No. 15,
Mataram 83126 – NTB, P.O. Box 1042**T.** (0370) 640 127, 634 714**F.** (0370) 634 103**NTT**

Kantor Cabang III – Branch Office III

Jl. Cak Doko No. 45,
Kupang 85111, P.O. Box 1025**T.** (0380) 833 604**F.** (0380) 831 457**KANTOR WILAYAH VII – REGIONAL OFFICE VII**Jl. Jend. Sudirman Kav. 43, Blok H 1-2,
Balikpapan**T.** (0542) 734 962, 440 779**F.** (0542) 423 264**BALIKPAPAN**

Kantor Cabang I – Branch Office I

Jl. Jend. Sudirman Kav. 43, Blok H 1-2,
Balikpapan**T.** (0542) 421 920, 427 213**F.** (0542) 426 043**SAMARINDA**

Kantor Cabang I – Branch Office I

Jl. Ir. H. Juanda,
Samarinda**T.** (0541) 761 193, 761 194**F.** (0541) 761 196**BONTANG**

Kantor Cabang III – Branch Office III

Jl. Diponegoro No. 11,
Bontang**T.** (0548) 211 28, 211 78 (D)**F.** (0548) 233 15**TARAKAN**

Kantor Cabang III – Branch Office III

Jl. Yos Sudarso No. 8A,
Tarakan, P.O. Box 124**T.** (0551) 212 60**F.** (0551) 511 77**BERAU**

Kantor Cabang III – Branch Office III

Jl. Haji Isa III, No. 89, Tanjung Redab,
Berau - Kalimantan Timur**T.** (0554) 219 76, 256 69**F.** (0554) 219 76

**KALIMANTAN BARAT – WEST
KALIMANTAN
PONTIANAK**

Kantor Cabang II – *Branch Office II*
Jl. A. Rachman Saleh No. 95,
Pontianak
T. (0561) 732 941, 767 909
F. (0561) 730 031

**KALIMANTAN SELATAN –
SOUTH KALIMANTAN
BANJARMASIN**

Kantor Cabang II – *Branch Office II*
Jl. Brigjen Hasan Basri No. 84,
Banjarmasin 70124
T. (0511) 330 2042-44
F. (0511) 330 2047

PALANGKARAYA

Kantor Cabang III – *Branch Office III*
Jl. RTA. Milono Km. 35 No. 92,
Palangkaraya
T. (0536) 322 4972
F. (0536) 322 3694

SAMPIT

Kantor Cabang III – *Branch Office III*
Jl. MT Haryono No. 77
Sampit, P.O. Box 153
T. (0531) 214 21, 312 01
F. (0531) 312 01

KOTA BARU

Kantor Cabang III – *Branch Office III*
Jl. Brigjen Hasan Basri No. 6,
Kota Baru
T. (0518) 218 95
F. (0518) 210 19

PANGKALAN BUN

Kantor Cabang III – *Branch Office III*
Jl. Hasanuddin No. 39,
Pangkalan BUN 74115
Kalimantan Tengah
T. (0532) 212 66
F. (0532) 212 66

**KANTOR WILAYAH VIII – REGIONAL
OFFICE VIII**

Jl. Gunung Bawakaraeng No. 222,
Makassar
T. (0411) 452 373
F. (0411) 452 539

MAKASSAR

Kantor Cabang I – *Branch Office I*
Jl. Urip Sumorarjo Km 4,5, Pampang
Makassar
T. (0411) 441 581, 441 591
F. (0411) 441 533

**KENDARI
SULAWESI TENGGARA – SOUTHEAST
SULAWESI (KENDARI)**

Kantor Cabang III – *Branch Office III*
Jl. Mayjen S. Parman No. 68A,
Kendari 93121,
Sulawesi Tenggara
T. (0401) 312 7326, 312 7067
F. (0401) 312 5545

PALOPO

Kantor Cabang III – *Branch Office III*
Jl. Guttupatallo No. 61,
Palopo 91921
T. (0471) 216 98
F. (0471) 222 48

MANADO

SULAWESI UTARA – NORTH SULAWESI
Kantor Cabang II – *Branch Office II*
Jl. 17 Agustus,
Manado 95113
T. (0431) 851 667, 855 724
F. (0431) 854 068

PALU

SULAWESI TENGAH – CENTRAL SULAWESI
Kantor Cabang III – *Branch Office III*
Jl. Towua No. 51, Tatura,
Palu 94113, P.O. Box 37
T. (0451) 481 212
F. (0451) 481 212

GORONTALO

Kantor Cabang III – *Branch Office III*
Jl. Nani Wartabone No. 22,
Gorontalo (d/h Andalas No. 7)
T. (0435) 831 554
F. (0435) 831 554

MALUKU

Kantor Cabang II – *Branch Office II*
Jl. Jend. Achmad Yani,
Ambon 97124
T. (0911) 354 035
F. (0911) 354 095

SORONG

Kantor Cabang III – *Branch Office III*
Jl. Basuki Rahmat No. 6,
Sorong
T. (0951) 333 748
F. (0951) 332 838

PAPUA (IRIAN JAYA)

Kantor Cabang III – *Branch Office III*
Jl. Raya Abepura Bucen II No. 16A,
Jayapura 99223
T. (0967) 533 326
F. (0967) 531 272

PAPUA BARAT

Jl. Basuki Rahmat No. 6,
Sorong
T. (0951) 331 748
F. (0951) 332 838

MALUKU UTARA

Kantor Cabang III – *Branch Office III*
Jl. Kapitan Pattimura No. 2, Ternate,
Maluku Utara
T. (0921) 212 43
F. (0921) 255 24

TIMIKA

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