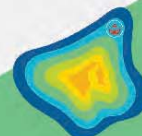


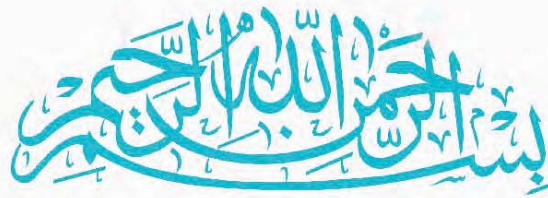
Turning Goals into Achievements:
BDMD's 2025 Milestones

جاڤتن ڪاجي چواڻا بروني دارالسلام



BDMD

Brunei Darussalam
Meteorological
Department



Turning Goals into Achievements: BDMD's 2025 Milestones



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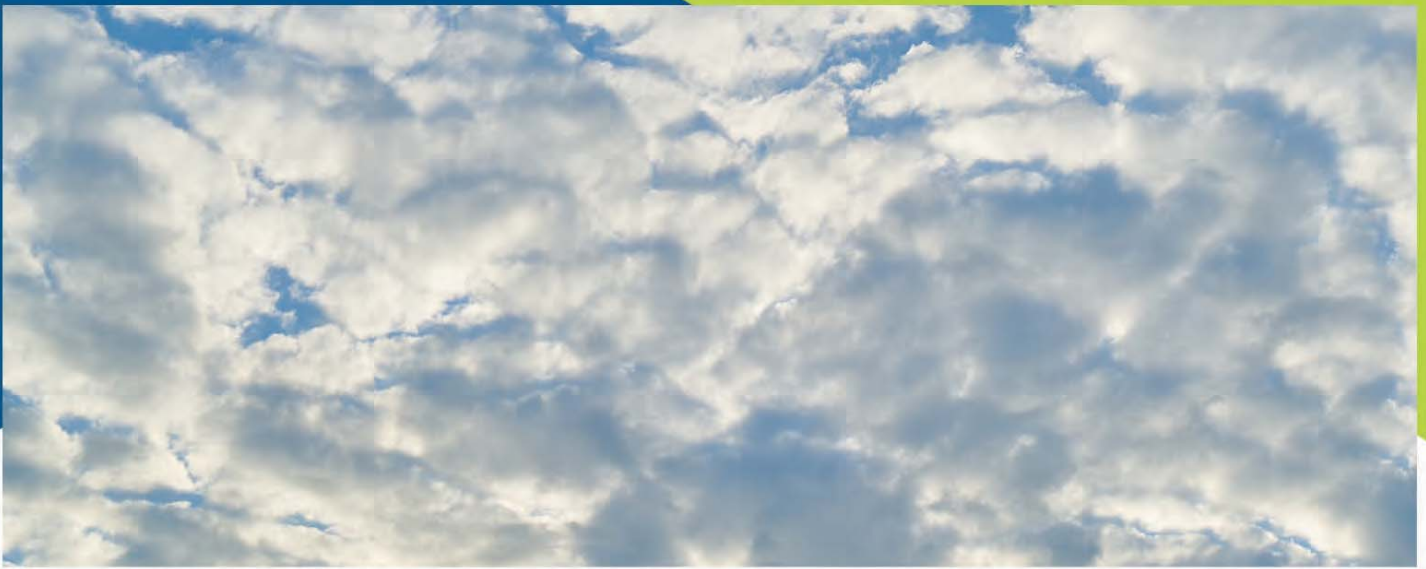
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ISO 9001

BUREAU VERITAS
Certification







INTRODUCTION

As we draw near to the end of our 5-year strategic plan (2021-2025), “Turning Goals into Achievements: BDMD’s 2025 Milestones” stands as a testament to the remarkable progress BDMD has made in achieving the objectives of our strategic plan and fostering a weather-smart society capable of utilizing comprehensive weather information to assist in decision-making and planning.

This book highlights BDMD’s journey of growth and transformation, demonstrating its ability to adapt to evolving demands. Aligned with ministerial and national goals, BDMD has embraced innovation, remained steadfast in its commitment to excellence, and reinforced its role in supporting the safety, resilience, and development of the nation through reliable and timely meteorological information.



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FOREWORD FROM THE MINISTER

Alhamdulillah, I extend my sincere congratulations to the Brunei Darussalam Meteorological Department (BDMD) on the release of “Turning Goals into Achievements: BDMD’s 2025 Milestones.” This work stands as a testament to the department’s unwavering dedication to excellence in service delivery and its vital role in ensuring our nation’s safety and well-being.

Amid the increasing complexity and rapid changes in the world, BDMD continues to uphold its mission of delivering accurate meteorological and climatological information, in support of the government, the public, and diverse sectors. This publication reflects the department’s remarkable journey of growth and achievement, underscoring its alignment with ministerial priorities and the national vision of Wawasan Brunei 2035.

The milestones documented in this publication highlight BDMD’s exceptional progress in advancing the use of its meteorological products and services, improving the reliability and timeliness of weather information, and maintaining adherence to international standards. These accomplishments demonstrate the department’s readiness to address emerging challenges and its dedication to meeting the evolving needs of the nation.

BDMD’s focus on leveraging technological advancements and fostering a highly skilled workforce reflects its ongoing pursuit of innovation and excellence. These efforts strengthen the department’s operational capabilities and further reinforce its reputation as a trusted authority in the field of meteorology.

Once again, I congratulate BDMD for its dedication and commend the department for reaching these significant milestones. May these endeavours serve as an inspiration for continued progress toward realizing the nation’s shared aspirations.

Yang Berhormat Pengiran Dato Seri Setia Shamhary
bin Pengiran Dato Paduka Haji Mustapha
Minister of Transport and Infocommunications



FEW WORDS FROM OUR ACTING DIRECTOR

Our Motto

“Helping you understand
weather better”

Rokiah binti Haji Angas

Acting Director's Message:

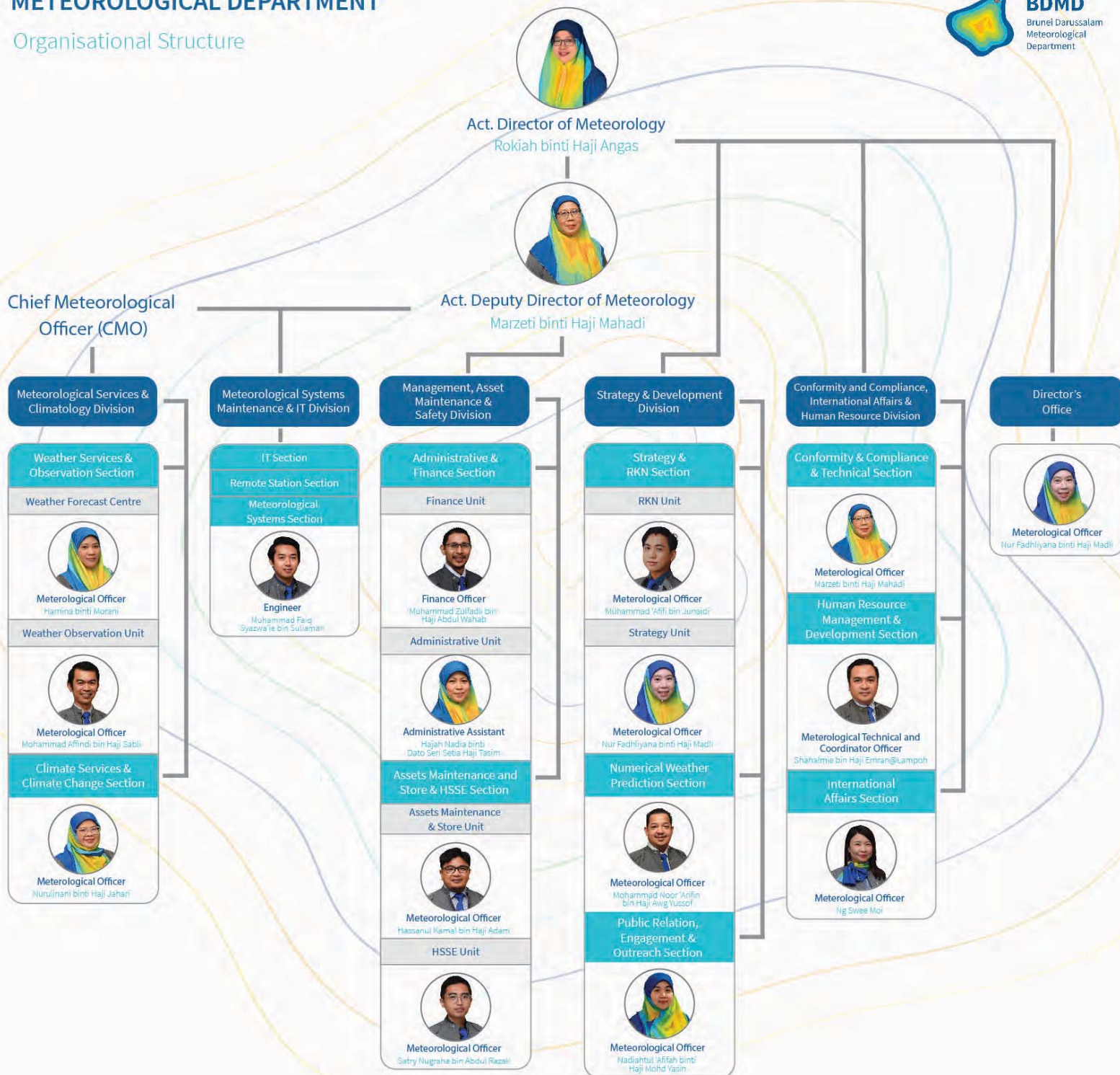
Over the past five years, BDMD Towards 2025 has become the department's guiding principle for the department to achieve its vision and mission. Aligning with the ministerial Strategic Plan - MTIC 2025 Refresh, both strive to address current and emerging social, economic and digital challenges with sustainable solution, securing the needs of today as well as the future.

From refining our services and products to integrating cutting edge technologies as well as nurturing our highly capable personnel, we have established a more responsive and future ready department. These advancements have played a vital role in aiding decision-making, safeguarding public well-being and supporting our national interest.

This final edition of BDMD Towards 2025, now coined as “Turning Goals into Achievements: BDMD's 2025 Milestones”, is not just a reiteration of its predecessor, but also a celebratory acknowledgement of its achievement towards pursuing its strategic plan.

As we persevere forward, the department remain steadfast in our commitment in providing accurate meteorological information as well as delivering services that is excellent and trustworthy.







MISSION

To provide accurate meteorological and climatological information for the safety of our people and the development and prosperity of our nation.



VISION

“

**Trust and
Excellence**

In Weather and
Climate Services. ”

BDMD STRATEGY MAP

STRATEGIC THEMES

STRATEGIC RESULTS

PERSPECTIVE

STAKEHOLDER

INTERNAL PROCESS

STRATEGIC OBJECTIVES

Increase and enhance
utilisation of products
and services

Attain and improve
reliability and timeliness
of services

Governance and adherence to
international standards & regulations
and increase involvement in
international activities
and programmes

KEY PERFORMANCE INDICATOR

- New meteorological
products and services
implemented annually
- High level of user
satisfaction reached

- Execution of new weather observational
system infrastructure projects
- 24 hours weather services for aviation
 - Utilisation of next generation
forecasting models
- Achieve satisfactory rating in 3PSA
- Maintain certification and compliance to
international standards
 - Annual internal and external
surveillance audit
- High participation in
international activities

VISION

Trust and Excellence in Weather and Climate Services

MISSION

To provide accurate meteorological and climatological information for the safety of our people and the development and prosperity of our nation.

Accuracy and Timeliness

Highly-valued data,
timely forecast and
warning services

Utilisation of Data & Services

Products & Services used
for decision-making by
our users; government,
industry and community

Observational Coverage

A robust and
resilient observation
system established
and maintained

Service & Product Availability & Delivery

Weather and climate
information available
through different media
communication platforms

LEARNING & GROWTH

Enhance management and
utilisation of digital and
information technology

Develop exceptionally
skillful and talented people

- All services and products in digital form
- No data loss
- Annual increase in number of users
- Fully certified competent personnel
- High expertise level of personnel
- Establish capacity building partnership
- International certification and compliance
- Fully digitalised counter services
- Annual job audit review
- Reduction in printed documents
- High accuracy in aviation warnings

FINANCIAL

Optimise cost of
operations

- Maintain and optimise operational cost
- Annual audit review on asset management
- Increase in energy savings efforts





Our Values and Culture

We define our values with purpose and through building relationships between all the circles within us that are significant.

These values and culture would influence our objectives, our work and ultimately what we wanted our organisation to become.



Our Values



Passion

The value that represents our people,
Passion is our core.

It begins with an intense devotion and enthusiasm for what we do. For us, our work represents more than just an occupation. It embodies our interests and our ambitions. It gives us a sense of purpose and reason to serve. This energy sparks from within, and with this passion, it powers the heart of our organization.



Growth

The value that captures our ambitions,
Growth is our inspiration.

We plant our inner values of passion, commitment and care as seeds for growth. The strength in our foundation is internalised. It ensures that our premise to serve remains strong-willed, focused and decisive. We are motivated to persevere, to advance and to develop. It reflects our desire to achieve our greatest potential.



Commitment

Our value for what we practice,
Commitment is our stance.

As firm believers of our potential, we transform our enthusiasm into steadfast dedication. We stand committed towards our actions, our values, our people, our nation, our existence and our purpose. It is the foundation that establishes our integrity and our character. We are in it for the long haul.



Innovation

Our value for our products,
Innovation is our strength.

As we grow, we learn to adapt, to invent, discover and create. Science is our consort and technology, the tools of our trade. What establishes our capacity to create impact is our ability to innovate. We take pride in our aptitude to derive intelligence from our craft. It is what legitimises our authority.



Care

Our value for our service quality,
Care is our promise.

Only with empathy are we able to embrace the human elements of our personality and become a provider that understands compassion. With this compassion we earn respect. Respect that enables us, that endorses us. Respect that shows we care. It is a virtue that helps us build meaningful relationships.



Trust

The value of our relationships,
Trust is our confidence.

Our purpose, our values, our actions and their consequences convince others of our ability and our reputation. The foundation we built externalises our inner strengths and amplifies them. It is why we remain confident in our integrity and our pledge to serve our purpose.

Our Culture

Safety-Minded

We make concerns about safety hazards as shared responsibility for everyone in the workplace.

Respectful

We show positive feelings for others as they are considered important and held in high regard.

Humble

We show our willingness to be open to others and accept feedback.

Teamwork

We strive to become a unified group towards achieving a common goal whilst connecting with others.



Helpful

We provide aid and assistance to those in need of advice and help for matters pertaining to our core business.

Friendly

We show kindness and care to create a warm atmosphere for the comfort of others.

Approachable

We give ease for others to reach and talk to us through various channels and encourage openness in all forms of communication.





Strategic Objectives

SO 1

Increase generation and enhance utilisation of products and services



SO 6

Optimise cost of operations and asset management



SO 2

Attain and improve reliability and timeliness of services



SO 5

Develop exceptionally skilful and talented people



SO 3

Governance and adherence to international standards and regulation and increase involvement in international activities and programmes



SO 4

Enhance management and utilisation of digital and information technology





Strategic Objective 1



“

**Increase generation
and enhance
utilisation of products
and services**

”

To provide products and services that benefit our users in the way that they want, for more detailed information and to access this information easily.

To grow and strengthen the breath and impact of our service.



New meteorological products and services implemented annually



High level of user satisfaction reached



Strategic Objective 1

Increase generation and enhance utilisation of products and services





2021-2025

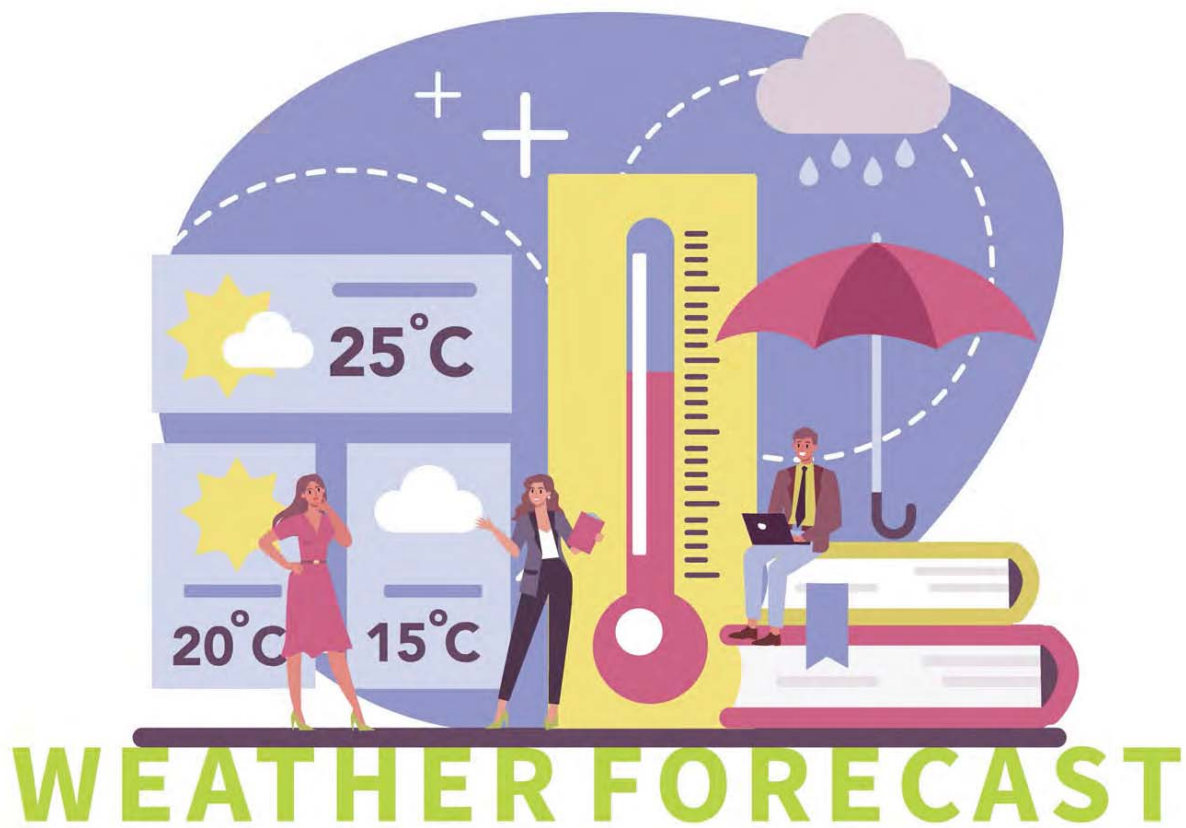
Initiatives and Action Plans

Introduce Meteorological Products Development Programme

- Promote research and development.
- Identify current and potential users.
- Introduce new or tailored products and services.

Increase BDMD visibility and recognition

- Introduce BDMD Anytime Anywhere Programme.
- Promote positive user relations.
- Manage and grow customer relationships.



Strategic Objective 2



“

**Attain and improve
reliability and
timeliness of services**

”

To further improve the accuracy and timeliness of products and services to meet the increasing demand and expectations from the public.

Adhering to Brunei Darussalam's international obligations and attaining international standards and best practices in reducing weather related hazards on society's well-being and property.



Execution of new
weather observational
systems infrastructure
projects



24-hour
weather service



Utilisation of
next generation
forecasting models



Achieve satisfactory
rating in Public
Service Performance
Grading Programme (3PSA)



Strategic Objective 2

Attain and improve reliability
and timeliness of services

Initiatives and Action Plans

Execution of Weather Observation Systems Infrastructure Projects

2021



01

Automatic Weather
Observation System
for Brunei International
Airport



02

Replacement of
Doppler Weather
Surveillance Radar



03

Upgrade of
National Automatic
Weather Stations



2025

Implement 24-hour weather service

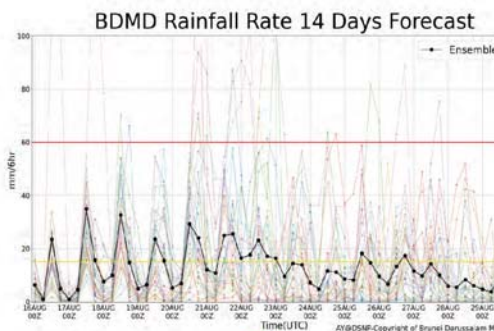
Enhancement of automated services and to optimise
available resources with utilisation of digital technology.

2024

Increase utilisation of Numerical Weather Prediction, Climate, Nowcasting Models and Methodologies

01

Install, run and verify Seasonal to Sub-seasonal climate model.



02

Install, run and verify Weather Research and Forecasting model.

03

Identify other appropriate NWP and other climate models for forecast centre.

04

Develop resilient systems and processes that supports sustained delivery of products and services to our users.

05

Develop nowcasting model by integrating weather radar data.

06

Explore and gain access to international data streams.

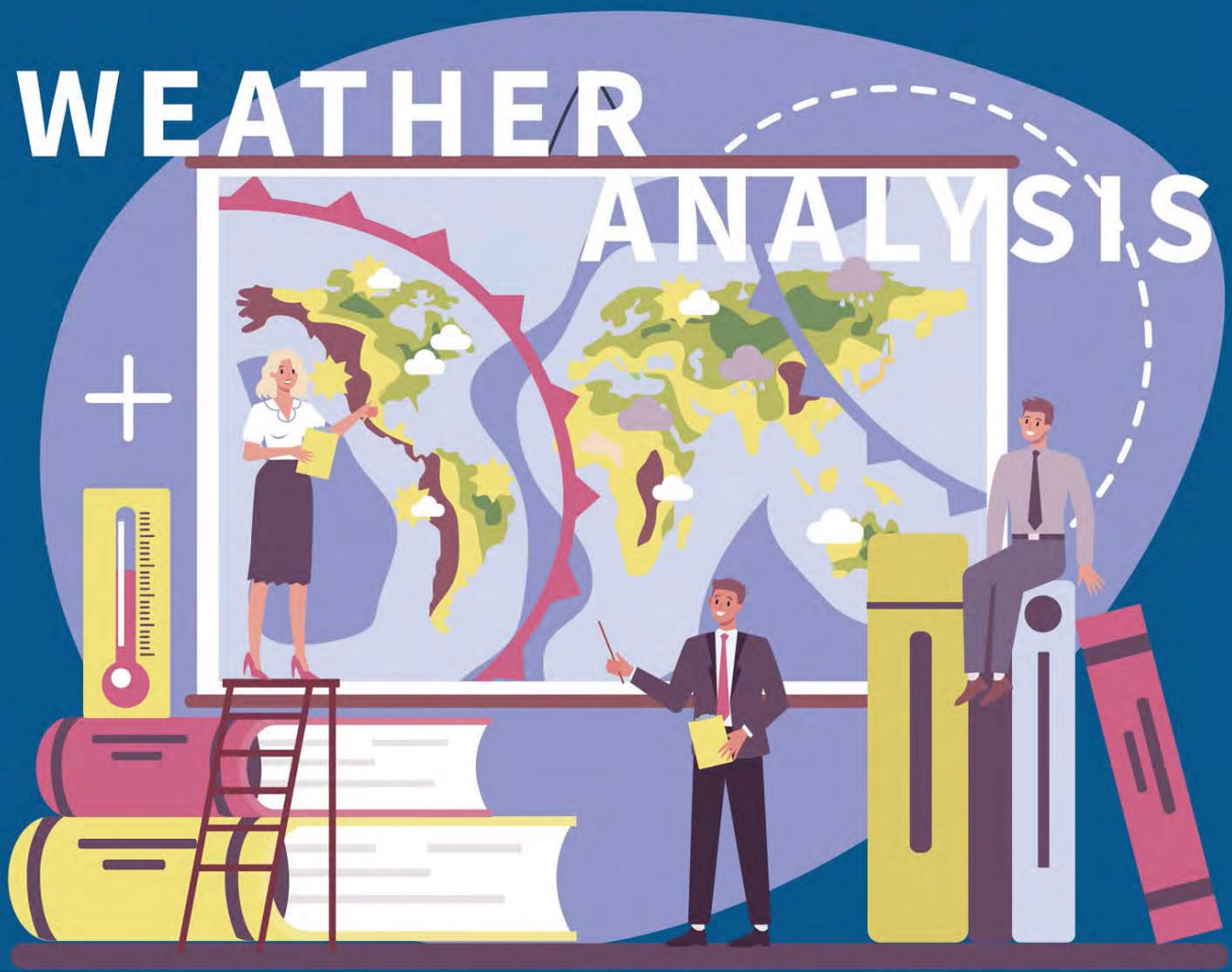
07

Intergrate the Next Generation Forecast and Warning System with existing forecasting systems.

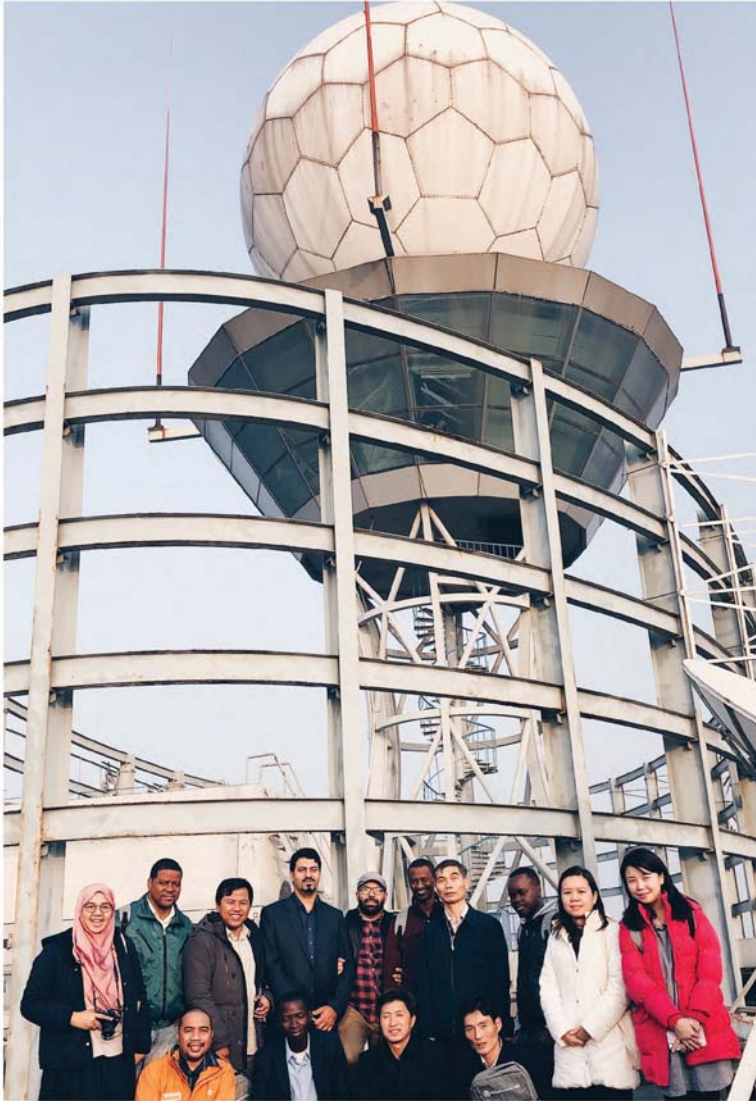
08

Continue to maintain and develop Flash Flood Guidance system.

WEATHER ANALYSIS



Strategic Objective 3



“Governance and adherence to international standards and regulations and increase involvement in international activities and programmes”

To ensure compliance and conformity of services provided meeting the standards, regulations and recommended practices set out by international bodies.

To achieve needed performance level, safety requirements, allowing for meteorological products, systems, processes to be consistent and repeatable as well as seamless international exchange of meteorological information and data.



Maintain certification and compliance to international standards

Annual internal and external surveillance audit

High participation in international activities

Strategic Objective 3
Governance and adherence to international standards and regulation and increase involvement in international activities and programmes



2025

ISO Certification and Compliance

- Implementation of Quality Management System.
- Maintain ISO 9001:2015 certification through external audit.

Enhance efficiency, consistency and quality

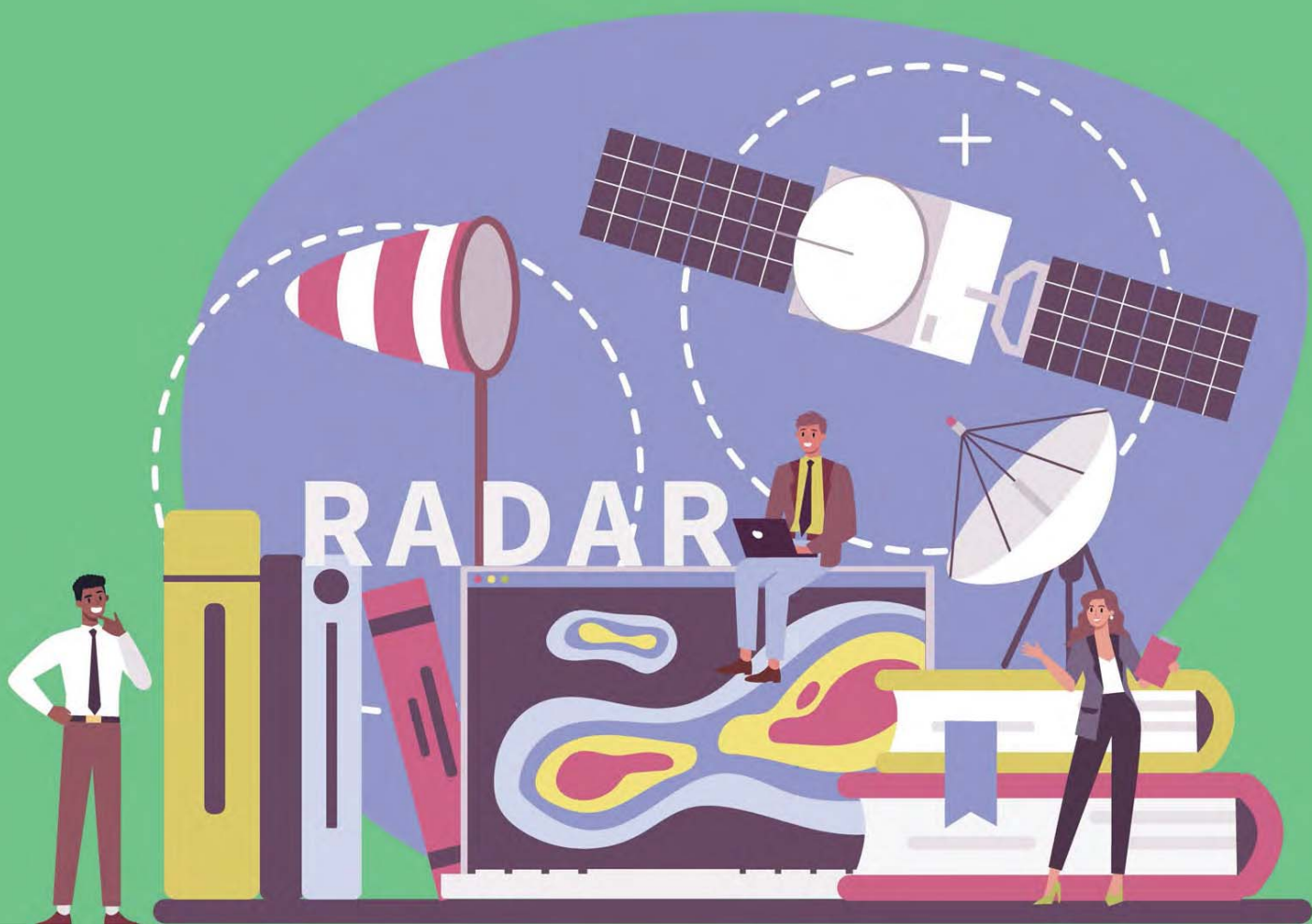
- To maintain certification through annual internal audit process and external surveillance audit.

Increase participation in international activities

- Increase utilisation of available capacity building programs organised by regional and international bodies.
- Increase involvement in regional and international working groups.

Initiatives and Action Plans



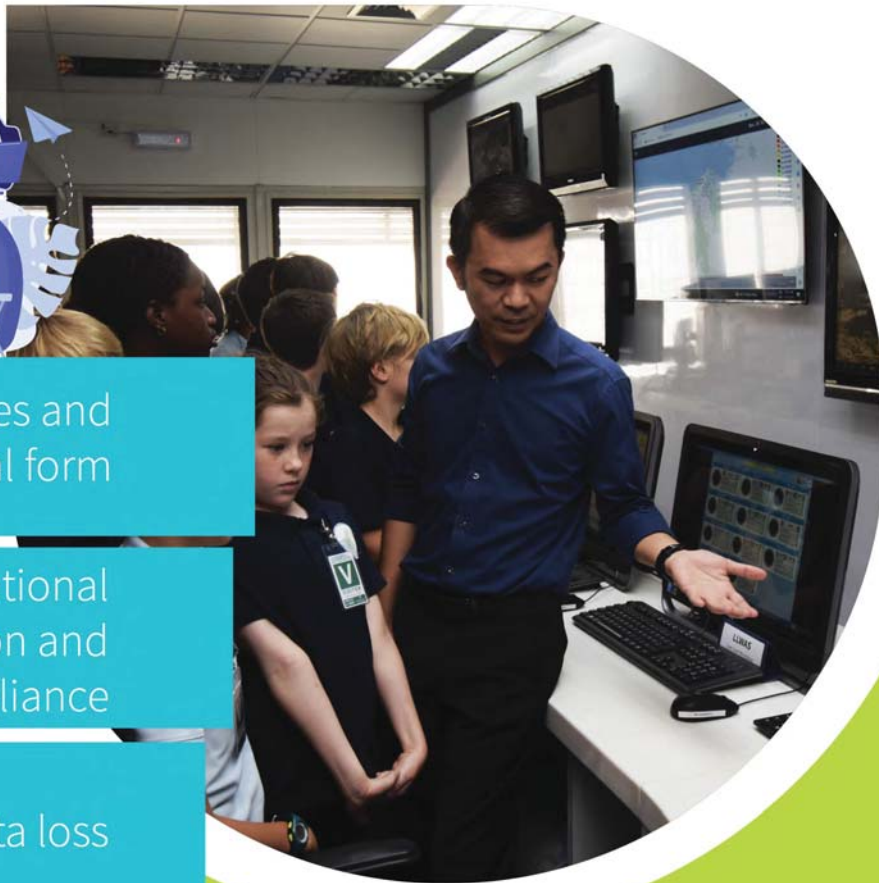


Strategic Objective 4



“
**Enhance management
and utilisation of
digital and information
technology**
”

To benefit from digital and information technology and the concept of digital database forecasting to form the capability to meet user demands for more accurate, detailed weather forecasts as well as integrating forecast dissemination and service delivery to effectively serve the community, agencies and the nation.



All services and products in digital form



International certification and compliance



No data loss



Reduction in printed documents



Annual increase in number of online users



Fully digitalised counter services

Strategic Objective 4
Enhance management and utilisation of digital and information technology

2025

Initiatives and Action Plans

Certification and compliance to ISO/IEC 27001:2022

Implementation of Information Security Management System.

2025

80% reduction in printed documents

Simplify corporate administrative processes to increase efficiency. Review business practices and simplify back-office operations.



2025

Initiatives and Action Plans

100% of services or products converted into digital form.

Harness new technology to transform the way we operate and deliver services.

- Modernisation of BDMD forecast centre.
- Online payment for sale of data.



0% data loss.

Sustain BDMD's systems for measuring, collecting and preserving Brunei Darussalam's weather and climate data assets as a critical national resource for current and future generations.

- Strengthen maintenance of observation systems and preservation of weather and climate data.
- New and innovative approaches to management and preservation of weather and climate data.

10k increase in number of Brunei Weather App and Website active users.

- New features in Brunei Darussalam's weather mobile application.
- Further develop online tools for customer interaction and queries.
- Develop an implementation plan for database forecasting.



WEATHER SYSTEMS

Strategic Objective 5



“

**Develop exceptionally
skilful and talented
people**

”

Building up BDMD's observation, forecasting and analytical capability, with the importance of weather and climate services to various sectors in their planning and implementation in mind.



Fully certified
competent personnel



Annual job
audit review



High expertise level
of personnel



Establish capacity
building partnership



High accuracy in
aviation warnings



Strategic Objective 5
Develop exceptionally skilful
and talented people



Initiatives and Action Plans



Maintain
100% certified
competent aviation
meteorological
personnel.



Right people,
Right roles.
Ensure staff has the
right skills and deployed
in roles where they
add the highest value.



Continue development
and improvement
in human resources.



3 partnerships
established to
supplement capacity
building.



Develop and
implement Nowcasting
Expertise Development
Programme.

2025





Strategic Objective 6



“

Optimise cost of operations and asset management

”

To optimise investment in asset operations and management, as well as enhancing efficiency and introduce cost-effective measures for the sustainability of our systems.



Maintain and optimise
operational cost



Annual audit review
on asset management



Increase in energy
savings efforts

Strategic Objective 6
Optimise cost of operations
and asset management



2025

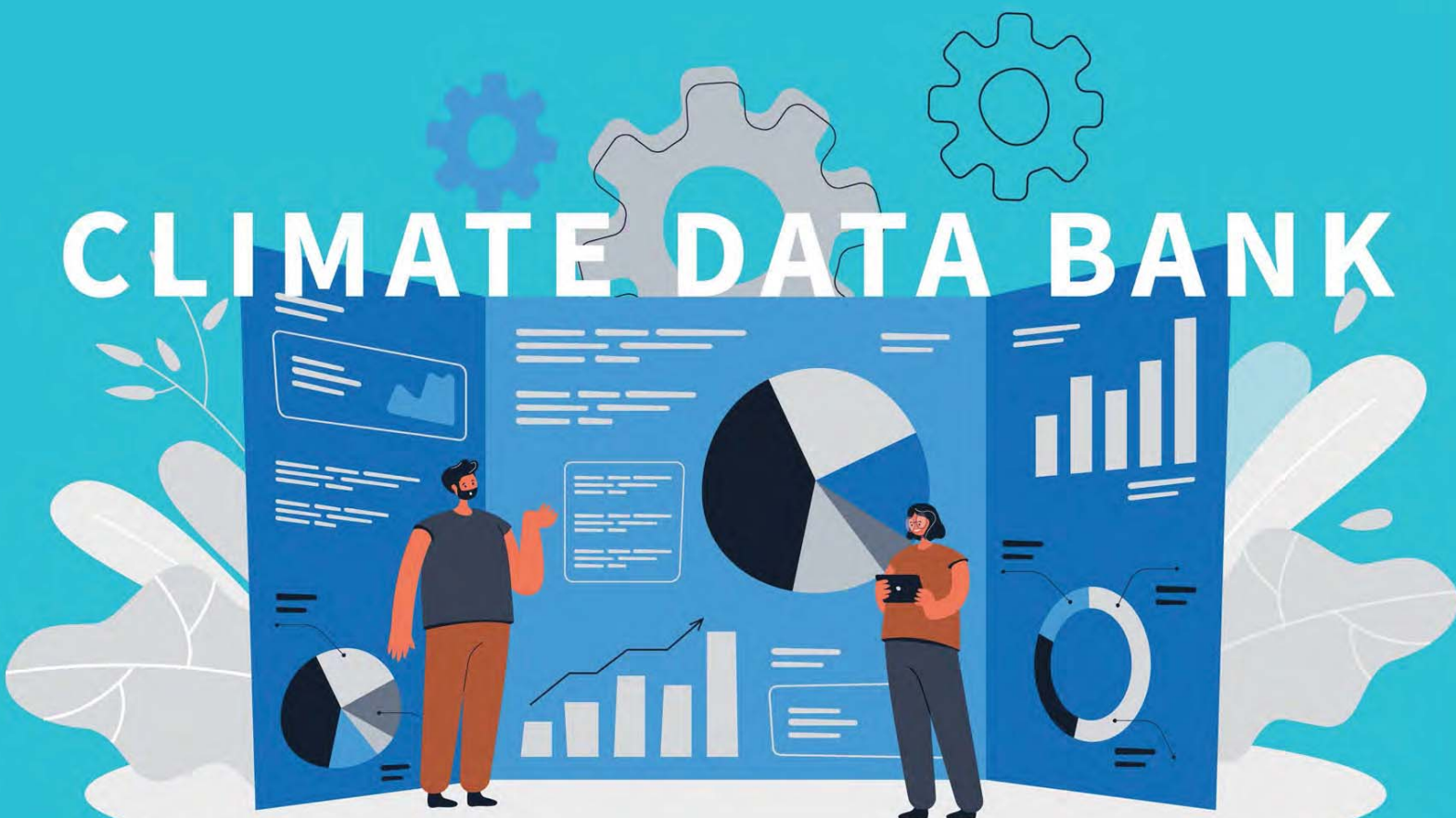
Initiatives and Action Plans

- Reduce energy footprint and resource consumption in practical and cost effective ways.
- Reduce or cease investment in areas of low demand.
- Smart investment and disciplined approach to planning and life-cycle management of systems and other assets.

- Review activities and usage of resources to streamline, centralise and simplify processes for more efficient business practices.
- Improving asset or inventory management. Utilise IoT to offer real-time information and performance to allow for better decisions about assets and inventories.



CLIMATE DATA BANK



Strategic Results

1

Highly-valued data, timely forecast and warning services.



2

Product and services used for decision-making by our users.



3

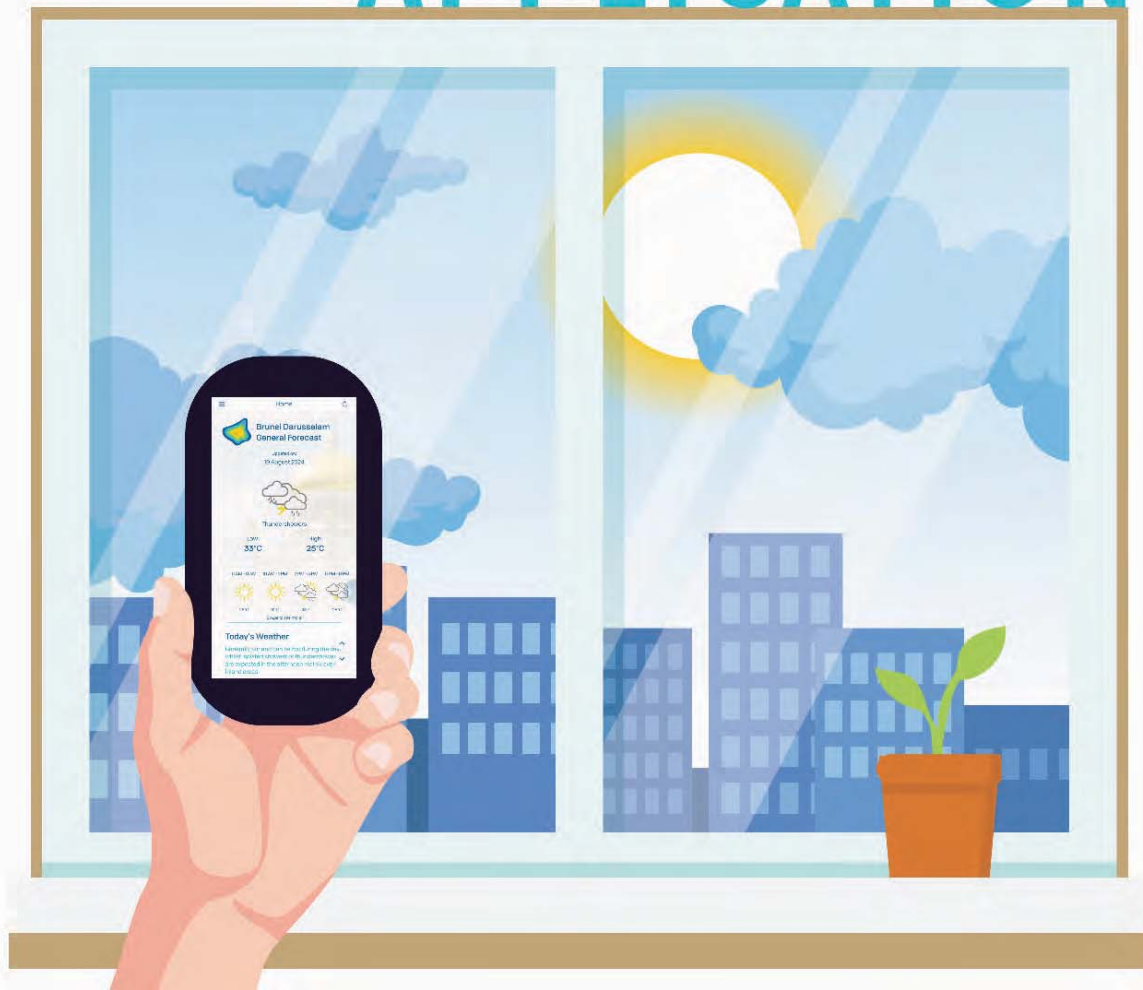
A robust and resilient observation system established and maintained.

4

Weather and climate information available through different media communication platforms.



WEATHER MOBILE APPLICATION



KPIs Achievement & Progress

SO1: Increase Generation & Utilisation of Products and Services by 2025

- 15 new products/services by 2025
- >90% level of user satisfaction annually



SO2: Attain & Improve Reliability and Timeliness of Services

- Weather observational system infrastructure projects completed & implemented by 2023
- 24-hour weather services for aviation by 2025
- 6 new forecasting models utilised by 2024
- 3 stars rating in Public Service Performance Grading Programme (3PSA) by 2025



SO3: Governance & Adherence to International Standards and Regulations and Increase Involvement in International Activities & Programmes

- Maintain certification and compliance to ISO 9001:2015 standard by 2025
- 5 internal and 5 external surveillance audits by 2025
- 17 EG/WG participations and meetings by 2025



● Below target

● In progress

● On target & Above



S04: Enhance Management and Utilisation of Digital and Information Technology

- 100% services/products in digital form by 2025
- Certification and compliance to ISO/IEC 27001:2013 by 2025
- <10% meteorological systems downtime by 2025
- 0% data loss by 2025
- 80% reduction in printed documents by 2025
- 10k increase in no. of Brunei WX app and website active users by 2025
- 100% digitalisation of counter services by 2025

S05: Develop Exceptionally Skilful and Talented People

- Maintain 100% certified competent aviation meteorological personnel by 2025
- 2 job audit by 2025
- 80% of all personnel achieving expertise/ mastery level by 2025
- 3 partnerships established to supplement capacity building by 2025
- 90% accuracy in aviation warnings by 2025

S06: Optimise Cost of Operations and Asset Management

- 80% utilisation of annual allocated budget
- 2 audit review on asset management by 2025
- 10% energy savings by 2025

2021 - 2024 MILESTONES

2021

- Achieved ISO 9001:2015 certification and compliance.
- Maintained 100% certification of competent aviation meteorological personnel.
- Introduced RTB 5-days animated weather forecast.
- Operationalised Weather Research and Forecasting (WRF) 5km model.



2022

- Replacement of Automatic Weather Observation Systems (AWOS Phase I) at BIA.
- Established MRI-III Wave Model in collaboration with JMA and Met Malaysia.
- Completed the BIP-M forecasting course and competency assessment for 2 additional Meteorological Officers.
- Introduced Special Weather Briefings.



2023

- Commissioned a state-of-the-art weather radar.
- Recertified and maintained compliance with ISO 9001:2015 standards.
- Launch of Brunei WX version 3.0.
- Introduced Early Climate Advisory.
- Achieved over 90% annual user satisfaction.
- Achieved 20% energy savings.

2024

- Brunei WX enhancement.
- 1 additional Meteorological Officer completed BIP-M forecasting course and competency assessment.
- Achieved 97.8% accuracy in aviation weather warnings.
- 1 job audit conducted.
- 3 partnerships established to reinforce capacity building.



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