

# A CODE OF ETHICS FOR PUBLIC SERVICE

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**KUALA LUMPUR, Tues.** — Deputy Prime Minister Dr. Mahathir Mohamad said this morning that it was perhaps time that the public service worked consciously towards the development of a service ethics.

He said the Government was conscious of the need for highly motivated personnel in the public sector and while financial rewards were important, psychological rewards played an equally important role.

He believed this psychological satisfaction could be reinforced through the development of service ethics on the part of the public sector.

The Deputy Prime Minister was opening the national conference of the Malaysian Institute of Personnel Management at Kuala Lumpur Hilton here.

He said: "Indeed, one of the most important features presently absent in our public sector is a code of ethics which guides individual and group behaviour.

"If this ethical code is developed and fostered over time, it can in fact displace the General Or-

ders of the Government.

"The difference is that a service ethics internalises a set of acceptable behaviour while the General Orders attempt to impose it through coercive measures. The former is a more powerful system of behaviour development," he added.

## Training

The Deputy Prime Minister said there was also a need to formalise manpower training of the private sector.

He said while the private sector has contributed a great deal towards the efficiency and productivity of manpower through a combination of inservice and external

training, there was a need to formalise them — possibly in terms of setting up a Training Cess Fund.

He said: "This form of manpower investment is already a feature of the developed economies such as Germany and represents a suitable system for us to ensure that the necessary skills, expertise and capability are present when the nation moves into a technological and scientific oriented economy by the 1990s and beyond."

Dr. Mahathir also said the country at present, is short of technical and managerial manpower to plan and implement its infrastructure projects.

The Government, under the Third Malaysia Plan, will in varying degrees, resort to options and alternatives to overcome this shortage.

Efforts are now underway to completely reorganise the manpower planning system of the Government. Among the alternatives is a recommendation to consolidate the development and operating budgets of each agency.

He said: "We are also working towards a forward planning capability in manpower development whereby the manpower and skills required for a five-year development plan is projected and produced in the preceding plan.