

MANPOWER

179

KUALA LUMPUR, MARCH 29 (BERNAMA)-- DEPUTY PRIME MINISTER DR. MAHATHIR MOHAMAD SUGGESTED TODAY THE DEVELOPMENT OF AN

ETHICAL CODE IN THE PUBLIC SERVICE WHICH COULD IN TIME DISPLACE THE GOVERNMENT'S GENERAL ORDERS.

OPENING THE MALAYSIAN INSTITUTE OF PERSONNEL MANAGEMENT FIRST NATIONAL CONFERENCE HERE, HE SAID THAT AN ETHICAL CODE WAS A +MORE POWERFUL SYSTEM OF BEHAVIOUR DEVELOPMENT.+

HE POINTED OUT THAT ONE OF THE IMPORTANT FEATURES ABSENT IN THE PUBLIC SECTOR WAS A CODE OF ETHICS TO GUIDE INDIVIDUALS AND GROUP BEHAVIOUR.

+IF THIS ETHICAL CODE IS DEVELOPED AND FOSTERED OVER TIME IT CAN IN FACT DISPLACE THE GENERAL ORDERS OF THE GOVERNMENT.+

THE DIFFERENCE, HE SAID, WAS THAT SERVICE ETHICS EMBODIED A SET OF ACCEPTABLE BEHAVIOUR WHILE GENERAL ORDERS ATTEMPTED TO IMPOSE IT THROUGH COERCIVE MEANS.

HE ADDED IT WAS TIME FOR THE PUBLIC SERVICE TO WORK TOWARDS THE DEVELOPMENT OF AN ETHICAL CODE.-- BERNAMA MORE 1300/11

MANPOWER 2 KUALA LUMPUR 2'2'2

DR. MAHATHIR SAID WHILE LARGE NUMBERS OF INDIVIDUALS IN THE PUBLIC SECTOR WERE HIGHLY MOTIVATED, THERE WAS A SMALL CORE WHO HAD BROUGHT ILL-REPUTE TO THE SERVICE EITHER THROUGH INCOMPETENCE, CORRUPTION OR INDIFFERENCE TO WORK AND THE NEEDS OF THE PEOPLE.

SUCH ACTIONS AND THEIR CONSEQUENT IMPLICATIONS WERE POTENTIALLY DISRUPTIVE.

THE GOVERNMENT WAS DETERMINED TO REMOVE ANY MANIFESTATION OF THIS CANCER FROM THE PUBLIC SERVICE.--BERNAMA MORE 1303/1B

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MANPOWER 3 KUALA LUMPUR

DR. MAHATHIR ALSO SAID THE GOVERNMENT WAS MAKING EFFORTS TO COMPLETELY REORGANISE ITS MANPOWER PLANNING SYSTEM TO ENSURE THAT SHORTFALL OR UNDER-ACHIEVEMENT OF THE THIRD MALAYSIA PLAN WAS KEPT BELOW TEN PERCENT.

HE SAID THAT THE COUNTRY AT PRESENT FACED THE SHORTAGE OF TECHNICAL AND MANAGERIAL MANPOWER TO PLAN AND IMPLEMENT ITS INFRASTRUCTURE PROJECTS.

+THIS SHORTAGE WILL RESULT IN UNDER-ACHIEVEMENT OF OUR DEVELOPMENT TARGETS UNLESS THE GOVERNMENT ADOPTS A SERIES OF MEASURES, TO INCREASE THE EFFICIENCY AND CAPACITY OF THE IMPLEMENTATION SYSTEM THROUGH RECRUITMENT OF MANPOWER FROM EXTERNAL SOURCES AND UTILISE PERSONNEL IN THE PRIVATE SECTORS.+ HE ADDED. --BERNAMA MORE 1306/1B

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MANPOWER 4 KUALA LUMPUR

HE SAID THAT THESE OPTIONS OR ALTERNATIVES IN VARYING DEGREES WOULD BE RESORTED TO UNDER THE THIRD MALAYSIA PLAN.

+IN THE PLAN DOCUMENT, WE HAVE STATED QUITE EXPLICITLY THAT ANY UNDER-ACHIEVEMENT OF OUR DEVELOPMENT TARGETS WILL BE DUE TO A SHORTAGE OF SKILLED MANPOWER+ HE SAID.

HE ADDED THAT THE GOVERNMENT WAS ALSO EXPLORING SEVERAL ALTERNATIVES TO DEVELOP ACTION PLAN.

HE SAID THAT AMONG THE ALTERNATIVES WAS A RECOMMENDATION TO CONSOLIDATE THE DEVELOPMENT AND OPERATING BUDGET OF EACH GOVERNMENT AGENCY TO DEVELOP REALISTIC RATIOS OR EQUATIONS BETWEEN MANPOWER REQUIREMENT AND THE DEVELOPMENT SCOPE.

HE ADDED THAT THE OTHER WAS THE DEVELOPMENT OF A PROPER EVALUATION SYSTEM BASED ON THE VERIFIABLE DATA AS WELL AS ACTUAL PHYSICAL CHECKS.

DR. MAHATHIR SAID THAT THE GOVERNMENT WAS ALSO WORKING ON A FORWARD PLANNING CAPABILITY IN MANPOWER DEVELOPMENT UNDER THE PLAN. --BERNAMA MORE 1315/1E

MANPOWER 5 KUALA LUMPUR ৯'৯'৯৯

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HE ADDED THAT THE GOVERNMENT WAS WORKING ON A SYSTEM OR METHODOLOGY TO DETERMINE MANPOWER REQUIREMENTS FOR THE FOURTH MALAYSIA PLAN.

+WITH THIS FORWARD PLANNING APPROACH TO MANPOWER, WE HOPE THAT SOME OF THE MANPOWER PROBLEMS WE FACED IN THE SECOND AND THIRD MALAYSIA PLAN WILL NOT HAMPER IMPLEMENTATION AND ACHIEVEMENT OF SET TARGETS+ HE SAID.

HE ADDED THAT CERTAIN PARTS OF PROCEDURAL SYSTEM OF GOVERNMENT ALSO NEEDED TO BE IMPROVED.

HE SAID THAT THE GOVERNMENT MACHINERY HAD GROWN ENORMOUSLY IN SIZE AND SCOPE SINCE INDEPENDENCE BUT THE GENERAL STRUCTURE OF THE PROCEDURAL SYSTEM REMAINED UNCHANGED.

+MOST OF THE PROCEDURES OF GOVERNMENT ASSUME A SEQUENTIAL ACTIVITY SYSTEM, I.E. ONE STEP OF A PROCEDURE COULD INSTEAD BE ORGANISED EFFECTIVELY ON THE BASIS OF SIMULTANEOUS PARALLELED ACTIVITIES. --BERNAMA MORE 1327/1E

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MANPOWER 6 KUALA LUMPUR ৯৯'৯৯

HE SAID THAT REORGANISATION OF SUCH PROCEDURAL SYSTEM ALONG THIS METHOD WOULD SHORTEN THE DEVELOPMENT TASK AND ENSURE THAT GREATER OUTPUT COULD BE ACHIEVED FROM THE SAME NUMBER OF PERSONNEL.

ON THE BRAIN DRAIN IN THE PUBLIC SECTOR HE ADDED THAT ALTHOUGH THE GOVERNMENT LOST THEIR SERVICES, THEIR SERVICES WERE NOT LOST TO THE NATION FOR THEY CREATED SUBSEQUENT ECONOMIC IMPACTS IN THE NATION'S ECONOMY.

THE GOVERNMENT, HE SAID, NOT ONLY STIMULATED THE ECONOMY BY PROVIDING FOR INFRASTRUCTURE DEVELOPMENT BUT ALSO HAD TO DESIGN AND IMPLEMENT COMPLEX, FISCAL AND MONETARY POLICIES TO BRING ABOUT DESIRED RESULTS.

HE ADDED THAT IT SHOULD ALSO BE REALISED AT THE SAME TIME THE GOVERNMENT COULD NOT IDEFINITELY SHOULDER THE COST OF MANPOWER DEVELOPMENT IN THE PRIVATE SECTOR.

THE PRIVATE SECTOR, HE SAID, MUST ALSO PLAY ITS PART IN A MORE POSITIVE MANNER.--BERNAMA MORE 1330/1F

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MANPOWER 7 KUALA LUMPUR ৯৯'৯৯

HE ADDED THAT IT MUST CARRY A COST FUNCTION BY ITSELF FOR THE MANPOWER IT REQUIRED FOR ITS OWN PLANS AND PROJECTS.

DR. MAHATHIR ALSO FELT THAT THERE WAS A NEED FOR MANPOWER TRAINING OF THE PRIVATE SECTOR POSSIBLY IN TERMS OF THE ESTABLISHMENT OF A TRAINING CESS FUND. -- BERNAMA 1332/1F