

Dr. M CALLS FOR ETHICAL CODE FOR PUBLIC SERVICE



DR. MAHATHIR

KUALA LUMPUR, Tues. — Deputy Prime Minister Dr. Mahathir Mohamad suggested today the development of an ethical code in the public service which could in time replace the Government's General Orders.

Opening the Malaysian Institute of Personnel Management's 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 fos-

tered 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.

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.

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 10 per cent.

SHORTAGE

He said that the country at present faced a shortage of technical and managerial manpower.

"This shortage will result in under-achievement of our development targets unless the Government adopts a series of measures to increase efficiency through recruitment of manpower from external sources and to utilise personnel in the private sector," he added.

He added that the Government was working on a system or methodology to determine manpower requirements for the Fourth Malaysia Plan.

Of the brain drain in the public sector he added that although the Government lost their services, their services were not lost to the nation.