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MAHATHIR-PERFORMANCE  
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KUALA LUMPUR, OCT. 22 (BERNAMA) -- THE PRIME MINISTER TODAY PROPOSED FORMULATION OF A SYSTEM TO EVALUATE THE PERFORMANCE OF CIVIL SERVANTS.

DATUK SERI DR MAHATHIR MOHAMAD FELT THAT THE SYSTEM SHOULD BE ENFORCED AT ALL TIMES TO GAUGE THE ACHIEVEMENT OF GOVERNMENT SERVANTS.

STRESSING THE NEED FOR THE CIVIL SERVICE TO PAY ATTENTION TO ITS PERFORMANCE, HE SAID THAT IN VIEW OF THE COMPLEX ROLE AND STRUCTURE OF THE CIVIL SERVICE, A SINGLE CRITERION TO MEASURE PERFORMANCE WAS INADEQUATE.

+THE CIVIL SERVICE MUST USE A NUMBER OF SUITABLE CRITERIA TO EVALUATE PERFORMANCE,+ HE ADDED WHEN OPENING THE MAIN CAMPUS OF THE NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION (INTAN) AT BUKITKIARA HERE.

AMONG THE CRITERIA SUGGESTED BY THE PRIME MINISTER WERE:

+EFFECTIVENESS IN ACHIEVING SET OBJECTIVES.

+PRODUCTIVITY IN TERMS OF QUANTITY AND QUALITY FROM ONE TYPE OF INPUT.

+EFFICIENCY OR ABILITY TO ENHANCE OUTPUT WITH USE OF MINIMUM INPUT OR MAINTAINING SAME OUTPUT BY LOWERING INPUT.

+PROFITABILITY, THAT IS, RETURNS ON INVESTMENT.

+ACHIEVEMENT WITHIN THE CONTEXT OF POLICIES AND REGULATIONS THAT HAVE BEEN FORMULATED.

+ACHIEVEMENT IN BRINGING ABOUT DESIRED CHANGES,

IN THIS RESPECT, DATUK SERI DR MAHATHIR URGED INTAN TO INSTIL IN COURSE PARTICIPANTS AND CIVIL SERVANTS AWARENESS OF THE NEED TO PAY ATTENTION TO PERFORMANCE CRITERIA

STEPS MUST BE TAKEN TO ENSURE THAT OFFICERS AND STAFF IN THE CIVIL SERVICE WORKED ALONG THESE LINES IN CARRYING OUT THEIR DAILY DUTIES.

THE PRIME MINISTER ALSO SUGGESTED THAT TRAINING BE ORGANIZED AT DISTRICT LEVEL INVOLVING ALL OFFICERS AND DEPARTMENTS TO ENABLE THEM TO PREPARE EFFICIENT DEVELOPMENT PROGRAMMES AND IMPLEMENT THEM.

THIS WAS IMPORTANT TO STREAMLINE DEVELOPMENT ADMINISTRATION AT DISTRICT LEVEL WHERE THE NATION'S PROGRESS COULD BE BEST ASCERTAINED..

THE PRIME MINISTER FELT THAT ACTION-ORIENTED AND PROBLEM-SOLVING TYPE OF TRAINING SHOULD BE UNDERTAKEN WITH THE HELP OF AGENCIES SUCH AS MAMPU, STATE PLANNING UNITS AND STATE DEVELOPMENT OFFICES, POINTING OUT THAT INTAN WOULD NOT BE ABLE TO COPE WITH THE NEED BY ITSELF.

INITIALLY, A NUMBER OF DISTRICTS IN STATE; WHICH WERE LESS DEVELOPED COULD BE CHOSEN FOR SUCH TRAINING PROJECTS.

HE WAS CONFIDENT THE INTEGRATED APPROACH TOWARDS DISTRICT-LEVEL DEVELOPMENT WOULD EXPEDITE THE PROCESS OF NATIONAL DEVELOPMENT.

DATUK SERI DR MAHATHIR SAID THE TRAINING WOULD ALSO BRING TOGETHER DISTRICT OFFICERS, ENGINEERS, DOCTORS, KADIS AND OTHERS TO ANALYSE PROBLEMS AND PREPARE INTEGRATED DEVELOPMENT PROGRAMMES.

+WITH THE INVOLVEMENT OF THE VARIOUS AGENCIES, ALL PROBLEMS CAN BE OVERCOME AND I AM CONFIDENT THIS WILL BE OF IMMENSE BENEFIT TO ALL, PARTICULARLY THE PEOPLE.+ -- BERNAMA

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