

Experience should be given more value, says Mahathir

KUALA LUMPUR, Thurs.

— The Government will take into consideration work experience and performance when recruiting, promoting and fixing salaries for civil servants, Datuk Seri Dr Mahathir Mohamad said today.

He said the Public Services Department was now studying the matter.

The Prime Minister said it was time to review the high recognition accorded to degree-holders in determining posts, status and salaries, adding that at times experience should be given more value more than paper qualifications.

"Recognition should also be given to experience and performance, especially in one's work," he said when opening the British Education 1991

exhibition at the Putra World Trade Centre here.

The Government, he added, would decide on this to set an example to others.

"In Malaysia, great value is given to degree-holders, especially those from Arts and Pure Science," he said.

He said it had been generally accepted that anyone with a degree was capable of performing any job.

"They are considered capable of becoming administrators or managers. This need not be true," he added.

Cuepacs said the move was a positive one which would make the civil service more dynamic and encourage higher productivity.

Its president, Encik Mo-

hamed Abas, said that it was only proper that greater responsibilities be given to more experienced staff.

The Government should also give incentives to civil servants to ensure that high productivity was maintained, *Bernama* quoted him as saying.

Cuepacs secretary-general A.H. Ponniah said the proposal would bring about more flexibility in granting promotions and higher salaries for qualified civil servants.

Cuepacs, the umbrella body for public sector unions, had always believed that experience should be given due recognition when considering staff for higher appointments and promotions, he added.