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NEW CIVIL SERVICE REMUNERATION SYSTEM PROVIDES FOR BONUS

Mahathir-bonus

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KUALA LUMPUR, Oct 12 (Bernama) -- The government today announced a new remuneration system for the public sector, effective Jan 1 next year, which is more flexible and includes the introduction of an annual bonus for government servants.

Prime Minister Seri Dr Mahathir Mohamad, in announcing the system, said the annual bonus would be given from time to time, according to the government's financial capacity.

The new salary structure also contained variable components besides basic pay, fixed allowances like the civil service allowance, entertainment allowance and housing allowance, he told a press conference at the Prime Minister's Department here.

He said the variable components were a new feature aimed at providing incentives like incentive payments for the critical service and annual bonus.

Simultaneous with the implementation of the new remuneration system, Datuk Seri Dr Mahathir said, the civil service structure would be changed from 574 service schemes now to 19 service classifications.

Each of the 19 service classifications would have a new salary scale in the form of a matrix salary schedule (MSS) depending on the essentiality and needs, role and functions of the service. -- more

♥12/10/15-26MST

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Mahathir-bonus 2 Kuala Lumpur'''

Compared with the tiered structure now, the new system provided for multiple increments based on assessment of performance of the worker, he said.

This, he said, meant that the workers would be assessed based on four categories -- unsatisfactory, satisfactory, good and excellent -- and would receive differing benefits in pay according to the MSS.

Government employees and officer with potential and who show good and excellent performance will enjoy a faster pay rise, the Prime Minister said.

Asked whether the assessment will be made fairly by the head of department, he said the assessment of employees would be done not only by the head of department but also by a special assessment committee.

Datuk Seri Dr Mahathir said the new system also provided opportunities for career advancement by extending the scope of promotion through training,

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The Prime Minister said government servants would also receive a salary increase of eight to 10 per cent under the service classification when the new system was implemented on Jan 1 next year.

The new structure also involved a restructuring of the present four salary groups -- A, B, C and D -- to three groups, namely Superscale Management Group, Management and Professional Group and Support Group.

Under the new structure, due recognition would be given to experience, talent and skill besides stressing academic qualifications.

As an example, Datuk Seri Dr Mahathir said that a cultural dancer who has an important role and special talent to promote the country should receive appropriate remuneration although he or she may not have high academic qualification.

He said the government's aim in introducing the concept of critical services by providing incentive payments was to retain members of these services like doctors in government service. -- more

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The Prime Minister said members of other services which were considered critical included tutors for artisans, nurses and artisans.

The rates of incentive payment were 10 per cent for the Support Group and five per cent for the Management and Professional Group...

He said statutory bodies which functioned along commercial and investment lines and which had strong managements' and financial resources were not included in the new remuneration system.

For a start, five agencies under this group, namely Bank Simpanan Nasional, Employees Provident Fund, Pilgrims Management and Fund Board (Tabung Haji), Armed Forces Fund Board and Social Security Organisation would have their own service schemes. -- Bernama

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