

Windfall for govt men

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By REMA NAMBIAR

KUALA LUMPUR: Civil servants will get an eight to 10 per cent pay rise effective Jan 1, 1989, and will also enjoy greater benefits under a new remuneration system next January.

The new benefits include merit increments, monthly incentive payments, yearly bonus, overtime claims for more categories of employees and medical benefits for parents.

Announcing this yesterday, Da-

tuk Seri Dr Mahathir Mohamad said the pay rise for the government employees was inclusive of the five per cent interim increase they received in January this year.

However, five agencies — the Employees Provident Fund, Bank Simpanan Nasional, Social Security Organisation, Pilgrims' Management and Fund Board and the Armed Forces Fund Board — would not be included in the new remuneration system.

The Prime Minister said they would have their own schemes.

The payment of arrears to the

850,000 employees will begin next June. This is expected to cost the Government \$1.8 billion.

The Government will also have to fork out an extra \$1.1 billion to foot next year's bill for salaries.

Dr Mahathir also announced the restructuring of service schemes, to be effective from January next year, under which the 574 existing schemes would be trimmed to 19.

The four existing categories — Group A, B, C and D (including the Industrial and Manual Group) — would be abolished and the employees would be categorised

into three main groups — superscale managerial, managerial and professional, and supportive.

He said the new remuneration system and restructuring were based on recommendations made by the Cabinet Committee on Salaries.

The committee, chaired by Dr Mahathir, comprises Finance Minister Datuk Seri Anwar Ibrahim, Minister in the PM's Department Datuk Abang Abu Bakar Mustapha and Human Resources Minister Datuk Lim Ah Lek.

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It's based on the flexi- wage system

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Speaking to reporters after briefing officials of Cuepacs and the five National Joint Councils (Staff Side) at his office here, Dr Mahathir said the new remuneration system was based along the lines of the flexi-wage system.

The main features of the new scheme are:

- MONTHLY incentive payments for certain employees in the "critical" services such as medical (doctors and nurses) and education (tutors involved in the teaching of definitive skills). The incentive payment for those in the professional and managerial group is five per cent of their salary and 10 per cent for those in the supportive group.

- YEARLY bonus for all employees but this will be subject to the Government's financial capacity.

- THE existing tiered salary scales will be replaced with the Matrix Salary Schedule under which employees will be entitled to salary increases as well as upgrading while holding the same post.

- THE quantum of the annual increments will be fixed but employees will be given merit payments if they perform well. For the purpose of making merit payments, employees will be classified as "unsatisfactory, satisfactory, good and excellent."

- EMPLOYEES in the supportive group — comprising those from the existing B, C and D groups — will be entitled to overtime claims. At present, only those in Group C and D are allowed to make such claims.

- MALE employees will be entitled to paternity leave (three days).

- EMPLOYEES will be put on the pensionable scheme after three years of service and not 10 years as is the practice now.

- EMPLOYEES' medical benefit will be extended to their parents. If a family member of an employee dies, the Government will also bear the funeral expenses. The Prime Minister said that this was to inculcate a caring society.

Dr Mahathir also said that "since we want to encourage more people to own computers, the Government will give loans to employees to buy them."