

Dr M: Only NRS must be guide for promotions

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By Rashid Yusof and N. Gunalan

KUALA LUMPUR, Mon.— The system of open appraisal under the New Remuneration System (NRS) must be used to determine promotions, salary increases and excellent service awards for public service employees, Prime Minister Datuk Seri Dr Mahathir Mohamad said today.

Dr Mahathir said the appraisal should not just be a mechanism for employees to know their weaknesses, but is disregarded when it comes to promotions.

He said there must not be another appraisal, one which was concealed, to determine matters like promotions.

He added that a true assessment was one which was used as the basis for promotion and for giving out other benefits.

Dr Mahathir was speaking to reporters at the Economic Planning Unit's 1994 Excellent Service Award presentation at the Prime Minister's Department. He was commenting on the matters relating to the NRS including the complaints regarding its implementation.

He said the open appraisal system was one of the attributes of the NRS which came into effect on Jan 1, 1992.

Previously appraisals were confidential and employees could be unfairly assessed without their knowledge, resulting in the particular employee not getting things like promotion.

"Under the NRS there is an open assessment for everyone, who will be able to know about their achieve-

ments, weaknesses and strengths. "Therefore, they can determine whether or not the report is fair, or whether to complain, and they can rectify weaknesses.

"However, after conducting the assessment, other appraisals which were concealed, could not be used for the purpose of giving promotions.

"The open assessment must be used for promotions, salary increases, and excellent service awards. That is the true assessment."

In his speech, the Prime Minister also spoke on the importance of the appraisal as the yardstick to determine promotions and salary increases.

He said it was unfair if

these opportunities were not based on NRS, and employees with good assessment not getting promotions and those with low assessment getting them.

Dr Mahathir said he believed the NRS was a good system which has given many their promotions and salary increases.

He said while the Government knew of the complaints against the system, there were those who accepted the system well.

He added that a study would show that the percentage of promotions has increased under the NRS.

day-to-day work.

The EPU had also received many visiting dignitaries, and so far this year, it had received 117 visits, out of which, seven involved heads of state of their deputies.

Some 20 were presented with excellent awards at today's ceremony. Recipients who received diagonal salary movement, received a month's bonus, seven days of unrecorded leave, a double annual increment, a souvenir and a certificate.

Those with vertical increase received half a month's bonus, seven days of unrecorded leave, a 1½-month annual increment, souvenir and certificate.

Four employees received special awards.

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In his speech, the Prime Minister said that in the country everything was planned and this was followed by implementation.

Towards this the role of the EPU was important and that along with the country, the achievements of the EPU in planning were also well-known abroad.

The Government also practices "hands-on" management system where Cabinet would go on the ground to inspect happenings and progress.

Earlier, EPU director-general Tan Sri Ali Abul Hasan Sulaiman said the unit has implemented many new techniques to improve its quality and productivity, one of which was the use of information technology in