

01/03/1997

Rewarding loyal, long-service public, private sector workers

PETALING JAYA, Fri. - Employees who have served at least 25 years in the public or private sector should be rewarded, Human Resources Minister Datuk Lim Ah Lek said today.

A proposal paper on this, he said, had been circulated to relevant ministries and agencies for inputs.

He said the move was to encourage employees to stay on and be loyal to the company.

Lim said he was directed by Prime Minister Datuk Seri Dr Mahathir Mohamad about two months ago to come up with a proposal on how the Government and the private sector could reward loyal members in the public and private sectors.

He declined to elaborate on other proposed rewards when pressed for details.

"Once we receive the inputs, the ministry will present it to the Cabinet for endorsement," Lim told reporters after launching the skills and career development scheme for non-executive employees of Telekom Malaysia Berhad at the Holiday Villa in Subang Jaya here.

Asked whether such rewards would be a conflict of interest to the New Remuneration Scheme for government employees, Lim said this had nothing to do with the NRS.

"We want to come up with a simple guideline for the public and private sectors on how to reward dedicated and loyal employees."

At present big companies do give rewards to their workers in recognition for their long service.

Malaysian Trades Union Congress president Zainal Rampak when asked about the proposed rewards said many companies already gave long service rewards to their workers.

Such rewards, he said, could come in the form of overseas trips, cash or even gold watches in recognition of those who had served for 25 years or more.

"Some companies even give their workers recognition awards for 15 years service with the company," Zainal said.

He said that the recognition given to workers who had demonstrated loyalty and dedication during the company's annual dinner could motivate other workers to stay on with the company.

"In fact some trade unions have, in their collective agreements, included such rewards for long service workers."

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