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Review every aspect of NRS, urges MTUC

THE Malaysian Trades Union Congress (MTUC) has urged the Government to form a special committee, comprising representatives from the Public Services Department and the workers, to evaluate every aspect of the New Remuneration Scheme (NRS).

MTUC president Senator Zainal Rampak said the Government should consider the committee's comments, observations and recommendations before any new measures are implemented on the controversial NRS.

"Under the present circumstances, employees who are not in the good books of their bosses may still not have the avenue for justice or redress, as the prevailing bureaucratic system (which requires that all communications with higher levels be channelled through heads of department) will deny them access to a fair hearing," he said in a statement released in Kuala Lumpur yesterday.

Zainal questioned the ability of the system in improving productivity and efficiency as the NRS encourages meritocracy in the civil service.

He said the MTUC has received complaints of in-fighting and "curry-favouring" among employees competing with one another to please their bosses.

"While maintaining our stand that the NRS be abolished and that it be replaced by a more accurate, fair and employee-friendly system, we also wish for the Government to scrap the quota system of 2 per cent (diagonal) for top performers and 3 per cent (vertical), 90 per cent (horizontal) and 5 per cent (static)," he said.

The imposition of a quota system, he said is counter-productive and restrains the Assessment Panel from making objective recommendations.

Zainal also asked the Government to disclose more information on the three-member panel that task to assess civil servants' performance under the NRS as reported in an English daily yesterday.

He said the MTUC welcomes the inclusion of a worker's representative in the NRS Assessment Panel. However, it still harbours doubts as whether the panel would be able to identify and prevent the victimisation of civil servants by their respective head of departments by promoting favourites.

The New Straits Times had reported that heads of department will no longer be given the sole authority in determining civil servants' annual increments.

Quoting sources, the paper said they will be replaced by a three-member panel, including a representative from Congress of Unions of Employees in the Public and Civil Services (Cuepacs).

Meanwhile, Prime Minister Datuk Seri Dr Mahathir Mohamad dismissed the report as mere speculation.

Speaking to reporters in Shah Alam yesterday, Dr Mahathir said the Government has not made a final decision on the NRS and is still in consultation with Cuepacs on its proposed changes.

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