

Decision on NRS after feedback from Cuepacs

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KOTA KINABALU Sun — Datuk Seri Dr Mahathir Mohamad said a decision on whether or not the new remuneration scheme is maintained would be made after getting feedback from Cuepacs and other relevant organisations.

The Prime Minister said he had held discussions with Cuepacs following complaints and dissatisfaction on the NRS after it was implemented more than 10 years ago.

I met with them (Cuepacs) to find out what is the problem with the NRS and to know if they have any good suggestion. Let's wait for them to make their suggestions. I told a press conference here before returning to Kuala Lumpur after a two-day official visit to Sabah.

He was asked about a statement by Cuepacs on the NRS and a memorandum about salary sent to the Public Services Department.

On whether changes to the NRS was imminent, Dr Mahathir said there was a need to get the views of Cuepacs.

In Kuala Lumpur, Cuepacs hoped PSD could come up with a report detailing the revision of the matrix salary scheme for submission to the Cabinet within three months.

Its president N Siva Subramaniam said Cuepacs hoped to do away with the matrix salary

scheme under the NRS as it was unfair and unjust to employees.

The matrix salary scheme which was introduced in 1992 has been a constant source of irritation to 900,000 civil servants nationwide.

Under the three-tier scheme, only five per cent of the civil servants nationwide receive vertical and diagonal increments, whereas the remainder 95 per cent only receive horizontal increments.

The scheme has received many negative remarks as department heads who may practice favoritism could be biased when appraising staff performance annually, Siva Subramaniam said.

A one-liner scale which will combine the three existing levels (P1, P2 and P3) will ensure fairplay and stress efficiency and worker productivity.

Under the proposed one-liner scale, civil servants will receive horizontal increments for annual pay increases.

Siva is expected to meet PSD director general Datuk Jamaludin Ahmad Damanhuri soon to discuss the revision.

He was speaking to reporters after chairing the fourth Cuepacs Congress Council meeting at its headquarters.

We are confident the PSD will have a report ready in three

months. The PSD must see that any popular Government cannot afford to practise a scheme which can cause dissatisfaction among its civil servants, Siva Subramaniam added.

Other issues raised in the meeting today included the removal of the four per cent administrative charges on the National Higher Education Fund Loan scheme.

The charges have caused some difficulties for unemployed students.

Siva Subramaniam added Cuepacs intended to meet in coming Sabah Chief Minister Datuk Chong Kah Kiat upon his appointment to discuss reports of civil servants there not having received their bonuses for last year.

Also brought up was the issue of critical allowances for employees in the health sector.

It is believed that medical technologists, nurses and other support staff employed in the health sector do not receive allowances which are comparable to their level of work.

Cuepacs also urged the PSD to look into travel allowances and mileage claims for civil servants which were deemed to be too low.

Siva Subramaniam also proposed a Women's Affairs Department be set up under the PSD.