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Cuepacs willing to negotiate

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PUTRAJAYA, Fri. - Cuepacs will negotiate proposals submitted to the Government and not resort to demonstrations or pickets over its requests, its president N. Siva Subramaniam said today.

He said Cuepacs would not flex its muscles on the streets to show its strength to the Government.

"Our strength lies in negotiations and discussions and we will never resort to demonstrations or pickets to meet any demand.

"The Government has been very responsive to our suggestions and proposals...

"This is the best way for both parties," Siva Subramaniam told reporters.

He was speaking at a press conference here jointly held with the Chief Secretary to the Government, Tan Sri Samsudin Osman.

He had earlier handed over a memorandum on proposed improvements to the New Remuneration Scheme to Samsudin.

Siva Subramaniam said civil servants should make it their personal responsibility to ensure good service before demanding perks and benefits as it would be a one-way affair that would burden the Government.

"For instance, if we could enhance service and increase revenue, then I'm sure the Public Services Department would be more than willing to reward its staff.

"But if service remains poor and revenue collection is lackadaisical, then we should only blame ourselves."

Siva Subramaniam added that civil servants should emulate the private sector in service and productivity.

He said civil servants should embark on a quality-oriented work culture for better rewards..

Siva Subramaniam said Cuepacs, would continue to strive for the welfare of civil servants but urged the public service to be more productive.

The memorandum he submitted contained concrete proposals for a review of the New Remuneration Scheme, particularly on matters concerning the three-tier matrix salary scheme and employee appraisal system.

"We have suggested a more spread-out system (a one-liner scale) where employees from every level can enjoy increments and promotions compared with the present system where only a very small portion of civil servants qualify.

"There is also a suggestion that the Head of Department (HOD) be held responsible for improving and nurturing employees who have been deemed to be unproductive," he said.

He said HODs should be able to motivate and lead their staff.

"You cannot deny them promotions and increments because they are weak and you do nothing about it," he said.

He said Cuepacs had drawn the Chief Secretary's attention to the matter during the meeting today.

On March 26, Prime Minister Datuk Seri Dr Mahathir Mohamad had said that the Government would wait for concrete suggestions from Cuepacs before making decisions pertaining to the New Remuneration Scheme which has been criticised by civil servants.

The Prime Minister had assured Cuepacs that the Government is willing to hear its grievances and to review the scheme.