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Cuepacs-Salary

CUEPACS HOPES MATRIX SYSTEM WILL BE REPLACED BY NEXT YEAR

KUALA LUMPUR, Feb 26 (Bernama) -- The Congress of Unions of Employees in the Public and Civil Services (Cuepacs) today expressed the hope that a new system to replace the matrix salary system under the SSB (New Remuneration Scheme) will be introduced early next year.

Cuepacs President N.Siva Subramaniam said today that the congress had been informed by Public Services Department (PSD) Director-General Datuk Jamaludin Ahmad Damanhuri that a report on a revised system had been completed and would be submitted to the Prime Minister.

Cuepacs was told of this during a meeting with the PSD Director-General two days ago, he told reporters at the Cuepacs headquarters here.

"This is a positive development and chances are very bright for civil servants to get a replacement for the matrix system which had been in force since 1992," he said.

Cuepacs had submitted a memorandum on the matter to Datuk Seri Dr Mahathir Mohamad on Sept 27 last year and following that the Prime Minister had directed the PSD to study it and prepare a report on it.

Siva said civil servants generally felt that the matrix salary system was unfair in evaluating their work performance and that heads of department did not have the skills to evaluate such performance.

He said if such feelings of dissatisfaction were not addressed, irresponsible elements would take advantage of this to sow hatred against the government among civil servants.

Cuepacs wanted a more realistic salary system based on a single layer system which would among things stress on efficiency and workers' productivity.

Siva said only five per cent of staff received diagonal and vertical increments while others had to be satisfied with a horizontal raise.

An improvement on the matrix system was the main issue which Cuepacs had been championing apart from other SSB components such as leave, working hours, allowances, quarters and pension benefits.

The meeting was also attended by the three National Joint Councils (NJC) -- the NJC for the Professional and Management Group, the NJC for Science and Technology Support Group and the NJC for Support Group.

He said the PSD had also pledged to continue its study on the Cuepacs proposals pertaining to the status of the 20,000 temporary staff, review of allowances, a five-day working week and minimum wages and pensions.

"Cuepacs has assured the PSD that it will strive to resolve all problems through dialogue and negotiations while the PSD assured us that its doors are always open for discussion of public service issues," Siva added.

-- BERNAMA

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