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Cuepacs to draft promotion format

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SEREMBAN, Sun. - Competence, compliance with government policies and the General Orders and a civil servant's command of knowledge in information technology are among the criteria for promotion contained in the format proposed by Cuepacs to replace the New Remuneration Scheme (NRS).

Describing its format as realistic and practical, Cuepacs president Datuk N. Siva Subramaniam said he would be leading a Cuepacs delegation to meet Public Service Department director-general Datuk Jamaludin Ahmad Damanhuri to discuss the proposal on May 25.

The NRS has been the source of irritation to some 800,000 civil servants nationwide since it was introduced in 1992.

On March 25, Prime Minister Datuk Seri Dr Mahathir Mohamad had said a decision on whether or not the NRS 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 over the NRS.

Speaking after a dinner hosted by the Negri Sembilan National Union of the Teaching Profession last night, Siva Subraaniam said the NRS "is no longer suitable and has caused many efficient civil servants to be stuck in their grade".

"We will propose a different yet realistic method to the Government. Promotions and salary increase (of government staff) will be based not only on the marks given by heads of department, but other factors such as their efficiency and competence in implementing government policies, their knowledge in the field of IT and compliance with the law and the General Orders.

"We are confident that this method will satisfy all civil servants. The NRS is not suitable and has created controversies."

"We hope the PSD will come up with a report, detailing the revision of the matrix salary scheme after the meeting. We want the Government to do away with this system as it is unfair and unjust to employees."

Siva Subramaniam added Cuepacs had received numerous complaints as department heads who may practise favouritism could be biased when appraising staff performance annually.

On a related matter, Siva Subramaniam said a meeting would be held with Health Minister Datuk Chua Jui Meng soon to discuss the welfare of some 30,000 medical staff nationwide.

"We will submit a memorandum, urging the Minister to look into the critical allowances and additional benefits."