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Cuepacs-SSB

PSD TO REVIEW SSB MATRIX SALARY SCHEDULE

KUALA LUMPUR, March 17 (Bernama) -- Datuk Seri Dr Mahathir Mohamad has said that the Public Service Department (PSD) will conduct an immediate review of the matrix salary schedule under the New Remuneration System (SSB), according to Cuepacs.

Cuepacs secretary-general Abdul Rahman Manan said the prime minister gave this assurance when he met Cuepacs leaders at a meeting on Wednesday.

"He said that after almost 10 years of implementation of the SSB, the matrix salary schedule has yet to be fully accepted by a majority of government servants, and it is best that a review be made," Abdul Rahman told a news conference here today.

Dr Mahathir also asked Cuepacs to help the PSD and the government to resolve the problem which has been dragging on since the SSB was implemented in 1992.

Abdul Rahman said Cuepacs would come up with fresh proposals on the matter after the recommendations were approved by its council meeting on March 25.

Cuepacs contends that there are defects in the matrix salary schedule system and wants the government to change it.

Cuepacs claims that the annual performance appraisal done by assessing officers and heads of department is not fair and transparent and has led to abuses.

It says that although 90 per cent of government servants performed well each year, only five per cent were eligible for the vertical and diagonal salary movements.

Abdul Rahman said Dr Mahathir also told Cuepacs that the government would consider extending the retirement age of government servants by one year to 56.

"The government is handling this matter and he (Dr Mahathir) hopes that Cuepacs and government servants will be patient," he said.

This followed certain findings made by the government when it studied Cuepacs' proposal to extend the retirement age from 55 to 58, he said.

Among other things, the government study noted that by retiring at 55, government servants actually served only until the last day when they were 54 years old.

The study also found that the lifespan of Malaysians has increased and this means that civil servants are still young and energetic enough to work even on reaching 55.

The study also found that allowing government servants to retire at 55 would be a loss to the government in terms of their knowledge, skills and expertise.

Abdul Rahman said Dr Mahathir also gave an assurance to consider Cuepacs' proposal to pay critical allowance to other support staff in the Health Ministry.

"He asked Cuepacs to submit a memorandum to him for consideration by the government, and it will be sent as soon as possible," he said.

-- BERNAMA

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