

We won't exert pressure on the Government, says Cuepacs

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KUALA LUMPUR, Thurs. — Cuepacs will not exert pressure on the Government by imposing a deadline for the revision of the existing matrix salary system under the New Remuneration Scheme (NRS).

Its president Datuk N. Siva Subramaniam expressed confidence that the Government would give due consideration to Cuepacs' recommendation for change.

"As far as Cuepacs is concerned, our mission is now completed ... We have brought the grouses of our affiliates to the PSD, which will finalise everything by submitting its findings to the Government.

"We should leave it to the PSD and Government to settle the problem.

"We are confident that the Government is concerned with the problems faced by civil servants ... it will be quite sympathetic," he told a Press conference following a 1½-hour meeting between Cuepacs and the PSD today.

This will be the final meeting to fine-tune both the NRS and Cue-

pac's formula for promotions based on knowledge workers. Cuepacs has 950,000 members.

On when the outcome of the review would be known, Siva Subramaniam, who had earlier led a nine-member team of the union's principal office bearers to meet PSD officers headed by its director-general Datuk Jamaludin Ahmad Damanhuri, said:

"We are satisfied with explanations given by the PSD. We are also made to understand that most of our proposals have been considered and a full documentation will be submitted to the Government.

"As the content of the documentation is confidential, Cuepacs will leave it to the Government to make an announcement.

"We will heed the call by Prime Minister Datuk Seri Dr Mahathir Mohamad to be patient and will leave it to the Government to implement the new system."

Cuepacs, the umbrella body for civil service unions, has met with the PSD four times since last year

to study and improve on the NRS scheme.

Under the matrix salary schedule of the NRS implemented in 1992, only five per cent of civil servants are eligible for vertical and diagonal salary movements every year.

Cuepacs has demanded that the matrix system be scrapped, claiming that 95 per cent of civil servants are frustrated with the scheme. The union has proposed that the NRS be replaced with the Single Salary System which it thinks is more transparent and systematic, stressing efficiency and workers' productivity.

Early this year, the PSD submitted a review report of the scheme to Dr Mahathir after the department and Cuepacs had fine-tuned it.

However, the PM who heads the Cabinet Committee on Public Sector Employees' Salaries and Posts, directed the PSD to look into several matters in the initial report because it would involve an estimated additional expenditure of RM1 billion.