

# Govt staff offered fairer scheme

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Rewards based on competency and knowledge

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**PUTRAJAYA:** The much criticised and controversial New Remuneration Scheme (NRS) for evaluating and rewarding civil servants is finally being replaced with a system which will be less dependent on assessment by department heads.

The new Malaysian Remuneration System (MRS) which will take effect on Nov 1, promises to reward civil servants with fairer evaluations, higher salary points and Malaysian salary scheme special payments.

Prime Minister Datuk Seri Dr Mahathir Mohamad, in announcing the implementation of the new scheme, said the MRS will stress on rewarding the 950,000 government staff based on competency and depth of knowledge, and no longer on the yearly performance evaluation report.

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Mahathir, who is also Salaries and Service of Public Sector Employees Committee chairman, was speaking to reporters after meeting Cuepacs officials at his office yesterday.

He said career advancement and salary increases will no longer be based on the year-end appraisal done by heads of departments where their staff are subjected to their "whims and fancies" where "... if liked, he'll get, if not, he doesn't".

He said under the MRS, the progress of civil servants "will instead be evaluated through an examination which they have to sit for".

The exam will be conducted by the Public Examination Board under the

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# New service scheme to cost RM302 million this year

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Public Services Department, while bigger ministries will have their own examination syndicates.

A human resource panel will monitor the evaluation of staff via the NRS which had been the subject of complaints by civil servants.

Salary movements based on staff level of competence for next year will be implemented in 2004, he added.

Those who fall under the support

group will receive an increase in salary points by RM15, management and professionals RM65 and those in higher management RM110.

Under the Malaysian salary scheme special payment, staff who fall under the support group will receive RM220, management and professionals RM350 and the higher management group RM650.

Mahathir said civil servants can opt for the MRS or to remain under the NRS a month before it is implemented.

Almost 220,000 civil servants who have

reached their maximum salary scale will move up one step to the next scale.

Mahathir, who is finance minister, said the MRS will cost an additional RM302.58 million for this year.

Cuepacs president Datuk N. Siva Subramaniam said the scheme will open a new era as its potential- and ability-based salary increments will spur civil servants to work harder

He said the scheme will motivate government employees to show their true potential.