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Remuneration-Cuepacs

SSM WILL MARK NEW ERA IN CIVIL SERVICE, SAYS CUEPACS

PUTRAJAYA, July 29 (Bernama) -- The Malaysian Remuneration Scheme (SSM) will open a new era in the civil service as its potential- and ability-based salary increments will spur civil servants to work harder, Cuepacs president Datuk N. Siva Subramaniam said today.

He said the SSM would motivate government employees to show their true potential, especially in the field of information technology.

"This will result in a change of attitude; our workers will work hard to improve their productivity," he told a joint news conference with Prime Minister Datuk Seri Dr Mahathir Mohamad after a meeting between the government, Cuepacs and Public Service Department (PSD) here.

At the news conference, Dr Mahathir announced that SSM would replace the New Remuneration Scheme (SSB) on Nov 1. Many civil servants have voiced dissatisfaction with the SSB since it was introduced in 1992.

"Cuepacs is very satisfied as this is the result of five meetings we had with the government and PSD, and this shows that the three parties have excellent communication and can solve whatever problems," he said.

Siva said Cuepacs, the umbrella body for civil service unions, was confident that the estimated 950,000 government workers would view this development as a challenge to boost productivity.

"If they do not improve themselves, they have only themselves to blame," he said.

He said SSM provided civil servants better opportunities for career development.

"This creates a new situation where the sky is the limit and they can do the best, and from there they can develop themselves," he said.

Cuepacs secretary-general Abdul Rahman Manan said with SSM, Cuepacs had obtained what civil servants wanted, except for two matters relating to critical allowance.

He said that Cuepacs had appealed to the government to extend the critical allowance, currently enjoyed by only nurses and doctors, to other support staff like assistant nurses and health attendants and technicians of the Public Works Department (PWD) and Drainage and Irrigation Department (DID).

"We have appealed to the government and they have agreed to review this matter, but when they will get it we do not know," he said.

Cuepacs will hold briefings on SSM for its affiliates and the National Joint Council (NJC) early next month.

He said a special meeting of the Cuepacs Council would be held after the briefing to endorse acceptance of the scheme.

Meanwhile, Chief Secretary to the Government Tan Sri Samsudin Osman said problems which had existed since 2000 in relation to the implementation of SSB had finally been resolved.

This development was well received by Cuepacs, he said.

He said the government had come up with what was best for civil servants so that they could dedicate themselves to discharging the duties entrusted to them.

"With SSM, evaluation of workers will no longer be 100 per cent dependent on the appraisal by Department Heads but will stress more on their (staff) ability.

"This is in line with our efforts to encourage government employees to embrace the K-economy so that they will continue to progress in the

future," he said.

-- BERNAMA

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