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Cuepacs-SSB

CUEPACS, PSD TO MEET ON THURSDAY TO FINALISE SSB REVIEW

KUALA LUMPUR, May 27 (Bernama) -- The review of the matrix salary system under the New Remuneration Scheme (SSB) for almost one million civil servants will be finalised at a meeting between Cuepacs and the Public Service Department (PSD) on Thursday.

Cuepacs president Datuk N. Siva Subramaniam said today the long-awaited decision on the scheme and a new formula for promotions would be decided at the final meeting.

A final report on the outcome of the meeting would be handed over to the government for consideration, he told Bernama here.

Cuepacs, the umbrella body for civil service unions, and PSD had met four times since last year to study and improve on the SSB scheme which has caused various grouses in the civil sector.

"This will be the final meeting to fine-tune the scheme and also a new formula for promotions based on knowledge workers," he said.

Siva Subramaniam said he would lead a nine-member team of principal office bearers of the union while the PSD would be headed by its director-general, Datuk Jamaludin Ahmad Damanhuri, at the meeting.

"There are several issues that need to be resolved. including the controversial matrix system and a new formula for promotions. Thursday's meeting will be the final one," he added.

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

Cuepacs has demanded that the the matrix system be scrapped, claiming that 95 per cent of the civil servants are disappointed and frustrated with the scheme.

Instead, Cuepacs has proposed that the SSB be replaced with the Single Salary System which it thinks is more transparent, systematic and stresses efficiency and workers' productivity.

However, the PSD is not in favour of scrapping three-tier salary scheme but is ready to improve on it and reduce its weaknesses.

Early this year, the PSD submitted the New Remuneration Scheme review report to Prime Minister Datuk Seri Dr Mahathir Mohamad after the department and Cuepacs had it fine-tuned.

However, Dr Mahathir, 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.

-- BERNAMA

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