

**REPORT OF
THE SEVENTH ASEAN CONFERENCE
ON CIVIL SERVICE MATTERS (ACCSM)
KUALA LUMPUR, 4 - 8 OCTOBER 1993**



Published by the
Interim Secretariat
(Management Services Division
Public Service Department Malaysia)
Kuala Lumpur, Malaysia
1994

Perpustakaan Negara Malaysia Data Pengkatalogan-dalam-Penerbitan

ASEAN Conference On Civil Service Matters (ACCSM)

(7th : 1993 : Kuala Lumpur)

Report of the Seventh ASEAN Conference On Civil
Service Matters (ACCSM),

Kuala Lumpur, 4-8 October, 1993

ISBN 983-9187-00-7

1. Civil service--Asia, Southeastern--Congresses

2. Public administration--Asia, Southeastern--

Congresses. I. Malaysia. Jabatan Perkhidmatan Awam.

Bahagian Khidmat Pengurusan. II. Title

354.59006

APB 740580

06 MAY 1996

NASKAH PEMELIHARAAN
PERPUSTAKAAN NEGARA MALAYSIA

M

354.59006

ASE

**REPORT OF
THE SEVENTH ASEAN CONFERENCE
ON CIVIL SERVICE MATTERS (ACCSM)
KUALA LUMPUR, 4 - 8 OCTOBER 1993**

CONTENTS	PAGE
Preface (by the Interim Chairman of the Seventh ACCSM)	1
I. Executive Summary	3
II. Report of the Proceedings	
(i) Table of Contents	31
(ii) Letter of Transmittal	37
(iii) The Report	41
<u>Annexes</u>	
(A) List of Delegates	85
(B) List of Observers	93
(C) Welcoming Address by His Excellency Tan Sri Dato' Mahmud Taib, Director General of Public Service, Malaysia	97
(D) Opening Address by the Honourable Dato' Abang Abu Bakar bin Datu Bandar Abang Haji Mustapha, Minister in the Prime Minister's Department, Malaysia	103
(E) Agenda	113
(E1) Programme of Conference	117
(F) Report on the Follow-up Actions of the Sixth Conference	125

- (F1) Speech by His Excellency Dato' Paduka Danial Haji Hanafiah on behalf of the Interim Chairman of the Sixth ACCSM 183

Country Paper

- (G) Brunei Darussalam - "Challenges for Innovation in the Brunei Darussalam's Civil Service" 189
- (H) Indonesia - "Challenges for Innovation in the Civil Service" 199
- (I) Philippines - "Innovations and Creativity in the Philippines Civil Service" 213
- (J) Malaysia - "Challenges for Innovation in the Malaysian Civil Service" 231
- (K) Thailand - "Reengineering the Civil Service" 267
- (L) Singapore - "Recent Developments in the Singapore Civil Service" 287

Technical Paper

- (M) Brunei Darussalam - "Innovation in Management Development Training at The Civil Service Institute" 303
- (N) Indonesia - "Education and Training System for the Indonesian Public Servants" 315
- (O) Philippines - "Innovations in the Office for Legal Affairs, Philippine Civil Service Commission" 349
- (P) Singapore - "Challenges for Innovation in the Civil Service. The Experience of the Inland Revenue Authority of Singapore" 361
- (Q) Thailand - "Compact and Efficient Government Work Force" 375

(R)	Malaysia	-	"Implementation of Innovation: The Malaysian Experience"	389
Project Proposal				
(S)	Brunei Darussalam	-	"Management Development: Management with An Entrepreneurial Mentality and Capability"	431
(T)	Indonesia	-	"Workshop for the Deliberation Upon the Promotion of ASEAN Civil Services Collaborative Programs"	447
(U)	Philippines	-	"Directory of Resource Persons: Exchange Scholarship Program"	457
(V)	Singapore	-	"Development of a Training Programme Creative Problem Solving in the Public Sector"	471
(W)	Thailand	-	"Globalization for ASEAN Senior Executive Seminar"	483
(X)	Malaysia	-	"ASEAN Strategic Leadership Seminar: Networking in the Decades Ahead"	491
(Y)	Drafting Committee			503
(Z)	Joint Communique			507
(iv)	Closing Address by His Excellency Tan Sri Dato Seri Ahmad Sarji bin Abdul Hamid, Chief Secretary to the Government of Malaysia			515
III.	Decision of the First Meeting of the 27th ASEAN Standing Committee held in, Bangkok, 1 - 3 November 1993 on the recommendations of the Seventh ACCSM			527