

Better chance for promotion for gov't servants
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The Public Services Department (PSD) has given an assurance that the Competency Development Integrated Programme or Prospek, the new system that replaces the Competency Level Evaluation (PTK), will give better opportunities for promotion to civil servants.

PSD director-general Abu Bakar Abdullah said civil servants who had the competency and potentials that exceeded the level of potentials assessed by the evaluation panel were assured of being rewarded.

He said Prospek, which would only be implemented fully on Jan 1, next year, was in line with the Government Transformation Plan (GTP) launched by Prime Minister Najib Abdul Razak.

“Prospek is for all civil servants but those with competency and potentials will have better opportunities to be promoted.

“This is because some people are competent but do not have the potential. This means that civil servants are required to change and be able to develop their own capability,” he told Bernama recently.

In May, Abu Bakar had announced Prospek as a replacement to PTK with effect from July 1, which would no longer be based on examinations but would be determined by a credible evaluation panel.

It involves eight new evaluation principles, namely philosophy, objective, dimension of competency, method of evaluation and competency development, flexibility, quality control, rewards and evaluation achievement.

Abu Bakar said that among the principles of Prospek was the continuous development of competency where each officer must undergo training, and the need to go for courses for seven days each year as was done previously, would be continued.

He said the courses and trainings represented competency development which aimed to improve the efficiency of the civil servant.

“So, when there is a vacancy for any post, we will then evaluate the potentials of the officers, whether anyone has the potentials to fill up the higher grade position,” he added.

- Bernama