

Develop System To Reward And Punish Civil Servants

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The government's decision to withdraw the 'exit policy' for civil servants, which is meant to dismiss them for poor performance or lack of discipline, is a regretful decision as I believe that with the increase in salary for civil servants, the government should also not neglect to develop an administrative system of rewards and punishment in order to control the civil service's attitude and efficiency.

The performance of the civil servants is the key to the success, or failure, of the government's transformation programmes. They are also important to determine the nation's competitiveness as well as represent the image of the Barisan Nasional government. However, in the past civil servants had adopted a 'little Napoleon' attitude which has backfired onto the BN government by making it scapegoats.

A notable example is when MCA President Dr Chua Soi Lek had sternly criticized officials of the Education Ministry for playing around with the date on SJKC teachers.

It is important for the government to set up a fair and transparent evaluation system for rewarding and punishing civil servants, even following the steps of the private sector which adopts the policy of dismissing employees, thus breaking down the bad perception that the civil service is unproductive.

Currently the civil service is besieged with bureaucracy, arrogance and inaction, along with the drawbacks of corruption and abuse of power. All these have created a negative impact on the government and the nation's economy, and have caused the people to lose faith in the government.

For too long the Barisan Nasional has carried the burden of poor civil service and it is now time to implement a more effective system to clear the civil service of poor performers and 'deadwood'.

The salary scheme must be based on meritocracy, with potential and experience being used to decide the increment of civil servant's salaries, and bonuses and benefits being awarded based on work performance.

What the people want is a clean and fair public service mechanism which is more in touch with the people, and MCA believes that to enhance the quality and efficiency of public service administration, the system of rewarding and punishment is a necessary one.

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