

NEW STRAITS TIMES

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All ministers to face assessment twice a year

KUALA LUMPUR: Beginning this year, cabinet ministers will be subjected to a biannual appraisal by Prime Minister Datuk Seri Najib Razak.

In these appraisals — the first in May/June and the other in November/December — the ministers' performance will be reviewed against the targets set under their ministerial key performance indicators (MKPIs).

"The prime minister is committed to personally reviewing the progress of all ministers every six months to ensure their performance is on track and where it is not, work with them and the civil service to ensure that barriers are removed.

"The prime minister will also set his expectations of the minister for the subsequent six-month review period," the Government Transformation Programme (GTP) Roadmap said.

On a rolling basis, MKPIs and targets will be set for the following year.

Najib and his ministers had agreed on their MKPIs for this year during a one-to-one performance review held between November last year and this month.

"In those reviews, the prime minister held ministers accountable for their performance on the preliminary MKPIs, provided sup-

port to the ministers to help them improve performance and challenged the targets and delivery plans they were developing for 2010."

The GTP roadmap said all ministers had successfully submitted their preliminary MKPIs to the prime minister by the 30-day deadline of May 13, last year.

Over the course of last year, they were further refined and improved through the cabinet workshops, which provided opportunities for peer feedback and resolution of inter-dependencies between ministries and ministerial work camps, which were led by the minister and his/her senior

management to finalise the Ministerial Key Result Areas, MKPIs and targets.

To drive the development of MKPIs, a dedicated KPI officer was also identified and appointed for each minister.

The roles of the KPI officers are to:

- Support their ministers in developing MKPIs, planning for implementation and resolving inter-dependencies (for example, between different ministries) and
- Track and monitor progress of MKPIs, report the progress to their ministers and support their ministers in prime minister-minister reviews.