

THE STAR

DATE: 29/1/2010

Charting progress of ministers

To create an accountable government that is focused on delivering, Datuk Seri Najib Tun Razak introduced key result areas (KRAs) and key performance indicators (KPIs) when he took over as Prime Minister last year.

All ministers and senior civil servants are now to be held accountable for improvements in their ministerial KRAs (MKRAs) and delivering ministerial KPIs within those areas.

All ministers had to define their MKRAs and MKPIs within the first 30 days and a new minister in charge of Unity and Performance Management was appointed to oversee the indicators and a dedicated KPI officer was identified and appointed for each minister.

The KPI officers' job is to support their respective ministers in developing their MPKI, planning for implementation and resolving inter-dependencies between different ministries and to track and monitor the progress of MPKIs.

They also report the progress to their ministers and support their ministers when it is time for the reviews.

KRAs introduced to track performance



The Prime Minister would personally review the progress of all ministers every six months to ensure their performance is on track and if it is not, to work with them and the civil service to remove the barriers.

The guiding principles for the MKPI are anchored on national agenda and priorities of the public, focus on two to four of the most critical outcomes, ensure that the KPIs reflect outcomes and impacts - not inputs or activities - and that the KPIs are specific and measurable.

There are clear targets and timelines (short term four to six months, medium nine to 24 months, long term five years) and the MPKI must formulate delivery implementation plans.

All ministers met the 30-day deadline of May 13, 2009, to submit their preliminary MKPIs to the Prime Minister and from November 2009 to January 2010, the Prime Minister conducted one-to-one reviews with all his ministers on their performance.

With the reviews, the MKPIs for 2010 has been agreed upon and would be up for review in May/June 2010 and in November/December 2010. It was agreed that the KPIs are expected to be cascaded throughout the civil service this year.

The GTP Roadmap cited two randomly selected ministers MKRAs and MKPIs as examples of how the method works.

For the Energy, Green Technology and Water

Minister, his three focus areas are on increasing reliability of power supply by reducing the duration of supply interruption, increasing usage of renewable energy based on green technology applications and improving treated water supply and expanding sewerage services in urban areas.

As for power supply, Sabah has interruptions of 1,947 minutes in 2008, compared to 78 minutes in peninsular Malaysia and 273 minutes in Sarawak. The minister has set the target to reduce the interruption in Sabah to 700 minutes and in the peninsula to 60 minutes this year.

On green technology, the ministry has started to increase the generation of electricity from renewable energy sources like the mini hydro in Kundasang and Hulu Langat, biomass in Semenyih and Sandakan and the biogas in Seri Kembangan and solar sources under the Suria 100 programme.

Its target for 2010 is for 65MW electricity that would be generated from renewable sources and 2013kW from solar sources.