

7-15pc INCREMENT

SSPA TO BENEFIT 1.6 MILLION CIVIL SERVANTS

This is to appreciate their sacrifices, including frontliners in tackling Covid-19 pandemic, says PM

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SOME 1.6 million civil servants in the country will enjoy salary increments of between seven and 15 per cent under the Public Service Remuneration System (SSPA), effective Dec 12.

Prime Minister Datuk Seri Anwar Ibrahim, when delivering the good news to the public sector, said the SSPA would replace the Malaysian Remuneration System.

Anwar, who is also the finance minister, said the SSPA was proof that the government cared for the welfare of civil servants and recognised their contributions.

"The sacrifices (of civil servants) are extraordinary. Not just in facing the communist threat in the past, but also in tackling Covid-19. Don't forget the frontliners then were civil servants.

"As such, the government agrees that the SSPA should replace the current Malaysian Remuneration System," he said at the 19th Majlis Amanat Perdana Perkhidmatan

Awam here yesterday.

Anwar said under the SSPA, civil servants in the implementing and professional groups would receive a 15 per cent salary increment. Those in the top management and professional roles would receive an increase of seven per cent.

He added that the increment would be implemented in two phases: the first in December and the second in January 2026.

For officers under the implementation group, the salary adjustment would start at eight per cent in Phase 1 and seven per cent in Phase 2.

For the top management, the salary adjustment would be four per cent in Phase 1 and three per cent in Phase 2.

He said taking into account the compounding effect, the range of increments would be between 16.8 to 42.7 per cent.

"To give an example, teachers who served for five years with a monthly income of RM3,838 will receive a salary adjustment of eight per cent in Phase 1, bringing their monthly income to RM4,085.04.

"During the Phase 2 adjustment in January 2026, they will receive an additional seven per

cent adjustment, increasing their monthly income to RM4,559.24.

"Another example are police officers of grade YA1 with a monthly income of RM2,256, who will receive a salary adjustment of

RM240, increasing their monthly income to RM2,496.

"During the Phase 2 salary adjustment, their monthly income will be RM2,726.02. The methods and formulas for these calculations will be explained in detail by PSD in the upcoming engagement sessions."

Anwar said the overall financial implications of the salary increments amounted to more than RM10 billion.

Anwar also said the salary increment should serve as a message for the private sector to follow suit. He added that there was no excuse for companies to continue paying low salaries to employees.

"I hope the private sector will reconsider salary increments so that the pressure on the public and workforce can be reduced.

"This is especially for companies that report significant profits. There is no reason why monthly salaries should be less than RM2,000." **Additional reporting by Ramyeaa Janani**

"I hope the private sector will reconsider salary increments so that the pressure on the public and workforce can be reduced with a reasonable salary scheme."

DATUK SERI ANWAR IBRAHIM
prime minister