

'CIVIL SERVANTS MUST RAISE PRODUCTIVITY'

Cultivate new work culture, discard old habits with pay review, says PM

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CIVIL servants have been told to increase their productivity following their salary review.

In his speech during the 19th Majlis Amanat Perdana Perkhidmatan Awam here yesterday, Prime Minister Datuk Seri Anwar Ibrahim said the increment would not benefit the country if civil servants were stuck in their old habits.

"I hope that when the salary increase is announced later, a new (work) culture will be cultivated among civil servants," he said in his keynote address, adding that the increment would be meaningless "if people still have to wait for two hours to get their licences done and two weeks to get approval (in certain matters)".

Present were Chief Secretary to the Government Datuk Seri Shamsul Azri Abu Bakar and Public Service Department director-general Datuk Seri Wan Ahmad Dahlan Abdul Aziz.

Anwar said the country would not achieve its reform targets if it continued with outdated practices and guidelines misaligned with current needs.

"Regulations, circulars and guidelines are crucial in government affairs to ensure good governance."

However, he said, burdensome regulations led to bureaucratic inefficiencies, such as excessive procedures, lengthy processing times, a lack of transparency and high compliance costs.

"Hence, the government is committed to reform efforts to simplify business processes, enhance productivity and improve Malaysia's competitiveness to rank among the Top 12 (most competitive countries), in line with the Madani Economy goals."

Anwar said the new civil service salary rules, known as the Public Service Remuneration System Study (SSPA), which will



Prime Minister Datuk Seri Anwar Ibrahim speaking at the 19th Majlis Amanat Perdana Perkhidmatan Awam in Putrajaya yesterday. He says the new civil service salary system will be performance-based.
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take effect in December, were not merely a reform to increase civil servants' disposable income.

He said the new system would also be performance-based, rewarding those who excelled and imposing consequences on those who failed to demonstrate good performance.

"As I have always emphasised, we cannot treat everyone the same, especially in terms of rewards and recognition.

"I need this to be clear. Civil servants who do not show good work performance, who are negligent, or who are frequently absent from the office without approval from their department heads, will not be rewarded."

Anwar said the implementation of SSPA would also be based on three key principles of reform, including increasing the productivity and efficiency of the civil service.

"The second principle focuses on enhancing civil servants' readiness to implement change and the third aims to boost the nation's competitiveness."

He added that the government had also agreed to improve performance management, conduct and disciplinary procedures.

This, Anwar said, included enhancements to the Public Officers (Conduct and Discipline) Regulations 1993 to introduce new regulations addressing governance failures in public financial management and strengthen disciplinary procedures for officers absent from duty.

"Among other improvements, the annual performance evaluation score required for promotion

will rise from 80 to 85 per cent.

"There will also be a new annual performance evaluation system to replace the current appraisal report, focusing on competency and values, and emphasising the five principles of fairness, objectivity, transparency, relevance and adaptability."

Anwar said civil servants in the implementing and professional groups would receive a 15 per cent salary increment, while those in top management and professional roles would see a seven per cent increase.

He added that the increment would be implemented in two phases: the first in December this year and the second in January 2026 due to the challenging economic situation.

"The next phase will start on Jan 1, 2026, and we are implementing it gradually due to constraints and to avoid inflation."

Shamsul Azri said the new salary adjustments for civil servants would come with added responsibilities.

He said civil servants must meet public expectations by delivering the best possible service.

"This is a great honour and the highest recognition for civil servants, but it also comes with sacrifices.

"Civil servants must meet public expectations — there are no shortcuts, and everything is based on performance." **Additional reporting by Ramyeaa Janani**

Page 1 pic: Civil servants at the Majlis Amanat Perdana Perkhidmatan Awam in Putrajaya yesterday.