

# Higher salaries, greater responsibility

**PUTRAJAYA:** Salaries in the civil service have been raised by between 7% and 15%, the first pay hike in 12 years, but this comes with conditions to bring about major reforms in Putrajaya.

Datuk Seri Anwar Ibrahim announced a 15% pay raise for officers in the implementing, management and professional groups and a 7% hike for officers in top management and professional roles.

The Prime Minister said the increment will be implemented in two phases, the first in December this year and the second in January 2026.

For civil servants in the implementing, management and professional groups, salary adjustments will start at 8% in the first phase and another 7% raise in the second phase, he said.

For officers in top management and professional roles, Anwar said they will receive a 4% raise in the first phase and another 3% raise in the second phase.

"We hope this will motivate the civil service to strive for their best for the nation," he said during the 19th Majlis Amanat Perdana Perkhidmatan Awam (Mappa) yesterday.

Anwar said Putrajaya had allocated over RM10bil for the civil service salary adjustment.

Taking into account the compounding effect, he said the range of increments would be between 16.8% and 42.7%.

"For example, a teacher who worked for five years with a salary of RM3,838 would receive a 8% increase in Phase 1, which amounts to RM4,085.44.

"When salaries are adjusted in

Phase 2, they will receive another 7% hike, increasing their income to RM4,559.24," he added.

To better motivate civil servants, Anwar said a performance-based incentive will be provided to officers with at least six years of service.

He said Putrajaya would also recognise and reward subject matter experts, while the Armed Forces will see an increase in their Cost of Living Aid from RM300 to RM500 a month.

Also present at the Mappa event was Chief Secretary to the Government Datuk Seri Shamsul Azri Abu Bakar and Public Service Department (PSD) director-general Datuk Seri Wan Ahmad Dahlan Abdul Aziz.

Anwar said the salary hike is to help civil servants cope with the current increase in inflation.

"Before this, 12 years ago, civil servants only received a 5.8% hike, whereas inflation was 21%. I know that for civil servants below grade 26, it is very tough," he said.

In 2012, then prime minister Datuk Seri Najib Razak announced a salary increment of between 7% and 13% for officers up to Grade 54 and RM6bil was allocated for that purpose.

Anwar said beginning December this year, the national remuneration system will be replaced with the civil service remuneration system (SSPA).

"The SSPA contains the spirit of the civil service reforms that is needed to ensure the Malaysia Madani agenda is a success."

He also said the SSPA is a performance-based remuneration system where those who excel will be rewarded.