

REWARDING HARD WORK

'Pay raise not for lazy civil servants'

GEORGE TOWN: Prime Minister Datuk Seri Anwar Ibrahim has clarified that the recent announcement of a more than 13 per cent increase in civil servants' salaries is based on performance and is not an automatic entitlement.

He highlighted the significance of rewarding hard work while addressing inefficiencies within the civil service.

He also underscored the need for reform and efficiency improvements alongside salary adjustments.

Addressing concerns about non-performing civil servants benefitting from the pay rise, Anwar emphasised that those with disciplinary issues or performance concerns would be excluded from the salary increase.

"It may be automatic for about 95 per cent of the civil servants. But for the remaining four or five per cent problematic ones... the ones with disciplinary issues, they will be denied the salary increase."

He gave the assurance that a mechanism would be put in place to ensure fairness in this regard.

"It is unfair that people who

work hard get a salary increase while those who are lazy and slow also enjoy the same benefit. We will consider this," he said at the closing of the northern region Madani Rakyat 2024 programme here yesterday.

Present were Chief Minister Chow Kon Yeow, Communications Minister Fahmi Fadzil, Economy Minister Rafizi Ramli, Transport Minister Anthony Loke, Education Minister Fadhli-na Sidek and Human Resources Minister Steven Sim.

Others were Dewan Rakyat Speaker Tan Sri Johari Abdul and Chief Secretary to the Government Tan Sri Mohd Zuki Ali.

On Labour Day, Anwar announced a more than 13 per cent increase in civil servants' remuneration.

The salary increase, effective Dec 1, marked one of the highest in Malaysia's history, with the last revision occurring 12 years ago.

Emphasising the importance of reform alongside higher remuneration, Anwar highlighted the government's commitment to ensuring that civil servants' minimum pay exceeded RM2,000 per month.

"We enhance salaries through civil service reforms to promote efficiency.

"This will be announced simultaneously with the SSPA (Public Service Remuneration System) so that it is based on performance.

"So, we want to remind them that this is not automatic."

Anwar said he recently announced the increment for 2025, which would reach RM10 billion, and that the following years would be more than that.

"But I dare to make that decision with my colleagues in the cabinet because I do not think the problem of our debt burden, the corruption that happened in the past and the leakages should be borne by civil servants.

"They have been waiting for 12 years and they are willing to accept changes, work faster and harder.

"As such, the national leadership should recognise their services and raise their salary accordingly," he said, adding that it was usual for the opposition to dispute it.

Anwar said, however, once they looked at the details, they would understand better.