

**Exit Policy Good To Ensure High-quality Public Service - Civil Servants**  
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KUALA LUMPUR, Dec 23 (Bernama) -- The exit policy introduced under the Public Service New Remuneration (SBPA) scheme may have caused worries, but many civil servants still believe that it is a good policy to ensure delivery of high-quality public service.

A civil servant, who only wanted to be known as Maria, 50, said the fact that under the SBPA, civil servants could be forced to take early retirement if their Yearly Performance Assessment Report (LNPT) showed a mark of less than 70 per cent, should be an encouragement for them to perform better.

"If they discharge their duties to the best of their abilities, it is almost impossible for them to get low marks. So, this will definitely ensure delivery of a better service," she told Bernama here.

Her view was shared by Kuala Langat District Council enforcement officer Nordila Yasir, 29, who felt that the LNPT would also encourage civil servants to be committed in discharging their duties.

"If their performance is not up to the mark and we allow them to stay in the service, the credibility of the public sector will be tarnished," she said. She said bias was a non-issue in the SBPA as the assessment would be done based on a 360 degree competency feedback from their peers, superiors and subordinates.

An army officer who wanted to be known only as Kamal, 29, said the implementation of the SBPA, especially in terms of the salary increment, would really help civil servants to cope with the rising cost of living.

"The salary increment, which is higher than ever, could ease the financial burden faced by civil servants and enable them to focus on their careers," he said.

Meanwhile, another civil servant, Siti Hanom Hamdan, 29, said the SBPA was also flexible and offered career improvement as compared to the existing scheme.

"Under the new scheme, civil servants will also enjoy full salary sabbatical leave, so they, especially those with families, will have no financial issues to pursue their studies," she said.

Mohd Yasin Tukiman, 44, a teacher at Sekolah Kebangsaan Bukit Kapar, Klang, lauded the introduction of the Integrated Competency Development Programme (Prospek) to replace the Competency Level Evaluation (PTK) saying it was timely.

"For the PTK, we have to study a lot and this is quite difficult for the elders in the public service," he said.

Meanwhile, Radio Televisyen Malaysia (RTM) Radio programme director, Mohamad Mat Hussin, 54, said the scheme was the best scheme ever introduced and was very beneficial to all quarters.

Hence, he said, it would be a loss for anyone to reject the scheme as it offered more benefits in terms of promotion and salary increment, especially for the young officers in the public service.

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