

**Civil Servants Must Be Leaders In Every Field They Venture - Muhyiddin  
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PUTRAJAYA, Oct 1 (Bernama) -- Deputy Prime Minister Tan Sri Muhyiddin Yassin on Tuesday urged civil servants to be brave in looking for strategic and creative solutions to face challenges when carrying out their responsibilities and duties.

Muhyiddin said civil servants must be prepared to be leaders in every field that they venture and change the mindset of adopting the 'doing business as usual' concept.

"Inter agencies jealousy, overprotecting turf and silo working culture that hinders innovation and sets back productivity, need to be avoided. All the administration machinery need to work together and help each other to reduce bureaucracy and resolve cross-cutting issues strategically and effectively," he said at the presentation of Excellence Awards 2013 in the Prime Minister's Department, here, Tuesday night.

He said heads of agencies must also play leadership roles to ensure the success of government programmes and projects effectively and efficiently through the human capital within their organisations and under their leadership.

Also present at the presentation were Chief Secretary to the Government Tan Sri Dr Ali Hamsa, Minister in the Prime Minister's Department Datuk Seri Jamil Khir Baharom, Nancy Shukri, Tan Sri Joseph Kurup and Datuk Joseph Entulu Belaun.

Muhyiddin said the main challenge faced by civil servants today is to increase productivity and capacity by using limited resources, in terms of financial allocation and human resource.

As such, elements of creativity and innovation are vital to ensure the success of the government's delivery system.

Muhyiddin also urged heads of departments to listen to views and ideas from within their organisations because these front liners face the actual situation and understand the demands and needs of the clients and the people.

The Deputy Prime Minister also suggested that the scope of recognition and rewards offered to civil servants be expanded and not limited to excellence service awards or other awards.

"I believe the more we give in rewards, the more we will get in return," he said.

Meanwhile, Ali Hamsa said starting this year the Prime Minister's Department would introduce Excellence Service Award Medals to individuals with outstanding records when carrying out their duties.

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