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'No rewards for lying down on the job under SSPA'

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PUTRAJAYA: Non-performing and lazy civil servants will not be rewarded under the revamped Public Service Remuneration System (SSPA), and this is to drive home the importance of good work performance and efficiency within the civil service, says Datuk Seri Anwar Ibrahim.

The Prime Minister said reforms within the public sector would be done in tandem when the new remuneration scheme was implemented.

"There are some who are lazy and non-performing within the civil service. I do not think they should be promoted," Anwar said at the Malaysian Administrative and Diplomatic Service Association (PPTD) town-hall gathering in conjunction with the Hari Raya Aidilfitri celebration yesterday.

"This will be in regard with the civil service reforms as we hope to improve on performance."

The Prime Minister noted that this was among matters raised when discussing ways to improve the salary structure of civil servants through the SSPA.

He said with the revamped



Nice to meet you: Anwar (centre) greeting the people at the Madani Muhibbah Aidilfitri open house organised by the Ministry of Communications and Ministry of Housing and Local Government in Putrajaya. — Bernama

scheme having financial implications on the government, it should also come with improvement in civil servants' performance.

"We hope for better efficiency. Department heads have to monitor their staff members' work because while there are those who put in the effort, there are some who are lazy and underperforming. I do not think these civil

servants should be promoted," he said.

The Prime Minister hinted that the upcoming SSPA and rewards under it would be among the best the country has ever seen.

"It's not your problem (to find money) but it's the Finance Minister's. I will have a discussion with him," he said, drawing laughter from the crowd.

In his meetings with senior government officials, Anwar said he did not want any department or group to be left behind.

"I want the pension scheme to be looked into in a comprehensive manner.

"We want a comprehensive SSPA but I have also asked that it is done simultaneously with civil service reforms. This is an important point," he said.

He said the Public Service director-general would also engage stakeholders to obtain their views.

"We will listen and adjust, but reforms within the civil service will not entertain or recognise the small majority with very poor performance if we want to boost the country's image.

"We need to be more efficient and evaluate a person based on their performance. We cannot assume that the person should be given due recognition based on their age or years of service.

"While these measures may prove to be unpopular, it needs to be done if we want an efficient public service," he said.

Last week, the Prime Minister said he would announce improvement proposals, including efforts to increase the net income rate of civil servants at the Labour Day assembly on May 1.

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PN NOR SURIANI BINTI MOHD ZIN (S44), BPM