

# Govt staff need to change their mindset, says UMS VC

DATE 26.05.2012 C

## Jason Santos

KOTA KINABALU: Universiti Malaysia Sabah (UMS) Vice Chancellor, Prof. Datuk Seri Dr Kamaruzaman Hj Ampon said the biggest challenge of today's public servants is to change their work ethics and routines for a bigger role as educated workers.

Civil servants should be able to speculate changes, dare to make decisions and face the risks of the decisions taken, in a creative and innovative way, he said.

"The government is currently in the midst of creating a lean civil service," he said, adding, "the matter will be taken into account in the Malaysia Remuneration System with the aim to make public service work to be more productive, innovative and creative."

"The study will not only look into the aspects of remuneration alone but also set up a dynamic structure and system to translate the Government Transformation Agenda," said Dr Kamaruzaman.

Towards this end he called on government servants to change their mindsets or keep abreast with current times to achieve excellence.

He said since excellence is not easily attained in the midst of globalisation and economic challenges the success of organisations rests on the shoulders of its workers.

"Huge sacrifices and high determination is needed so that the nation can be lifted to be at par in the international level.

"Its key lies in knowledge, therefore, human resource development needs to be further strengthened as what was focused on the Ninth Malaysia Plan," Dr Kamaruzaman said during the UMS Staff Services Awards 2011 ceremony at UMS on Thursday.

He said according to the Public Service Progress Circular 2002, the essence of excellence service is when staff have carried out their tasks beyond their scope of responsibilities.

"The work, therefore, should also become exemplary and ignite others to perform as well," he added.

He also said staff should equip themselves with knowledge and skills to increase their work quality.

Meanwhile, Dr Kamaruzaman congratulated all the recipients of the Excellence Awards.

This year, the university awarded 1,395 of its staff the Excellent Service Award and 30 with the Innovation Awards.

According to UMS Chief Registrar, Datuk Abdullah Hj Mohd. Said the awards are given based on 16 categories for those who are retiring, their contributions, financial management, book publication, best landscape and others.

Among the recipients included local artiste Felix Agus who works in the UMS Corporate Relations Division while the Special Vice Chancellor Service Award went to Darwis Manainus Awg Kangit.