

Performance-based bonuses for UMS staff

BP 25.2.2015 2

KOTA KINABALU: Complacent Universiti Malaysia Sabah (UMS) staff should pay heed to their vice chancellor's announcement to implement performance-based bonuses in 2015.

The university's vice chancellor, Professor Datuk Dr Harun Abdullah, who announced this when delivering his mandate here yesterday, said the approach is necessary in the university's effort of becoming a six-star accredited public higher learning institution by 2017.

"As vice chancellor, it has not been an easy task for me to manage the 2,778 UMS staff with 2,778 personalities, 2,778 habits, 2,778 problems and 2,778 attitudes. My biggest challenge is to steer a full ship towards 'One Direction, One Aim'. Nevertheless, I as the chief executive officer am empowered to decide on the direction of the university based on existing regulations and policies.

"I am disheartened and very much disappointed with those who take their responsibilities lightly, are lazy, non-productive and dictated by negative elements when discharging their duties. Statistics have revealed that in 2014, the emolument of 22 staff was cut, eight had their salary stopped due to absence from work while disciplinary action was taken against six others. Based on the marks of the 2013 Annual Performance Review, 25 staff were found unfit or ineligible for their annual salary increment," said the vice chancellor.

According to Harun, the decision was concluded in a special UMS Board of Directors meeting last year. Budget constraints and restrictions have

not made it possible for UMS to undertake staff expansion and steps to optimise existing human resources have therefore been taken.

He said through the implementation of the Toyota Production System practised Lean Management concept, focus is given on identifying and eradicating activities that do not offer added value to clients at any process.

The outcome has shown that a reduction of manpower actually managed to optimise the use of existing human resources, eliminated overlaps in function and duty, reduced bureaucracy, increased speed of work and matched work to the appropriate ability, elaborated Harun.

"For this group of people, it is time that a drastic approach is taken, not to penalise them but rather to serve as a lesson for those who fail to show good work performance. Let it not be said that there was no warning. I do not want any dissenting voice later on questioning why some staff did not receive any bonus," warned Harun.

"Therefore, starting from now, ensure your work is in gear five, your work performance set at 100%, your work productivity from 8am to 5pm not filled with unnecessary clutter, and you are willing to sacrifice time, effort and money to bring our university to the forefront.

"Believe me when I say that I demand your full commitment in this matter for without commitment, we are in no position at all to lead UMS to greater heights and garner respect at national and international levels," he stressed.