

# Be brave to embrace change, state civil servants told

**KUCHING:** In the increasingly globalised and extremely dynamic working environment of today, state civil servants need to have the courage and willpower to embrace change and constantly re-examine the way they work.

In pointing this out, State Secretary Tan Sri Datuk Amar Mohamad Morshidi Ghani said they cannot adopt a "business as usual" attitude.

He reminded that new and complex global challenges, rapid changes in technology, especially for communication through social media, the rising expectations of the people and increasing resource constraints are only some of the forces that demand a different approach in performance and delivery.

"Our capacity to respond and adapt to these unavoidable forces is essential if we want Sarawak to progress. It is for this reason that the State Civil Service has embarked on a transformation agenda to ensure that we remain relevant and responsive to the changing demands of the environment and our people," he said when delivering his speech at the Public Service Day 2015 at the Borneo Convention Centre Kuching (BCKK) here yesterday.



Adenan pins an award on Ahmad as Morshidi (left) and Yahaya look on.

About 7,500 civil servants including Chief Minister Datuk Patinggi Tan Sri Adenan Satem,

who officiated at the event, State Federal Secretary Datuk Mohd Yahaya Basimin and other state

dignitaries were in attendance. Morshidi added that civil servants must possess an attitude

of wanting to make things happen, instead of standing on the sidelines and subject themselves to situations created by others.

"We don't want sleepers who wake up and wonder what happened. Instead, we want individuals who can be masters of the situation in which they operate and can make a difference in the situation. We must have the initiative and sense of responsibility to take control of the situation and to do what is necessary to resolve the issue or problem," he advised, while highlighting this year's celebration theme of 'Leadership and taking charge - Make a difference'.

He reminded civil servants to never let issues and problems go unattended.

"The least that can be done is for each personnel to elevate the problem to their superiors if it cannot be resolved at their level. All members of the civil service, at all levels, play their role to assume leadership in addressing issues before it gets bigger.

"Taking charge and making a difference requires civil servants to have competencies, situational awareness, right values, common vision and a culture of fast execution. These traits are prerequisite of a leader taking charge with responsibility and accountability in order to make a difference to the society," he pointed out.

The event yesterday also saw the launching of two new key initiatives by the State Human Resource Unit of the Chief Minister's Department, namely Government Employees Management System (Gems) and Sarawak Civil Service High Performance Leaders (SCS-HPL).

Other highlights included the presentation of the Chief Minister's Award - a recognition under the ambit of the State Civil Service

Quality Award.

This year's accolades for the state civil departments Exemplary Employee Award saw Deputy State Secretary Datu Ose Murang awarded for Top Management Officer; William Jitab (Land Development Ministry) for Management and Professional category; Tin Kiew Seng (Land and Survey Department) for Support I and Bujang Lapok Peli (Attorney-General Department) for Support II.

In the state federal agencies, state health director Datu Zulkifli Jantan received the Top Management Officer Award followed by Sarawak Bumiputera Teachers' Union (KGBS) president Ahmad Malie for the Management and Professional category. Fire and Rescue officer Jilin Itar won Support I while Sa'amah Abang Bostaman (National Treasury Department) received her award for Support II.

Other winners included the State Treasury Department for High Performance Team; Fire and Rescue Department for Complaint Management; State Attorney-General Department and Kuching North City Commission (DBKU) for Key Focus Activity Award.

The Excellent Enforcement Award went to four agencies, namely state Forestry, DBKU, Natural Resources and Environment Board (NREB) and Customs Department while the Customer's Management Award went to Sarawak Energy Bhd (SEB), Lubok Antu District Office and Samarahan District Council.

Other Chief Minister's Award winners included Serian District Council, Samarahan Resident's and District Office, State Financial Secretary Office and National Registration Department.



Adenan (fifth right), other state dignitaries and some 7,500 civil servants stand at attention at the airing of the national and state anthems.

