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The Editor  
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Forum Page

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### **Scholars do work their way up**

Dear Editor,

I thank Ms Annie Koh for her letter "Scholars should work their way up" (ST Sep 9).

We assure Ms Koh that scholars in the Civil Service are not automatically placed on a fast track. We assess them rigorously on their performance and potential in the same way as we do for all officers in the service.

They are progressed only if they do well and also show that they have the potential to take on higher level responsibilities. Hence scholars must prove their worth and demonstrate aptitude and ability including leadership, managerial skills and teamwork, before they are promoted.

In the Civil Service, Diploma holders generally take on different level of responsibilities and type of work as compared to graduates. Those who perform well do get promoted and take on a higher level of work. Promotion is not based on the officer's educational qualifications, but on his performance and potential.

Just as in the private sector, experienced diploma holders could find themselves reporting to young graduate supervisors. This does not mean that the experienced employees are not valued. All good supervisors must also know they need to earn the respect of their team members.

Yours sincerely

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