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9 May 2007

The Editor
Commentary Desk
LianHe ZaoBao

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Singapore 179434
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Dear Editor,

I thank Mr Zhang Ke Ao for his letter "The voice of lower division civil servants" (LianHe ZaoBao, 5 May 2007). Mr Zhang hoped that civil servants earning low wages would be given opportunities for promotion.

The Civil Service values all our officers, including our lower division officers. We will continue to invest in their development and training. The Civil Service promotes officers based on merit and potential, not tenure. To be promoted, a civil servant has to show potential to handle a bigger job.

Promotion is not the only way good work is acknowledged in the Civil Service. All officers who perform well will be recognised and paid performance bonuses. They will also have more opportunities for exposure and training. In addition, officers in the lower divisions will be trained for deployability and longer term employability, which is very important in this fast changing work environment.

Yours sincerely,

Teo Wee Seng (Mr) (张伟成)
Director, Personnel Policy (人事政策处处长)
Public Service Division (公共服务署)
Prime Minister's Office (新加坡共和国总理公署)