

# Civil servants on fast track promotions must take test

Star 21/1/2017 Pg. 6

By **SARBAN SINGH**

sarbans@thestar.com.my

**SEREMBAN:** Civil servants in the Professional and Management group who wish to be considered for "fast track" promotions must score at least a band 4 in their English Language Proficiency Assessment (ELPA) test.

To qualify, they will be required to sit for a reading, writing and communication skills tests to gauge

their mastery of the language.

The test, which will be conducted by the National Institute of Public Administration (Intan), will also require them to undergo a "quick and careful reading" test, answer multiple choice questions and gauge their ability to write official letters and brief reports.

They will also have to take part in discussions to be conducted by a special panel which would evaluate their grasp of English.

The Public Service Department said in a directive that the decision to introduce fast track promotions was to recognise individuals who show high potential to lead despite being a junior in service and to revitalise public service.

Generally, those in the Professional and Management group have a basic university education.

"Under the fast track system, the Promotions Board can promote any

individual over a senior officer if he or she shows that they have the potential to lead," said former director-general Tan Sri Mohamad Zabidi Zainal in the directive. (Mohamad Zabidi retired on Jan 15 and has since been replaced by Datuk Seri Zainal Rahim Seman).

Mohamad Zabidi said officers who wished to be considered for quicker promotions must score at least 90% in their annual appraisals for three consecutive years.

Mohamad Zabidi said the potential individual would also have to score a band 5 in the Middle Management Leadership Assessment Program (M-LEAP) or the Advanced Leadership Development and Assessment Programme (A-LEAP).

The particular individual would also be required to undergo psychometric and physical fitness tests to ensure he was mentally and physically fit.