

**SPEECH BY DEPUTY PRIME MINISTER TEO CHEE HEAN
MINISTER IN CHARGE OF THE CIVIL SERVICE
COMMITTEE OF SUPPLY 2010
4 MARCH 2010**

Preamble

1. Mr Chairman, Sir, first of all I would like to thank Mdm Halimah for her interest in the Public Service.
2. The public sector has been transforming at the individual, organisational and whole-of-government levels to support the growth of a knowledge-intensive, innovative and entrepreneurial economy.

A Productive Public Service

3. The PS21 or Public Service for the 21st century movement which was launched in 1995 operates at all three levels. At the individual level, the Public Service emphasises training to upgrade our officers' skills as well as impart positive attitudes towards change. Senior officers are trained and encouraged to create a conducive environment to generate new ideas, and to encourage public officers to examine their work processes and make changes. WITS is one of those systems which when well-implemented with good leadership is effective. The ideas which emerge may not be big ideas but collectively they foster innovation, continuous improvement and learning.
4. At the organisational level, many of our public agencies strive for and have attained best-in-class organisational practices and benchmarks, including the Singapore Quality Class certification and the People Developer Standard.

Public Sector's Impact on National Economy

5. At the whole-of-government level, the public sector has cross-agency platforms like the Smart Regulation Committee that focuses on improving the operating environment for businesses.
6. The ease with which a company can be registered or individuals can file their tax returns is now well-known. The simplification of factory registration requirements by the Ministry of Manpower is another good example.
7. To maintain and strengthen the Public Sector's productivity drive, I have asked the Head of Civil Service to personally oversee this task.

Employment and Re-employment of Older Workers

8. Let me now address the re-employment of older workers in the Public Sector.

9. In 2009, 85% of the 820 public officers who retired at, the age of 62 years were offered re-employment. Of those offered re-employment, 540 officers (or 77%) accepted the offers.

10. About 9 in 10 of the officers re-employed at 62 years old and above were re-employed on a full-time basis. 8 in 10 were re-employed at the same job level. Re-employment contracts are generally one-year contracts renewable up to the age of 65 years.

11. Last year, more than 2,500 public officers attended pre-retirement preparatory courses developed by the Civil Service College. Public sector agencies have also put in place various upgrading and re-skilling initiatives to prepare employees to take up jobs other than their current work.

12. Thank you Mr Chairman

End