General

UMPSA implements SSPA Option provision

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PEKAN, 21 October 2024 – The Human Resources Management Division (BPSM) under the Registrar's Department, Universiti Malaysia Pahang Al-Sultan Abdullah (UMPSA), has conducted a session to distribute the Public Service Remuneration System (SSPA) option forms to all its employees.

This initiative involves 1,576 staff members with permanent probationary, permanent, and permanent pension status at UMPSA.

According to the Registrar and Chief Operating Officer of UMPSA, Dato' Saiful Bahri Ahmad Bakarim, the SSPA implementation offers substantial benefits for employees.

"From the perspective of employee benefits, the implementation of SSPA will not only provide financial advantages, such as higher salary adjustments, but it will also create better career development opportunities aligned with the public service framework," he said.

"As an employer, UMPSA is expected to benefit from increased productivity among its employees, which will contribute to elevating the university to a higher level," he added.

Meanwhile, Senior Executive of BPSM, Siti Sakinah Mohtar, explained that the initiative complies with the government’s directives outlined in Service Circular Number 1 of 2024, which introduces the Public Service Remuneration System.

“This new system seeks to enhance the existing Malaysian Remuneration System (SSM), which has been in use since 1 November 2002.

“Through this option, serving officers have the opportunity to transition to the SSPA and enjoy the associated benefits and perks or remain in the previous remuneration system with its existing facilities under the Specially for Incumbents (KUP) scheme,” she said.

Sakinah emphasised that SSPA is a government initiative aimed at improving the salary and remuneration structure for civil servants, with a positive impact anticipated for UMPSA staff.

“Among the direct benefits for staff opting into SSPA, effective from 1 December 2024, are basic salary adjustments, career development opportunities, and increased retirement benefits,” she stated.

She further elaborated that staff choosing the SSPA will benefit from an improved minimum basic salary under the Minimum Maximum Salary Schedule (JGMM), raised to RM1,500.

“For career development, employees who joined UMPSA with qualifications below the Malaysian Certificate of Education (SPM) will transition to a position grade requiring SPM qualifications.

“In addition, certain schemes where promotions were previously vacancy-based will now allow promotions regardless of vacancies, while other schemes will continue to offer promotion opportunities under the Specially for Incumbents (KUP) framework.

“This salary adjustment also translates into higher retirement benefits, with increased contributions to the Retirement Fund (KWAP) and the Employees’ Provident Fund (EPF), ensuring greater financial security for staff post-retirement,” she added.

Staff have been given a 40-day period, from 21 October to 30 November 2024, to make their choice.

With the implementation of SSPA, UMPSA is committed to enhancing staff well-being and motivation, aligning with its vision to be an outstanding institution in education and research.

For further details, UMPSA staff may contact BPSM officers, the Registrar’s Department, or refer to the official BPSM portal.

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