

KESATUAN PEGAWAI - PEGAWAI RENDAH
LEMBAGA LETRIK NEGARA
TANAH MELAYU



THE NATIONAL ELECTRICITY BOARD
JUNIOR OFFICERS' UNION
STATES OF MALAYA

Laporan Duatahunan Yang Kelima

Tempoh 1hb April, 1984
hingga 31hb Mac, 1986

5th BIENNIAL REPORT
FOR PERIOD
1st APRIL, 1984 TO
31st MARCH, 1986

*dengan ingatan tulus iklas
dari*

**YANG DI PERTUA dan MAJLIS KERJA
KESATUAN PEGAWAI - PEGAWAI RENDAH LEMBAGA LETRIK NEGARA**

KESATUAN PEGAWAI PEGAWAI RENDAH
LEMBAGA LETRIK NEGARA
TANAH MELAYU



LAPURAN UNTUK JANGKAMASA
1 APRIL, 1984 HINGGA 31 MAC, 1986

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KESATUAN PEGAWAI PEGAWAI RENDAH LEMBAGA LETRIK NEGARA

PERSIDANGAN PERWAKILAN DUATAHUNAN KELIMA

Dengan ini NOTIS adalah diberi bahawa Persidangan Perwakilan Duatahunan Kelima akan diadakan pada hari Khamis, 25hb. September, 1986 di Hotel South East Asia, Jalan Haji Hussain, Kuala Lumpur.

AJENDA

MAJLIS PEMBUKAAN 9.00 pagi

- (1) Ucapan oleh Presiden Encik A. Ambikaipaker.
- (2) Ucapan dan Perasmian Persidangan oleh Y.B. Dato' Mohd. Jalaluddin bin Zainuddin, Timbalan Pengurus dan Pengurus Besar, Lembaga Letrik Negara.
- (3) Jamuan Teh.

SESSI URUSAN

- (1) Penerimaan Peratoran Tetap (Standing Orders) Persidangan.
- (2) Melantik Jawatan Kuasa Peratoran Tetap & Tauliah (Credentials).
- (3) Melantik Pengira Undi dan 'Tellers'.
- (4) Membaca dan Mengesahkan Minit-minit Persidangan Perwakilan Duatahunan Keempat (Mesyuarat ke 31) yang telah diadakan pada 6hb. Oktober, 1984.
- (5) Menerima dan mengesahkan Lapuran Duatahunan dan Penyata Akaun untuk tahun berakhir 31hb. Mac, 1985 dan 31hb. Mac, 1986.
- (6) Menerima dan mengesahkan Belanjawan untuk tahun berakhir 31hb. Mac, 1986 dan 31hb. Mac, 1987.
- (7) Pemilihan Ahli Jawatan Kuasa Utama 1986/1988.
- (8) Melantik dua orang Juru Audit Dalam.
- (9) Meluluskan Pembayaran 'Honorarium'. (Kertas 1).
- (10) Menimbangkan Perlantikan (a) Penimbangtara (Arbitrators) dan (b) Pemegang Amanah (Trustees). (Kertas 2)
- (11) Menimbangkan Pindaan Peratoran 12(8). (Kertas 3).
- (12) Menimbangkan 'Items dan Resolusi'.

(P. JARNAIL SINGH)
Setiausaha Kehormat.

**NATIONAL ELECTRICITY BOARD
JUNIOR OFFICERS' UNION**

PEGAWAI PEGAWAI UTAMA

1. A. Ambikaipaker	Yang Di Pertua
2. Zainal bin Omar	Naib Yang Di Pertua
3. P. Jarnail Singh	Setiausaha Agung
4. Ahmad Zaki Rashid	Penolong Setiausaha Agung
5. Lim Jit Soon	Bendahari
6. Md. Nor bin Jantan	Penolong Bendahari

AHLI-AHLI MAJLIS KERJA

1. Kamaluddin bin Ali Baba	Kangar
2. M. Perpagaran	Alor Setar
3. Wan Azizan bin Wan Ibrahim (hingga 31-1-1986)	Alor Setar
4. Izhan bin Halim	Alor Setar
(dari 31-1-1986)	
5. Adrian C. Luis	Sungai Petani
6. Abidin bin Ariffin	Sungai Petani
(hingga 31-3-1985)	
7. M. Y. Pergasam @ Safri .. Abdullah	Butterworth
8. K. Thevarajah	Butterworth
9. Mohd. Salleh bin Md. Yusof	Butterworth
10. Teoi Kee Seng	Butterworth
11. Suhaimi bin Mahmood ..	Butterworth
12. Ismail bin Hussin ..	Pulau Pinang
13. Lawrence Ng Tien Ming ..	Pulau Pinang
14. Ismail bin Hamzah ..	Pulau Pinang
15. Ismail bin Gulam Rasul ..	Taiping
16. Chian Eng Lock	Taiping
17. S. Balakrishnan	Ipoh
18. Liew Ham Yuen	Ipoh
19. Lourdes Mohanadass ..	Ipoh
20. R. Balagopal	Ipoh

21.	Muhamad bin Arshad	..	Ipoh
22.	A. Sinnadurai ..	..	Teluk Intan
23.	Abdul Ghani bin Yusoff	..	Kota Bharu
24.	S. Sreedharan @ Asree Abdullah	..	Kota Bharu
25.	Sulaiman bin Rahim	..	Kota Bharu
26.	Wan Rosli bin Wan Mat	..	Kota Bharu
27.	S. Navaratnam	..	Kuala Terengganu
28.	Aris bin Ismail	..	Kuala Terengganu
29.	Md. Nadzri bin Idris	..	Kuantan
30.	Osman bin Ahmad	..	Kuantan
31.	Foo Yee Tiang	..	Raub
32.	Jalaludin bin Ali	..	Mentakab
33.	Md. Ibrahim b. Md. Osman		Johor Bahru
34.	Vergis Lazar	..	Johor Bahru
35.	A. Sathasivam	..	Johor Bahru
36.	Mohd. Shukor bin Abas	..	Kluang
37.	Alwi bin Abu Bakar	..	Kluang
38.	Abdul Rashid b. Abdullah	..	Batu Pahat
39.	A. Somu	..	Batu Pahat
40.	Abdul Mutalib b. A. Rahman		Muar
41.	M. Suppiah	..	Muar
42.	Omar bin Bacik	..	Melaka
43.	T. Francis Rajagopal	..	Melaka
44.	C. Rajanaransamy	..	Melaka
45.	J. Bulbir Singh	..	Seremban
46.	Abdullah bin Shariff	..	Seremban
47.	Abdullah bin Sulaiman	..	Seremban
48.	Abraham Chacko	..	Port Dickson
49.	Ibrahim bin Mohamad	..	Kajang
50.	Shamsul Bahrin b. Ibrahim		ILSAS
51.	Ismail bin Baba	..	ILSAS
52.	Mubarak bin Hamid	..	Klang
53.	Bajuri bin Yunus	..	Klang

54.	Mahadam b. Sudirman	..	Klang
55.	Mool Ngow Thoy	..	Petaling Jaya
56.	Hoe Woon Lin	..	Petaling Jaya
57.	Ramly b. Othman	..	Jalan T. Abd. Rahman
58.	R. S. Subramaniam	..	Jalan T. Abd. Rahman
59.	Syed Mohd. Han	..	Jalan T. Abd. Rahman
60.	S. Palanysamy	..	Jalan T. Abd. Rahman
61.	Sahar Adnan	..	Bangsar
62.	Mohd. Sharif b. Hassan	..	Bangsar
63.	S. Dharmalingam	..	Bangsar
64.	S. Ponnan	..	Bangsar
65.	Md. Ismail b. Abd. Rahman	..	Ibu Pejabat
66.	Yap Yew Sin	..	Ibu Pejabat
67.	Jaswant Singh	..	Ibu Pejabat
68.	Yip Kok Cheong	..	Ibu Pejabat
69.	Amar Singh	..	Ibu Pejabat
70.	K. Ravindran	..	Ibu Pejabat
71.	Mohd. Zamri b. Md. Yassin	..	Ibu Pejabat
72.	Mokhtar Rudin b. Aziz	..	Ibu Pejabat
73.	Hang Tuah b. Raja Iskandar	..	Ibu Pejabat
74.	Ridzwan Md. Nasib	..	Ibu Pejabat
75.	Ng Tuck Kong	..	Ibu Pejabat
76.	Puan Pat K. C. Yip	..	Ibu Pejabat

KESATUAN PEGAWAI PEGAWAI RENDAH LEMBAGA LETRIK NEGARA

PENDAHULUAN

Bagi Pihak Majlis Jawatankuasa Kerja, saya sukcita mengemukakan Lapuran Dua Tahunan Sekali yang meliputi tempoh 1hb. April 1984 hingga 31hb. Mac 1986 berserta dengan Penyata Penyata Akaun yang telah diaudit bagi tempoh yang sama untuk diluluskan.

Dalam mengemukakan lapuran ini, kami ingin membawa kepada pengetahuan tuan-tuan dan puan-puan bahawa segala usaha telah diambil untuk meliputi semua aspek aktiviti kami.

Tugas-tugas yang dipertanggungjawabkan kepada kami oleh Majlis Perwakilan Dua Tahun sekali yang keempat samada dalam bentuk usul atau sebaliknya telah dilaksanakan dengan sesungguh-sungguhnya dan perkara-perkara harian telah diambil tindakan dengan secepat yang boleh.

2. Keahlian

Dengan berakhirnya tempoh yang berkenaan iaitu, 1-4-1984 hingga 31-3-1986, kesatuan anda kini telah berusia 37 tahun dengan jumlah bilangan keahlian sebanyak 3968.

Pecahan Ahli-Ahli kesatuan mengikut kaun setakat 31-3-1986 seperti berikut:-

		Lelaki	Perempuan	Jumlah
Melayu	.. ..	1684	745	2429
Cina	.. ..	367	242	609
India	.. ..	674	182	856
Lain-Lain	.. ..	46	28	74
		<hr/>	<hr/>	<hr/>
Jumlah Besar	.. ..	2771	1197	3968

Jumlah bilangan keahlian itu merupakan 70% daripada semua yang layak memasuki kesatuan dan ini menunjukkan penurunan tahap keahlian sebanyak 10% berbanding dengan tahun 1984. Kedudukan bilangan keahlian amatlah mendukacitakan ini disebabkan pegawai-pegawai diperingkat cawangan tidak berfungsi

sepenuhnya dan tidak bersungguh-sungguh menjalankan kempen untuk menarik mereka yang bukan ahli khususnya pekerja-pekerja baru. Adalah diharapkan supaya pegawai-pegawai di peringkat cawangan berusaha ke arah ini dan adalah menjadi tanggungjawab bersama anda untuk menarik minat mereka yang belum menjadi ahli supaya menjadi keahlian kesatuan.

3. Mesyuarat Jawatankuasa Kerja

Jawatankuasa Kerja yang dianggotai oleh Pegawai-Pegawai Utama telah bermesyuarat secara rasmi sebanyak 11 kali dalam tempoh yang berkenaan.

Telah menjadi suatu corak dan amalan bagi Jawatankuasa ini memanggil mesyuarat terlebih dahulu sebelum setiap mesyuarat-mesyuarat Majlis Kerja dan Majlis Bersama Jabatan. Ini dibuat untuk mendapatkan butir-butir terakhir dan muktamat mengenai mesyuarat yang akan diadakan. Tambahan dengan itu Jawatankuasa ini juga bertemu apabila diperlukan berdasarkan kepada isu-isu yang telah dirujuk kepada Pegawai-Pegawai Utama samada dari Ahli-Ahli atau Cawangan-Cawangan dan apabila isu-isu baru timbul dari pihak pengurusan.

4. KPPR LLN dan P.S.I.

Kesatuan kita terus bergabung dengan Perkhidmatan Awam Antarabangsa yang lebih dikenali dengan P.S.I. Kesatuan antara-bangsa ini beribu pejabat di Geneva dan mempunyai 225 ahli gabungan dari 75 negeri.

Kongress P.S.I. yang Ke 23 telah diadakan di Hotel Hilton, Caracas, Venezuela pada 25-11-1985 hingga 29-11-1985.

5. Tabung Khairat Kematian – Lembaga Pengarah

KPPR diwakili oleh En. P. Jarnail Singh dan En. Lim Jit Soon iaitu Setiausaha Agung dan Bendahari berkhidmat sebagai Ahli Lembaga Pengarah sebagai wakil-wakil kesatuan.

6. Masalah Individu

Semasa dalam tempoh kajian terdapat 39 masalah individu yang timbul untuk diambil tindakan dengan pihak Pengurusan dan sukacita melapurkan bahawa hampir kesemuanya telah dapat diselesaikan kecuali kes-kes bawah Akta Tatatertib dalam rayuan.

Berikut ialah sebahagian dari masalah yang telah dilapurkan kepada Setiausaha untuk tindakan:—

- | | |
|---|-----------------|
| (i) 14 Pengecualian dari Peperiksaan
Perkeranian Lembaga | (Selesai) |
| (ii) 6 kes-kes pinjaman perumahan | (Selesai) |
| (iii) 5 kes-kes tuntutan perubatan | (Selesai) |
| (iv) 3 kes-kes menurunkan gred jawatan | (Selesai) |
| (v) 5 kes-kes penahanan gaji akibat dari
tindakan disiplin | (Belum Selesai) |
| (vi) 6 kes-kes tuntutan perjalanan (- 2/3) | (Dalam Kajian) |

7. Mesyuarat Ahli-Ahli Majlis Eksekutif

Ahli-Ahli Majlis Eksekutif telah bersidang sebanyak tiga kali dalam tempoh tersebut untuk menguruskan urusan biasa iaitu untuk membincangkan dan memutuskan tindakan yang sewajarnya ke atas isu-isu yang belum diselesaikan dan juga masalah semasa.

Butir-butir isu yang berkenaan dibentang di dalam lapuran ini dan adalah diharapkan supaya ahli-ahli menyemak dengan teliti untuk mengatasi masalah yang disebarluaskan melalui khabar-khabar angin. Dalam hal yang demikian adalah dianggap perlu bahawa setengah-setengah isu yang penting hendaklah diutarakan dalam lapuran ini.

Perlu dinyatakan di sini mesyuarat Jawatankuasa Kerja ini tidak dapat diadakan mengikut jadual iaitu 3 bulan sekali disebabkan masalah kewangan yang dihadapi oleh Kesatuan yang mananya yuran ahli-ahli \$1.00 sebulan itu tidak dapat menampung perbelanjaan yang begitu banyak setiap kali mesyuarat diadakan.

7A. MESYUARAT AHLI-AHLI MAJLIS EKSEKUTIF

AGENDA

1. Pengendali Mesin Addressograph – Tuntutan Anomali (B. 316/83)
2. Penyelenggara Stor Rendah – Tuntutan Anomali (B. 394/82)
3. Membincangkan Peranan dan fungsi Pegawai Kerja Kanan dan Pembantu Pejabat di Daerah dan Stesen.
4. Pembaharuan perjanjian dengan M/S Great Eastern Life Assurance Co.
5. Lapuran MSD dan deraf Memorandum tuntutan gaji kakitangan Bacaan Jangka.
6. Membincangkan bayaran yuran gabungan MTUC.
7. Membincangkan bayaran yuran gabungan kepada NJC.
8. Membincangkan perletakan jawatan Penolong Bondahari.
9. Penubuhan DJC di Daerah Kuala Lumpur (Ibu Pejabat – Bangsar – Jalan TAR)
10. Masalah yang dihadapi oleh IRO.
11. Seminar JOU di Melaka.
12. Program Pelajaran JOU.
13. Pakaian Seragam Pembaca Jangka 1984.
14. Membayar Semula Elaun Perumahan.
15. Tuntutan Elaun Perumahan bagi pemindahan.
16. Membincangkan kaedah kenaikan pangkat, naik Gred – turun Gred serta mengisi kekosongan jawatan yang dibuat oleh Pejabat Kakitangan.
17. Membincangkan surat menyurat sulit dengan Pengurusan – Cawangan Pulau Pinang.
18. Membincang Lapuran Sulit Kumpulan kakitangan B, C & D.
19. Membincangkan polisi pengambilan dalam LLN bagi pegawai yang sedang berkhidmat (POB):–
 - (a) Pembaca Jangka.
 - (b) Kerani.
 - (c) Penyelenggara Setor/Penyelenggara Setor Rendah.
 - (d) Juruprogram.
 - (e) Pegawai Kerja Akaun.

20. Membincangkan jawatan-jawatan kosong yang tidak diisi berikutan dengan kenaikan pangkat (POB).
21. Menyemak senarai menunggu bagi kenaikan pangkat – Tarikh temuduga dan keputusan dikeluarkan (POB).
22. Bayaran 5% Elaun Perumahan sementara m.d. 1-1-1978 serentak dengan peristiwaran Jawatan Penting (POB).
23. Membincangkan Skim Perkhimat Baru di LLN.
24. Membincangkan Lapuran Sulit Kakitangan – mata sekatan (Cut off point) (POB).
25. Membincangkan isu kenyataan akhbar STAR, Isnin 25-2-1985 di bawah tajuk “5 buah Stesen Janaelektrik ditutup Tahun Hadapan” (POB).
26. Surat Setiausaha Agung kepada Ahli-Ahli di Johor Bharu.
27. Memohon kepada Lembaga untuk menaikkan kadar tuntutan kilometer (Cawangan BUT).
28. Memohon kepada Lembaga untuk membayar Pembaca Jangka elaun hitungan km tetap sebanyak \$36.00 sebagai tambahan kepada tuntutan perjalanan biasa (Cwg. Klang).
29. Memohon kepada Lembaga supaya memberikan pinjaman membeli kereta dan Elaun tuntutan km Kelas C kepada Pembaca Jangka yang berumur 40 tahun ke atas (Cwg. BUT).
30. Menyemak memorandum yang diluluskan oleh Exco mengenai penyemakan tanggagaji Pembaca Jangka.
31. Membincangkan mengenai pemakaian pakaian seragam dan kasut berkuatkuasa 15-3-1986.
32. Memohon kepada Lembaga supaya meluluskan pemberian pinjaman membeli kereta kepada Pembaca Jangka dan seperti yang diberikan kepada JTA.
33. Memberikan taklimat atas item-item yang dibincangkan di MBJ.
34. Membincangkan pembayaran elaun kepada Ahli-Ahli Majlis Exsekutif (Exco) (Cwg. BUT – Kangar).
35. Melantik wakil kawasan ke Mesyuarat MBJ (POB):–
 - (i) Kawasan Timur — RAU ke KBU
 - (ii) Kawasan Utara — TEL ke ALS/IPOH
 - (iii) Kawasan Selatan — SBN ke BPT/JBU

36. Borang-borang L & U yang tidak diterima dari cawangan seperti berikut:-
 - (i) Pulau Pinang
 - (ii) Mentakab
 - (iii) Batu Pahat
37. Perlaksanaan Peraturan Tatatertib.
38. Perlantikan Pemegang Amanah Kesatuan.
39. Membincangkan perkara mengenai PERKESO (SOSCO) – (Cwg. Kangar).
40. Membincangkan tindakan disiplin ke atas G. Mahinder Singh.
41. Membincangkan cadangan tindakan ke atas ahli-ahli di Cawangan Muar (MUR).
42. Membincangkan minit-minit mesyuarat MBJ tempatan.
43. Membincangkan minit-minit mesyuarat Jawatankuasa Cawangan.
44. Pemboikotan Pakaian Seragam.
45. Membincangkan kedudukan perkara-perkara yang tidak diselesaikan oleh Badan Pengurusan.
46. Membincangkan tentang kelewatan pembayaran elaun-elaun makan dan tuntutan hitungan km.
47. Perlantikan ahli-ahli pengganti untuk menandatangani cek-cek KPPR.
48. Resolusi mengutip iklan untuk menganjurkan seminar.

8. Finance

Financial Year 1-4-1984 – 31-3-1985.

The Expenditure for the year ending 31st March 1985 amounted to \$72,977.24 and the Income amounted to \$63,837.39 resulting in excess of expenditure over income by \$9,139.85. A lot of funds was expended this year due to holding of election for officials at branch level and Principal Office Bearers.

Financial Year 1-4-1985 – 31-3-1986.

The Expenditure for the year ending 31st March 1986 amounted to \$51,648.39 and the income amounted to \$73,774.66 resulting in an excess of income over expenditure by \$22,126.27. This includes an amount of \$2,295.46 derived from excess of

income over expenditure for advertisements received in respect of souvenir programme printed for holding of P.S.I. World Conferance Seminar at Kilat Club Conference Hall, Kuala Lumpur. Due to strict control and frugal expending of funds by your officials our accumulated fund has increased by \$22,126.27 to \$136,108.97. Our fixed deposits with the United Asian Bank are \$120,000.00 at 9.25% interest for 2 years and \$50,000.00 at 7.25% interest on month to month basis. The Union also holds 5,000 Bank Buruh ordinary shares at a value of \$1.00 each. This \$50,000.00 placed on short term deposit is for meeting contingencies such as honorarium, affiliation fees – N.J.C., biennial delegates conference expenses and biennial report.

9. Penyertaan Kaum Wanita Dalam Aktiviti-Aktiviti Kesatuan Sekerja

Seramai 1197 ahli kesatuan ini terdiri dari kaum wanita, iaitu melebihi 30% dari jumlah keahliannya. Walaupun demikian gulungan ini adalah kurang berminat dan aktif dalam kesatuan. Kami merayu supaya mereka tampil ke hadapan untuk mengambil peranan yang lebih aktif, paling tidak dengan menjadi ahli jawatan-kuasa cawangan dan ahli Majlis Kerja.

MTUC ada mengelolakan Seminar-Seminar untuk memberi peransang kepada kaum wanita supaya memainkan peranan yang lebih cergas dalam aktiviti-aktiviti Kesatuan.

Satu Seminar sedemikian bertajuk "Hak untuk pekerjaan sepenuhnya" telah diadakan sempena menyambut hari Wanita Antarabangsa pada 17 dan 18 Mac 1986 di Bangunan MTUC.

Peserta dari KPPR ialah Puan Patricia Mak Oon Kin, Puan Darly Christ Dhas dan Puan Fauziah Alias.

Pada 1-3-1986, Bahagian Wanita MTUC telah mengelolakan suatu Majlis Makan Malam bagi meraikan Dr. P. P. Narayanan President MTUC yang bersara dan isterinya. Seramai lima ahli wanita kita telah menyertai majlis ini bagi pihak KPPR. LLN.

10. Lapuran MSD – Waktu Piawaian Untuk Pembaca Jangka

ARAHAN BUKAN TEKNIK BIL. 371

Berbagai isu telah timbul dan berbangkit akibat perlaksanaan Lapuran Jabatan Perkhidmatan dan Kemajuan Pengurusan (MSD) mengenai waktu piawaian membaca jangka.

Antara beberapa perkara yang sering diperbincangkan adalah seperti berikut:—

- (a) Ukuran waktu piawaian.
- (b) Waktu piawaian untuk Pembaca Jangka:—
 - (i) Normal;
 - (ii) Pengguna Projek BELB.
- (c) Waktu Piawaian Tempatan dan Kebangsaan.
- (d) Perkembangan selanjutnya berhubung dengan waktu piawaian.
- (e) Penjelasan pengguna dalam hubungan waktu piawaian umpamanya Rumah Banglo, Rumah Kampung, Apartment, pejabat dsd.

Pihak Kesatuan merasa dukacita kerana badan pengurusan tidak menepati janji untuk mengkaji semua isu-isu tersebut selaras dengan perubahan masa dan keadaan. Pihak Kesatuan sering berkehendakkan dialog dengan pihak MSD bagi membahaskan isu-isu itu tetapi reaksi badan pengurusan tidak menggalakkan.

Walaupun Lapuran MSD mengenai waktu piawaian pembacaan jangka itu telah dilaksanakan pihak Kesatuan mendapati ianya tidak dapat diperaktikkan di seluruh negara.

Beberapa syor telah dikemukakan oleh Kesatuan supaya penetapan waktu piawaian itu hendaklah mengikut keadaan kawasan yang berkenaan.

Antaranya ialah:—

- (a) Memandangkan kebanyakan rumah-rumah dipasang dengan dua jangka, dengan adanya dua jangka tersebut masa pembacaan patut ditambah.
- (b) Memandangkan kini rumah kedai dan Kelinik adalah dalam satu kawasan perumahan, ini menyebabkan waktu piawaian bacaan jangka untuk kedua-dua “premises” itu hendaklah diselaraskan. Kesatuan juga mengemukakan

masalah mengenai membaca jangka di rumah pangsa / rumah bertingkat-tingkat di mana jangka dipasang mengikut tingkat dan berpendapat masa yang lebih untuk membaca patut diberi.

- (c) Memandangkan sekarang di kampung-kampung juga terdapat rumah banglo, pihak kesatuan meminta supaya waktu piawaian pembacaan untuk rumah kampung hendaklah diselaraskan dengan waktu yang telah ditetapkan untuk bacaan rumah banglo.
- (d) Pihak Kesatuan juga mahukan supaya waktu piawaian pembacaan untuk rumah kembar hendaklah disemakan mengikut waktu piawaian pembacaan yang telah ditetapkan untuk rumah banglo. Ini perlu dibuat disebabkan kedudukan kedua jenis rumah itu terletak pada jalan yang sama.

Selain daripada itu pihak kesatuan telah mengemukakan beberapa rungutan berikut dengan perlaksanaan lapuran MSD tersebut seperti berikut:-

(a) Menyetik Kad Perakam waktu bagi Pembaca Jangka

Pihak Kesatuan menyatakan terdapat beberapa kekeliruan pentafsiran mengenai isu di atas di antara pihak Audit dan Pengurus-Pengurus Daerah. Contohnya Pembaca jangka yang dikehendaki bekerja lebihmasa selama 4 jam sehari telah diarahkan oleh pihak Audit supaya menyetik kad perakam waktu mereka pada pukul 7.15 petang (sedangkan mereka telah menyelesaikan kerja-kerja mereka sebelum 4.15 petang) sebagai bukti kerja lebihmasa yang telah dilakukan. Pihak Kesatuan berpendapat arahan itu tidak lojik memandangkan segala bukti kerja lebihmasa itu boleh didapati dari "work sheet" Pembaca-Pembaca Jangka berkenaan.

(b) Kedudukan Jangka Pengguna

Pihak Kesatuan meminta supaya MSD mengkaji bagaimana hendak memberi ganjaran kepada Pembaca-Pembaca Jangka yang menghadapi masalah ini memandangkan kebanyakan rumah di bandar-bandar besar mempunyai jangka di dalam rumah di mana banyak masa telah terbuang menunggu untuk masuk. Akan tetapi, masa menunggu ini tidak diambilkira oleh pihak MSD.

(c) Pengguna yang jaraknya melebihi 32 km

Pihak Kesatuan meminta kebenaran Pembaca-Pembaca Jangka yang keluar membaca jangka lebih daripada 32 km supaya berihat kira 15 hingga 20 minit, sebelum meneruskan bacaan dan ia telah dipersetujui oleh badan pengurusan.

(d) Pembacaan Jangka pada hari Jumaat

Pihak Kesatuan merujuk kepada surat pekeliling dari MSD yang mana telah mengarahkan pejabat-pejabat pengguna supaya menentukan Pembaca-Pembaca Jangka Islam membaca jangka di kawasan bandar sahaja pada hari Jumaat. Langkah arahan MSD itu adalah bertujuan untuk mengelakkan Pembaca-Pembaca Jangka daripada menuntut elaun makan/elaun lebihmasa apabila mereka menunaikan sembahyang Jumaat.

Pihak Kesatuan menegaskan bahawa pekerja tersebut akan memulakan tugas mereka selepas sembahyang. Bahkan berasaskan ke atas "Work Sheet" mereka dapat membuktikan bahawa mereka telah bekerja lebihmasa dan dengan itu elaun lebihmasa hendaklah dibayar kepada mereka.

(e) Masa perjalanan bagi Pembaca Jangka yang tidak boleh menggunakan motosikal

Pihak Kesatuan memohon supaya memberikan sedikit kelebihan masa kepada Pembaca Jangka yang tidak boleh menunggang motosikal ketika membuat pembacaan pertama memandangkan mereka terpaksa menaiki pengangkutan awam.

Berikutnya dengan perkara yang ditimbulkan oleh Kesatuan mengenai ketidakterurnya perlaksanaan Lapuran MSD itu beberapa sessi perbincangan dan mesyuarat telah diadakan di antara Pegawai-Pegawai Utama Kesatuan dengan badan pengurusan khususnya Jabatan Perkhidmatan Kemajuan Pengurusan.

Dalam pembincangan yang diadakan itu beberapa masalah dan aduan lain telah dikemukakan untuk mendapat klarifikasi dan keputusan sesuatu penetapan waktu piawaian tersebut.

Hasil dari rayuan, rungutan dan desakan kesatuan akhirnya Jabatan Perkhidmatan & Kemajuan Pengurusan menerusi kajian mengenai "masa pembacaan jangka" telah memutuskan dalam surat pekeliling bil. 1/5/24 Bhg. 111/43 yang diutarakan kepada semua Pengurus Kanan/Daerah bahawa masa pembacaan jangka yang ujud sekarang patut dibahagi kepada "masa untuk membaca jangka" sahaja dan "masa untuk perjalanan di antara premis".

"Masa pembacaan" yang gunakan sekarang ini termasuk "masa pembacaan" dan juga "masa perjalanan". Oleh kerana terdapat banyak perbezaan bagi "masa perjalanan" dari satu premis ke premis yang lain di antara satu kawasan dengan kawasan yang lain maka dengan membahagikan masa kepada 2 bahagian itu akan dapat menyelesaikan masalah yang dihadapi.

Dengan peraturan baru itu apabila kes-kes sedemikian timbul dan sekiranya Pengurus-Pengurus Daerah berpendapat bahawa pihak kesatuan mempunyai kes-kes yang nyata, Jabatan berkenaan menyemak dan menentukan "masa perjalanan" yang sewajarnya oleh kerana "masa standard bagi pembacaan jangka" sudah memadai.

Satu formula telah dibentuk oleh Jabatan berkenaan seperti berikut:—

$$S = m + t$$

S = masa 'standard' yang ujud (existing "standard time")

m = masa 'standard' untuk pembacaan jangka sahaja ("Standard" time for meter reading only)

t = masa 'standard' untuk perjalanan antara satu premis ke satu premis sahaja.

("Standard" time for travelling between premises only)

Berikutnya dengan keluarnya surat pekeliling itu pegawai-pegawai kesatuan di peringkat cawangan diarahkan untuk membincangkan apa ju masalah yang timbul dengan pihak pengurusan tempatan berdasarkan formula dan arahan tersebut.

Dengan ini adalah dijangkakan masalah yang timbul tentang masa akan dapat diselesaikan.

11. Mesyuarat Majlis Bersama Jabatan dengan Pihak Pengurusan

Dalam tempoh di bawah kajian, Pegawai-Pegawai Utama bersama-sama wakil-wakil kawasan Utara, Selatan dan Timur berjumpa pihak Pengurusan sebanyak 3 kali untuk membincang dan berunding isu-isu yang luas dan amat penting yang melibatkan ahli-ahli. Sebagai tambahan, Pegawai-Pegawai Utama juga menemui Pengurus Besar berkenaan dengan kedudukan item-item yang masih belum diselesaikan pada 10-7-1985. Mesyuarat Majlis Bersama Jabatan yang telah diadakan pada 4-6-1985 terpaksa ditangguhkan disebabkan badan pengurusan gagal membuat keputusan di atas perkara-perkara yang telah dikemukakan sebelum itu. Pihak Kesatuan mendapati adalah tidak perlu untuk membin-cangkan ajenda-ajenda baru jika perkara yang lama masih belum diselesaikan.

Berikut ialah beberapa isu penting yang mana telah dibawa ke meja perundingan atau penjelasan dimana patut pada peringkat Majlis Bersama Jabatan.

1. Kenaikan pangkat tanpa temuduga untuk kakitangan bukan teknik dari Kumpulan B ke bawah – keputusan oleh Pengurus Besar.
2. Menubuhkan Lembaga Rayuan Kenaikan pangkat untuk Gred-gred yang diliputi oleh KPPR – menerima, menimbang dan memutuskan sebarang rayuan berkaitan kenai-kan pangkat.
3. Membincangkan tentang temuduga jawatan Pemeriksa Bacaan Jangka.
4. Membincangkan tempoh memangku jawatan untuk gred-gred dalam KPPR – tidak melebihi dari 6 bulan.
5. Membincangkan pembayaran pendahuluan persendirian kepada kakitangan Pembaca Jangka untuk membolehkan mereka membayar cukai jalan dan Insuran untuk kenderaan-kenderaan yang telah dibeli dengan pinjaman LLN bagi melaksanakan tugas-tugas mereka.
6. Membincangkan pengecualian Kertas Bahasa Inggeris dalam Peperiksaan Perkeranian LLN.
7. Membincangkan wang pusingan untuk membeli Mikro Komputer.

8. Membincangkan elaun perumahan sementara sebanyak 5%.
9. Membincangkan Penamaan Dewan Serbaguna LLN, Kuala Lumpur.
10. Membincangkan mengenai Jawatan Penting/Khas dan Pengelasan semula dan Sewaan Rumah Lembaga.
11. Membincangkan ujian bertulis untuk mengambil pembaca jangka yang diadakan pada 23-1-1984.
12. Membincangkan polisi perlantikan kakitangan PDE – Pengendali Komputer, Juruprogram dalam LLN.
13. Membincangkan tanggungjawab dan tugas Juruwang di Stesyen Besar – tekanan dan kelelahan kerja.
14. Membincangkan petugas dalam Kumpulan Odit Setor – penyertaan Penyelenggara Setor.
15. Membincangkan penukaran gred kakitangan – LLN.15/30/38569/106.
16. Membincangkan pengisian kekosongan jawatan – peruntukan 1984/85.
17. Membincangkan Dasar Lembaga atas pengambilan kakitangan dan Pegawai-Pegawai sedang berkhidmat.
18. Membincangkan pembayaran elaun “ex-gratia” kepada (4) pegawai-pegawai kanan yang diminta untuk menjalankan tugas-tugas Pengendali Mesin Akaun di pejabat Ketua Akauntan.
19. Membincangkan kelewatan melaksanakan skim-skim perkhidmatan yang baru dalam LLN.
20. Membincangkan cara-cara mengenai:
 - (i) “upgrading “dan” down-grading”.
 - (ii) Jawatan-Jawatan Pemangku.
 - (iii) Jawatan kosong diselenggarakan oleh Pejabat Kikitangan.
21. Membincangkan kelewatan mengkaji semula kes-kes rayuan mengenai kes-kes tatatertib oleh Jawatankuasa Perjawatan.
22. Membincangkan perkara penyelarasan gaji Pembaca Jangka dan Pemeriksa Bacaan Jangka.
23. Membincangkan Perlaksanaan “Laporan Sulit Baru”.
(Sila Lihat Lampiran)

24. Membincangkan mengenai perlaksanaan yang berat sebelah atas peraturan-peraturan Tatatertib.
25. Membincangkan peminjaman (secondment) Pegawai-Pegawai Kesatuan untuk menjalankan kerja-kerja pihak pekerja sepenuh masa.
26. Membincangkan mengenai kesatuan tidak menerima pekeliling-pekeliling LLN.
27. Meminta pihak Pengurusan menangguhkan dahulu periksaan perkeranian sehingga semua pekeliling-pekeliling dan manual-manual senang diperolehi dan dikemaskini. Ordinan Elektrik dan Undang-Undang Bekalan Lembaga dalam Bahasa Malaysia boleh didapati.
28. Meminta penerangan atas Arahan Bukan Teknik Bil. 392 bertarikh 13-2-85 – Pengistihan Harta.
29. Membincangkan pemberhentian Skim PERKESO dan pampasan pekerja bagi gred-gred diwakili oleh KPPR.
30. Membincangkan tentang skim pinjaman alat-alat elektrik keperluan untuk meningkatkan peruntukan kewangan pusingan (\$300,000) memandangkan terdapat 100% tambahan kakitangan semenjak 1968.
31. Meminta, penjelasan mengenai dasar lembaga mengenai perlantikan anak-anak pekerja Lembaga.
32. Membincangkan dasar menimbangkan pemberian perkhidmatan setia.
33. Membincangkan untuk memberi kenaikan gaji notional kepada kakitangan yang mengambil cuti tanpa gaji di-seberang laut yang menemani suami (kakitangan kerajaan) berkhidmat di Seberang Laut.
34. Membincangkan lapuran lawatan sangkut di beberapa buah firma di Negara Jepun.

12. PAKAIAN SERAGAM

Kelewatan pembekalan pakaian seragam merupakan isu tradisi yang telah lama diperbincangkan dan akhirnya satu ketetapan telah dibuat di Mesyuarat Ahli-Ahli Majlis Eksekutif pada 11 & 12-3-85 untuk mengambil tindakan memboikot pakaian seragam.

Tindakan pemboikotan pakaian seragam adalah berikut dengan kegagalan badan pengurusan membekalkan pakaian seragam sepenuhnya (Pakaian Seragam, Kasut, Baju 'T') dalam tempoh masa yang ditetapkan iaitu pada 1hb. Januari tiap-tiap tahun. Beberapa sesi dialog dan perbincangan telah diadakan dengan ahli-ahli berpakaian seragam (Pemeriksa Bacaan Jangka, Pembaca Jangka, Pelayan Pejabat, Atenden Lif dsb) untuk mendapatkan pandangan mereka. Pemboikotan ini meliputi semua kakitangan berpakaian seragam yang menggangotai KPPR.

Pada mulanya pemboikotan dijangka diadakan pada 15-3-85 akan tetapi atas permintaan badan pengurusan yang telah berjanji untuk membekalkan pakaian seragam dengan segera maka tarikh pemboikotan ditunda ke tarikh 1-6-1985, sikap tolakansur kesatuan telah tidak dihargai oleh badan pengurusan malah sehingga ke tarikh lanjutan tersebut badan pengurusan gagal menepati janji.

Pemboikotan pakaian seragam bermula pada hari Isnin 15 Julai 1985 dan terus berbuat demikian sehingga pembekalan pakaian seragam dibuat sepenuhnya. Sambutan dan sokongan ahli-ahli KPPR terhadap pemboikotan tersebut amatlah menggalakan.

Hampir 90% ahli-ahli berpakaian seragam KPPR dari 27 cawangan di seluruh semenanjung telah memboikot pamakaian pakaian seragam.

Seramai 9 ahli KPPR di mana 8 dari mereka terdiri daripada Pemeriksa Bacaan Jangka dan seorang Pembaca Jangka telah di beri surat tunjuksebab kerana didapati mengingkari tindakan pemboikotan pakaian seragam.

Serentak dengan itu pihak akhbar telah menyiarkan beberapa berita mengenai pemboikotan yang dijalankan dan ini telah mendapat reaksi daripada badan pengurusan sokongan orang ramai dan Presiden MTUC amat menggalakan.

Surat Pekeliling Setiausaha Agung kepada ahli-ahli pemboikotan pakalan seragam adalah seperti dilampirkan. (Muka 79).

13. Mengisi Kekosongan Jawatan Peruntukan 1984/85

KPPR telah beberapa kali, tahun demi tahun telah mendesak pihak Pengurusan untuk menyelaraskan perkara ini. Dalam tempoh masa dalam Kajian KPPR masih membuat desakan yang kuat mengenai perkara ini.

Yang mengecewakan ialah apabila perkara ini di bangkitkan barulah pihak pengurusan mengambil tindakan dan apabila kita tidak memperingatkan mereka atau mendesak mereka dengan kuat, Pegawai-Pegawai ini akan berdiam diri seolah-olah tidak ada apa yang berlaku.

Ingin saya nasihatkan ahli-ahli KPPR sebaik sahaja kekosongan terdapat di Jabatan tuan. Sila bawa perkara itu ke perhatian Kesatuan tuan kerana "bayi yang menangis sahaja yang akan mendapat susuan terlebih dahulu".

14. Jentera Perundingan (Tempatan)

Tidak semuanya yang baik di Majlis Bersama jabatan Peringkat tempatan. Ini berdasarkan kepada hakikatnya bahawa terdapat beberapa rungutan-rungutan perseorangan yang sepatutnya dapat diselesaikan di peringkat tempatan telah disalurkan ke peringkat kebangsaan. Pendek kata, ini jelas menunjukkan kurang keberkesanannya jentera-jentera dan pentadbiran di peringkat tempatan.

Memang difahami bahawa kebanyakan Pengurus-Pengurus Daerah ingin menjadikan kerusi mereka sehabis-habis selesa tetapi mencapai matalamat itu di atas kesusahan dan penyiksaan mereka yang kurang bernasib baik adalah suatu dosa yang besar dan tidak mungkin dilupakan di sepanjang hayat mereka yang menderita itu.

Di beberapa daerah, mesyuarat-mesyuarat jarang diadakan dan kebanyakannya hanya mengadakan mesyuarat apabila di-desak oleh cawangan dan setengahnya langsung tidak bermesyuarat jika pegawai-pegawai kesatuan cawangan itu juga turut berpuashati dan berdiam diri. Kepincangan ini adalah dipikul bersama oleh pegawai-pegawai cawangan. Lebih mengecewakan didapati bahawa pegawai-pegawai daerah dan cawangan tidak berpengetahuan tentang perjalanan majlis Bersama Jabatan L.L.N.

Untuk faedah semua yang berkenaan "Perlembagaan Majlis Bersama Jabatan LLN" ada dicetak semula dalam Lapuran ini (sila lihat Lampiran).

15. Jentera Perundingan (Nasional)

Di masa yang lalu kami telah membuat Lapuran mengenai perhubungan baik antara pengurusan dan kesatuan. Kami juga dengan penuh kepercayaan menyarankan bahawa perundingan di peringkat kebangsaan telah dijalankan dalam suasana persahabatan dan penuh keyakinan.

Bagi tempoh dalam kajian, kami masih dapat mengekalkan perhubungan mesra di peringkat kebangsaan, iaitu semasa perundingan dijalankan. Hendaklah difahamkan bahawa perundingan dijalankan dengan cara yang profesional dengan membentangkan segala faktur-faktur dan perangkaan yang sehubungan dengannya. Kami merasa bangga menyatakan bahawa suasana ini jelas mencerminkan kedewasaan dan profesionalisma di kedua-dua belah pihak pengurusan dan pekerja.

Walaubagaimanapun, apa yang kurang menyenangkan ialah cara mana keputusan dibuat yang kadangkala terdapat kelewatan-kelewatan yang keterlaluan semasa membuat sebarang keputusan yang telah menyebabkan rasa hampa di pihak kami. Kehampaan ini bertokak-tambah apabila terdapat kelewatan selanjutnya dalam perlaksanaan keputusan-keputusan yang telah diambil selepas menjalani berbagai-bagi peringkat saluran perundingan. Kemungkinan jentera pihak pengurusan memerlukan kejutan yang kuat bagi menggerakan mereka dari keadaan yang bersenang dan puashati.

Dukacita dimaklumkan bahawa pemimpin Kesatuan terpaksa dalam beberapa ketika pergi mendapatkan pegawai-pegawai tertinggi pengurusan bagi mendapatkan perlaksanaan atas isu-isu yang telah dirundingkan dan keputusan telah diambil terlebih dahulu. Kami berpendapat bahawa birokrasi dan "red tape" adalah meningkat dalam pentadbiran LLN iaitu suatu trend yang berten-tangan dengan hasrat negara pada masa kini.

Kami harap dan berdoa supaya Pegawai-Pegawai Pengurusan akan lebih dinamik dan berinovatif dalam tindak-tanduk mereka dan dapat sedayaupaya mengurangkan birokrasi dan bertindak dengan lebih bijak dan segera kerana dalam hal ini sesuatu keputusan yang lewat akan membawa kepada ketidakadilan dan seterusnya menghancurkan terus kepercayaan dalam organisasi itu sendiri.

16. SEKIM FAEDAH INSURAN BERKELOMPOK KPPR. LLN

Simpanan Ahli-Ahli di bawah sekim ini dalam bentuk 'Jumlah Yang Dijamin' setakat 31hb. Mac, 1986 telah melebihi Enam Juta ringgit dan penyertaan Ahli-Ahli sangat menggalakkan. Pihak Kesatuan telah berunding dengan Syarikat Great Eastern dan telah berjaya untuk mendapatkan tambahan kepada faedah perlindungan serta penambahan yunit kepada 15 yunit seperti ternyata dalam jadual faedah berikut.

Pada pertengahan tahun 1985, pihak Kesatuan telah melancarkan semula Sekim ini di kawasan Perak (khusus untuk ahli-ahli kita yang baru dari Perak Haidero), Pulau Pinang, Butterworth dan Alor Setar dan di sebelah Selatan, pelancaran telah dibuat di Seremban, Melaka, Muar, Batu Pahat, Kluang dan Johor Bahru. Sambutan yang diterima daripada ahli-ahli sangat menggalakkan, samada penambahan yunit oleh ahli-ahli yang telah menyertai sekim ini ataupun dari pemegang-pemegang polisi baru. Sebanyak \$40,761.00 berupa simpanan telah terkumpul dalam pelancaran baru ini sejak Julai, 1985 sehingga April, 1986.

Keahlian

Bilangan ahli yang mencarum di bawah Sekim ini setakat 31-3-1986 ialah 1,056, 27% dari bilangan semua ahli.

Simpanan

Setakat 31-3-1986 simpanan terkumpul ahli-ahli berjumlah lebih 1.6 juta ringgit.

Faedah Kematian

Sebanyak 10 tuntutan telah dibuat terhadap faedah ini dalam jangkamasa lapuran seperti berikut:

- (a) Kematian kerana Kemalangan – 3 tuntutan
Jumlah bayaran \$30,963.42.
- (b) Kematian biasa – 7 tuntutan
Jumlah bayaran \$34,879.95.

Faedah Hospital

Terdapat 25 tuntutan dibuat berjumlah \$5,840.00.

Faedah Gigitan Anjing

Tuntutan berjumlah \$3,150 (\$150/- setiap satu) telah dibuat dalam tahun lapuran sejumlah 21 tuntutan.

Semasa lapuran ini sedang direncanakan, sebanyak 3 lagi tuntutan kematian (1 kematian kemalangan dan 2 kematian biasa) sedang diproses.

Pelancaran

Tempoh pelancaran terhadap sekim ini telah pun berakhir, namun demikian ahli-ahli masih boleh menyertai sekim ini tetapi mereka dikehendaki membuat pemeriksaan kesihatan. Mana-mana ahli yang berminat untuk memasuki sekim ini dikehendaki menghubungi Wakil-Wakil Kesatuan mereka masing-masing.

**RINGKASAN FAEDAH DIBAYAR UNTUK SIMPANAN
BULANAN \$75.00 (15 UNIT)**

AGE NEXT BIRTHDAY	Age 30		Age 40	
	Female	Male	Female	Male
(A) DEATH OR TOTAL AND PERMANENT DISABILITY DUE TO				
(1) NATURAL CAUSES				
Sum Assured (1)	17,400	17,115	10,500	10,305
Term Assurance Rider (2)	17,400	17,115	10,500	10,305
Total Payable	34,800	34,230	21,000	20,610
(2) ACCIDENTAL CAUSE				
Sum Assured (1)	17,400	17,115	10,500	10,305
Term Assurance Rider (2)	17,400	17,115	10,500	10,305
Personal Accident (3)	15,000	15,000	15,000	15,000
Total Payable	49,800	49,230	36,000	35,610
(B) On Maturity @ Age 55	44,520	43,770	18,600	18,270
(C) Total Contribution Paid at age 55	22,500	22,500	13,500	13,500

17. Seminar PSI/FES/CUEPACS

Satu Seminar anjuran bersama PSI/FES/CUEPACS mengenai "Kesatuan Sekerja dan Dasar Kerajaan" bertempat di Fraser Hill dari 10 hingga 13 Disember 1984 telah dihadiri oleh dua pegawai utama kesatuan iaitu En. Ahmad Zaki Rashid dan En. Mohd Nor Jantan.

Kertas kerja yang diberikan penekanan khusus di dalam seminar itu ialah mengenai tuntutan pelarasian gaji lima tahun sekali. Antara lain tajuk-tajuk ceramah yang berikan ialah:—

1. "Friedrich – Ebert – Shifting" oleh Sdr. Bernd Reddies, Wakil F.E.S.
2. Jentera Perundingan dan Hak Tawar oleh Sdr. Ahmad Nor, Presiden CUEPACS.
3. Matlamat dan Tujuan Penduduk 70,000,000.
4. Hak kebebasan Perhubungan Kesatuan Sekerja Sektor Awam dalam kontek Pelaksanaan konvensyen ILO.

5. CUEPACS dan peranannya sebagai Pusat Kebangsaan Kesatuan Sekerja.

Seminar yang berlangsung selama empat hari itu dirasmikan oleh En. William Lye, Timbalan Menteri Buruh Malaysia.

Peserta yang menghadiri Seminar tersebut terdiri dari Pegawai-Pegawai Utama Kesatuan.

**Seminar Mengenai Perkhidmatan Awam Dalam ASEAN
Perhubungan Dengan Negara Negara Membangun
3-11-1985 dan 4-11-1985**

K.P.P.R. LLN telah diberi penghormatan untuk menganjurkan seminar di atas oleh Kesatuan-Kesatuan Gabungan Perkhidmatan Awam Antarabangsa (P.S.I.) di Malaysia. Seramai 55 orang peserta dari beberapa Kesatuan Gabungan P.S.I. termasuk 25 peserta dari KPPR telah menghadiri Seminar ini.

Salah suatu tajuk perbincangan ialah "Cemuhan-cemuhan dan serangan terhadap kakitangan awam". Ahli-ahli panel terdiri dari pegawai-pegawai yang berikut:-

- | | |
|----------------------------|--|
| (1) Encik T. Narendran | - Bekas Presiden CUEPACS |
| (2) Encik Ibak Abu Hussein | - Tim. Pengurus Besar (Pentadbiran) LLN |
| (3) Encik Venugopal | - Tim. Ketua Pengarah MAMPU |
| (4) Encik K. Arichandran | - Bekas Presiden – Persatuan Kakitangan Akademik Universiti Malaya |
| (5) Encik G. Rajendran | - Presiden Persatuan Pegawai-Pegawai Kanan, Hospital Universiti. |

Seminar telah dibuka dengan rasminya oleh Pengurus Besar LLN, Dato' Mohd. Jalaluddin bin Zainuddin.

Yang Di Pertua KPPR LLN., Saudara A. Ambikaipaker dalam ucapannya telah merakamkan rasa bangga beliau kerana KPPR telah diberi penghormatan dan kepercayaan oleh Kesatuan-Kesatuan Gabungan P.S.I. di Malaysia untuk menganjurkan Seminar ini. Dalam pesanan beliau, kakitangan Awam telah menjadi sasaran dari selaran dan keritikan yang bertalu-talu dari pihak orang ramai dan beliau seterusnya mengajak para peserta membuat penelitian dan perlunya kita memulihkan semula maruah kita ini.

Persidangan Rantau Asia dan Pacific Yang Ke-enam

Persidangan ini telah diadakan pada 21-11-1984 hingga 24-11-1984 di Tokyo, Jepun dan telah dihadiri oleh kesatuan-kesatuan gabungan P.S.I. di rantau Asia & Pacific.

Topik-Topik Perbincangan

“Hak-Hak Kesatuan Sekerja Dalam Perkhidmatan Awam” ialah suatu topik yang kerap diperbincangkan dalam beberapa persidangan serantau P.S.I. di seluruh dunia. Bagi mendapatkan maklumat terperinci mengenai topik ini soalan-soalan telah diedarkan. 14 negara termasuk Malaysia telah menghantar kertas kerja masing-masing dan Lapuran adalah seperti berikut:—

Kebebasan Berkesatuan

Hak seseorang individu bagi menyertai Kesatuan sekerja dan bagi kesatuan itu bertindak dan mengelolakan hal-hal mereka dengan bebas adalah satu-satunya ciri asas kesatuan sekerja. Hak ini diberi berbeza antara suatu negeri dengan suatu negeri yang lain. Perbezaan ini berlaku kerana terdapat sistem perundangan, tradisi dan amalan yang berbeza di dalam negara-negara yang berkenaan. Walaupun demikian terdapat banyak kaum pekerja dari Perkhidmatan Awam di Asia tidak diberi hak untuk memasuki atau menubuhkan Kesatuan Sekerja. (Mithalnya di Thailand, Indonesia dan Philippines). Tambahan lagi, di negara-negara yang pekerjanya di benarkan menubuh dan memasuki kesatuan, terdapat pula sekatan-sekatan dan syarat-syarat dalam perundangan negara itu untuk membenarkan mereka bertindak sebagai suatu badan yang bebas. Beberapa jabatan dalam Perkhidmatan Awam telah disenaraikan sebagai perkhidmatan-perkhidmatan penting.

Perlindungan Dari Campurtangan Majikan Dalam Kesatuan Sekerja

Delegasi-delegasi Malaysia menyatakan bahawa, Akta Perhubungan Perusahaan dan Odinan Kesatuan Sekerja mempunyai peruntukan yang cukup bagi menyekat campurtangan dari pihak majikan. Walaupun demikian terdapat pencerobohan di sana-sini, tetapi tidaklah sampai ke tahap yang membimbangkan.

“Dasar Pandang ke Timur” ialah suatu topik yang kerap di bahaskan. Hampir kesemua delegasi dari negara tuan rumah (Jepun) mencela dasar ini kerana mereka menganggap dasar ini akan merugikan Malaysia.

Latihan-Latihan Attachmen Di Beberapa Firma Jepun

Seperti yang telah dijanjikan oleh Dato' Pengurus Besar semasa perasmian Persidangan Perwakilan yang lalu, Pihak Pengurusan telah menguruskan latihan-latihan di beberapa firma Jepun.

Rombongan LLN telah diketuai oleh Pegawai Perhubungan Perusahaan, Encik Johari Abd. Aziz dan wakil KPPR adalah mereka yang telah menjadi delegasi ke persidangan P.S.I. rantau Asia.

Selain dari mempelajari sistem pentadbiran di firma-firma Jepun yang dilawati, delegasi dari KPPR juga dapat kesempatan bertemu dan bertukar-tukar pendapat dengan kesatuan pekerja dari EPDC Labour Union dan The Federation of Electric Power Workers Union Tokyo.

Firma-Firma yang dilawati ialah IHI (Ishi Kawajima – Harima Heavy Industries) Yokohama dan Mitsubishi Heavy Industries, Nagasaki.

18. Kongress Seduna Perkhidmatan Awam Antarabangsa Yang Ke 23

Kongress ini telah diadakan di Caracas, Venezuela pada 25-11-1985. Hasil dari Seminar yang telah diadakan sebelumnya di Kelab Kilat pada 3-11-1985 dan 4-11-1985 dan dari hasil kutipan-kutipan iklan buku cenderamata seminar ini, KPPR telah dapat menghantar 5 orang peserta ke Kongress ini.

Kongress yang ke 23 ini merupakan Kongress yang terbesar pernah diadakan oleh pihak P.S.I. dengan kehadiran lebih dari 900 peserta. Presiden P.S.I. Encik Heinz Kluncker dalam ucapan pembukaannya menyarankan bahawa P.S.I. telah meneruskan komitmen pertubuhan ini dengan lebih giat berjuang demi mempertahankan hak-hak asasi manusia, hak kesatuan sekerja yang tulen dan keadilan sosial.

82 resolusi telah dikemukakan oleh Jawatankuasa Kerja dan ahli-ahli gabungan dari seluruh dunia dan antara yang paling hangat di bincangkan ialah Pengswastaan, Teknologi Baru, Hak dan peluang yang sama, Tabung Kewangan Antarabangsa, Campur Tangan Amerika Syarikat Dalam Negara-Negara Amerika Tengah dan Latin, Pengangguran, kesihatan dan keselamatan pekerjaan, kemerdekaan New Caledonia d.s.b.nya.

Dasar Ekonomi dan Pembangunan Dunia Bebas telah mendapat kritikan yang kuat. Terdapat beberapa Negara Amerika Latin dan negara-negara membangun yang lain terpaksa mengurangkan perbelanjaan sosial dan program-program kebaikan negara-negara yang berkenaan disebabkan oleh perubahan syarat-syarat meminjam Tabung Kewangan Antarabangsa (I.M.F.). Hutang luar yang besar dan kesulitan dialami oleh negara berkenaan untuk membayar balik hutang ini telah menyebabkan Kerajaan memotong perbelanjaan negara, justru itu membebankan rakyat dan kaum pekerja. Ekoran dari ini maka timbul dasar seperti *Pengswastaan di negara berkenaan yang mana telah menjelaskan kedudukan kaum pekerja, khususnya mereka dalam perkhidmatan Awam.*

Resolusi mengenai APARTHEID telah dibincangkan dengan hangatnya dan diluluskan oleh Kongress dengan sebulat suara. Bagi memperhebatkan kempen anti apartheid suatu tabung khas telah diujudkan dan sejumlah U.S.\$32,000.00 telah terkumpul.

Resolusi "Hak Asasi Manusia Dan Kesatuan Sekerja" juga telah mendapat perhatian yang serious. Kempen-Kempen mengejarnya atas kelolaan pihak P.S.I. di Afrika Selatan, Chile dan Turkey telah menjadi fokus dunia. Pencerobohan ini juga terdapat di negara-negara lain seperti pengharaman Kesatuan Sekerja GCHQ dari United Kingdom peserta menyuarakan keimbangan mereka atas implikasinya. Pengharaman ini mungkin menular ke negara mereka dan juga menjelaskan hak asasi Kesatuan Sekerja di masa yang akan datang.

19. Pendidikan Kesatuan Sekerja 24-3-1986 – 26-3-1986

Pihak Pengurusan LLN telah mengeluarkan skim-skim perkhidmatan yang baru untuk kakitangannya. Dalam Skim baru ini, kakitangan terpaksa mengambil beberapa peperiksaan yang mana sukatan-sukatan peperiksaan telah dikeluarkan bagi tujuan ini.

Untuk memberi pendekatan ahli-ahli terhadap sukatan ini dan juga untuk memberi pendedahan, ahli-ahli baru terhadap kesatuan. Suatu Seminar 3 hari pada 24-3-1986 hingga 26-3-1986 telah di anjurkan di Ibu Pejabat LLN dan telah dihadiri oleh 47 orang peserta.

Tajuk-tajuk seminar adalah:-

- (1) Perhubungan Perusahaan dan Odinan Kesatuan Sekerja.
- (2) Sukatan peperiksaan perkhidmatan perkeranian.
- (3) Perhubungan Awam.
- (4) Akta Letrik 1949 – Keadah Kelakuan dan tata tertib.
- (5) Majlis Bersama Jabatan.
- (6) Peranan dan Objektif KPPR.
- (7) Undang-undang Kesatuan Sekerja.

20. Seminar MTUC – AAFLI – Keselamatan Dan Kesihatan

Seminar yang dianjur oleh MTUC dengan Kerjasama AAFLI ini telah diadakan di Pusat Pelajaran Pekerja MTUC pada 14-1-86 – 16-1-1986 (English) dan 23-1-1986 – 25-1-1986 (B.M.) dan telah diikuti oleh 2 orang peserta dari KPPR iaitu En. Zainal Hj. Omar dan Encik Ahmad Zaki Rashid.

Topik-topik perbincangan adalah berkisar dalam soal keselamatan dan kesihatan pekerjaan.

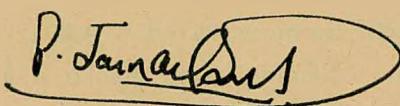
Kawalan, perlindungan dan perundangan mengenai keselamatan dan kesihatan telah menjadi fokus utama Seminar ini. Selain dari itu peserta Seminar juga telah diberi pendedahan dengan mengikuti syarahan-syarahan mengenai PERKESO, pengcegahan kebakaran dan pertolongan cemas.

Penghargaan

Majlis Jawatankuasa Kerja ingin mengambil kesempatan ini untuk merakamkan penghargaan ikhlas dan ucapan terima kasih kepada:

- (1) Pengurus Besar Lembaga Letrik Negara.
- (2) Badan Pengurusan LLN di atas sumbangan terhadap mewujudkan dan penyebaran perhubungan harmoni dengan kesatuan khususnya Jabatan Perhubungan Perusahaan.
- (3) Kesatuan kesatuan seorganisasi dalam LLN di atas kerjasama mereka.
- (4) Kongres Kesatuan Sekerja Malaysia (MTUC).

- (5) Kongres Kesatuan Sekerja dalam Perkhidmatan Awam (CUEPACS).
- (6) Akhbar-Akhbar Tempatan.
- (7) Sistem Telivesyen (M) Bhd. (TV 3).
- (8) Kesatuan-kesatuan lain dan sumbangan individu dalam membantu perjalanan urusan KPPR.

A handwritten signature in black ink, enclosed in an oval. The signature reads "P. Jarnail Singh".

(P. JARNAIL SINGH)
Setiausaha Agung.

KESATUAN PEGAWAI PEGAWAI RENDAH LEMBAGA LETRIK NEGARA

**Minit Mesyuarat Persidangan Perwakilan Duatahunan
Yang Ke 4, Kesatuan Pegawai-Pegawai Rendah L.L.N.
yang telah diadakan pada 6hb. Oktober 1984 –
Di Hotel SEA, Kuala Lumpur.**

121 Perwakilan, 73 Ahli Majlis Kerja dan 8 pemerhati di-samping tetamu jemputan dan tetamu khas Encik T. Narendran dan Pengurus Besar LLN Encik Mohd Jalaluddin bin Zainuddin telah hadir dalam persidangan ini.

Pengerusi Persidangan ialah Encik A. Ambikaipaker.

Sessi pembukaan persidangan ini telah di mulai pada pukul 9.00 pagi dengan Naib Yang Di Pertua, Encik Zainal Omar meng-alu-alukan kehadiran tetamu-tetamu, para perwakilan ahli-ahli Majlis Kerja dan para pemerhati, ke persidangan ini dan menjumput Pengerusi Persidangan Encik A. Ambikaipaker untuk memberi ucapan beliau.

Ucapan oleh Yang Di Pertua

Saya dengan bangganya mengalu-alukan kehadiran Encik Mahd. Jalaluddin bin Zainuddin, Timbalan Pengerusi dan Pengurus Besar LLN., Encik Ibak Hj. Hussein, Timb. Pengurus Besar LLN., Encik T. Narendran, para jemputan dan semua perwakilan dan pemerhati ke persidangan Duatahunan yang Ke 4 KPPR.LLN.

Sekali lagi, sampailah masanya kita mengkaji rekod-rekod yang lalu dan merancang aktiviti-aktiviti untuk dua tahun yang akan datang. Dua tahun yang lalu adalah suatu tempoh yang mencabar bagi kita.

Pengurus Besar Yang Baru

Di pihak pengurusan, kita mempunyai Pengurus Besar yang baru, dan kami telah mula merasai tiupan angin-angin perubahan. Tuan-tuan dan puan-puan tentu ingin mengetahui, bahawa Pengurus Besar kita ini bukan orang asing kepada kesatuan-kesatuan dalam badan-badan berkanun kerana pada suatu ketika dahulu beliau telah mengetuainya sebagai seorang Pengerusi. Saya harap Encik

Jalaluddin dalam ucapan beliau nanti akan menyakinkan kita bahawa pentadbirannya akan mengiktiraf dan memberi balasan yang setimpal terhadap kerajinan dan produktiviti dan juga pihak pengurusan akan senentiasa berlaku adil dan saksama kepada semua kakitangan nya, faktor-faktor seperti sahabat, saudara-mara dan lain-lain tidak sepatutnya di ambil apabila memberi sesuatu pengiktirafan.

Skim Beranika Faedah

Kembali kepada sinario kita, saya sangat sukacita bahawa skim pelbagai faedah kita telah mendapat kejayaan yang cemerlang, dengan mempunyai ahli seramai 1104 dan telah mengumpulkan lebih dari satu juta ringgit dalam masa 3 tahun. Mereka yang belum menyertai skim ini, saya merayu supaya tuan-tuan menyertainya untuk faedah tuan-tuan dan keluarga tuan-tuan sendiri.

Seminar

Saya ingin merakamkan rasa terima kasih saya kepada Pengurusan kerana telah menaja perogram-perogram pendidikan kita dan mengharap kepada bantuan seterusnya di masa hadapan, mungkin latihan-latihan seberang laut seperti pandang ke Timur, ILO dan sebagainya.

Laporan Gilbert

(Mengenai Penyusunan semula) – Lapuran ini telah menjadi suatu perkara yang di ambil berat oleh majlis ini. Kami masih belum diberitahu apa yang tersimpan untuk kami. Kebimbangan kami ialah sementara, Pegawai-Pegawai Kanan sedang sibuk membincangkan cara mana mereka boleh mendapat faedah kenaikan pangkat akibat penyusunan semula dengan timbul nya, Jawatan-jawatan baru, tidak ada sebarang pengetahuan yang telah diberikan kepada kesatuan tuan. Saya menyeru supaya faedah-faedah ini disalurkan kebawah. Kepada Pengurus Besar, saya ingin menyatakan disini bahawa dengan menaikkan pangkat dan menyelesakan pegawai-pegawai kanan sahaja tidak akan mententeramkan keadaan di LLN.

Laporan MSD Mengenai Pembacaan Jangka

Ini adalah suatu perkara yang kami khuatiri. Dukacita memaklumkan bahawa kami merasa sangat kecewa dengan perlaku perunding dalaman ini. Kali terakhir kami bertemu ialah tiga bulan yang lalu ia itu bagi menyelesaikan isu-isu mengnai perlaksanaan

lapuran ini, tetapi hingga ke hari ini tidak ada sebarang reaksi dari Jabatan Perkhidmatan Pengurusan. Sudah sampai masa nya operasi ini di segerakan, memandangkan bahawa kakitangan yang berkenaan telah menjawab seruan mengenai produktiviti dengan baik mengikut kehendak pihak pengurusan.

Dalam hubungan ini, saya ingin, memberitahu Pengurus Besar bahawa tidak berapa lama lagi kami akan mengemukakan memorandum semakan gaji untuk gred pembaca jangka dan kami mengharapkan kerjasama dari pihak Pengurusan.

Saya dengan sukacitanya sekali lagi mengucapkan terima kasih kepada Pengurus Besar, En. Mohd. Jalaluddin bin Zainuddin atas kehadiran beliau menyampaikan ucapan dan membuka dengan rasminya Persidangan Perwakilan Dua Tahunan yang Ke 4. Terima kasih juga saya ucapan kepada tetamu khas dan ahli-ahli semua.

**UCAPAN PENGURUS BESAR L.L.N.
ENCIK MOHD. JALALUDDIN BIN ZAINUDDIN**

Assalamualaikum warah matullah hi waba rakahuh dan salam sejahtera pada hadzirin sekalian. Yang Di Pertua dan Ahli-Ahli Jawatankuasa Kesatuan Pegawai-Pegawai LLN, tetamu-tetamu kehormat khususnya Encik T. Narendran, tuan-tuan dan puan-puan sekalian. Saya sengatlah bangga kerana inilah kali keduanya saya dijemput menyertai Persidangan Deligasi Duatahunan yang dulu TSU, sekarang JOU. Memanglah saya berasa sedih sedikit oleh sebab dulu-dulunya saya bercekimpung dengan ahli-ahli Kesatuan dan Pekerja. So now I am on the other side although before it was very difficult position I was in. One heart in the Union among the workers and the other on the Management as well, don't forget that, I was also a very senior member of the management in the old days but not a very close to the real core of the management. But nevertheless whether you are a worker or in the management, basically we all are workers. So we hope as Ambi said that to have a General Manager who were before actively in the union will make things tough and to have a Minister who were once a worker make it even tougher. But what is most important I think in all our dealings is the sense of fairness and professionalism and of course Ambi is well known for calling a spade a spade but sometimes he exaggerated a bit. When he mentioned 'kapak kecil pun ada dalam poket masing-masing. Anyway this is off my text, it is more or less like a preamble. At the TSU delegate conference,

I did not make any reference or response to any of the remarks made by President of TSU. But here is an attempt on my part just slightly touching on some of the important things, I do not attempt to go point by point, otherwise I'll be here the whole morning participating in the delegates conference.

On Gilbert Commonwealth Report, no doubt we have promised the Union to brief them, but let me make it clear what is happening. Gilbert Commonwealth Report is an independent body appointed by the Govt. to see how, in reality we managed LLN especially to find out how well we manage our finance and so forth. What happened to that report? It has been sometimes; over 2 years now. The report is actually based on a nine month visit. I mean Nine Months survey, a quick audit of the management by a reputable consulting company, very independent they didn't mince their words, they were very independent about their recommendations. Of course, LLN, came out in their opinion, one of the best, one of the leading public organisation in the country or if not in the region. Now, what we have done basically without going into detail this morning we have been divided, by the way of recommendations. It is also based on the findings of their interviews through out the organisation, some of the frustrations and the positive ideas expressed by the LLN Staffs, Heads of Department and so forth. In fact all the ideas, aspirations, expectations and all the plan previously we wanted to do, these were all expressed to the consultant and they studied this and form their opinion and so forth. So most of them is nothing new!

Therefore we divided the recommendations into 2 categories, one the immediate one – without changing the organisation whatsoever, there are plenty of areas that we can improve. In another word, don't do anything to the organisation now as we are, just that heads of department, sections were to just do their jobs, you'll find that the improvement will be tremendous. The second category is, if that had been achieved, under second category with a little bit of reorganisation, further improvement will come to the organisation. And let me put it to you, it is not the second category that I am interested in where with a little reorganisation that there could be some promotion for Senior Officers, no! No promotion for Senior Officers. In fact I would like to see that category one aspect. That many things under category one, first to be implemented and to fill these improvements before I am interested to see the category two reorganisation and there could be some

promotional aspects. In the past there have been tendency where you look at reorganisation, you think of promotion only. That is not the intention in the implementation of the Gilbert Commonwealth. Some of the recommendations are in fact common sense only, inherent in the duties of the officers concerned today. If we bring another consultant also, same things will be pointed out by the consultant. It is there already for us to improve. So once we have improved and we need to do a little bit of reorganisation to make further improvement, they could be some promotions. So, let us forget about the promotional prospect about the Gilbert Commonwealth. That's one. Second issue I want to touch on in response to Encik Ambi is the MSD. Poor MSD now has become, what we call them, the scapegoat or the whipping boy. Now, MSD has been doing a good job. There are lots of reports, not because I was head of MSD at one time but MSD too, the in-house, the only organisation with a in-house consultant. We must give them the right people. Poor Heng at the moment has got all his officers on a three month stint there to deal into the training, to prepare the manpower and training programme for Papua New Guinea Electric Utility. So please, be patient with MSD that if any report they are dealing with now, I hope that Encik Heng will select the propriety project that has been given. He has been given a lot of projects to do. These are the two things I would like to touch this morning. Let me go back now to my prepared speech. If I remember, if there is a relevant part later on I may go out of the prepared speech. But please also forgive me because I am not accustomed yet to giving public speech, I feel safer if I stick to prepared speech, especially in a big crowd like this, the delegates coming from all over the country. You see, If I miss some of the important issues which Encik Ambi has brought up, about promotion in particular, and so forth, I am sure in our Departmental Joint Council these issues should be addressed. In fact I look at your book, the publication, you've got a lot of issues there. But all of them cannot be addressed immediately, I think, I mentioned this in my earlier meeting with the Union to please rearrange your priorities and in that way, at least we can clear some of the issues that have been pending for so long

Terlebih dahulu saya suka mengambil kesempatan ini untuk mengucapkan terima kasih kepada Kesatuan Pegawai-Pegawai Rendah kerana memberi penghormatan kepada saya untuk merasmikan Persidangan Deligasi Dua Tahun Ke 4 pada pagi ini. Seperti yang tuan-tuan sedia maklum negara sekarang ini di dalam era

pembangunan yang pesat dan Lembaga tidak dapat dikecualikan daripada memainkan peranannya. Bagi satu organisasi yang kian mengembang adalah wajar kakitangannya menyesuaikan diri masing-masing kepada proses permodenan yang sedang diperkenalkan di dalam Lembaga. Salah satu daripadanya ialah proses mempertingkatkan lagi aplikasi komputer dalam kerja harian. (Computer application in our daily work) Komputer adalah salah satu alat pengurusan moden dan jika digunakan dengan sewajarnya di dalam segala urusan Lembaga ia dapat menjamin kecekapan dan daya pengeluaran yang tinggi di samping menjimatkan tenaga manusia. Lembaga Letrik Negara adalah sebuah organisasi yang ulung memperkenalkan sistem komputer dalam pentadbirannya. Alat komputer yang digunakan semenjak bulan Disember 1985 ini mampu memproses lebih daripada 1 juta rekod tiap-tiap bulan yang melibatkan lebih daripada 3,000 program komputer. Pada masa ini terdapat sebanyak 17 aplikasi or applications utama yang sedang dalam kendalian atau sedang dalam pemasangan. Ini termasuklah 7 aplikasi bagi perkara perakaunan, 3 bagi kendalian kejuruteraan dan penyenggaraan, satu masing-masing bagi Jabatan Kakitangan. Peniagaan dan kegunaan bilik Lembaga manakala 4 untuk daerah dan stesen Janaletrik. Bagi Micro-Komputer pula dan Word Processor LLN telahpun memasang sebanyak 23 buah alat ini di berbagai jabatan dalam Lembaga. Kebanyakan micro-komputer ini digunakan bagi hal-hal teknik, latihan, pengawalan, inventory alat-alat ganti, pengaliran wang tunai dan juga long term financial projection serta lain-lain kegunaan. Bagi rancangan masa depan Jabatan Kemajuan Pengurusan bersama dengan Jabatan Promosesan Data Electronic sedang mengkaji untuk menggunakan komputer ini sebagai data maklumat dalam berbagai peringkat di Lembaga Letrik. Selain daripada itu Lembaga juga telah pun mengeluarkan pesanan untuk membeli 20 buah lagi micro-komputer dalam membantu jurutera-jurutera dan lain-lain profesyen dalam usaha untuk meningkatkan tahap kecekapan mereka dalam mengendalikan tugas-tugas sehari-hari. Dengan perkembangan teknoloji ini adalah perlu bagi Lembaga menunjukkan barisan tenaga kerja yang sesuai dan seimbang, selaras dengan perkembangan semasa yang tidak kurang juga pentingnya ialah untuk memupuk semangat, kerajinan dan kesanggupan bekerja di kalangan kakitangannya. Dengan penggunaan komputer dalam urusan Lembaga maka dapatlah kita menjamin tahap professionalism Lembaga sebagai satu organisation yang cekap selaras dengan seruan kerajaan supaya agensi-agensinya berkhidmat dengan jujur

bersih cekap dan amanah. Di dalam menghadapi cabaran itu badan pengurusan telah mengatur beberapa kursus dan latihan di bidang ini bagi menambahkan lagi kepakaran tenaga pekerjanya. Adalah menjadi hasrat Lembaga Letrik Negara untuk memperlengkapkan lagi semua kakitangannya termasuk golongan kakitangan pegawai rendah dengan meninggikan lagi tahap kemahiran mereka dengan menggunakan dan memperkenalkan teknik pengurusan moden mengikut perkembangan teknologi. Untuk meninggikan lagi tahap kemahiran pekerja-pekerja Lembaga melalui Instituti Latihan Sultan Ahmad Shah di Serdang, Selangor, sedang berusaha untuk memberi sebanyak-banyak peluang kepada setiap gulungan kakitangan akar mereka menjadi lebih produktif dan berkemahiran tinggi. Adalah diharapkan dengan memperkenalkan teknik pengurusan moden pekerja-pekerja tersebut akan dapat mempertingkatkan lagi daya pengeluaran mereka. Ini yang Encik Ambi sebut tadi, okestra produktiviti. Tapi jangan gunakan perkataan prodaktiviti itu saya ingin menggunakan perkataan efisensi tapi prodaktiviti ini mungkin digunakan kerana dari prodaktiviti ada pula insentifnya. Tapi kalau kita gunakan efisensi, it is the basis incentive that we already have, produced, and use the machine that we are given, the knowledge that we are given and we can give what I consider first of all an honest days work and beyond that it is the calibre of the man who merits not so much on seniority. I disagree with the remark that about the enology just now as you can see todays younger people are taking control of the management of this country is not with due respect to the older people like me but the younger people have got the strength and the ability, so do not be unduly alarmed that younger people through their merit and their energy will be promoted above those who are more senior. There is a danger one can join the LLN and remain in the LLN for 25 years and sit in the post just following seniority and not even be heard, and of course you know the usual thing, this I am deviating from my speech now, there are dead woods. In a commercial organisation of course, dead woods, they got rid of them immediately. That's not so, perhaps it is not so human, these are business oriented, profit oriented organisations. Fortunately with us like LLN statutory body, one leg with the govt. one leg in the business area, in fact we should have the best of the two worlds but somehow over the years we are neither here nor there. So this is very challenging, in fact Gilbert Commonwealth found it very very amazing how we could survive under such situation. So it is, thanks to you and the management together that today

LLN is a dynamic, still a dynamic organisation and the best organisation in the country. Thanks to you and thanks to the management and of course I am very lucky at this moment, after more than 25 years especially after 10 years of under the managership of Tan Sri Datuk Abu Zarim that LLN has been built into a strong organisation and I only have to do a very simple job i.e. to consolidate the LLN. I don't have to build anymore buildings other than those necessary, I don't have to do any publicity about LLN, it is already well known in fact it is so well known, it is very difficult for me to keep a low profile. So I need your cooperation just to help me in the next five years to consolidate the position of LLN. And hopefully with the type of Govt. we have now, they don't mince their words, they want to see results, so if they keep mentioning about productivity, don't say it is an orchestra I think it is needed very much, that is why I mean touching now, maybe you say it is a fashion of the day to look east and all that. It is as looking at the aspect of how a country like Japan without any resources, other than human resources, they are now, needless to say, among the top countries in the world. Just look at some of the aspects of hard work, efficiency and modernisation, the need to survive, of course we don't have to go to that extreme, and as Encik Ambi mentioned hopefully very soon the board will approve, we will send the delegation of trade unions, from the wakil of the Kesatuan from LLN for a trip to Japan, not just for a holiday but to see some of the aspects and to meet your counterpart in Japan to exchange experience and knowledge in the areas in particular about the electric utilities, of course, and in general about trade union as a whole. In November, I believe there is a special conference of trade union in Japan and when you come back we can exchange notes. So, kembali balik kepada text ucapan saya pagi ini, tuan-tuan dan puan-puan yang saya hormati sekalian di samping itu saya ingin juga menyentuh mengenai kos kendalian, operating cost, seperti tuan-tuan sedia maklum Lembaga sekarang mempunyai lebih kurang 25 ribu orang kakitangan termasuk lebih kurang 4 ribu orang dari gulungan perkeranian or pegawai-pegawai rendah. In fact I've been asked that we have, let me remark, 25 thousand staff and of course it was a conscious policy in the past that we employ lot of manpower for many reasons we were labour intensive, of course the ear has come now that we cannot carry on with the labour intensive way of managing the LLN. So I've been asked how our 25 thousand staff are being gainfully employed, where are they? Because a lot of

our work is also given on contracts. In fact hundreds of our work, you name it, even cleaning the drain we give it on contract. So what are our 25 thousand people doing? Are they doing maintenance, how much does your maintenance expenditure reflect. Even our maintenance; we have given out on contract in power stations, things like that. If they are involved in maintenance why are we having frequent breakdowns, and then internally these are some of the examples, and internally too this come to Ambi's men now, we have been, I am sure you all have been receiving what I jokingly call Encik Mansor love letter every month, the stations who have failed, who have indicated the station would receive 100% down to 30% in the returns, there are about 13 or 15 returns, because I am sitting on Mansor, I said, "Mansor, look you produce these returns 3 months after or 6 months after. They are of no use to me for decision making. They are records only. For planning the future maybe but we need some of these returns for decision making". So Mansor said, "Well, I can't get the returns". You know so many things, so there is infact no need for me to go into detail but one thing I observed from that return, walaupun dari stesen yang terpencil sekali, the one return that comes in time is the one related to your monthly salary and allowance. The one that comes last are those so called statistics, now it is the last one that I want to know quickly because if management should get these statistics early, certain decisions can be made quickly so that it does not deteriorate a situation. So anyway these are some of the questions I am asking myself or we are asking ourselves what are we 25 thousand people are doing? But it is not the end of the world because LLN is expanding we may not need to increase our staff at a higher rate. Now what we can do with 25 thousand, we are not retrenching or such as that. We could retrain some of these 25 thousand staff, we could reexamine some of the works we give out on contract because some of the works we give out on contract are poor quality, in fact there are many skills within the organisation that we have not realized, we are not given the chance to do some of these jobs. Of course we are in a delima as well, talk of privitisation on one hand and we have got the skill in the organisation, quality and skill and the number of people on the other hand. So I hope that will be our, my job and our job in the management with your cooperation so that we can balance between these two. Now that these 25 thousand people that we have and perhaps I like to let you know also that for a while until the end of the year for about

six months now I've requested that fresh recruitment from outside be frozen. Any clerk that you want or any other post you want to fill, first look in the organisation. Of course provided they satisfy the minimum requirement to fill some of these posts. So at least we have a breather and I again hear the poor MSD have been asked to do this job, to tell me what we could do, what other programme we could do that we need not have to increase the staff we already have. In fact it has exceeded 25 thousand since this morning record. Anyway enough remarks on how we are gainfully employed at the moment. Coming back to our text, Dengan kakitangan yang begitu ramai tentu sekali kos kendalian turut meningkat dari tahun ke setahun. Selaras dengan dasar jimat-cermat kerajaan Lembaga perlu meneliti setiap aspek perbelanjaan termasuk pembayaran kerja-kerja lebihmasa, overtime, this is another very hot issue at the moment. I don't mind mentioning to you, since I took up the post of General Manager, I've had a very hard time at the board, perhaps they are testing how much I know, perhaps they are saying "Look, learn your business quickly". So, I take it in a positive manner, so one of the issues that come up to the Board is the overtime. It has been increasing, alarming! I am not against overtime. It is not a question of reducing overtime. What I am most concerned and the board also expressed concern is the proper management and control of overtime. Di akhir-akhir ini adalah didapati kos-kos kerja lebihmasa telah meningkat, walaupun bilangan kakitangan telah bertambah. The reason we gave to the board, every time we presented our report on overtime is that we are short of staff so we need to pay more overtime. But the board have observed the staff has not increased tremendously but overtime have exceeded quite embarrassingly. So anyway, don't be alarmed, let me ask, let me tell you that it is not the question of cutting down overtime. We have to justify the overtime that we pay. It is the proper management and control of overtime. Hal ini adalah bercanggah dengan hasrat Lembaga untuk meletakkan perbelanjaan lebihmasa ke paras yang menasabah dengan cara menambah bilangan kakitangan. Mungkin satu pendekatan baru harus digubal agar sistem bayaran lebihmasa ini dikendalikan dengan lebih teratur dan kemas. Dengan memperkenalkan teknik & pengurusan moden serta dengan menggunakan peralatan baru mengikut perkembangan teknologi adalah diharapkan perbelanjaan Lembaga pada keseluruhannya dapat diletakkan mengikut nisbah yang lebih berpatutan dan realistik. Penimpin-penimpin kesatuan serta ketua-ketua Jabatan

mestilah terlebih dahulu menunjukkan contoh yang baik dan mengamalkan sikap yang positif dalam apa juga kegiatan yang dilakukan supaya dapat melahirkan sekumpulan pekerja yang berhemah tinggi, berdisiplin dan cekap dalam menunaikan kewajipan masing-masing. Oleh itu inginlah saya menyeru kepada tuan-tuan sebagai pemimpin-pemimpin kesatuan supaya mengamalkan konsep "Kepimpinan Melalui Tauladan" ini dalam semua pendekatan pentadbiran demi untuk kepentingan Lembaga keseluruhannya.

Di masa lalu tuan-tuan sekelian telah memberi sumbangan yang berkesan di dalam pembentukan iklim perusahaan yang sihat. Oleh itu pihak pengurusan berharap tuan-tuan dapat mengekalkan suasana tersebut demi kebaikan kita bersama. Saya ingin menegaskan sekali lagi bahawa majikan sentiasa bersimpati dengan Kesatuan dan perjuangan mereka dan akan terus memberi kerjasama mengikut lunas-lunas yang ditetapkan. This I give you the assurance and as Ambi said I was an ex trade unionist we should make things easier rather than harder both ways.

Akhir sekali saya ingin mengucapkan selamat bersidang dan berharap semoga Persidangan Perwakilan ini dapat melahirkan sesuatu keputusan yang baik dan seterusnya mencapai matlamat yang dituju. Dengan kata-kata yangikhlas, saya dengan sukacitanya mengistiharkan Mesyuarat Agung Duatahunan ke 4 Kesatuan Pegawai-Pegawai Rendah, LLN dibuka dengan rasminya.

Sekian terima kasih.

Majlis Pengurniaan Hadiah (Award) kepada En. T. Narendran (bekas Presiden CUEPACS)

Di atas jemputan Presiden, Pengurus Besar LLN, bagi pihak KPPR Menghadiahkan sebuah 'Plaque Pewter' kepada Encik T. Narendran – bekas Presiden CUEPACS. Award tersebut telah diberi kepada beliau kerana mengenangkan jasa, sumbangan dan kerjasama yang telah beliau berikan kepada KPPR.

Encik T. Narendran telah terharu dan berterima kasih serta menyuarakan keikhlasan penghargaan beliau terhadap KPPR kerana telah memilih beliau secara perseorangan untuk menerima penghormatan tersebut dan berharap bahawa Pegerakan Kesatuan Sekerja akan terus berkembang maju di bawah Peminpin-peminpin yang baru. Beliau juga mengesa supaya kesatuan-kesatuan terus memberi sokongan dan menghebahkan kerja-kerja baik perkhidmatan Awam Antara Bangsa (Public Services International) di mana KPPR adalah juga gabungannya.

Selepas Majlis Pengurniaan Hadiah itu, Persidangan bersurai untuk jamuan teh.

SESSI URUSAN

1. Menerima Peraturan Tetap Persidangan

Dari cadangan Encik Nordin cawangan Seremban dan di sokong oleh Ramlan Rashid dari Cawangan Taiping.

Peraturan Tetap Persidangan telah di terima dengan Sebulat suara.

2. Perlantikan Jawatankuasa Peraturan Tetap dan Tauliah

Yang berikut telah di lantik dalam Jawatankuasa masing-masing:—

Jawatan Kuasa Peraturan Tetap

- | | |
|-------------------------------|-------------------|
| (1) K. Munusamy | Cawangan Seremban |
| (2) Kamal Khan | Cawangan Taiping |
| (3) Zafurullah Mohd Ali | Cawangan Kuantan |

Jawatankuasa Tauliah

- | | |
|--------------------------|-------------------|
| (1) Lee Beng Hock | Cawangan Klang |
| (2) Nordin Kanchil | Cawangan Seremban |
| (3) Muninder Singh | Cawangan Bangsar |

3. Perlantikan Pemeriksa Dan Pengira Undi

Yang berikut telah di lantik sebagai pemeriksa dan pengira undi:—

- | | |
|--------------------------------|----------------------|
| (1) T. Jayapalan | Cawangan Ipoh |
| (2) Mansor Yahaya | Cawangan Kota Bharu |
| (3) K. Ravindran | Cawangan Ibu Pejabat |
| (4) Md. Zamri Md. Yassin | Cawangan Ibu Pejabat |
| (5) Shafie Darus | Cawangan Seremban |

4. Membaca dan mengesahkan Minit-Minit Persidangan Perwakilan Dua Tahunan Yang ke 3 (Mesyuarat ke 29) yang telah diadakan pada 30 Oktober 1982

Atas cadangan dari Encik G. Purushothaman dari Cawangan Kuantan dan di sokong oleh Encik M. Nadesan dari Cawangan Seremban minit telah di terima dan diluluskan dengan sebulat suara oleh persidangan.

5. Menerima dan mengesahkan Lapuran Dua Tahunan dan Penyata Akaun bagi Tahun berakhir 31 Mac 1983 dan 31 Mac 1984

Lapuran Dua Tahunan

Keahlian

Yang Di pertua, Encik A. Ambikaipaker menyatakan bahawa beliau ingin menarik perhatian para perwakilan kepada Lapuran Setiausaha mengenai keahlian. Selanjutnya beliau menyatakan bahawa peratusan keahlian setakat ini seperti yang di lapurkan ialah 80%. Semenjak bulan April 1984 seratus kakitangan yang berkelayakan telah menjadi ahli, tetapi masih terdapat sekurang-kurang nya 600 kakitangan yang ketinggalan dan merayu kepada semua pegawai-pegawai cawangan bagi memperhebat kempen mencari ahli.

Mesyuarat Jawatankuasa Kerja

Yang Di Pertua menerangkan akan fungsi-fungsi jawatankuasa kerja yang di anggotai oleh Pegawai-Pegawai Utama. Mereka telah bermesyuarat sebanyak 10 kali dalam tempoh 2 tahun untuk menjalankan urusan. Beliau menasihatkan ahli, khususnya Pegawai-Pegawai cawangan mengemukakan isu-isu dan masaalah sebaik sahaja ianya timbul dan tidak menunggu sehingga Majlis Kerja bermesyuarat untuk merujuk masaalah-masaalah mereka untuk tindakan yang sesuai. Yang Di Pertua menambah lagi bahawa jawatankuasa sekurang-kurang nya bermesyuarat sebulan sekali.

Skim Beranika Faedah KPPR.LLN

Encik M. Nadeson dari Cawangan Seremban telah membawa perhatian persidangan bahawa ahli di cawangan nya telah mengalami kesulitan untuk membuat tuntutan mengenai skim ini.

Encik Mubarak Hamid dari Cawangan Klang juga menyatakan akan kesulitan yang dihadapi oleh seorang ahli dari cawangannya, walaupun telah menunggu selama enam bulan, masih belum mendapat penyelesaian kepada tuntutannya yang telah di hantar dengan tangan kepada Syarikat Great Eastern.

Yang Di Pertua dalam jawapannya menyatakan bahawa beliau tidak mengetahui mengenai kelewatan ini, tetapi walaupun demikian tindakan sewajarnya akan di ambil untuk menghubungi Syarikat Great Eastern dengan tujuan untuk menyelesaiannya dengan segera.

Pengendali Mesin Rendah

Yang Di Pertua menyatakan bahawa Kesatuan adalah berpuashati kerana kes Pengendali Mesin Rendah yang telah dirujuk kepada Tribunal telah di selesaikan. Mereka yang terlibat akan di beri kenaikan gaji "notional" mulai 1-1-76 dan bayaran tunggakan seperti yang telah di persetujui akan berkuatkuasa mulai bulan Mac 1981. Selanjutnya, beliau mengesahkan ahli-ahli yang telah mendapat faedah dari perjuangan kesatuan untuk tampil kehadapan menghulurkan derma kepada tabung bangunan apabila mereka mendapat tunggakan gaji kelak.

Oleh kerana tidak ada penerangan selanjutnya di minta, Yang Di Pertua meminta supaya Lapuran Dua Tahunan ini disahkan.

Atas cadangan dari Encik Ishak Md. Salleh dan di sokong oleh Encik Ali Senin kedua-duanya dari Rawang, lapuran ini telah disahkan dan diterima dengan sebulat suara.

Pada ketika ini (12.30 petang) Yang Di Pertua mencadangkan supaya mesyuarat ditanggohkan untuk makan tengah hari.

Selepas makan, mesyuarat bermula dengan urusannya pada 2.00 petang untuk mempertimbangkan penyata akaun berakhir 31 Mac 1983 dan 31 Mac 1984.

Akaun bagi tempoh berakhir 31 Mac 1983 dan 31 Mac 1984

Yang Di Pertua semasa membentangkan akaun, membawa perhatian majlis bahawa akaun-akaun yang dibentangkan telah selalunya di periksa terlebih dahulu oleh Majlis Kerja seperti yang dikehendaki oleh perlombagaan. Majlis Kerja yang memahami akan keadaan kewangan kita telah mencuba sedaya-upaya untuk berjimat-cermat, seperti yang kita boleh lihat dalam penyata Kewangan. Suatu pendapatan berjumlah \$18,003.82 telah dipindahkan kepada tabung himpunan (Accumulated) bagi jangka masa 2 tahun.

Akaun bagi tahun berakhir 31 Mac 1983

Atas cadangan Encik Abd. Aziz Mat Nor dari Cawangan Butterworth dan di sokong oleh Encik C. Vithy dari Cawangan Ibu Pejabat, akaun bagi tahun berakhir 31 Mac 1983 telah di terima.

6. Menerima dan mengesahkan Belanjawan Bagi Tahun Berakhir 31 Mac 1984 dan 31 Mac 1985

Semasa membentangkan belanjawan, Yang Di Pertua menarik perhatian majlis kepada cadangan belanjawan sebanyak \$18,000 ringgit bagi menampong perbelanjaan mengadakan Seminar dan menghadiri persidangan. Peningkatan adalah disebabkan oleh kerana pegawai terpaksa menghadiri persidangan dan juga bagi menampong perbelanjaan program pendidikan kita yang akan di tujukan kepada ahli-ahli "grass root" atas dasar serantau. Seminar yang pertama seperti ini telah diadakan di Kota Bahru.

Encik Nordin Kanchil ingin tahu mengapa terdapat kerugian dalam penjualan kemeja 'T'.

Yang Di Pertua menjelaskan, kerugian yang akan dihapuskan ini adalah di sebabkan oleh kegagalan kita menjual kemeja 'T' dan rantai kunci yang telah dipesan untuk hari ulang tahun yang ke 30, pada harga yang ditetapkan sebanyak \$5.00. Majlis kerja telah mengikuti kemajuan perkara ini dalam beberapa mesyuarat Majlis dan mendapati bahawa harganya patut dikurangkan kepada \$3.50 dan dengan itu telah menyebabkan kerugian.

Encik George Oommen dari Cawangan Ibu Pejabat mencadangkan bahawa baki kemeja 'T' ini dijualkan dengan kadar tiga kemeja 'T' untuk \$10.00 ringgit untuk menghapuskan setok supaya tidak menjadi pertanyaan setiap tahun.

Mesyuarat telah dengan sebulat suara bersetuju.

Dengan cadangan Encik G. Purusothaman dari Cawangan Kuantan dan Encik James Ganesa, Cawangan Klang, Belanjawan bagi tahun 1984/86 telah diterima dengan sebulat suara.

7. Pemilihan Pegawai-Pegawai Utama 1984/86

Ketua Pengira Undi, Encik K. Ravindran telah mengumakan keputusan pemilihan Pegawai-Pegawai Utama untuk 1984/1986 seperti berikut:—

Yang Di Pertua

1.	A. Ambikaipaker	..	..	1448
2.	Dahalan Kulup Mat Daud	..	..	112
3.	Mohd Eusope Ibrahim	..	..	131
4.	Mohd Ismail Abdul Rahman	..	..	1238

Naib Yang Di Pertua

1.	Ismail Baba	..	..	1243
2.	Zainal Omar	..	..	1686

Setiausaha Agong

1.	Ibrahim Ali	..	..	1337
2.	P. Jarnail Singh	..	..	1475
3.	Roy Solomon Asai Rajah	..	..	116

Penolong Setiausaha Agong

1.	Ahmad Zaki Rashid	..	..	977
2.	Ibrahim Ali	949
3.	Mohd Sharif Hassan	945

Bendahari

1.	Lim Jit Soon	Menang Tanpa Tanding
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Penolong Bendahari

1.	Mohd Nor Jantan	2076
2.	Yap Yew Sin	849

Jumlah Bilangan Borang Undi dikeluarkan .. 3826

Jumlah Bilangan Borang Undi diterima .. 2987

Jumlah Bilangan Borang Undi Rosak .. 58

Mengikut tradisi Pengerusi menjemput mereka yang baru dipilih, untuk ucapan singkat kepada perwakilan.

8. Perlantikan Dua Juruudit Dalam

Yang Di Pertua memberitahu persidangan bahawa juruudit dalam kita buat beberapa tahun yang lalu ialah Encik S. Wasandakumaran dan Encik Harjit Singh dan mereka telah menjalankan tugas dengan memuaskan. Encik Harjit Singh telah berlepas ke Australia untuk melanjutkan pengajiannya. Majlis kerja berpendapat supaya meminta Encik S. Wasandakumaran diteruskan menjadi Juruudit dalam dan perwakilan memilih seorang lagi yang bukan ahli Majlis Kerja. Dalam hubungan ini Majlis Kerja ingin memperakukan kepada persidangan supaya bekas Juruudit dalam Encik S. Parkash dari cawangan Ibu Pejabat dilantik sebagai juruudit dalam. Cerdangan ini diterima oleh dengan sebulat suara.

9. Meluluskan Pembayaran 'Honorarium'

Yang Di Pertua semasa membentangkan, kertas mengenai pembayaran 'honorarium' kepada Pegawai-Pegawai, menyatakan bahawa Majlis Kerja mengambil kira akan hakikatnya bahawa yuran kita masih \$1.00 sebulan, tidak dapat memperakuan sebarang perubahan. Beliau mencadangkan perwakilan bersetuju dengan perakuan Majlis Kerja.

Encik M. Muraly dari Cawangan Ipoh menyatakan bahawa 'honorarium' yang di beri kepada Setiausaha Cawangannya, sepertutnya dibandingkan dengan Cawangan Ibu Pejabat kerana cawangannya meliputi seluruh Perak, selain dari Taiping dan bilangan keahliannya adalah yang kedua terbesar dalam K.P.P.R.

Cadangan menambah bayaran honorarium kepada Setiausaha Cawangan Ipoh ini telah disokong oleh Cik Zaiton Md. Ariffin juga dari Ipoh.

Murad Yahaya dari Cawangan Butterworth mencadangkan bahawa pegawai-pegawai kesatuan sepertutnya memberikan perkhidmatan yang percuma, memandangkan bahawa yuran kita adalah sangat rendah dan mencadangkan bahawa 'honorarium' tidak di bayar dan yuran ini digunakan untuk tujuan-tujuan kebijakan ahli yang lain.

Encik Buang Mushot dari Cawangan Johore Bahru menyurangkan bahawa cadangan Encik Murad Yahya tidak membayar honorarium adalah merupakan suatu cadangan yang kurang bijak. Beliau mencadangkan supaya honorarium seperti yang di cadangkan oleh Majlis kerja diterima oleh perwakilan.

Yang Di Pertua semasa menggulung topik ini menyatakan bahawa selain dari cadangan kedua yang di buat oleh delegasi dari cawangan Ipoh bagi menambah honorarium Setiausaha Cawangan mereka kepada \$100.00 setahun, bahawa kelulusan seperti ini hanya boleh diluluskan hanya untuk tahun 1982/84, kerana ada kemungkinan bahawa cawangan-cawangan bersinggan di buka di Kampar dan Kuala Kangsar dan dengan itu mengurangkan keahlian dan beban kerja Setiausaha Cawangan ini. Persidangan bersetuju dengan cadangan ini.

Apabila pengundian dijalankan persidangan telah memutuskan dengan undi majority untuk membayar honorarium seperti ternyata dibawah:—

Yang Di Pertua	\$ 250.00 (setahun)
Naib Yang Di Pertua	\$ 180.00 (setahun)
Setiausaha Agung	\$ 400.00 (setahun)
Penolong Setiausaha Agung	\$ 300.00 (setahun)
Bendahari	\$ 500.00 (setahun)
Penolong Bendahari	\$ 200.00 (setahun)
Pengerusi Cawangan	\$ 50.00 (setahun)
Setiausaha Cawangan (Ibu Pejabat & Ipoh)	\$ 100.00 (setahun)
Setiausaha Cawangan (Latn2)	\$ 80.00 (setahun)
Juruudit Dalam	\$ 120.00 (setahun)
Menyokong cadangan diatas	84
Bantahan kepada cadangan	2

10. Mempertimbangkan Pindaan-pindaan kepada perlombagaan Kesatuan

Yang Di Pertua mengemukakan pindaan-pindaan dan menerangkan sebab-sebabnya yang membawa kepada perlunya Majlis Kerja mencadangkan pindaan perlombagaan ini. Pindaan kepada *undang-undang kecil 4* (yuran) adalah memberi erti dengan sendirinya. Yuran kita semenjak tahun 1949 iaitu semasa kesatuan ditubuhkan adalah \$1.00 dan hingga sekarang masih ditahap \$1.00 walaupun perbelanjaan-perbelanjaan adalah meningkat. Beliau menambah bahawa bilangan ahli telah meningkat, dengan itu menambah beban kerja. Pegawai-Pegawai yang ada (oleh itu memerlukan pindaan undang-undang 12) Majlis kerja sendiri telah menjadi begitu ramai sehinggakan tidak keterlaluan jika dikatakan bahawa Majlis KPPR adalah yang terbesar sekali di Negara ini jika dibandingkan dengan keahliannya. Kewakilan ke Majlis Kerja juga tidak mencerminkan perwakilan yang sebenarnya dari cawangan oleh itu pindaan kepada undang-undang *Kecil 12*. Keahlian Cawangan-cawangan kita juga telah meningkat tetapi ianya hanya memerlukan 30 orang ahli untuk menubuhkan suatu cawangan dan dengan itu telah menghasil 27 cawangan. Dengan itu perlunya pindaan kepada undang-undang *Kecil 28*.

Pindaan-pindaan kepada perlombagaan seperti yang se-naraikan dalam kertas persidangan 2 telah dengan sebulat suara diluluskan.

AMENDMENTS TO THE UNION CONSTITUTION

EXISTING

Rule 4 – Subscriptions and Arrears		
1.	The subscriptions payable shall be as follows:-	
Entrance fee	\$2.00	
Monthly subscription ..	\$1.00	

Any increase in the above rates shall be decided by secret ballot in accordance with Rule 25.

Rule 9 – Biennial Delegates Conference

Delegates shall be elected by Secret Ballot every alternate year at the Biennial General Meeting of the respective Branches. Each branch shall be entitled to elect one delegate for every thirty members or part thereof.

Rule 12 – Executive Council

2. The Executive Council shall be composed of:-
- 1 – President
 - 1 – Vice President
 - 1 – General Secretary
 - 1 – Assistant General Secretary
 - 1 – Treasurer
 - 1 – Assistant Treasurer

All the above shall be elected by secret ballot vote of all the members and shall hold office for two years. They shall be eligible for re-election.

PROPOSED AMENDMENT

Rule 4 – Subscriptions and Arrears		
1.	The subscriptions payable shall be as follows:-	
Entrance fee	\$2.00	
Monthly subscription ..	\$2.00	

Any increase in the above rates shall be decided by secret ballot in accordance with Rule 25.

Rule 9 – Biennial Delegates Conference

Delegates shall be elected by Secret Ballot every alternate year at the Biennial General Meeting of the respective Branches. Each branch shall be entitled to elect one delegate for every fifty members or part thereof.

Rule 12 – Executive Council

2. The Executive Council shall be composed of:-
- 1 – President
 - 1 – Deputy President
 - 1 – Vice President
 - 1 – General Secretary
 - 1 – Assistant General Secretary
 - 1 – Treasurer
 - 1 – Assistant Treasurer

All the above shall be elected by secret ballot vote of all the members and shall hold office for two years. They shall be eligible for re-election. No person shall be elected as a Principal Officer Bearer unless he has served in the Executive Council as a member for a period of not less than four years.

EXISTING	PROPOSED AMENDMENT
and	and
<p>One council member for each Branch for each sixty members or part there of in this order of preference.</p> <ol style="list-style-type: none"> 1. Branch Secretary 2. Branch Chairman (if the Branch is eligible to send two Council members). 3. These Branches eligible to send more than two members to the Executive Council will elect their remaining Council members by Secret Ballot. 	<p>One council member from each Branch for every ninty members or part there of in this order of preference.</p> <ol style="list-style-type: none"> 1. Branch Secretary 2. Branch Chairman (if the Branch is eligible to send two Council members). 3. Branch Treasurer. 4. These Branches eligible to send more than three members to the Executive Council will elect their remaining Council members by Secret Ballot from amongst the Branch Committee Members.
Rule 13 – Duties of Principal Officer	Rule 13 – Duties of Principal Officer
<ol style="list-style-type: none"> 1. President. 2. Vice President 	<ol style="list-style-type: none"> 1. — 2. Deputy President shall in the absence of the President act for and have all the powers vested in the President. The Vice President in the absence of the President and Deputy President shall preside at all meetings.
Rule 28 – Establishment and Dissolution of Branches	Rule 28 – Establishment and Dissolution of Branches
<ol style="list-style-type: none"> 1. The Executive Council may establish a Branch in any area wherein there are at least thirty members. 	<ol style="list-style-type: none"> 1. The Executive Council may establish a Branch in any area wherein there are at least One Hundred members.
11. Menimbang item-item and resolusi (Kertas 3)	
(1) Resolusi (Gabungan dengan CUEPACS)	
<p>Presiden memberitahu majlis oleh sebab mempunyai satu resolusi saja yang hendak diterima, beliau suka menyelesaikan resolusi tersebut. Resolusi yang dibentangkan oleh cabangan Ipoh itu hendaklah diterima, telah dibincangkan dengan panjang lebar oleh Majlis Exco dan meminta para perwakilan akan pendapat-pendapat mereka. Para perwakilan,</p>	

yang hadzir dengan sebulatsuaranya telah menerima resolusi tersebut sebagai berikut:-

RESOLUSI

Resolusi kepada No. 1: Gabungan dengan CUEPACS
(mengikut Rule 25G secara undi Sulit)

Mengenalpasti bahawa adalah perlu untuk mewujud persatuan dan perpaduan di kalangan semua pekerja-pekerja awam. *Lebih mendalam lagi mengenalpasti* bahawa jika KPPR LLN ingin mencapai matlamatnya, ianya patutlah bergabung dengan CUEPACS, suatu Pusat Kebangsaan bagi Kesatuan-Kesatuan Awam dan perkhidmatan Awam.

(2) Perkara-perkara seperti kandungan dalam Kertas 3 Persidangan

Presiden memberitahu majlis, bahawa kebanyakan perkara di dalam kertas 3 adalah perkara untuk mesyuarat DJC/EXCO, dan berjanji kepada majlis, bahawa pelbagai isu itu akan dibawa kepada pihak Pengurusan di Mesyuarat DJC/EXCO yang akan datang. Majlis bersetuju dengan cadangan Presiden itu.

Cawangan Kluang

1. Pegawai-Pegawai yang telah memangku sesuatu Jawatan selama lebih dari satu tahun hendaklah diberi peluang kenaikan pangkat.
2. Mempercepatkan pembekalan Pakaian Seragan serta meninggikan mutu Pakaian Seragam dan Kasut.

Cawangan Ibu Pejabat

3. Bahawa elauan Perwakilan dari KL dinaikkan dari \$10/- kepada \$20/-.
(Perhatian: Jika perkara ini ditolak, cawangan Ibu Pejabat tidak akan sokong kenaikan yuran \$1/- kepada \$2/-).
4. Bahawa' seorang wakil dari Cawangan Ibu Pejabat sepatutnya dimasukkan bersama di semua mesyuarat-mesyuarat Majlis Bersama Jabatan.
(Perhatian: Pada ketika ini hanya seorang wakil mewakili dari Daerah Utara, Timur dan Selatan).

5. Peluang-peluang kenaikan pangkat bagi Special Grades dan Pembantu-Pembantu Pejabat kepada Pegawai Kerja dan/atau Pegawai Kerja Akaun (JPA. 253/2/8-5-50(54) bertarikh 5-5-1984).

Cawangan Seremban

6. Tambang Perjalanan dalam Pekan atau dari rumah ke stesen dan balik hendaklah dibayar oleh Lembaga bagi menghadiri upacara penyampaian Hadiah dan Sijil Perkhidmatan Setia – pada masa ini Lembaga tidak membayar tambang diatas.
7. Ahli Kesatuan yang telah menjadi ahli tidak kurang dari 10 tahun (atau tempoh yang lebih lama) dan sampai masanya bersara dari Perkhidmatan Lembaga, Kesatuan hendaklah memberikan saguhati atau Cenderamata kepada ahli berkenaan.
8. Adalah dicadangkan agar kesatuan meminta kepada Lembaga untuk mengadakan seorang kerani disepanjang waktu rehat makan di stesen-stesen (Bandar) besar untuk melayan sebarang aduan pengguna-pengguna terutama mendapatkan salinan bil elektrik. Dengan cara ini Juruwang tidak mendapat celaan dari pengguna-pengguna kerana tidak memberikan Perkhidmatan kepada mereka dan bagi menjaga image Lembaga tidak menyusahkan pengguna menunggu bagitu lama – Bayaran lebirmasa dan elaun makanan.

Cawangan Sg. Petani

9. Keahlian Cawangan Sg. Petani kondem Pekeliling oleh Encik G. Mahinder Singh yang hanya bertindak untuk melemahkan semangat ahli-ahli kesatuan dan dengan ini membuat ianya sukar bagi Ketua-Ketua Kesatuan menghadapi Pengurusan sebab mereka tahu Ketua-Ketua kita tidak bersatu hati. Cawangan bercadang supaya perkara yang demikian tidak sepatutnya berlaku dan perbalahan, hendaklah jika ada, diselesaikan tanpa sebarang publisiti yang tidak disenangi.
10. Cawangan Sg. Petani mengambilkira dan mengambil berat bahawa, walaupun beberapa permintaan melalui media-massa telah disuarakan akan tetapi perkhidmatan-perkhidmatan pegawai-pegawai yang berpengalaman

telah hilang begitu saja melalui kesilapan kenaikan pangkat. Keadaannya berpanjangan dengan keadaan yang sama juga.

Mereka-mereka yang Senior yang lebih perpengalaman dan rajin berkerja tidak langsung dipanggil untuk temuduga sementara yang 'Junior' tetapi 'Anak Emas' (Blue eyed Boys) Pengurusan tempatan akan dipertimbangkan untuk kenaikan pangkat mengenepikan pegawai-pegawai yang lebih senior dan berpengalaman. Kini hendaklah meminta pihak Pengurusan LLN mengutamakan seniority dan kecekapan dari menerima tekanan politik sehingga menjadi mangsa bagi yang senior dan cekap.

Pada ketika ini, Presiden telah memberitahu majlis bahawa mengikut tradisi, sebelum menamatkan Persidangan, bagi mereka-mereka yang telah dipilih bagi berkhidmat pada penggal yang baru telah diminta untuk berucap kepada perwakilan. Meneruskan tradisi beliau telah meminta Mohd Nor Jantan Penolong Bendahari yang dipilih berucap.

Mohd Nor Jantan (Penolong Bendahari) berterima kasih kepada ahli-ahli kerana telah memilih beliau sebagai Penolong Bendahari dan memberi jaminan kepada Perwakilan yang hadir bahawa beliau akan menjalankan tugas-tugas ke tahap yang memuaskan hati mereka, khususnya tugas yang diberi kepercayaan berhubung dengan Skim Insurans Kesatuan.

Ahmad Zaki Rashid (Penolong Setiausaha) berterima kasih kepada ahli-ahli yang telah mengundi beliau sebagai Penolong Setiausaha walaupun ada khabar-khabar angin yang beliau telah kalah dalam pemilihan itu. Beliau memberi jaminan kepada perwakilan bahawa beliau akan berkhidmat dengan sebaiknya kepada mereka dan meminta para perwakilan sampaikan salam beliau kepada ahli di cawangan-cawangan.

Jernail Singh (Setiausaha Agung) berterima kasih kepada mereka-mereka yang bertanggungjawab memilih beliau semula bagi penggal sekali lagi sebagai Setiausaha Agung, dengan ini menunjukkan kepercayaan mereka kepada beliau untuk menjalankan tugas yang diberi kepada beliau dan telah memberi jaminan bahawa beliau akan melaksanakan tugas-tugas beliau dengan sebaik-baik yang boleh.

Zainal Omar (Naib Presiden) berterima kasih kepada mereka-mereka yang bertanggungjawab bagi membolehkan beliau dipilih ke jawatan Naib Presiden. Beliau menasihati ahli-ahli, bahawa setelah pemilihan telah pun tamat, mereka sepatutnya tidak membeza-bezakan taraf dan darjah dan hendaklah bekerja sama-sama untuk faedah kesatuan.

A. Ambikaipaker (Presiden) berterima kasih sekali lagi kerana telah memilih beliau masuk pejabat sebagai Presiden. Beliau telah memberi nasihat kepada mereka yang tidak dipilih supaya menerima hakikat kehendak majoriti dan berharap kepada mereka ini supaya menge-nepikan persilisihan dan bekerjasama bagi kebaikan KPPR. Beliau telah memberi jaminan kepada majlis, bahawa beliau akan memastikan supaya kesemua sungutan-sungutan akan diperbereskan secepat mungkin dan telah meminta pegawai cawangan menyumbangkan kerjasama bagi mengatasi masalah-masalah ahli.

Penutupnya, beliau mengucapkan selamat datang kepada pegawai yang baru yang telah dipilih untuk ber-jawat di peringkat Cawangan dan Kebangsaan dan ber-terima kasih juga kepada mereka yang akan meninggalkan pejabat di atas sesuatu sebab yang tertentu.

Mesyuarat tamat dengan ucapan terima kasih kepada Pengurus pada jam 4.45 petang.

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR
ENDED 31st MARCH, 1985

RECEIPTS

Cash at U.A.B. Kuala Lumpur as at 1-4-1984	\$ 42,357.58
Entrance Fees	496.00
Subscription	41,643.00
Sundry Debtors	31,381.13
Life Assurance Premium Collection	280,456.50
Insurance Commission	5,686.19
Refund of Advances	5,453.74
Sale of T-Shirts and Key Chains	80.00
Refund of Seminar and Conference Expenses	300.00
Refund of Executive Council Meeting Expenses	1,714.10
Refund of Biennial Delegates Conference Expenses	20.00
	<hr/>
	\$409,588.24

PAYMENTS

Salary, Allowance & Expenses of Officers	\$ 5,788.30
Salary, Allowance & Expenses of Establishment	11,388.20
Stationery, Printing & Postage	3,377.70
Life Assurance Premium Collection	280,518.00
Refund of Entrance Fees	2.00
Refund of Subscription	18.00
Executive Council Meeting Expenses	17,287.60
Sundry Creditors	26,282.00
Seminar and Conference	2,428.90
Bank Charges	121.78
Telephone Charges	395.30
Translation Fees	100.00
Benevolent Benefit	300.00
Advance	8,016.50
Audit Fees	350.00
Biennial Report	5,507.00
Biennial Delegates Conference Expenses	18,841.20
Honorarium	8,780.00
Affiliation Fees	9,824.28
Miscellaneous Expenses	24.80
Cash at U.A.B. Kuala Lumpur as at 31-3-1985	10,236.68
	<hr/>
	\$409,588.24

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR
ENDED 31st MARCH, 1985

INCOME

Entrance Fees	\$ 494.00
Subscription	45,488.00
Interest on Fixed Deposit Accrued 31-3-85	\$ 18,346.43
Less: Interest Accrued 31-3-84	7,939.73
	<hr/>
Insurance Commission	7,448.69
	<hr/>
	\$ 63,837.39

EXPENDITURE

Salary, Allowance & Expenses of Officers	\$ 6,837.10
Salary, Allowance & Expenses of Establishment	11,846.35
Executive Council Meeting Expenses	16,721.74
Seminar and Expenses	6,412.70
Stationery, Printing & Postages	3,816.20
Telephone Charges	396.10
Bank Charges	121.78
Translation Fees	300.00
Benevolent Benefit	600.00
Pewter Ware – T. Narendran	391.00
Audit Fees	350.00
Biennial Report	2,007.00
Biennial Delegates Conference Expenses	14,848.90
Honorarium	2,940.00
Affiliation Fees	4,799.69
Loss on Sale of T-Shirts and Key Chains	28.00
Miscellaneous Expenses	24.80
Depreciation	535.88
	<hr/>
	\$ 72,977.24
Excess of Expenditure over Income	\$ 9,139.85

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
BALANCE SHEET FOR THE YEAR ENDED 31st MARCH, 1985

FIXED ASSETS

Office Equipment	\$ 5,358.83
Loss: Depreciation	535.88
	<hr/>
	\$ 4,822.95

Investment – Bank Buruh Malaysia Bhd.	5,000.00
Fixed Deposits	115,000.00

CURRENT ASSETS

Interest Receivable on Fixed Deposits	\$ 18,346.43
Sundry Debtors	29,804.20

Advance – Travelling	\$ 560.20
– Fraser's Hill Seminar 292.00	
– Tan Sri Farewell Dinner (578.00)	274.20
	<hr/>

Stock – T-shirts and Key Chains \$ 78.00	
– Stationery	140.00
	<hr/>
	218.00

Petty Cash	365.00
Cash at Bank	10,236.68
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Less: 59,244.51

CURRENT LIABILITIES

Legal Fees – Senior Clerk	\$ 1,450.00
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Honorarium Payable	5,000.00
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Audit Fees	350.00
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Affiliation Fees – N.J.C.	7,400.00
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Biennial Report	3,500.00
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Biennial Delegates Conference Expenses	11,000.00
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Life Assurance Premium Accrued	167.00
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Sundry Creditors	25,247.79
	<hr/>

54,114.79	5,129.72
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Represented by:

ACCUMULATED FUND 129,952.67

Balance as at 1-4-1984	\$123,122.55
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Less: Excess of Expenditure over Income	9,139.85
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Building Fund	15,969.97
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129,952.67

AUDITORS DECLARATION – REGISTRATION No. 169

The undersigned having had access to all books and accounts of the above Union and having examined the foregoing statements and verified the same with the accounts, vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law.

Kuala Lumpur,
 31st July, 1985.

(T. CHELLAPPAN & CO.)
Certified Public Accountants.

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
LIST OF SUNDRY DEBTORS AS AT 31st MARCH, 1985

Item No.	Name	Amount	Remarks
1.	S. Jothilingam (T-shirts & Key Chains)	\$ 40.00	—
2.	The Great Eastern Life Assurance Co. Ltd.	92.00	—
3.	— do —	606.74	Rt. No. 2600/1-4-85
4.	— do —	601.69	Rt. No. 2602/4-4-85
5.	— do —	554.07	Rt. No. 2613/10-5-85
6.	Lembaga Letrik Negara ..	27,697.50	Rt. No. 2603/16-4-85
7.	— do —	164.50	Rt. No. 2622/7-6-85 (Part)
8.	— do —	47.70	Rt. No. 2601/4-4-85
			\$29,804.20

LIST OF ADVANCES OUTSTANDING AS AT 31st MARCH, 1985

Item No.	Nature of Advance	Amount	Remarks
1.	Advance Travelling ..	\$ 472.20	Refer Appendix A
2.	Fraser's Hill Seminar ..	292.00	— do —
3.	Tan Sri Farewell Dinner ..	(578.00)	— do —
		\$ 274.20	

LIST OF SUNDRY CREDITORS AS AT 31st MARCH, 1985

Item No.	Name	Amount	Remarks
1.	Rajagopal ..	\$ 0.20	—
2.	Tg. Shahirman b. Tg. Amin – S/No. 32250 ..	7.50	—
3.	Sarjit Singh – Staff No. 1818 ..	11.50	—
4.	The Great Eastern Life Assurance Co. Ltd. ..	23,546.00	Cheque No. 735756/ 16-4-85
5.	Securicor (M) Sdn. Bhd. ..	100.00	Cq. No. 735760/3-5-85
6.	K.L. International Sdn. Bhd. ..	1,018.24	.. .. 735762/18-5-85
7.	Lembaga Letrik Negara ..	48.50	.. .. 735763/ ..
8.	Kamaludin b. Ali Baba – Kangar ..	18.15	.. .. 735764/ ..
9.	Adil Enterprise – P. Dickson ..	74.00	.. .. 735765/ ..
10.	Puan Hasnah bt. Yusof – K. Trengganu ..	100.00	.. .. 735766/ ..
11.	Puan Zainab bt. Amin – Rawang ..	100.00	.. .. 735786/22-5-85
12.	Puan Manomani a/p Muthiah – Butterworth ..	100.00	.. .. 735788/ ..
13.	R. S. Subramaniam – T. A. Rahman Branch ..	66.00	.. .. 769615/10-7-85
14.	Lim Jit Soon – Kuala Lumpur ..	57.70	.. .. 769628/15-7-85
			\$25,247.79

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
LIST OF LIFE ASSURANCE PREMIUM PAYABLE AND RECEIVABLE
AS AT 31st MARCH, 1985

PAYABLE

Item No.	Staff No.	Name	Amount	Remarks
1.	10527	Wan Abdul Jamil b. Wan Abd. Halim ..	\$ 11.50	Cheque No. 735767/ 18-5-85
2.	15111	Charles a/l V. Rodrigues	11.50	Cq. No. 735768/18-5-85
3.	19564	Mohd. Sharif b. Hassan ..	21.50	" " 735769/ ..
4.	30287	Abdullah b. Jantan ..	21.50	" " 735770/ ..
5.	30383	Ma'mun b. Abd. Rahman	21.50	" " 735771/ ..
6.	33652	Mohd. Salleh b. Hj. Ismail	21.50	" " 735772/ ..
7.	1672	Albert Fernandes ..	21.50	" " 735773/ ..
8.	2297	Mohd. Hosman b. Suhot ..	51.50	" " 735774/ ..
9.	8859	Johnson Benjamin ..	21.50	" " 735775/ ..
10.	9128	Abdul Rahman b. Mohamed ..	26.50	" " 735776/ ..
11.	16713	Muhamad b. Ithnin @ Istnn ..	41.50	" " 735777/ ..
12.	30932	Tengku Aman b. Tengku Mahmud ..	21.50	" " 735778/ ..
13.	41443	Muhamad Fuad b. Ujang	21.50	" " 735779/ ..
14.	41598	Md. Sarif b. Mairaj ..	21.50	" " 735780/ ..
15.	31324	Zakaria b. Bujal ..	31.50	" " 735781/ ..
16.	2229	Abd. Majid b. Abd. Kadir	51.50	" " 735782/ ..
17.	9947	Che Khalid b. Daud ..	26.50	" " 735783/ ..
18.	32940	Zahari b. Abd. Malek ..	11.50	" " 735784/ ..
19.	32997	Muziyah bt. Mustafa ..	21.50	—
				\$ 478.50

RECEIVABLE

1.	15390	Mohd. Majid ..	11.50	—
2.	9182	Rohim bt. Md. Kadir ..	51.50	—
3.	32759	K. Usha Devi ..	31.50	—
4.	8773	Puan Vallinayagam ..	20.00	—
5.	32646	Zubiadah bt. M.M. Ismail	16.50	—
6.	32747	Alexander L. Fernandez ..	21.50	—
7.	32383	Kashan b. Ismail ..	64.50	—
8.	9469	Aminah bt. Mohd Nor ..	11.50	—
9.	8483	Che Wok bt. Ali ..	31.50	—
10.	8502	Gopal s/o Muthu ..	51.50	—
				\$ 311.50

Balance as at 31-3-1985 \$ 167.00

APPENDIX A

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION

ADVANCE

(a) List of Advance Travelling outstanding as at 31-3-1985

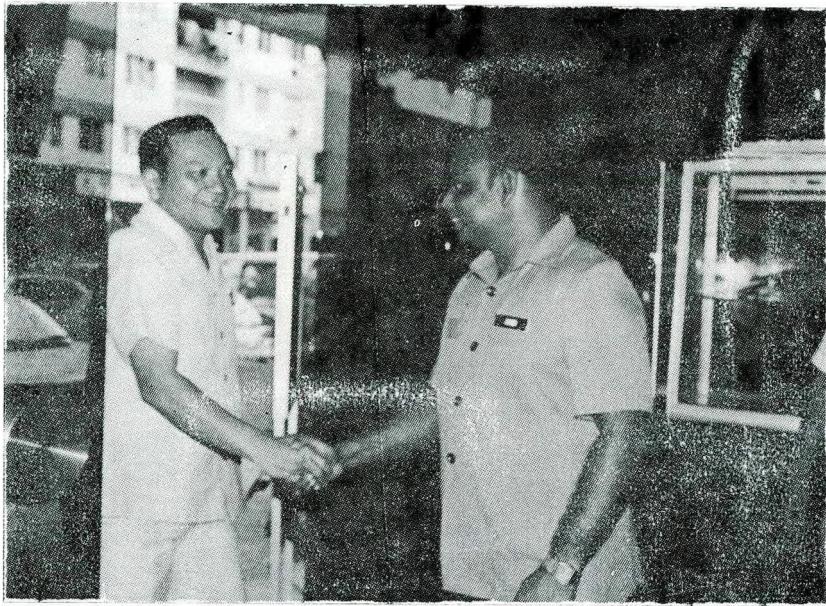
Item No.	Staff No.	Name	Amount	Remarks
1.	8085	A. Ambikaipaker ..	\$ 388.20	
2.	8669	Zainal Omar ..	172.00	
			<u>\$ 560.20</u>	

(b) List of Fraser's Hill Seminar Advance outstanding as at 31-3-1985

Item No.	Staff No.	Name	Amount	Remarks
1.	14366	Sh. Abd. Rashid-Kuantan	\$ 80.00	—
2.	30304	Jalaluddin b. Ali – Mentakab ..	80.00	—
3.	2191	Abd. Ghaffar – Penang ..	88.00	—
4.	10376	Saifut Rahman – H.Q. ..	44.00	Rt. No. 2614/21-5-85
			<u>\$ 292.00</u>	

(c) List of Advance for Tan Sri Farewell Dinner outstanding as at 31-3-85

Item No.	Staff No.	Name	Amount	Amount	Remarks
1.	1591	T. C. Nadarajah ..	\$ 16.00		—
<i>Less:</i>	1.	Amount overpaid by Lembaga Letrik Negara ..	\$ 566.50		—
	2.	Amount overpaid by Muziyah bt. Mustafa (S/No. 32917) ..	19.50		—
	3.	Amount overpaid by Zahid Daud (S/No. 9010) ..	8.00	(594.00)	
				<u>(\$578.00)</u>	
		Balance as at 31-3-85 ..		\$ 274.20	



President – A. Ambikaipaker welcoming the General manager L.L.N.
Dato Mohd. Jalaluddin bin Zainuddin.



Vice-President – Encik Zainal bin Omar – Welcoming Guests and Delegates.



Address by President — A. Ambikaipaker.



General Manager L.L.N., Dato Mohd. Jalaluddin bin Zainuddin
declaring open the conference.



Presentation of award by Dato Mohd. Jalaluddin bin Zainuddin to Mr. T. Narendran (Past President of CUEPACS).



Invited Guests and Delegates.



Conference in Session.

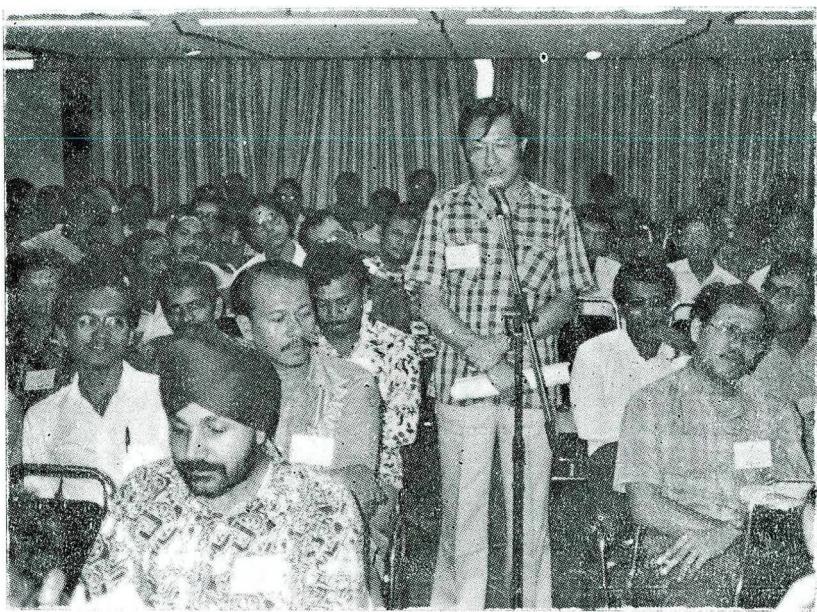


Delegates – Concentration or Confusion?



Question time during Session.

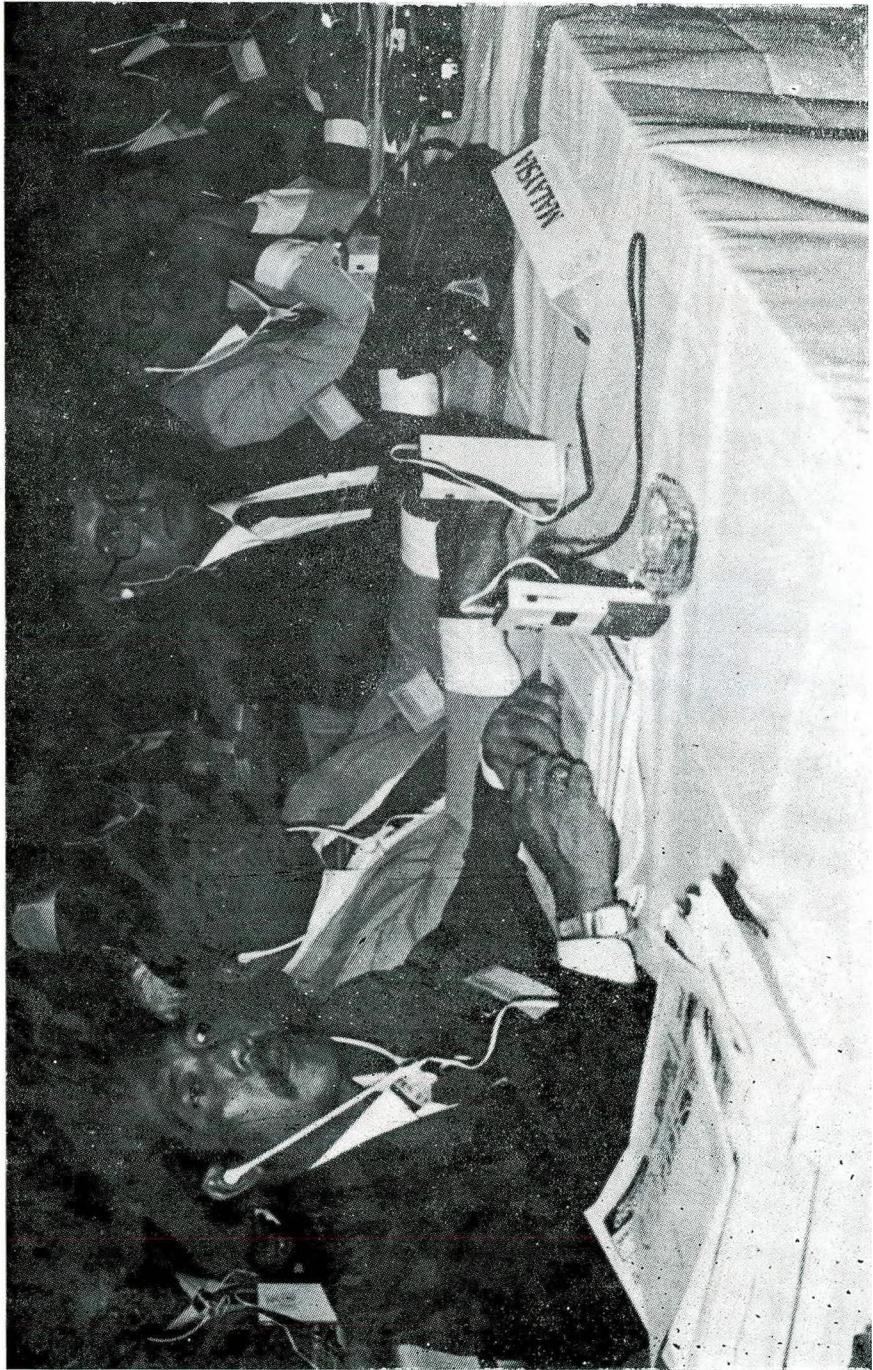




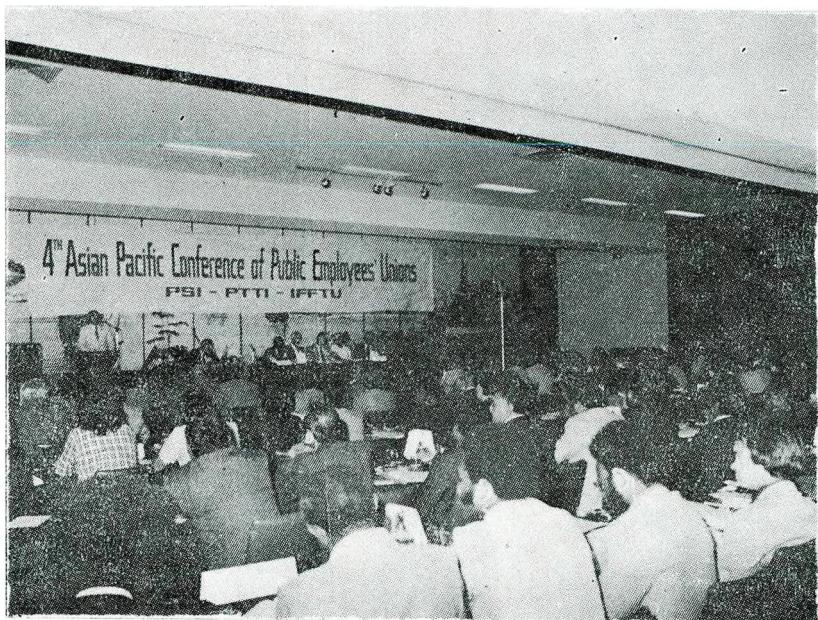
And more Questions?



General Secretary at the PSI Conference – Sydney.



President and General Secretary at PSI world Congress held at Caracas, Venezuela 25 – 29 November 1985.



General view of the Asian Pacific conference held at sydney.

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR
ENDED 31st MARCH, 1986

RECEIPTS

Cash at U.A.B. Kuala Lumpur as at 1-4-1985	..	..	..	\$ 10,236.68
Entrance Fees	..	..	..	290.00
Sundry Debtors	..	..	..	29,672.20
Life Assurance Premium Collection	..	..	..	287,976.50
Interest on Fixed Deposits	..	..	..	21,250.00
Refund of Advance	..	..	..	218.40
Subscription	..	..	..	43,101.00
Insurance Commission	..	..	..	5,574.84
Sale of T-Shirts	..	..	..	57.00
Refund of Executive Council Meeting Expenses	..	..	..	1,092.00
Refund of Salary, Allowance and Expenses of Officers	..	..	..	30.00
Contribution for Seminar and Conference – Caracas	..	..	..	7,500.00
Refund of Honorarium	..	..	..	100.00
Advertisement Collection on Caracas Seminar	..	..	..	106,048.87

PAYMENTS

Advance	..	..	..	\$ 5,887.20
Sundry Creditors	..	..	..	25,228.79
Bank Charges	..	..	..	154.47
Affiliation Fees – M.T.U.C.	..	..	..	\$2,498.40
– P.S.I.	..	..	..	773.20
				3,271.60
Salary, Allowance and Expenses of Officers	..	..	..	3,930.55
Salary, Allowance and Expenses of Establishments	..	..	..	2,917.52
Life Assurance Premium Collection	..	..	..	287,498.00
Insurance Meeting Expenses	..	..	..	455.80
Benevolent Benefit	..	..	..	600.00
Telephone Charges	..	..	..	209.90
Reference Book	..	..	..	16.00
Executive Council Meeting Expenses	..	..	..	7,528.00
Audit Fees	..	..	..	350.00
Stationery, Printing and Postages	..	..	..	3,345.94
Advertisement Collection on Caracas Seminar	..	..	..	114,401.81
Suara NEB.JOU	..	..	..	50.00
Floral Wreath	..	..	..	50.00
Repairs and maintenance of Office Machine and Fittings	..	..	..	1,746.21
Publications – FOMCA	..	..	..	10.00
Miscellaneous Expenses	..	..	..	100.00
M.T.U.C. – P. P. Narayanan Farewell Dinner	..	..	..	310.00
Honorarium	..	..	..	100.00
Seminar and Conferences	..	..	..	180.00
Fixed Deposit – Short Term	..	..	..	50,000.00
Cash at U.A.B. Kuala Lumpur as at 31-3-1986	..	..	..	4,805.70

\$513,147.49

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR
ENDED 31st MARCH, 1986

INCOME			
Entrance Fees	.. .. .. .. ..	\$ 290.00	
Subscription	.. .. .. .. ..	47,043.00	
Interest on Fixed Deposit Accrued 31-3-86	.. .. .. .. .. \$ 8,624.30		
Add: Interest Received 31-3-86	26,250.00	\$ 34,874.30	
<i>Less: Interest Accrued 31-3-85</i>		18,346.43	16,527.87
Insurance Commission	.. .. .. .. ..	7,618.33	
Advertisement Caracas Income	.. .. .. .. ..	2,295.46	
		\$ 73,774.66	
EXPENDITURE			
Salary, Allowance & Expenses of Officers	.. .. .. .. ..	\$ 5,251.25	
Salary, Allowance & Expenses of Establishment	.. .. .. .. ..	3,484.62	
Executive Council Meeting Expenses	.. .. .. .. ..	6,436.00	
Seminar and Conferences	.. .. .. .. ..	2,143.50	
Stationery, Printing & Postages	.. .. .. .. ..	3,219.94	
Telephone Charges	.. .. .. .. ..	209.90	
Bank Charges	.. .. .. .. ..	154.47	
Benevolent Benefit	.. .. .. .. ..	600.00	
Audit Fees	.. .. .. .. ..	350.00	
Insurance Meeting Expenses	.. .. .. .. ..	1,741.60	
Loss on sale of T-Shirts & Key Chains	.. .. .. .. ..	21.00	
Honorarium	.. .. .. .. ..	5,000.00	
Affiliation Fees – P.S.I.	.. .. .. .. .. \$ 773.20		
– M.T.U.C.	.. .. .. .. ..	2,498.40	
– N.J.C.	.. .. .. .. ..	2,500.00	5,771.60
Floral Wreath	.. .. .. .. ..	50.00	
Suada – N.E.B. J.O.U.	.. .. .. .. ..	50.00	
Reference Book – Labour Laws	.. .. .. .. ..	16.00	
Publications – FOMCA	.. .. .. .. ..	10.00	
P. P. Narayanan Farewell Dinner	.. .. .. .. ..	310.00	
Repairs and Maintenance – Office Machine and Equipment	.. .. .. .. ..	1,746.21	
Miscellaneous Expenses – Bouquet	.. .. .. .. ..	100.00	
Biennial Report	.. .. .. .. ..	3,500.00	
Biennial Delegates Conference Expenses	.. .. .. .. ..	11,000.00	
Depreciation	.. .. .. .. ..	482.30	
		\$ 51,648.39	
Excess of Income over Expenditure	.. .. .. .. ..	\$ 22,126.27	

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
BALANCE SHEET FOR THE YEAR ENDED 31st MARCH, 1986

FIXED ASSETS				
Office Equipment	\$	4,822.95		
Less: Depreciation		482.30	\$	4,340.65
Investment – Bank Buruh Malaysia Bhd.			5,000.00	
Fixed Deposits			170,000.00	
CURRENT ASSETS				
Interest Receivable in Fixed Deposits	\$	8,624.30		
Sundry Debtors		33,753.99		
Advertisement Caracas Debtors		3,153.05		
Advance – Travelling	\$	1,710.90		
– Fraser's Hill Seminar 248.00				
– Tan Sri Farewell Dinner (578.00)			1,380.90	
Stock of Stationery		266.00		
Petty Cash		365.00		
Cash at Bank		4,805.70		
			52,348.94	
<i>Less:</i>				
CURRENT LIABILITIES				
Legal Fees – Senior Clerk		1,450.00		
Honorarium Payable		10,000.00		
Audit Fees		350.00		
Affiliation Fees – N.J.C.		9,900.00		
Biennial Report		7,000.00		
Biennial Delegates Conference Expenses		22,000.00		
Life Assurance Premium Accrued		970.50		
Sundry Creditors		27,935.50		
Advertisement Caracas Creditor		4.65		
		79,610.65	(27,261.71)	
			152,078.94	
REPRESENTED BY:				
Accumulated Fund		113,982.70		
Add: Excess of Income over Expenditure		22,126.27	136,108.97	
Building Fund			15,969.97	
			152,078.94	

AUDITORS DECLARATION – REGISTRATION No. 169

The undersigned having had access to all books and accounts of the above Union and having examined the foregoing statements and verified the same with the accounts, vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law.

Kuala Lumpur,
24th June, 1986.

(T. CHELLAPPAH & CO.)
Certified Public Accountants.

APPENDIX A

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION

ADVANCE

(a) List of Advance Travelling outstanding as at 31-3-1986

Item No.	Staff No.	Name	Amount	Remarks
1.	8085	A. Ambikaipaker ..	\$ 388.20	
2.	8669	Zainal Omar ..	172.00	
3.	10374	Jarnail Singh ..	96.50	Rt. No. 2968/3-4-86
4.	8976	Mohd Nor b. Jantan ..	554.20	
5.	8156	S. Balakrishnan ..	500.00	
			<u>\$1,710.90</u>	

(b) List of Fraser's Hill Seminar Advance outstanding as at 31-3-1986

Item No.	Staff No.	Name	Amount	Remarks
1.	14366	Sh. Abd. Rashid – Kuantan ..	\$ 80.00	
2.	30304	Jalaluddin b. Ali – Mentakab ..	80.00	
3.	2191	Abd. Ghaffar – Penang ..	88.00	
			<u>\$ 248.00</u>	

(c) List of Advance for Tan Sri Farewell Dinner outstanding as at 31-3-86

Item No.	Staff No.	Name	Amount	Remarks
1.	1591	T. C. Nadarajah ..	\$ 16.00	
Less:	1.	Amount overpaid by Lembaga Letrik Negara ..	\$ 566.50	
	2.	Amount overpaid by Maziyah bt. Mustafa (S/No. 32917)	19.50	
	3.	Amount overpaid by Zahid Daud (S/No. 9010) ..	8.00	594.00
			<u>(\$578.00)</u>	
		Balance as at 31-3-1986 ..		\$1,380.90

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
LIST OF SUNDY DEBTORS AS AT 31st MARCH, 1986

Item No.	Name	Amount	Remarks
1.	S. Jothilingam (T-shirts and Key Chains) .. .	\$ 40.00	
2.	The Great Eastern Life Assurance Co. Ltd. .. .	92.00	
3.	— do — .. .	674.56	Rt. No. 0022/21-4-86
4.	— do — .. .	686.15	Rt. No. 0026/7-5-86
5.	— do — .. .	682.78	Rt. No. 0027/6-5-86
6.	Lembaga Letrik Negara .. .	31,578.50	Rt. No. 2990/14-4-86
		\$33,753.99	

LIST OF ADVANCES OUTSTANDING AS AT 31st MARCH, 1986

Item No.	Nature of Advance	Amount	Remarks
1.	Advance Travelling .. .	\$ 1,710.90	Refer Appendix A
2.	Fraser's Hill Seminar .. .	248.00	— do —
3.	Tan Sri Farewell Dinner .. .	(578.00)	— do —
		\$ 1,380.90	

LIST OF ADVERTISEMENT CARACAS DEBTORS AS AT 31-3-1986

Item No.	Name	Amount	Remarks
1.	Lim Kok Koh – T.S.U. .. .	\$ 98.30	Rt. No. 0028/12-5-86
2.	S. Karthigesu – Penang City Council .. .	50.70	
3.	A. Ambikaipaker – NEB. JOU .. .	968.25	
4.	Zainal Omar – NEB. JOU .. .	1,817.90	
5.	Mohd Nor b. Jantan – NEB. JOU .. .	217.90	
		\$ 3,153.05	

LIST OF SUNDY CREDITORS AS AT 31st MARCH, 1986

Item No.	Name	Amount	Remarks
1.	Tg. Shahirman b. Tg. Amin – S/No. 32250 .. .	\$ 7.50	
2.	Sarjit Singh – S/No. 1818 .. .	11.50	
3.	Mohd Nor b. Jantan – S/No. 8976 .. .	37.90	Cheque No. 878952/ 4-4-86
4.	The Great Eastern Life Assurance Co. Ltd. .. .	27,311.50	Cheque No. 878954/ 16-4-86
5.	Lourdes Mohandass – Branch Treasurer, Ipoh .. .	567.10	Cheque No. 878987/ 6-3-86
		\$27,935.50	

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION

LIST OF SUNDRY CREDITORS AS AT 31st MARCH, 1986

Item No.	Name	Amount	Remarks
1. G. Rajendran	\$ 4.65	Cheque No. 879000/ 26-5-86	

**LIST OF LIFE ASSURANCE PREMIUM PAYABLE AND RECEIVABLE
AS AT 31st MARCH, 1986**

PAYABLE

Item No.	Staff No.	Name	Amount	Remarks
1. 32997	Maziyah bt. Mustafa ..	\$ 21.50		
2. 31875	Daniel b. Bok ..	23.00		
3. 8502	Gopal s/o Muthu ..	722.00		
4. 24900	Ganesan a/l Muthiah ..	67.50		
5. 33137	Katherine Khor Poh Imm ..	10.00		
6. 19865	Syed Yahya Syed Zainal Abidin ..	93.00		
7. 9156	Baldew Singh s/o Arjan Singh ..	31.50		
8. 6666	Mohd Ariffin b. Saat ..	51.50	Cheque No. 878955/ 16-4-86	
9. 10853	C. Manoharan ..	11.50	Cheque No. 878956/ 16-4-86	
10. 30455	Mohd. Mydin b. Mohamad ..	21.50	Cheque No. 878957/ 16-4-86	
11. 14336	Ngau Chian Meng ..	31.50	Cheque No. 878958/ 16-4-86	
12. 9753	Hapsah bt. Ngah ..	11.50	Cheque No. 878959/ 16-4-86	
13. 15080	Mohamad b. Jusoh ..	21.50	Cheque No. 878960/ 16-4-86	
14. 32748	Johari b. Harun ..	21.50	Cheque No. 878961/ 16-4-86	
15. 8403	Patrick Chin Kim Wei ..	76.50	Cheque No. 878962/ 16-4-86	
16. 11622	Lee Kok Seng ..	31.50	Cheque No. 878963/ 16-4-86	
		\$1,247.00		

RECEIVABLE

Item No.	Staff No.	Name	Amount	Remarks
1.	15390	Mohd. Majid	\$ 11.50	
2.	9182	Rohim bt. Md. Kadir ..	51.50	
3.	32759	K. Usha Devi	31.50	
4.	8773	Puan Vallinayagam ..	20.00	
5.	32646	Zubiadah bt. M.M. Ismail	16.50	
6.	32747	Alexander L. Fernandez	21.50	
7.	32383	Kashan b. Ismail ..	64.50	
8.	9469	Aminah bt. Mohd Nor ..	11.50	
9.	8483	Che Wok bt. Ali ..	31.50	
10.	30611	Vanaja d/o Ramakrishnan	16.50	
			<u><u>\$ 276.50</u></u>	
		Balance as at 31-3-86 ..	\$ 970.50	

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION
BUDGET 1986/87 AND 1987/88

INCOME

Entrance Fees	\$ 500.00	\$ 300.00
Subscription	48,000.00	48,500.00
Interest on Fixed Deposit	14,000.00	15,000.00
Insurance Commission	8,000.00	8,000.00
	<hr/>	<hr/>
	\$70,500.00	\$71,800.00
	<hr/>	<hr/>

EXPENDITURE

Salary, Allowance & Expenses of Officers	\$ 8,000.00	\$ 7,000.00
Clerical Assistant/Typist, D-11 (\$300 x 15 – 300/360 x 15 – 450 x 20 – 470 x 25 570 x 25 – 670)	4,700.00	6,300.00
Salary, Allowance & Expenses of Establishment	13,000.00	7,000.00
Executive Council Meeting Expenses	15,000.00	15,000.00
Stationery, Printing & Postage	4,000.00	4,000.00
Affiliation Fees – M.T.U.C.	3,000.00	3,000.00
– N.J.C.	3,000.00	3,000.00
– P.S.I.	1,000.00	1,000.00
Seminars and Conferences	5,000.00	5,000.00
Audit Fees	400.00	400.00
Suara N.E.B. – J.O.U.	3,000.00	3,000.00
Floral Wreath	100.00	100.00
Benevolent Benefits	700.00	700.00
Biennial Delegates Conference Expenses	12,000.00	12,000.00
Biennial Report	4,000.00	4,000.00
Honorarium	6,000.00	6,000.00
Insurance Expenses – P.O.B. Travelling Expenses	2,000.00	2,000.00
– Establishments	1,000.00	1,000.00
Repairs and Maintenance – Duplicating Machines	1,000.00	1,000.00
Cost of Publications	100.00	100.00
Bank Charges	200.00	200.00
Telephone Charges	200.00	200.00
Miscellaneous Expenses	100.00	100.00
Depreciation	500.00	500.00
	<hr/>	<hr/>
	\$80,000.00	\$75,600.00
	<hr/>	<hr/>
Excess of Expenditure over Income	9,500.00	3,800.00

CAPITAL EXPENDITURE – 1984/86

1. One Unit of Tape Recorder and Accessories	\$ 3,000.00
2. Furnitures & Fittings	2,000.00
3. One Unit Air Conditioner	2,000.00
	<hr/>
	\$ 7,000.00

Paper No. 1

NATIONAL ELECTRICITY BOARD JUNIOR OFFICERS' UNION

4th BDC

Payments of Honorarium to the following Officials as proposed by the Executive Council.

President	\$350.00 (per year)
Vice President	\$300.00 (" ")
General Secretary	\$500.00 (" ")
Assistant General Secretary	\$300.00 (" ")
Treasurer	\$500.00 (" ")
Assistant Treasurer	\$300.00 (" ")
Branch Chairman	\$ 50.00 (" ")
Branch Secretary (HQ) & Ipoh	\$120.00 (" ")
Branch Secretary (Others)	\$100.00 (" ")
Internal Auditors	\$120.00 (" ")

Kertas No. 2

(a) **Pemegang Amanah Kesatuan**

Mengikut Peruntukan dalam Peratoran 14 Saudara-Saudara Ng Goon Seng, R. Ram Singh dan C. Sathiavan adalah Pemegang Amanah Kesatuan pada masa ini. Bagaimana pun Saudara-Saudara Ng Goon Seng dan R. Ram Singh telah pun bersara dari Perkhidmatan Lembaga, sementara Saudara C. Sathiavan akan bersara pada tahun 1987.

Dengan hal yang demikian, Majlis Ex-co mencadangkan bahawa Pemegang-Pemegang Amanah yang baru dilantik dan mencadangkan ahli-ahli berikut dilantik :

1. Saudara Sam Ponnurajah — L.L.N. Petaling Jaya.
2. Saudara Mohd Taib Adam — L.L.N. Ibu Pejabat.
3. Saudara S. Thavagnanan — L.L.N. Jalan Walter Grenier.

(b) **Perlantikan Penimbangtara (Arbitrators)**

Peratoran 26(2) memperuntukkan bahawa Persidangan Perwakilan Duatahunan akan melantik satu panel tetap tidak kurang dari lima penimbangtara. Tetapi sehingga kini dukacita bahawa peruntukan yang diberi dalam Perlembagaan tidak dipenohi. Walau pun apa yang telah berlaku pada masa lalu, Ahli Exco kini mencadangkan bahawa mereka-mereka yang berikut dilantik sebagai Ahli Panel Penimbangtara :

1. Saudara Zainal Rampak — Yang Di Pertua MTUC.
2. Saudara A. J. Patrick — Setiausaha Agung Kesatuan Pekerja2 RRI.
3. Saudara G. Rajendran — Yang Di Pertua, University Hospital SOA.
4. Saudari T. Patma — Yang Di Pertua, Kesatuan Pekerja2 EPF.
5. Saudara Ashari b. Mohamad Bekas Setiausaha Agung TSU.
Ahli Majlis Bandaran Petaling Jaya.

Paper No. 3

**PROPOSED AMENDMENTS TO THE UNION
RULES AND CONSTITUTION**

EXISTING

Rule 12 (8)

In the event of the death, resignation, or disqualification of a member of the Executive Council, the candidate who received the next highest number of votes at the previous election for the post affected shall be invited to fill the vacancy. If there is no such candidate or if such candidate declines to accept office, the Executive Council shall have the power to appoint any other member to fill the vacancy.

PROPOSED AMENDMENT

Rule 12 (8)

In the event of the death, resignation, or disqualification of a member of the Executive Council, or a Branch Official, the candidate who received the next highest number of votes at the previous election for the post affected shall be invited to fill the vacancy. Provided such candidate has received at least $\frac{1}{2}$ of the votes casted for the post. If there is no such candidate or if such candidate declines to accept office or if such candidate received less than $\frac{1}{2}$ of the votes cast for the post, the Executive Council or the Branch Committee, as the case may be, shall have the power to appoint any other eligible member to fill the vacancy.

LAMPIRAN

KESATUAN PEGAWAI PEGAWAI RENDAH LEMBAGA LETRIK NEGARA

NEB/JOU/PAKAIAN SERAGAM

2-7-1985

Kepada : Semua Ahli-Ahli Berpakaian Seragam,
KPPR, LLN

Saudara,

Bekalan Pakaian Seragam Dan Kasut Bagi 1985

Dalam bulan Ogos 1984 Pegawai-Pegawai Utama (POB) anda telah berunding dengan Pengurusan LLN mengenai Pakaian Seragam baru bagi tahun 1985 dengan fahaman bahawa Pakaian Seragam ini dapat dibekalkan secepat yang mungkin di awal tahun 1985. Tidak terdapat sebarang pertikaian atas isu ini pada masa itu.

Tetapi di awal tahun 1985, apabila Pegawai-Pegawai Utama mendapati bahawa tidak ada sebarang petanda yang menunjukkan Pakaian Seragam ini di perolehi, perkara tersebut telah dibangkitkan semula dengan pihak pengurusan sebagai suatu perkara yang mustahak dan segera. Kami terperanjat mendapati bahawa keputusan yang telah dicapai mengenai Pakaian Seragam Baru belum lagi diperkenanankan oleh Jawatankuasa perjawatan (Seseorang pegawai didapati sengaja mengenepikan isu ini selama 6 bulan). Walau bagaimanapun supaya Pakaian Seragam dapat dibekalkan dalam masa yang sesuai, Majlis kerja telah mengarahkan bahawa ahli-ahli memboikot memakai pakaian seragam mulai 15-3-1985.

Apabila perkara ini dibangkitkan dengan pengurusan atas dasar yang segera, KPPR telah diminta untuk bertolak-ansur dan telah membenarkan LLN lanjutan hingga kepada 1-6-1985, iaitu lanjutan selama 3 bulan. Majlis kerja telah mengkaji semula perkara ini sekali lagi dan bersetuju mengambil sikap tolak-ansur kepada tarikh yang telah dicadangkan oleh Pengurusan. Adalah dikesalkan bahawa LLN sekali lagi telah tidak menepati janji-janjinya. Sebaliknya LLN sekali lagi meminta lebih banyak masa memandangkan ketika itu adalah bulan puasa dan berjanji sekali lagi bahawa semua Pakaian Seragam dan kasut akan dibekalkan sebelum Hari Raya Puasa.

Ahli-ahli sekalian, pemimpin-pemimpin anda tidak dapat lagi menerima sebarang dalih selanjutnya dan dengan ini membuat keputusan bagi melancarkan *pemboikotan memakai Pakaian Seragam mulai hari Isnin 15 Julai 1985.*

Semua kakitangan berpakaian Seragam yang menganggotai KPPR adalah dengan ini diarah supaya tidak memakai Pakaian Seragam tahun-tahun yang lampau dan hendaklah dilapurkan diri bertugas seperti biasa dengan pakaian bebas dan akan *terus berbuat demikian sehingga anda dibekalkan dengan pakaian seragam dan kasut untuk tahun 1985.* Walaupun demikian, mereka yang telah dibekalkan dengan Pakaian Seragam dan Kasut untuk tahun 1985 hendaklah memakainya kerana inilah dia matalamat kita yang sebenarnya.

Memboikot pakaian seragam tidak bermakna suatu Tindakan Perusahaan oleh KPPR dan tidak boleh ditafsirkan sedemikian. Ianya hanya merupakan suatu tindakan penekanan terhadap LLN supaya KPPR diberi layanan yang sirius atas perkara-perkara yang dibawa keperhatian pihak pengurusan.

Walaupun demikian harap maklum bahawa masaalah-masaalah mungkin timbul akibat dari boikot ini, seperti Pembaca Jangka dan Pemeriksa Bacaan Jangka tidak dapat memasuki premis pengguna. Perkara seperti ini terpulanglah kepada pihak pengurusan tempatan untuk menyelesaiannya dengan cara mereka sendiri.

Sebarang pelanggaran atas arahan ini samada oleh Pengurusan Tempatan atau rakan-rakan anda sendiri, hendaklah dilapurkan kepada Setiausaha cawangan untuk tindakan dengan segera.

Harap maklum bahawa ahli-ahlilah yang boleh memperkuuh dan melemahkan kepimpinan. Oleh itu berilah sokongan anda dengan sepenuh-hati bagi memperkuuh kesatuan anda.

Kerjasama dengan sepenuh-hati dari anda adalah sangat dihargai, sementara penghianat akan dikenakan tindakan yang setimpal.

Yang benar,

(P. JARNAIL SINGH)

s.k. Semua Ahli Majlis Kerja dan
Ahli Jawatankuasa Cawangan.

Setiausaha Agung.

STAR 26-2-1985 Tuesday.

NEB MEN TO GO MUFTI IN PROTEST

About 1,300 NEB employees throughout Peninsular Malaysia will, from March 15, wear their own clothes to work because they have not received their uniforms for this year.

NEB Junior Officers Union (Nebjou) president A. Ambikaipaker said meter readers, meter reading examiners and (warning) notice servers would be involved in the boycott.

Mr. Ambikaipaker said he had told the 27 union branch officials to inform their respective management of the action.

Mr. Ambikaipaker said the employees had also been using their own shoes as those issued by the management before last year had worn out and have not been replaced.

He said the union's national executive council met with the NEB management last August on the issue but nothing has been done.

"This delay in getting out the annual allotment of two sets of uniforms and two pair of shoes each happens year after year," he said. The union's national executive council will meet on March 11 or 12 to finalise arrangements for the boycott, he said.

Mr. Ambikaipaker also criticised the NEB management for dragging its feet over several "pressing matters".

One of the outstanding issues was the declaration of essential posts, he said. "The management has failed to declare the essential posts in the service since 1975," he said.

Staff serving in essential posts do not have to pay rent for the NEB quarters they occupy. But since the essential posts have not been declared, those living in staff quarters have to pay 50 per cent of the rent.

"But upon retirement, the remaining 50 per cent is deducted from their gratuity," said Mr. Ambikaipaker. This was unfair, he said, as it was a case of employees having to pay for the management's inefficiency.

NEB public relations officer Ibrahim Hassan, when contacted, said he was still checking into the issue of the delay in supplying uniforms to workers and the declaration of essential posts.

MTUC deputy president Zainal Rampak said the union, which is an affiliate, had not referred the boycott proposal to the MTUC.

STAR 30-5-1985

UNION : MEMBERS WON'T WEAR UNIFORMS IF ...

The NEB Junior Officers Union said today that all its members would not wear their uniforms if they do not get this year's supply after Hari Raya.

Union secretary-general Jernail Singh said today that there was still "no sign" of the uniforms and shoes.

About 1,300 members of the union threatened to boycott wearing the uniforms in February when they did not receive this year's supply of two sets of uniforms and two pairs of shoes each.

However, the action was deferred until June 1 to allow the NEB time to get the uniforms and supply the shoes.

Mr. Jernail Singh said the management told the union in a meeting on Monday that the cloth for the uniform had been supplied to the 200 stations for stitching and that the staff may not get the uniforms by June 1.

Tender for the shoes was awarded by the management as early as February.

"But judging from the excuses the supplier gave to the management, I doubt we will even get the shoes on time," Mr. Jernail Singh added.

An NEB spokesman said that the matter was "an internal one, and we will settle it among the staff." He declined to comment further.

STAR Monday 24-6-1985

MORE SUPPORT FOR BOYCOTT OF UNIFORMS

Twenty-five branches of the National Electricity Board's Junior Officers Union (NEB.JOU) have expressed their support for the proposed boycott of the wearing of uniforms.

Union secretary-general Jernail Singh said today its sub-committee responsible for ensuring that the uniforms have been distributed would meet on Tuesday.

He said that with the green light from the 25 branches, the sub-committee is likely to call for the boycott. The union is protesting against the late supply of the uniforms.

The branches felt that the union has given the NEB management enough time to supply the uniforms and shoes, said Mr. Jernail Singh, who is in the sub-committee.

The sub-committee is likely to carry out the boycott on July 1. About 1,300 members comprising mostly of meter-readers are expected to take part in the boycott.

He said two more branches which did not agree to the boycott had told him that they would support the majority decision.

It was reported in February that the union had threatened to boycott wearing uniforms from March 15 when its members did not get their allotment of two sets or uniforms and two pairs of shoes for this year.

Union president A. Ambikaipaker had said then that the delay in supplying the uniforms and shoes "happens year after year."

However, the threat was deferred until June 1 when the NEB management promised to deliver the uniforms and shoes by that date.

On May 29, there was still no sign of the uniforms and shoes and the union decided to call for a boycott after Hari Raya.

Less than 10 per cent of their 1,300 members have received their allotment and "we are dissatisfied with the supply coming in bits and pieces here and there," he added.

Mr. Jernail Singh pointed out that electricity users were paying for the uniforms, the price of which is included in the tariff rates charged for the use of electricity.

If the management cannot even make sure that the uniforms and shoes were supplied on time, then NEB should reduce the tariff rates, he said.

The management could not be contacted for comment.

STAR Tuesday 2-7-1985

UNION PLANS TO BOYCOTT WEARING OF UNIFORMS

The NEB Junior Officers Union served notice on the management today that members would boycott the wearing of uniforms from July 15.

Union secretary Jarnail Singh said the notice was served on the general manager Datuk Jalaluddin Zainuddin at 2.00 p.m. today.

Mr. Jarnail Singh said the union had wanted to carry out the boycott when the management did not deliver this year's allotment for uniforms in March but action was deferred until June 1 after the management met the union and asked for more time.

When the management still failed to deliver the uniforms after Hari Raya, the union decided to carry on with the boycott which will involve 1,300 meter readers, he said.

The union is also unhappy with the management for not settling some 40 other issues outstanding since 1978.

The union is seeking a meeting with the management on July 10 to try and solve some of the issues.

Another union, the NEB Employees Union, (NEBEU), which has 11,000 members, mostly from the IMG group, has another "30 to 40 issues" to settle with the management.

Its president Encik Mohamed Abu Bakar said the late supply of uniforms and shoes was one of them.

Other issues include the management's decision to close down five power stations in the country sometime this year.

"The union is concerned about the 2,000 employees working in these stations" he said.

Another issue is on promotions through seniority and merit within the same category which was dissatisfactory, he said.

Encik Mohamed said that the NEBEU exco is meeting the management on July 17 but if some of these issues are not settled by then, the industrial relations between the two parties "won't be good," he added.

NEB general manager Datuk Jalaluddin Zainuddin when asked to comment said: "The management is sincere and honest in wanting to resolve the issues without too much publicity".

N.S.T. 15-7-1985

NEB METER READERS WON'T WEAR UNIFORMS

Most of the 1,300 National Electricity Board's (NEB) meter readers throughout the peninsula will not wear their uniforms tomorrow. They will attend to their tasks in civilian clothes.

The meter readers have decided to do away with their uniforms after four attempts to get the NEB management to provide them with "the right uniform".

Mr. Jarnail Singh, secretary of the NEB Junior Officers Union (NEB.JOU) said the management's decision on new uniforms was taking too long to be implemented.

The union last week served notice on NEB general manager Datuk Jalaluddin Zainuddin that those meter readers who have not got their complete uniforms would attend to work in civilian clothes from tomorrow.

The long drawn battle over uniforms dates back to 1983 when the meter readers were requested to don a light blue uniform quite similar to that of the NEB's Industrial and Manual Group (IMG).

The NEB.JOU protested to the management that the meter readers uniform caused an identification problem among the public because it was difficult to distinguish a meter reader from an NEB IMG worker.

The union and management had a series of meetings and the management agreed to the union's proposal of dark blue trousers and light blue jackets for meter readers.

Mr. Jarnail said: "When it was implemented, the design was found to be not practical because the uniforms were too thick to be worn in the hot weather and the NEB.JOU rejected the design.

"In addition, the jacket was too low cut, and the stomachs of meter readers were showing when they sat on their motorcycles".

In the fourth round of talks last August 8, the management agreed to the NEB.JOU's proposal concerning design and colour of uniforms. The new uniforms were to be worn from January 1 this year.

When the new uniforms were not distributed, the NEB.JOU met the management in March. The union gave an ultimatum to the management to issue the new uniforms within two weeks.

Rejected

The management requested for more time – until June 1 – for the uniforms to be issued. The union agreed to the extended deadline but only in July did some of the meter readers get the new uniforms.

"On July 11, the NEB.JOU executive council met and took a unanimous decision (asking meter readers not to wear uniforms) as the management was not serious in dealing with the problem.

"Although the uniforms have not been issued to all meter readers, the NEB.JOU has issued a directive to them to attend to their work in the usual manner".

The NEB.JOU has also rejected the shoes issued to meter readers as it claims they are inferior in quality. The union has requested the management to furnish them with durable shoes.

N.S.T. 20-7-1985

METER READERS WITHOUT UNIFORMS TURNED AWAY

A large number of house owners here and in Petaling Jaya have refused to allow meter readers without uniforms into their houses to read the meters.

As a result, more than 200 electricity meter readers are being prevented from doing their jobs, the National Electricity Board Junior Officers Union's secretary-general Mr. Jarnail Singh said today.

When entry is denied them, the meter readers simply take estimated readings.

Mr. Jarnail Singh said about 60 per cent of the households had been keeping the meter readers out.

One meter reader said it was especially difficult to gain access to houses in Kenny Hill, Damansara Heights and Jalan U Thant.

Today is the fifth day the meter readers in Peninsular Malaysia have been going about their jobs without uniforms.

Mr. Jarnail said, "They are in civilian clothes because four attempts to get the NEB management to provide the right uniform have been unsuccessful".

The union last week served notice on NEB's general manager Dato' Jalaluddin Zainuddin stating that meter readers would attend to their work without uniforms because they had not been given one as promised by the management.

The NEB public relations officer, Encik Ibrahim Hassan said, "We have already sent the cloth for uniforms to our district offices.

"The district offices will then have the uniforms made.

"Most of the NEB branches in the other States have received the cloth for the new uniforms".

N.S.T. 22-7-1985

MTUC tells NEB :

TAKE METER READERS' BOYCOTT SERIOUSLY

MTUC vice president Zainal Rampak has urged the National Electricity Board (NEB) to take the meter readers' present boycott seriously as the public had been affected by the problem.

He said the meter readers were taking estimates of the readings and the public might have to pay for estimated bills instead of actual usage.

The public had every right to turn away meter readers without a uniform for they were afraid of their own safety.

He said the recent boycott was justified because "the management has no excuse for the seven month delay in providing uniforms to the meter readers".

"Being Government servants, the uniform issue is an important issue. It is not a new problem and the management should by now be better prepared to meet the dateline in providing the uniforms," he said.

Yesterday was the sixth day meter readers in Peninsular Malaysia had been going about their jobs in plain clothes because they had not been provided with uniforms.

A large number of house owners refused to allow the meter readers here and in Petaling Jaya into their houses yesterday.

Meter readers are only taking estimates of readings because of this.

NEB Junior Officers Union secretary-general, Mr. Jarnail Singh said today that the meter readers would carry on their work in plain clothes "until we are provided with proper uniforms".

"We have made so many attempts to get the management to provide the right uniform and we have no other choice but to resort to a boycott in the hope that they will finally get the message.

"I do not blame the top management for the delay but the desk officers who have not made the necessary arrangements to tailor the uniforms," he said.

A NEB spokesman said Datuk Jalaluddin was aware of the problem and would issue a statement tomorrow.

BERITA HARIAN 23-7-1985

PENGGUNA DIMINTA BENARKAN PEKERJA MASUK KAWASAN RUMAH MEREKA

Lembaga Letrik Negara (LLN) hari ini menasihatkan pengguna elektrik supaya membenarkan kakitangannya yang tidak memakai pakaian seragam tetapi memakai kad pengenalan dan tanda nama LLN memasuki kawasan rumah bagi menjalankan tugas rasmi.

Kakitangan LLN seperti pembaca meter, pemotong bekalan elektrik dan pekerja luar hendaklah dibenarkan masuk perkarangan rumah untuk menjalankan tugas.

Para pengguna berhak memeriksa kad pengenalan yang dipakai oleh kakitangan LLN sekiranya timbul keraguan, katanya dalam satu kenyataan hari ini.

Syarat terpenting membenarkan seseorang kakitangannya memasuki kawasan rumah pengguna elektrik ialah memastikan mereka memakai kad pengenalan LLN dan tanda nama mereka.

Catat bil

LLN mengeluarkan kenyataan itu ekoran ramai pengguna enggan membenarkan pembaca meter LLN memasuki kawasan rumah mereka untuk mencatatkan bil atas kononnya kerana kakitangan itu tidak memakai pakaian seragam.

Menurut kenyataan itu, LLN sememangnya membekalkan pakaian seragam kepada para kakitangan tertentu.

Sekiranya seseorang pekerja itu tidak berpakaian seragam, para pengguna elektrik dinasihatkan supaya membenarkannya menjalankan tugas asalkan dia dapat mengemukakan kad pengenalan LLN.

Jumaat lalu kira-kira 40 peratus pembaca meter LLN di sekitar Bandaraya dilaporkan tidak mendapat kerjasama para pengguna yang enggan membenarkan mereka masuk ke kawasan rumah untuk mencatatkan bil elektrik.

Penghuni rumah enggan membenarkan para pembaca meter LLN memasuki rumah kerana bimbang akan kehadiran orang berniat jahat dan menyamar sebagai pembaca meter LLN.

Sejak seminggu lalu seramai 1,300 pembaca meter LLN di seluruh negara bertugas tanpa pakaian seragam yang dibekalkan oleh majikan mereka.

Mereka mendakwa pakaian seragam baru yang diperkenalkan tiga tahun lalu tidak sesuai dengan iklim negara ini. — Bernama.

BERITA HARIAN 27-7-1985

LLN MULA BEKALKAN PAKAIAN SERAGAM KAKITANGAN

Lembaga Letrik Negara (LLN) mula membekalkan pakaian seragam kepada kakitangannya, termasuk pembaca meter, di beberapa kawasan di Kuala Lumpur, Melaka dan Pahang.

Pengiriman pakaian seragam kepada kakitangan di negeri-negeri lain akan dibuat secara berperingkat-peringkat, kata Setiausaha Agung Kesatuan Kakitangan Rendah Lembaga Letrik Negara (LLN), Encik Jarnail Singh.

Katanya, jawatankuasa penyelarasan kesatuan itu yang bermesyuarat semalam puas hati dengan mutu pakaian seragam yang dibekalkan itu.

Membantah

Kesatuan itu membantah pakaian seragam yang dibekalkan oleh LLN sebelum ini kerana jenis kain dan potongannya tidak sesuai dengan iklim negara ini.

"Kita harap dengan adanya pakaian seragam yang baru itu, masalah berkenaan tidak berbangkit lagi dan kita berharap kakitangan terbabit meneruskan tugas mereka seperti biasa," katanya.

Sementara itu Timbalan Presiden Gabungan Persatuan-Persatuan Pengguna Malaysia, Encik N. Nadarajah, menegur kelambatan LLN menyelesaikan masalah itu.

Beliau berkata, LLN mestilah merancang dan mengkaji terlebih dahulu soal pakaian seragam kakitangannya agar ia selesa untuk dipakai ketika bertugas.

"Perancangan itu perlu untuk memudahkan orang ramai mengenali kakitangan LLN, terutama pembaca meter," katanya.

**LEMBAGA LETRIK NEGARA
TANAH MELAYU**

**PRESTASI KAKITANGAN DAN NILAIAN KEUPAYAAN
(KUMPULAN B, C, D1, D2, D3)**

PERINGATAN:

1. Bahagian I hendaklah dipenuhi oleh Pegawai Yang Melapor.
2. Pegawai hendaklah menerangkan tugas-tugas yang dilaksana semasa kajian. Pegawai jangan hendak menggunakan istilah umum tugas umpamanya, tugas-tugas pentadbiran, tugas-tugas teknik, tugas dan sebagainya.

BAHAGIAN I – BUTIR-BUTIR PERIBADI DAN REKOD KERJA

Nama Pegawai: Encik/Puan/Cik

Tarikh Lahir: No. Pekerja:

Tarikh mula berkhidmat:

Tempoh dalam kajian: Dari: Hingga:

Tujuan-tujuan Laporan: Kenaikan Gaji Tahunan/Pengesahan/Kenaikan Pangkat/Kemajuan

Gaji sebulan: Jabatan/Daerah/Stesen:

Bahagian dengan teknik kuatkuasa:

Gred jawatan sekarang dan tarikh dilantik:

Jika membuat tugas-tugas Gred berkenaan:
jawatan gred yang lebih:
tinggi nyatakan Tarikh kuatkuasa:

Akademi, Iktisas/Kelulusan Teknik:

Penganugerahan dan Pingat, jika ada:

Butir-butir Kursus, Seminar yang dihadiri dan sembang terhadap perkara-perkara:

Kegiatan dan Minat (Nyatakan Peranan dan Penglibatan Teknikal/Kesatuan Kerja/Syarikat-Syarikat Kerjasama dan Lain-Lain Kegiatan):

.....

Pengalaman Kerja Yang Lampau:

Jawatan	Tarikh		Stesen	Pengalaman
	Dari	Hingga		

NOTA :

1. Untuk diisi oleh Pegawai Yang Melapor.
2. Jika tidak berkaitan, nyatakan TIDAK BERKAITAN di tempat berkenaan.
3. Pegawai Yang Melapor tidak boleh melaporkan terhadap suami/isteri anak-anak dan iparnya.
4. Ingatan .. kadar purata bagi semua kakitangan di bawah kelolaan tuan/puan menunjukkan kelemahan pegawai yang melapor.

BAHAGIAN II – MUTU PERIBADI, KEUPAYAAN DAYA PENGELUARAN

A. Keperibadian		Tandakan di mana berkenaan
1. Tingkahlaku		
Menunjukkan contoh yang paling baik ..	5	.....
Menunjukkan contok yang baik ..	4	.....
Perangai dan pengaruh yang memuaskan ..	3	.....
Tidak memuaskan	2	.....
.. 1	1	.....
2. Hubungan dengan pegawai-pegawai lain		
Memelihara hubungan yang paling baik ..	5	.....
Pekerja kumpulan yang baik ..	4	.....
Boleh bekerja dengan baik bersama orang ramai	3	.....
Tidak memberi semua kerjasama yang mungkin	2	.....
Umumnya tidak bersifat kerjasama ..	1	.....
3. Hubungan dengan orang awam		
Sangat berkesan dalam berurusan dengan mereka	5	.....
Bertimbangrasa dan tegas seperti yang diperlukan	4	.....
Mengawasi mereka dengan memuaskan ..	3	.....
Sopan santun kurang memuaskan ..	2	.....
Lemah dalam mengendalikan mereka ..	1	.....
4. Daya usaha		
Mengambil sepenuh daya usaha dan menghasilkan keputusan yang berkesan	5	.....
Memerlukan arahan umum tetapi mempunyai daya usaha untuk mendapatkan butir-butir dengan sendiri	4	.....
Sekali sekala mengemukakan cadangan yang berguna dan praktikal	3	.....
Menunggu arahan apa yang perlu dibuat ..	2	.....
Kurang daya usaha	1	.....

	Tandakan di mana berkenaan
5. Penerimaan Tanggungjawab	
Bersedia menerima dan segera melaksanakan tanggungjawab itu pada bila-bila masa	5
Menerima dan segera mengusahakan tanggungjawab	4
Menerima dan melaksanakan tanggung-jawab	3
Ragu-ragu dengan menerima tanggung-jawab	2
Mengelak dari mengambil tanggungjawab	1

Jumlah:

B. Kesanggupan Peribadi

6. Tindakan/Reaksi semasa tekanan ..	5
Berterusan mantap dan produktif di bawah tekanan	4
Bekerja dengan baik di bawah tekanan	3
Berjaya mengawal tekanan	2
Kadang-kadang gagal mengawal tekanan	1
Lemah dengan tekanan	
7. Bersefanaman dan Kemampuan Mengkritik	
Menuju terus ke akar umbi masalah	5
Menunjukkan bersedia menghadapi masalah	4
Selalunya mendapat maksud yang tepat	3
Tidak begitu cepat memahami	2
Selalu menyimpang dari maksud	1
8. Keupayaan Membina	
Sentiasa memberi sumbangan membina	5
Pada amnya membuat sumbangan yang berharga	4
Sumbangan yang biasanya mencukupi	3
Jarang mengemukakan sebarang sumbangan yang membina	2
Tidak berkeupayaan membuat sebarang sumbangan	1

Tandakan
di mana
berkenaan

9. Membuat keputusan

Membuat keputusan yang pantas dan bernalas	5	.....
Keputusan selalunya bernalas	4	.....
Keputusan yang selalunya mencukupi	3	.....
Keputusan pada amnya lemah	2	.....
Mengelak dari membuat keputusan	1	.....

Jumlah:

C. Penilaian Daya Pengeluaran

10. Hasil Pengeluaran Pekerjaan

Memelihara hasil pengeluaran yang tinggi	5	.....
Selalu menjaga hasil pengeluaran yang baik	4	.....
Menjaga hasil pengeluaran yang memuaskan	3	.....
Hasil pengeluaran berkurangan dari yang dijangkakan	2	.....
Hasil pengeluaran yang sentiasa rendah	1	.....

11. Mutu Kerja

Memelihara mutu yang tinggi	5	.....
Pekerjaan keseluruhannya bermutu baik	4	.....
Mutu yang mencukupi	3	.....
Perlaksanaan yang tidak tetap	2	.....
Tidak tepat dan tidak kemas dalam pekerjaan	1	.....

12. Penyampaian Lisan/Bertulis

Penyampaian yang lancar dan menepati maksud	5	.....
Selalunya penyampaian baik	4	.....
Penyampaian memadai untuk sesuatu kerja	3	.....
Tidak tetap dalam penyampaian	2	.....
Lemah dan tidak berkesan dalam penyampaian	1	.....

13. Mengelola Kerja Termasuk Langkah-langkah Keselamatan

	Tandakan di mana berkenaan
Seorang pengelola yang berkesan dalam serba-serbi	5
Menunjukkan kebolehan mengelola yang baik	4
Perancangan dan Pengawalan Kerja Memuaskan	3
Cara bekerja yang tidak teratur	2
Pengelola yang lemah	1

14. Penyeliaan/Kepimpinan

Selalu mendorong kakitangan untuk menunjukkan kebolehan	5
Menjaga kakitangan dengan baik	4
Menjaga kakitangan dengan memuaskan .. .	3
Tidak menyelia atau mengawal kakitangan dengan efektif	2
Menjaga kakitangan dengan buruk	1

Jumlah:

BAHAGIAN III – MARKAH KESELURUHAN

(Untuk diisi oleh Pegawai Yang Melapor)

	Tandakan di mana berkenaan
Penilaian Kemampuan Pegawai-Pegawai	
(a) Cemerlang	60 – 70
(b) Baik	45 – 59
(c) Memuaskan	30 – 44
(d) Sederhana	15 – 29
(e) Sangat Lemah	1 – 14

Perbandingan Penilaian

Menggredkan pegawai berkenaan dengan pegawai lain yang sama gred

(a) Sangat baik .. . . .	.. .. .. .. ..	.....
(b) Baik jika dibanding dengan yang lain .. . . .	.. .. .. .. ..	.....
(c) Sederhana .. . . .	.. .. .. .. ..	.....
(d) Di bawah kesederhanaan tetapi memuaskan .. . . .	.. .. .. .. ..	.....
(e) Tidak memuaskan dan di bawah jangkaan .. . . .	.. .. .. .. ..	.....

**BAHAGIAN IV – KELAYAKAN UNTUK PENGESAHAN/
KENAIKAN GAJI/KENAIKAN PANGKAT**
(Untuk dipenuhi oleh Pegawai yang melapor
– * Potong di mana yang tidak berkenaan)
(Tandakan di mana yang berkenaan)

	BELUM YA	LAYAK	TIDAK
Pegawai disokong untuk Kenaikan Pangkat berkuatkuasa mulai
Pegawai disokong untuk Pengesahan berkuatkuasa mulai
Pegawai disokong untuk Kenaikan Gaji berkuatkuasa mulai
Pegawai disokong untuk sebab-sebab lain:
.....

(Pegawai yang melaporkan dikehendaki memberi sebab atau sebarang sokongan negatif seperti: tindakan telah diambil oleh Jawatankuasa Tatatertib; tidak lulus peperiksaan).

BAHAGIAN V – CATITAN PEGAWAI YANG MELAPORKAN

(Laporan ini hendaklah disampaikan kepada pekerja di dalam semua keadaan)

Saya telah mengenali pekerja ini selama tahun bulan.
Saya mengesahkan bahawa saya telah menyampaikan Laporan ini kepada pekerja berkenaan.

.....
Tarikh *Nama* *Tandatangan* *Jawatan*

**BAHAGIAN VI – CATITAN PEGAWAI YANG
MENANDATANGAN TIMPAT**

(Tulis sebarang ulasan di bawah)

Saya telah mengenali pekerja ini selama tahun bulan.
Saya mengesahkan bahawa saya telah menyampaikan Laporan ini kepada pekerja berkenaan.

.....
Tarikh *Nama* *Tandatangan* *Jawatan*

BAHAGIAN VII – KEMAJUAN KERJAYA PEGAWAI DAN NILAIAN KEUPAYAAN

(Untuk dipenuhi oleh Pegawai Yang Melaporkan)

1. Ciri-ciri Peribadi

Apakah mata-mata yang terkuat – berkaitan bukan sahaja dengan pekerjaan sekarang tetapi juga potensi di masa hadapan.

2. Had-had kemungkinan – fizikal, sosial, fikiran.

3. Penilaian Potensi Kenaikan Pangkat Pegawai. Diperakukan dinaikkan pangkat ke:

**Tandakan
di mana
berkenaan**

Kerja yang lebih bertanggungjawab

Kerja yang lebih berkepakaran

DAN/ATAU

Meningkatkan tanggungjawab Penyeliaan

Tidak diperakukan pada masa sekarang

4. Penilaian terhadap Potensi Pegawai Di masa Hadapan – anggaran potensi di dalam pertubuhan secara keseluruhan dan tidak semestinya di sekitar jabatan/bahagian sekarang.

Potensi tersangat baik di dalam pertubuhan

Potensi yang baik dengan kedudukan sekarang

Sedikit potensi di luar kedudukan sekarang

Di bawah jangkaan

Tiada apa-apa potensi di luar kedudukan

Sekarang

Sebab:

5. Adakah pegawai ini menunjukkan kemajuan diri (contohnya, belajar sendiri). Adakah pegawai ini mempunyai tujuan untuk maju di dalam kerjayanya. Jika ia, bagaimana?

6. Perhubungan Awam (Pangkah di mana berkaitan)
Adakah pegawai ini

Memelihara harmoni di dalam kumpulan kerja	.....
Memberi perangsang dan galakan kepada yang lain	.....
Memperlihatkan sikap perikemanusiaan di dalam menghadapi masalah	.....
Mempersempahkan pandangan yang bukan perkauman	.....

(Nota: Di mana tidak dipangkah menunjukkan mutu yang berlawanan).

7. Tunjukkan di Jabatan/Bahagian mana jika anda memperakuan pegawai berkenaan dinaikkan pangkat/pengalihan tugas/pertukaran dengan sebab.

(X Potong di mana tidak berkaitan)

Untuk Kakitangan Teknikal

		Tandakan di mana berkenaan
	Sesalur	.....
Pembahagian	Pencawang	.....
	Pengguna	.....
Jangka	Jangka	.....
	Pelindungan	.....
	Tarbin	.....
	Dandang	.....
	Alat-Alat	.....
TEKNIKAL	Penjanaan	
	Kawalan	.....
	Stim	.....
	Disel	.....
	Pencawang	.....
Penghantaran	Talian	.....
	Ukur	.....
	Kenderaan	.....
	Alatubah	.....
Bengkel	Elektrik	.....
	Jentera	.....

Tandakan
di mana
berkenaan

Untuk Kakitangan Perkeranian

		Surat-Menyurat/Borang Kewangan	.....
		Kejuruteraan/Perangkaan	.....
	Daerah	Borang Kewangan	.....
		Kewangan	.....
		Kaunter	.....
		Akaun Pengguna	.....
		Surat-Menyurat/Borang Kewangan	.....
PENTADBIRAN	Stesen Jana – elektrik	Siri Kewangan	.....
		Kejuruteraan	.....
		Perangkaan	.....
		Surat-Menyurat/Borang Kewangan	.....
Ibu Pejabat		Perangkaan	.....
		Kewangan	.....
		PDE	.....
KEWANGAN	Ibu Pejabat	Akaun	.....
		Stor	.....
		Audit	.....

8. Adakah anda berpendapat pegawai ini memerlukan:—

- Melanjutkan pelajaran
- Tunjuk Ajar/Bimbingan
- Khidmat Nasihat
- Latihan

dengan memberi penjelasan mengenainya.

Nama Pegawai :

No. Pekerja :

Jawatan :

Stesen :

Tarikh :

.....
**Nama & Tandatangan Pegawai Yang Melapor
Jawatan.**

.....
**Nama & Tandatangan Pegawai Yang Menandatangan Timbal
Jawatan.**

CONSTITUTION OF THE N.E.B. DEPARTMENTAL JOINT COUNCIL

I. TITLE

- (1) This negotiating machinery shall be known as the National Electricity Board Departmental Joint Council.

MEMBERSHIP

- (2) The National Electricity Board Departmental Joint Council (hereinafter referred to as 'The Council') shall consist of seven members to be appointed by the General Manager, National Electricity Board (hereinafter referred to as 'The Management') and 8 members to be selected by the National Electricity Board's respective union who shall represent the said categories of employees in the service of the National Electricity Board (hereinafter referred to as 'The Employees' Side').

II. CONSTITUTION OF THE JOINT COUNCIL

OFFICIAL SIDE

- (3) Members of the Official Side shall consist of the following officers of the National Electricity Board:

- (a) Deputy General Manager (Administration and Management Development) — Chairman
- (b) Deputy General Manager (Long Term Planning and Construction) — Member
- (c) Deputy General Manager (Operations and Maintenance) — Member
- (d) Director of Personnel Administration — Member
- (e) Personnel Officer — Member
- (f) Secretary — Member
- (g) Financial Controller — Member
- (h) Industrial Relations Officer — Secretary

EMPLOYEES SIDE

- (4) Ten members from the Employees Side shall consist of employees of The National Electricity Board and appointed by their respective unions so registered and empowered to represent such employees.
- (5) Vacancies that may occur in the membership of the Employees Side shall be filled by candidates from the union who appointed the representative that cause the post to fall vacant.

- (6) The officials of the Council shall consist of the Chairman, Vice Chairman and the Joint Secretary. The Vice Chairman shall be from and selected by the Employees Side. Each side in the Council shall appoint one amongst them to fill the post of Joint Secretary.

III. OFFICERS OF THE COUNCIL

- (7) Members of both sides shall hold office for a period of 2 years with effect from the date of their appointment and they shall continue in office until the incoming members have been appointed.

IV. AIMS

- (8) The aims of the Council are to obtain the widest co-operation possible between the Management of the National Electricity Board and the Employees in the service of N.E.B. on matters pertaining to smooth running of work and welfare of the employees concerned; to provide a machinery to deal with problems on conditions of service and in general to collect views and opinions from the employees.

V. SCOPE AND FUNCTIONS

- (9) The scope and functions of the council shall be focused only on matters which are under the jurisdiction of the Council as follows:
- (a) to discuss and decide on matters pertaining to conditions of service which are related to the administration with the exception of all matters on individual employees;
 - (b) to foster greater participation and responsibility amongst the staff on matters pertaining to their work and the conditions that govern them in the performance of their duties;
 - (c) to encourage participation by staff in discussions so as to gain a better insight into the administration of the various Departments;
 - (d) to provide the facility for the improvement of the running and organisation of the office and the facility to receive proposals and recommendations from employees in this respect.

VI. MEETINGS

- (10) The normal meetings of the Council shall be held once every three months.
- (11) The quorum for the meeting of the Council shall be 3 members of the Management and 6 members of the Employees Side.
- (12) The agenda for the Council Meetings shall be prepared by the Joint Secretary and sent out by the Secretaries to their respective side not less than 7 days before the date of the meeting. Items not included in the agenda can be included only with the authorisation of the Chairman and the Vice-Chairman.
- (13) Special meeting of the Council may be held at the request of the Chairman or Vice-Chairman whenever required. The date of the meeting should be agreed upon by officers of the Council. Matters to be discussed at the meeting should be limited to matters stated in the notice calling for such meeting.

VII. DECISION

- (14) All decisions of the Council shall be reached with the agreement of both sides.
- (15) The decision taken if not inter-related with other Departments and does not conflict with Government policy may be dealt direct by the National Electricity Board. Decisions which effect Government policy or other Departments have to be referred to the Departments concerned or the Public Services Department.

VIII. NEGOTIATING MACHINERY AT AREA, DISTRICT AND STATION LEVELS

- (16) In order to achieve the objectives of the Joint Council negotiations between the Management and employees representatives at Area, District and Station levels shall be determined by the Joint Council.
- (17) Functions of the negotiating machinery at such levels shall be confined to local matters only as laid down in the scope and functions in their Constitution.

- (18) The membership at Area, District and Station levels shall be determined by the Joint Council. The negotiating Council at Area, District and Station levels shall hold meeting when required but in any case it shall be held once every three months.

IX. AMENDMENTS TO CONSTITUTION

- (19) The Constitution of the Council may be amended at any meeting of the Council. Notice on the amendment shall be given and circulated to members of the Council at least a month before the date of the meeting.

GUIDELINES FOR MEETING WITH BRANCH UNIONS

The Departmental Joint Council's (D.J.C.) Constitutions amongst other things provide that the Council should meet not less than four times in a year. (Section 18, Department Joint Council Constitutions). Union representatives who are the spokesman for the workers in the Board are expected to be treated as union official but not as what they are as workers. It is therefore necessary that Management should hold Departmental Joint Council according to the Constitutions. When a meeting is scheduled, Management is requested to adopt the following arrangements:—

(a) Meeting:

- (i) Local Management should consist Heads of Department (if the meeting on departmental level) with its senior officer; Senior District Manager with his assistant; District Manager with his assistant; Station Superintendent with his assstant. Management is reminded that such a meeting is also a training ground for Middle Management, particularly for Junior Managers who assist Heads of Department such as Senior District Manager and etc. The experience will prepare them for future District Manager or Senior District Manager, Station Superintendent and etc., where they are not excluded from industrial relations and human relations functions.

- (ii) Three to five Union representatives are permitted to attend the meeting. Unrecorded leave or time off to attend the meeting can be granted in accordance with Board's regulations – Department Joint Council. If there are doubts on this matter, reference can be made to the Industrial Relations Officer.
- (iii) When the date of the meeting has been fixed on the request of the Unions or Management, agendas for the meeting from the Unions or vice versa will have to be drawn. The date and the agendas of the meeting must be submitted to the Industrial Relations Officer. This is necessary in view that some of the agendas put forward by the Unions may have bearing on policy or subjects of National interest. Industrial relations in its concept is complicated because subject matters outside the purview of Local or National Management are always being discussed especially by Unions of the National Electricity Board who are nationally and internationally affiliated. For the purpose of communication and smooth running of industrial relations in the National Electricity Board, it is therefore necessary for the Industrial Relations Department to be informed of the subject matters to be discussed under the agendas.
- (iv) The proceeding of the meeting should be accurately recorded and minuted in accordance with the Departmental Joint Council (N.E.B.) Constitution. Action and follow-up of the Minutes will be taken by the Management. A copy of the Minutes will have to be sent to the Industrial Relations Department, the Area Manager for Senior District Manager and District Manager, or Heads of Department for Station Superintendent. A summary report on the Minutes by the Industrial Relations Officer for the purpose of the Departmental Joint Council's Chairman will be prepared and submitted. A copy will be sent to the Union. To get an accurate report of the meeting of the Departmental Joint Council, a stenographer or an officer to record the Minutes shall attend the meeting.

(v) After the meeting, action on matters that have been discussed and agreed upon will have to be taken as soon as possible. Any difficulties in regards to the subject matters, the Industrial Relations Department will be notified.

(b) **Meeting Place:**

- (i) Departmental Joint Council meeting should be held in a meeting room, if there is one, or at a suitable place where it is free from disturbance or interference of the meeting. Telephone calls should be restricted during the meeting, except for emergency call and urgent in nature.
- (ii) Adequate papers, pencils and chairs are to be provided.
- (iii) Light drinks on Board expenses can be arranged.

SERVICE CIRCULAR NO. 3 OF 1976 INDIVIDUAL GRIEVANCES PROCEDURES

Agreement has been reached between Management and Association and Unions of the National Electricity Board regarding the procedures of individual grievances to be used by the Board employees'. For the purpose of this Procedure "Grievances shall be defined as a complaint by the employee concerned which he brings to the attention of his immediate supervision and which is subsequently not settled to the satisfaction of the employee". This Procedure confirmed with the requirements of the Departmental Joint Council as directed in the Government Service Circular 5/1973.

1st Procedure

An employee who wishes to raise any matter in which he is directly concerned, will, in the first instance, discuss it with his foreman or the Officer-in-Charge of that Section. Failing to get satisfactory result at that level, he may discuss the matter further with the District Manager or the Section Head of Department or the Station Superintendent. The District Manager or the Section Head of Department or the Station Superintendent may wish to refer the grievances to a higher management through the Area Manager or the Departmental Head.

2nd Procedure

If the employee is then not satisfied, he may, if he so wishes, consult his Union's representatives at local level.

3rd Procedure

If the matter remains unsettled, the employee accompanied by the Union's representative, may approach the District Manager or the Section Head of Department concerned through the Industrial Relations Officer within reasonable time of the grievances arising out of the employee concerned. This can be done unofficially or officially by the Industrial Relations Officer.

4th Procedure

If the matter is still unsettled, then the Industrial Relations Officer, after investigations had been carried out, may discuss the matter through the respective Unions and a meeting with the Deputy General Manager (Administration) shall take place as quickly as it can conveniently be arranged. The meeting will be in the presence of the Industrial Relations Officer.

5th Procedure

If the matter is still not settled after the meeting with the Deputy General Manager (Administration), a meeting with the General Manager to reach a final decision may be arranged.

6th Procedure

If the matter affects the provision provided for in the Industrial Relations Act 1967, the grievances can be referred to the Industrial Court in accordance with the Act which stipulates that the approval of the D.Y.M.M. Yang Di Pertuan Agung must be obtained.

Please refer Appendix "A" for Diagram.

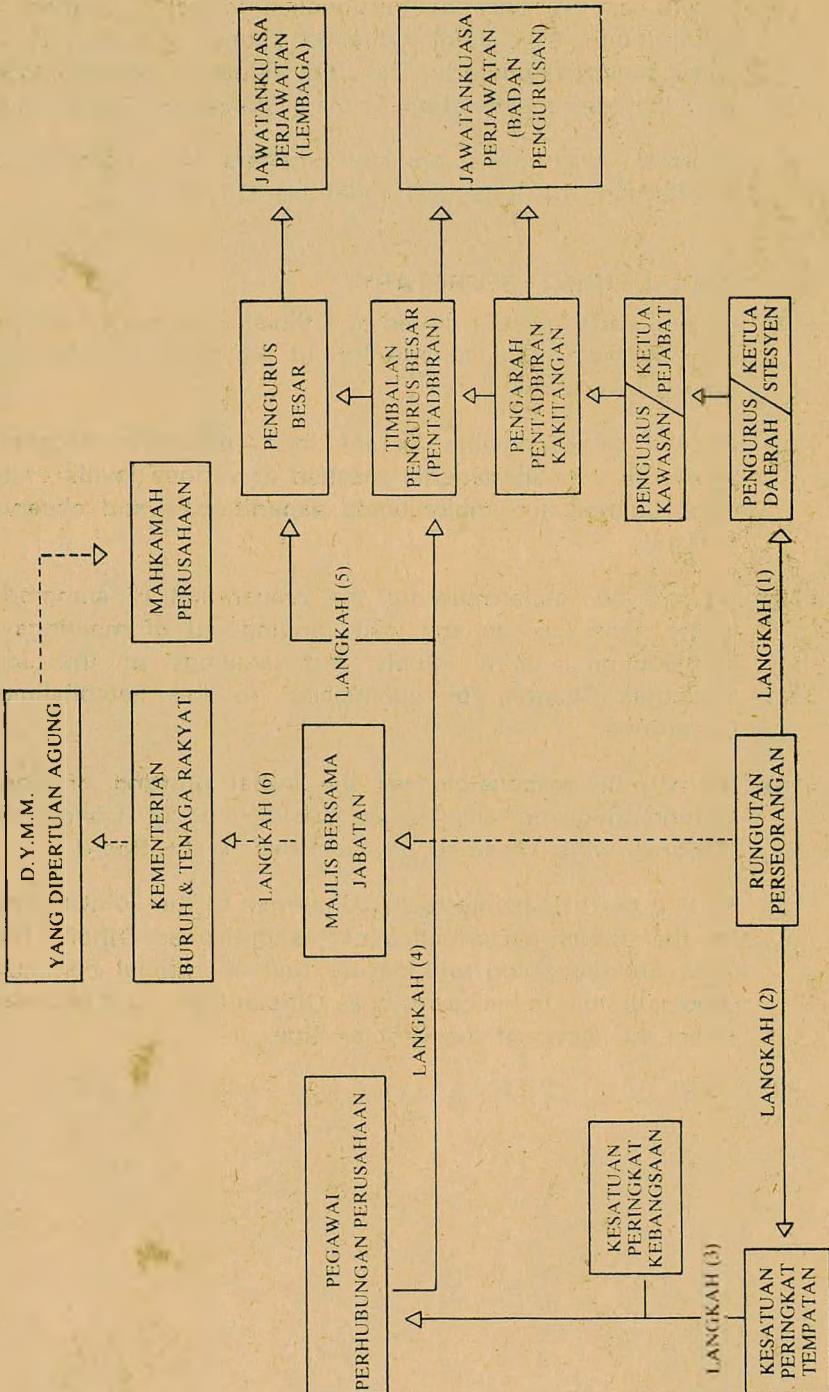
DUTY LIST OF INDUSTRIAL RELATIONS OFFICER AS INDUSTRIAL RELATIONS OFFICER

- (1) He will be responsible for advising top Management on the state of the Board's staff relations, and being the expert on this, it will be his duty to offer to the Deputy General Manager (Administration) (Chairman of the Joint Council) his advice on staff problems particularly when they are of a general nature. For him to be able to do this, it will, of course, be necessary for him to keep in contact with members of the staff.
- (2) He will assist the Management in implementing its industrial relations policy and promoting good employer-employee relations.
- (3) He will liaise with managerial heads at Area or District level and where necessary attend joint meetings held at that level. He will also keep in touch with Union Officials at that level with the knowledge of the principal officers of the Unions.
- (4) He will be the normal channel of communications between the Unions and the Management and will be readily accessible to officers of the Unions for discussion on any problem affecting employer-employee relations.
- (5) He will keep in close contact with officers of the Unions and give any clarification or advice necessary in connection with the general policies of the Management, procedures for dealing with grievances, etc.
- (6) He will liaise with the Personal Department but will not be expected to deal with day-to-day staff matters or with individual grievances at first instance. In other words, he will normally come into the scene only when certain matters are unlikely to be resolved through ordinary processes and may lead to misunderstanding or dispute between the Unions or the Staff Side and the Management.
- (7) He will be called upon to deal with petitions and individual representations on staff affairs.
- (8) He will perform these and other similar duties in his capacity as Industrial Relations Officer.

- (9) It will be his duty of introducing formal machinery of negotiation on the Joint Industrial Council lines and to see that it functions properly. The Joint Industrial Council Machinery includes the function of the "Grievances Procedures".
- (10) Informal discussions on staff matters will normally be handled by the Industrial Relations Officer.

AS OFFICIAL JOINT SECRETARY

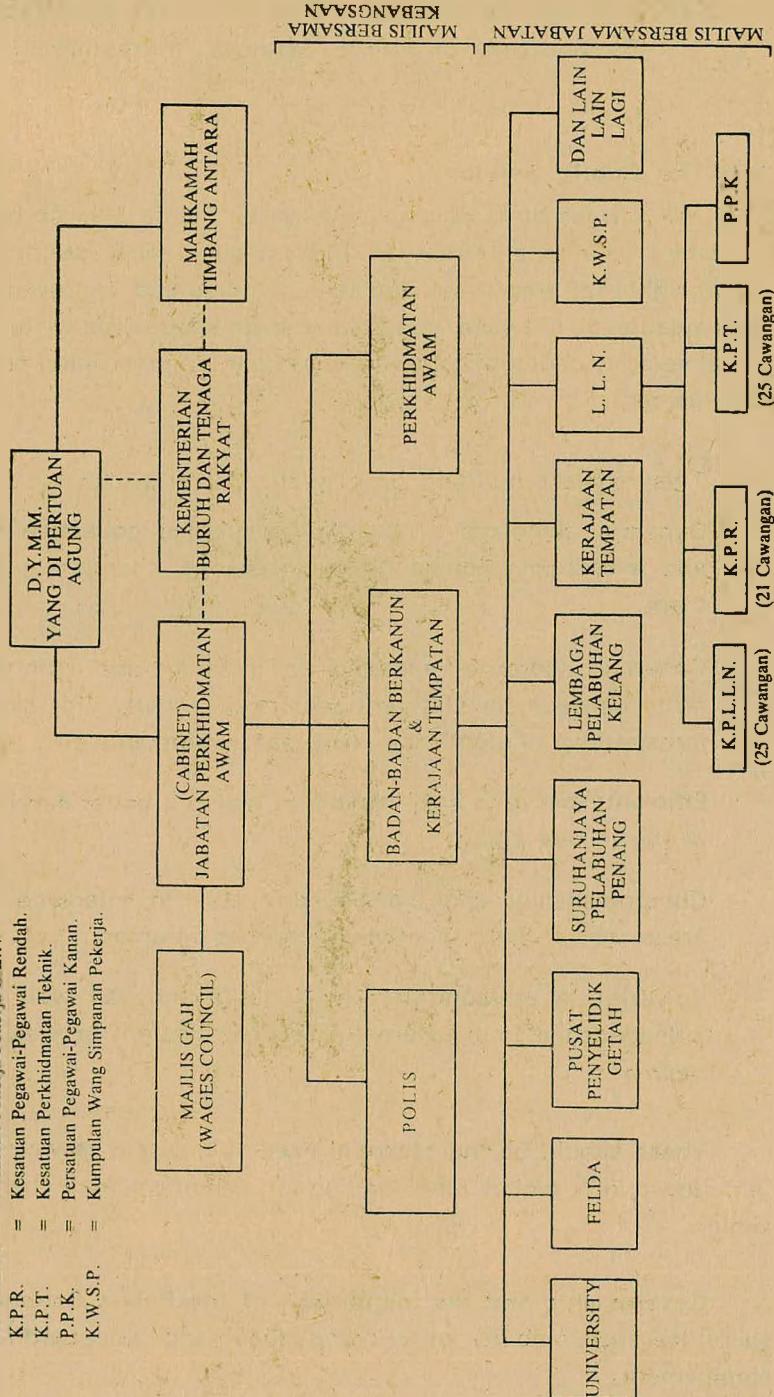
- (11) He will carry out the duties of Official Side Joint Secretary as provided in the constitution of the National Electricity Board Joint Council.
- (12) He will be responsible for any follow-up action necessary to ensure that agreements reached at various levels of the Joint Council are implemented expeditiously and observed faithfully.
- (13) He will be responsible for the preparation of summaries where necessary on any issue arising out of meetings of the Sectional Joint Panels and meetings of the Joint Industrial Council for submission to the Establishment Committee.
- (14) He will be responsible for the initial drafting of Board Memorandum on any issues arising out of Conciliation Meetings which need to be submitted to the Board.
- (15) He will be responsible to the Chairman of the Joint Council for the proper performance of his duties as Official Side Joint Secretary and will ensure that all official communications by him in his capacity as Official Side Joint Secretary reflect the views of the Official Side.



APPENDIX 'B'

JENTERA PERUNDINGAN KERAJAAN

K.P.L.L.N. = Kesatuan Pekerja-Pekerja L.L.N
 K.P.R. = Kesatuan Pegawai-Pegawai Rendah.
 K.P.T. = Kesatuan Perkhidmatan Teknik.
 P.P.K. = Persatuan Pegawai-Pegawai Kanan.
 K.W.S.P. = Kumpulan Wang Simpanan Pekerja.



TOPICS OF INTEREST FOR YOU TO PONDER

— By Courtesy of Public Services International

1. The Public Service

The various services provided by the Public Service have an important role in all areas of guaranteeing equal political and social rights for employees and their families and improvement in their quality of life, and in fulfilling their aspirations in terms of social security and confirmation of the right to unrestricted personal development.

This requires building up a public sector which is:

- Dynamic: therefore constantly researching collective needs, and introducing constantly the necessary changes to satisfy them.
- Coherent: therefore ensuring an indispensable complementarity between the different sectors of activity (for example, transporting of goods by road, rail, water and air.)
- Efficient: that is to say, capable of giving a better service **and at the lowest cost**.
- Comprehensive: and consequently able to intervene in all areas where the collective interest is foremost.
- Powerful: a pre-condition for its efficiency as well as its independence from external pressures inherent in a capitalist regime.

These should be the essential axes of a public service policy laid down in a global plan leading to a fundamental change in society.

Governments and the institutions of the Public Service also share the responsibility of bringing about and safeguarding full employment.

2. The tasks of the Public Service

The job of the Public Service includes the following specific elements:

1. To guarantee a social infrastructure. This includes health services, social services and social assistance amenities, local public transport systems, the provision of cultural institutions and the provision of facilities serving the recreational needs of members of the community, plus basic prerequisites for housing construction and urban planning, including clean water supplies.
2. To guarantee comprehensive collective schemes providing security against social and financial risks arising in connection with illness, accidents, old age and unemployment, along with coverage for financial risks to surviving dependents in the event of a person's death.
3. To guarantee the best possible basic conditions for economic expansion, for the protection of the natural environment and their future, long-range development through research and planning, plus sufficient supplies of energy and the provision of traffic and transport systems.
4. To guarantee a wide range of educational opportunities, including facilities for vocational training and further training.
5. To guarantee the safety of the community, including provision of police, fire fighting and national defence services and a fair and independent judicial system.
6. To ensure an equitable taxation system, and to fight against economic crime (i.e. tax evasion).
7. To cultivate international links, to promote cooperation between nations and to guarantee good basic conditions for foreign trade.
8. To support developing countries and regions.

These tasks can only be fulfilled with the optimum degree of success if the Public Service has solid financial foundations, laid through consistent political decisions, and sufficiently qualified personnel available.

3. The structure of the Public Service and how it works

The structure of state agencies, authorities and other public bodies varies considerably from one country to another, as do their fields of competence. However, all have one thing in common – namely, a duty to guarantee the welfare and safety of members of the community in all walks of life.

The issue of centralisation versus decentralisation of state powers and authorities has been a much debated subject, as has their transparency, and will remain so even in the future as a result of varying trends. The extent to which given services in the hands of the public sector are provided by local, regional or central authorities varies greatly from country to country.

For instance, in some countries the duties and powers in different areas of government and administration are carefully defined, while in others they are less rigidly laid down. With the growing trend towards central government influence manifesting itself in a number of countries, it is becoming particularly important to protect the scope for democratic self-administration in the municipal sphere.

The introduction of new technologies in the form of computers and communication systems must not be allowed to create a situation where democratic supervision of Public Service and its various institutions is rendered difficult.

The PSI and its affiliated unions do not in principle object to the use of new technologies in the Public Service. However, a prerequisite for giving their blessing is again that the social and economic needs of those employed in the Public Service must be taken sufficiently into account in the event of such innovations.

A central issue in all discussions on the structure, the fields of competence and workings of the Public Service must be how the people's expectations of the public administrations and of the range and quality of the public services can be best fulfilled.

The requirements also have the best chance of being fulfilled if the representatives of those employed in the Public Service are suitably involved in decisions concerning the application of parliaments' political objectives regarding the structure and workings of the Public Service.

It is important that the Public Service should function efficiently and that it should effectively meet the needs of the community. If greater efficiency is aspired to, this must not be introduced with a view to reducing expenditure at all costs. It should instead be calculated far more with a view to a high quality of services provided by the State and of making them available to a sufficient degree to all members of the community needing them.

It goes without saying that political decisions which are made in order to provide a certain public service are always also a decision about the need for public services and about the ability to finance them.

Therefore all partial decisions about the type and scale of public services must be incorporated in long-term overall political concepts.

Otherwise public services would become mere manoeuvrable economic masses, to be undertaken or discontinued according to the situation.

4. Significant current problems in the Public Service

At present, political schemes exist in many countries, the aim of which is to restrict the quality and quantity of public services and to cut back on social benefits provided under systems and collective insurance.

Here the objective is approached in various ways, e.g.,

- through reductions in public services.
- through drastic cuts in the financial resources necessary for the same, particularly in the municipalities.
- through a general recruitment freeze as well as through staff cutbacks.
- through privatisation of hitherto public institutions and their services.
- through the transfer of certain aspects of public services to private companies set up by public authorities, but without effective public control.

5. The fight against monetarist ideologies

Parliaments and governments in countries where the unions have only very little or no influence at all on policy issues – and even in those countries where trade unions have had a considerable influence – can be seen to be turning to a policy oriented towards monetarist ideals. The monetarist philosophy wrongly puts the lion's share of the blame for the economic crisis on public expenditure.

The 'monetarist' ideology identifies public spending as the major cause of the poor performance of many economies. It is argued that public spending is absorbing too great a proportion of nations' resources, and that it diverts needed financial and manpower resources from the private sector; that it increases taxation thus reducing the amount of money available for spending on private goods and services; and that by increasing public sector borrowing, it drives up interest rates thus reducing further the amount of investment and growth in the private sector.

The 'monetarist' solution is to divert resources from the 'non-productive' public sector to the 'productive' private sector where the forces of the free market are, it is argued, the natural regulator of economic and employment conditions.

Such a policy is disastrous, in that it has a detrimental effect on the quality of life, eliminates efforts at establishing equal opportunities and destroys them in countries where policies have been oriented towards social justice and where a basic agreement was reached following a long, hard struggle by the unions. Under the pretext of fighting unemployment and inflation, monetarist ideas are in fact being used to directly benefit employers and to weaken trade unions.

Although it recognises that there are limitations imposed by the capacity of a nation to raise revenue, PSI nevertheless rejects the idea of restrictions in public services and cuts in the resources necessary for providing them.

The public sector is vital to maintaining equilibrium in the economy as a whole and thus to the well-being of private as well as public interests. Public services are significant providers and consumers of goods and services. Reducing public expenditure has had a major deflationary effect on the world economy and the private sector has suffered from the loss of government contracts

and the general demand which public spending generates. The unemployment caused by such deflationary policies has, ironically, increased public spending on unemployment and associated social security benefits, whilst reducing society's capacity to pay for it.

The PSI considers the expansion of the Public Service in certain areas, to be indispensable if there is to be a return to full employment if unemployment is to be successfully combatted; e.g. through expansion of public institutions designed to improve environmental protection and promote the economical use of energy.

6. The fight against privatisation

Privatisation is one of a number of methods resorted to by certain politicians and the interest groups which they represent to restrict the provision of public services generally and at the same time facilitate the transfer of those parts with profit potential to private enterprise. Privatisation is thus one way of reducing the share of services in the hands of the public sector to the benefit of the private sector in order to provide further scope for profits in an already privileged stratum of society – namely, that of private enterprise. Privatisation is engineered in various ways. Below are a few examples:

- (1) Contracting out of certain functions, i.e. an authority enters into a contractual agreement with a private company, whereby the latter undertakes to provide a service previously provided by persons employed in the Public Service.
- (2) Sale of public institutions and therefore of public assets and/or permanent transfer of jobs done by the public sector to private enterprise.
- (3) Creation of new markets for the private sector, in which private firms will be competing with the public sector in certain areas.
- (4) The transfer of particular administrative functions to employers of private companies (e.g. in social security administration or administration of tax relief).

Privatisation of public services has disastrous consequences for members of the community. The following observations serve to illustrate this fact:

- (1) As a rule, privatisation gives rise to additional increases in prices, because the users of the services must also finance the profits of the undertaking. A private undertaking does not produce goods and services in order to best provide for the needs of the members of the community. It does so for the purpose of making profits. All too frequently, a private undertaking will seek subsidies from tax revenue to keep a given price level stable.
- (2) With partial privatisation the possibility no longer exists of providing the necessary compensation on political grounds when fixing prices and tariffs, e.g., for water, electricity and gas, or in various areas of the postal, telegraph and telecommunications services.
- (3) There is no guarantee of being able to keep checks on prices, quantity and quality of services provided by private undertakings, as is the case with undertakings which are subject to directions from political circles and to unrestricted public supervision.
- (4) Parliaments are at a disadvantage when it comes to the question of the range of functions, quality controls and pricing of services. The prices and the scope of public services are tailored to the needs of those from the middle and the lower income brackets – in other words, the majority of employed persons. The standard price of public services for everyone, regardless of individual income, is an expression of political intention and willingness to act in the interests of employees and their families.

Public services thus operate in accordance with standards fixed according to political criteria. Resources for such services are allocated on the basis of politically fixed priorities and of needs. Public control is an essential prerequisite for fulfilling these criteria and must therefore be maintained.

Private undertakings want to make profits. If this is not possible, they simply discontinue their activity. Since the Public Service as a rule lacks the necessary financial resources, it is frequently not in a position to resume responsibility for these functions. The consequence of this situation is that members of the community have to do without services.

- (5) The alleged savings, which served as a pretext for privatisation have not materialised. Furthermore, no thought was given to the fact that the general public would have to foot the bill subsequently for costs incurred, because the authorities have to keep a closer eye on or supervise private undertakings or service companies. The fact is also overlooked that casts will ensue for the community, if privatisation leads to employees losing their jobs.

Privatisation has therefore not been effective in reducing budget levels or balance of payment deficits; these can only be achieved by securing stable economic growth and thereby increasing revenues.

In view of all these factors, it is clear that a private undertaking cannot offer a more efficient and effective service of the same standard at lower cost.

In fact, the total costs, which the taxpayers have to bear for privatised services, are in many instances higher than the cost of the same services provided by the public sector.

But, privatisation of public services also has negative consequences for those employed in the public service. Let us give a few examples:

- (1) As a rule, when privatisation takes place incomes and social conditions for employees in that field deteriorate.
- (2) The following also happens when fields mainly employing persons with special skills become the object of privatisation measures:

As soon as private organisations take over the functions in question, there are no longer any employment possibilities in the public service for these categories of employees (e.g. social workers). If they are moved to other jobs this often results in loss of income in the medium term and/or elimination of the chances of promotion which had previously existed.

- (3) The social security and working conditions, established on the basis of provisions made in collective agreements for the Public Service, is seriously diminished or is reduced to nothing for employees affected by privatisation and by the change-over to private enterprise.

7. Improvement and extension of state-run activities

Public spending, effectively and rationally administered, plays an important part in promoting growth and employment opportunities. The need for public services has never before been greater. In the developing countries the expansion of the Public Service is essential in order to improve the health, educational level and living conditions of the population from the very roots. Trade unions should therefore seek to increase general awareness of the value of public services.

The high level of unemployment in the world today, the structural change taking place in the economic sphere and the changes in the structure of the population have created growing social and economic problems, which can only be solved through an expansion of the public sector.

The State must provide for economic development sufficient to safeguard full employment and to improve the quality of life of the population. At all levels, the State has the responsibility for ensuring that collective needs are met today and in the future. These needs cannot be provided for exclusively by allowing the market forces a free rein, as these latter tend towards promoting maximisation of short term profits for undertakings and only reflect the short-term "effective demand". This is why, for example, every economy, whether it be that of industrialised nations or of developing countries, needs to seek out new ways of tapping resources in order to meet the requirements of the economy, the environment and its protection and the maintenance and improvement of the quality of life, including health care.

The PSI rejects the idea of cuts in public spending and reductions of public services. The PSI considers the expansion of the public sector to be an essential element in the struggle against unemployment, in order to better protect all members of society against the negative effects of the economic crisis and to promote the development of a society in which there is not discrimination, social injustice and exploitation.

8. Those employed in the Public Service

Those employed in the Public Service do an efficient and effective job and therefore deserve good income and working conditions, along with adequate fringe benefits. Human resources are the most important resource in the public service and must be developed in order that public services themselves can expand.

Persons employed in the Public Service should be treated no worse than employees in the private sector from the point of view of pay, working conditions and fringe benefits.

The reduction of the range of public functions and the privatisation of public services lead to the loss of jobs, cuts in earnings and the deterioration in working and social conditions.

Those remaining in the Public Service following privatisation measures, rationalisation and phasing out of posts will often find themselves burdened with a considerable amount of extra work.

9. Trade union rights

Many employers in the public sector, certain political forces and the interest groups behind them are not only trying to further undermine the material and social conditions of those employed in the Public Service. They are also trying to trigger off negative effects for collective bargaining rounds in the private sector. In addition, attempts are continually made to restrict the rights of the trade unions for employees in the Public Service, to revoke them altogether or never to allow them in the first place. The way which this is done varies from country to country.

In some countries the approach has been to try to prevent employees from forming or joining unions. In other countries the method used has been to restrict rights already established or to revoke them; e.g. by restricting the right to strike and its use along with other instruments employed to settle disputes, by questioning the autonomy of the trade unions or by preventing trade union work or making it difficult. In some cases employers may withhold check off payments to trade unions during disputes, which must be totally opposed.

All employees in the Public Service must have the right to the following:

- (1) To form and to join trade unions independent of their employers' influence or state supervision;
- (2) To be completely free to elect their trade union representatives, in accordance with their own democratically determined processes, to conduct trade union activities and to formulate objectives democratically on their own initiative;
- (3) To conduct collective bargaining through their trade union on wages, working conditions and social benefits, and on all other issues which affect those employed in the Public Service, and, where necessary, to take industrial action;
- (4) To establish and implement independent, impartial systems and procedures agreed upon through negotiation for the settlement of disputes.

The relevant ILO conventions (87, 98, and 151) along with the recommendations appended to them offer a good basis for the trade union activities of those employed in the Public Service and give an assurance, though not an entirely satisfactory one, that public service employees and their unions will be able to exercise their rights.

The Trade Unions in the Public Sector should resolutely oppose any attempt to restrict the right of those employed in the Public Service to safeguard their collective interests through their trade unions.

10. Good Staff Management

Effective and efficient public services can only be provided if an adequate number of well-trained, qualified staff are available, and under good staff management.

Restrictions on the appointing of staff as a means of cutting down on personnel and on public spending not only jeopardise the carrying out of public functions but also increase unemployment among young people.

Public employers should establish a good standard of staff management and offer fair and equal opportunities for recruitment and for promotion, which are not conditional on sex, race, creed or ideology but on the relevant qualifications based on objective criteria.

Good training and further education opportunities are essential for an efficient and effective public service. Moreover, the purpose of training and further education should be:

- (a) to teach the skills required by the organisation;
- (b) to further develop and improve performance on the job;
- (c) to motivate the employees to develop their full potential within the organisation;
- (d) to offer the employees fair promotion prospects.

11. Concluding comments

The leadership calls upon all Trade Union organisations:

- (1) To exert their influence to obtain a clear political commitment to safeguard the vital role which the public service must play in the interests of all members of the community, in particular those of employees and their families, if their needs are to be met effectively and justly.
- (2) To work towards improving and developing adequate and efficient public services.
- (3) To prevent measures which would mean that the financial and other resources available to the Public Service would no longer be adequate for it to carry out its functions properly.
- (4) To resist the unjustified elimination and reduction of jobs in the Public Service.
- (5) To oppose the monetarist ideology and the dismantling of collective social security systems, along with plans for reductions in public services.
- (6) To fight the privatisation of public services.
- (7) To make the general public and the trade union members in the private sector aware of the negative consequences of privatisation and to demonstrate the importance of public services, in particular for all employees and their families.
- (8) To explain the dangers bound up with privatisation to employees in the Public Service directly affected by such measures.

- (9) To continue their efforts to represent successfully the interests of those employed in the Public Service, so that their incomes, working conditions and social benefits can be improved.
- (10) To bring their influence to bear on the structure, competence and workings of the Public Service also as regards democratic participation on the part of the employees.
- (11) To improve safety standards for the protection of the employees.
- (12) To provide qualified training and further education facilities so that the employees have good promotion opportunities and to oppose any reduction in training resources.
- (13) To extend the rights and opportunities of all those employed in the Public Service to safeguard collective interests through their trade unions by means of collective bargaining agreements and to ensure that these rights can be applied, and to reject any attempts to restrict or abolish these rights already achieved.

BOUQUET OR BRICK-BAT?

More often than not, disgruntled members has a natural tendency to blame all their ills on the Union. They find it most convenient to unload their illfortunes, miseries and personal failings as though they were brought about by the Union to which they belong. Even those who benefitted from the efforts of the Union soon tends to forget and become ungrateful the very organisation that saved their skin in the first place.

Fortunately, not all fall into this category. Reproduced below, a letter from a very grateful member which was written by him in good faith and Sincerity.

Yang Di Hormati,
Tuan Setiausaha,
Kesatuan Pegawai-Pegawai Rendah,
LLN, Kuala Lumpur.

Tuan,

Perkara: Ucapan Tahniah kepada Kesatuan

Tabik hormat yang setinggi-tingginya dari saya, sebagai Ahli Kesatuan, kepada pihak Tuan, saya manatelah melepaskan diri saya dari kes penginayaan Yang Zalim, dari tindakan oleh Jawatan Kuasa Kechil Tata Tertib. Ini bukanlah bermakna yang saya mendabik dada keangkolan, tetapi sekadar menginsafi segala penderitaan dan bebanan yang saya tangong selama ini, pihak kesatuan bersedia tampil kehadapan untuk membetulkan segala kesalahan.

Bersyukur saya kepada Tuhan diatas daya usaha Pihak Kesatuan, kini, mulai 7 April 1986, saya ditugaskan semula sebagai Pembaca Jangka. Setelah kebinggungan olik tekanan perasaan dari surat Ruj..... telah mengheret saya dan keluarga menanggung penderitaan yang amat pahit, saya telah menghabiskan cuti tahunan dengan keadaan putus asa.

Tuan Setiausaha, diatas penglibatan olik pihak tuan yang cergas dan harmoni ini, saya amat terhutang budi, disini saya berjanji pada diri saya untuk tuan dan Lembaga Letrik Negara, bahawasanya saya akan patuh pada kesatuan dan LLN kerana darinya saya mencari rezeki untuk keluarga.

Terima kasih.

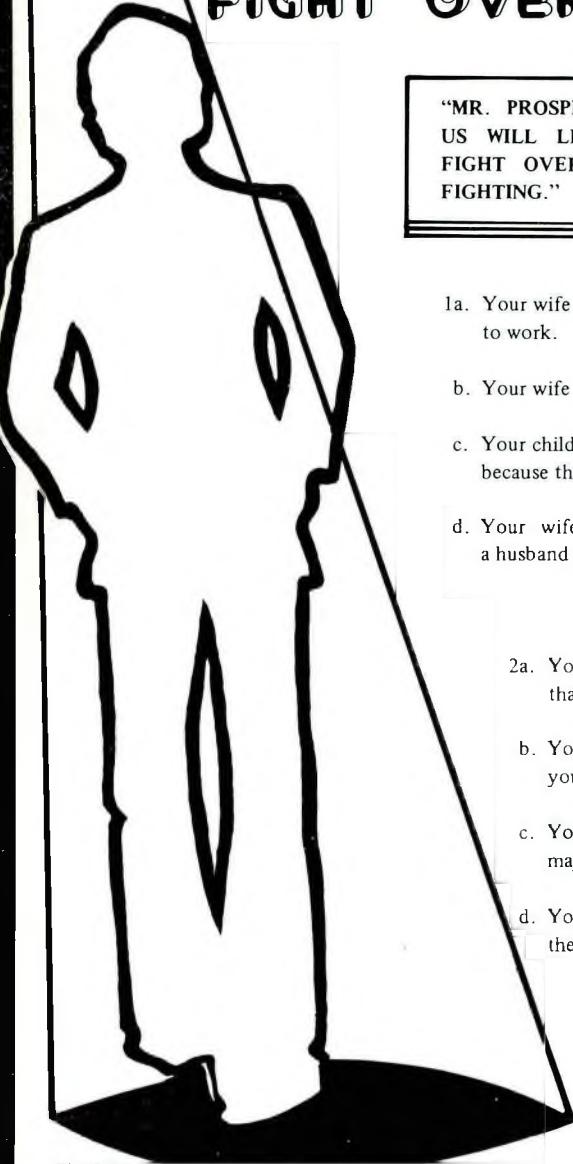
hormat dari saya,

t.t.

The 15 mortal sins of management

- * BEING quick with criticism but slow with praise.
- * LISTENING to what you like to hear.
- * REGARDING performance appraisals as time consuming, boring exercises which "don't really matter," and can therefore be substituted with subjective evaluations.
- * MAKING decisions while sitting pretty in your airconditioned office, without mingling and talking with subordinates.
- * USING your power without a genuine interest in your employee's welfare, and without thoughtfulness, consideration, patience and cordiality.
- * DISCRIMINATING on the grounds of race, religion and looks.
- * CUTTING-OFF subordinatea when they try to talk.
- * KEEPING information about the organisation's aims and policies the secret of a privileged few.
- * CONTROLLING employees by maintaining a constant state of fear and insecurity.
- * AVOIDING delegation of power for it may undermine your authority.
- * CONTRADICTING policies and practices of other managers.
- * GIVING subordinates a task and yet not trusting them to do it well.
- * GIVING paper qualifications more weight over ability experience and character.
- * JUDGING productivity by the hours of work put in rather than how effective an employee is during the eight-hour work-day.
- * TAKING criticism personally rather than viewing them as possible means for self-improvement.

I DON'T WANT TO LEAVE MY FAMILY A LOT OF MONEY TO FIGHT OVER



"MR. PROSPECT, YOU HAVE NO CHOICE. ALL OF US WILL LEAVE OUR FAMILIES SOMETHING TO FIGHT OVER. BUT, THERE ARE TWO KINDS OF FIGHTING."

- 1a. Your wife fighting the morning traffic to get to work.
- b. Your wife fighting off the creditors.
- c. Your children fighting the unemployment line because they couldn't go to college.
- d. Your wife fighting all the other women looking for a husband to replace your income.

- 2a. Your wife fighting the long line at the bank to cash that monthly cheque you asked us to send her.
- b. Your wife fighting traffic going to pay off every bill you left.
- c. Your children fighting that long enrollment line at a major university.
- d. Your wife fighting men off because she doesn't need their income.

"NOW, MR. PROSPECT, WOULDN'T YOU RATHER HAVE YOUR WIFE AND FAMILY INVOLVED IN FIGHT NUMBER TWO?"

The Great
Eastern Life
Assoc. Co. Ltd
P.O. Box 395
K.L. 01-16.



**LET GREAT EASTERN LIFE
TAKE CARE OF YOUR FAMILY**

