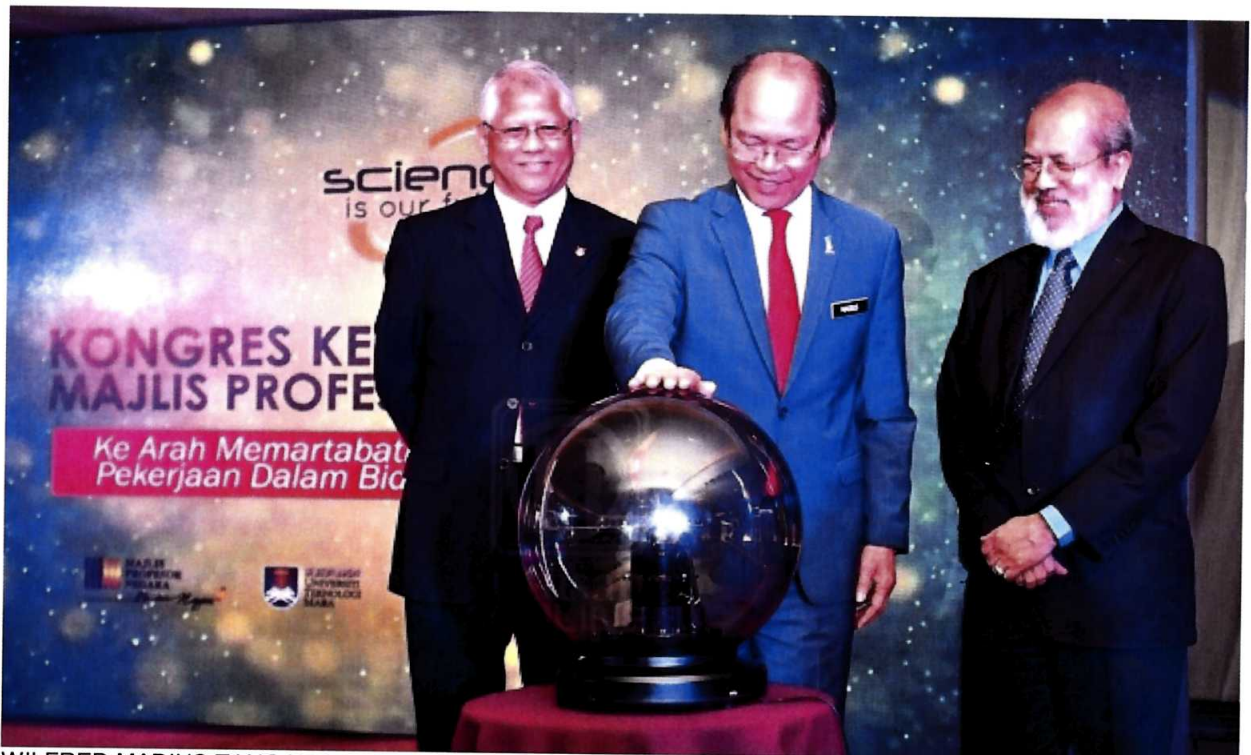


KERATAN AKHBAR-AKHBAR TEMPATAN
TARIKH: 22 NOVEMBER 2017 (RABU)

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1.	Sistem penjawatan sektor awam perlu dirombak	Utusan Online
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Sistem penjawatan sektor awam perlu dirombak



WILFRED MADIUS TANGAU (dua dari kanan) melakukan gimik perasmian bersempena majlis Kongres Kebangsaan STEM Majlis Profesor Negara di Flenmarie, Shah Alam, hari ini. Turut serta Kamaruddin M. Said (kanan). - UTUSAN/AMIR HAFIZ ABD. RAHMAN

KUALA LUMPUR 21 Nov. - Sistem penjawatan sektor awam yang disifatkan sudah lapuk perlu dirombak dengan segera bagi menangani masalah kekurangan tenaga kerja dalam bidang Sains, Teknologi, Kejuruteraan dan Matematik (STEM).

Timbalan Presiden Majlis Profesor Negara (MPN), Prof. Dr. Kamaruddin M. Said berkata, Suruhanjaya Perkhidmatan Awam (SPA) perlu melihat semula struktur kerjaya negara yang masih mengikut era 1960-an.

"SPA perlu mengubah dengan memberi daya tarikan baharu kepada graduan STEM dengan memberi ganjaran yang menarik.

"Secara rasionalnya, tidak ada orang di dunia ini yang bersedia untuk menyusahkan diri untuk merebut pekerjaan yang tidak memberi sebarang ganjaran yang baik," katanya kepada pemberita selepas menghadiri Kongres Kebangsaan STEM Majlis Profesor Negara di sini hari ini.

Yang turut hadir **Menteri Sains, Teknologi dan Inovasi, Datuk Madius Tangau** dan
Pengerusi MPN, Tan Sri Prof. Zakri Abd. Hamid. - UTUSAN ONLINE

Sistem sejak 1960-an tidak lagi sesuai dengan Revolusi Perindustrian 4.0

SPA perlu rombak sistem perjawatan

SHAH ALAM – Suruhanjaya Perkhidmatan Awam (SPA) disaran untuk merombak sistem perjawatan sektor awam terutamanya membabitkan bidang Sains, Teknologi, Kejuruteraan dan Matematik (STEM) yang disifatkan sudah lapuk bagi menangani masalah kekurangan tenaga kerja dalam bidang itu.

Timbalan Presiden Majlis Profesor Negara (MPN), Prof. Dr. Kamaruddin M. Said berkata, sistem perjawatan yang telah wujud sejak tahun 1960-an itu tidak lagi sesuai dengan cabaran Revolusi Perindustrian 4.0 pada masa ini.

Menurutnya, SPA perlu merubah sistem perjawatan itu bagi memberi lebih tarikan kepada golongan pelajar dan graduan institusi pengajian tinggi (IPT) terutamanya dalam soal gaji ataupun elaun.

“Secara rasionalnya, tidak ada orang yang akan menyusahkan diri untuk merebut pekerjaan yang tidak memberi sebarang ganjaran.

“Pelajar akan bekerja keras untuk belajar dan ibu bapa akan berterusan memujuk anak-anak apabila di masa depan ada kerjaya yang sangat menarik dengan ganjaran, gaji, elaunnya dan sebagainya yang berbaloi,” katanya.

Beliau berkata demikian pada sidang akhbar selepas Majlis Perasmian Kongres Kebangsaan STEM MPN 2017 bertajuk ‘Ke Arah Memartabatkan Kerjaya dan Pekerjaan Dalam Bidang Sains, Teknologi, Kejuruteraan dan Matematik di sini semalam.

Kongres yang dihadiri 300 peserta antaranya daripada golongan profesor, kakitangan akademik, guru dan pembuat dasar

serta pelajar itu dirasmikan oleh Menteri Sains, Teknologi dan Inovasi, Datuk Seri Wilfred Madius Tangau.

Kata Kamaruddin, berdasarkan kajian daripada 82 jenis kerjaya di sektor awam pada masa ini, hanya arkitek, akauntan, doktor dan penerbangan awam menawarkan gaji yang tinggi dan ganjaran menarik berbanding bidang lain.

“Pada masa ini, kakitangan kerajaan yang masuk dibawah Gred 41 menerima gaji RM2,000 dan mungkin SPA boleh menilai untuk memberi tambahan 30 peratus dalam bentuk elaun atau imbuhan yang boleh menarik graduan.

“Kami percaya sekiranya SPA dapat merombak sistem perjawatan ini sudah tentu sektor swasta akan melakukan perkara yang sama kerana mereka juga memerlukan graduan STEM,” ujarnya.



WILFRED MADIUS TANGAU (tengah) melakukan gimik perasmian sambil diperhatikan Naib Canselor UiTM merangkap Pengerusi Kongres Kebangsaan STEM MPN, Prof. Emeritus Datuk Hassan Said (kiri) dan Kamaruddin (kanan) di Shah Alam, Selangor semalam.



Rombak Sistem Kerjaya Sektor Awam Babitkan Lulusan STEM

SHAH ALAM, 21 Nov (Bernama)--Suruhanjaya Perkhidmatan Awam (SPA) disaran merombak sistem kerjaya sektor awam membabitkan bidang Sains, Teknologi, Kejuruteraan dan Matematik (STEM) bagi menarik lebih ramai generasi muda mempelajari bidang itu.

Timbalan Presiden Majlis Profesor Negara (MPN), Prof Dr Kamaruddin M. Said berkata sistem kerjaya sedia ada yang berasaskan kepada zaman 1960-an khususnya melibatkan soal gaji dan imbuhan yang begitu rendah dan ketinggalan adalah antara penyumbang kepada masalah kekurangan tenaga kerja dalam bidang STEM.

"Kami berpendapat sistem kerjaya itu juga tidak lagi sesuai dengan cabaran Revolusi Perindustrian 4.0 pada masa ini. Kalau ganjaran tidak menarik maka orang yang rasional tidak akan menyusahkan diri hanya untuk merebut satu ganjaran yang tidak menarik.

"Kena beri daya tarikan lebih menarik untuk bidang STEM barulah ibu bapa akan pujuk anak-anak untuk pilih bidang itu dan anak-anak akan bekerja keras dalam pelajaran kerana mereka tahu pada masa depan ada kerjaya yang sangat menarik dengan ganjaran, gaji dan elaun menanti mereka," katanya.

Beliau berkata demikian kepada pemberita selepas Majlis Perasmian Kongres Kebangsaan STEM MPN 2017 yang bertemakan 'Ke Arah Memartabatkan Kerjaya dan Pekerjaan Dalam Bidang Sains, Teknologi, Kejuruteraan dan Matematik' di sinihari ini.

Kongres dua hari yang dihadiri 300 peserta terdiri daripada golongan profesor, kakitangan akademik, guru, pembuat dasar dan wakil badan kerajaan serta swasta itu dirasmikan oleh **Menteri Sains, Teknologi dan Inovasi, Datuk Seri Wilfred Madius Tangau**.

Mengulas lanjut, Kamaruddin berkata hasil kajian MPN terhadap 82 kerjaya yang ditawarkan oleh SPA, hanya doktor, arkitek, akauntan dan penerbangan awam menawarkan gaji serta ganjaran menarik berbanding bidang STEM yang lain.

Menurutnya ganjaran penting kerana ada siswazah STEM yang akhirnya memutuskan untuk menyambung pengajian dalam bidang lain, contohnya Pengurusan Perniagaan kerana dilihat menjanjikan pekerjaan yang mampu menawarkan gaji lebih lumayan.

"Dahulu, perkara sama dibuat dalam kerjaya perubatan untuk menggalakkan orang jadi doktor iaitu menawarkan gaji dan ganjaran menarik, jadi sekarang berebut-rebut orang nak jadi doktor. Namun, mereka yang belajar dalam bidang sains, gaji mereka tiada beza dengan mereka yang belajar bidang bukan sains.

"Mungkin SPA boleh mengkaji untuk memberi tambahan 30 peratus dalam bentuk elaun atau imbuhan yang boleh menarik graduan untuk pilih bidang STEM. Kami percaya jika SPA dapat merombak sistem kerjaya ini, sudah tentu sektor swasta akan mengikut langkah sama kerana mereka juga memerlukan graduan STEM," katanya.

-- BERNAMA

KERATAN AKHBAR
THE STAR (EVENTS) : MUKA SURAT 13
TARIKH : 22 NOVEMBER 2017 (RABU)

Repackaging it right to drive ambitions

Vitamin C range packs feature new elements aimed at inspiring children to think out of box

By JESSIE LIM
lymjessie@thestar.com.my

PHARMACEUTICAL brand Appeton launched its repackaged A-Z Vitamin C range in an event at 1 Utama Shopping Centre, Petaling Jaya.

The new packaging sports fun and fresh elements while incorporating caricatures from three professions – doctor, lawyer and astronaut.

In featuring the first two professions, in-depth research was conducted prior to the repackaging exercise.

It was found that most parents still wanted their children to be doctors or lawyers despite the many options out there, because in their opinion, the two professions were the pinnacle of pride, professionalism and prestige.

However, Appeton also wants to remind children that they can and should always dream bigger; hence, the astronaut's caricature. "They need to be encouraged to not confine themselves to the status quo. Being a doctor or lawyer is great achievement, but why stop there?"

"Children can aspire to be doctors or lawyers who are also astronauts," said Kotra Pharma (M) Sdn Bhd chief operating officer Cheah Ming Loong, referring to Malaysian astronaut Datuk Dr Sheikh Muszaphar Shukor.

The orthopaedic surgeon-turned-astronaut was chosen to be the brand ambassador and spokesman for Appeton's "A-Z Vitamin C Dream Big" campaign.

He is said to be perfect for the role, having worked hard to become a doctor without giving up his dreams of becoming an astronaut.

Cheah added that Dr Sheikh Muszaphar was a trailblazer who had inspired many with his drive, determination and constant innovation without alienating his core beliefs.

"We wanted to tap into his backstory, as much as his achievements, to drive the message through to our core customers, which is how the collaboration came about," he revealed.

Appeton believes that children not only need to be encouraged, inspired and nurtured from a young age to think outside the box, but they also need to be protected to stay healthy.

Dr Sheikh Muszaphar shares this belief as he tries to ensure his children stay healthy and protected so they can go out and discover what the world has to offer.

He was also lucky to have parents who nurtured and supported his dreams, while ensuring he stays healthy.

"I have been aware of the Appeton brand for as long as I can remember. They are known for championing children's health."

"All parents want the best for their children. I hope my involvement in this campaign will inspire children to dream big and remind parents to keep them healthy and protected, so that they can reach for the stars," said Dr Sheikh Muszaphar.

The launch event was abuzz with activities as parents and children participated in stage games, quizzes, sand art, arts and craft and alphabet puzzles.

Officiating at the event was Deputy Science, Technology and Innovation Minister Datuk Dr Abu Bakar Mohamad Diah, who said the concept of dreaming big was an extension of two important traits – self-belief and hard work.

"These traits are ones that parents should inculcate in their children and something that all children should imbibe in order to be future-ready. I'm glad Appeton is championing this as it is timely."

"I believe these core values are parallel to the innovative and forward-thinking agenda the ministry is channelling towards Malaysian children."

"The aim is to inspire them to think out of the box, embrace new opportunities, technologies and futures, and grow to become responsible citizens by helping to shape better communities with the technological advances at hand," he said.



(From left) Dr Sheikh Muszaphar, Dr Abu Bakar and Cheah launching the repackaged Appeton A-Z Vitamin C range.



(Left) Dr Sheikh Muszaphar, Dr Abu Bakar and Cheah catching up with shoppers and customers as they take part in an activity during the event at 1 Utama Shopping Centre.

Benefits to gain from sharing labs

RECENT years have witnessed a big jump in the number of private universities in our country, so much so that they have now surpassed the number of public universities.

Unlike public universities which are almost fully funded by the Government, private universities operate on their own funds.

As a result, private universities have become adept at juggling the income they get from student fees with the expenditure they need to deliver their programmes efficiently.

Unlike their public counterparts, private universities cannot afford to run programmes which do not give reasonable returns on investment. They therefore have to put in place judicious accounting and management practices to conduct their courses.

Despite such cost pressures, some private universities have been able to deliver their academic programmes effectively. In fact, over the years, many graduates of private universities have been much sought after by industry. In

other words, some private universities in Malaysia have emerged as top universities in this country.

The best part is that they operate with no direct support from the Government. This means the country has been able to produce the much needed talent with much reduced public support.

Many countries have recognised this unique role of private universities in driving their higher education agenda. Some countries have helped out through a better taxation regime and giving special rates on utilities and land rentals.

This is because most of these countries realise that private universities have helped to reduce the cost of producing talents for the nation. And because they have to operate under such constraints, private universities are more accountable and cost-efficient.

Lately, due to cuts in financial support, public universities in Malaysia are increasingly turning to private universities for tips on how to better manage their finances. There have been visible changes

in the way new courses are introduced as well in public universities. There is now more talk on whether there is market demand for such courses before they are submitted for MQA endorsement.

More attention is also being given to the costs involved in delivering such courses. This is healthy for the country as it struggles to manage rising expenditure on higher education.

Notwithstanding the above, a bigger issue before us is how to effectively tap on the growing number of young talented academics in the private universities. It would be a waste if such talents are not beneficially exploited for the long-term interest of the country.

Take research and development (R&D) as an example. If we do a quick census on the talents available in private universities, it will immediately become clear that there are many within their academic population who can offer constructive R&D for the nation.

However, since they are privately run and are profit-driven, investments on laboratory facilities, especially the more sophisticated and costly equipment, are not given high priority. The reason is simple – they just cannot afford it.

At the same time, the Government has, over the years, spent a lot of money on such equipment in public universities. The market talk is that most of these expensive items are not fully utilised. And worse still, most are not well maintained. As a result, most of the equipment do not last as long as they should. It is common knowledge that most have become white elephants.

There is a need to rethink the management of government science laboratories in the country.

Many countries have practised shared laboratory facilities not only to optimise costs but also to achieve better maintenance and management. This is so that they can be accessible at reasonable charges to all researchers, including those in private institutions.

In the United States, for example, the government has long run the shared model of R&D facilities. The US government has invested in a number of laboratories focusing on key technology areas such as energy, health and biotechnology.

All such laboratories are tendered to private research management companies which are run by professionals. They are business-driven and generate income by selling their laboratory services, which include the rental of expensive equipment.

Through these arrangements, the facilities are well maintained and, more important, scientists from private universities are able to gain access to such facilities, allowing them to undertake research which benefits the nation.

We should seriously consider this model of shared laboratories.

**PROFESSOR DATUK DR AHMAD
IBRAHIM**
Fellow Academy of Sciences
Malaysia
UCSI University



PM Ucap Tahniah Tiga Saintis Malaysia Menangi Anugerah Berprestij

KUALA LUMPUR, 22 Nov (Bernama) -- Perdana Menteri Datuk Seri Najib Tun Razak mengucapkan tahniah kepada tiga saintis Malaysia yang memenangi anugerah berprestij bersempena Mesyuarat Menteri-menteri ASEAN Ke-17 mengenai Sains dan Teknologi di Myanmar, bulan lepas.

"Rasa amat bangga dengan pengiktirafan Dr Hafizal Mohamad, Dr Leong Wai Yie dan Prof Chong Mei Fong diterima pada Majlis Anugerah Sains dan Teknologi di Mesyuarat Menteri-menteri ASEAN Ke-17 di Myanmar. Teruskan usaha yang cemerlang. Tahniah!," kata beliau dalam catatan di akaun Twitternya, hari ini.

Sebuah akhbar tempatan baru-baru ini melaporkan **Dr Hafizal daripada Institut Sistem Mikro Elektronik Malaysia (MIMOS)** menerima anugerah ASEAN Outstanding Scientist and Technologist, iaitu sebuah piala dan wang tunai US\$10,000 (RM41,800), sementara Leong daripada Kolej Universiti Tunku Abdul Rahman menerima anugerah ASEAN Meritorious Service, yang menawarkan jumlah hadiah yang sama.

Laporan itu juga menyatakan Prof Chong yang merupakan penyelidik di Nottingham University (Kampus Malaysia) mendapat tempat kedua anugerah ASEAN-US Prize for Women dan membawa pulang hadiah wang tunai US\$5,000 (RM20,900).

-- BERNAMA

KERATAN AKHBAR
KOSMO (KOMUNITI) : MUKA SURAT 50
TARIKH : 22 NOVEMBER 2017 (RABU)



SEBAHAGIAN daripada 124 peserta daripada pelbagai agensi kerajaan bergambar kenangan ketika menyertai kejohanan boling di Karnival Sukan Inter-CGSO 2017 di Kompleks Sukan Airport Nilai baru-baru ini.

HKL unggul acara boling Karnival Sukan Inter-CGSO 2017

MANTAP. Seramai 124 pegawai dan kakitangan daripada 20 agensi kerajaan telah menyertai pertandingan boling pada Karnival Sukan Inter-CGSO 2017 di Kompleks Sukan Airport Nilai baru-baru ini.

Karnival anjuran Pejabat Ketua Pegawai Keselamatan Kerajaan Malaysia itu menyaksikan wakil Hospital Kuala Lumpur (HKL) dinobatkan sebagai juara manakala tempat kedua disandang oleh wakil **Agensi Nuklear Malaysia**.

Pengarah teknikal acara boling, Malyagus Tagi berkata, karnival itu bertujuan untuk mengeratkan silaturahim semua pegawai dan kakitangan perkhidmatan skim keselamatan kerajaan.

"Kejohanan itu merupakan sebahagian daripada sukan yang dipertandingkan sebelum ini seperti futsal, badminton dan sepak takraw," katanya.