




# THE NEW ERA FOR THE PUBLIC SECTOR REFORM IN ASEAN COMMUNITY


17<sup>th</sup> – 18<sup>th</sup> Jan. 2013, Bangkok, Thailand

## BRUNEI DARUSSALAM







**National VISION  
2035**



To be recognized on the accomplishment of its educated and highly skilled people as measured by the highest international standards.



Quality of life that is to be among the top 10 nations in the world.



A dynamic and sustainable economy with income per capita within the top 10 countries in the world.



# INSTITUTIONAL DEVELOPMENT STRATEGY

- Towards achieving Brunei's Vision 2035, 8 Strategies identified.
- Under the strategy, the Outline of Strategies and Policies for Development (OSPD) 2007 – 2017 is towards:

**“GOOD GOVERNANCE AND MODERNIZATION  
OF GOVERNMENT”**




# PUBLIC SECTOR REFORM

Efforts in developing the public sector include :

1. Modernisation of Human Resource Management with the use of GEMS.
2. Human capacity building through civil servants' examinations in General Order (GO) and Financial Regulations (FR).
3. Strategic manpower planning and work scheme improvements such as the Fast Track Promotion System.



# **GOVERNMENT EMPLOYEE MANAGEMENT SYSTEM (GEMS)**



# GOVERNMENT EMPLOYEE MANAGEMENT SYSTEM (GEMS)

- An E-government Flagship project for the Brunei Civil Service
- Officially introduced on 28<sup>th</sup> January 2010
- An interactive, web-based Human Resource Management System allowing management of Human Resource-related business processes online
- A system to help modernize Brunei's civil service, Human Resource function and operations
- Helps support the “Employee Lifecycle” (from start of employment until retirement) by providing capabilities that help to increase and effectiveness of HR processes.



# Vision of GEMS

- Towards excellent, interactive and integrated public service in line with 21<sup>st</sup> century civil service vision.



# Mission of GEMS

- To support the optimal utilization of human resource and effective HR management of the Public Service through:
  - Providing correct, timely, reliable and secure Human Resource data;
  - Providing easy, convenient and user-friendly interfaces to access Human Resource information; and
  - Providing effective sharing of Human Resource data throughout ministries and departments.





# Aims of GEMS

- To improve:
  - **Accessibility** – Convenient, user-friendly interface; Comprehensive reporting and self-service functions;
  - **Operational Efficiency** – reduce no. of manual steps; shorter time to complete a service request;
  - **Process Excellence** – align all HR processes to leading global practices;
  - **Consistency** – Up-to-date HR information from one single location; and
  - **Security** – Secured and encrypted environments : level of access = Your role in GEMS.

# Screenshot of GEMS Main page



Personalize [Content](#) [Layout](#) Tuesday, October 2, 2012

### Menu

- Self Service
- Manager Self Service
- Recruiting
- Workforce Administration
- Benefits
- Global Payroll & Absence Mgmt
- Workforce Development
- Organizational Development
- Set Up HRMS
- Set Up ELM
- My Content
- Content Management
- Worklist
- Reporting Tools
- Take a Survey
- Change My Password
- My Personalizations
- My System Profile

### Discussion Forums

No Discussions available

### Welcome

Assalaamu'alaikum warrahmatullah dan salam sejahtera,

**Welcome to GEMS!**

*"Towards Excellent, Interactive and Integrated Public Service  
in line with 21st Century's Civil Service Vision"*

GEMS IS YOURS. We provide Security, Reliability and Conveniences to your Data and your HR needs.  
GEMS is used throughout all the Ministries and Departments with effective Data Sharing.

If you encounter any problems, you must first browse at [GEMS Help Centre](#)  
OR  
Contact your [GEMS Trainer/ GEMS Change Agent](#)

If problem persists, please contact [GEMS Helpdesk](#) at 2382407 or email at [gems.helpdesk@psd.gov.bn](mailto:gems.helpdesk@psd.gov.bn)

Warmest regards  
GEMS Management

### GEMS Help Centre

Please click [here](#) or on "GEMS Help Centre" link at the top right-hand corner to get help on GEMS functionalities.

**Computer Based Training on Absence Request (Malay Guide):**

- [Absence Request \(Malay Guide\)](#)

### Quick Links

<a href="#">My E-mail</a>	<a href="#">My Calendar</a>
<a href="#">My Payslips</a>	<a href="#">My Benefits</a>
<a href="#">My Performance</a>	<a href="#">My Learning</a>
<a href="#">My Careers</a>	<a href="#">My Reports</a>
<a href="#">My Surveys</a>	<a href="#">My Time &amp; Attendance</a>
<a href="#">My Direct Reports</a>	<a href="#">Team Learning</a>
<a href="#">Request Absence</a>	<a href="#">Team Performance</a>
<a href="#">My Exam Results</a>	

### Messages and Notifications

### GEMS News

#### Data Verification for Government Employees

Assalamualaikum/ Salam Sejahtera,

On behalf of GEMS Management Team, we would like to introduce GEMS Data Verification Process, where government employees are able to verify and confirm their Personal and Job data in GEMS and confirm that the information is correct and up to date.

### My Leave Balance

[Absence Balances as of 30/09/2012](#)

If you view your Absence Balances, your leave balance of Annual Entitlement is as of 30/09/2012. Should you noticed that the leave balance is not correct, please consult your



**GENERAL ORDER (GO)  
&  
FINANCIAL REGULATION (FR)  
EXAMINATION**




## **General Order (GO) Examination**

- Knowledge on civil service that consist of General Orders and Government's circulars concerning on the rules, regulations and ethics of Brunei Darussalam civil servants.

## **Financial Regulation (FR)**

- The rules and regulations in managing the Government's Finances of Brunei Darussalam Government



**PMO circular 11/2012 released on 26<sup>th</sup> November 2012 stated that both exams are:**

- **Mandatory** for administrative officers, finance officers, personnel officers of the Public Service Department and auditors.
- Optional for officers in **Division II** on Permanent Service, Daily Paid, Month-to-month basis and contract (local or abroad).
- Will be held six times a year (once every two months) subject to the number of candidates.



# OBJECTIVES

- To ensure the rules and regulations of GO and FR are **known, understood** and **adhered** to by all civil servants
- To preserve **integrity** and increase the **efficiency** of the Civil Service



# INCENTIVE ALLOWANCE

- An **incentive of a \$100** monthly allowance for **five years** will be given for those who has passed both the GO and FR exams. Incentive commenced from **1<sup>st</sup> January 2013**.




# **FAST TRACK PROMOTION SYSTEM**





# FAST TRACK PROMOTION SYSTEM

- The government established a fast track system for the promotion of public servants categorised as **high flyers** will now be able to be **promoted faster**. It is an **encouragement to diligent and committed officers of high potentials**.
- "It is recognised and appreciated that in every organisation, including the civil service, the **capabilities and performances** of its officers are not the same. The **disparity and differences** are large. Thus the Fast track promotion is needed. Capable officers will be **demotivated**, and will produce **mediocre work** if they continue to be under the same promotion process similar to other officers“.

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- The scheme's eligibility requirements, definitions and principles, consideration criteria and support are distributed (in transparency) with the hope that this will motivate civil servants especially young officers.



1

VACANCIES  
AVAILABLE

2

INTERVIEWS

FAST TRACK  
PROMOTION  
SYSTEM

AD-HOC  
SELECTIONS

AND SUPPORT AT THE  
MINISTERIAL LEVEL

4

EVALUATION

BY MANAGEMENT &  
PROFESSIONAL PROGRAMME  
EVALUATION BODY

3



## Schedule of length of service for Fast Track promotion compared to normal promotion

Promotion (Salary Scale)	Fast Track (years)	Previously (years)
Super B – Super A	Not less than 2	3
Super C – Super B	Not less than 2	3
Group 1 – Super C	Not less than 1 year 6 months	3
Group 2 – 1	Not less than 1 year 6 months	3
Group 3 – 2	Not less than 2	3
B3 – Group 3	Not less than 2	4
B2 EB3 – B3	Not less than 3	5
B2 – B3	Not less than 5	8



# BENEFITS

- Scheme is for officers who are categorised as high flyers who have the potential to hold higher positions in the organisation faster than the usual promotion process by fulfilling certain criteria.
- Promotions are outside the usual promotion scheme.
- Based on merit and not simply on seniority.
- All officers are to undergo the usual services scheme without exception. Officers will be promoted at a faster rate in accordance with the procedure.
- It is a fast track, **not a bypass.**



*Thank you...*