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SPEECH BY PROF S JAYAKUMAR, MINISTER FOR HOME AFFAIRS
AT THE 1988 MINISTRY OF HOME AFFAIRS WITs PRESENTATION
AT CSI AUDITORIUM ON 3 DECEMBER 1988 AT 9.00 AM

It gives me great pleasure to be here this morning to witness the finals of this year's WITs presentation, which rounds up the Ministry's WITs activities for the year.

In the private sector, we often associate productivity with profitability. However, in the public sector, it is efficiency, effectiveness and standard of service that would determine productivity. WITs play an important role in helping public servants recognise and overcome the productivity weaknesses in the system.

I am pleased that our staff recognise the importance of WITs. Statistics have proven so. The first WIT in our Ministry was formed in May 1982. In just six years, the number of WITs in our Ministry has increased to 344. To date, our WITs have completed a total of 581 projects. 20 per cent of our staff are currently involved in WITs. Efforts made by the various departmental facilitators in the last year were commendable. The number of WITs and projects completed had increased by 25 per cent and 30 per cent respectively over the previous year. However, we should not rest on our laurels. Our aim is to get greater staff participation and we hope to attain a 30 per cent participation rate by 1992. With our present progress and your support, I am confident that we will achieve this target.

The implementation of recommendations put forth by WITs and individual officers through the Ministry's Staff Suggestion Scheme has resulted in monetary and manpower

savings for the Ministry. The achievements which are more significant to the staff will be job satisfaction, better team-work and cooperation among colleagues, higher morale and most important of all, a sense of accomplishment.

For their contribution to the WITs movement, 14 WITs from our Ministry were conferred the Project Achievement and Distinguished Effort Awards this year by the Civil Service Institute. Our Ministry was ranked second (after Ministry of Defence) for the number of awards received. 27 WITs have also received a total of six golds, 11 silvers and 10 bronzes from their participation in this year's WITs Conventions organised by the National Productivity Board and Civil Service Institute. Two of our staff have also been awarded the top National Awards for being Outstanding QCC Manager and Facilitator by the National Productivity Board recently.

To win WITs awards is an achievement for the individual and the team. To be able to promote, encourage and sustain interest in WITs activities will be an even greater challenge. I hope all of you will continue to strive for better results and achieve higher productivity for your department through WITs.

This morning, 10 WITs selected from a total of 34 teams will be presenting their projects. I am pleased to note that two of the WITs - "Builders" of the Singapore Civil Defence Force and "PNS Power" of the Singapore Police Force, comprise National Servicemen exclusively. The WITs experience they have gained during National Service will certainly be well appreciated by their future employers. Their enthusiasm should inspire all of us to make a greater contribution to WITs.

On this note, I wish all the participants a successful presentation.

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