

# 1pc of civil service jobs for the disabled

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**PUTRAJAYA:** The government is throwing wide open the door to the civil service for disabled people.

Hiring of about 10,200 disabled people will begin immediately.

The figure represents a 25-fold increase in the number of disabled civil servants, who now total fewer than 400 in the 1.2 million-strong civil service.

Public Service Department director-general Tan Sri Ismail Adam said in a circular the move was in line with the government's vision to create a caring society by 2020.

It is also in line with efforts to promote the development of human capital as envisioned by Prime Minister Datuk Seri Abdullah Ahmad Badawi.

The disabled will be hired

for all types of jobs in the civil service. Currently, only a handful of disabled personnel are in the professional and management categories, with the rest in the support category such as clerks and telephonists.

"The government has agreed that at least one per cent of civil servants be made up of the disabled," Ismail said.

He added that the handicapped could apply directly to the federal or state governments, statutory bodies and local authorities.

Before submitting their applications, Ismail said they should consult the Welfare Department.

Applications can be made online, through forms or by other means decided by the appointing authorities.

Ismail said the Welfare Department had been entrusted

with the role to register unemployed but skilful handicapped people.

The department should also hold programmes to enable the disabled to raise their concerns.

The department should assist the disabled to adapt to their new working environment.

"Orientation programmes will assist the disabled to adapt to their new environment and make them productive," he said.

Ismail also said heads of department must forward a report on the number of disabled serving in their departments every six months.

This way, the PSD will be able to monitor the recruitment of the disabled.

Heads of department must also inform the Welfare Department or appointing authorities of any vacancies suit-

able for the handicapped.

Ismail said it was the responsibility of every department to see that disabled people were recruited in stages.

For the purpose of registration, the Women, Family and Community Development Ministry has classified the disabled into five categories — those with hearing impairment (mild, moderate, severe and profound levels), visually impaired (blind, low vision/partially sighted and tunnel vision), physically handicapped (those suffering from muscular dystrophy, myopathy, neuropathy, osteogenesis imperfecta, little people), cerebral palsy (hemiplegia or half body, diplegia or those without legs and quadriplegia or those without hands and legs), and slow learners (Down's syndrome, autism, hyperactive disorder, mental retardation and dyslexia).