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MMA 1031/08

19 February 2021

To All Members of Parliament

Dear YB's,

UNITE IN SUPPORT OF GOVERNMENT HEALTHCARE WORKERS

We, the Section Concerning House Officers, Medical Officers and Specialists (SCHOMOS) - the Malaysian Medical Association's government doctors division - call on all 220 MPs to take heed of the chronic, serious issues affecting Malaysian government healthcare workers.

Since 2019, the Malaysian Medical Association (MMA) has brought these issues to the attention of the ministry and cabinet but to no avail. If they continue to be left unaddressed, these issues will worsen the healthcare system of Malaysia, directly affect the wellbeing of the "**rakyat**" and indirectly cripple our economy.

Lack of human resource in Public Healthcare

Our doctor to patient ratio is currently at 1:454 according to the most recent reports. This is falsely reassuring as the World Health Organisation (WHO) recommended ratio does not factor the impact a pandemic would have on healthcare. In comparison, Singapore has a doctor to patient ratio of 1:399 while in the US, with its high population, the ratio is 1:277.

This scenario was clearly seen during the recent outbreak in Sabah where clearly there was a problem with the distribution of healthcare workers. In fact, many hospitals in the country could not be converted to Covid-treating hospitals due to lack of human resource as well. Besides this, the ratio has to also take into account the demands for subspecialists in the country. Are we reaching our subspecialty goal?

A doctor takes about 8-10 years to complete his or her studies and training. This does not include specialist training and gazettement which is another 5 years. Almost 15 years are spent to reach that level and we surely don't want the brain drain phenomena to occur where we lose our home grown talents.

Frontliners in the battle against COVID-19 comprise both permanent and contract doctors, of whom there are approximately 10000 nationwide. The contract system is messy, biased and a failure as it has only given them uncertainty in their employment in government service and in their future as healthcare professionals. There are no clear criteria for promotion to permanent service and no concrete specialization pathway. We strongly urge that the criteria for absorption into permanent posts be made available. Currently there are many stories about qualified candidates being passed over while apparently less suitable candidates are appointed.

Despite many calls before the COVID-19 pandemic to increase permanent positions for our doctors or a systematic, organized 10 year extended contract pathway, all we have received is empty lip service from the powers that be.

A month ago, on 18th January 2021, there was an announcement by the Health Ministry that there will be 3,500 positions for healthcare workers but there is no update as this point in time.

Harmonisation of Grade UD 41/43

Medical Officers on contract on grade UD 41 are performing the same duties as their permanent UD 43/44 counterparts but are paid less. The circulating adage “overworked, underpaid” says it all. The Health Ministry has given the assurance that this issue will be resolved but there has been no change or update for months now.

Critical allowance

The Critical Allowance was almost revoked about a year ago but later reinstated with a plan to review it later. This pandemic has shown us that this allowance cannot be judged by just the number of working hours but many other factors. Leaving the hospital “on time” is not an option for healthcare workers as illness and disease has no punch card or roster. Let there be no doubt and no more query that healthcare workers are critical to the nation and this should be recognized. The critical allowance should remain and only be reviewed for increment.

Staff annual leave

Annual leave has been frozen for the majority of healthcare workers during this pandemic, some for many months. There is a real danger that annual leave will be forfeited in the months to come. We urge that all annual leave frozen due to the pandemic be allowed for conversion to salary or to be brought forward at least up to a year after the pandemic comes under control.

All the above issues have been brought to the attention of the Prime Minister and the Health Ministry and we are awaiting a response. Your support in speaking out for the needs of our healthcare workers will be greatly appreciated.

We appeal to you and hope that you will take drastic and immediate action for the sake of the country that we all love and serve.

Tanah tumpahnya darahku.

Yours Sincerely,



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