

AKHBAR : BERITA HARIAN

MUKA SURAT : 6

RUANGAN : NASIONAL

Malaysia masih kekurangan doktor

Tawaran lebih 5,000 kekosongan jawatan babitkan bertukar status kontrak kepada lantikan tetap

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Kuala Lumpur: Doktor di negara ini masih kurang, biarpun Kementerian Kesihatan (KKM) mengumumkan penambahan 4,914 perjawatan tetap yang dikhususkan kepada pegawai perubatan, pergigian dan farmasi yang ditawarkan tahun ini.

Jurucakap Gerakan Hartal Doktor Kontrak (HDK), Dr Muhammad Yassin, berkata ia berikutan jumlah itu hanya membabitkan bilangan sedia ada yang

bertukar status daripada kontrak kepada lantikan tetap.

"Pertambahan perjawatan itu tidak meningkatkan bilangan doktor dalam KKM kerana itu hanya bertukar status, realitinya bilangan doktor masih sangat kurang berbanding yang diperlukan bagi memberi perkhidmatan terbaik kepada orang ramai.

"Kami tiada data berkenaan baki kakitangan kontrak berikutan hanya KKM mempunyai maklumat lanjut kerana terjadi perubahan besar angka doktor kontrak dalam perkhidmatan sejak HDK ditubuhkan pada Julai 2021 selepas sistem kontrak diperkenalkan pada Disember 2016.

"Ramai sudah ditawarkan jawatan tetap, selain yang baru dilantik sebagai kontrak dan sebahagiannya pula meninggalkan KKM.

"Namun difahamkan, terdapat lebih 20,000 doktor kontrak dalam perkhidmatan awam yang ada sekarang, sekali gus menyebabkan masa depan mereka tidak menentu jika tiada usaha dibuat

bagi membantu mereka mendapatkan jawatan tetap yang diperlukan," katanya kepada *BH*, semalam.

Pada September 2021, bekas Menteri Kesihatan, Khairy Jamaluddin dilaporkan berkata, sejak akhir 2016, setiap pegawai perubatan latihan siswazah dilantik secara kontrak iaitu lebih 24,000 orang, namun ditawarkan secara tetap hanya 1,000.

Menerusi pembentangan Belanjawan 2022, Khairy dilaporkan berkata, kerajaan bersetuju menyambung pelantikan secara kontrak 10,583 pegawai perubatan, pergigian dan farmasi dengan peruntukan RM336.35 juta dan daripada jumlah itu, 4,186 pegawai sudah dilantik mulai Jun hingga Oktober 2022.

Untuk rekod, hampir 5,000 doktor kontrak membabitkan 948 pakar perubatan dan 4,028 pegawai perubatan meletak jawatan sejak 2016 hingga Jun 2021.

Peka nasib jawatan lain

Sementara itu, Dr Muhammad



Orang ramai beratur sejak awal pagi untuk berjumpa doktor di Klinik Pesakit Luar Hospital Putrajaya. (Foto Mohd Fadli Hamzah/BH)

berkata, pekerja kesihatan lain juga wajar diberi perhatian untuk dilantik ke jawatan tetap demi kelancaran sistem kesihatan di negara ini.

"Selain pegawai perubatan, pergigian, farmasi, pekerja ke-

sihatan kontrak lain iaitu jururawat, penolong pegawai perubatan, penolong pegawai persekitaran kesihatan, pegawai dietetik, pegawai fisioterapi dan penolong pegawai sains perlu diberi perhatian," katanya.

Tambah jawatan tetap ikut keperluan elak pakar lari

Kuala Lumpur: Keupayaan Kementerian Kesihatan (KKM) menambah sebanyak 4,914 kekosongan jawatan tetap pada tahun ini, membuktikan penempatan untuk perjawatan kritikal kesihatan, boleh ditambah mengikut keperluan.

Sebelum ini, penambahan perjawatan di KKM tidak boleh dilau-

kukan akibat kekangan daripada Suruhanjaya Perkhidmatan Awam (SPA), menyebabkan ramai pegawai dan pakar perubatan bekerja secara kontrak dengan sebahagian mereka akhirnya berhenti dan memilih bekerja di sektor swasta atau di luar negara.

Menerusi iklan perjawatan KKM yang dibuka bermula Juma-

ta hingga 21 Januari ini, kekosongan itu membabitkan 4,263 jawatan bagi pegawai perubatan, 355 bagi pegawai pergigian dan 316 bagi pegawai farmasi.

Jurucakap Gerakan Hartal Doktor Kontrak (HDK), Dr Muhammad Yassin, berkata penambahan hampir 5,000 jawatan tetap itu suatu perubahan yang baik kerana ia membolehkan lebih ramai kakitangan kontrak memperoleh jaminan pekerjaan tetap demi masa depan, sekali gus mengelak mereka memilih bekerja di luar negara.

Tambahan jawatan

Beliau berkata, pada Februari tahun lalu, bekas Menteri Kesihatan, Khairy Jamaluddin menyatakan hanya 1,500 jawatan tetap pegawai perubatan, pegawai pergigian dan pegawai farmasi diwujudkan di KKM pada setiap tahun mulai 2023 hingga 2025.

"Tetapi kelmarin (Jumaat lalu), Menteri Kesihatan, Dr Zaliha Mustafa mengumumkan terdapat 4,914 kekosongan jawatan tetap ditawarkan tahun ini.

"Meskipun (tambahan jawatan) sangat baik dan kami anggap agak pelik kerana tiba-tiba banyak jawatan tetap ditawarkan sedangkan sebelum ini sukar untuk buka perjawatan baharu akibat kekangan SPA, tetapi ini membuktikan ada kelonggaran diberi jika ia



Keratan akhbar BH Sabtu lalu

membabitkan keperluan mendasak.

"Kita berharap selepas ini, ada lagi perjawatan tetap ditawarkan bagi sektor kepakaran lain yang masih berstatus kontrak di KKM demi kesejahteraan rakyat," katanya kepada *BH*, semalam.

Pada Majlis Amanat Tahun Baharu 2023 KKM Jumaat lalu, Dr Zaliha dilaporkan berkata, iklan mengenai 4,914 jawatan itu dibuka hingga 21 Januari ini.

Susulan itu, beliau berharap calon yang layak dapat membuat permohonan dan mengemukakan segera maklumat yang lengkap dan betul.

Untuk rekod, pada Februari tahun lalu, Khairy memaklumkan, Jemaah Menteri bersetuju 4,186 jawatan tetap tambahan diwujudkan di KKM pada 2022 bagi melantik 3,586 pegawai perubatan, 300 pegawai pergigian dan 300 pegawai farmasi.

Lantikan bagi perjawatan tetap

tambahan bagi tiga bidang terbahit dibuat mulai Jun dan diisi pada Oktober tahun lalu.

Selain itu, Jemaah Menteri juga bersetuju 800 jawatan tetap pakar perubatan dan 70 pakar pergigian diwujudkan di KKM pada setiap tahun mulai 2023 bagi menampung keluaran pakar perubatan tetap di fasiliti kesihatan di bawah KKM.

Melalui keputusan terbaru itu, sekarang-kurangnya 8,686 perjawatan tetap tambahan membabitkan pegawai perubatan, pegawai pergigian dan pegawai farmasi akan diwujudkan sepanjang 2022 sehingga 2025.

Sebagai tambahan juga, 800 lagi lantikan tetap untuk pegawai perubatan dan 70 pegawai pergigian boleh dibuat pada setiap tahun bagi mengisi kekosongan yang ditinggalkan oleh pegawai perubatan yang akan dilantik menjadi pakar perubatan.

Dr Muhammad berkata, jika benar itu usaha Dr Zaliha, ia bermakna tidak sukar untuk memperoleh perjawatan tetap yang baharu termasuk membabitkan pekerja kesihatan berstatus kontrak yang lain.

Mengulas pertambahan kekosongan itu, beliau berkata, HDK sangat gembira dengan perkembangan itu dan berharap krisis kehilangan tenaga pakar di KKM dapat diatasi selepas ini.

AKHBAR : BERITA HARIAN

MUKA SURAT : 8

RUANGAN : NASIONAL

Hospital Petra Jaya bakal beroperasi 2025

Kuching: Hospital Petra Jaya yang mula dibina sejak sembilan tahun lalu dijangka beroperasi pada 2025.

Timbalan Menteri Kesihatan, Lukanisman Awang Sauni, berkata kontraktor memberi jaminan mampu menyiapkannya mengikut jadual ditetapkan pada November tahun depan.

Katanya, ketika ini projek hospital itu sudah 51 peratus siap sejak pembinaannya bermula sembilan tahun lalu.

Menurutnya, Jabatan Kerja Raya (JKR) memantau rapi projek itu untuk memastikan ia tidak lagi tertangguh.

"Sekarang projek itu sudah 30 hari atau 1.63 peratus mendahului jadual (selepas diambil alih kontraktor penyelamat pada penghujung 2021).

"Kita yakin projek itu dapat disiapkan dalam tempoh yang dijadualkan, iaitu pada 25 November 2024 dengan harapan tidak ada lagi sebarang perkara luar jangka seperti pandemik COVID-19 serta Perintah Kawalan Pergerakan (PKP) mengejut dalam tempoh dua tahun ini," katanya.

Beliau berkata demikian pada sidang media selepas mengadakan lawatan ke projek bernilai 410 juta itu, semalam.

Lukanisman berkata, dengan kemajuan projek yang mendahului jadual ketika ini, kontraktor juga memberi jaminan peralatan yang sedang ditempah akan tiba dalam masa terdekat dan pemasangan akan lebih rancak, sekali gus mempercepatkan projek.

"Ini bermakna, apabila fizikal bangunan sudah berjaya disiapkan dan semua kelengkapan dipasang, kita jangka operasi hospital ini akan dipercepatkan dalam tempoh sebulan selepas ia diserahkan kepada Kementerian Kesihatan (KKM), iaitu dalam awal 2025 rakyat akan dapat menikmati fasiliti kesihatan itu," katanya.

Projek Hospital Petra Jaya bermula pada 2013 dan sebelum ini ia dijadualkan siap pada November 2016, namun kontraktor asal gagal menyiapkannya.

Pada Oktober 2021, Perdana Menteri ketika itu, Datuk Seri Ismail Sabri Yaakob, mengarahkan projek hospital yang mempunyai kapasiti 300 katil itu diambil alih oleh kontraktor penyelamat dan JKR diarahkan memantau rapi untuk memastikan ia dapat disiapkan pada penghujung 2024.

AKHBAR : HARIAN METRO

MUKA SURAT : 5

RUANGAN : LOKAL

Jangkitan Covid-19 kini berjumlah 5,029,908 kes

Kuala Lumpur: Jangkitan baharu Covid-19 di negara ini kekal pada 571 kes, kelmarin dengan empat daripadanya adalah kes import yang mendapat jangkitan dari luar negara.

Menerusi data yang dikongsikan dalam laman sesawang KKMNow, pertambahan kes baharu itu menjadikan jumlah keseluruhan jangkitan virus berkenaan di negara ini meningkat kepada 5,029,908 kes.

Setakat kelmarin, jumlah kes jangkitan dengan kebolehjangkitan Covid-19 adalah sebanyak 11,431 kes dan daripada jumlah berkenaan, sejumlah 94.6 peratus atau 10,812 orang sedang menjalani kuarantin wajib di rumah.

Selain itu, terdapat 585 kes atau 5.1 peratus pula sedang mendapatkan rawatan di

hospital, unit rawatan rapi (ICU) (34) dengan 15 daripadanya iaitu 0.1 peratus memerlukan alat bantuan pernafasan. Kadar penggunaan katil ICU kini di paras 66.3 peratus.

Bagi angka korban akibat Covid-19 di negara ini, terdapat empat kes dicatatkan kelmarin iaitu masing-masing satu kes dilaporkan di Kedah, Perak, Sabah dan Selangor.

Sehingga kini, jumlah keseluruhan kes kematian di negara ini adalah 44,731 kes dan jumlah itu termasuk 7,857 kes kematian yang dilaporkan di luar fasiliti kesihatan (BID).

Sebanyak 551 kes pula dilaporkan sudah sembuh menjadikan jumlah keseluruhan individu pulih daripada jangkitan berkenaan adalah 4,981,603 kes.

AKHBAR : NEW STRAITS TIMES

MUKA SURAT : 6

RUANGAN : NEWS/NATION

HEALTHCARE WOES

'DOCTOR SHORTAGE PERSISTS'

Extra 4,914 permanent positions change only the status of existing contract personnel, says Hartal group

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THE number of doctors nationwide is still low, even though the Health Ministry announced an additional 4,914 permanent positions for medical, dental and pharmaceutical officers this year.

Gerakan Hartal Doktor Kontrak (HDK) spokesperson Dr Muhammad Yassin said this was because the number only sees health personnel statuses being changed from contract to permanent appointment.

"The increase in permanent

personnel does not increase the number of doctors in the Health Ministry. That number only changes (their contractual) status.

"The reality is that the number of doctors is still far less than what is needed to provide the best service to the public.

"We have no data regarding the remaining contract staff. Only the Health Ministry has more information, as there has been a major change in the number of contract doctors in the service since HDK was established in July 2021, when the contract system was introduced in December 2016.

"This is because many have al-



Members of the Hartal Doktor Kontrak movement holding a protest at Kuala Lumpur Hospital on July 26, 2021. Nearly 5,000 contract doctors resigned between 2016 and June 2021. PIC BY ROHANIS SHUKRI

ready been offered permanent positions, in addition to the newly appointed contract ones, and some have left the Health Ministry.

"However, it is understood that there are over 20,000 contract doctors in the public service now, and their futures are uncertain if no efforts are made to help them obtain permanent positions," he told the New Straits Times Press yesterday.

In September 2021, former Health Minister Khairy Jamaluddin said that since the end of 2016, every graduate medical of-

ficer in training was appointed on a contract.

This comprises over 24,000 people, but only 1,000 were offered permanent positions.

Following the tabling of the 2022 Budget, Khairy said the government agreed to continue the contract appointment of 10,583 medical, dental and pharmacy officers with an allocation of RM336.35 million.

Of that figure, 4,186 officers were appointed from June to October of last year.

Nearly 5,000 contract doctors involving 948 medical experts

and 4,028 medical officers resigned between 2016 and June 2021.

Dr Muhammad said other health personnel should also be appointed to permanent positions for the smooth running of the country's health system.

"In addition to medical officers, dental, pharmaceutical and other contract health workers, assistant medical officers, assistant health environment officers, dietitians, physiotherapy officers and assistant science officers should be considered for permanent positions."

OVERWORKED PERSONNEL

'Longer hours could affect care quality'

KUALA LUMPUR: The Malaysian Medical Association (MMA) expressed concern that the extension of operating hours for government clinics could lead to overworked personnel, which would negatively impact the quality of care for patients in the facilities, said association president Dr Muruga Raj Rajathurai.

He said it was important to have a work-life balance to maintain care standards at public health centres.

"We have received complaints from several housemen who have to start work two or three hours earlier just to ensure administrative matters are up to date, as well as work overtime.

Housemen, medical officers and even specialists at public healthcare centres nowadays normally have to work beyond their shifts, but aren't given adequate remuneration," he said in a statement.



Dr Muruga Raj Rajathurai

On top of that, Dr Muruga said the RM600 allowance instead of being paid overtime rates was an unfair system.

He said if the same thing was done in the private sector, it would be seen as exploitation and bullying, but as it was happening in the public sector, it had long been seen as "national service".

"To find a solution to this issue, MMA wants to meet the Health

Ministry's human resources department, as well as the Public Service Department on the matter.

"We believe several policies need to be put in place to protect public healthcare workers from being treated unfairly compared to their colleagues in the private sector."

Additionally, Dr Muruga said the work-life balance would likely be one of the areas that would be scrutinised as part of the Health Ministry's efforts to refresh the public healthcare system under its Health White Paper.

"To handle this issue, we need more staff in public healthcare.

"We were happy to have recently met Health Minister Dr Zaliha Mustafa, who listened to our suggestions, and we hope that we can have more interactions with her and her team at the Health Ministry."

AKHBAR : THE STAR

MUKA SURAT : 12

RUANGAN : VIEWS

Pharmacists can do more to help

THE Malaysian Pharmacists Society (MPS) would like to extend our sincere appreciation to Health Minister Dr Zaliha Mustafa following her announcement on Friday that there are now 316 permanent posts in the ministry that UF41-grade pharmacists can apply for.

While this provides more opportunities for contract pharmacists to serve in the public sector, MPS is disheartened to discover that only those appointed between 2018 and 2020 are eligible to apply for the posts; contract medical officers, however, are allowed to apply for permanent posts even in they have been serving from as far back as 2016.

We strongly urge the Health Ministry to reconsider allowing contract pharmacists serving since 2016 to be given the chance to apply for permanent posts as well.

We would also like to suggest more opportunities to be involved in the setting up of the National Health Literacy Policy. This includes extending public-private partnership opportunities to allow community pharmacists who function as health hubs to be part of the effort to improve health literacy among members of the public.



Photo: AP

As the extent of penetration by community pharmacists is high, we strongly believe that leveraging on this advantage is absolutely synergistic.

We also believe that involving community pharmacists will serve as a catalyst towards achieving greater heights under the aspirations of the Agenda Nasional Malaysia Sihat, whose second phase will be implemented soon.

Last but not least, the MPS would like to applaud the thoughtful initiative by the government's Pharmaceutical Services Programme to

introduce medication labels for visually impaired patients using Braille.

This effort exemplifies the holistic approach of pharmacists in ensuring medication safety, in line with Malaysian Patient Safety Goals. We would like to call upon the society's community pharmacists to emulate this effort to provide better care for the visually impaired.

AMRAHI BUANG
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AKHBAR : THE SUN

MUKA SURAT : 3

RUANGAN : NEWS WITHOUT BORDERS

Permanent jobs for doctors lauded

► MMA president pleased with govt move, anticipates more future engagements with Health Ministry

■ BY ARINA MUSTHAFA
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PETALING JAYA: The 4,263 permanent positions being offered to medical officers and efforts to address overcrowding at public healthcare facilities are steps in the right direction, say stakeholders.

In her New Year message, Health Minister Dr Zaliha Mustafa said permanent positions in the government's healthcare service will be given to 335 dental officers and 316 pharmacy officers.

Malaysian Medical Association

(MMA) president Dr Muruga Raj Rajathurai said he is pleased that Zaliha has been receptive to the ideas proposed by the association and anticipates more engagements with her and the Health Ministry in the future.

He said the move to extend operation hours at public clinics is a good temporary solution to mitigate overcrowding, especially at night, adding that there must be sufficient manpower to ensure its successful implementation.

"There must be enough medical officers, specialists, medical

assistants, healthcare personnel, administrative staff and reasonable shift schedules for it to be carried out seamlessly and efficiently.

"The extended hours should only cater to managing acute illnesses, as the additional hours may also mean staff will have to work longer hours, and this may run counter to the ministry's efforts to address burnout among healthcare workers," he told *theSun*.

On work-life balance, he said it is important to manage this to plug the brain drain and maintain high standards of care at public healthcare facilities.

Muruga said the association is concerned about the long hours healthcare workers are putting in, adding that overworked staff and burnout can have an impact on the level of care at public medical facilities.

"MMA found that issues related to overworking and burnout were due to shortages in manpower and poor distribution of doctors nationwide, which have resulted in many of them having to work beyond their working hours to handle high patient load.

"Housemen, medical officers and even specialists are working beyond their regular shifts, but they are not being fairly remunerated for the extra hours and services they provide.

"Like everyone else, they too have a family and financial commitments. They also need a work-life balance but it has been non-existent for most of them."

He revealed that MMA is planning to meet the Public Services Department (PSD) and the Human Resources Ministry to get their views on the matter and find solutions to the issues.

Meanwhile, a spokesperson for

the Hartal Doktor Kontrak (HDK) movement said although it welcomes Putrajaya's decision to provide permanent posts in public healthcare, it seeks transparency on the vacant posts.

"While we accept the move as swift and efficient, we wonder where the vacancies came from. Previously, the PSD and Health Ministry pointed fingers at each other on the difficulty of employing more healthcare workers. We are puzzled how PSD is offering almost 5,000 permanent posts on short notice.

"These posts could have been announced earlier to avoid doctors from leaving the country for better opportunities abroad, especially those who did not get positions on the first attempt. Nevertheless, we are looking forward to those permanent posts and wish the best to those applying."