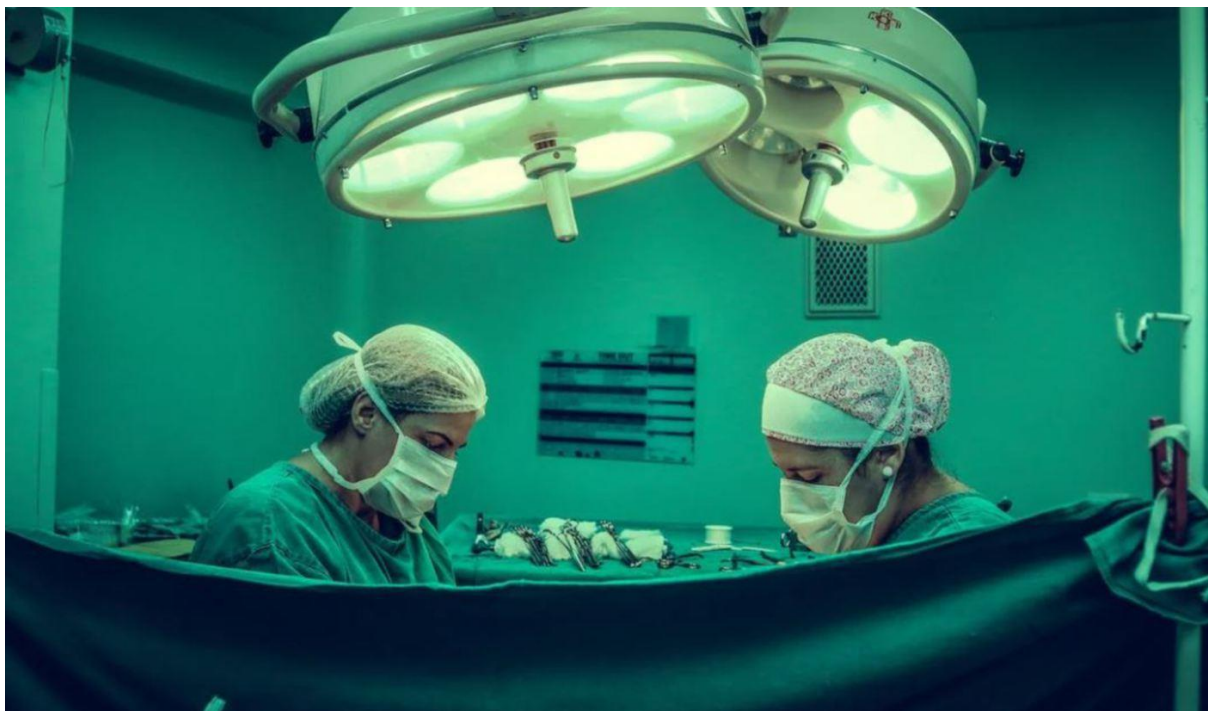


MMA wants healthcare workforce dashboard to drive reforms

By [Aza Jemima Ahmad](#)

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The Malaysian Medical Association (MMA) has called for a comprehensive healthcare workforce dashboard to complement the Health Ministry's newly granted autonomy over workforce management, saying it is essential to improve transparency and support evidence-based workforce planning. - File pic

KUALA LUMPUR: The Malaysian Medical Association (MMA) has called for a comprehensive healthcare workforce dashboard to complement the Health Ministry's newly granted autonomy over workforce management, saying it is essential to improve transparency and support evidence-based workforce planning.

Its president, Datuk Dr Thirunavukarasu Rajoo, said greater operational autonomy would enable the ministry to manage, organise and deploy its approved workforce more efficiently based on service needs.

The association also welcomed the offer of permanent appointments to 4,500 contract medical officers, the establishment of the

Health Ministry-Public Service Department (PSD) Workforce Management Task Force, closer collaboration with the Higher Education Ministry on long-term workforce planning, and the introduction of relocation benefits for eligible medical officers.

However, he said the reforms would only succeed if they were backed by effective implementation through clear operational guidelines and the consistent application of the revised ePlacement mechanism to ensure eligible medical officers receive their relocation benefits promptly.

"Greater transparency will strengthen public confidence, facilitate better workforce planning and enable more timely interventions to address healthcare workforce challenges," he said in a statement today.

He said healthcare workforce reform should go beyond creating permanent posts and instead focus on deploying the right healthcare professionals to the right places at the right time, supported by clearer career pathways, postgraduate training opportunities and policies that promote

long-term retention in the public healthcare system.

Thirunavukarasu also reiterated MMA's call for an independent Health Service Commission as a long-term solution to oversee healthcare workforce planning, career development and human resource management.

The association said it remains committed to working closely with the ministry to ensure the reforms are strengthened, responsive and sustainable.

"While the announcement marks an important milestone, it should also be viewed as the beginning of broader healthcare workforce reforms," he said.

On July 14, Health Minister Datuk Seri Dr Dzulkefly Ahmad announced measures to strengthen and retain the public healthcare workforce, including greater autonomy over workforce management, permanent appointments for 4,500 contract medical officers, relocation benefits, and improved pathways to specialisation through master's and parallel pathway programmes.