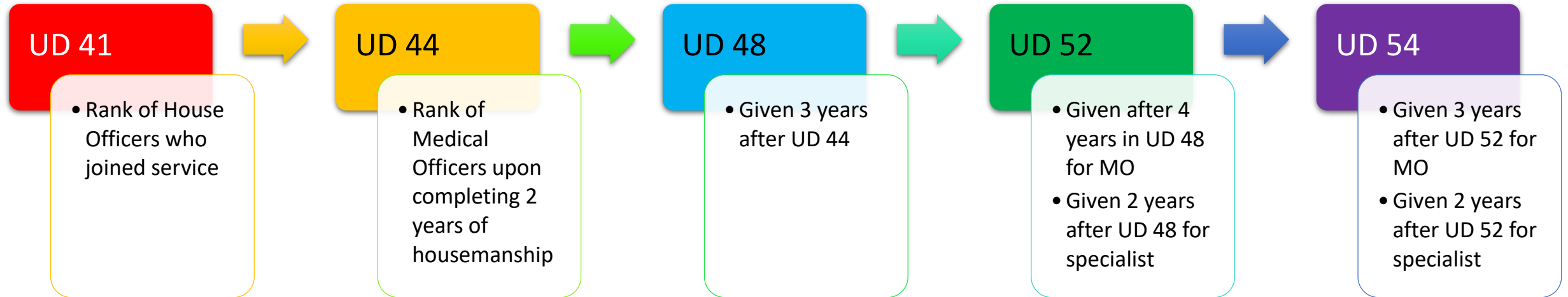


A Report on the Role of SCHOMOS in the Malaysian Healthcare System

Dr Arvindran Alaga
SCHOMOS Chairman
2017/18
Vice Chairman 2018/2019

- JDN was started in 2010 by WMA
- Schomos has playing role of JDN in Malaysia since 1981



Maximum time period for promotions
Specialist: 9 years

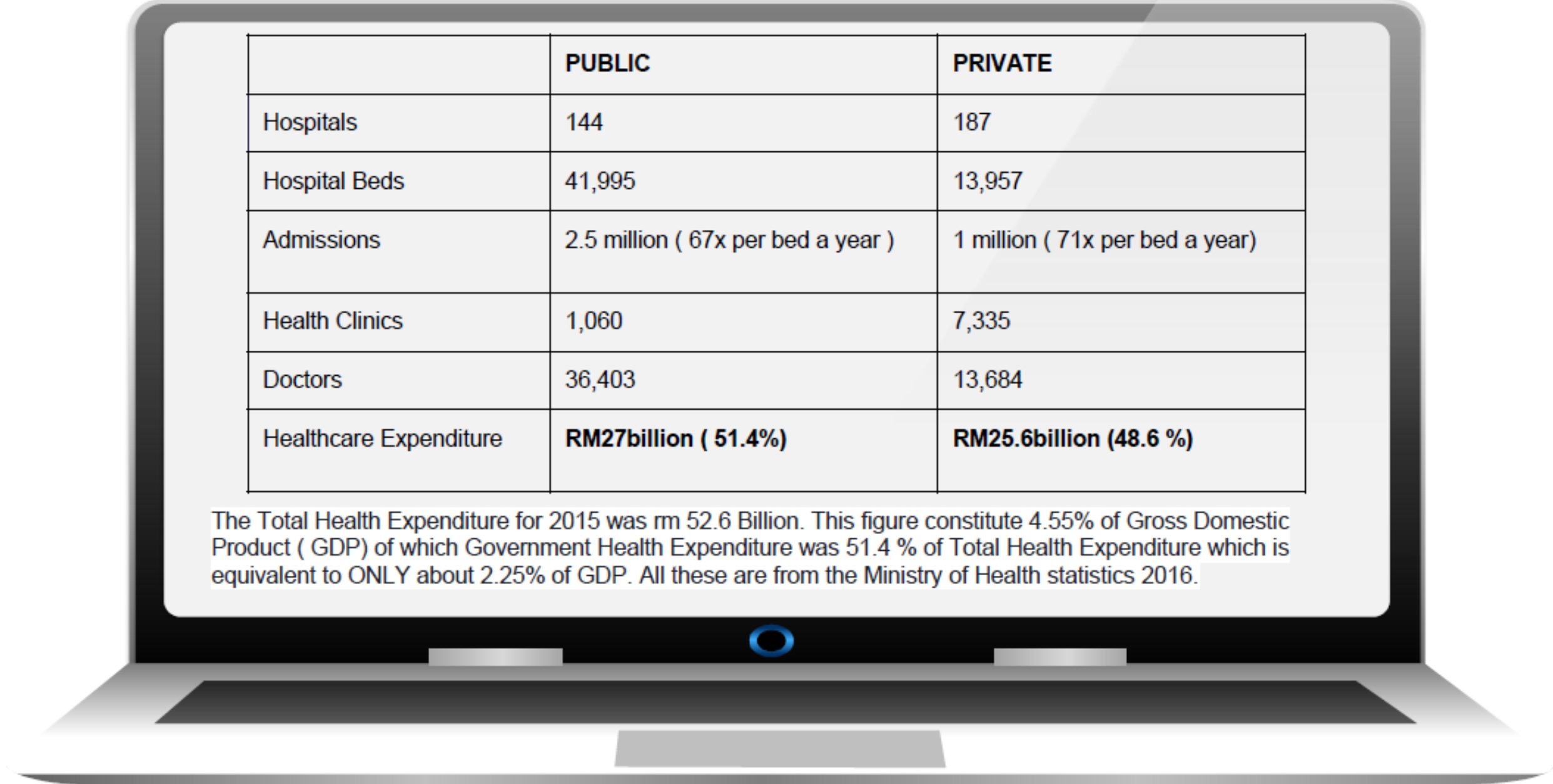
Medical Officer: 12 years

The Healthcare System

Malaysia has a dichotomous system .

Public sector funded by **tax payors**.

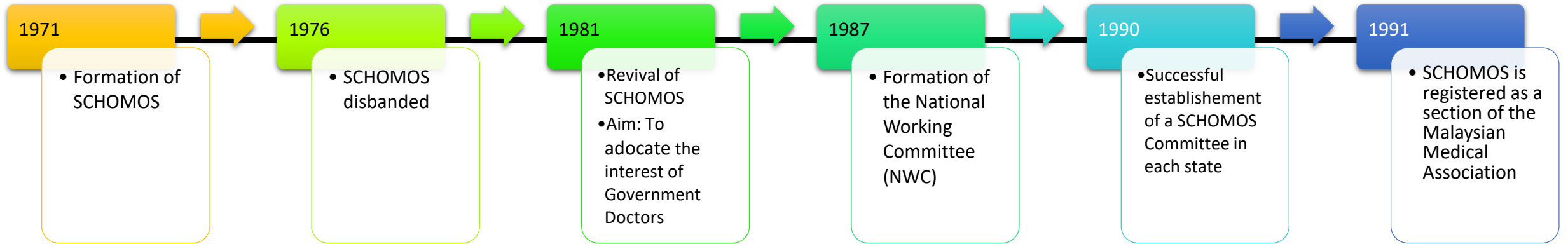
Private sector funded by **out of pocket, private insurance, employment health benefit and third party administrators**. Its regulated by Private Healthcare Facilities & Services Act 1998.



	PUBLIC	PRIVATE
Hospitals	144	187
Hospital Beds	41,995	13,957
Admissions	2.5 million (67x per bed a year)	1 million (71x per bed a year)
Health Clinics	1,060	7,335
Doctors	36,403	13,684
Healthcare Expenditure	RM27billion (51.4%)	RM25.6billion (48.6 %)

The Total Health Expenditure for 2015 was rm 52.6 Billion. This figure constitute 4.55% of Gross Domestic Product (GDP) of which Government Health Expenditure was 51.4 % of Total Health Expenditure which is equivalent to ONLY about 2.25% of GDP. All these are from the Ministry of Health statistics 2016.

The beginning



Objectives

```
graph TD; A[Objectives] --> B[It shall be the consultative body to the MMA, in matters pertaining to the doctors in the public sector.]; A --> C[To inform doctors in the public sector who are not yet MMA members, of the activities of the MMA and to encourage their involvement as members of the MMA.];
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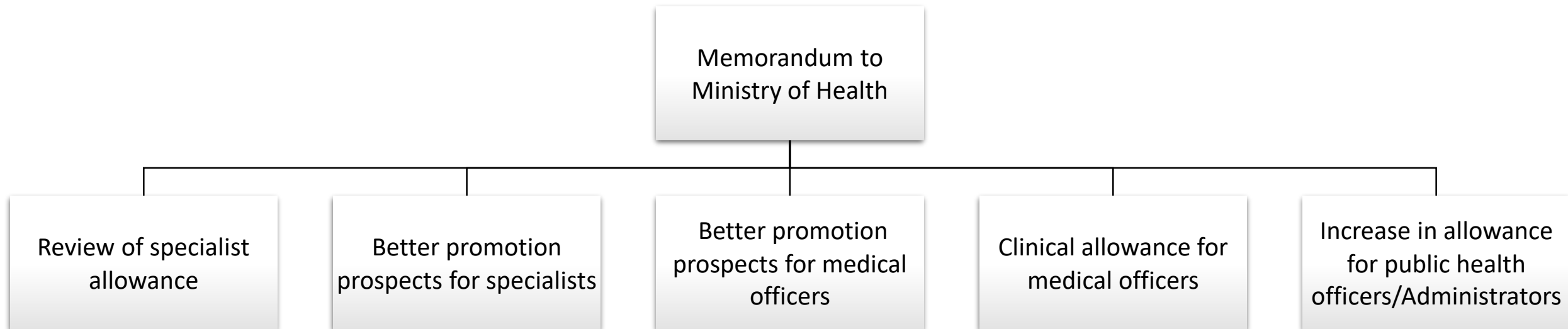
It shall be the consultative body to the MMA, in matters pertaining to the doctors in the public sector.

To inform doctors in the public sector who are not yet MMA members, of the activities of the MMA and to encourage their involvement as members of the MMA.

THE ROLE OF SCHOMOS IN THE
TRANSFORMATION OF
HEALTHCARE IN MALAYSIA

1983

- SCHOMOS (under the Chairmanship of Dr. Amir Farid Ishak), voiced concerns over the large number of resignation of doctors from the public sector primarily due to unsatisfactory service conditions.



This led to a series of meetings between SCHOMOS and the

- Ministry of Health
- Public Service Department
- Deputy Prime Minister of Malaysia



Introduction of certain incentives for Government Doctors

- i. Automatic Promotion to senior Time Scale (upon completion of 5 years of service)
- ii. Recognition of the 1-year posting of House Officers

Other breakthroughs

1991

- Increase in specialist allowance (which will be backdated to January 1990)
- Doctors should not be made to work more than 24 hours in a stretch

Out of hours allowance for doctors going on call after office hours

Announced by the MOH at the NWC meeting in November 1994

Purchase of quarters for rental for Government doctors in the more expensive cities such as Kuala Lumpur and Johor Bahru

SMART PARTNERSHIP
AND
ENGAGEMENT PROGRAMMES

Mesyuarat Bersama Kerajaan (MBK)

- Consists of various unions and associations
- Responsible in caring for the welfare of civil servants
- The platform for union and association representatives meet the relevant authorities and sort out relevant issues
- Many past SCHOMOS Chairpersons have been elected as Chairpersons of the MBK

SCHOMOS is the **ONLY** association that represents government doctors in Malaysia in the MBK

Success stories

1. On call allowance for doctors

- 1993 : SCHOMOS proposed for an increase in the on call allowance for doctors which was RM25/on call duty doctor
- 9th MBK Meeting : SCHOMOS presented a paper which included the proposal to review and increase on call allowance
- 2005 : On call allowance was increased to RM 100 (normal working days) and RM 110 (weekends/public holidays)

Today government doctors receive allowances for cost of living, housing, critical services.

Doctors who are more senior get an 'elaun kerajaan' while the on-call allowance is on a per claim basis

Success stories (cont)

2. Introduction of Critical Allowance

- 2004 : SCHOMOS proposed for an increase in critical allowance for Specialists, MOs and HOs
- 9th MBK Meeting : Dr Mastura Ismail and Dr Krishna Kumar proposed for 50% increase in critical allowance for MOs working in Sabah and Sarawak

3. Handphone Allowance

- 2008 : SCHOMOS (represented by Dr Mastura and Dr Harvinder Singh) proposed for handphone allowance

The Public Service Department (JPA) introduced the handphone allowance for government doctors grade UD 54 and this benefit was later extended to all civil servants

Success stories (cont)

4. Standardization of service and salary schemes for medical lecturers

2004 : SCHOMOS presented a proposal to standardize the service scheme for all medical and dental lecturers from grade 45 to grade 54 as well to increase the on call allowances

1st

January : Increase of allowance from RM 500 to RM 750 was implemented

2008

5. Limited private practice in Government Hospitals

2004 : SCHOMOS proposed for limited private practice in government hospitals

2005 : Agreed for implementation

Since then, it has been extended to almost 11 hospitals nationwide

Success stories (cont)

6. Increase in incentives for public health specialists

26th March 2009 : SCHOMOS (represented by Dr Mastura and Dr Harvinder Singh) presented a paper for an increase of the public health incentive for public health specialist

2009 : Increase in specialists' allowance was implemented starting January 2009
(20 years after the last review in 1989)

- Approval from MOH for locum in private health care settings
- Reintroduction of the allowance for Compassionate Lists (to reduce the backlog of elective surgical cases that were performed during the weekends)
Specialists were paid RM200/hour and MO RM80/hour
- Introduction of hardship allowance for rural posting based on specific locations

Success stories (cont)

7. Flying doctors allowance (FDA)

2015 : The FDA allowance for MOH and insurance coverage for flying doctors in Sabah and Sarawak was approved (presented by Dato Dr Azhar) but pending its implementation due to the country's financial status

Success stories (cont)

8. Advanced competency program (ACP)

Dr Mastura Ismail had proposed for the change of sabbatical leave taken by specialists and sub-specialists to ACP

The proposal for change was accepted by the MOH

9. Extension of on call allowance

Extension of on call allowance to hospital directors who are doing on call has been successfully implemented

Success stories (cont)

10. Papers presented in 2016

1. SCHOMOS requested for an increment of 100% for the medical report fee
2. SCHOMOS requested for an increment of RM 500/month after every 3 years of service as a specialist in UD53/54
3. SCHOMOS requested for RM 3000 / month as sub specialist allowance

Success stories (cont)

11. Papers presented in 2017

1. Re-introduction of the appointment of Medical Officers as Registrar at MOH Hospitals
This will be done based on 'enhancing parallel pathway'
2. Proposal to increase leave and service day of officers who follow the closed system during their medical degrees
Outcome: Officers will be allowed to use their 'academic leave' of 14 days each semester
Further improvement, including years of service will be discussed during the meeting with MOH
3. Proposal for sub specialist allowance
This proposal was said to be not suitable by the 'MOH Convention of Specialists 2017' at this point of time as the present focus is to increase the number of sub-specialist

12. Maternity and Paternity Leave

December 2017 : SCHOMOS proposed for a 4-month-long maternity leave and 2-week-long paternity leave for parents with newborn babies

The proposal is currently pending approval

Engagement with
various partners

1. Meeting with the Secretary- General MOH (KSU)

12th August 2015 : First meeting between SCHOMOS and KSU

March 2017 : Meeting between SCHOMOS and KSU
SCHOMOS requested that all specialists who have attained UD54 till the end of 2012 be considered for UD 56 posts.
This request has been granted
(prior to this, the circular stated that candidates who were UD54 as of 2010 only will be considered)



2. Meeting with the Ministry of Health (MOH)

SCHOMOS regularly engages the MOH to bring up and solve issues concerning doctors
This effort has intensified over the past three years with Bahagian Perkembangan Perubatan under the lead of Dr Arvindran, Dr Vasu Pillai and the EXCO members

SCHOMOS has highlighted the plight of junior doctors being overworked, bullied by seniors as well as suffering from depression.

- April 2012 : Dr Mary Cardoso (President of MMA) urged MOH to review the shift system and conduct a study on the mental health of junior doctors
- August 2017 : MMA Helpdoc was launched to provide support and guidance to doctors particularly trainee doctors going through the difficult transition in the medical career
Many issues in Helpdoc were solved with the aid from SCHOMOS

2. Meeting with the Ministry of Health (MOH)

SCHOMOS also had a round table discussion with Datuk Dr. Jeyaindran, Deputy Director General of Health, MOH during the ABC of Housemanship Seminar



Issues discussed:

- i. E-GL from HRMIS for house officers
(to include the treatment facilities for the parents of contract house officers as stated in the House Officers Contract)
- ii. Request for MOH to consider UD56 for senior medical who were directors in district hospitals and pillars of many departments and health clinics.
- iii. Suggestion for Government to create a special fund to give allowances or loan facilities for those who are enrolled in the parallel pathway and Masters Programme without HLP.
- iv. A survey and research on registered housemanship in Malaysia with the participants of the ABC of Housemanship Seminar was carried out and submitted to MOH.
The survey found that out of the 210 respondents, 97.1% are aware of the “Contract HO System” but the majority of them are worried of the potential of victimization and biasness. 98% of the respondents would like to continue with post graduate studies but 79.3% plan to migrate overseas. The majority of respondents fear of being incompetent at the workplace.
SCHOMOS is currently in discussion with MOHE to conduct a research regarding alternative career pathways for future doctors.

2. Meeting with the Ministry of Health (MOH)

Dr. Arvindran and Dr. Ravi Naidu also attended a constructive meeting with the Bahagian Perkembangan Perubatan, chaired by Dr. Mohd Fikri B. Ujang regarding “Transformation of Malaysian Housemanship Training Programme”.

At the meeting, SCHOMOS highlighted the following issues:

- i. Implementation of Contract System including the numbers/percentage of HOs being absorbed as MOs and the projected statistics.
- ii. Transparency of the implementation of the Certificate of Completion of Posting (CCP) and Certificate of Completion of Houseman Training (CCHT).
- iii. Standardization of the method of assessment by training more trainers.
- iv. Criteria to be absorbed by MOs.
- v. Opportunity for HO who intend to specialize in clinical areas and those keen to venture into primary care after completion of housemanship.
- vi. Opportunity for non-clinical pathways.
- vii. Reduction of waiting period to enter housemanship training.
- viii. The need for effective method of communications and soft skills in training and assessing houseofficers.



3. Meeting with the Ministry of Higher Education (MOHE)

- November 2016 : Meeting between MMA, SCHOMOS (represented by Dr Ravi Naidu and Dr Vasu Pillai) and MOHE
- i. MOHE has no control on quality of foreign medical graduates.
 - ii. MMC was advised to revoke licenses of the universities which accepted graduates below the minimum requirements.
 - iii. MOHE has stopped issuing No Objection Certification (NOC) for students going to foreign medical colleges.
 - iv. The Clinical Master Programme curriculum was being reviewed under the National Master Programme Curriculum.
 - v. MOHE is trying to increase the number of postgraduates by increasing the number of MOH hospitals which have been approved a training facilities.
 - vi. MOHE agreed to support MMA membership drives in the universities.

3. Meeting with the Ministry of Higher Education (MOHE)

8th September 2017 : Meeting between SCHOMOS and MOHE

- i. Improving quality and control quantity of medical graduates. MOHE is committed in producing excellent medical education by controlling number of medical students following moratorium imposed for new medical colleges/programmes till 2021 by the Government.
- ii. For more seats to be offered for the Masters Programmes for the upcoming academic year. SCHOMOS also proposed for an extension in the validity of exam results.
- iii. For more house officers to be trained in University Hospitals.
- iv. For NSR/APC payment to be absorbed by each university. The proposal is now being implemented by MOHE.



4. Meeting with Integrity Unit (MOH)

SCHOMOS constantly seeks the advice of the Head of Integrity Unit, MOH with matters pertaining to industrial sponsorship

The meeting highlighted that such sponsorships can be channeled through societies that have proper accounts, documentations, minutes and transparency.

MMA meets this criterion and have started engaging with the umbrella body of pharmaceutical companies, Pharmaceutical Association of Malaysia (PhAMA), to iron out details of this collaboration.

The final draft is awaiting implementation by JPA.

4. Meeting with other government agencies

- Auditor General (2016) : SCHOMOS and the MMA Exco met with the Auditor General YBhg. Tan Sri Haji Ambrin Bin Buang and the external auditors for MOH
- TN50 Dialogue (October 2017) : Attended the session with Tan Sri KPPA on behalf of SCHOMOS and MBK. Among the suggestions put forward were:
- To train more specialists and sub-specialists with better pay scale.
 - To further extend moratorium for medical colleges and programmes.
 - To identify measures to curb NCD.
 - To train more House Officers in university hospitals
- Malaysia Healthcare Travel Agency : A meeting was held to discuss collaboration with SCHOMOS

Corporate Collaborations

SCHOMOS introduced the following collaborations for the benefit of its members:

Air Asia

MMA's Flight Partner

13. Travel Partner - Air Asia

Please go to the [AirAsia Go Corporate Website](#) and select the Premium Flex Package.



Premium Flex guests get great perks:



Flexi-flight
Flexibility to change your flights



Pack More
20KG baggage allowance



Favourite Seat
Complimentary Pick A Seat



Inflight Meal
Complimentary inflight meal



Xpress Boarding
Be at the front of the line and board first



AirAsia BIG Point
Earn BIG Points
RM 1 = 1 BIG Point



Premium Flex Counter
Dedicated counter for your convenience



Express Baggage
Priority baggage collection at check-out



Fast Track
Dedicated Immigration counter. Available in klia2, Senai International Airport & Kuching International Airport.



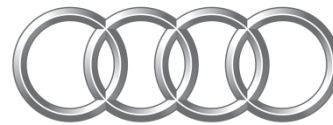
Corporate Collaborations: Automobiles



8% discount



Mercedes-Benz
6% discount



Audi

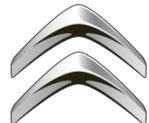
8% discount



6% discount



PEUGEOT



CITROËN

3% discount on top of n paying price and
prevailing promo



2 - 4%
discount



RENAULT

Additional RM 2000
rebate above current
offers

Corporate Collaborations: Fitness



This offer is for MMA Member ONLY.

Membership Fee	Monthly Dues
Joining Fee (ONE OFF ONLY)	RM50
HOME	RM89
XPLORER	RM129
PT Jump Start (optional)	RM 199 (3 session)

Corporate Collaborations: 5 A Travels



Corporate Collaborations



Members can now purchase properties in Melaka (Ozana Residence and Cheng Bestari) with great discounts with no legal fees charged
*Extra rebates for life members



Additional rebates for selected properties

A member of **UEM Group**



20% discount for MMA Members & family

A Step with Comfort



Training
and
Development

1. Continuous Professional Development (CPD)

10 August 2014 : SCHOMOS was invited for a Brain Storming Session on Revising the Penilaian Tahap Kecekapan (PTK)

The outcome of that session was the introduction of CPD to replace PTK for all doctors serving in all the ministries.

This system was implemented in all ministries with doctors in January 2005

With the new Medical Act 2012 which came into force in July 2017, the APC renewal from 2020 onwards (application in 2019) will be subject to the achievement of a minimum of 20 CPD points and Professional Medical Indemnity coverage

2. Rights and Responsibilities of Government Doctors Seminar (R&R)

R & R Seminar for government doctors were initially held annually since 2008 and later being organized twice a year since 2013.

The Seminar is organized primarily to sensitize doctors on the latest issues and provide them a platform to have a dialogue session with the administration and MOH



3. Towards Excellence Series

The image displays a schedule for three events on February 20, 2016, at the Sheraton Imperial Kuala Lumpur. The events are presented in three numbered, downward-pointing arrow-shaped boxes. To the right of these boxes are the logos for the Malaysian Medical Association (mma) and the Towards Excellence Series.

Event Number	Event Title	Date	Time	Venue
1	Women Empowerment Seminar	20 Feb 2016	8am - 5pm	Sheraton Imperial Kuala Lumpur
2	ABCs of HOUSEMANSHIP in Malaysia	20 Feb 2016	8am - 5pm	Sheraton Imperial Kuala Lumpur
3	GP Seminar & Scientific Meeting	20 Feb 2016	8am - 5pm	Sheraton Imperial Kuala Lumpur

mma MALAYSIAN MEDICAL ASSOCIATION

Towards Excellence Series

4. ABC of Housemanship Seminar

SCHOMOS has organized this event three times
20 February 2016: As part of the Towards Excellence Program
24- 25 March 2017: At the National Cancer Institute
November 2017: In collaboration with Perdana University



The main objective of this Seminar was to expose our future doctors to the working culture in our hospitals



Among the issues that were highlighted is

- the potential problems that junior doctors could face
- what was expected of them when they are posted in each department.

Participants were exposed to the art of effective communication and given the opportunity for some hand-on experience with common procedures

5. Women Empowerment Seminar

Organized for doctors and the public to empower women to step up as leaders and promote gender equality.

Various distinguished women speakers were invited to share their experiences to approximately 160 participants.

The seminar ended with a forum to encourage lively discussions between participants and the speakers.



The poster is red with white and orange text. At the top left is the 'Towards Excellence' logo. At the top right is the MMA logo (Malaysian Medical Association) with the royal coat of arms. The main title '1 Women Empowerment Seminar' is in large white font. Below it, the date '20 Feb 2016' and time '8am - 5pm' are listed, along with the venue 'Sheraton Imperial Kuala Lumpur'. To the right, there is a section for 'Who Should Attend' and 'Fees', followed by a list of 'Topics' including 'Work - Balance Life' and 'Celebrating the achievements and looking to the future'. At the bottom right, contact information for registration is provided, including a website link.

1
Women Empowerment Seminar

20 Feb 2016
8am - 5pm
Sheraton Imperial
Kuala Lumpur

Who Should Attend : Doctors and Public
Fees : RM160 (MMA Member)
RM200 (Non MMA Member)

Topics

- 1) Work - Balance Life
Prof Dr Kyung Ah Park,
President, Medical Women's International Association (MWIA)
- 2) Celebrating the achievements and looking to the future
Dr Mary Suma Cardoso (Past President MMA)
- 3) Gender Equality for Women Benefits Men Too
- 4) Leadership - Male Champions for Change
Tan Sri Rafidah Aziz

Make payment to :
Account Payee : MALAYSIAN MEDICAL ASSOCIATION
Bank Name : Alliance Bank Malaysia Berhad
Account No : 14028000086760

Email or fax the bank-in slip to Ms Rafidah Nordin
Tel : 0340418375 (ext 113)
Fax : 034041887 / 0340419929
Email : schomos@mma.org.my/psmml@gmail.com

For registration click : <http://goo.gl/forms/JSBMM4fmrV>

6. Conference of Minds

This programme brought together many Past Chairpersons of SCHOMOS who had contributed many working papers in MBK.

Sharing of past experiences took place and ideas were contributed for future papers

7. Program Transformasi Minda

It consists a five-day programme where civil servants are exposed to the structure and organization of the civil service

In July 2011, Dr. Harvinder Singh successfully arranged a slot for SCHOMOS during Modul PTM Pegawai Perubatan Siswazah

Starting from October 2015, SCHOMOS was given a 30-minute slot to introduce MMA to aspiring young doctors in each PTM

SCHOMOS continues to actively participate in this programme by the MOH to meet the new house officers and share with them the benefits of joining MMA and the latest healthcare issues.



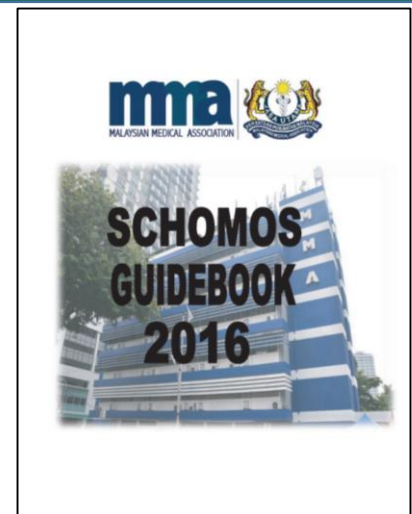
8. Regular Meetings with House Officers

Regular meetings with house officers are held during Continuous Professional Development (CPD) talks to allow them to raise concerns or address any issues they may have

9. SCHOMOS Guidebook 2016

The SCHOMOS guidebook was published to provide advice and guidance for house officers

The content of the guidelines is elaborate and there are even flow charts explaining the journey from medical student to houseman



10. Sports

SCHOMOS Charity Health Run

The Charity Health run, sponsored mainly by UCSI University saw the involvement of many members.

Other activities that were organized then were CPR Training, Free Health Screening and Lucky Draws.

To-date, this is the largest event by SCHOMOS with approximately 1900 participants



SCHOMOS CHARITY HEALTH RUN 2018

Stay Healthy • Donate To Charity • Run Through Nature

Saturday 13th January 2018 6.00am onwards

Padang Semarak, Taman Wetland, Putrajaya

REGISTER NOW!

Registration Fee + Race Pack		Race Categories	
10 KM RM 65 RACE PACK	5 KM RM 50 RACE PACK	A Men Open	10KM
• SPOONING Dry Fit Running Tee	• SPOONING Dry Fit Running Tee	B Women Open	5KM
• Number Bib	• Number Bib	C Men Veteran	
• E-Certificate	• Certificate	D Women Veteran	
• Finisher Medal	• Finisher Medal	E PCW Run	

Race Pack Collection

Sunday, 4th January 2018
10am - 6pm

Friday, 12th January 2018
10am - 6pm

Register Online

<https://event.howel.com>

<http://www.racexasia.com>

<http://www.checkpointspot.asia/>

Registration Closing Date: 30th December 2017

CASH PRIZES are up for grabs in the **10KM** category!

FUN-FILLED ACTIVITIES

LUCKY DRAWS

HEALTH BOOTHS

organizer **mma** MALAYSIAN MARATHON ASSOCIATION in collaboration with **CSA** For enquiries on event details, arrangements & etc. Email: csa@malaysiamarathon.com.my Phone : 013-6443242

10. Sports

SCHOMOS Cybersports Tournament

It was the first national e-sports tournament to be organized exclusively for doctors, medical graduates and medical students.

Has been organized two times and is a SCHOMOS annual event



Inter-state Sports Activities

Various inter-state sports activities are being held among government doctors to foster better relationships in a non-working environment.



11. Registry of Societies (ROS)

In 2015, the ROS had approved SCHOMOS' constitution amendment presented by Dr. Arvindran and Dr. Vasu (which was passed in an AGM in Kota Bharu) to encourage the house officers in their first two years to become a MMA Life Member with the reduced fee of RM 1,500.

12. SCHOMOS Facebook Page

The SCHOMOS Facebook page was initiated by the Past Chairperson, Dr. Rosalind and the NATIONAL SCHOMOS Committee members since 2014/2015 onward had ensured that it remains active.

This move enables its followers, mainly its members to connect for all the latest updates.

At present, there are over 2100 members.



Medical Act 2012

The new Medical Act 2012 came into force on 1 July 2017 and heralds many new challenges to both government and private medical practitioners. The following are some of the changes:

i. Increase in Malaysian Medical Council (MMC) Fees

The increase in the MMC fees will affect SCHOMOS members and new doctors the most. Therefore, SCHOMOS negotiated with the MOH on this matter and ensured that the APC cost is covered by the Government for doctors in the public sector.

ii. National Specialist Registry (NSR)

All specialists will be required to register under the new NSR, which has now been put under the purview of the MMC. Registration in the NSR is mandatory for all specialists. The fee for registration and renewal was claimable from the respective hospitals subject to the approval of the hospital director. SCHOMOS will work to maintain this privilege

iii. Medical Indemnity

Although Professional Medical Indemnity coverage is covered by the MOH and the Malaysian Government for all government doctors who practice in the public sector, SCHOMOS advises its members to self-purchase additional Medical Indemnity to ensure personal legal representation for all matters pertaining to the professional practice (including MMC inquiries) which is not covered by the Government Indemnity.

Promotions of Jawatan Utama Sektor Awam (JUSA)

- 2013 : SCHOMOS carried out a JUSA Survey and submitted 50 names
- 2016 : SCHOMOS had submitted two lists to MOH and JPA respectively; a list 81 Specialists (MMA members) and a list of 50 eligible candidates for JUSA in Malaysia (Non-members of MMA)
- 2017/2018 : A sum of 113 JUSA posts were granted.

Despite there being a recent promotion exercise for the JUSA positions, the results left many disappointed and frustrated. SCHOMOS is always engaging with the Public Service Department regarding this matter

CONCLUSION

In conclusion, SCHOMOS has remained true to its objectives and serve as a voice for the public doctors since its revival in 1981.

The road has been tough and windy but through patience, persistence and continued efforts, SCHOMOS will continue to remain relevant and necessary in the progress and development of healthcare in Malaysia.

ACKNOWLEDGEMENT

1. MMA Exco and Council 2017/18
2. SCHOMOS Exco and Council 2017/18
3. Past SCHOMOS Chairpersons
4. Chairperson and EXCO Members

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