

JUNIOR DOCTORS NETWORK-SCHOMOS MMA PENANG DECLARATION 2018

Leading the way towards mutual respect- The role of junior doctors in preventing workplace bullying & harassment

Adopted by the participants at the JDN meeting during the 33rd Confederations of Medical Associations in Asia and Oceania (CMAAO) General Assembly, Penang, Malaysia 2018.


Doctors, especially junior doctors play an important role in the healthcare delivery of all countries. They are the backbone of the health system and are pivotal to the successful deliverance of healthcare to all spectra of the society.

Whilst rendering their services with dedication, there have been many instances where doctors have been victims of bullying and harassment of all types and nature. The effect of bullying and harassment has at times left a deep scar on the psyche and mental health of the doctors, especially so in the case of junior doctors.


This bullying and harassment can be from many sources and in many forms. It can be emotional, physical, verbal or even sexual in nature and affects doctors of both gender. It can be by others in the same medical fraternity, be it by those in authority and power or even at times by peers that are more dominant. It can be in public healthcare facilities or private healthcare facilities. It can also be by patients and even relatives of patients in and outside the healthcare environment and it can be done directly in person or indirectly through the social media.

We take note of the 'WMA Statement on Bullying and Harassment Within the Profession 2017' and taking cognisance of the increasing prevalence of bullying and harassment towards doctors, its effect on them which at times may be long lasting and the need for an unequivocal show of support by all to end this unwanted menace, the doctors here today at Penang on the 14th of September 2018 declare that:-


- 1) Doctors should be accorded the greatest support and respect in carrying out their duties. Bullying and harassment of doctors, be it emotional, physical, verbal or sexual, should be condemned by everyone.
- 2) The doctors' workplace should be an environment conducive for them to practise what they are trained for, bound by their centuries long oath of service. All efforts should be taken to eliminate the risk and possibility of bullying and harassment of all types and nature at these places.
- 3) There should be a standard operating procedure set up in all workplaces to deal with cases of bullying and harassment of doctors of all strata. Doctors should be made aware of their rights and there should be avenues available for the doctors to bring up these cases for investigation and action by the authorities.
- 4) There should be support mechanisms available to help these victims of bullying and harassment overcome the psychological and at times physical consequences of this actions of bullying and harassment.
- 5) Employers and management have a duty of care to their employees and should be responsible for their actions and inactions in dealing with cases of bullying and harassment.
- 6) If not already in place, Governments should be impressed upon to draw up and pass effective legislation to allow the judicial system to take legal action where and when necessary against perpetrators of bullying and harassment.


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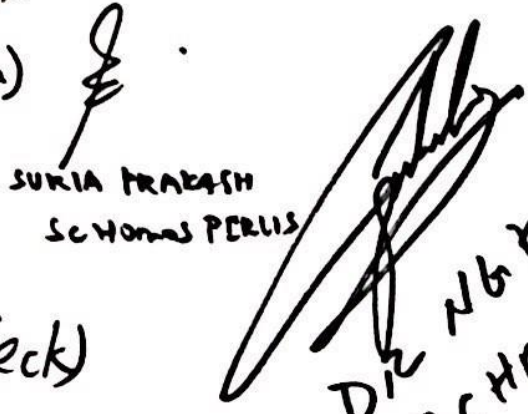

(Dr. Vijay, JON Malaysia)


Dr Khe Arzand
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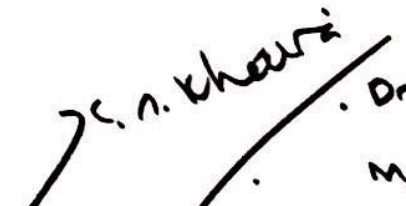

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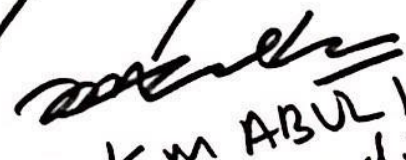

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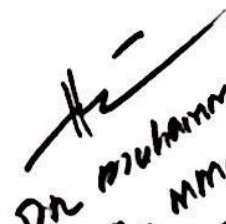

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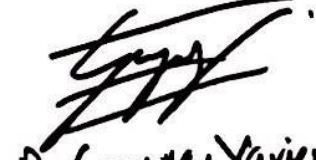

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