

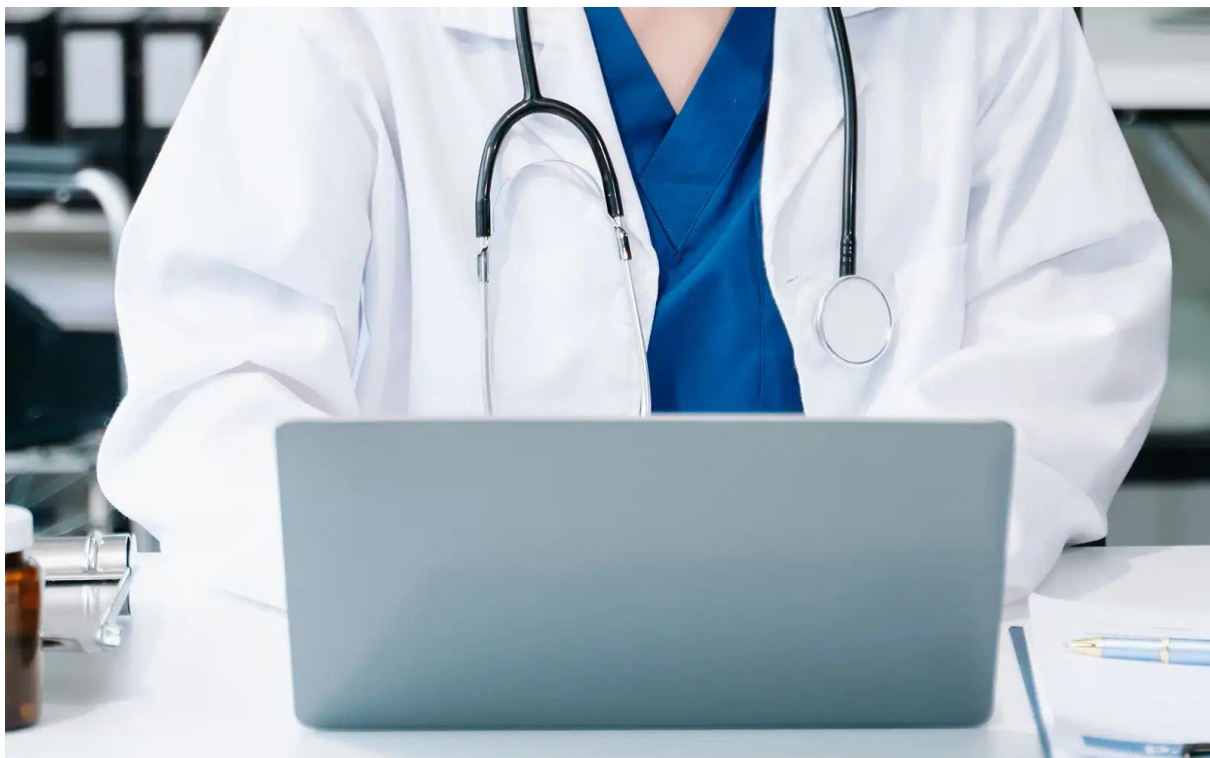


Doctors need more than job security, says MMA as 3,500 quit govt service

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The Malaysian Medical Association says offering permanent appointments is only part of the solution.



MMA president Dr Sivanaesan Letchumanan called for fairer advancement opportunities and greater recognition of experience and qualifications so doctors can build long-term careers in public service. (Envato Elements pic)

PETALING JAYA:

The Malaysian Medical Association (MMA) has reiterated its call for a review of doctor remuneration after the health minister said that 3,510 permanent and contract medical officers had resigned between 2024 and 2026.

MMA president Dr Sivanaesan Letchumanan said the resignations, including 1,252 by permanent doctors, sent a clear message that “job security alone is not enough to keep doctors in public service”.

Sivanaesan said while offering contract doctors permanent appointments was laudable, it was only part of the solution.

“We must address why doctors are leaving, not just replace those who have left.

“Review doctors’ salaries, allowances and on-call compensation to ensure they fairly reflect their responsibilities, working hours, and professional demands,” he said in a statement today.

Besides better remuneration, Sivanaesan called for fairer advancement opportunities and greater recognition of experience and qualifications so doctors can build rewarding long-term careers in public service.

He said improved access to specialisation, efforts to address excessive workloads especially in overstretched facilities, and measures to protect doctors’ well-being would help retain doctors.

“Doctors in public healthcare need more than job security. They need a working environment that values their contributions, supports their professional growth and safeguards their well-being.

“Recruitment without retention is a revolving door. Malaysia cannot afford to keep losing doctors while those who remain shoulder increasingly heavy workloads,” he said.

On Wednesday, health minister Dzulkefly Ahmad said 51.4% of those who resigned left for the private sector, while 36.8% cited personal reasons and 4.5% joined statutory bodies.

Another 2.9% left to work or settle overseas, 2.6% resigned for health reasons, 1.5% pursued further studies, and 0.3% opened their own clinics.

To address staffing shortages, 4,500 contract doctors had been offered permanent appointments this year.

He said a task force established by the public service department in April was looking into staffing issues, while his ministry had been given greater authority to manage and distribute approved positions to speed up recruitment.