

# SCHOMOS Updates



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A new term has started for SCHOMOS and on behalf of the committee I would like to express our gratitude to all members who made it up to Kota Bharu for the Annual General Meeting (AGM) and for placing your trust in us to lead SCHOMOS to greater heights. The year has just started and we have a lot of activities planned so look forward to an exciting year ahead.

## SCHOMOS 1st National Working Committee (NWC) Meeting – 27 June 2015

The NWC met for the first time on 27 June 2015 at MMA House and the meeting was well attended. The MMA ExCo was represented by the Immediate Past President and the President-Elect as well as the Hon. General Secretary, Hon. Treasurer, Deputy Secretary and the National PPS Chairman.

A variety of issues were discussed, including issues brought up by the members during the recent AGM. Amongst the issues were:

- Conference sponsorship by the industry and associations
- Papers to the MBK as well as follow-ups on the approved papers
- Promotions and staff positions
- Housing allowances
- Specialist training and retention of trained specialists
- Membership drives and membership perks

We discussed the issues in depth and will further discuss the matters with the Ministry during our meetings with them.

The NWC also proposed the activities for the year. There will be two 'Rights & Responsibilities' (R&R) seminars hosted by Sabah and Johor respectively. There will also be a National SCHOMOS Conference to be held at Melaka in early 2016, and this would be combined with the previously planned Women Empowerment seminar. Other activities planned include a National Futsal Tournament to be hosted by SCHOMOS Kedah, National Badminton Tournament to be hosted by SCHOMOS Johor and a National Paintball Tournament to be hosted by SCHOMOS Selangor and Wilayah Persekutuan.

## Majlis Perdana Perkhidmatan Awam Ke-14 (MAPPA XIV) – 17 June 2015

This annual meeting is a forum to allow the Prime Minister to meet with the upper hierarchy of the Government Servants as well as the associations representing them. The Prime Minister, YAB Dato' Sri Mohd Najib Bin Tun Abdul Razak chaired the meeting at the Putrajaya Convention Centre which was attended by almost



*The Prime Minister at the MoH booth*

2,500 civil servants. The forum was a chance for Dato' Sri Najib to share and explain his vision and aims for the Government Service in the years to come and the implementation of the 11th Malaysia Plan.

Amongst the topics broached by Dato' Sri Najib were:

- Incentives to encourage a more efficient and innovative public service. Any ministry or department that is able to increase productivity while reducing cost and increasing savings from the proposed budget would be rewarded a percentage of the savings to be given to the staff of the ministry or department. This incentive would be used to reward the staff for innovation and increasing productivity.
- The 11th Malaysia Plan encompasses all aspects to stimulate and maintain growth of the country in the hope that we can achieve developed nation status with a high income population.
- Dato' Sri Najib also stressed on the importance of professionalism, confidentiality, productivity and improvement in the services provided.

Dato' Sri Najib also announced the implementation of a new housing allowance scheme for Civil Servants below the 41 grade. This was not extended to those from 41 and above. He also announced a modest bonus of RM500 per person for the Hari Raya celebrations.

Subsequently, after the forum, we then had a chance to visit the various booths from various ministries,



Dr Julian Tey (left) and the author represented SCHOMOS at the meeting

including our own Ministry of Health (MoH), showcasing new innovations to improve productivity. The MoH was promoting new High Impact Projects under the Public Service Delivery Transformation (PSDT) namely the Cluster Hospital Pilot Project in three states; Melaka (Hospital Melaka, Hospital Alor Gajah and Hospital Jasin), Pahang (Hospital Sultan Haji Ahmad Shah, Temerloh, Hospital Jengka and Hospital Jerantut) and Sabah (Hospital Tawau, Hospital Kunak and Hospital Semporna). Clustering of the hospitals allows for sharing of resources, improving utilisation and decongestion of the lead hospital.

Another project showcased was the LEAN healthcare project from Hospital Tengku Ampuan Rahimah, Klang (HTAR). This project was initiated to decrease the waiting time in the Green Zone of the Emergency and Trauma Department and improve the discharge time from the medical wards in HTAR. Currently, the LEAN AGILE project is being implemented in all main hospitals in the country. It aims to eliminate wastage and increase the productivity of the health system.

### Meeting with the Director-General of Health, YBhg Datuk Dr Noor Hisham Abdullah – 7 July 2015

YBhg Datuk Dr Noor Hisham was gracious enough to meet the MMA ExCo as well as representatives from SCHOMOS and PPS for a discussion on issues pertaining to the doctors and healthcare in Malaysia. The meeting started with the DG sharing some input on the direction of healthcare in Malaysia.

He went on to inform us on the transformation of healthcare in Malaysia, where currently efforts are being made to study the possibility of integration of the Private and Government arms of healthcare in our country. He brought up the issues of the shortage of beds in both the Private and Government sector where the ratio is currently around 1.9 beds/1,000 population and ideally

the Government was targeting a ratio of 2.5-3 beds/1,000 population. He stressed the importance of having primary care that was affordable, easily obtainable and of the highest quality. One other issue he was keen to see improve was the percentage of day-care surgery to increase from 5% to about 40%-50% of all surgical procedures.

The DG also stressed the importance of solidarity and collective discussion for all matters. He was keen to engage all involved parties in ensuring transparency of any new regulations to be introduced.

The issues raised by SCHOMOS were:

- **A short session for introduction to the MMA and membership drive during the Kursus Induksi for Housemen**
  - SCHOMOS was given a slot since 22 July 2011 by Bahagian Pengurusan Latihan KKM to speak to new house officers during the Kursus Induksi Pegawai Perubatan Pelatih. This gave SCHOMOS a chance to have an interactive session with the new doctors and expose them to MMA. This had been stopped since three years ago. The DG was supportive of this and we will follow-up with his office with regards to this matter.
- **R&R Seminar**
  - Datuk Dr Noor Hisham was briefed on the objectives of this event and he again was supportive in allowing the participants to attend. We requested for him to deliver the keynote address at the upcoming seminars. He has asked us to follow-up on this.
- **Promotions and allowances**
  - Subspecialist and specialist allowance
  - Promotions from UD54 to Jusa C and onwards
  - Promotions for UD41 to UD44 and so forth
  - Shortage of positions
    - Datuk Dr Noor Hisham reiterated that there are plans for an increase in available positions and promotions.
    - However, the JUSA promotions will be more stringent and selection for promotion will be performance-based.
- **Sponsorship from industry agents for conferences and tax-exemption**
  - This issue was brought up by the MACC officer as this was deemed to be unethical.
  - Sponsorship of societies to their members is still allowed.
- **Endorsement of MBK Papers – the DG was informed regarding the papers being prepared**
  - Sabbatical leave
  - Increment in medical record fees
- **House officers flexi hours**
  - The house officers are given options to choose flexi hours or the previous on-call system. The difference being, double number of calls for flexi hours as compared to the on-call system

SCHOMOS started working on many of these issues and are hoping to see some results.