The SCHOMOS Involvement: *'Program Transformasi Minda'* for House Officers

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Previously known as the induction course, Program Transformasi Minda (PTM) is compulsory for all new government servants (including house officers) and the contents and activities differ based on your positions. The aim is to introduce you to the technicalities of being a government servant – the rules, administration, and other formalities that you should be aware of regarding service in the government. For new house officers, or *Pegawai Perubatan UD41*, the title above is what is called, and it is held in specific places depending on your state health department (Jabatan Kesihatan Negeri). This programme was mainly developed for officers to understand the principles and philosophy of the formation this country, our administrative bodies and basic rules and regulations in the system as well as for character building purpose to face tougher challenges and expectations during the working career.

For several states, their PTM is held in another state as they have fewer training hospitals and thus fewer house officers, so it's not as cost-effective for Jabatan Kesihatan Negeri (JKN) to hold their PTM on its own for such a small amount of PPS. For example, Pulau Pinang doctors join either

JKN Perak or JKN Kedah PTMs depending on whichever state the hospital is closer to.

PTM is normally carried out over five days with lectures and activities.

The dates will be announced on the eHousemen website and will differ by the state in which you are posted to. The course itself is fully subsidised, with food and lodging provided. With the initiative of National SCHOMOS we have managed to obtain a slot during every conducted session to give a brief explanation on what SCHOMOS is all about and how these junior officers will benefit from career-based organisations as such to help as a voice for them. The benefits of joining MMA will also be presented during the sessions and as usual the main catch point always seems to be Air Asia Go-Corporate, especially during the sessions conducted in Sabah and Sarawak. The half-hour to forty-five minute session is usually conducted by the State SCHOMOS Chairperson or a representative.

The PTM sessions conducted this time around would have a slight difference as the group that will be joining will be the first group of House Officers under the new Contract System, thus many unclear or grey areas on their benefits as well as coverage and pathways would be explained thoroughly by experienced Senior Officers from the ministry. The Contract System seems to be much more challenging and competitive but it also ensures that the quality of House Officers produced in the future is kept to standard. This is in response to recent complaints on the decline of quality of House Officers as a challenge faced by the majority of hospitals in the country. Not only that, a large group of House Officers do not complete their training on time, resulting in a delay to promotion as Medical Officers thus always causing shortage of posts.

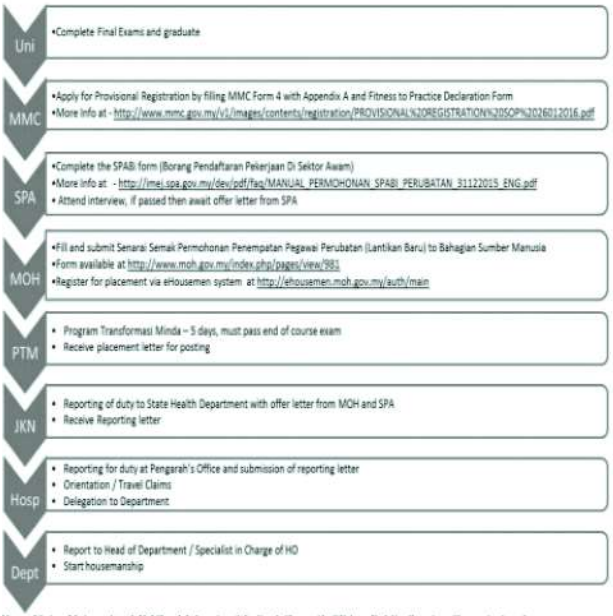
Issues faced by House Officers such as bullying or harassment by superiors can be channelled to respective SCHOMOS representatives in a correct channel and these matters are usually discussed during Consultative Meetings with State Health Departments. A good example is being practised in Sarawak whereby the Sarawak State Health Department holds regular consultative meetings with State SCHOMOS to discuss issues pertaining to the government doctors in the state. A few other states like Kedah, Perak and a few more are also involved with their respective State Health Departments.

The launching of the SCHOMOS Guidebook for House Officers has helped tremendously in mentally preparing them to face the two-year training. According to a House officer from Kuala Lumpur (who wishes to remain anonymous), the book has given them a clearer picture from the end of medical school all the way to completion of the two-year programme. Not only that but the eligibility for leaves and off-days have also been emphasised in the guidebook, therefore allowing these junior doctors to understand their rights and responsibilities as well.

SCHOMOS has also planned out few more programmes for these junior doctors at national level via the *ABCs for Housemanship* which will tentatively be held in the beginning of next year in Kuala Lumpur. Due to the long waiting period which can extend up to about one year, these house officers would truly lose some of the basic knowledge and skills obtained during medical school therefore this programme is tailored in such a way to help them recap as well as educate on new skills to ensure there are well prepared to face the two-year challenge coming ahead. It will be the second edition of the programme being conducted.

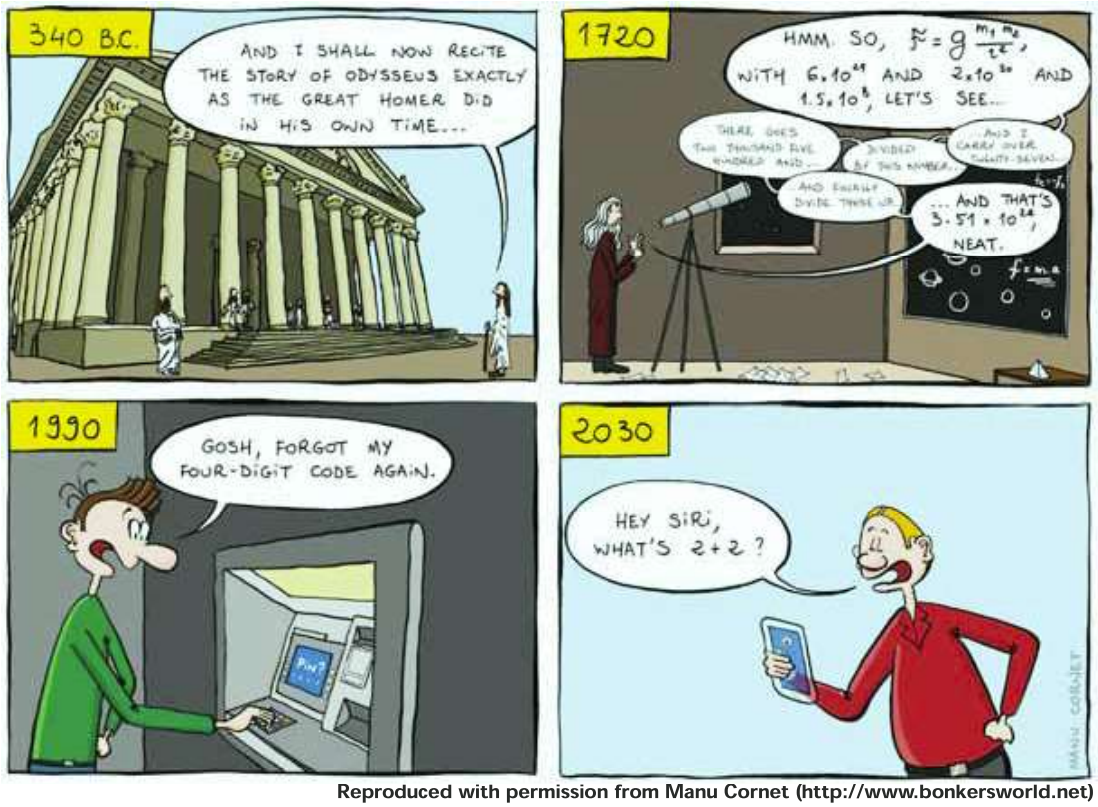
Various states have also taken up the initiative to organise activities such as House Officer Survival Skills Workshop to help the officers with issues and problems faced at the hospital level. Recently SCHOMOS Terengganu and Sarawak have successfully organised the event above with a good turn up. The National House Officer Survival Skills Workshop is an annual event successfully organised by SCHOMOS Perak. SCHOMOS truly hopes that these activities truly do benefit the officers as well as shaping them to become more prepared to face the working life which is far different from student life where the expectation is tremendously increased and endurance level needs to be high.

Flow Chart showing the journey from Medical Student to Houseman



Key : Uni = University, MMC = Malaysian Medical Council, SPA = Public Service Commission / Suruhanjaya Perkhidmatan Awam, MOH = Ministry of Health, PTM = Program Transformasi Minda, JKN = State Health Department / Jabatan Kesihatan Negeri, Hosp = Hospital, Dept = Department

Source: SCHOMOS Handbook for House Officers 2016/2017 published by National SCHOMOS



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