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Longer-Term Solutions for Healthcare Professionals

The Malaysian Health Coalition (MHC) applauds the Ministry of Health (MOH), the Public Service Department, the Ministry of Finance and other agencies for the medium-term solutions for contract healthcare professionals announced on [10 Feb 2022](#). The MHC is particularly pleased with MOH's willingness to listen to multiple parties and implement inclusive solutions.

We further urge the following:

1. Expedite the Formation of the Health Reform Commission

On 15 Jan 2022, the Minister of Health proposed a [White Paper](#) to reform Malaysia's healthcare system and the formation of a Health Reform Commission to ensure continuity of reforms without being held hostage by any political transitions. This proposal must be tabled at the earliest in Dewan Rakyat and we urge all Members of Parliament to unite behind the Health Reform Commission. The Health Reform Commission must be given the mandate and resources to strengthen and protect our healthcare system, including healthcare workforce welfare and development.

2. Optimise Distribution of Healthcare Professionals (HCPs)

Malaysia has a healthy number of healthcare professionals (HCPs). However, [distribution inequality](#) remains a concern, as most resources tend to congregate in urban areas. Increasing our health expenditure to [>5%](#) of Gross Domestic Product (GDP) will help employ more HCPs for a fairer distribution across Malaysia. Trade-off vacancies and periodically increasing posts are not sustainable. The transfer process within the MOH should be timely, transparent, and justifiable with evidence to ensure there are enough HCPs in places where their services are required. We urge the government to also improve incentives and allowances for those deployed to remote areas. These privileges must be given equally to both permanent and contract HCPs.

3. Control Intake Capacity of Medical Students in Public and Private Universities

According to the [Health Ministry's Strategic Plan](#) (2016-2020), the target ratio of doctors to citizens by 2025 was 1:400. To achieve this goal, the country needs 4000 new medical graduates annually (currently it is more than 6000 new graduates annually). With limited permanent posts in government, many had to go through the contract extension process. To compensate for the upcoming increase in permanent posts, we must ensure the intake of medical students is [controlled](#). The [roadmap](#) in progress is highly called for, to assess the intake capacity and produce an optimal number of competent graduates.

An assurance in career pathways and employment will increase the morale of our healthcare professionals. We hope for an equitable and sustainable solutions to protect our healthcare professionals and the health of our nation.

BERKHIDMAT UNTUK NEGARA.

Malaysian Health Coalition (Full Signature List on myhealthcoalition.org)

17 February 2022

Full signature list:

Organisations

1. Academy of Medicine Malaysia
2. Association of Malaysian Optometrists
3. College of Anaesthesiologists
4. College of Ophthalmologists
5. College of Physicians
6. College of Surgeons Academy of Medicine of Malaysia
7. IKRAM Health Malaysia
8. Islamic Medical Association of Malaysia
9. Lung Cancer Network of Malaysia
10. Malaysian Association for Bronchology and Interventional Pulmonology
11. Malaysian Paediatric Association
12. Malaysian Pharmacists Society
13. Malaysian Public Health Physician Association
14. Malaysian Society of Anaesthesiologists
15. Malaysian Society of Clinical Psychology
16. Malaysian Thoracic Society
17. Medical Practitioners Coalition Association of Malaysia
18. MedTweetMy
19. National Cancer Society of Malaysia
20. Obstetrical and Gynaecological Society of Malaysia
21. Perinatal Society of Malaysia

Individuals

1. Assoc Prof Dr Uma Devi Palanisamy
2. Dato' Dr Jahizah Hassan
3. Dato' Dr Amar Singh-HSS
4. Dr Khor Swee Kheng
5. Prof Datuk Dr Zulkifli Ismail
6. Prof Dr Asri Said
7. Prof Dr Roslina Abdul Manap
8. Prof Dr Sharifa Ezat Wan Puteh
9. Prof Dr Zaleha Abdullah Mahdy

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