

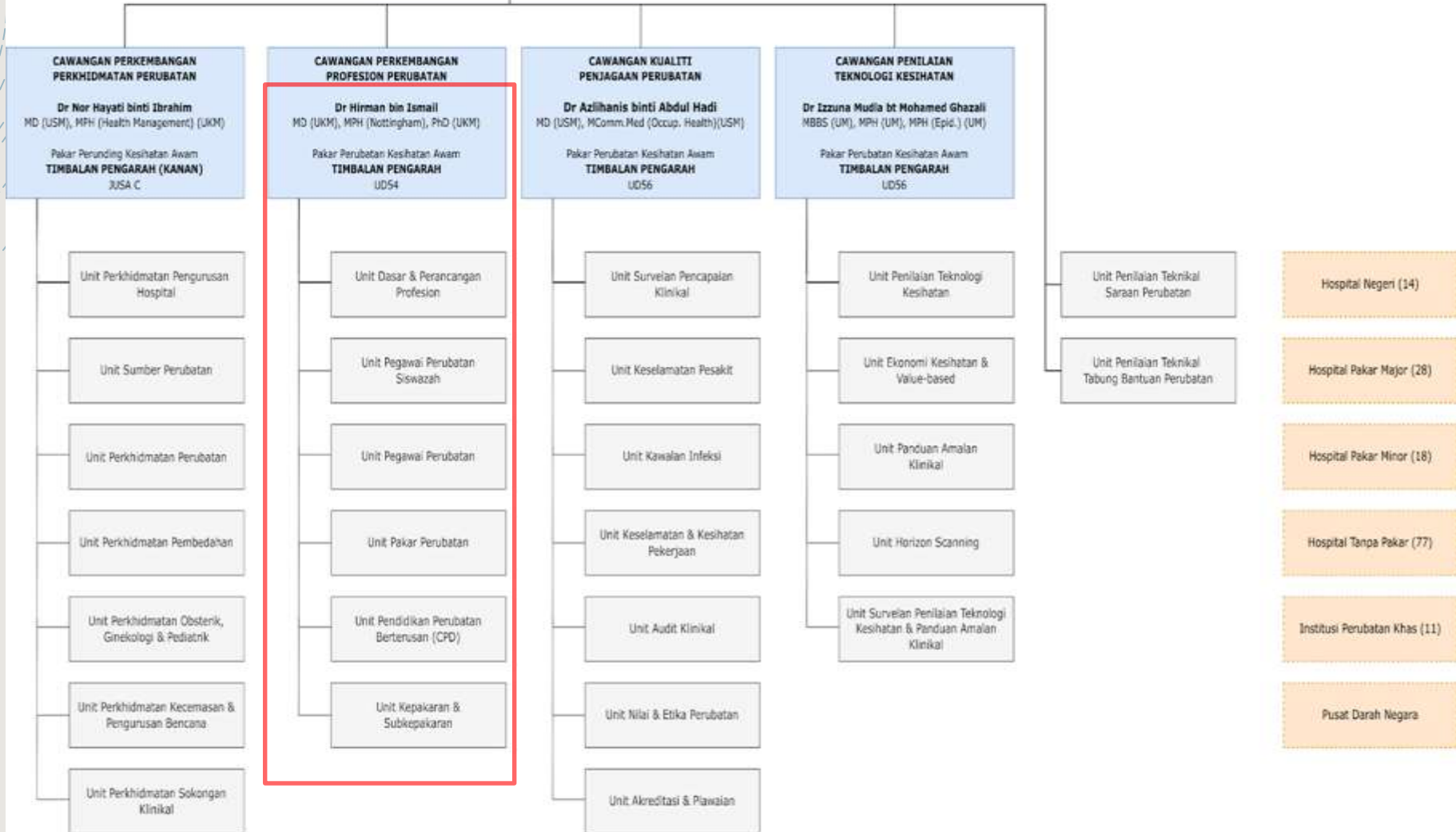


PLACEMENT & GAZETTEMENT AS A SPECIALIST in MOH MALAYSIA

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Cawangan Perkembangan Profesyen Perubatan

BAHAGIAN PERKEMBANGAN PERUBATAN
Kementerian Kesihatan Malaysia

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PENGARAH PERKEMBANGAN PERUBATAN
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THE TEAM

CAWANGAN PERKEMBANGAN PROFESION PERUBATAN



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Timbalan Pengarah



Dr Sabrizan Osman
Perancangan & Dasar



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Pakar Perubatan



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Dr Mohd Shafie
Pegawai Perubatan



Dr Ilya Hani
CPD



Dr Siti Rahayu
Pegawai Perubatan Siswazah

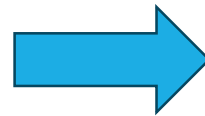


PROJECTION NEED of SPECIALISTS



Feb 2024

8522 Gazzeted
Specialist in MOH
Malaysia (including
FMS and Public
Health Physician)



2030

Ratio of 1 doctor : 330 population
(estimated 70% will be for public
Healthcare, out of these 20-30% will be
specialist)

**MOH is estimated to require
19,714 specialist.**



PRODUCTION of SPECIALISTS in MOH



YEAR	MOH SPECIALISTS GAZETTED*
2018	777
2019	603
2020	727
2021	749
2022	1264
2023	921 (out of 930 documents received)

*numbers include specialists-trained under the local masters and parallel pathway.

LIST OF BASIC SPECIALITY IN MEDICAL PROGRAM

**28 BASIC
SPECIALITY**

Bil.	Bahasa Inggeris	Bahasa Melayu
1.	Anaesthesiology & Critical Care	Anestesiologi & Rawatan Kritikal
2.	Anatomical Pathology	Patologi Anatomi
3.	Cardiothoracic Surgery	Pembedahan Kardiorasik
4.	Chemical Pathology	Patologi Kimia
5.	Emergency Medicine	Perubatan Kecemasan
6.	Forensic Pathology	Patologi Forensik
7.	General Pathology	Patologi Am
8.	General Surgery	Pembedahan Am
9.	Haematology	Hematologi
10.	Internal Medicine	Perubatan Dalaman
11.	Medical Microbiology	Mikrobiologi Perubatan
12.	Neurosurgery	Pembedahan Saraf
13.	Nuclear Medicine	Perubatan Nuklear
14.	Obstetrics & Gynaecology	Obstetrik & Ginekologi
15.	Ophthalmology	Oftalmologi
16.	Oncology	Onkologi
17.	Orthopaedic	Ortopedik
18.	Otorhinolaryngology	Otorinolaringologi
19.	General Paediatric	Pediatrik Am
20.	Paediatric Surgery	Pembedahan Pediatrik
21.	Plastic Surgery	Pembedahan Plastik
22.	Psychiatry	Psikiatri
23.	Clinical Radiology	Radiologi Klinikal
24.	Rehabilitation Medicine	Perubatan Rehabilitasi
25.	Sport Medicine	Perubatan Sukan
26.	Transfusion Medicine	Perubatan Transfusi
27.	Urology	Urologi
28.	Genetic Pathology	Patologi genetik

PROCESS FLOW

SPECIALIST PLACEMENT MEETING

PLACEMENT LETTER ISSUED BY MOH HR (BSM) DIVISION

REPORT FOR DUTY AND GAZZETMENT PROCESS BEGINS

PASS & SUBMISSION



APPEAL

- PLACEMENT
- DATE OF REPORTING
- DEFFERMENT OF PROCESS

EXTENSION

FAIL
• >90 DAYS
• LEAVE

Punca Kuasa

Surat Pekeliling Ketua Setiausaha Kementerian Kesihatan Malaysia Bil. 1 Tahun 2023 – Panduan Penempatan dan Pertukaran Pegawai (SPKSU Bil. 1 Tahun 2023) menetapkan:

- a. Jawatankuasa Penempatan dan Pertukaran Pegawai Perubatan (JKPP) adalah bertanggungjawab untuk mempertimbangkan permohonan pertukaran pakar perubatan;
- b. Penempatan dan pertukaran pegawai dilaksanakan mengikut kekosongan jawatan di dalam waran perjawatan yang diluluskan

PENEMPATAN PAKAR (PEWARTAAN)

Bahagian BPL melalui **system e-pakar** akan upload senarai calon – calon yang berjaya dalam sarjana perubatan.

Bagi calon parallel pathway yang telah mempunyai **CCT (certificate completion training)** akan dimaklumkan Unit PGMS melalui Jawatankuasa Kecil Parallel Kepakaran masing-masing.

Permohonan calon melalui Jawatankuasa Penempatan Kepakaran masing-masing.

Keputusan Permohonan oleh Jawatankuasa Penempatan Kepakaran akan diproses di ibu pejabat KKM oleh BPP dan BSM.

Mesyuarat Penempatan pakar di Bahagian Perkembangan (BPP)

- Cawangan Profesyen (Unit Pakar)
- Wakil BSM
- Wakil Unit Perkhidmatan Kepakaran berkaitan dari Cawangan Perkhidmatan (CPPP)
- Ketua Kepakaran berkaitan
- Wakil Jawatankuasa Penempatan Kepakaran Berkaitan

Faktor utama yg dilihat :

- Keperluan dan Pemetaan Perkhidmatan Kepakaran dan Kluster berkaitan (terutamanya perkhidmatan baru)
- Kesiapsiagaan Fasiliti dari aspek peranti, belanja mengurus dan staff sokongan
- Kebajikan Pakar terbabit (Kesihatan, Keharmonian, Tatatertib)
- Rekod perkhidmatan dari aspek penempatan sebelum ini (Sabah/Sarawak)
- Kekosongan Penjawatan

Keputusan akan dimaklumkan ke Bahagian BSM bagi proses pengeluaran surat rasmi.

Rayuan

- Hanya dibenarkan sekali sahaja
- Dibenarkan rayu dalam tempoh 2 minggu dari surat BSM dikeluarkan.



KEMENTERIAN KESIHATAN
MALAYSIA

GAZZETEMENT PROCESS





GAZETTEMENT



- Is a regulatory process to certify a medical officer with a recognized specialist qualification and training to be appointed as a **safe and competent** medical specialist.
- This process is subject to the following General Order:
 - Perintah Am, Bab F (Perubatan), Bahagian V – Pelbagai Klausula 27(a) dan (b).



KEMENTERIAN KESIHATAN
MALAYSIA

PERINTAH AM, BAB F

V. PELBAGAI

Perlantikan
Sebagai
Pegawai
Pakar. (46).

27. (a) Ketua Pengarah Kesihatan, dengan nasihat tiga orang pegawai pakar yang dipilih olehnya atau oleh sebuah Jawatankuasa Khas Perubatan yang ditubuhkan oleh Kerajaan untuk tujuan yang sama, boleh melantik pegawai-pegawai perubatan sebagai pegawai pakar jika mereka memenuhi syarat-syarat di (b). Semua perlantikan yang sedemikian hendaklah disiarkan di dalam *Warta Kerajaan*.

(b) Seseorang pegawai perubatan tidak akan dilantik sebagai pegawai pakar melainkan apabila jawatan yang dipegangnya itu memerlukan penjalanan tugas-tugas pakar dan

- (i) dia mempunyai kelayakan-kelayakan ilmiah atau ikhtisas yang diakui serta pengalaman-pengalaman yang memuaskan hati Ketua Pengarah Kesihatan; atau
- (ii) dia telah menjalankan tugas-tugas pakar yang memuaskan bagi satu jangka masa yang panjang.



CRITERIA FOR GAZETTEMENT



- A Medical officer serving in public service either as permanent or contract government servant.
- Full registration by MMC with latest APC.
- Master or Speciality Qualification obtained is recognised by MMC or KKM's JKP list of recognised list of qualification before 2017.
- **Certified by the awarding body to have passed unconditionally:**
 - Masters (University)
 - Parallel Speciality Training (Parallel Pathway Main Committee)



GAZETTEMET PERIOD



- **Minimum 6 months** starting from the date of report duty.
- Leaves allocation : **15 days** (including the following types of leaves: cuti rehat, cuti sakit, cuti materniti/paterniti, cuti khas perubatan, cuti tanpa rekod) except Covid-19 quarantine leave.
- Date of gazettelement is **backdated 6 months** from the date of candidate completes the gazettelement process (**given there is no competency issue / extra leaves taken beyond 15 days**).

EXIT CRITERIA

- Completion of Log Book especially for Mandatory Procedures outlined by each specialty discipline**



Clinical Supervisor Narrative Report

- Achieve minimum marks of 70% in the narrative report containing 8 domains**
- Achieving a minimum passing mark of 50% in all the 8 domains.**



- Pass Administrative Narrative Report (Hospital Director)**

EIGHT DOMAINS WITH WEIGHTAGE

MAJOR

**CLINICAL
COMPETENCY**

20%



**ACADEMIC
KNOWLEDGE**

20%

MINOR

**PERSONAL
CHARACTERISTICS**

10%



**PARTICIPATION
IN LEARNING
&
TEACHING**

10%

**ETHICAL,
PROFESIONAL
CONDUCT &
INTEGRITY**

10%



**PERSONAL
LEARNING &
ASSIGNMENT**

10%

**LEADERSHIP,
SOCIAL &
COMMUNICATION
SKILL**

10%



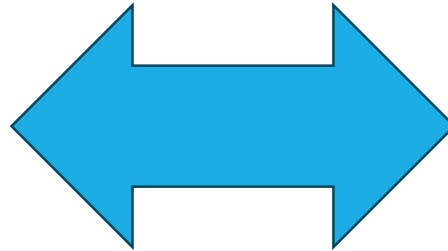
**DOCUMENTATION
& RECORD
KEEPING**

10%



KEMENTERIAN KESIHATAN
MALAYSIA

GAZETTEMENT EXTENSION



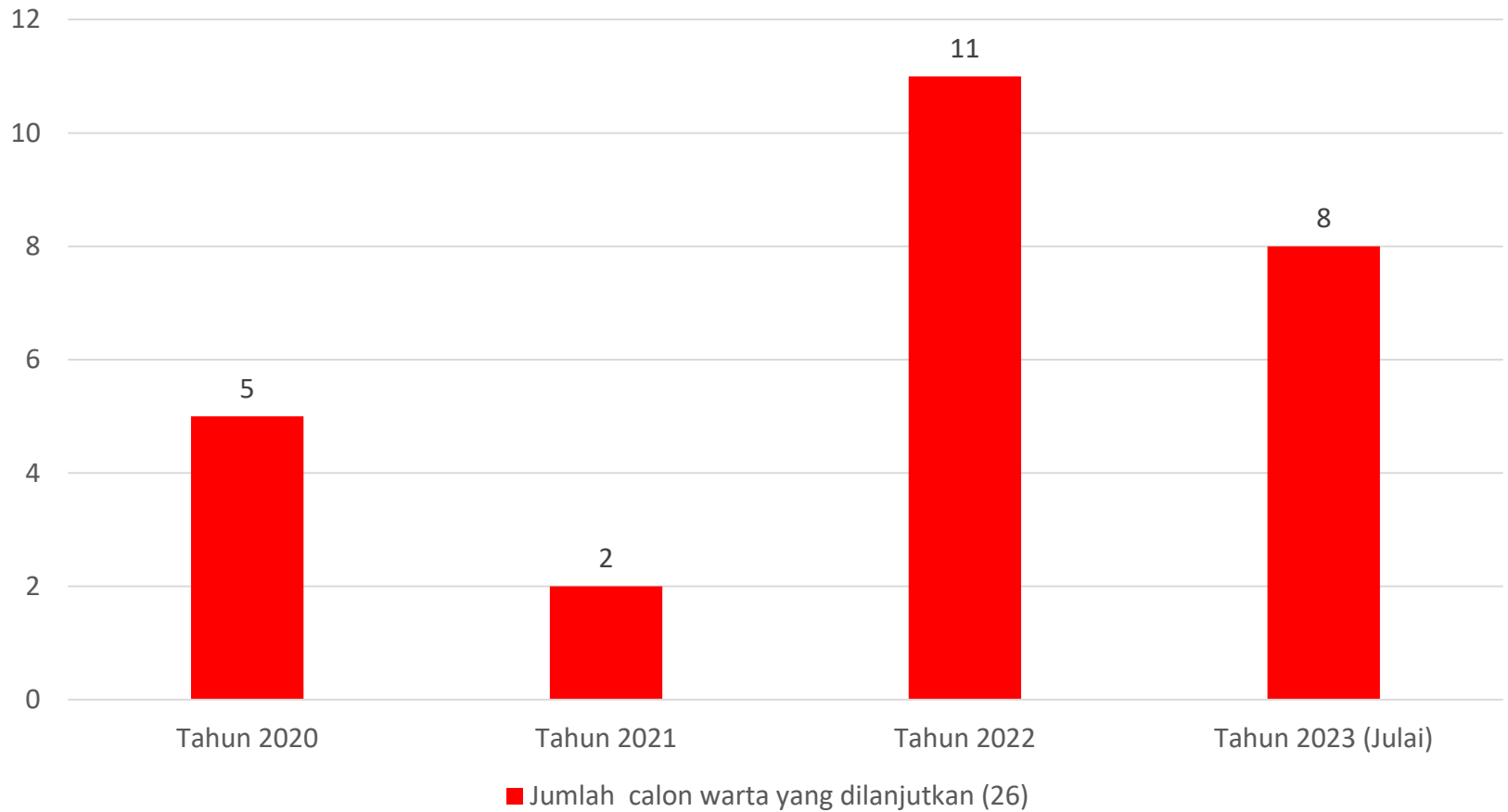


EXTENSION OF GAZETTEMET



- If there is competency and safety issue, candidate will be subjected to a 6-months extension of gazettement at a new hospital and a new supervisor.
- Maximum number for extension of gazettement is **two (2) times**.
- Date of gazettement is based on candidate passing and completing the gazettement successfully and could not be backdated.

JUMLAH CALON DILANJUTKAN WARTA DARI 2020 - JULAI 2023





EXTENSION OF GAZETTEMENT

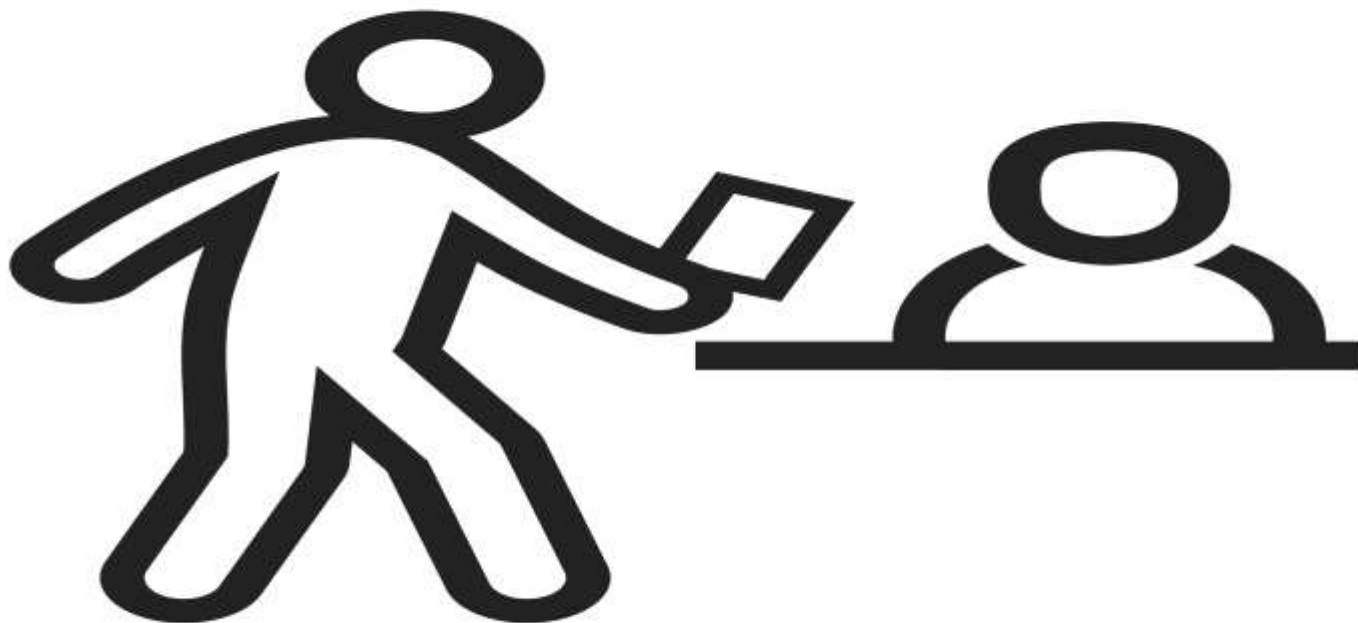


- If leaves taken **90 days or more**, the candidate needs to **restart back** the gazettement for another minimum of 6 months.
- If leaves taken more than 15 days but lesser than 90 days, the candidate needs to top up accordingly and date of gazettement will only be backdated from the date of completion.



KEMENTERIAN KESIHATAN
MALAYSIA

GAZZETTEMENT SUBMISSION





APPLICATION AND SUBMISSION OF GAZETTEMET



- A complete application need to be submitted to Medical Development Division upon completion of gazettement process.
- Unfortunately if the gazettement document submitted is lost during the submission to the Medical Development Division, candidates will have to re-submit the complete documents . Therefore candidates is advised to have a complete soft copy (scanned) of the documents.
- For late application submission **more than one (1) year after the gazettement completion**, the date of gazettement is based on the date of complete application document received.
- If documents received **more than 18 months** post date of gazettement completion, additional report from supervisor is required on candidate's competency during this period.



SUBMISSION of DOCUMENTS



Relevant forms:

- **Borang A**
- **CPP-BOR-03 (checklist)**
- **Narrative report format**
- **CPP-BOR -01 (evaluation form)**

https://drive.google.com/drive/folders/1NyjmEKpjr4OJFssT6WszcYCnWr9hpO4m?usp=drive_link the related forms from the following link



**Your devotion and care bring
healing, comfort & hope**

Thank you

