

Housemanship programme in Malaysia: *Availability of positions and quality of training*

Lim Chee Han, PhD

Press Conference
Penang Institute in KL, Uppercase
21 July 2017

Outline

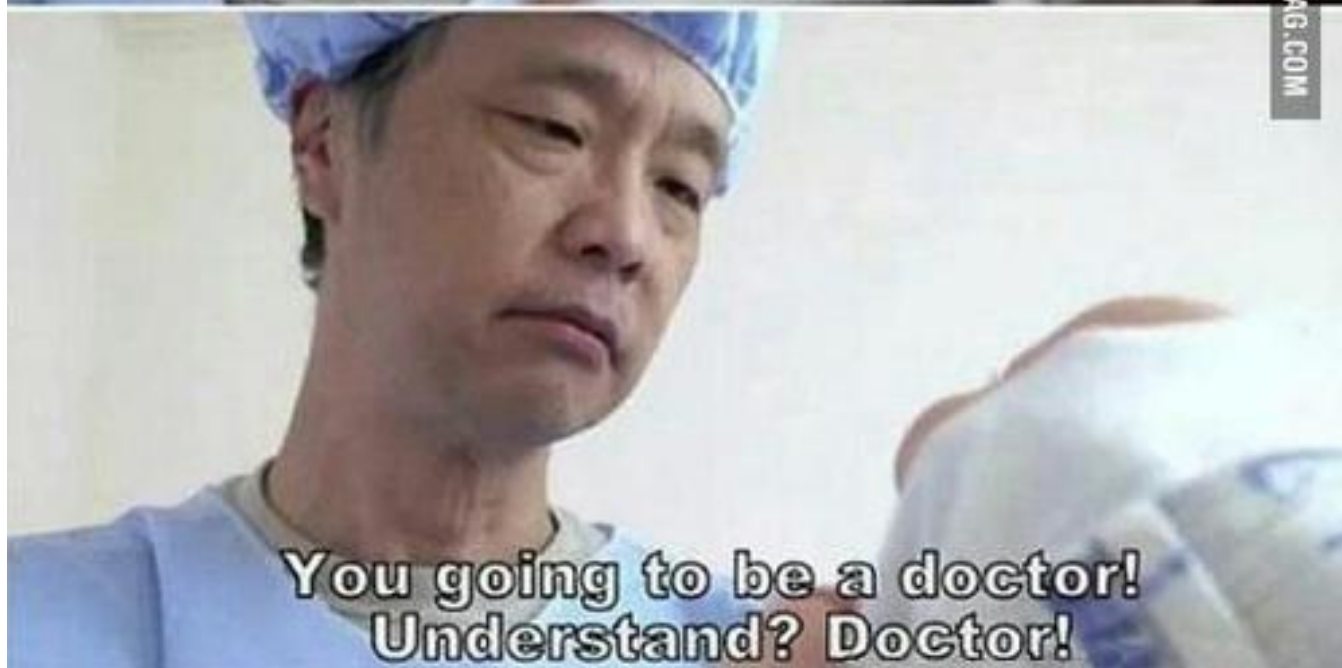
1. Introduction
2. Study Objectives & Methodology
3. Report discussion points:
 - Unrealistic target number of medical doctors required in Malaysia
 - Sharp surge in the numbers of medical students entering the workforce
 - Proliferation of recognized medical institutions over the years
 - The turnover of Housemanship positions
 - The capacity of MOH to accommodate more housemen
 - Housemanship extension and training quality
4. Policy Recommendations

Introduction



Kevin! My first baby! So beautiful!

VIA 9GAG.COM



**You going to be a doctor!
Understand? Doctor!**

Journey of an aspiring medical doctor

- Many Asian parents might have unrealistically glamorous view of the medical profession and dream that their child follows suit. This kind of interest might be sparkled by popular culture such as *Grey's Anatomy* (US) and *Healing Hands* (HK).
- Entry into medical field used to be very competitive – limited positions of medical courses in the public universities or very costly overseas education.
- Today, quite a number of medical programmes offered by local private institutions, typically cost around RM60,000-RM100,000 per year.
- Though exorbitant costs and considerable duration length (5 years), medical programmes are still in high demand.

Journey of an aspiring medical doctor

Entry → Enrolment (5 Years) → **Graduate** (MBBS or MD)

After more than 4-5 years.
Voluntary registered in
National Specialist Register

HE institutions

- Local Public
- Local Private
- Foreign

Medical
Student

- **Provisionally Registered**
- **2 years** posting programme:
 - **5 core disciplines** (4 months each):
Internal Medicine, Paediatrics, Surgery, Obstetrics and Gynaecology, & Orthopaedics
 - **4 elective disciplines** (choose one):
Emergency Medicine, Anaesthesiology, Primary Care & Psychiatry

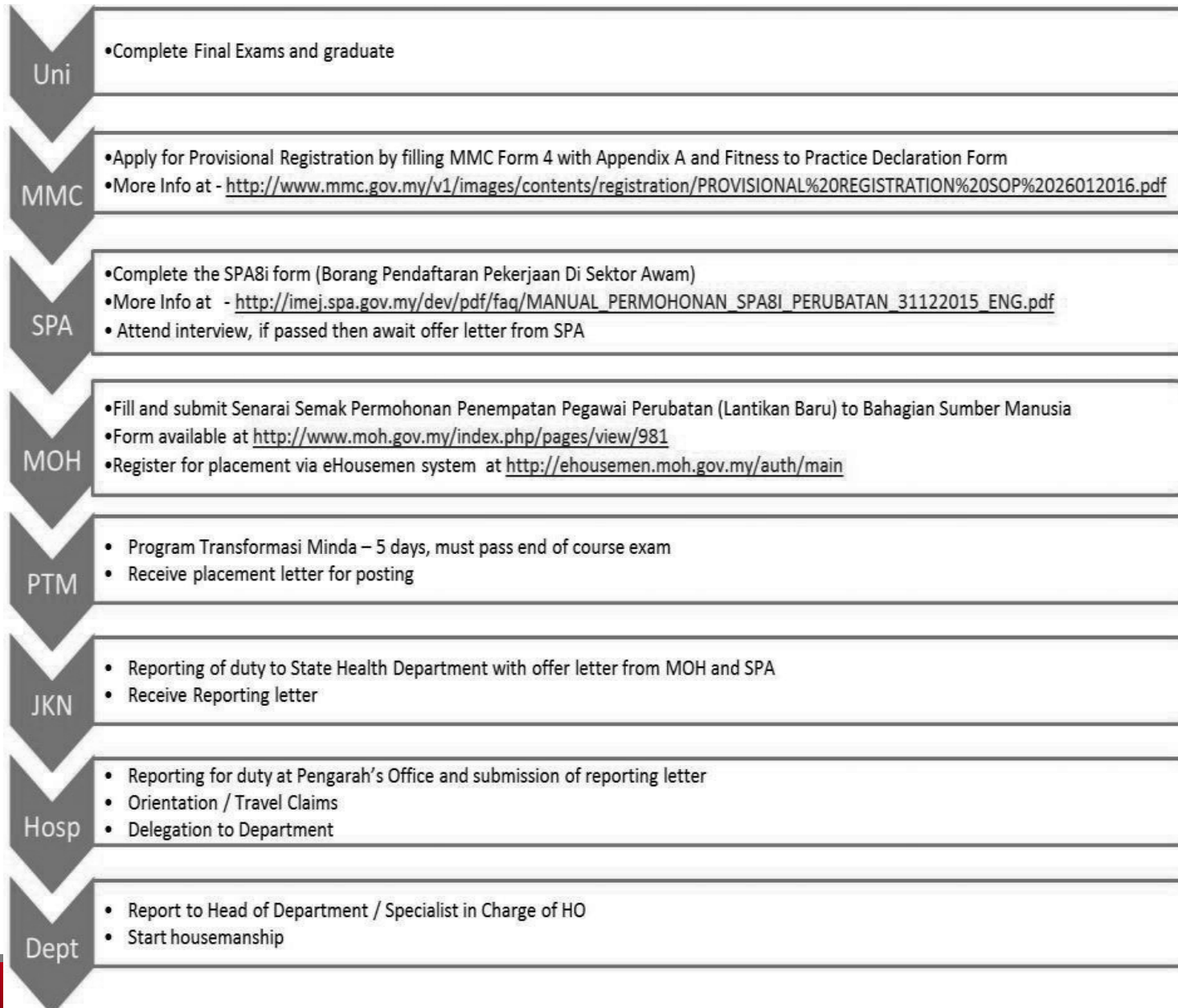
HOUSEMAN

Specialist

Medical
Officer
(MO)

- **Fully Registered** on Medical Register (MMC)
- Compulsory service in public sector for
a minimum of 2 years
- **Annual Practicing Certificate** then issued

Journey from Medical Student to Houseman



Adopted from
SCHOMOS
Guidebook 2016,
Malaysian Medical
Association

Issues at stake

The issues

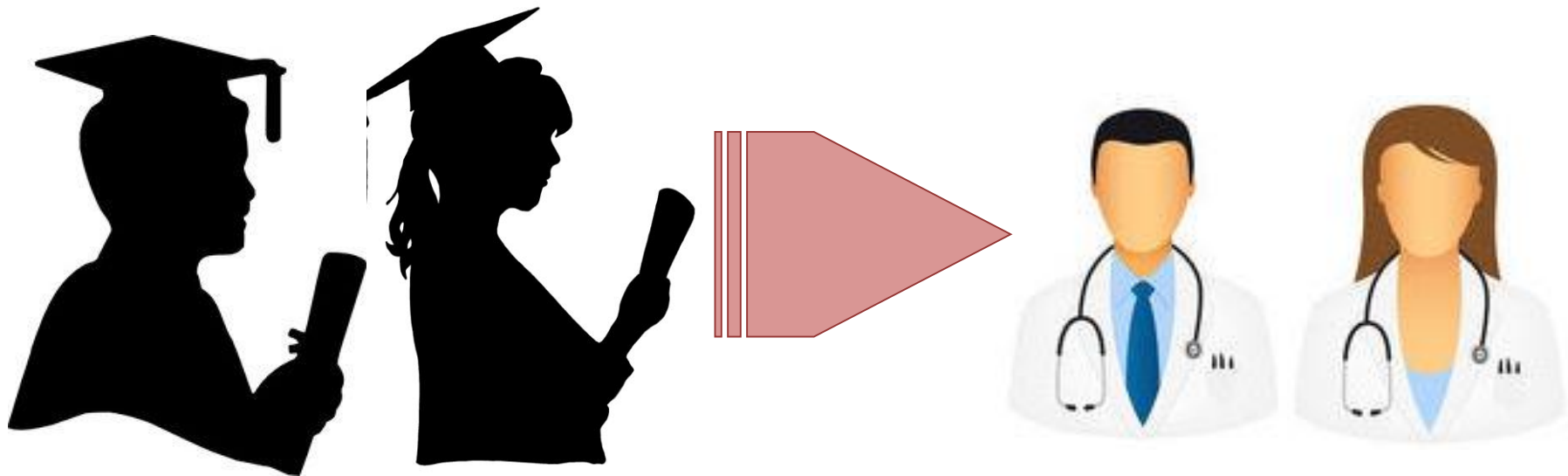
- Today, many training hospitals cannot cope with the rising demand for housemanship positions.
- ‘There are just too many doctors and too many medical institutions flooding the market’ – former MMA president Datuk Dr N.K.S. Tharmaseelan (2013)
- Since 2000, all public and private medical schools in Malaysia have been accredited and recognised by the Malaysian Medical Council (MMC).
- The trend of rapid proliferation of medical schools in Malaysia probably cause the available pool of medical teachers to be spread very thin, while lowering the entry requirements for medical programmes as a way of wooing prospective students, in the long run, would have severe negative impacts on the healthcare service standard in Malaysia.

The issues

- An oversupply of medical graduates will cause a systemic shock to the MOH training capacity, especially when poor performers extend their stay and ‘clog up’ the system. That causes increasingly longer wait for the medical graduates to secure a housemanship position.
- The number of experienced specialists who are willing and able to supervise the house officers will determine the quality of the housemanship programme. However, specialists from certain disciplines might not be enough, resulted in large mentor-mentee group.

Study Objectives

In this study, we investigate...



1. The supply and demand of medical graduates in Malaysia and the impact of current policies by MOH and MOHE on the numbers of medical graduates produced each year, the institutions involved in provision of medical courses, and quality of such medical training

Incoming:



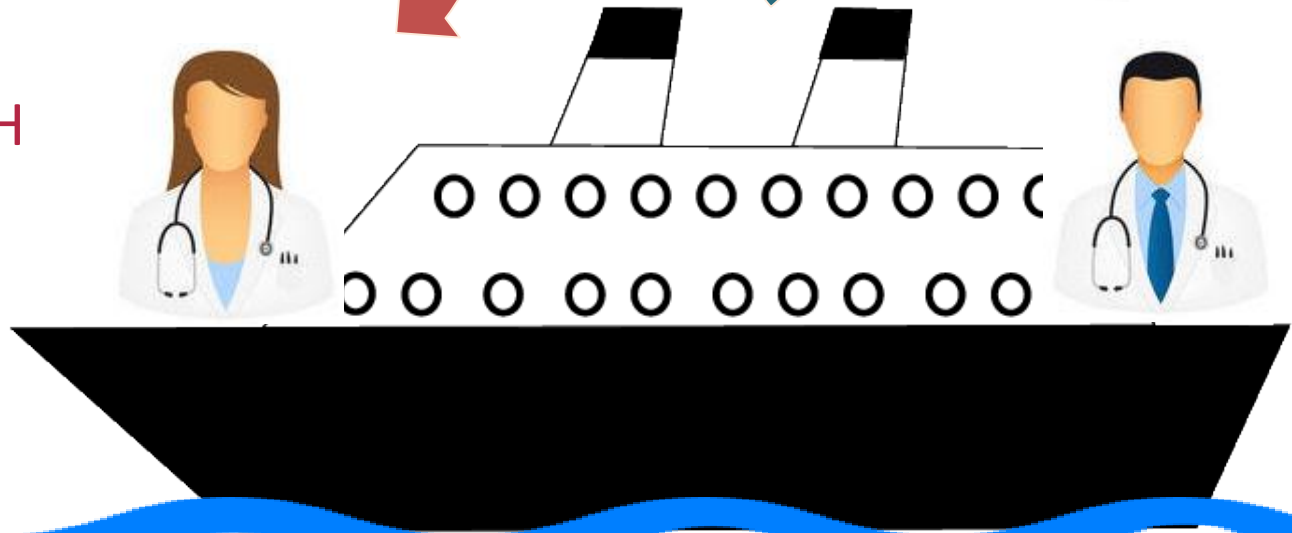
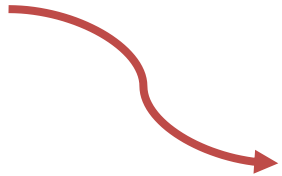
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Outgoing:

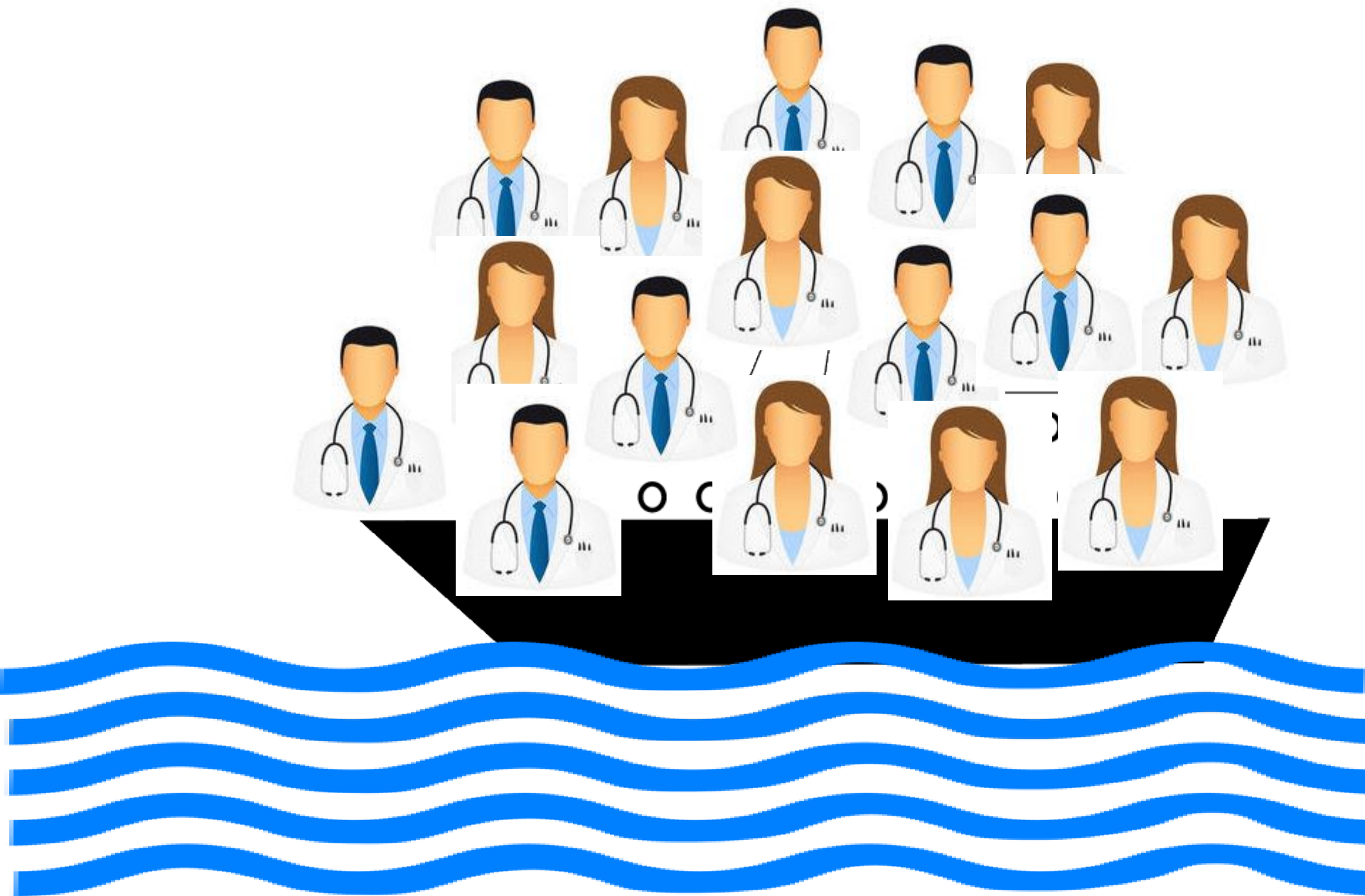


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CAPACITY of MOH



2. The capacity of public hospitals to train house officers, in terms of physical and human resources, i.e. the no. of training hospitals and specialist trainers.



Mentor specialists



3. The quality of housemanship training, the performance of housemen and their ability to cope with various situations

Methodology

Medical Register (MMC)

27 Jamadilakhir 1438 Tuesday 28 March 2017



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SEARCH BY :

NAME

GRADUATED FROM

PLACE OF PRACTICE

REGISTRATION / TPC NUMBERS

GO

FULL REGISTRATION ▼

Medical Register (MMC)

NAME : JASON LEONG SAY KEONG

QUALIFICATION : BACHELOR OF MEDICINE, BACHELOR OF SURGERY AND BACHELOR OF OBSTETRICS

→ UNDERGRADUATE OF : NATIONAL UNIVERSITY OF IRELAND (PENANG MEDICAL COLLEGE)

PROVISIONAL REGISTRATION NUMBER : 38413

DATE OF PROVISIONAL REGISTRATION : 21-07-2009

FULL REGISTRATION NUMBER : 51607

DATE OF FULL REGISTRATION : 18-05-2011



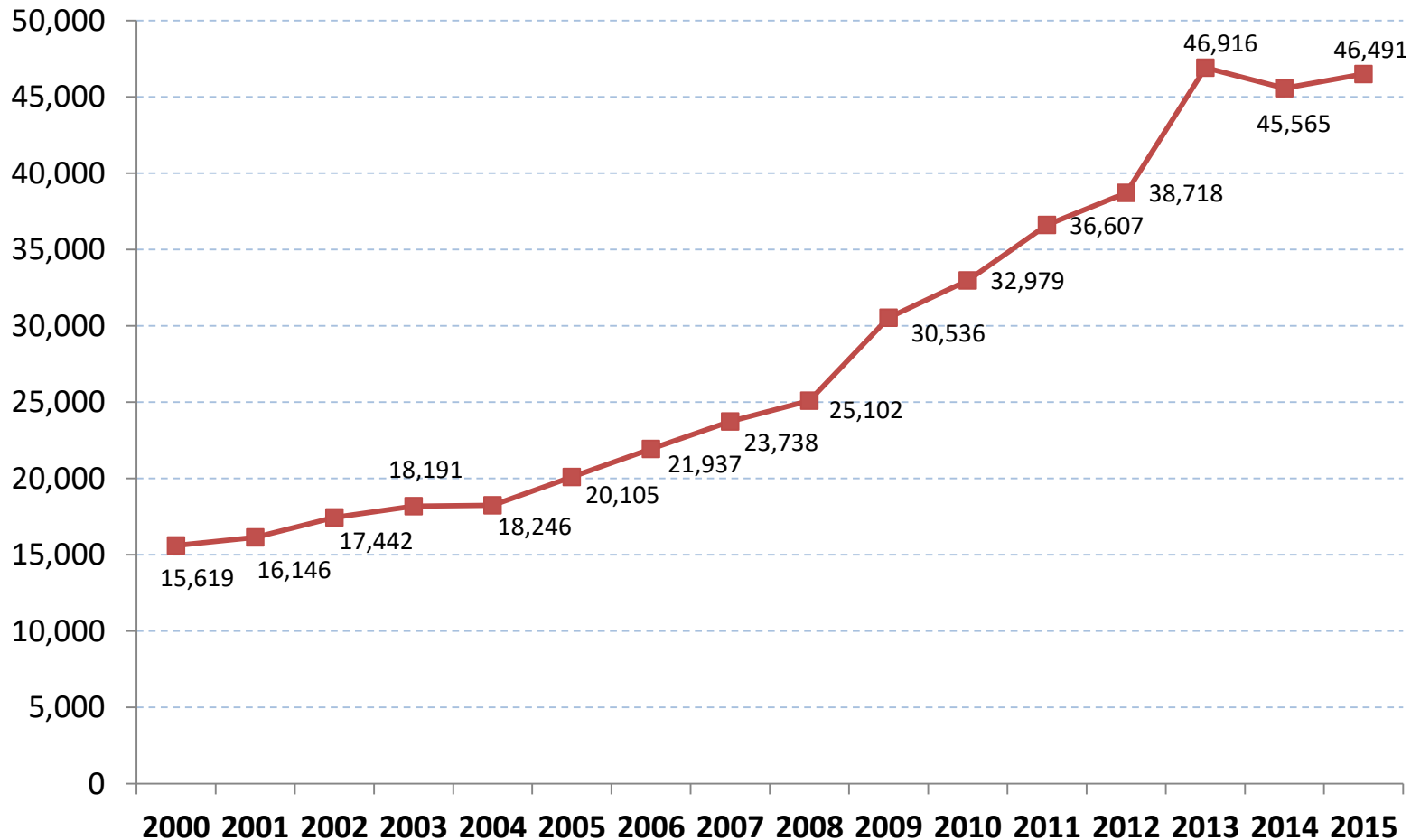
APC				
#	APC YEAR	APC NO	PLACE OF PRACTICE (PRINCIPAL)	PLACE OF PRACTICE (OTHERS)
→ 1.	2014	30963	KLINIK KE SIHATAN TAMAN MEDAN JALAN PJS 2C/5 46000 PETALING JAYA SELANGOR	SEMUA FASILITI DIBAWAH KEMENTERIAN KE SIHATAN MALAY SIA -- -
2.	2013	7317	JABATAN KECEMASAN HOSPITAL SELAYANG LEBUHRAYA SELAYANG-KEPONG 68100 BATU CAVES SELANGOR	SEMUA FASILITI DIBAWAH KEMENTERIAN KE SIHATAN MALAY SIA -- -
3.	2012	24306	JABATAN KECEMASAN HOSPITAL SELAYANG LEBUHRAYA SELAYANG-KEPONG 68100 BATU CAVES SELANGOR	SEMUA FASILITI DIBAWAH KEMENTERIAN KE SIHATAN MALAY SIA -- -

ONLY THE LATEST 3 YEARS OF THE APC WILL BE DISPLAYED AS DECIDED BY THE COUNCIL MEMBERS DURING THE MMC MEETING HELD ON 12TH JULY 2011.

24,500 *doctors' details were analysed
for housemen who entered the
workforce from 2008 to 2014*

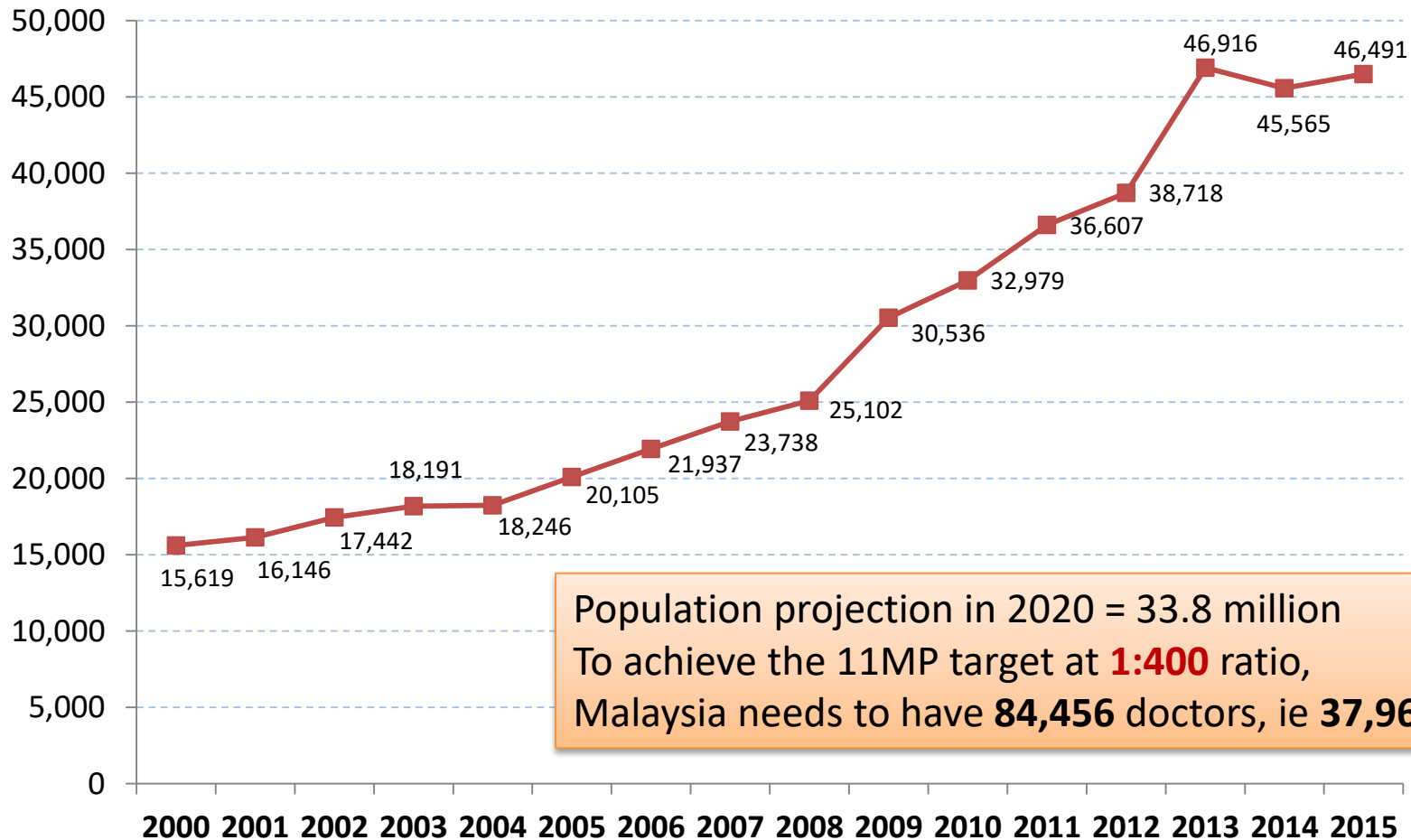
Finding 1: Unrealistic target number of medical doctors required in Malaysia

Number of Doctors in Malaysia



Doctor: Population ratio (1:x) --> 758 633 661 656

Number of Doctors in Malaysia



Population projection in 2020 = 33.8 million
To achieve the 11MP target at **1:400** ratio,
Malaysia needs to have **84,456** doctors, ie **37,965** more.

Doctor: Population ratio (1:x) --> 758 633 661 656

Supply gap and clearance of housemanship positions

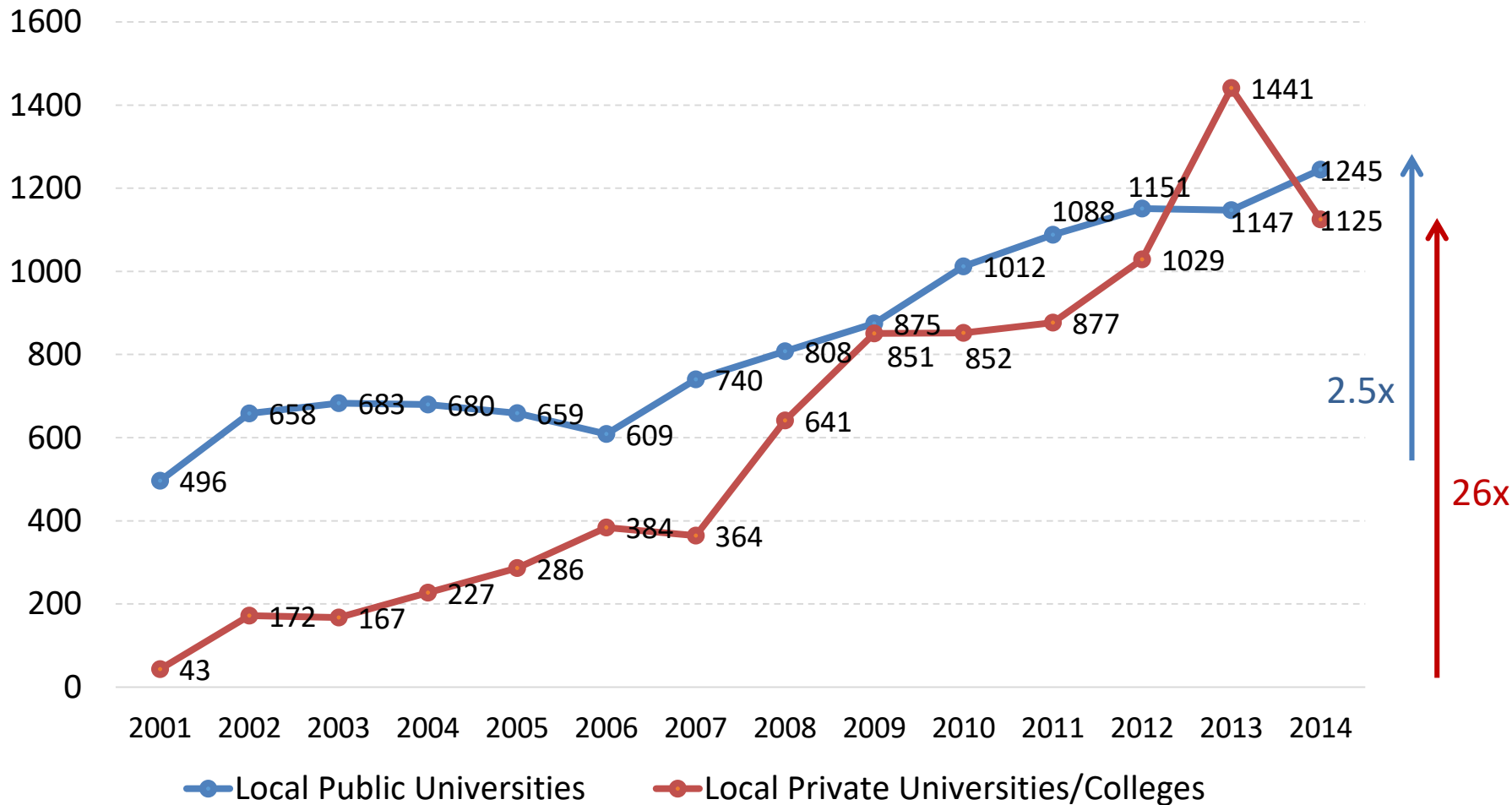
Year	No. of medical graduates (1)	No. of housemanship positions filled up (2)	Supply gap housemanship positions: Supply (2) – Demand (1)	No. of housemanship positions released locally (3)	Difference in the vacated and demand for positions: (3) - (1)
2000	996			829	-167
2001	1029	780	-249	1009	-20
2002	1104	997	-107	1011	-93
2003	1083	959	-124	583	-500
2004	1126	1036	-90	874	-252
2005	1112	1049	-63	1060	-52
2006	1122	1059	-63	1703	581
2007	1534	1298	-236	1622	88
2008	2530	2326	-204	1787	-743
2009	3147	3058	-89	364	-2783
2010	3256	3252	-4	2326	-930
2011	3708	3565	-143	2923	-785
2012	4094	3743	-351	3086	-1008
2013	4472	4991	519	3374	-1098
2014	4740	3860	-880	3602	-1138
2015	5146			4121	-1025

Source: MMC Annual Report, MOH Human Resources Division and own calculations

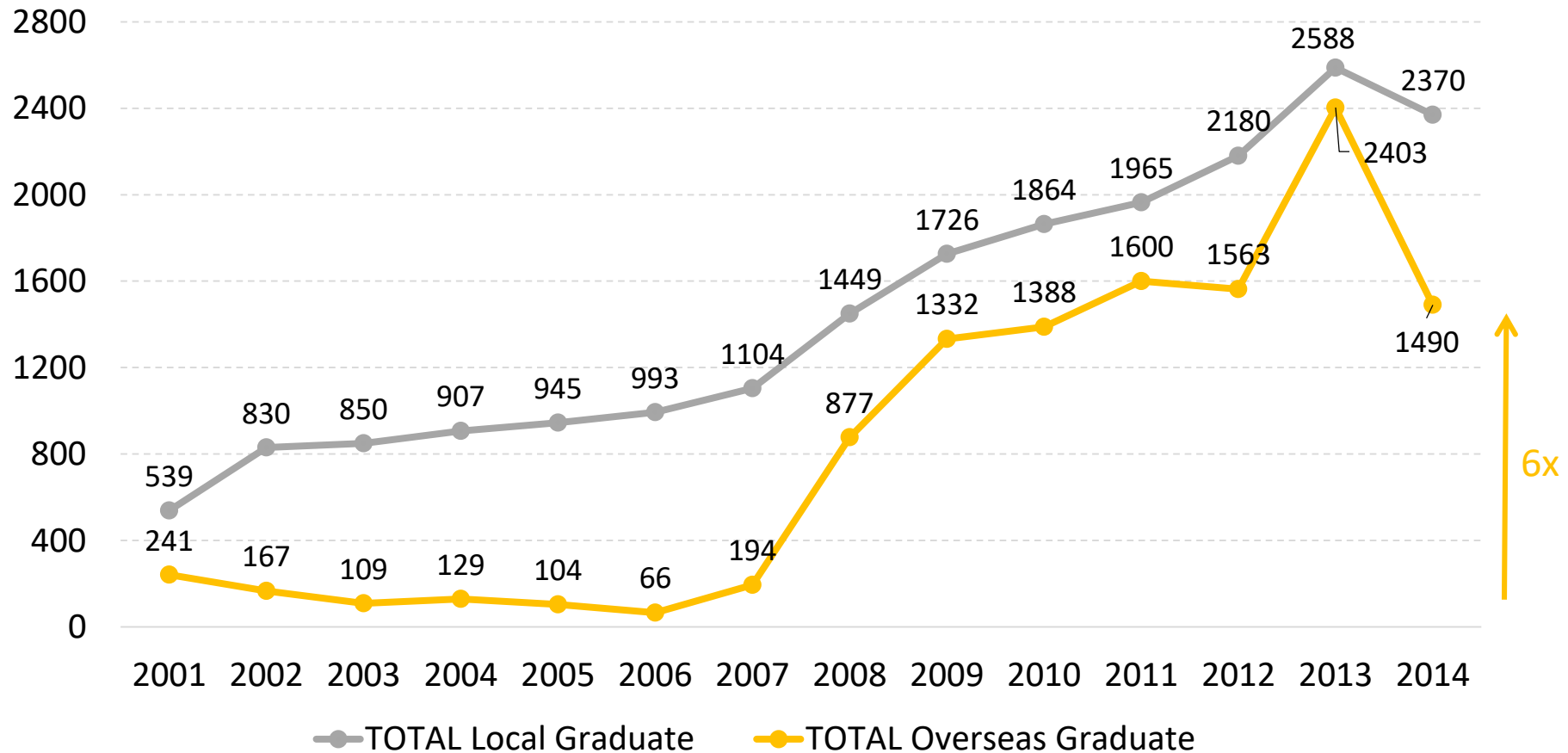
Finding 2:

Sharp surge in the numbers of medical students entering the workforce

No. of House-Officers by Local Public vs Private medical graduate origin



No. of House-Officers by Local vs Overseas medical graduate origin



No. of House-Officers by Local Public medical graduate origin

No.	University	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Local Public Universities															
1	University of Malaya (UM)	137	175	182	175	149	144	150	141	150	159	182	188	198	197
2	National University of Malaysia (UKM)	131	160	162	160	160	142	185	203	173	223	219	259	220	208
3	University of Science Malaysia (USM)	150	185	201	181	147	159	151	179	191	186	180	193	193	205
4	University of Malaysia Sarawak (UNIMAS)	38	38	22	33	47	13	76	68	53	79	64	74	39	92
5	University Putra Malaysia (UPM)	40	54	61	72	82	69	90	81	123	101	131	111	143	99
6	International Islamic University of Malaysia (IIUM)	46	55	59	74	82	88	88	95	105	121	108	96	128	-
7	University of Malaysia Sabah (UMS)	-	-	-	-	-	-	-	29	36	68	75	70	80	81
8	University of Technology Mara (UiTM)	-	-	-	-	-	-	-	19	54	91	116	148	178	182
9	Islamic Science University of Malaysia (USIM)	-	-	-	-	-	-	-	-	-	-	-	-	-	53
Sub-total		496	658	683	680	659	609	740	808	875	1012	1088	1151	1147	1245

Source: Human Resources Division, Ministry of Health

No. of House-Officers by Local Private medical graduate origin

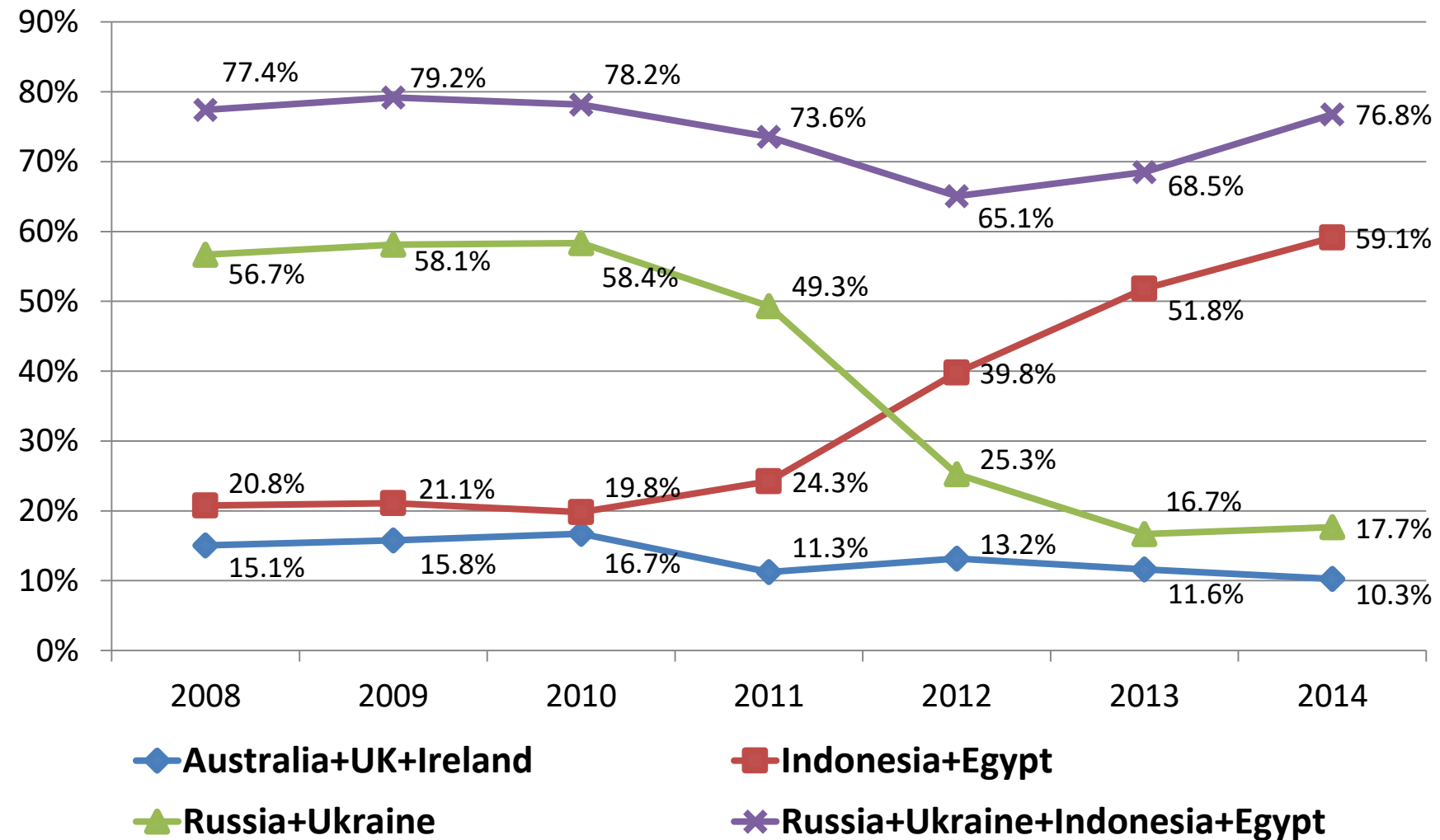
No.	University	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Local Private Universities/Colleges															
1	Penang Medical College (PMC)	43	59	23	31	19	132	64	105	97	131	100	97	150	115
2	International Medical University (IMU)	-	90	76	72	109	64	117	156	148	140	118	231	183	136
3	Royal College of Medicine Perak (RCMP)	-	23	-	-	4	10	53	57	82	63	23	19	136	119
4	Malacca-Manipal Medical College (MMMC)	-	-	68	124	154	178	130	222	405	271	254	249	258	117
5	Asian Institute of Medicine and Technology (AIMST)	-	-	-	-	-	-	-	101	119	134	113	108	205	14
6	Alliance College of Medical Science (AUCMS)	-	-	-	-	-	-	-	-	-	52	30	69	58	89
7	Monash University (SUNWAY)	-	-	-	-	-	-	-	-	-	29	27	10	71	76
8	University College Sedaya International (UCSI)	-	-	-	-	-	-	-	-	-	32	43	41	50	32
9	Cyberjaya University College of Medical Sciences (CUCMS)	-	-	-	-	-	-	-	-	-	-	140	133	126	143
10	Management & Science University (MSU)	-	-	-	-	-	-	-	-	-	-	29	38	62	186
11	MAHSA University	-	-	-	-	-	-	-	-	-	-	-	34	142	98
	Sub-total	43	172	167	227	286	384	364	641	851	852	877	1029	1441	1125

In view of the increasing number of housemen, the MOHE had in **2011** placed a **moratorium** on the number of new institutions that can offer medical programmes since 2011.

"The rational behind the moratorium is to manage the number of students entering medical programmes locally and to address concerns such as a surplus of houseman (waiting time)."

Director-General of MoHE Datuk Dr Asma Ismail, 17 March 2016

Foreign trained medical graduates by selected country



Finding 3:

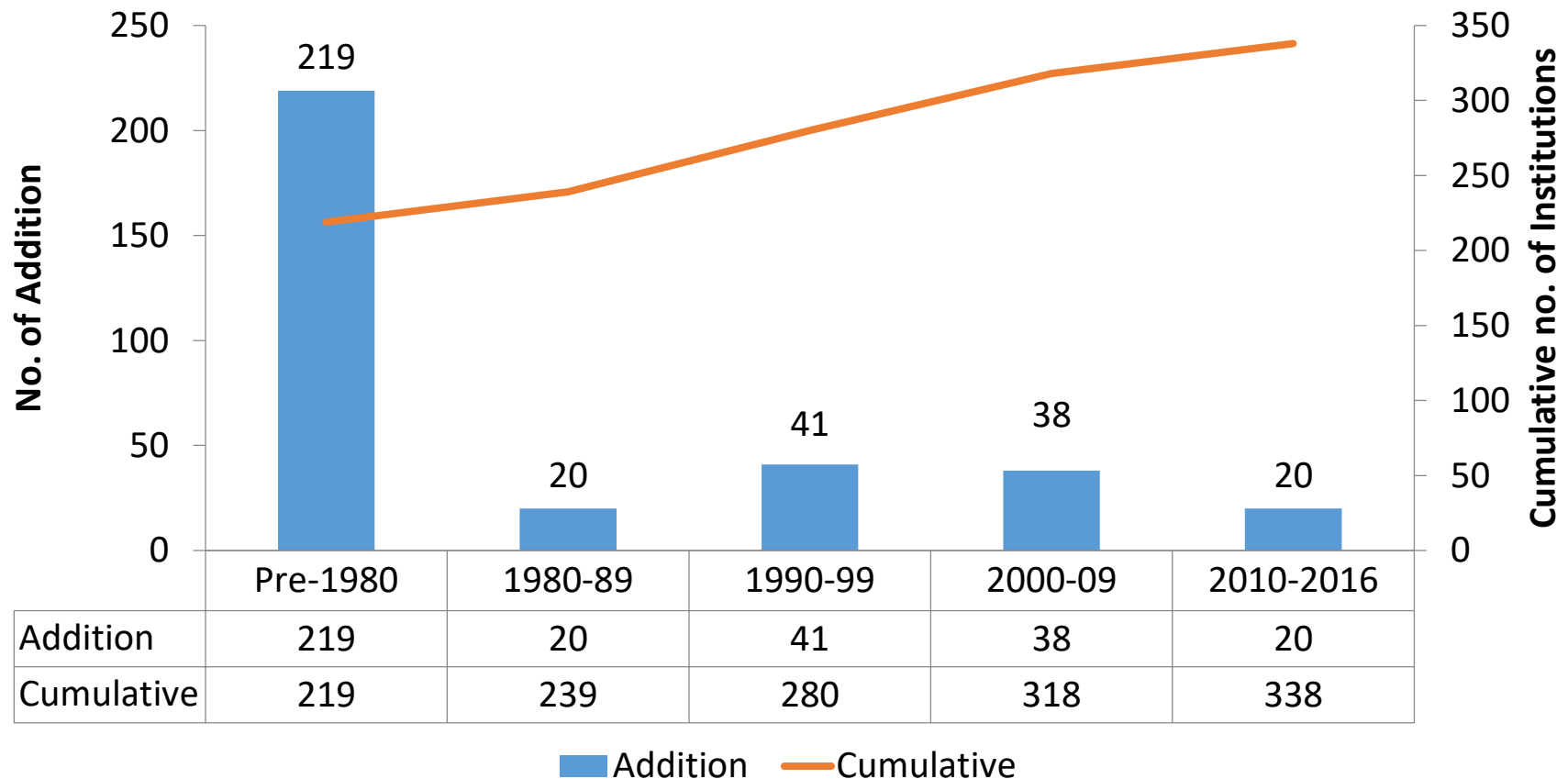
Proliferation of recognised medical institutions over the years

Top 10 origin countries with most number of medical institutions recognised

Rank No.	Country	No. of Institutions Recognised
1	UNITED STATES OF AMERICA	89
2	INDIA	52
3	UNITED KINGDOM	33
4	MALAYSIA	29
5	CANADA	14
6	AUSTRALIA	13
7	INDONESIA	13
8	JAPAN	10
9	TAIWAN	8
10	ARAB REPUBLIC OF EGYPT	7
	PAKISTAN	7

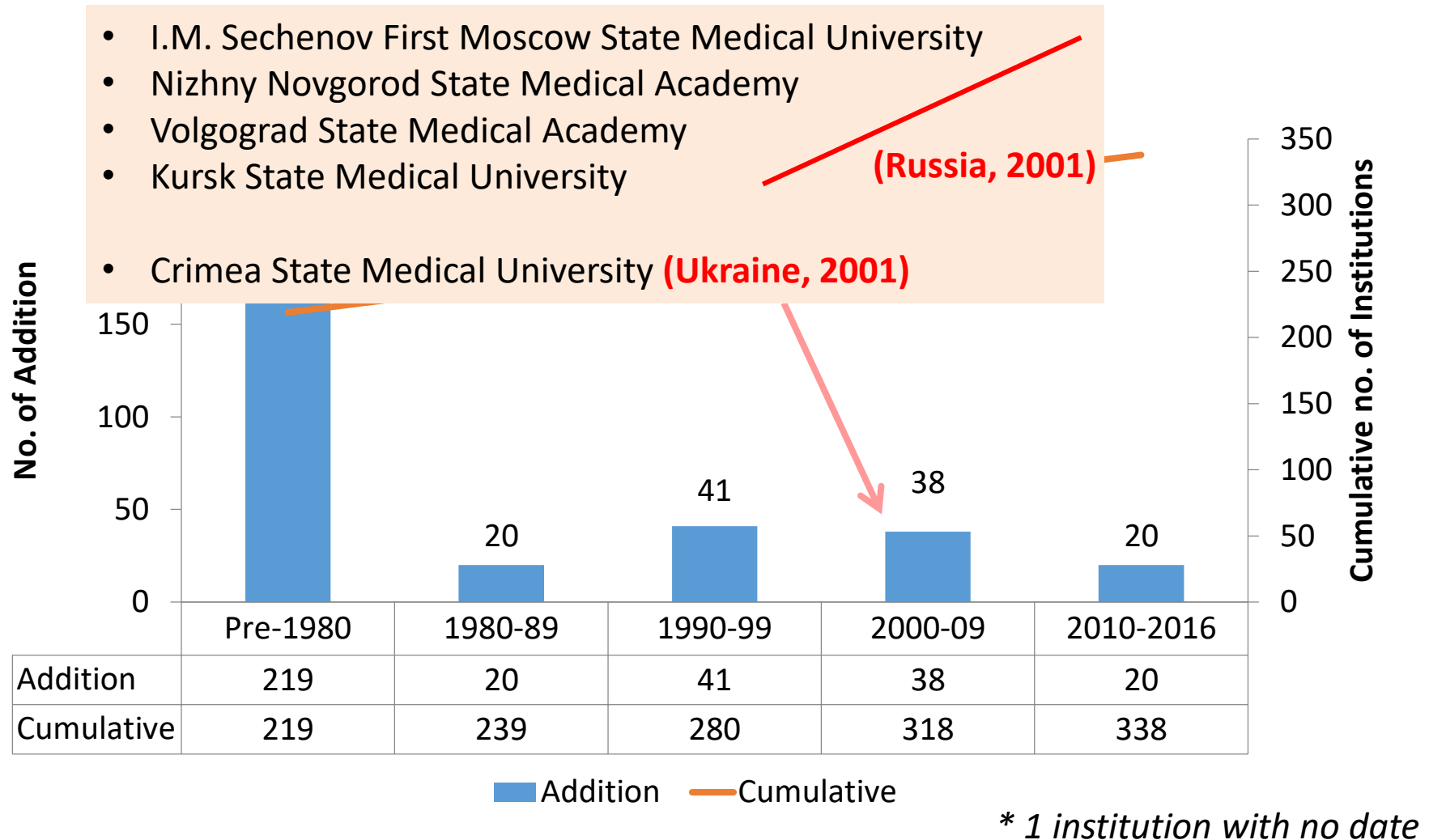
Proliferation of Recognised Medical Institutions

Number of Recognised Medical Institutions

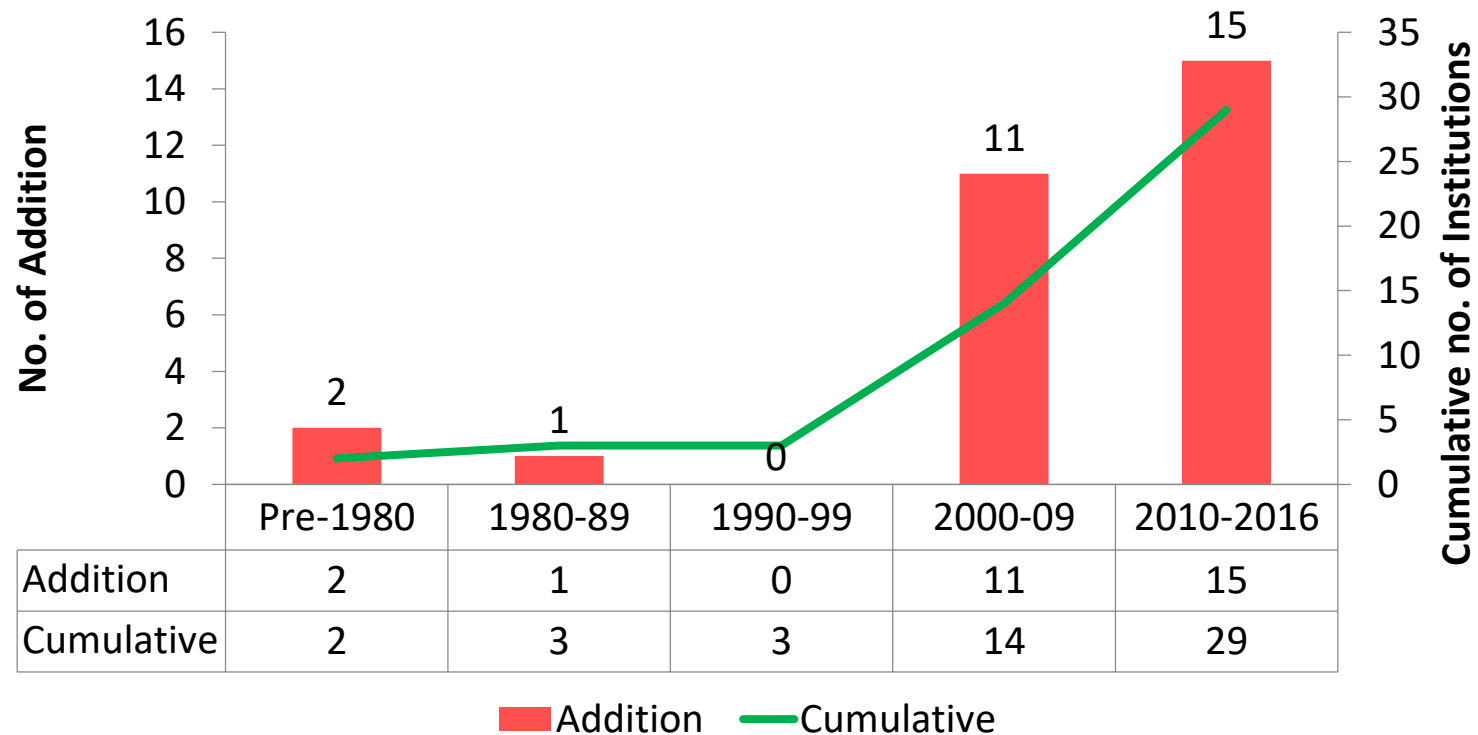


** 1 institution with no date*

Proliferation of Recognised Medical Institutions



No. of recognised Medical Institutions from Malaysia only

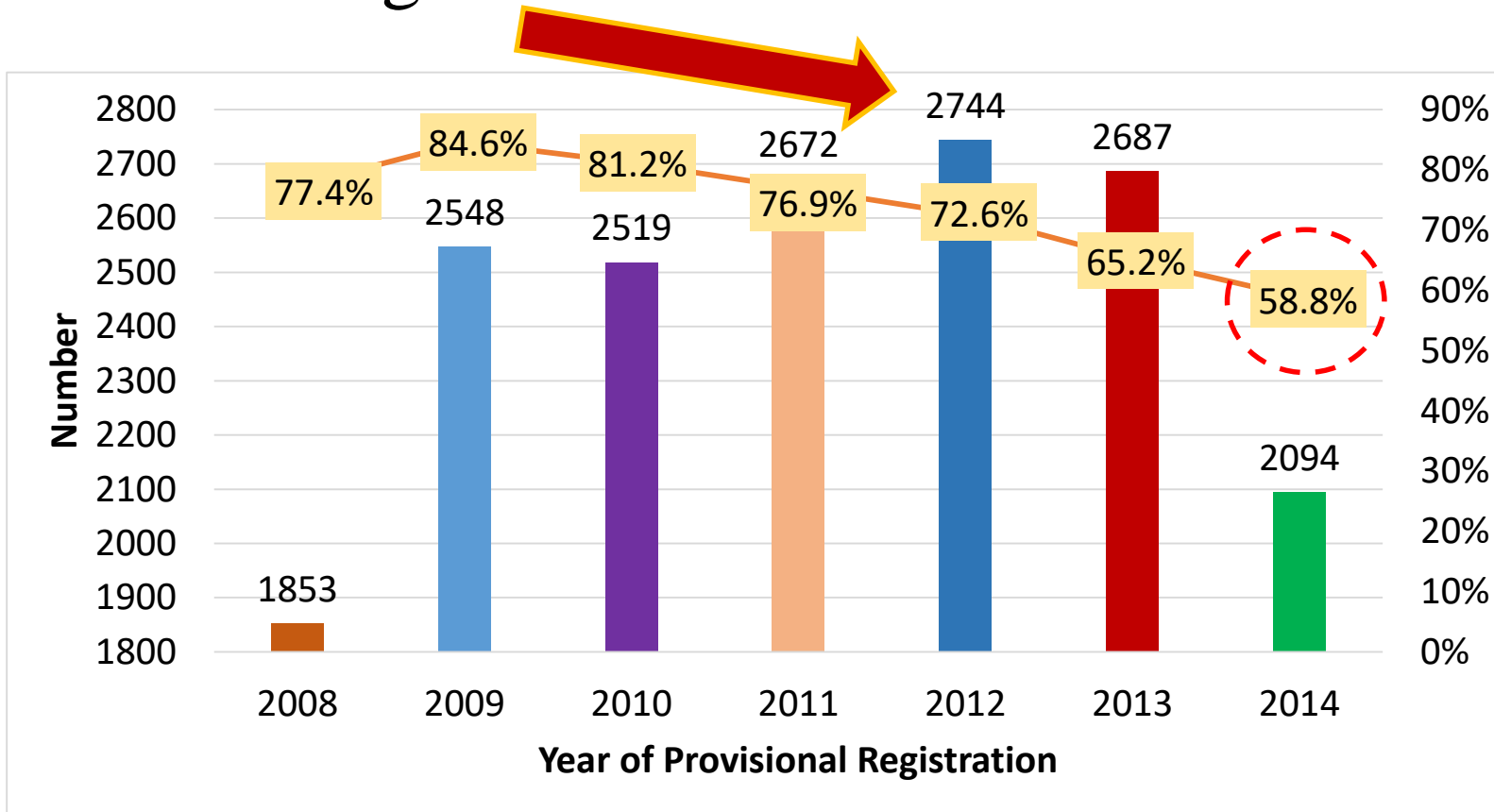


- Rapid addition of accredited local institutions since 2000.
- No. of accredited local private institutions have shot up from 0 to 18

Finding 4:

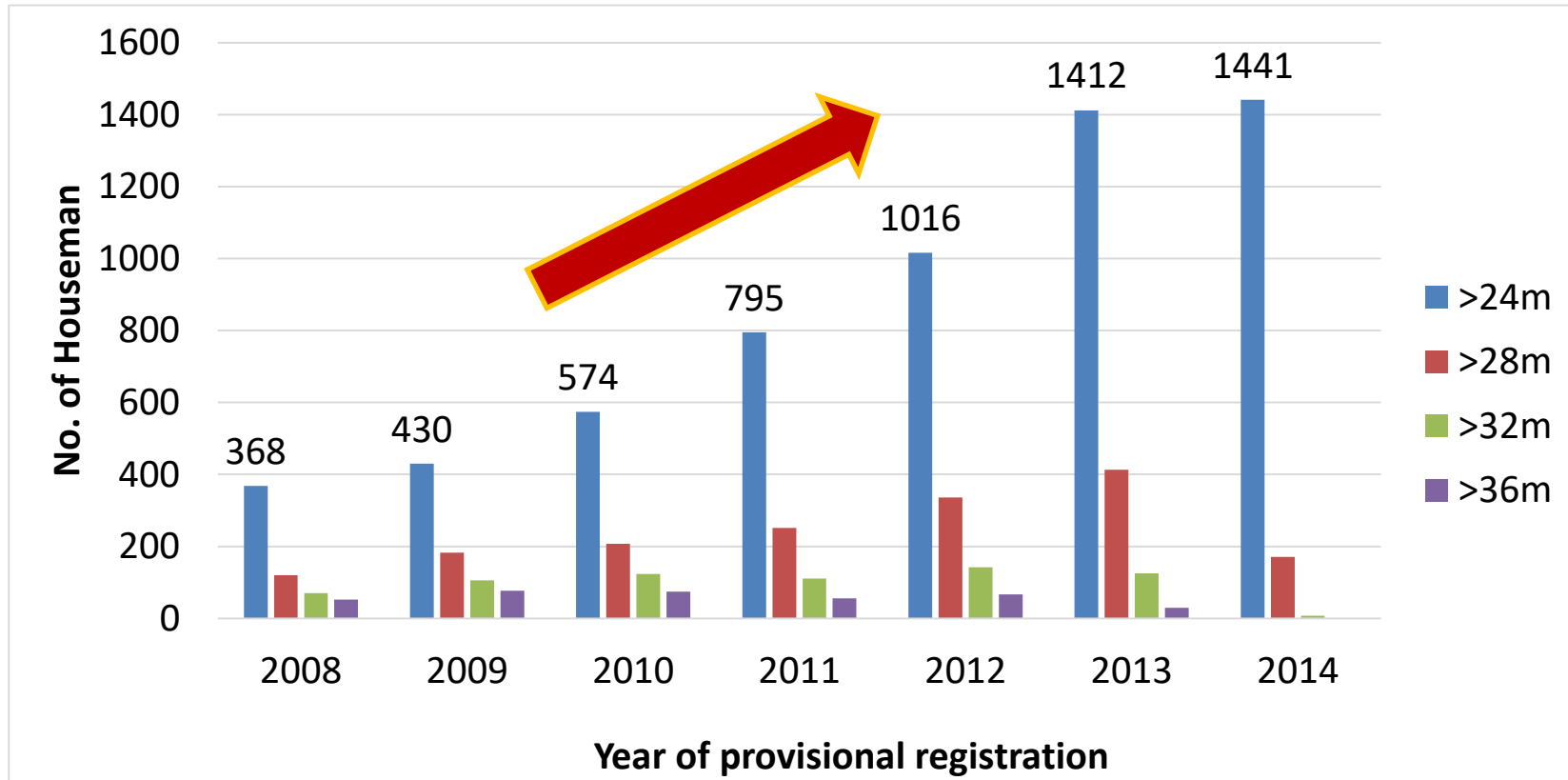
The turnover of housemanship positions

No. of housemen obtained full registration within 24 months



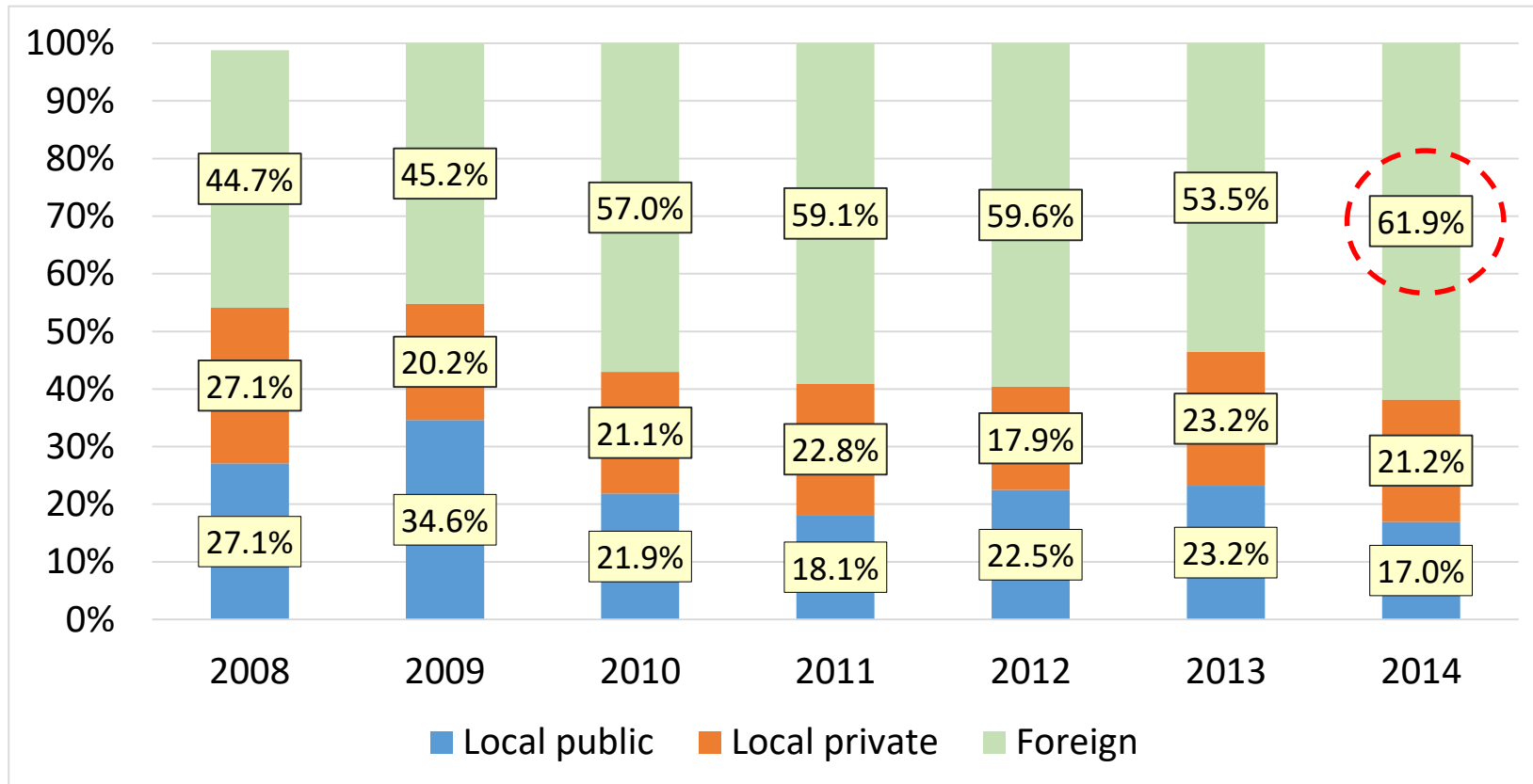
- More housemen needed extension of training (< 60% finish in time for year batch 2014)

“Overdue” Housemanship



- Increasing number of housemen who could not finish within 24 months

Medical Education background of housemen dropped out or failed to obtain full registration



- Among housemen who dropped-out, ~60% graduated from overseas

Where were the overseas dropouts received their education?

Medical Institution(s)	2008	2009	2010	2011	2012*	2013*	2014*
	RUSSIA+UKRAINE+INDONESIA						
R+U+ID	33	35	53	80	95	76	246
	86.8%	74.5%	72.6%	79.2%	66.4%	47.8%	44.3%
	RUSSIA+INDONESIA+INDIA+EGPYT						
R+ID+IN+E	21	22	30	57	109	130	463
	55.3%	46.8%	41.1%	56.4%	76.2%	81.8%	83.4%
	THE REST OF REGIONS						
The REST (non R+U+ID+IN+E)	5	10	19	21	34	28	85
	13.2%	21.3%	26.0%	20.8%	23.8%	17.6%	15.3%
	TOTAL FOREIGN INSTITUTIONS						
Total FOREIGN	38	47	73	101	143	159	555

Finding 5:

The capacity of MOH to accommodate more housemen

Wednesday, 15 March 2017

More slots at training hospitals opening up for housemen

DEPUTY Health Minister Datuk Seri Dr Hilmi Yahaya said houseman training hospitals will open up more slots for housemanship.

"At the moment, we have a total of 10,835 housemen in 44 teaching hospitals and Royal Military Hospitals nationwide.

"The ministry plans to include Hospital Shah Alam and Hospital Langkawi in the list of houseman training hospitals.

"These hospitals have stated that they are willing to increase the number of training slots for housemen," he told Teresa Kok (DAP-Seputeh).

Dr Hilmi added that the Public Service Commission had interviewed 3,474 medical graduates as at December 2016, with 1,687 of them already placed in hospitals.

On the issue of too many medical graduates in Malaysia, he said the existing moratorium on new medical programmes at tertiary education institutions would restore balance in demand and supply.

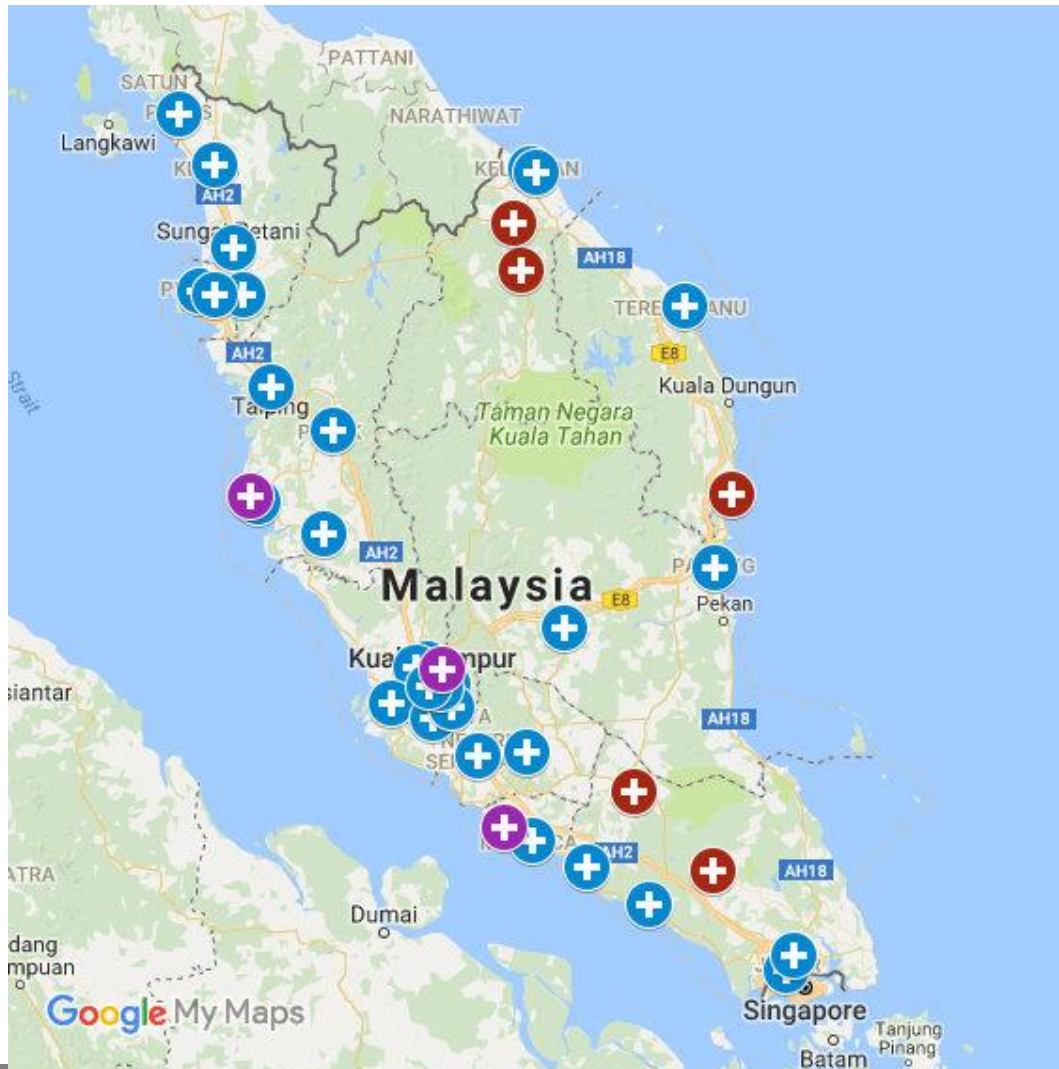
"Under the moratorium, we have been able to ensure there will be no more new medical courses on top of the 44 programmes already in place locally," he said.

"However, we cannot stop potential students from enrolling in the 335 accredited tertiary institutions overseas," he said.

Efficiency for 2016
(or up till March '17?) =
48.6%



Housemanship Training Hospitals (2017)



State	No.
Perlis	1
Kedah	3
Penang	2
Perak	4
Selangor	6
KL & Putrajaya	4
Negeri Sembilan	2
Melaka	1
Johor	6
Pahang	2
Terengganu	2
Kelantan	4



Pre-2011

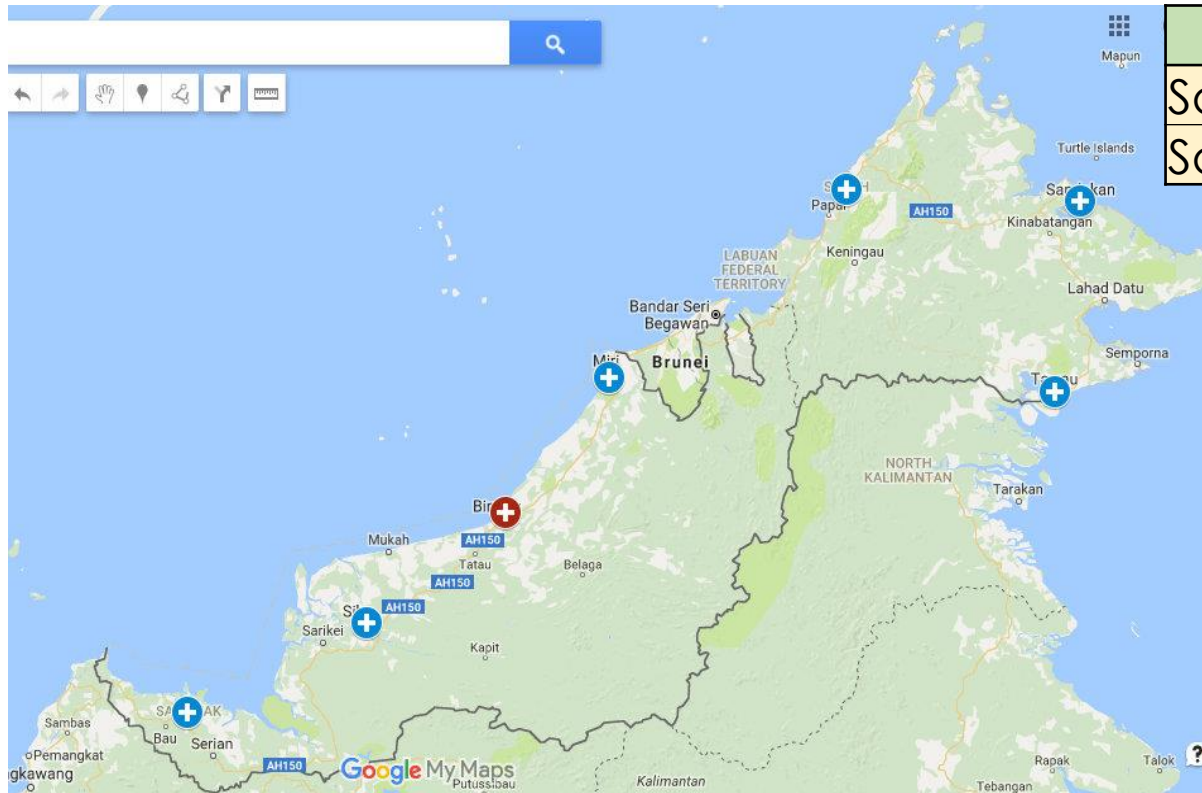


2011-2015





Hospital
Angkatan
Tentera
Malaysia (3)

Housemanship Training Hospitals (2017)



State	No.
Sabah	3
Sarawak	4

Nationwide TOTAL =
44

 Pre-2011
 2011-2015

	Discipline Area (Core/ <i>Elective</i>)	No. of MOH Specialists
1	Internal Medicine (General)	668
2	General Paediatrics	391
3	General Surgery	248
4	Obsterics and Gynaecology (O&G)	232
5	Orthopaedic Surgery	224
6	<i>Emergency Medicine</i>	<i>139</i>
7	<i>Anaesthesiology and Critical Care</i>	<i>397</i>
8	<i>Family Medicine</i>	<i>146</i>
9	<i>Psychiatry</i>	<i>108</i>



Specialists
/Trainers



Assumed no. of specialist(s) per core discipline per hospital	No. of housemanship training hospitals	Possible no. of housemanship trainers/mentors	No. of housemen allocated per core discipline (Assume equal distribution)	Ratio of Specialist: Housemen
1	44	44	1806	1:41
2	44	88	1806	1:21
3	44	132	1806	1:14
4	44	176	1806	1:10
5	44	220	1806	1:8.2
6	44	264	1806	1:6.8
7	44	308	1806	1:5.9
8	44	352	1806	1:5.1
9	44	396	1806	1:4.6



Source: National Specialist Register (Feb 2017)

Finding 6: Housemanship extension and training quality

Minister: 25 to 30pc of housemen fail to complete internships

MARCH 21, 2017



Datuk Seri Dr Hilmi Yahaya says each year, there are about 5,000 new housemen who need to undergo medical training. — Picture by KE Ooi

KUALA LUMPUR, March 21 — Twenty-five to 30 per cent of housemen fail to complete their internships within the set time due to incompetency, the Dewan Rakyat was told today.

Deputy Health Minister Datuk Seri Dr Hilmi Yahaya said this situation contributed to the problem of placement for new housemen as the current ones had to extend their training.

He said each year, there were about 5,000 new housemen who needed to undergo medical training.

“Admittedly, the problem of housemen is perpetual...because of their incompetency, they have to extend their training period and many other graduates cannot do their training,” he

said in reply to a supplementary question from Izani Husin (PAS-Pengkalan Chepa) during the Question-and-Answer session at the Dewan Rakyat sitting today.

Izani had wanted to know the ministry’s plans to increase the number of government hospitals and training hospitals. — Bernama

Consequences of poor planning & management

20% M'sian medical students lack qualifications

Posted on 7 September 2014 - 09:19pm

Last updated on 8 September 2014 - 12:53pm

Annie Freeda Cruz

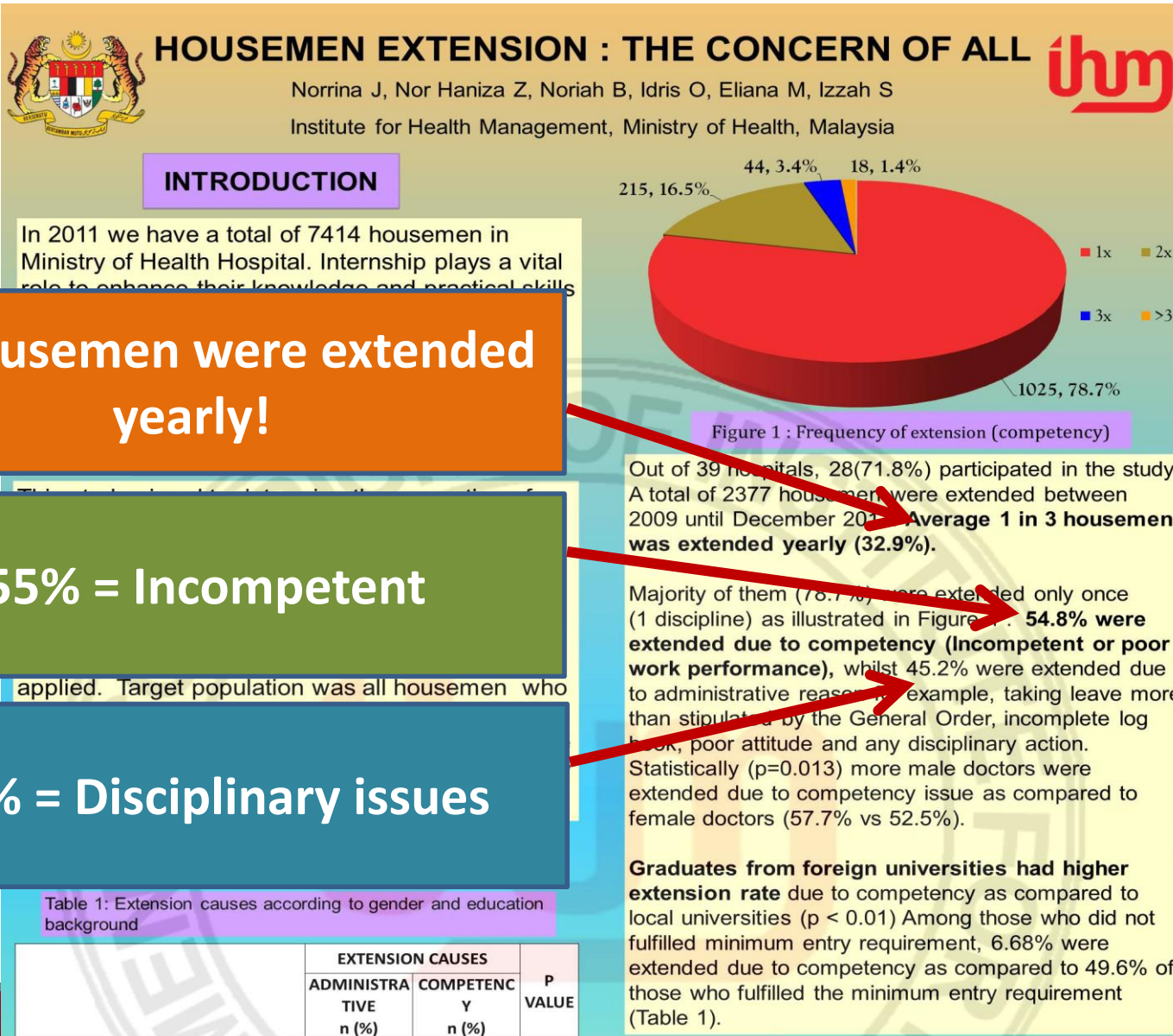
newsdesk@thesundaily.com



SUNPIX

PETALING JAYA: About 20% of Malaysian students who entered foreign universities to do medicine since 2009 did not even have the minimum academic qualifications required to enter the programmes.

Consequences of poor planning & management



Consequences of poor planning & management



MENTORING JUNIOR DOCTORS IN PUBLIC SECTOR HOSPITALS, MALAYSIA

Ang KT*, Roslinah A**, Noriah B*

* Institute for Health Management, Ministry of Health Malaysia

** Institute for Health System Research, Ministry of Health Malaysia



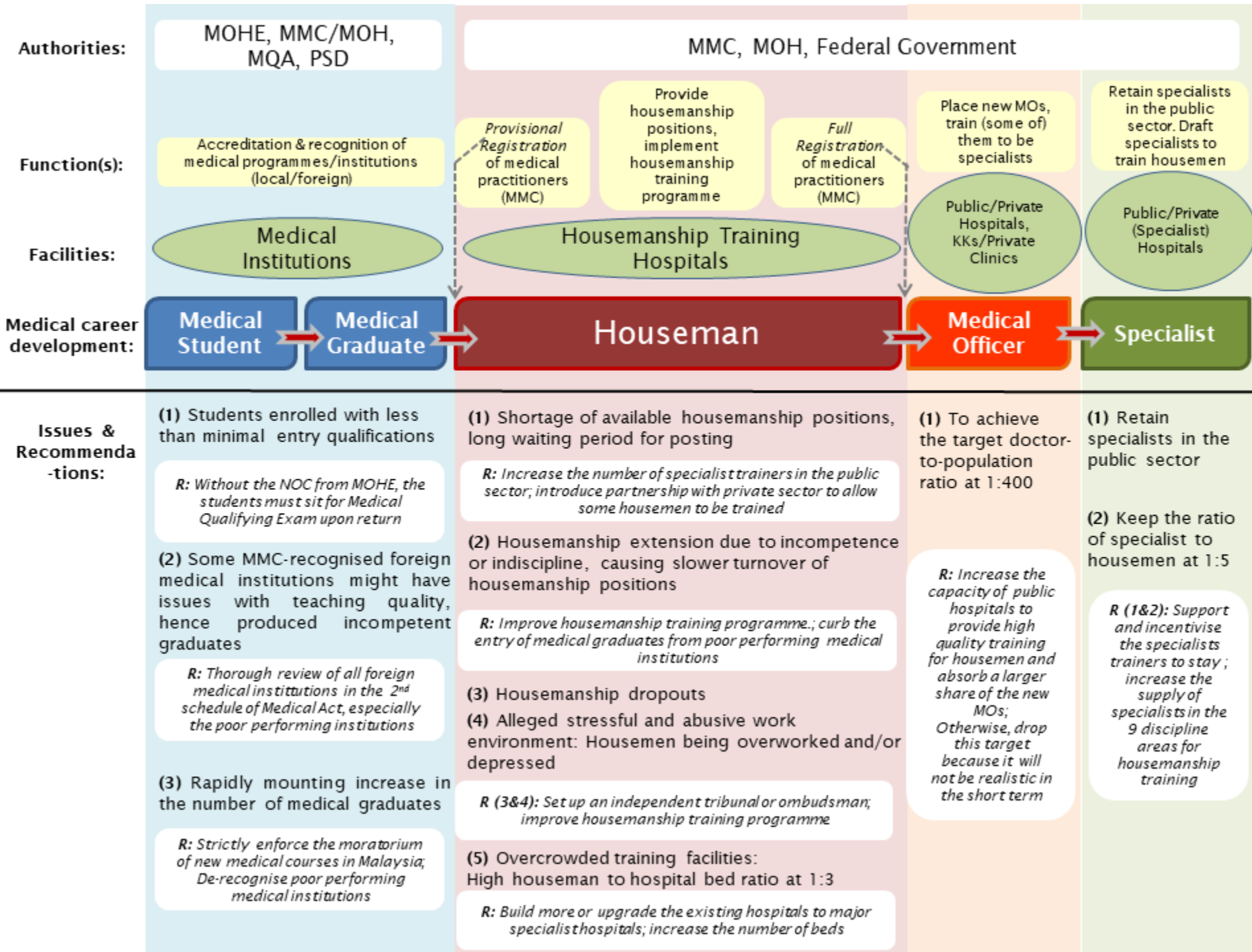
Table 2 : Mentoring practice in the hospitals

Practice		Proportion (%)
Arrangement	<i>Assigned</i>	40.7%
	<i>Spontaneous</i>	58.5%
	<i>Both</i>	0.7%
Mentoring meeting/activity	<i>scheduled</i>	31.6%
	<i>Ad hoc</i>	66.9%
	<i>both</i>	1.5%
Mentor-Mentee gender match	<i>Same Gender</i>	14.0%
	<i>Different Gender</i>	8.8%
	<i>Both</i>	77.2%
Number of mentees	<i>1-2 mentees</i>	21.4%
	<i>3-5 mentees</i>	30.2%
	<i>6-10 mentees</i>	27.8%
	<i>11-20 mentees</i>	13.5%
	<i>> 20 mentees</i>	7.1%

48.4%

Policy recommendations

- MOH should train significantly more specialists and retain them in the public sector
- MOH should revise the structure of the housemanship programme to be more effective in supporting or incentivising specialist trainers
- An independent tribunal or ombudsman should be established for housemen to address their grievances should they feel that they have been abused or unfairly treated – Recommend: SCHOMOS
- MOH should explore the possibility of forging partnerships with private hospitals to utilise their expertise and resources to train more housemen, through voluntary schemes. Attractive incentives should be given and the cost burden of training should be shared with willing participating hospitals and their consultants.
- Local private and overseas medical education institutions must be more tightly regulated
- There should not be a further increase in the number of local private and public universities offering medical programmes until the housemanship issue is resolved
- There should be a strictly enforced cap on the yearly medical student intake for existing local programmes.



Acknowledgement



Thanks to

Penang Institute (*Think Tank Turns Twenty*)
&
The KL office team:

Dr. Lyana Khairuddin
Esther Sinirisan Chong Shiao Yee
Lim Su Lin

Special Thanks to

Dr. Ong Kian Ming (General Manager)
Dr. Ooi Kee Beng (Executive Director)
Dr. Sem Xiao Hui

Thank you!

