AKHBAR : BERITA HARIAN
MUKA SURAT : 8
RUANGAN : NASIONAL

Pegawai pergigian, farmasi lantikan kontrak

Lebih 500 boleh mohon perjawatan tetap

Kuala Lumpur: Pegawai pergigian dan pegawai farmasi lantikan kontrak bagi 2016 dan 2017 boleh memohon perjawatan tetap menerusi Sistem Pendaftaran Pekerjaan Suruhanjaya Perkhidmatan Awam (SPA9) bermula Isnin depan.

Menteri Kesihatan, Dr Zaliha Mustafa, berkata ia susulan urusan pengambilan jawatan tetap pegawai pergigian dan pegawai farmasi lantikan 2018 hingga 2020 yang akan dibuka menerusi sistem itu bermula 6 Januari hingga 21 Januari lalu.

Beliau berkata, seramai 242 pegawai pergigian dan 321 pegawai farmasi lantikan kontrak 2016 dan 2017 layak untuk memohon jawatan tetap yang ditawarkan.

"Pegawai lantikan kontrak yang berkenaan disarankan melayari portal Suruhanjaya Perkhidmatan Awam (SPA) untuk berdaftar dan mengemas kini maklumat permohonan dalam sistem SPA9.

"KKM berharap pegawai pergigian dan pegawai farmasi lantikan kontrak terbabit dapat membuat persediaan sewajarnya bagi urusan pengambilan ini," katanya melalui kenyataan semalam.

Sebelum ini, Hartal Farmasi Kontrak (HFK) sebuah gerakan ditubuhkan bagi memperjuangkan hak kebajikan golongan itu menuntut perjawatan tetap bagi pegawai farmasi kumpulan 2016-2017 yang sudah berkhidmat antara lima hingga enam tahun dengan KKM.

Gerakan itu berpandangan, hak kumpulan terbabit dipinggirkan dan dinafi untuk mendapatkan jawatan tetap sedangkan mereka juga bersama-sama bertungkus-lumus dengan pegawai tetap terutama ketika menghadapi pandemik COVID-19.

HFK mendedahkan daripada 4,263 doktor yang berkhidmat, hanya 335 kekosongan ditawarkan untuk jabatan farmasi sambil mendakwa banyak janji palsu ditawarkan kepada mereka.

Dalam pada itu, Presiden Persatuan Farmasi Malaysia (MPS) Amrahi Buang, ketika mengulas polemik perjawatan kontrak pegawai farmasi dalam sektor awam, berkata dasar kerajaan berkaitan soal perjawatan kontrak dalam perkhidmatan awam perlu diteliti semula supaya tidak mencetuskan masalah pada masa akan datang.

Katanya, perjawatan kontrak mengakibatkan kerajaan berdepan masalah untuk menentukan angka sebenar tenaga sumber manusia diperlukan dalam sesuatu perkhidmatan khususnya sektor kesihatan.

Mengakui tidak pasti jumlah pegawai farmasi diperlukan dalam sektor kesihatan awam, beliau mengesyorkan kerajaan tidak bekerja secara silo sebaliknya menjalinkan kerjasama dengan sektor swasta untuk menyelesaikan isu perjawatan dalam perkhidmatan itu.

"Kita tengok punca utamanya adalah dasar kerajaan yang mewujudkan perjawatan kontrak ini, khususnya daripada Jabatan Perkhidmatan Awam (JPA) kerana perkara ini adalah dasar kerajaan dan dikeluarkan oleh JPA....jadi semua kementerian kena ikut.

"Ini sudah berlaku, sedangkan perkara ini akan menimbulkan masalah akan datang.

"Jika dasar itu tidak berubah, bagaimana Kementerian Kesihatan (KKM) nak dapat tahu berapa jumlah sebenar doktor, pegawai farmasi, pegawai pergigian bahkan petugas kesihatan lain yang diperlukan dalam perkhidmatan ini," katanya.

AKHBAR : KOSMO
MUKA SURAT : 5
RUANGAN : NEGARA

Terbuka kepada lebih 500 lantikan kontrak 2016, 2017

Jawatan tetap pegawai pergigian, farmasi

Oleh **RIDZAUDDIN ROSLAN**

PERMOHONAN boleh dibuat mulai Isnin ini melalui Sistem SPA9 sehingga Februari depan. – GAMBAR HIASAN

PUTRAJAYA – Lebih 500 pegawai pergigian dan farmasi lantikan kontrak bagi tahun 2016 dan 2017 boleh memohon jawatan tetap di Kementerian Kesihatan (KKM) mulai Isnin ini.

Menteri Kesihatan, Dr. Zaliha Mustafa berkata, permohonan berkenaan boleh dibuat melalui Sistem Pendaftaran Pekerjaan Suruhanjaya Perkhidmatan Awam (Sistem SPA9) sehingga Februari depan.

"Proses itu susulan urusan pengambilan jawatan tetap Pegawai Pergigian dan Pegawai Farmasi lantikan tahun 2018 hingga 2020 yang telah dibuka menerusi Sistem SPA9 dari 6 Januari 2023 hingga 21 Januari 2023.

"Seramai 242 Pegawai Pergigian dan 321 Pegawai Farmasi lantikan kontrak tahun 2016 dan 2017 layak memohon jawatan tetap yang ditawarkan," katanya dalam satu kenyataan di sini semalam.

Menurutnya, pegawai lantikan kontrak berkenaan disarankan melayari portal Suruhanjaya Perkhidmatan Awam untuk berdaftar atau mengemas kini maklumat permohonan dalam sistem SPA9.

"KKM berharap Pegawai Pergigian dan Pegawai Farmasi lantikan kontrak tahun 2016 dan 2017 dapat membuat persediaan sewajarnya bagi urusan pengambilan tersebut," jelasnya.

Sebelum ini, Hartal Farmasi Kontrak (HFK), sebuah gerakan memperjuangkan hak kebajikan golongan itu menuntut perjawatan tetap bagi Pegawai Farmasi kumpulan 2016-2017 yang sudah berkhidmat antara lima ke enam tahun dengan KKM.

AKHBAR : UTUSAN MALAYSIA
MUKA SURAT : 6
RUANGAN : DALAM NEGERI

Kenapa perlu temu duga?

Oleh FAHMI FAIZ
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PETALING JAYA: Gerakan Hartal Farmasi Kontrak mempersoalkan langkah Kementerian Kesihatan meminta mereka melalui proses permohonan dan temu duga bagi mengisi kekosongan jawatan tetap, sedangkan pegawai kontrak terlibat sudah mempunyai pengalaman sewajarnya.

Bercakap kepada *Utusan Malaysia*, satu sumber hartal berkata, tindakan menemu duga pegawai-pegawai farmasi yang berstatus kontrak, memberi isyarat bahawa kerajaan tidak bersedia menyerap semua kakitangan kontrak sektor farmasi ke jawatan tetap.

Sumber itu berkata, kementerian semalam telah mengeluarkan satu surat pengambilan jawatan tetap pegawai pergigian dan pegawai farmasi.

Namun katanya, cuma 321 pegawai farmasi lantikan kontrak bagi 2016 dan 2017 yang layak memohon jawatan tetap.

Hal ini, katanya, mendedahkan pegawai farmasi kontrak kepada pelbagai masalah dan risiko yang bukan saja menjejaskan perkembangan karier, malah juga periuk nasi masing-masing.

"Kami ingin melontarkan soalan kepada kerajaan, apakah motif mereka mahu mengadakan temu duga kepada pegawai farmasi kontrak? Sedangkan kami memang sudah ada pengalaman bekerja sebagai ahli farmasi di bawah kerajaan selama bertahun-tahun.

"Fenomena sekarang ini, pegawai di unit-unit lain perlu dipinjamkan ke unit farmasi, sebab kita tidak cukup kakitangan dan ini menjadi semakin serius dari sehari ke sehari," katanya sewaktu dihubungi semalam.

Untuk rekod, akhbar ini telah menerima surat kementerian tersebut yang antara lain menyatakan pegawai pergigian dan pegawai farmasi lantikan kontrak bagi tahun 2016 dan 2017 boleh memohon jawatan tetap melalui Sistem Pendaftaran Pekerjaan, Suruhanjaya Perkhidmatan Awam (SPA) mulai 30 Januari sehingga 12 Februari, 2023.

Mengulas surat itu, sumber itu berkata, pihaknya difahamkan pemohon perlu melalui proses temuduga, sedangkan kakitangan farmasi kontrak bagi 2016 dan 2017 sudah mempunyai pengalaman cukup untuk melayakkannya diserap ke jawatan tetap.

Katanya, kegagalan kerajaan menyerap ramai kakitangan farmasi kontrak akan menjejaskan operasi di hospital dan klinik kerajaan, kerana ada kejadian baru-baru ini yang berlaku apabila tiga kakitangan farmasi kontrak mengambil keputusan berhenti serentak sehingga menjejaskan unit yang sebelum itu diuruskan tujuh kakitangan.

"Baru-baru ini, daripada tujuh kakitangan, tiga kakitangan TPN berhenti serentak. Sebabnya, ketiga-tiga mereka ini jawatannya kontrak dan langsung tidak ditawarkan ke jawatan tetap, jadi mereka berhenti pergi ke tempat lain," ujarnya.

WALAUPUN berlaku kekurangan kakitangan di Bahagian Farmasi hospital kerajaan, sebahagian besar daripada mereka masih berstatus kontrak. - UTUSAN/RAJA JAAFAR ALI

AKHBAR : NEW STRAITS TIMES
MUKA SURAT : 16
RUANGAN : LETTERS

UNDERSTAFFED, UNDERPAID

Health Ministry must address poor manpower planning

FOR the last two decades, the media has received reports and letters from the public highlighting the plight of medical professionals, dilapidated facilities and equipment, and long queues.

The Health Ministry director-general said: "We are currently understaffed, underpaid, overstretched, and with facilities overcrowded with patients."

Does anyone hear his frustrations and pleas?

The problems faced by the ministry range from placement for newly graduated medical professionals, contract of service for those who have completed their internship, lack of specialists, and inadequate plus the poor state of facilities and equipment.

In November 2021, the health minister said in Parliament that Malaysia needed 28,000 specialists to address the acute shortage, which was the reason behind the long waiting time to see specialists.

Graduates of our local master's programme undergo a six-month gazettement period.

Those who obtain their specialist qualifications from the United Kingdom, Scotland and Ireland undergo an 18-month gazettement period under consultants of their speciality before they are regarded as full-fledged specialists.

Can we shorten the gazettement period for those who obtain their specialist qualifications from abroad?

After all, they would have served more than five years in their specialty as a senior medical officer and they would have had experience, training and exposure.

The other problem is that some department heads and service heads take ages to sign off their log books, which is a prerequisite to apply for gazettement, thus further delaying and frustrating graduate specialists.

This is not in line with the Hippocratic Oath, which mandates supervisors to treat juniors as their offspring and to accord them due respect, dignity, and fairness.

As a human resources specialist, it is my view that the Human Resources (HR) Division of the Health Ministry has failed to carry out manpower planning.

Manpower planning must take into account projections on manpower requirements for new and future facilities, and attrition statistics, which include deaths, retirement, resignations, transfers and promotions based on historical data and trends.

The reason for this failure can be attributed to the fact that those who are heading the HR function of ministries, departments and the PSD are rarely those who have HR credentials and competencies.

So, I hope that the new health minister, D-G and secretary- general give serious attention to the above matters.

They should stop further deterioration of the public health services in spite of the commendable and herculean performance in fighting the Covid-19 pandemic.

ROSLAN SHARIF
Bangi, Selangor

AKHBAR : NEW STRAITS TIMES
MUKA SURAT : 7
RUANGAN : NATION

DENTAL AND PHARMACY OFFICERS

FROM CONTRACT TO PERMANENT POSTS

Minister: 563 contract medical officers hired in 2016 and 2017 can apply for permanent posts

KUALA LUMPUR

A TOTAL of 563 contract medical officers hired in 2016 and 2017 are eligible to apply for permanent posts, through the Public Service Commission's Employment Registration System (SPA9 System) from Monday.

Health Minister Dr Zaliha Mustafa said the process involving the recruitment of permanent positions for dental and pharmacy officers appointed between 2018 and 2020 has seen applications for permanent posts open under the SPA9 System from Jan 6 to 21.

"Pleased to inform that dental and pharmacy Officers appointed on contract for 2016 and 2017 can apply for permanent positions at the Health Ministry, through the SPA9 System from Jan 30 to Feb 12, 2023.

"A total of 242 dental officers and 321 pharmacy officers appointed under the 2016 and 2017 contracts are eligible to apply for the permanent positions offered.

"Applicable contract officers are advised to visit the Public Service Commission portal to register or update application information in the SPA9 system.

"MoH hopes that the dental and pharmacy officers appointed for the 2016 and 2017 contracts can make appropriate preparations for this recruitment," she said in a statement yesterday.

Contract medical officers can apply for permanent positions at the Health Ministry, through the SPA9 System from Monday to Feb 12. FILE PIC

On Thursday, Hartal Farmasi Kontrak (HFK), a newly established movement to fight for the welfare rights of the group demanded permanent employment for the 2016 to 2017 batch of pharmacy officers, who have served between five and six years with the ministry.

The movement is of the view that the group's members have been marginalised and were not offered permanent positions.

HFK revealed that out of 4,263 medical officers, only 335 vacancies were offered for the pharmacy department.

AKHBAR : THE STAR
MUKA SURAT : 6
RUANGAN : NATION

'Give pharmacists more positions'

By RAGANANTHINI VETHASALAM
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PETALING JAYA: Hartal Ahli Farmasi Kontrak is asking for contract pharmacists to be allocated at least 1,000 permanent positions instead of just 316.

Its request comes in the wake of Health Minister Dr Zaliha Mustafa's announcement that contract pharmacists and dentists from the 2016 and 2017 batches can apply for a permanent position with the Health Ministry through the Public Services Commission Job Registration System from Jan 30 to Feb 12.

"Although YB (Dr Zaliha) has given us the opportunity to apply for permanent positions, there were only 316 vacancies compared with 4,263 for doctors," a source told *The Star* on condition of anonymity.

He said while the group was not against doctors, it wanted a fair chance to be given to pharmacists as well.

He added that the patient load would increase as the number of doctors increases and there might be a longer wait time in dispensing medicines as pharmacies were understaffed.

This, he said, would lead to patients blaming pharmacists.

"We are appealing for the number of permanent positions for pharmacists to be increased to 1,000 or more, or at least a quarter of the 4,200 vacancies for doctors," said the source.

"There are not many of us and we can be absorbed automatically without having to undergo interviews, which are a waste of time and the government's money – we have worked for seven years, do we still have to be interviewed?"

The movement for contract pharmacists is also urging the government to abolish the contract system that was introduced in 2016, given the increasing number of patients.

The source said based on data collated by the movement, there were fewer than 100 pharmacists left from the 2016 and 2017 batches as opposed to the 321 touted by the ministry.

He said most have quit the civil service.

Dr Zaliha had said applications for the 2016 and 2017 batches would be rolled out after the hiring process for dentists and pharmacists from the 2018, 2019 and 2020 batches – which opened on Jan 6 – was completed on Jan 21.

"A total of 242 dentists and 321 pharmacists on contract from the 2016 and 2017 batches are eligible for permanent positions," she said in a statement yesterday.

Earlier, *The Star* reported that Hartal Ahli Farmasi Kontrak had threatened to stage a walkout if their absorption into the civil service was not given enough importance.

The movement was formed on Jan 21, after pharmacists from the 2016/2017 batch said they did not get clear-cut answers from the ministry and the Public Services Commission on why those from the batch were not invited for the next interview session despite being the oldest batch on contract.

Starting with 100 members, the group has gained traction on social media.

The movement comes after the Hartal Doktor Kontrak was formed in 2021.

Hartal Doktor Kontrak staged a nationwide walkout in July 2021 to protest the contract system.