

**Maklum Balas JPA Kepada Keratan Akhbar *New Straits Times*
Bertajuk “*Stress And Sacrifices Not Worth It*” Oleh *Dr T.J., Penang*
Dan “*Service Needs An Overhaul*” Oleh *Dr. H.S., Alor Star*
Bertarikh 20 Dan 22 Mei 2009**

The Public Service Department of Malaysia (PSD) wishes to refer to the letter published in *New Straits Times* on 20th and 22th May 2009 entitled “***Stress and sacrifices not worth it***” from *Dr. T.J., Penang* and “***Service Needs An Overhaul***” from *Dr. H.S., Alor Star*.

The Government has continuously improved the scheme of service of medical officers in terms of salaries, allowances, perquisites, and career development. In fact, the initial salary of government medical officers is the highest compared to those of other schemes of service in the public sector. It starts at RM2,456.39 (Grade UD41, P1T6) as against those of other schemes of service which start at P1T1. This initial salary takes into consideration the period of six years that an undergraduate takes to qualify as a medical officer. Further, the total take-home pay for newly-appointed medical officers is RM4,058.39 when all monthly allowances and the Incentive Payment for Critical Service (the highest compared to those of other critical schemes) are factored in as shown in the table.

Table 1 : Total Remuneration for Medical Officers Grade UD41

Grade	Salary (RM)	Housing Allowance (RM)	Fixed Civil Service Allowance (RM)	Cost of Living Assistance (RM)	Incentive Payment for Critical Service (RM)	Total (RM)
UD41 (P1T6)	2,458.39	250.00	300.00	300.00	750.00	4,058.39

Additionally, medical officers have the opportunity to receive the following allowances:

- i. On-Call Allowance at the rate of RM150 per night;
- ii. Locum at the rate of RM80 per hour; and
- iii. Incentive Payment for Specialist ranging from RM1,600 to RM3,100 per month depending upon the grade of the officer.

The ruling that will entitle newly-appointed medical officers to receive RM6,000 per month will take effect in 2010 after the current batch of medical graduates complete their internship at a local government hospital.

To further advance their career prospects, the Government has improved the promotion opportunities of medical officers by creating more promotional posts. At the same time, the Government has increased the number of scholarships for the masters programme to 600. The courses undertaken by medical officers are also recognised as fulfilling the conditions of the Competency Level Assessment for promotion to Grade UD48 and recognition as specialists. Additionally, medical officers have the opportunity to attend and present papers at conferences locally and abroad.

The Government recognises that the work done by medical officers is crucial to maintaining a viable public health system to provide quality medical care to all Malaysians. The Government, therefore will continue to improve the terms and conditions of service of medical officers.

**Corporate Communications Unit
Public Service Department Malaysia**

25th May 2009