

Word from The President

Assalamualaikum wbt

Warm greetings from myself and all on the FMSA committee

Information Sharing

I have been thinking about the issue of information. Part of my everyday job is to give information to other people. Most of the time I give information on a one-to-one basis and occasionally I impart information to a group of people in the same room as I am. I have come to realize that, whilst the content of the information given must be accurate, the manner in which it is presented has a great influence on how well the information is retained by the recipient. As an example, a lecture given in a dry, factual manner may be accurate but would not be of much use if half of the audience were asleep. On the other hand, if it were delivered peppered with relevant examples and a bit of humour as well as active interaction with the audience, the likelihood of the audience paying attention to the content of the lecture would be much better.

With this principle in mind, the FMSA set the website (<http://fms-malaysia.org/home/>) and also Facebook (<https://www.facebook.com/#!/FMSA.Malaysia>) as a way of sharing information. It will need a continuous revamp so as to improve the way in which information can be obtained and putting more relevant information. We need ideas from members in order to work on this further. We also like to develop links that allow member to contribute to the FMSA, as well as our Facebook group.



Houseman Training

Of late, there has been concern regarding the adequacy of houseman training. With the introduction of a 2 year mandatory housemanship and the increase number of housemans there is a flood of housemans in the available training places. There is even a waiting list; some up to six months. The question of adequate exposure and supervise training is of concern. Among the measures to overcome this, the MOH has agreed to place houseman to primary care as well. A group of FMSes has managed to come out with the houseman training Logbook as well as Supervisor Guidebook in Primary Care. It is our hope that we put our effort together to be involved in the training and make it a memorable and useful period for the houseman. Briefing on Housemanship training was already conducted in Institute Health Management.

National Specialist Register

On the 15th February 2014, a briefing was conducted by Dr Iskandar Firzada, the Chairperson of the Sub-Committee Family Medicine regarding the changes on the Credentialing process of candidate. Among important changes, the candidate is expected to have once/week session at the accredited centers currently in health clinics.

Asia Pacific Regional Conference of the World
Organization of Family Doctors (WONCA) 2014

Nurturing Tomorrow's Family Doctors

21 - 24 May 2014

Borneo Convention Centre Kuching
Sarawak, Malaysia



Asia Pacific WONCA Conference 2014

The Asia Pacific WONCA Conference 2014 is just around the corner, FMSA is collaborating this event with Academy of Family Physician Malaysia. We have several FMSes involve as committee members. The dateline for abstract submission is over and we have received more than 400 abstracts. I am happy to see many FMSes will be participating either in workshops, symposium and free papers/poster presentation. For the rest, it is still not too late to register as participants of the conference in order to gain new knowledge, skills as well as networking among the healthcare professionals from other countries. The registration fee is RM1000 for MOH personals and academic staffs from universities. After the 28th Feb 2014, you can still enjoy the Early Bird registration fee. Please submit your name direct to me or Dr Nazrila Hairizan if you register later from 28th Feb 2014 for you to still get the early bird payment.

Talent Grooming Programme

Talent Grooming Programme (TGP) is a process of attracting the best people through recruitment, retain the talent by specific approach of retention, and groom them to be the successors which equipped with various skills to meet current and future needs. In simple terms, TGP can be defined as an approach to produce a health leader. There is global shift in leadership pattern where the future health leaders will need different skills such as ability to collaborate, resilience, lifelong learning ability, cross cultural sensitivity and socially spirited. There are five primary areas of TGP strategies as listed in most of the literature; attracting, selecting, engaging, developing and retaining the employees.

TGP and leadership development are somehow related to each other. Developing effective leadership using a consistent TGP at all levels within an organization will definitely benefits the Ministry of Health in long-term.

Another element under the TGP umbrella is succession planning. Succession planning is defined as a means of identifying critical management positions, starting from middle level and extending up to the highest position in the organization. Succession plan usually targeting to identify a talent to be considered for promotion and work to be developed for it. Therefore, an integrated approach to TGP, leadership development and succession planning offers a pathway towards sustainability of outstanding performance for an organization.

The proposal was highlighted based on Director General of Health concern about the Grooming Plan of professional health technical officers within Ministry of Health. Today's healthcare management is evolving more rapidly than producing capacity to healthcare providers. Leadership development once an afterthought has become integral to many healthcare organisations. Hence, planning for technical and clinical leadership needs of the future is vital.

Future leaders have to be identified and groomed. Grooming, coaching and mentoring of these potential leaders shall start early in more structured and systematic manner. It were noted that currently there is no proper, organized plan or structured formal way of grooming the technical/clinical successor in Ministry of Health. Nevertheless, there were informal coaching done at different level with various methods. The time has come to prepare a framework for grooming plan that can be carried out at national level (programme, divisional or institutional level), state, district, hospital or organizational level.

Dr Iskandar Firzada, Dr Ho Bee Kiau and myself have the privilege to be involved in the development of the TGP framework which has been presented and approved by YBhg Datuk Seri Dr Noor Hisham bin Abdullah, Director General of Health and agreed upon by all head of programmes and divisions in Ministry of Health. The secretariat for the programme is the Institute for Health Management.

The Talent Grooming Programme is expected to start soon and interested FMSes are also encourage to take part.

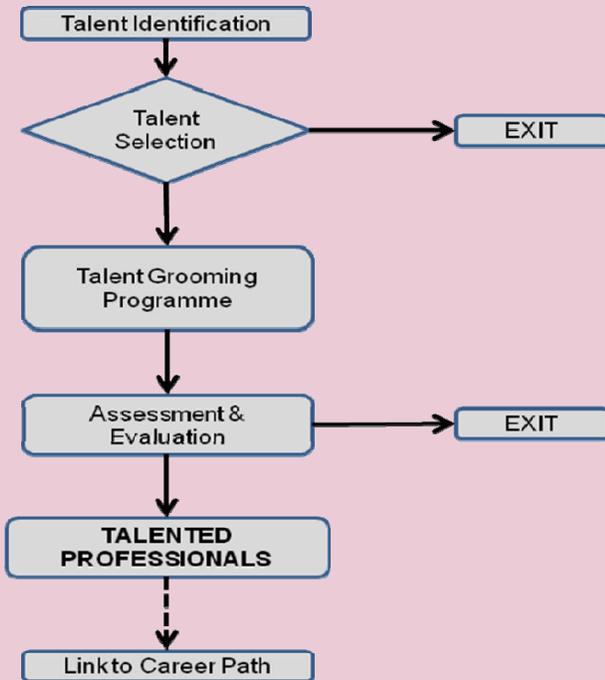


Figure 1: Framework of Talent Grooming Programme for Health Technical Professionals

World Family Doctors Day



FMSA is organizing a seminar in conjunction with the World Family Doctor Day on the 30-31 May 2014 (Friday-Saturday). It will be held in Institute of Health Management, Kuala Lumpur. It will be free of charge for the FMSA member. Accommodations will be provided up to 90 participants from out-station (twin sharing basis). The tentative guest of honour will be the Health Minister. Please block your diary to show support to our activities.

FMSA and its member future role

Talking about successors, my term as President FMSA will be coming to end soon. Tentatively we will be having our Annual General Meeting on the 30th May 2014 and there will be election of new FMSA office bearers. I welcome new faces to come forward and start taking the challenge and serve our beloved association.

The association needs to play a bigger role to strive for a “Better Health Care for Malaysia”. Please encourage your patients to practice health lifestyles and be advocate to show commitment to the land of your birth.

Secondly, we must reduce our grumbling and gripping. But if you have grumble, which is natural – then do something about it ! Instead of expecting others to do the hard and dirty work and to sacrifice for you, while you enjoy the fruits of the land. Let’s all resolve to do our share to get Malaysia moving forward!

You are very special professionals. I believe that each of us have considerable influence. So you need to take more active leadership role as individuals and collectively as the distinguished FMSA, in future!

Thirdly, please don’t give up excel in whatever you do, so that those who try to keep you down will have to come to you instead, because of your higher quality, you will be the leaders in your careers and occupations.

Fourthly, work with ‘moderates’ of all races and religions, to reject ‘extremism and extremists’. It can be challenging as some of them come in all kinds. Encourage all the FMSes to be the FMSA members as we need the numbers so that our voices will be heard..

Finally, please work harder and always look positively ahead. I hope to see more FMSs writing your on experiences either on your clinical aspects or other thing that interest you especially those now serving in East Malaysia. Please send your article to be published in our newsletter. Please contact our Publication Ex-Officio either Dr Khalek ((019 9842714) or Dr Sri Wahyu (013 4376512) if you are interested to be in our newsletter Editorial Board.

Best wishes.

Dr Mastura Ismail
FMSA President

Workshop to develop Houseman Log Book and Supervisor Guidebook for Housemanship training in primary care



WORLD DIABETES DAY 2013

FMSA took part in the celebration for World Diabetes Day 2013. It was jointly organized with Hospital Tuanku Jaafar Seremban. It was officiated by YBhg Dato' Dr Jaafar Che Mat, Hospital Director on the 10th November 2013 in AEON Seremban 2. Several activities has attracted many people including health screening, dietary counseling, healthy cooking demonstration, colouring contest for children and several exhibition booths. We also had press conference during the event.





“Back 2 Basic” Personalising patient care in daily management



FMS TWYNCONTROL HYPERTENSION WORKSHOP



Tanah Aina Farrah Soraya,
Pahang

8th - 10th November 2013

