

**AKHBAR : THE STAR**  
**MUKA SURAT : 4**  
**RUANGAN : NATION**

THE STAR M/S L NATION 18/1/2025 (SABTU)

# WBB being hashed out at management retreat

By FAZLEENA AZIZ  
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**KUALA LUMPUR:** The implementation of the Waktu Bekerja Berlainan (WBB) system, which is aimed at reducing the total working hours of medical officers (MOs) and specialists, will be discussed at an ongoing higher management retreat, says the Health Ministry.

Minister Datuk Seri Dr Dzulkefly Ahmad (*pic*) said with the system, the working hours will be reduced from 99 to 72 hours a week.

He said this is to ensure that MOs and specialists are not overworked while improving their work-life balance, as well as serving the people better.

Dzulkefly said the WBB implementation will be discussed in detail during the three-day retreat that is being held until tomorrow.

"So, give us some time to come up with an outcome because we have to iron out all the issues, including the allowance.

"Among others, the retreat will also discuss human resources issues, improving delivery of services and the imbalance in distribution of health staff workforce," he said yesterday.

Dzulkefly said the WBB is the third work schedule system after the on-call and shift systems.

On the leaked circular about the WBB project, he explained it was guidelines for its pilot run on Feb 1.

But in order for the WBB to be implemented, he said, the ministry's secretary-general and the Health Department director-gen-



eral will be responsible for issuing an order.

"At the moment, neither has signed the order. We will see the outcome of the retreat, and then a decision can be made," he added.

Dzulkefly said the WBB system was crafted after an engagement session on Jan 22, 2024, involving several MOs and specialists.

On Thursday, news about the WBB pilot project, which caps on-call shifts at 18 hours in order to cut down from the current limit of between 24 and 33 hours, made headlines.

According to a circular signed by the ministry's medical development division director Datuk Dr Mohd Azman Yacob, the minis-

try had tabled the WBB system with the Public Service Department on Dec 5, 2024.

Mohd Azman said the WBB is being introduced to improve officers' quality of life and to ensure doctors attending to patients are not exhausted from long working hours.

Their on-call allowance rate has also been raised by between RM55 and RM65 as announced in Budget 2025.

However, with the WBB, their take-home pay will be less as they will only be able to claim for active calls on weekends and public holidays, and not for weekday shifts.

Under the system, the active on-call rates for weekdays and public holidays are RM275 for MOs and RM315 for specialists.

The pilot run will begin at seven hospitals on Feb 1 for three months. It will be expanded in the

second phase, which will include surgery and anaesthesiology.

The third phase, which will begin later this year, will be the stabilisation and observation phase.

In response, the contract doctors' movement Hartal Doktor Kontrak has called for the immediate retraction of the WBB shift system circular.

In a statement on Thursday, it said this had caused "unprecedented outrage" among the medical community as the ministry announced it without prior engagement with key stakeholders.

Meanwhile, the Malaysian Medical Association raised concerns about the implementation of the WBB, saying it would exacerbate existing manpower shortages, causing doctors to be overworked and affecting the quality of patient care.

AKHBAR : THE STAR  
MUKA SURAT : 4  
RUANGAN : NATION

THE STAR M&L NATION 18/1/2025 (SABTU)

# Cut down on salt for a healthier life

## Malaysians consume almost 3g more daily than recommended by WHO

By RAGANANTHINI VETHASALAM  
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**PETALING JAYA:** Not only is consuming too much sugar dangerous but excessive salt intake is equally bad, and can trigger health complications if not taken in moderation, say health experts.

Dr Wong Teck Wee, a consultant interventional cardiologist and physician at the iHEAL Medical Centre in Kuala Lumpur, said too much salt can lead to high blood pressure, stroke, kidney failure and gastric cancer.

He said the problem in Malaysia is the culture of eating out most of the time, adding that salt and sugar are the seasonings used to make food more appetising.

"The second thing is processed food; it has a lot of salt and sugar.

"That is why in Malaysia, the biggest killer is cardiovascular disease and stroke, among others."

After the War on Sugar campaign, the Health Ministry recently announced that it was looking into the War on Salt campaign.

On Jan 4, Health Minister Datuk Seri Dr Dzulkefly Ahmad said every RM1 spent on combating salt intake would lead to a savings of about RM60 to the healthcare system.

Salt, said Dr Wong, has been commonly used as an ingredient in food preservation, a practice that dates back thousands of years to the ancient Egyptian era.

"About 80% of the ancient Egyptian mummies had serious blockages in their arteries and the reason for that was the salt intake.

"All these mummies were usually rich or royalty who consumed a lot of meat. A lot of salt is used to preserve meat," he said.

As for the War on Salt campaign, Dr Wong said the only way it can be done is through awareness and education campaigns.

"We can only make changes by educating the public," he said, adding that Singapore has taken the initiative to educate hawkers on how to prepare food in a healthy way.

Another way, he said, is to teach people how to cook with less salt and to use alternatives such as herbs and spices, as well as chillies and vinegar to enhance taste.

Dr Ching Siew Mooi, an Associate Professor of Family Medicine Department and a Consultant Clinical Specialist at Hospital Sultan Abdul Aziz Shah, said the War on Salt campaign aims to reduce excessive salt intake, which is a significant risk factor for hypertension that

would eventually lead to cardiovascular disease.

"Key aspects (should) include public awareness, food industry collaboration to reduce sodium in processed foods, and clear labelling of sodium content," said Dr Ching, who is also treasurer of the Malaysian Society of Hypertension.

She said education on the health risks of high salt consumption is critical, especially in rural and urban populations with varying dietary patterns.

"The World Health Organization recommends an ideal daily salt intake of less than 5g or about one teaspoon. Malaysians, however, consume an average of 7.9g daily, exceeding this limit.

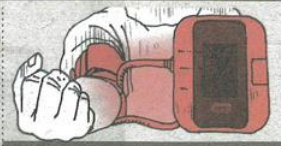
"Thus, all efforts are needed to target schools, restaurants and public institutions to promote low-sodium options. Utilising partnerships with organisations like the Malaysian Society for World Action on Salt, Sugar, and Health (MyWASSH) to reach diverse demographics in Malaysia is needed.

"A sustained, multi-stakeholder approach can help reduce disease burden and improve public health," said Dr Ching, who is also a committee member of MyWASSH.

### Six signs that you're taking in too much salt

#### You're bloated

Bloating – when your stomach feels swollen or tight – is one of the most common short-term effects of having too much salt.

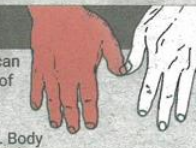


#### Your blood pressure is high

Too much salt makes it harder for kidneys to get rid of fluid that you don't need. As a result, your blood pressure goes up.

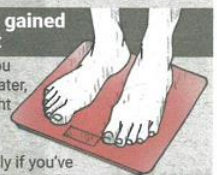
#### You're puffy

Swelling can be a sign of too much sodium in your body. Body parts like your face, hands, feet, and ankles are most likely to swell.



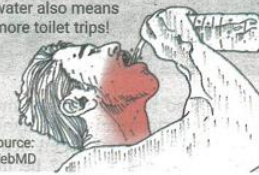
#### You've gained weight

When you retain water, you might gain weight, especially if you've put on kilos quickly over a week or even a few days.



#### You're really thirsty

When you eat too much salt, you become dehydrated. Your body pulls water from your cells, and you might start to feel very thirsty. Drinking more water also means more toilet trips!



Source: WebMD

#### You feel weak

When there's too much salt in your blood, water gushes out of your cells to thin out the salt. As a result, you might start to feel weaker than usual.



TheStargraphics

AKHBAR : NEW STRAITS TIMES  
MUKA SURAT : 6  
RUANGAN : NATION



Health Minister Datuk Seri Dr Dzulkefly Ahmad says the ministry has developed the staggered work hours system proposal through engagement sessions on Jan 22 last year. BERNAMA-PICT

NSI m16 NATION 18/1/2025 (SABTU)

#### REDUCING ACTIVE ON-CALL HOURS

# 'DECISION AFTER MINISTRY'S RETREAT'

**Dr Dzulkefly: The proposed staggered work hours system will ensure wellbeing of medical officers**

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**A**NY decision on the proposal for a much-criticised staggered work hours system for medical officers will only be made after the Health Ministry's retreat, which ends tomorrow.

Health Minister Datuk Seri Dr Dzulkefly Ahmad gave his assurance that the system would be specifically designed to reduce fatigue, boost the wellbeing and quality of life of medical officers, and improve healthcare service delivery to the public.

He said the system would reduce active on-call durations from a maximum of 33 hours to 18 hours per session for those involved.

"With this implementation, we can ensure that no medical officers work more than 24 con-

secutive hours.

"At the same time, the total weekly working hours will decrease from the current 99 hours (three on-call shifts per week) to a maximum of 72 hours," he said in a special press conference called to address concerns about the system.

"We are embarking on a three-day, two-night retreat where the agenda will focus on human resource matters and service delivery.

"I hope members of the media can give us some time. We will return with a comprehensive update after this retreat.

"These matters will be reviewed, addressed and finalised. I am confident an announcement will be made after this retreat."

He added that the retreat also included discussions on issues raised about on-call allowances.

Dr Dzulkefly said the Health Ministry had developed the staggered work hours system proposal through engagement sessions on Jan 22 last year.

He said the sessions targeted selected healthcare facilities and involved input from medical officers and specialists.

"The system is designed to complement the existing on-call and shift systems for medical of-

ficers and specialists."

Reaffirming the ministry's commitment to its personnel, he said the ministry was dedicated to improving working conditions to support its staff's welfare and wellbeing.

"Additionally, the ministry will continue to ensure that the best services are delivered to safeguard the health and wellbeing of all."

On Jan 16, Dzulkefly said the system was neither approved nor submitted to the Public Service Department.

He said the proposal was still in its early stages and was part of ongoing efforts to improve healthcare workers' working conditions.

This came after the Malaysian Medical Association had voiced concerns that the pilot implementation of a new shift system for public healthcare workers would exacerbate existing manpower shortages, leaving doctors overburdened and risking the quality of patient care.

Its president, Datuk Dr Kalwinder Singh Khair, had said that while the system aimed to reduce working hours and improve conditions, the current workforce was insufficient to meet the demands of the new arrangement.

AKHBAR : BERITA HARIAN  
MUKA SURAT : 18  
RUANGAN : NASIONAL

BH M/S 7 NASIONAL 18/1/2025 (SABTU)

# KKM laksana sistem waktu bekerja berlainan selepas pemukiman

Sesi libat urus babit lebih 1,000 pegawai, pakar perubatan bincang aturan jadual kerja

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**Kuala Lumpur:** Pelaksanaan Sistem Waktu Bekerja Berlainan (WBB) akan diputuskan Kementerian Kesihatan (KKM) selepas maklum balas mengenainya diperolehi dalam sesi pemukiman itu, yang berlangsung selama tiga hari, bermula semalam.

Menteri Kesihatan, Datuk Seri Dr Dzulkefly Ahmad, berkata satu sesi libat urus dianjurkan semalam, membabitkan lebih 1,000 pegawai dan pakar perubatan secara fizikal dan dalam talian, yang dapatannya akan dibawa ke

pemukiman berkenaan untuk diputuskan kelak.

Beliau berkata, WBB adalah cadangan perubahan aturan jadual kerja yang dibina petugas KKM sendiri berdasarkan libat urus yang dibuat sejak 22 Januari 2024 di beberapa jabatan di fasiliti kesihatan terpilih, membabitkan pegawai dan pakar perubatan secara bersasar.

Katanya, sistem itu bertujuan menjadi sistem ketiga yang berjalan selari dengan sistem atas panggilan (on call) sedia ada dan syif bagi pegawai serta pakar perubatan.

"WBB bertujuan mengurangkan keletihan, meningkatkan kualiti hidup dan kebajikan pegawai perubatan, serta meningkatkan kualiti penyampaian perkhidmatan kepada orang ramai.

"Pelaksanaannya menyasarkan untuk mengurangkan tempoh bekerja atas panggilan aktif daripada maksimum 33 jam kepada 18 jam untuk setiap sesi kerja kakitangan yang terbabit.

"Selain itu, ia bagi memastikan mana-mana pegawai perubatan tidak bertugas melebihi 24 jam secara berterusan dan mengu-

Pelaksanaan WBB menyasarkan untuk kurangkan tempoh bekerja atas panggilan aktif daripada maksimum 33 jam kepada 18 jam untuk setiap sesi kerja kakitangan

Dr Dzulkefly Ahmad,  
Menteri Kesihatan



rangkan jumlah waktu bertugas yang kini mencecah 99 jam seminggu, dengan tiga kali atas panggilan seminggu, kepada maksimum 72 jam seminggu," katanya pada sidang media khas, di sini semalam.

Persatuan Perubatan Malaysia (MMA) sebelum ini menyuarakan kebimbangan pelaksanaan WBB untuk pekerja penjagaan kesihatan awam akan memburukkan lagi kekurangan tenaga kerja sedia ada, menyebabkan doktor dibebani tugas berlebihan dan menjejaskan kualiti penjagaan pesakit.

Sistem perintis itu dikatakan boleh menyebabkan kerugian pendapatan bagi pegawai per-

batan dan pakar.

Di bawah sistem baharu ini, elaun 'on-call' pada hari bekerja tidak akan diberikan dan syif malam akan dianggap sebagai waktu kerja biasa dalam tempoh 45 jam seminggu.

## Elak kemerosotan moral

Kelmarin, Hartal Doktor Kontrak menuntut KKM menarik balik pekeliling cadangan pelaksanaan WBB bagi mengelak kemerosotan moral dan kebajikan petugas kesihatan, manakala Ketua Pemuda UMNO, Datuk Dr Muhammad Akmal Saleh menggesa sistem itu ditangguhkan.

Mengulas lanjut, Dr Dzulkefly meminta semua pihak memberi

ruang kepada KKM untuk meneliti isu berkenaan pada pemukiman itu, selain memberi tumpuan kepada isu sumber manusia lain, meningkatkan mutu penyampaian dan ketidakseimbangan agihan petugas kesihatan.

"Persoalannya bukan pelaksanaan (WBB). Kita sudah buat keputusan untuk melaksanakan projek rintis, jadi apa pun, projek rintis akan dapat dijalankan supaya titik bengkok dalam pelaksanaannya akan terserlah dan dikenal pasti," katanya.

Mengenai desakan supaya WBB ditangguhkan, Dr Dzulkefly berkata, beliau melihat setiap pandangan sebagai satu semak dan imbang kepada KKM, yang perlu dilihat bagi tujuan penambahbaikan.

Selain itu, mengenai pekeliling yang menyatakan projek rintis WBB akan dilaksanakan bermula 1 Februari ini, beliau menjelaskan, ia bukan arahan, sebaliknya adalah mengenai garis panduan supaya setiap jabatan dan hospital terpilih bersedia untuk melaksanakannya, termasuk dari segi penyusunan jadual pegawai perubatan yang terbabit.

**AKHBAR : SINAR HARIAN**  
**MUKA SURAT : 13**  
**RUANGAN : NASIONAL**

Kurangkan jumlah waktu bertugas daripada 99 jam kepada 72 jam seminggu

SINAR HARIAN M/S 13 18/1/2025 (SABTU)

# WBB elak pegawai perubatan letih melampau

Oleh **NORAFIZA JAAFAR**  
KUALA LUMPUR

**W**aktu Bekerja Berlainan (WBB) bertujuan mengurangkan keletihan selain meningkatkan kualiti hidup serta kebajikan pegawai perubatan.

Menteri Kesihatan, Datuk Seri Dr Dzulkefly Ahmad berkata, sistem itu juga bertujuan meningkatkan kualiti penyampaian perkhidmatan kepada orang ramai.

Menurutnya, pelaksanaan WBB dijangka dapat mengurangkan tempoh bekerja atas panggilan aktif daripada maksimum 33 jam kepada 18 jam untuk setiap sesi kerja kakitangan.

"Ia juga bagi memastikan pegawai perubatan tidak bertugas melebihi 24 jam secara berterusan.

"Selain itu pelaksanaannya dapat mengurangkan jumlah waktu bertugas yang kini mencecah 99 jam seminggu (tiga kali atas panggilan seminggu) kepada 72 jam seminggu," katanya menerusi sidang akhbar berkaitan cadangan WBB di sini pada Jumaat.

Hartal Doktor Kontrak (HDK) sebelum ini menggesa KKM untuk menarik balik WBB dengan serta-merta.

HDK mendakwa WBB telah menyebabkan kemarahan dalam kalangan pegawai perubatan apabila KKM mengumumkannya tanpa penglibatan terlebih dahulu dengan pihak berkepentingan utama.

Bagaimanapun Dr Dzulkefly menerusi maklum balas berkenaan isu itu pada Khamis, memaklumkan WBB masih di



DR DZULKEFLY

peringkat cadangan dan usaha berterusan penambahbaikan perkhidmatan dan kebajikan petugas KKM.

Dalam pada itu, Dr Dzulkefly berkata, WBB antara isu akan dibincangkan dalam pemukiman melibatkan KKM yang berlangsung sehingga Ahad.

Ujarnya, WBB adalah cadangan perubahan aturan jadual kerja yang dibina petugas KKM sendiri berdasarkan

libat urus dibuat sejak 22 Januari tahun lalu.

"Sistem ini membabitkan beberapa jabatan di fasiliti kesihatan terpilih membabitkan pegawai perubatan dan pakar perubatan secara bersasar.

"Ia menjadi sistem ketiga yang berjalan selari dengan sistem atas panggilan

(on-call) sedia ada dan sistem syif bagi pegawai perubatan dan pakar perubatan," ujar beliau.

Katanya, KKM komited menambah baik persekitaran kerja menyokong kebajikan dan kesejahteraan lebih baik untuk warga kerjanya.

"Isu utama yang akan dibincangkan dalam pemukiman turut melibatkan perkara berkaitan sumber manusia, meningkatkan mutu penyampaian perkhidmatan dan ketidakseimbangan agihan petugas kesihatan.

"Pagi ini, sesi libat urus melibatkan 1,000 pegawai perubatan dan pakar perubatan secara fizikal dan dalam talian yang dapatan daripada sesi ini akan dibincangkan pada pemukiman.

"Ini adalah salah satu inisiatif Kementerian untuk meningkatkan keterlibatan pemegang taruh secara keseluruhan," katanya.

AKHBAR : SINAR HARIAN  
MUKA SURAT : 13  
RUANGAN : NASIONAL

SINAR HARIAN M/S 13 18/1/2025 (SABTU)

## KKM kesan racun berjadual dalam produk kosmetik



Sebuah produk kosmetik dikesan mengandungi racun merkuri.

**SHAH ALAM** - Kementerian Kesihatan (KKM) membatalkan notifikasi sebuah produk kosmetik ekoran mengandungi racun berjadual dan tidak lagi dibenarkan untuk dijual.

Bahagian Regulatori Farmasi Negara (NPRA) memaklumkan, produk tersebut mengandungi racun merkuri yang boleh mengakibatkan kerosakan buah pinggang dan sistem saraf.

"Ia boleh diserap masuk ke dalam badan dan boleh mengganggu perkembangan otak kanak-kanak yang masih kecil atau belum dilahirkan.

"Merkuri juga boleh menyebabkan ruam, iritasi dan perubahan lain pada kulit," katanya menerusi satu kenyataan pada Jumaat.

Dalam pada itu, KKM turut mengingatkan penjual dan pengedar produk berkenaan untuk menghentikan aktiviti penjualan termasuk pengedaran serta-merta kerana melanggar

Peraturan-Peraturan Kawalan Dadah dan Kosmetik 1984.

Menurutnya, individu yang melakukan kesalahan boleh didenda tidak melebihi RM25,000 atau penjara tidak melebihi tiga tahun atau kedua-duanya untuk kesalahan pertama.

"Bagi kesalahan berikutnya, boleh dikenakan denda tidak melebihi RM50,000 atau penjara tidak melebihi lima tahun atau kedua-duanya.

"Syarikat yang melakukan kesalahan pula boleh didenda sehingga RM50,000 untuk kesalahan pertama dan RM100,000 bagi kesalahan berikutnya," jelasnya.

KKM juga menasihati pengguna untuk segera menghentikan penggunaannya dan mendapatkan rawatan sekiranya mengalami sebarang ketidakselesaan atau kesan *advers*.

Orang ramai boleh menyemak status produk kosmetik di laman sesawang NPRA di [www.npra.gov.my](http://www.npra.gov.my).

AKHBAR : KOSMO  
MUKA SURAT : 14  
RUANGAN : NEGARA

KOSMO M/CU NEGARA 18/1/2025 (SABTU)

## Ubur-ubur beracun pula terdampar di Pantai Sura

**DUNGUN** – Empat hari selepas lambakan kerang terdampar di Pantai Sura, di sini, puluhan ubur-ubur beracun dikenali *Portuguese man o' war* pula ditemui di kawasan sama semalam.

Kemunculan hidupan laut atau dipanggil ubur-ubur api itu amat mengejutkan segelintir pengunjung yang masih ghairah mengutip kerang di pesisir pantai berkenaan walaupun terdapat larangan daripada pihak berkuasa.

Hidupan laut itu berpotensi menyebabkan kesakitan, kemerahan dan melepuh pada kulit serta sakit kepala, muntah dan kesukaran bernafas sekiranya tersentuh atau dipijak.

Salah seorang pengunjung mahu dikenali sebagai Zarifah terkejut menjumpai banyak ubur-ubur api tersebut kira-kira 500 meter dari gigi air.

"Dari jauh, kita nampak objek seperti gelembung berwarna biru gelap yang cantik di atas pasir.

"Rupa-rupanya ia ubur-ubur api apabila dilihat dekat-dekat. Saya pernah menjumpai hidupan laut sama di Pantai Teluk Bidara, di sini sebelum ini,"

katanya ketika ditemui di sini semalam.

Zarifah yang berasal dari Kampung Sura, di sini berkata, *portuguese man o' war* amat berbahaya kerana bersaiz kecil dan boleh mendatangkan mударat sekiranya terpijak atau tersentuh.

Seorang lagi pengunjung mahu dikenali sebagai Shahrul Nizam, 25, pula terpaksa berhati-hati sewaktu mengutip kerang bagi mengelak terkena ubur-ubur api tersebut.

"Saya juga pesan kepada isteri dan adik agar turut berhati-hati, bimbang terpijak ubur-ubur api itu.

"Kalau ikutkan rupanya memang macam ubur-ubur api yang amat berbahaya dan sebelum ini banyak dijumpai di pesisir pantai Marang dan Kuala Nerus setiap kali musim tengkujuh," katanya.

*Kosmo!* semalam melaporkan, Ketua Polis Daerah Dungun, Superintendan Muzura Abdul Kadir telah mengeluarkan larangan agar orang ramai tidak mendekati pesisir pantai daerah ini termasuk Pantai Sura bagi semua aktiviti atas faktor keselamatan.



SEBAHAGIAN ubur-ubur api yang ditemui terdampar di Pantai Sura, Dungun semalam.