

THE SUCCESS STORY OF NURSING IN MALAYSIA AND ITS DIRECTION OF CARE FOR THE NATION: EDUCATION PERSPECTIVES



Speaker profile

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Nursing Education in Malaysia



Some of Nursing Institutions in Malaysia



Nursing Education in Malaysia



NURSING EDUCATION IN MALAYSIA IS REGULATED BY THE MALAYSIA NURSING BOARD (MINISTRY OF HEALTH) AND THE MINISTRY OF HIGHER EDUCATION.



THERE ARE TWO MAIN STREAMS OF NURSING EDUCATION IN MALAYSIA: DIPLOMA AND BACHELOR'S DEGREE AT PRE-REGISTRATION LEVELS.



AS FOR SPECIALIZATION – POST BASIC (6 MONTHS), ADVANCED DIPLOMA (1 YEARS), MASTER & PHD



ALL PROGRAMME OFFERED ARE BASED ON MALAYSIAN QUALIFICATION FRAMEWORK.



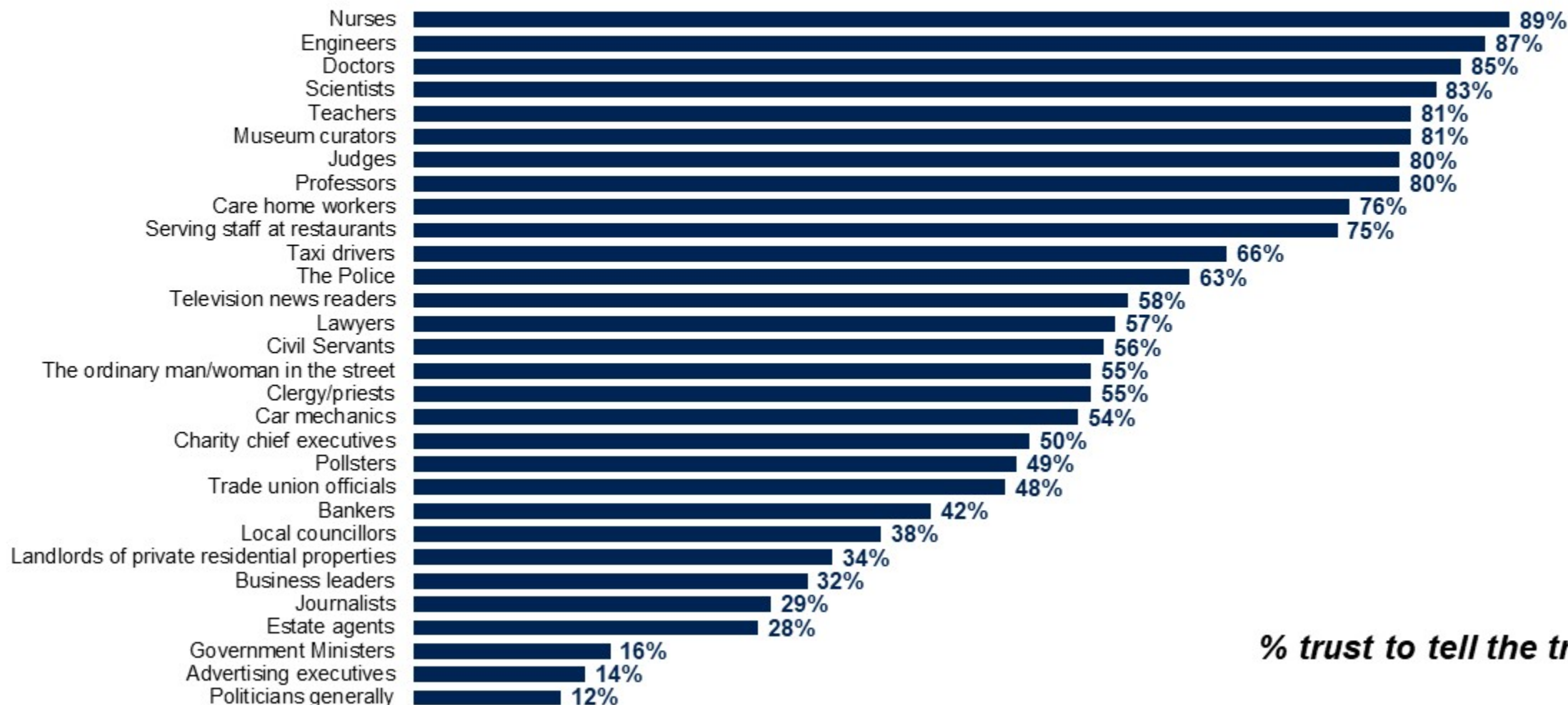
NURSE: POPULATION RATIO IN 2022 IS
1:283

Trusted profession

- *Nurses remain among the most trusted professions but the scores have fallen somewhat.*
- *Nurses have seen a decrease in public trust from previous years.*
- *89% say they trust nurses to tell the truth, a five percentage-point decrease from 2021,*

Veracity Index 2022 – all professions

“Now I will read you a list of different types of people. For each would you tell me if you generally trust them to tell the truth, or not?”



% trust to tell the truth

Base: 1,005 and 1,004 British adults aged 16+, interviewed by telephone 19 – 26 October and 26 October – 1 November

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Nurses have played a leading role in the development of new healthcare technologies and practices.

Nurses have been at the forefront of advocacy for patient rights and quality care.

Nurses have made significant contributions to research and education in the field of nursing.

One of the most notable success stories of Malaysian nursing is the country's vaccination program during the COVID-19 pandemic.

Nurses were instrumental in the successful rollout of the program, which helped to achieve high vaccination rates in a short period of time.

This was a major achievement, and it speaks to the dedication and skill of Malaysian nurses.



1993 nursing education
– move from hospital-
based education to
university-based
education.

This was a directive
from Ministry of
Education.

The first bachelor
programme offer in
Malaysia for registered
nurse is 1993.

The first bachelor
programme offer in
Malaysia for pre-
registration is 1998.

The first master
programme offer is in
2006.

The transition from
Certificate in Nursing to
Diploma in Nursing
also happening in
1993.

- Assistant Nurse Programme and Community Nurse Programme are certificate levels no longer offered.
- Most of the existing assistant and community nurses are required to enroll as RN.
- Only 1 or 2 private nursing colleges are offering Assistant Nursing Programme it is still under the purview of the Malaysia Nursing Board.
- 21 universities/university college offer both Bachelor's and Postgraduate nursing programmes.
- Approximately 40 nursing colleges including MOH and private colleges are offering Diploma, Post-basic and Advanced Diploma.



New salary scheme for Bachelor nurses at grade U41 in 2005 but limited post.

As of now we have all range of professional salary scheme from U41-U54 include JUSA scheme but also limited.

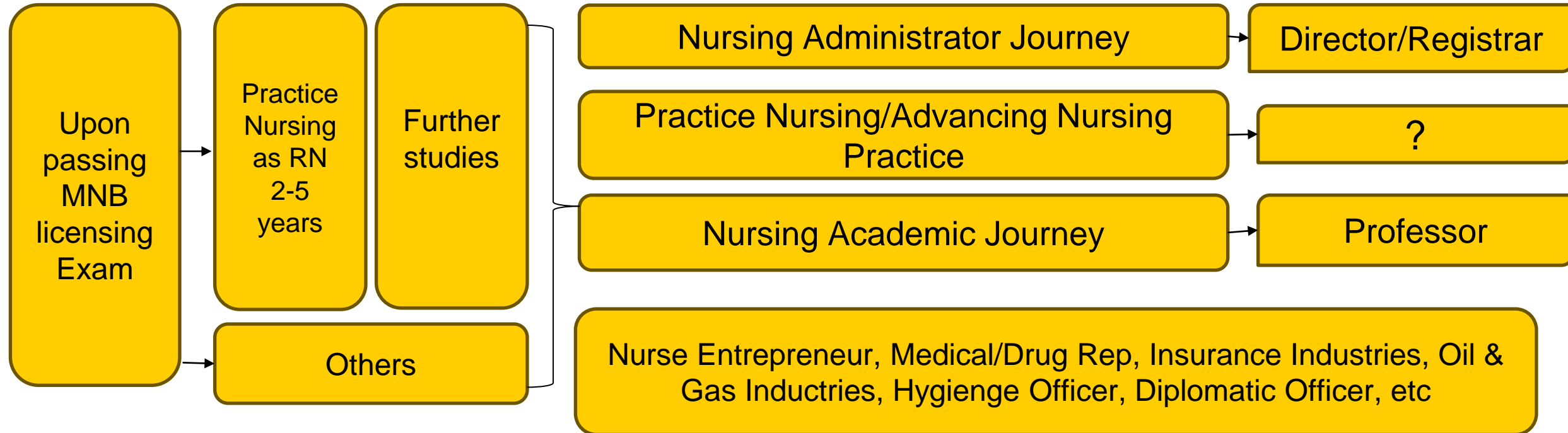
In 2008, MNB has improve the entry requirement from 3 credits to 5 credits at SPM level/O level.

All nursing programme in Malaysia are using Outcome Based Education

Up to 50% credit exemption is allowed from previous education.

APEL has been introduced for continuing nursing education

Nursing career pathway trends in Malaysia



What is the direction of nursing education in Malaysia?

The direction of nursing education in Malaysia is moving towards a more competency-based approach.

This means that the focus is on preparing nurses with the skills and knowledge they need to perform specific tasks in the workplace.

The curriculum is also being updated to reflect the latest trends and developments in the nursing profession.

The direction of nursing education in Malaysia is moving towards a more dynamic and flexible system that is responsive to the needs of the healthcare industry.

This will ensure that nurses in Malaysia are equipped with the skills and knowledge they need to provide high-quality care to patients in a variety of settings.

BIG NO! Cheap labour

Cheap service

Cheap profession



Key trends in Nursing Education



Increased focus on simulation-based learning



Simulation-based learning is a method of learning that uses simulated patients and environments to provide students with realistic practice experiences.



This type of learning is becoming increasingly popular in nursing education as it allows students to practice their skills in a safe and controlled environment.



Emphasis on interprofessional education



Interprofessional education is a type of learning that brings together students from different healthcare disciplines to learn together.



This type of learning is important in nursing education as it helps students to develop the teamwork and communication skills they need to work effectively in interdisciplinary healthcare teams.



Increased focus on evidence-based practice



Evidence-based practice is the practice of making decisions about patient care based on the best available evidence.



This type of practice is becoming increasingly important in nursing education as it helps nurses to provide the best possible care to their patients by practicing informed decision.



Development of new nursing roles



The nursing profession is constantly evolving, and new nursing roles are being developed all the time.



Nursing education programs are adapting to these changes by developing new curriculum and training programs to prepare nurses for these new roles.

Issues

- The status of Nursing in Malaysia today is a reflection of the 1950 Nurses Act.
- MNB is controlled by MOH and chaired by the Director General of Health.
- MNB composition members is comprised of almost 80% administrative position.
- Diploma dominated for nursing clinical services.



Issues



Malaysia is facing a nursing shortage, with the country estimated to need an additional 1.5 million nurses by 2025.

This shortage is due to a number of factors, including:

Increasing demand for healthcare: Malaysia's population is aging and growing, which is putting a strain on the healthcare system.

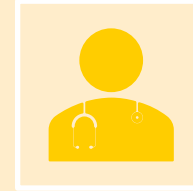
Low salaries: Nurses in Malaysia are paid relatively low salaries compared to other countries in the region.

Lack of career advancement opportunities: There are limited career advancement opportunities for nurses in Malaysia.

Poor working conditions: Nurses in Malaysia often work long hours and are understaffed.



The Malaysian government is taking steps to address the nursing shortage



Increased funding for nursing education: The government is increasing funding for nursing education in order to produce more nurses.



Promotion of nursing as a career: The government is promoting nursing as a career through various initiatives, such as scholarships and financial assistance.



Improvement of working conditions: The government is working to improve working conditions for nurses, such as reducing workload and providing more support.



Maslow's hierarchy of needs

Direction 1 –Nursing Governance

Malaysia Nursing Board should improve the number of academic represent in the Board meeting.

- The composition should be 45% academics, 45% service, and 10% others, This is the highest level of meeting that involves in making policy and decisions.
- Joint Technical Committee is comprising 70% academics however, this is mainly for programme approval/accreditation.
- Nursing Core Team is comprising 100% academics, but this is not a platform of making policy or decision related to the education.

Nursing organization in hospital should comprise the following three department:

- Dept of Nursing Administration and Services
- Dept of Nursing Education and Training
- Dept of Nursing Research and Evidence Based

Direction 2 – Education Opportunity

Opportunity for further studies for diploma nurses

Allowed to enroll bachelor programme immediately by using the following:

- Accelerated programme by 2 years
- Flexible mode
- Workplace support system
- Bachelor is a generalist roles and appropriate to finish as early as possible.
- No clinical placement required
- The 2 years working experience requirement should be removed

Direction 3 – Transformation of Nursing Education

To ensure 100% nursing programme offered should be based on MQF

- Post basic is not in MQF
- Advanced Diploma is delayed the professional development journey

Suggestion:

- After obtain level 6 Bachelor of Nursing, nurses can enroll MQF level 7 for specialization at postgraduate level
 - By using work-based learning approach and flexible mode
- Bachelor of Nursing and Midwifery for 5 years (double degree)
- Bachelor of Public Health Nursing should be upgraded at postgraduate level

Malaysia Qualification Framework

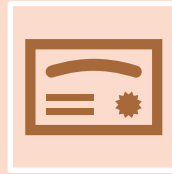


MQF LEVEL	GRADUATING CREDIT	SECTOR		Lifelong Learning
		ACADEMIC	TVET *	
8	No credit rating	PhD by Research		Accreditation of Prior Experiential Learning (APEL)
	80	Doctoral Degree by Mixed Mode & Coursework		
7	No credit rating	Master's by Research		
	40	Master's by Mixed Mode & Coursework		
	30	Postgraduate Diploma		
	20	Postgraduate Certificate		
6	120	Bachelor's degree		
	66 **	Graduate Diploma		
	36 **	Graduate Certificate		
5	40	Advanced Diploma	Advanced Diploma	
4	90	Diploma	Diploma	
3	60	Certificate	Certificate	
2	30	Certificate	Certificate	
1	15	Certificate	Certificate	

Direction 4 – Empowering Job Descriptions



A clear job description should be in place for nurses to practice based on qualification



Diploma



Bachelor



Specialization

Example

● In the Orthopedic ward

- All sort of levels of nursing personnel that direct dealing with patient care:
 - Diploma
 - Advanced Diploma in Orthopedic
 - Bachelor – pre/post registration
 - Master of Nursing (Orthopedic)
- Sharing same types of workload
- The senior often act as a mentor or preceptor
- Mostly referral to other discipline prepared by doctor
- Plan of care derived from the doctor ?invasive or non-invasive
- Discharge decision from the doctor

● From simple to complex care are all based on the doctor

Post-op Orders

Post-operative order by surgeon X	Post-operative order by surgeon Y
<ul style="list-style-type: none">✓ Monitor vital signs every hourly✓ S/C morphine 5 mls prn✓ NBM✓ Sips of water only after review by MO✓ Cont IVD NS/DS until review by MO✓ Strict IO✓ CBD to be removed Post Day2✓ Wound inspection day 3✓ Early ambulation✓ PT to be assisted for foot & ankle exercises✓ Deep breathing & coughing exercise✓ Apply ice if swollen notice✓ Initiate discharge teaching	<ul style="list-style-type: none">✓ S/C morphine 5 mls prn✓ Contact oncall MO if oozing/bleeding +++ and unstable vital signs

Doctor Orders
Versus
Nursing Orders

- A group of nurses who are working in one unit/discipline cannot carry the same types of the job description if they have obtained the higher qualification.



Comparison Science and Nursing Foundation

- Typically provides a broad-based education across various subjects without a specific focus on a particular field or profession.
- May cover a wide range of subjects, including humanities, social sciences, mathematics, and natural sciences, without a specific emphasis on nursing or healthcare-related content.
- Specifically designed to provide a focused introduction to nursing concepts, principles, and skills. It prepares students for a career in nursing and lays the groundwork for further nursing education.
- Typically includes courses and clinical experiences that are directly relevant to nursing practice, such as anatomy, physiology, basic nursing skills, and health assessment.

Comparison Science and Nursing Foundation

- May provide a broader educational base that can lead to various career paths or serve as a prerequisite for further specialized studies in different fields.
- It provides the necessary foundation for students to pursue further nursing education, such as a bachelor's in nursing

Direction 8 – Profession Image and Identity

- In Malaysia, many health-related professions are referred to as "officers" as professional and management groups.
- This is a common practice that is used to denote individuals who hold positions within various healthcare disciplines.
- The term "officer" is used as a general designation to refer to professionals in healthcare roles, indicating their authority, responsibility, and affiliation with the respective healthcare organization or institution.
- It is a way of acknowledging the professional status and position of individuals working in healthcare in Malaysia.

Example

- Optometry Officer
- Dietetic Officer
- Pharmacy Officer → Officer
- Dental Officer → Assistant Officer
- Rehabilitation Medical Officer
(Speech/Audiology/Occupational Therapy/Physiotherapy) → Assistant
- Medical Officer/House Officer
- Environment Health Officer
- Science Officer
- However, for nursing the post is known as nurse/jururawat

We should propose

**Nursing Officer
for Grade 41
and above**

**Assistant
Nursing Officer
Grade 40 and
below**

