

# MEDICAL SERVICES

## Medical Manpower at Salmaniya Medical Centre December 1985

By Ahmed Abdulla Ahmed\* and Khalil Ebrahim Al-Arrayed\*\*

The characteristics of medical manpower at Salmaniya Medical Centre namely the distribution among the departments and the percentage of Bahrainis in each category has already been reported in December 1984.<sup>1</sup>

This is a follow up to study similar distribution of physicians at Salmaniya Medical Centre among departments and percentage of Bahrainis in each category in December 1985 as compared to December 1984.

Table 1 shows the distribution of physicians at Salmaniya Medical Centre by department and position and the number of Bahrainis and non-Bahrainis in each category as of December 1985. There were 230 physicians in 1985 as compared to 234 in 1984. The number of Bahraini physicians were 110 (48% of total) in 1985 as compared to 107 (46% of total) in 1984. The net result has been a decrease of 4 physicians, increase of 3 Bahraini physicians and decrease of 7 non-Bahraini physicians.

The percentage of Bahraini physicians in each departments were as follows in 1984 and 1985.

\*Chief of Medical Staff and Consultant Ophthalmologist, Salmaniya Medical Centre, State of Bahrain.

\*\*Deputy Chief of Staff and Consultant Dermatologist, Salmaniya Medical Centre, State of Bahrain.

	1984	1985
Consultants	47%	51%
Chief Residents	21%	22%
Senior Residents	24%	23%
Residents	56%	68%
Rotating Residents	100%	100%

There has been a noted increase of Bahrainis among the resident category followed by consultants. The percentage of chief residents has not changed.

The percentage of Bahraini physicians in each department were as follows in 1984 and 1985.

Department	1984	1985
Surgery	68%	65%
Paediatrics	52%	48%
Ophthalmology	46%	50%
Medicine	43%	56%
ENT	42%	46%
Radiology	40%	33%
Pathology	38%	38%
Obs/Gyn	30%	32%
Psychiatry	23%	42%
Anaesthesia	6%	6%
A & E	0%	0%



The percentage of Bahraini physicians has increased in Ophthalmology, Medicine, E.N.T., Obs-Gyn and Psychiatry. It has decreased in Surgery, Paediatrics and Radiology.

The percentage of Bahraini consultants in each department were as follows in 1984 and 1985.

Department	1984	1985
Ophthalmology	75%	75%
Medicine	73%	86%
Radiology	67%	50%
Psychiatry	66%	75%
Surgery	50%	55%
Obs/Gyn	40%	46%
Anaesthesia	33%	33%
Paediatrics	20%	20%
Pathology	20%	20%
E.N.T.	0%	33%
A & E	0%	0%

The percentage of Bahraini consultants has increased in Medicine, Obs/Gyn, Psychiatry, Surgery and E.N.T. It has decreased in Radiology and remained the same in all other departments.

Table 2 shows the nationality of non-Bahraini physicians by position. Out of 120 physicians 85 are Indians, 12 Egyptians and 10 Pakistanis. The majority of non-Bahraini physicians are at senior resident level (64) and consultants (25). In 1984 they were 61 and 28 respectively.

Table 3 shows — that there are 30 Bahraini physicians abroad on postgraduate training. The majority are in Ireland (10), U.K. (6), Canada (4), Australia (3). With respect to specialities the majority are in Surgery (8), Medicine (8), Paediatrics (8) and Family Medicine (3).

A training programme for the Arab Board Medical Specialities was started at S.M.C. two years ago. The number of candidates in each speciality is as follows:

Surgery (10), Paediatrics (8), Medicine (6), Obs/Gyn (4).

The number of physicians enrolled in postgraduate training in Bahrain and abroad are as follows.

	Bahrain	Abroad	Total
Family Medicine	22	3	25
Surgery	10	8	18
Paediatrics	8	8	16
Int. Medicine	6	8	14
Obstetrics & Gynaecology	4		4
Ophthalmology		1	1
Public Health		1	1
E.N.T.		1	1
<b>Total</b>	<b>50</b>	<b>30</b>	<b>80</b>

Two Bahraini candidates will proceed abroad to Ireland to specialise in Pathology in April 1986. In A & E one Bahraini candidate has been selected to be trained in Bahrain, he will join A & E in 1988.

During 1985, 9 (long term) and 5 (short term) Bahraini physicians returned from overseas postgraduate training and joined Salmaniya Medical Centre. During the same year 14 newly graduated Bahraini physicians joined S.M.C. In 1985, 3 Bahraini physicians resigned their posts at Salmaniya Medical Centre and 7 Bahraini physicians transferred to other programme in the Ministry of Health and 26 were sent abroad for further postgraduate training. A further 4 have been granted non-paid leave to pursue their own training programmes.

The plan of the Ministry of Health is to Bahrainise the medical manpower in the Ministry over a period of time through training of Bahraini physicians in Bahrain and overseas. There is a disproportionate percentage of Bahrainis among the departments. Departments where Bahraini physicians constitute less than 50% are: Paediatrics, ENT, Radiology, Pathology, Obs/Gyn, Psychiatry, Anaesthesia and A & E. In departments of Surgery, Ophthalmology and Internal Medicine Bahrainis constitute more than 50% of the total. There are 18 Bahraini physicians on postgraduate training of surgery in Bahrain and abroad. S.M.C. needs only 5 surgeons to replace non-Bahraini consultant surgeons. In



**TABLE 1 : NUMBER OF NON-BAHRAINI/BAHRAINI PHYSICIANS AT SMC BY POSITION AND DEPARTMENT AS OF DECEMBER 1985**

Position	Surgery			Medicine			Paed.			OB/GYN			Anaes.			Psych.			ENT			Dent.			Path.			Radiol.			Ophth.			A & E			Total		
	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T	NB	B	T						
Consults.	5	6	11	2	8	10	4	1	5	3	2	5	2	1	3	1	3	4	2	1	3				4	1	5	2	2	4	1	3	4	1	1	27	28	55	
Ch.Res.	4		4	2	1	3	1	2	3	1	1	2	1	1					1	1					1	1	1	1	1	1	1	1	14	4	18				
Sr.Res.	2	3	5	9	2	11	5	8	13	13	3	16	13	13		3	3		4	4					1	1	1	1	1	1	3	1	4	9	9	62	18	80	
Resids.		12	12	1	7	8	4	2	6	4	4	8				3	2	5				5	5		1	1					2	3	5	3	3	17	36	53	
R.Res.																																				24	24		
<b>TOTAL</b>	<b>11</b>	<b>21</b>	<b>32</b>	<b>14</b>	<b>18</b>	<b>32</b>	<b>14</b>	<b>13</b>	<b>27</b>	<b>21</b>	<b>10</b>	<b>31</b>	<b>16</b>	<b>1</b>	<b>17</b>	<b>7</b>	<b>5</b>	<b>12</b>	<b>7</b>	<b>6</b>	<b>13</b>				<b>5</b>	<b>3</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>120</b>	<b>110</b>	<b>230</b>	

**TABLE 2 : NATIONALITY OF EXPATRIATE PHYSICIANS BY POSITION AS OF DECEMBER 1985**

COUNTRY	CONSULTANTS	CHIEF RESIDENTS	SR. RESIDENTS	RESIDENTS	TOTAL
INDIA	17	7	51	10	85
U.A.R.	2	2	5	3	12
PAKISTAN		2	5	3	10
UNITED KINGDOM	1	1	1	1	4
NEWZEALAND	2				2
SRI LANKA		1	1		2
LEBANON	2				2
SUDAN			1		1
SWEDEN	1				1
IRAQ		1			1
U.S.A					
<b>TOTAL</b>	<b>25</b>	<b>14</b>	<b>64</b>	<b>17</b>	<b>120</b>

**TABLE 3 : NUMBER OF BAHRAINI PHYSICIANS WHO ARE ON OVERSEAS TRAINING ACCORDING TO SPECIALITY AND COUNTRY, DECEMBER 1985**

Speciality	Country of Training								Total
	U.K.	Ireland	U.S.A	Canada	Australia	NewZealand	S.Arabia	Egypt	
Family Medicine	2						1		3
E.N.T.							1		1
Internal Medicine	2	3			1	2			8
Ophthalmology	1								1
Paediatrics	1	3	1	1	2				8
Public Health								1	1
Surgery		4		3				1	8
<b>Total</b>	<b>6</b>	<b>10</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>30</b>

Paediatrics 16 physicians are on postgraduate training where the need is for 4 consultant paediatricians to replace non-Bahrainis. In Internal Medicine there are 14 physicians on postgraduate training where there is need for 2 consultant internists to replace non-Bahrainis. If the Medical College of Arab Gulf University and other non-Ministry of Health facilities are unable to employ more physicians in the above specialities, Bahrain will produce surplus physicians in Surgery, Internal Medicine and Paediatrics in five years time. This is happening at a time when only a few or no Bahraini physicians are

taking A & E, Anaesthesia, Radiology, Pathology and Psychiatry as specialities. Bahraini physicians should therefore be discouraged to take up specialities in Surgery, Internal Medicine and Paediatrics. They should be directed by the Ministry of Health to take up specialities in A & E, Anaesthesia, Psychiatry Obs/Gyn, Pathology, Radiology & ENT.

**REFERENCES**

1. Ahmed A A, Al Arrayed K E. Survey of Medical Manpower at Salmaniya Medical Centre. BMB 1985; 7 : 2 : 76.