

MEDICAL SERVICES

Survey of Medical Manpower at Salmaniya Medical Centre

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This survey was carried out to study the characteristics of medical manpower at Salmaniya Medical Centre (S.M.C.) namely the distribution among the departments, and the percentage of Bahrainis in each category. The non-Bahrainis are further categorised according to nationality and positions. Based on the present number of Bahrainis coming back from medical schools and post-graduate training an estimate was made as to the length of time it takes to replace non-Bahrainis in the secondary care area.

Table 1 shows the distribution of physicians at S.M.C. by department and position and the number of Bahrainis and non-Bahrainis in each category as of December 1984. There were a total of 233 physicians and one dentist. 107 (46%) are Bahrainis and the rest non-Bahrainis.

The percentage of Bahrainis in each position category is as follows :

Consultants	—	47%
Chief Residents	—	21%
Senior Residents	—	24%
Residents	—	56%
Rotating Residents	—	100%

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The percentage of Bahraini physicians in each department is as follows in decreasing order :

Surgery	—	68%
Paediatrics	—	52%
Ophthalmology	—	46%
Medicine	—	43%
E.N.T.	—	42%
Radiology	—	40%
Pathology	—	38%
OB/GYN	—	30%
Psychiatry	—	23%
Anaesthesia	—	65%
Dentistry	—	0%
A & E	—	0%

The percentage of Bahraini consultants in each department is as follows in decreasing order :

Ophthalmology	—	75%
Medicine	—	73%
Radiology	—	67%
Psychiatry	—	66%
Surgery	—	50%
OB/GYN	—	40%
Anaesthesia	—	33%
Paediatrics	—	20%
Pathology	—	20%
ENT	—	0%
Dentistry	—	0%
A & E	—	0%

Table 2 shows, the nationality of non-Bahraini physicians by position. Out of 127 physicians, 84 are Indians, 15 Egyptians and 14 Pakistanis. The majority of the non-Bahraini physicians are at senior resident level (61) and consultants (28).

TABLE 1
Number of non-Bahraini/Bahraini Physicians at S.M.C.
by Position and Department as of December 1984

Position	DEPARTMENTS																																				
	Surgery		Medicine		Paed.		OB/GYN		Anaes.		Psych.		ENT		Dental		Path.		Radiol.		Ophth.		A & E		Total												
	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T	NB	T											
CONSULTANTS	5	5	10	3	8	11	4	1	5	3	2	5	2	1	3	1	2	3	2	2	1	1	4	1	5	1	2	3	1	3	4	1	1	28	25	53	
CHIEF RESIDENTS	3	3	2	2	1	3	4	2	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	15	4	19		
SENIOR RESIDENTS	3	4	7	8	5	13	4	5	9	14	3	17	12	12	3	3	4	4	1	1	1	1	1	1	1	1	1	3	1	4	9	9	61	19	80		
RESIDENTS	14	14	1	6	7	7	13	4	4	8	5	1	6	5	5	1	1	1	1	1	2	2	4	5	5	23	40	63									
ROTATING RESIDENTS																																		19	19		
TOTAL	11	23	34	14	19	33	15	16	31	23	10	33	15	1	16	10	3	13	7	5	12	1	1	5	3	8	3	2	5	7	6	13	16	16	127	107	234

TABLE 2

Nationality of Expatriate Physicians by Position as of December 1984

Country	Consultants	Chief residents	Sr. residents	Residents	Total
INDIA	19	8	46	11	84
U.A.R.	1	3	5	6	15
PAKISTAN	1	2	7	4	14
UNITED KINGDOM		1	1	1	3
NEW ZEALAND	3				3
SRI LANKA			1	1	2
LEBANON	2				2
SUDAN			1		1
SWEDEN	1				1
IRAQ		1			1
U.S.A.	1				1
TOTAL	28	15	61	23	127

Table 3 shows the average years of service and range of service of non-Bahraini physicians by department and position. The majority of non-Bahraini physicians have spent only a few years in the Ministry of Health. Few have spent a prolonged period in the Ministry of Health, namely in the departments of Paediatrics, Accident and Emergency at all positions, Internal Medicine at chief resident position, Ophthalmology and ENT at resident position.

In 1984, sixteen newly graduated Bahraini physicians joined Salmaniya Medical Centre. These physicians are put on rotation in various departments for a period of one year until they pass the local evaluation examination. Six are taken in the Family Physician Training Programme to man the Health Centres. The rest are fixed in various departments at S.M.C. About ten Bahraini residents are therefore available to fill various vacancies in S.M.C. each year.

Out of a total 234 positions at S.M.C. only 107 (46%) are Bahrainis. There are 99 non-Bahraini physicians at all resident level. With about ten Bahraini physicians joined S.M.C. yearly it will take

at least ten years to replace non-Bahraini resident staff.

Table 4 shows 35 Bahraini physicians who are abroad on long post-graduate training of 3 - 5 years. 6 - 8 are expected to come back each year to assume mainly consultant positions. Today there are 28 non-Bahraini consultants. It will then take about five years to replace the majority of the non-Bahraini consultants. The chief resident and senior resident non-Bahraini physicians will be replaced mainly by promotions of Bahraini physicians.

The departments of Accident and Emergency, Anaesthesia, Psychiatry, Obstetrics and Gynaecology, Pathology and Radiology are manned primarily by non-Bahraini physicians. It is necessary at this stage to direct Bahraini residents into these areas. In other departments, namely Accident and Emergency, ENT, Pathology, Paediatrics, Anaesthesia and Obstetrics and Gynaecology, Bahraini consultants constitute less than 50%. It is therefore mandatory that enough Bahraini physicians undergo appropriate postgraduate training in these areas to take consultant positions.

TABLE 3
Average years of service and (range of service) in years of non-Bahraini
Physicians at S.M.C. by Department & Position as of December 1984

POSITION	DEPARTMENTS									
	Surgery	Medicine	Paediatrics	OB / GYN.	Pathol.	Radiol.	Ophthalmology	A / E	Anaesthesia	Psychiatry
CONSULTANTS	2.3 (1-6)	2.7 (1-6)	6 (1-16)	1.3 (1-2)	2 (1-3)	4 (4)	2 (2)	6 (6)	2 (1-3)	4 (4)
CHIEF RESIDENTS	6 (1-9)	13.5 (6-21)	14 (1-14)	6.5 (2-11)	2 (1-3)	2 (2)	6 (6)	24 (24)	15 (15)	2 (2)
SENIOR RESIDENTS	5 (1-9)	2.2 (1-9)	8.8 (1-23)	4.4 (1-9)		2 (2)	9.3 (6-13)	12.8 (3-20)	4.4 (1-10)	8 (4-12)
RESIDENTS		1 (1)	1.7 (1-5)	2.7 (1-5)			5.5 (5-6)	4 (2-5)		3.8 (1-6)
									3.5 (3-4)	3 (3)
										9 (9)
										7.2 (2-11)
										1.4 (1-2)

Note : Less than one year of service is considered one year for calculation of the average and range.

TABLE 4
Bahrainis on Postgraduate Training by Department and Country as of December 1984

DEPARTMENT	COUNTRY							
	U.K.	U.S.A.	Australia	New Zealand	Kuwait	Ireland	Saudi Arabia	Total
SURGERY		2				5	2*	10
PAEDIATRIC		1	2		1	1		5
INTERNAL MEDICINE	1		1	3		1		6
E.N.T.	2						1*	3
OPHTHALMOLOGY								
RADIOLOGY						1		1
HEALTH CENTRES	8					1		9
PUBLIC HEALTH		1						1
TOTAL	11	4	3	3	1	9	3*	35

* Short Term Training