

### 1.3 Losses of Health Manpower

This section mainly focuses on the issue of resignation from civil service which reflects the change in the type of agency for which healthcare providers work, especially shifting from the public sector to the private sector or to other occupations. Even though shifting to the private sector does not mean a loss in the entire system, the impact is not minimal as most rural residents rely on public services. In the MoPH, the significant problem is the resignation of medical doctors; the net loss is on the rising trend, the peak being during the economic booming period (1996, before the economic crisis). During that time period, as many as 21 community hospitals had no doctors at all (Table 6.3).

After the 1997 economic crisis, the situation improved considerably, possibly due to the downturn in the private sector. Until the economic recovery period of 2001-2003, the resignation of doctors from the MoPH became a serious issue again (Figure 6.22). However, the loss declined in 2004, but rose again in 2005 and 2006, most likely due to the recovery in the private sector.



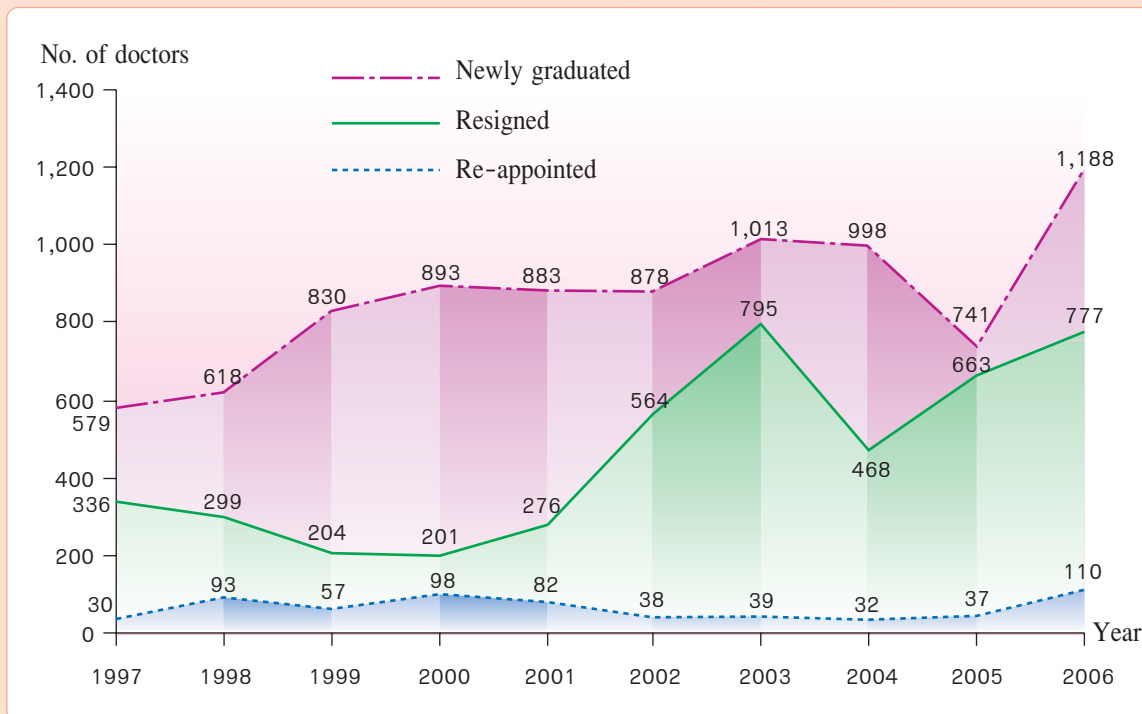
**Table 6.3** Number and proportion of doctors loss in relation to newly appointed doctors, Office of the Permanent Secretary for Public Health, 1994-2006

Fiscal year	No. of doctors						Net loss No. (percent)
	Increase			Decrease (resigned)			
	Newly Graduated	Re- appointed	Total	Civil servants	State employees	Total	
1994	526	-	526	42	-	42	42 / 8.0
1995	576	-	576	260	-	260	260 / 45.1
1996	568	-	568	344	-	344	344 / 60.6
1997	579	30	609	336	-	336	306 / 52.8
1998	618	93	711	299	-	299	206 / 33.3
1999	830	57	887	204	-	204	147 / 17.7
2000	893	98	991	201	-	201	103 / 11.5
2001	883	82	952	193	83	276	194 / 22.0
2002	878	38	916	401	163	564	526 / 59.9
2003	1,013	39	1,052	287	508	795	756 / 74.6
2004	998	32	1,030	468	-	468	436 / 43.7
2005	741	37	778	663	-	663	626 / 84.5
2006	1,188	110	1,298	777	-	777	667 /56.1

**Source:** Bureau of Central Administration, Office of the Permanent Secretary for Public Health.

- Notes:**
1. Parent agencies adjusted their own data for fiscal years 1995-2003.
  2. According to the cabinet resolution, since 1999 MoPH has been required to accept the graduates who have been awarded scholarships as state employees under the MoPH, rather than as civil servants.
  3. In 2004, MoPH appointed all state employees as civil servants.

**Figure 6.22** Numbers of doctors who were newly graduated, re-appointed as civil servants and resigned, 1997-2006



**Source:** Bureau of Central Administration, Office of the Permanent Secretary for Public Health.