



Our Ref. : IIUM/202/4/1
Date : 25th May 2026

All Deans / Directors
Kulliyahs / Centres / Divisions / Institutes / Offices / Mahallahs
International Islamic University Malaysia

Dear YBhg. Dato'/Prof./Dr./Sir/Madam,

Assalamualaikum Warahmatullahi Wabarakatuh

STAFF SERVICE CIRCULAR NO. 16/2026

**SPECIALIST INCENTIVE ALLOWANCE
- Payment of Pre-Gazettement Specialist Incentive Allowance**

1. OBJECTIVE

The objective of this circular is to notify all Deans/Directors of the Kulliyahs / Centres / Divisions / Institutes / Offices / Mahallahs pertaining to the payment of Pre-Gazettement Specialist Incentive Allowance.

2. BACKGROUND

2.1 The Government Service Circular No. 1 Year 1990, Government Service Circular Letter No. 18 Year 2008 and Government Service Circular No. 7 Year 2011 stated that Specialist Incentive Allowance or Incentive Allowance is payable to Medical/Dental Officer and Medical/Dental Lecturer under grade UD/UG/DU/DUG with postgraduate specialisation either in clinical subject or non-clinical subject of the following categories:

| No | Category of Allowances | Descriptions |
|----|--------------------------------|---|
| 1. | Specialist Incentive Allowance | Payable to Medical/Dental Officer and Medical/ Dental Lecturer with clinical qualification and has been gazetted as Consultant Specialist or Clinical Specialist. |
| 2. | Incentive Allowance | Payable to Medical/Dental Officer and Medical/ Dental Lecturer who obtained Diploma in Public Health or obtained non-clinical qualification. |



- 2.2 At the University level, matters related to the specialist gazettement, specialist allowance, and incentive allowance are deliberated by the Specialist Gazettement Committees (SGC) at the Kulliyah level, namely the Kulliyah of Medicine (KOM) and the Kulliyah of Dentistry (KOD), respectively. The gazettement process, including applications for specialist allowance and incentive allowance falls under the purview of the respective SGC as decided by the SSC in its Meeting No. 1/2023 held on 28th March 2023.
- 2.3 The existing guidelines do not provide for any incentive payment to Medical Officers during the period of Supervised Work Experience (SWE) despite the performance of specialist level duties under supervision prior to formal gazettement. SWE can be referred as the mandatory probationary period during which Medical Officers upon completion of specialist training placed under the supervision of a senior specialist/consultant to ensure full competency in discharging specialist responsibilities.
- 2.4 The Ministry of Health (MOH) in its letter ref. KKM.500-8/2/72 Jld. 12(8) dated 7th August 2025 through Ministry of Higher Education has sent a letter dated 9th September 2025, Ref. No. JPT.S(G)2000/021/07/01 Jld. 54(3) on the implementation of Pre-Gazettement Specialist Incentive Payment (*Bayaran Insentif Pakar Pra-Warta (BIPPW)*) for Medical Officers undertaking duties under supervision of specialist known as Supervised Work Experience (SWE) during the specialist gazettement process.
- 2.5 The rate of BIPPW is equivalent to the Specialist Incentive Payment rate based on their grade as follows:-

| No. | Grade of Medical Officers | BIPPW Rate (RM) |
|-----|---------------------------|-----------------|
| 1. | UD14 | 2,800.00 |
| 2. | UD13 | 2,500.00 |
| 3. | UD12 | 2,200.00 |
| 4. | UD10 | 1,900.00 |

3. DECISION

- 3.1 The Staff Service Committee (SSC) Meeting No. 1/2026 held on 12th February 2026 approved the adoption of the above said Ministry of Health (MOH) letter on the implementation of pre-gazettement specialist incentive payment (BIPPW) for Medical Officers undertaking duties under supervision of specialist known as Supervised Work Experience (SWE) during the specialist gazettement process. Details of the implementation are attached as in *Appendix A*.



- 3.2 The effective date of implementation is **1st July 2025** or the date of commencement of Act A1729; whichever is the later.
- 3.3 With the issuance of this circular, the MSD Service Circular No. 2/2009 is superseded.

All Deans/Directors are kindly required to disseminate this information to all relevant staff at the Kulliyahs/Centres/Divisions/Institutes/Offices/Mahallahs.

Thank you. *Wassalam.*

"LEADING THE WAY"



WAN NAJIHAH NURASHIKIN BT. WAN ABDULLAH
Executive Director
Management Services Division
International Islamic University Malaysia

- c.c. : Rector
: Deputy Rector (Academic and Internationalisation)
: Deputy Rector (Research, Innovation and Development)
: Deputy Rector (Student Development and Community Engagement)
: Executive Director, Finance Division
: Campus Director, IIUM Kuantan Campus
: Legal Adviser

WNN/KA/AMA/mas2250



**PAYMENT OF SPECIALIST ALLOWANCE AND
PRE-GAZETTEMET SPECIALIST INCENTIVE PAYMENT
(BAYARAN INSENTIF PAKAR PRA-WARTA (BIPPW))**

The purpose of this circular is to clarify the provision of specialist-related payments at two different stages of a medical officer’s career progression, namely during the Specialist Work Experience (SWE) period and upon successful gazettement as a specialist.

A. Pre-Gazettement Specialist Incentive Payment (BIPPW)

| No. | Item | Description |
|-----|-------------|--|
| 1. | Definition | <p>i) This payment is granted to Medical Officers who are undergoing the Supervised Work Experience (SWE) period and performing specialist-level duties under Specialist supervision, prior to formal recognition as a specialist.</p> <p>ii) The BIPPW is temporary in nature, subject to eligibility conditions, and shall cease upon completion of the SWE or upon fulfilment of any discontinuation criteria as stipulated.</p> |
| 2. | Eligibility | Eligible to be paid to the Medical Officer who has started the Supervised Work Experience (SWE) prior registration at the National Specialist Registrar and gazettement as Medical Specialist by Malaysia Medical Council (MPM). |
| 3. | Criteria | <p>i) Applicable only to officers who have opted for the Public Service Remuneration System (SSPA).</p> <p>ii) BIPPW is subject to the eligibility conditions for allowances as stipulated under Government Service Circular No. 1/2024. The payment of this allowance shall be discontinued effective from the first day the staff is in any of the following circumstances:</p> <p>a) Unpaid Leave (including Unpaid Study Leave);</p> <p>b) Half Pay Leave (including Half-Pay Study Leave);</p> <p>c) Attending Courses (including Full Paid Study Leave) exceeding ninety-two (92) consecutive days, inclusive of Weekly Rest Days, Weekly Holidays, and Public Holidays; or</p> |



| No. | Item | Description | | | | | | | | | | | | | | | |
|-----|---------------------------|---|-----|---------------------------|-----------------|----|------|----------|----|------|----------|----|------|----------|----|------|----------|
| | | <p>d) Annual Leave exceeding twenty-eight (28) consecutive days, inclusive of Weekly Rest Days and Weekly Holidays.</p> <p>e) Any leave other than Annual Leave in which the duration of which exceeding twenty-eight (28) consecutive days, inclusive of Weekly Rest Days, Weekly Holidays, and Public Holidays.</p> <p>f) Any combination of leave types exceeding twenty-eight (28) consecutive days, inclusive of Weekly Rest Days, Weekly Holidays, Public Holidays, and any leaves taken without approval; or</p> <p>g) Performing official duties other than substantive duties, as directed by the Head of Department, for a period exceeding ninety-two (92) consecutive days</p> | | | | | | | | | | | | | | | |
| 4. | Rate | <p>i) Eligibility for allowances and facilities throughout the SWE period shall be based solely on the Medical Officer rate.</p> <p>ii) The rate of BIPPW is equivalent to the Specialist Incentive Payment rate based on their grade as follows:-</p> <table border="1" data-bbox="667 1129 1341 1335"> <thead> <tr> <th data-bbox="667 1129 756 1192">No.</th> <th data-bbox="756 1129 1057 1192">Grade of Medical Officers</th> <th data-bbox="1057 1129 1341 1192">BIPPW Rate (RM)</th> </tr> </thead> <tbody> <tr> <td data-bbox="667 1192 756 1230">1.</td> <td data-bbox="756 1192 1057 1230">UD14</td> <td data-bbox="1057 1192 1341 1230">2,800.00</td> </tr> <tr> <td data-bbox="667 1230 756 1268">2.</td> <td data-bbox="756 1230 1057 1268">UD13</td> <td data-bbox="1057 1230 1341 1268">2,500.00</td> </tr> <tr> <td data-bbox="667 1268 756 1306">3.</td> <td data-bbox="756 1268 1057 1306">UD12</td> <td data-bbox="1057 1268 1341 1306">2,200.00</td> </tr> <tr> <td data-bbox="667 1306 756 1335">4.</td> <td data-bbox="756 1306 1057 1335">UD10</td> <td data-bbox="1057 1306 1341 1335">1,900.00</td> </tr> </tbody> </table> | No. | Grade of Medical Officers | BIPPW Rate (RM) | 1. | UD14 | 2,800.00 | 2. | UD13 | 2,500.00 | 3. | UD12 | 2,200.00 | 4. | UD10 | 1,900.00 |
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| 2. | UD13 | 2,500.00 | | | | | | | | | | | | | | | |
| 3. | UD12 | 2,200.00 | | | | | | | | | | | | | | | |
| 4. | UD10 | 1,900.00 | | | | | | | | | | | | | | | |
| 5. | Approving Authority | <p>i) The approving authority for the SWE would be under the SGC of Kulliyah of Medicine and Kulliyah of Dentistry.</p> <p>ii) As for the SASMEC @IIUM, all specialist gazettement for Medical Officers and Dental Officers will be submitted to the Kulliyah of Medicine (KOM) and the Kulliyah of Dentistry (KOD) respectively for processing in accordance with their respective disciplines.</p> <p>iii) Upon completion of the SWE, the gazettement process will be carried out in accordance with the respective SGC as currently in force.</p> | | | | | | | | | | | | | | | |



| No. | Item | Description |
|-----|--------------------------|---|
| 6. | Discontinuation of BIPPW | <p>BIPPW shall be discontinued if the officer falls under any of the following conditions:-</p> <ul style="list-style-type: none"> i) Registered as Medical Specialist under the Malaysia Medical Council (MPM). ii) The officer is certified as having failed to fulfil the required competency throughout the SWE period. iii) The officer is deemed to be under circumstances stipulated in the Para 75 of Service Circular No. 1/2024 as follows: <ul style="list-style-type: none"> a) The officer does not perform duties that qualify for the payment of the allowance. b) The officer is not placed in a post, position, or area that qualifies for the payment of the allowance; or c) The officer did not report for duty or taking leave without approval from the Head of Department with no valid reason. d) The officer fails to submit documents related to the SWE within one (1) year after successfully completing the SWE; and e) The officer decides to defer the SWE process in according to the guidelines. |



B. Specialist Incentive Allowance

| No. | Item | Description |
|-----|-------------|--|
| 1. | Definition | This allowance is payable to Medical/Dental Officers and Medical/Dental Lecturers who have been formally gazetted as specialists by the relevant authority (SGC/MMC). The allowance is a formal entitlement in accordance with prevailing Government Service Circulars and University policies, reflecting full specialist recognition and independent clinical responsibilities. |
| 2. | Eligibility | <p>i) Specialist Incentive Allowance is to be made to specialist upon gazettement by SGC. The payment of Specialist Incentive Allowance should commence from the date of award of Master Specialist degree or date of report duty after completion of study leave; whichever is later.</p> <p>ii) The payment of Specialist Incentive Allowance of newly recruited academic staff who has been receiving the allowance while serving other government agencies such as Ministry of Health, will commence from the date of report duty in IIUM.</p> <p>iii) For International staff who has not been gazetted in Malaysia prior to joining IIUM, the payment of Specialist Incentive Allowance will commence on the date of gazettement by the SGC.</p> |
| 3. | Criteria | <p>i) Medical/Dental Officers (Specialist) who has been gazetted as Specialist.</p> <p>ii) Medical/Dental Lecturers (Specialist) who has been gazetted as Specialist.</p> <p>iii) Medical Specialist (Public Health) who has fulfilled the following:-</p> <p>a) Registered as a medical practitioner with the Malaysian Medical Council; and</p> <p>b) Obtained the following qualification :-</p> <p>i) Master in Public Health (MPH) / Master in Hospital Administration (MHA) / Master in Health Planning (MHP) of four (4) years course;</p> <p style="text-align: center;">OR</p> |



| No. | Item | Description |
|-----|------|---|
| 4. | | <p>ii) Master in Public Health (MPH) / Master in Hospital Administration (MHA) / Master in Health Planning (MHP) of one (1) year course and Doctor of Public Health of three (3) years course;</p> <p>OR</p> <p>iii) Master in Public Health (MPH) / Master in Hospital Administration (MHA) / Master in Health Planning (MHP) of one (1) year course prior to year 2000 and has been serving in the field of Public Health for eight (8) years;</p> <p>AND</p> <p>iv) Gazetted as a specialist by the Director General of Health Malaysia or Special Medical Committee or its equivalent as approved by the government.</p> <p>iv) Dental Specialist (Public Health) who has fulfilled the following criteria:-</p> <p>a) Registered as a dental practitioner with the Malaysian Medical Council; AND</p> <p>b) Obtained the following qualification :-</p> <p>i) Master in Dental Public Health of four (4) years course;</p> <p>OR</p> <p>ii) Master in Dental Public Health of one (1) year course and Doctor of Dental Public Health (DrDPH) of three (3) years course;</p> <p>OR</p> <p>iii) Ph.D in Dental Public Health;</p> <p>OR</p> <p>iv) Master in Dental Public Health of less than four (4) year course prior to year 2011 and has been serving in the field of Dental Public Health for eight (8) years;</p> <p>AND</p> |



| No. | Item | Description | |
|-----|------|--|----------------------------|
| | | c) Gazetted as a specialist by the Specialist Gazettement Committee or its equivalent as approved by the government. | |
| 5. | Rate | Grade (Medical Officer/Lecturer, Dental Officer/ Lecturer) | Rate per month (RM) |
| | | Top Ranking / Special Grade and above | 3,100.00 |
| | | 15 | 3,000.00 |
| | | 14 | 2,800.00 |
| | | 13 | 2,500.00 |
| | | 12 | 2,200.00 |
| | | 11 | 2,000.00 |
| | | 10 | 1,900.00 |
| | | 9 | 1,600.00 |

Secretariat
Staff Service Committee
Management Services Division
12.02.2026

