



# KAMARUL ZAMAN BIN KADER MAIDIN

## CONTACT



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Permatang Pauh, Penang

## PROFILE

Date of birth : 24-07-1982  
Place of birth : Penang  
Gender : Male  
Nationality : Malaysia

## PROFESSIONAL SKILLS

Certified Clinical  
Perfusionist ■■■■■

Certified ECMO  
Specialist ■■■■■

Certified Internal  
Auditor for JCI  
Standards ■■■■■

Certified Internal  
Auditor for MSQH  
Standards ■■■■■

Certified Internal  
Auditor for IMS  
Standards ■■■■■

Certified Safety and  
Health Officer ■■■■■



## ABOUT ME

Passionate private healthcare professional with more than 18 years of experiences in clinical practices, medical affairs, hospital operational, quality and risk management, occupational safety and health, accreditation and quality audit, quality improvement project as well clinical research.

The nature of my qualifications, background and experiences had equipped me to uphold and deal with various clinical, operational and administrative task which require wide range of clinical and healthcare management skills, strategy as well leadership.



## CAREER EXPERIENCES

**KPJ PENANG SPECIALIST HOSPITAL | MAR 2013 - PRESENT**

### Medical Affairs Manager / Clinical Perfusionist

#### Clinical Perfusionist

- Managing Cardiopulmonary Bypass in adult and pediatric open-heart surgery
- Managing Percutaneous and Minimally Invasive Cardiopulmonary Bypass
- Managing Vacuum Assisted Venous Return Cardiopulmonary Bypass (VAVR)
- Performing various myocardial preservation techniques
- Ultrafiltration and Modified Ultrafiltration (MUF) techniques
- Cerebral Perfusion technique during Circulatory Arrest (Retrograde and Antegrade)
- Deep Hypothermic Circulatory Arrest (DHCA) Cardiopulmonary Bypass
- Autologous blood transfusion technique (cell salvage)
- Hemodynamic monitoring during Cardiology Intervention procedures
- Setup, maintain and troubleshooting of Intra-Aortic Balloon Pump (IABP)
- Setup, maintain and troubleshooting of various anesthesia equipment's in Operating Theatre and critical area such as ICU, Cardiac ICU, HDU and Cath Lab (GA machine, Ventilator, BIPAP, Defibrillator, Hemodynamic Monitor)
- Setup, maintain and troubleshooting of various critical and highly sensitive medical devices especially in Operating Theatre and Intensive Care Unit (Heart and Lung Machine, Hemodynamic Monitoring System, Laser Surgery System, Laparoscopic System, Endoscopic System, Electrosurgical Unit, Point of Care Testing Devices)
- Experienced in managing General and Cardiac Operating Theatre on daily operations, quality assurance measures and HSE requirements according to international and national standards, infection control measures and MSQH + JCI accreditation standards
- Experienced in managing Central Sterile Supply on daily operations especially procedure for decontamination, high level disinfection, sterilization, quality control measures, HSE, regulatory requirements under DOSH and MSQH + JCI accreditations
- Knowledge in Healthcare HSE requirement and Hazardous Material Programme
- Knowledge in Infection Control strategies in healthcare settings according to Ministry of Health Malaysia requirements and international standards (CDC guidelines and JCI standards)

#### Research, Medical Affairs and Quality Management Personnel

- Formulating and conducting clinical indicators and outcome measures programme for Medical Consultants in various clinical subspecialty according to Ministry of Health (MOH), JCI and MSQH Standards
- Assisting Medical Director in maintaining and updating Medical Consultant yearly appraisal and three yearly privileging and competency assessment exercise
- Assisting Medical Director in the process of appointment and re-appointment of Medical Consultants
- Assisting Hospital Medical Advisory Committee (HMAC), Credentialling and Privileging Committee (HCPC) and Mortality and Morbidity Committee (M&MC) in providing related data to exercise their duties and functions as per regulatory requirements as well upholding Clinical and Corporate Governance
- Monitoring and analysis of clinical related adverse event and potential morbidity cases
- Member of hospital Root Cause Analysis (RCA) team in conducting incidence reporting analyses and suggesting improvement plans
- Active in hospital wide quality improvement project such as lean implementation, cost reductions, reduce waiting time and OSH related programme
- Advising Hazardous Material programme in hospital according to DOSH + DOE requirements and JCI + MSQH + IMS Standards (ISO 9001, ISO 14001, ISO 45001)

## LANGUAGES

Malay



English



## INTERESTS

Exploring Competitive and Business Sustainability Strategy in Private Healthcare Industry

Formulating and Monitoring a Clinical Indicators and Outcome Measures Framework for Medical Consultants

Maintaining a Medical Consultants appraisal and privileging assessment

Private Healthcare accreditations and survey according to MSQH and JCI Standards

Active in healthcare internal auditing according to various Malaysian regulatory requirements and International Standards

Active in Malaysian Perfusionist Society (MAPS) as elected Secretary

A Graduate Technologist under Malaysia Board of Technologist (MBOT)

A Life-Member of Medico-Legal Society of Malaysia (MLSM)

An Ordinary Member of Malaysian Society for Quality in Health (MSQH)

## PASSIONS



Books



Chess



Movie

- In-charging Anesthesia and Surgical (ASC) Chapter for JCI, Standard 10 (Anesthetic) 11 (Operating Theatre) for MSQH Standards
- Assisting Medical Director and Chief Executive Officer in Governance and Leadership (GLD) and Staff Qualification and Educations (SQE 9/10) Chapters for JCI, Standard 1 (Governance Leadership and Directions) for MSQH Standards
- Advising hospital on ISO 9001, ISO 14001 and ISO 45001 requirements
- Hospital Lead Auditor for JCI, MSQH and IMS Standards (internal audit)
- Hospital Internal Auditor for Occupational Safety and Health Standards (internal audit)
- Hospital committee members for: Credentialing & Privileging, Medical Audit, Mortality and Morbidity Review, Medical and Surgical Intervention, Blood Transfusion, Occupational Safety and Health, Infection Control, Incident & Accident Investigation, Disaster and Risk Committee
- Knowledge in Hazard Identification, Risk Assessment and Risk Control (HIRARC) and Failure Mode and Effect Analysis (FMEA) in healthcare settings
- Knowledge in Healthcare Inventory Management in various services by using LEAN, JIT and FIFO concepts
- Knowledge in Service Failure in Healthcare and its impact on overall operational activities and performances
- Involved in marketing activities by formulating surgical packages (such as CABG) and identify potential local market for penetration

### Health, Safety and Environment Personnel

- Knowledge in Occupational Safety and Health related to healthcare settings according to OSHA 1994, FMA 1967, MSQH, JCI Standards and IMS requirement
- Employer Representatives for OSH Committee: advising hospital management regarding OSH requirement and issues in healthcare settings
- Formulating and conducting OSH related activities in hospital (OSH audit, OSH awareness and training programme)
- Educating healthcare staff regarding OSH practices in hospital settings (safety at workplace, hazard identification-risk assessment-risk control, emergency preparedness, indoor air quality, safe chemical handling, schedule waste, ergonomics)

### **PENANG ADVENTIST HOSPITAL | AUG 2012 - MAR 2013**

#### **Senior Clinical Perfusionist / ECMO Specialist**

- Managing Cardiopulmonary Bypass in adult open-heart surgery (CABG, valves, congenital, aortic aneurysm, heart trauma surgery)
- Managing Cardiopulmonary Bypass in pediatric open-heart surgery (congenital defect)
- Managing Percutaneous and Minimally Invasive Cardiopulmonary Bypass
- Managing Vacuum Assisted Venous Return Cardiopulmonary Bypass (VAVR)
- Setup, managing and troubleshooting of Extracorporeal Membrane Oxygenation (ECMO) system in adult and pediatric patients for Venous-Arterial and Venous-Venous ECMO support
- Performing various myocardial preservation techniques
- Ultrafiltration and Modified Ultrafiltration (MUF) techniques
- Cerebral Perfusion technique during Circulatory Arrest (Retrograde and Antegrade)
- Deep Hypothermic Circulatory Arrest (DHCA) Cardiopulmonary Bypass
- Autologous blood transfusion during cardiac surgical procedure
- Setup, maintain and troubleshooting of Intra-Aortic Balloon Pump (IABP)
- Setup, maintain and troubleshooting of various anesthesia equipment's in Operating Theatre and critical area such as ICU, Cardiac ICU, HDU and Cath Lab (GA machine, Ventilator, BIPAP, Defibrillator, Hemodynamic Monitor)
- Setup, maintain and troubleshooting of various critical and highly sensitive medical devices especially in Operating Theatre and Intensive Care Unit (Heart and Lung Machine, Hemodynamic Monitoring System, Electrosurgical Unit, Point of Care Testing Devices)
- Experienced in managing Cardiac Operating Theatre on daily operations, quality assurance measures and HSE requirements according to international and national standards, infection control measures and MSQH + JCI accreditation standards
- Experienced in managing and troubleshooting a Medical Laboratory daily activity such as Hematology Lab, Biochemistry Lab, Blood Bank, Serology Lab, Microbiology Lab and Histopathology Lab, Toxicology Lab and Parasitology Lab
- Knowledge in regulatory requirement and quality assurance for operating Medical Laboratory
- Involved in Medical Laboratory Inventory Management
- Involved in maintaining Hazardous Material safety in Medical Laboratory
- Knowledge in accreditation of Medical Laboratories according to ISO 15189 and SAMM

## **INSTITUT JANTUNG NEGARA | MAY 2005 - JUL 2012**

### **Senior Clinical Perfusionist / IJN Cardiovascular College Lecturer**

- Managing Cardiopulmonary Bypass in adult open-heart surgery (CABG, valves, congenital, aortic aneurysm, heart and lung transplantation, mechanical heart implantation, heart trauma surgery)
- Managing Cardiopulmonary bypass in Pediatric open-heart surgery (congenital defect)
- Managing Percutaneous Cardiopulmonary Bypass
- Left Heart Cardiopulmonary Bypass Minimal Invasive Cardiopulmonary Bypass
- Vacuum Assisted Venous Return Cardiopulmonary Bypass (VAVR)
- Setup, managing and troubleshooting of Extracorporeal Membrane Oxygenation (ECMO) system in adult and pediatric patients for Venous-Arterial and Venous – Venous ECMO support
- Various myocardial preservation techniques (Antegrade, Retrograde and Selective Blood Cardioplegia) during Cardiopulmonary Bypass
- Setup, managing and troubleshooting of Mechanical Heart support system in adult
- Various myocardial preservation techniques (Antegrade, Retrograde and Selective Blood Cardioplegia) during Cardiopulmonary Bypass
- Ultrafiltration and Modified Ultrafiltration (MUF) techniques during Cardiopulmonary Bypass
- Cerebral Perfusion technique during Circulatory Arrest (Retrograde and Antegrade)
- Deep Hypothermic Circulatory Arrest (DHCA) Cardiopulmonary Bypass
- Autologous blood transfusion and management of Cell Saver during open heart surgery
- Heart and lungs procurement and preservation techniques for transplantation
- Cardiac valves cryopreservation technique using liquid nitrogen (Cardiac Homograft Valve Bank)
- Setup, maintain and troubleshooting of Intra-Aortic Balloon Pump (IABP)
- Setup, maintain and troubleshooting of various anesthesia equipment's in Operating Theatre and critical area such as ICU, Cardiac ICU, HDU and Cath Lab (GA machine, Ventilator, BIPAP, Defibrillator, Hemodynamic Monitor, Nitric Oxide Machine)
- Setup, maintain and troubleshooting of various critical and sensitive medical devices especially in Operating Theatre and Intensive Care Unit (Heart and Lung Machine, Hemodynamic Monitoring System, Laparoscopic System, Endoscopic System, Electrosurgical Unit, Point of Care Testing Devices such as Blood Gas Analysis Machine, Radiofrequency Machine)
- Experienced in setting up and managing Cardiac Operating Theatre in daily operations, quality assurance measure according to international and national standards, infection control measure, indoor air quality, related regulatory requirements and accreditation standards
- Knowledge in Indoor Air Quality requirement in healthcare
- Part time IJN college lecturer for Graduate Certificate in Cardiovascular and Thoracic Sciences programme



## **EDUCATION & PROFESSIONAL QUALIFICATIONS**

### **UNIVERSITI TEKNOLOGI MARA (UITM) | 2021 - PRESENT**

#### **Doctor of Business Administration (DBA)**

Formulating doctoral research in healthcare business strategy by exploring the issues in revenue leakages in private healthcare industry in Malaysia and the key strategy for mitigating the revenue leakages issues

### **OPEN UNIVERSITY MALAYSIA (OUM) | SEP 2015 - NOV 2017**

#### **Master of Business and Administration (MBA)**

### **NIOSH MALAYSIA | SEP 2013 - DEC 2013**

#### **Certificate in Occupational Safety and Health Officer (SHO)**

### **INSTITUT JANTUNG NEGARA | MAY 2005 - JUN 2006**

#### **Advance Certificate in Perfusion Technology**

### **UNIVERSITI KEBANGSAAN MALAYSIA (UKM) | JUL 2001 - FEB 2005**

#### **Bachelor Degree (Hons) Biomedical Sciences**

### **MALAYSIA INTERBANKERS CENTRE | JAN 2000 - JUN 2000**

#### **Certificate in Banking and Operational**



## ACHIEVEMENTS

**2013, 2016, 2019, 2023**

### **KPJ Penang Specialist Hospital JCI Accreditations**

- Direct involvement in JCI Accreditation in early preparation, fulfilling standards requirement, reviewing policy & procedures, conduct internal trainings to employees, perform internal auditing, reviewing the gaps and suggesting an improvement plan
- Formulating and monitoring a Clinical Indicators and Outcome Measures for Medical Consultants for evaluating an effectiveness of patient care, reporting of adverse events
- Lead Operating Theatre and Central Sterile Supply in four JCI Accreditation cycle
- In charged Anesthesia and Surgical Care (ASC) Standard
- Assisted Chief Operating Officer in fulfilling GLD Standard requirements
- Assisted Hospital Medical Director in fulfilling SQE 9 and 10 on appointments, credentialling & privileging and yearly assessments of Medical Consultants
- Presented the Clinical Indicator, Adverse Event and Morbidity report via various clinical committee platform on quarterly basis

**2014, 2017, 2020, 2023**

### **KPJ Penang Specialist Hospital MSQH Accreditations**

- Direct involvement in MSQH Accreditation in preparation, fulfilling standard requirements, reviewing policy & procedures, conduct internal trainings to employees, perform internal auditing, reviewing the gaps and suggesting an improvement plan
- Lead Operating Theatre Services in four MSQH Accreditation cycle
- In charged Standard 10 (Anesthesia) and 11 (Operating Theatre)

**2013, 2015, 2017, 2019, 2021**

### **KPJ Penang Specialist Hospital Integrated Management System Accreditations (ISO 9001, ISO 14001, OHSAS 18001, ISO 45001)**

- Direct involvement in IMS Accreditation in early preparation, reviewing standard requirements, reviewing policy & procedure, monitoring departmental quality indicators, conduct internal trainings and auditing, reviewing the gaps and suggesting an improvement plan

**SINCE 2015 - PRESENT**

### **KPJ Penang Specialist Hospital Clinical Indicator & Outcome Measures for Consultants and Morbidity Assessment**

- In charging the clinical indicators and outcome measures for Medical Consultants according to JCI and MOH Standards which is most comprehensive and become first project in clinical indicators and outcome measures for Medical Consultants among KPJ Hospitals in Malaysia
- Monitoring and reporting of the morbidity parameters in hospital
- Involving in annual Consultant Assessment program and three yearly Consultant Privileging assessment
- Conducting Conscious Sedation Assessment for Non-Anesthesiologist (Medical Consultants and Medical Officers) and Critical Area Nurses (OT, ICU, A&E, Endoscopy, Labour Room, Cardiac Cath Lab)

### **Research activities in KPJ Penang Specialist Hospital**

- Knowledge Of Occupational Safety and Health Among Healthcare Providers In KPJ Penang Specialist Hospital (presented in APHM 2015)
- Prevalence of Needle Stick Injuries among healthcare workers at KPJ Penang Specialist Hospital (presented in KPJ Healthcare Quality Exhibition 2016)
- Formulation of Clinical Indicator and Outcome Measure Framework for Medical Consultants (presented in KPJ Healthcare Privileging and Competency Assessment Workshop 2017)
- Strategic Inventory Management and Control in KPJ Penang Specialist Hospital (Lean Management project under Malaysia Productivity Corporation 2018)
- Service failure in healthcare settings and its recovery strategies - KPJ Penang Specialist Hospital Experiences (2019)
- Establishment of Clinical Indicator for Perfusion Practice in Malaysia (presented in MATCVS 2021)
- An Assessment of Clinical Indicator and Outcome Measures among Medical Consultants in Evaluating an Effectiveness of Patient Care and Monitoring of Adverse Events: KPJ Penang Specialist Hospital Experience (selected for poster presentation at ISQUA 2023 KOREA)

**2010**

### **National Heart Institute of Malaysia JCI Accreditation**

- Direct involvement in JCI Accreditation in early preparation, fulfilling standard requirements, reviewing policy & procedure, conduct internal trainings and auditing, reviewing the gaps and suggesting an improvement plan for Perfusion Services

2014, 2015, 2016

### Best Managed Hospital Award within KPJ Healthcare Group

- Assisting hospital management team in achieving hospital KPI and won three times BEST MANAGED HOSPITAL AWARD in year 2014, 2105 and 2016
- Assisting hospital management team in achieving BEST CLINICAL COMPLIANCE AWARD in year 2015, 2016 and 2017
- Assisting hospital management team in achieving BEST RISK MANAGEMENT AWARD in year 2017
- Secretariat team in achieving MALAYSIA SOCIEY OF OCCUPATIONALSAFETY AND HEALTH AWARD (GOLD CLASS 2) in year 2015 and 2016
- Committee members team in achieving MALAYSIA SOCIEY OF OCCUPATIONAL SAFETY AND HEALTH AWARD (GOLD CLASS 1) in year 2017 and 2018
- Winning GOLD AWARD in Lean Management Competition organized by Malaysia Productivity Corporation (MPC) in year 2014, 2015 and 2019
- Assisting hospital management team in achieving BEST INTERNAL CONTROL AWARD in year 2022



## REFERENCES

Dato Dr Basheer Kareem (Head of Cardiothoracic Surgeon)  
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Dr Abu Yamin Khamis (Senior Cardiothoracic Surgeon)  
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