



SINGAPORE NURSING BOARD

Annual Report 2006

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A global leader in nursing regulation



To uphold professional nursing standards and honour the public trust



Compassion, Commitment, Integrity, Professional, Excellence, Respect and Transparency



2006 marks a milestone for Nursing in Singapore with the Nurses and Midwives (Amendment) Regulations 2006 and the Nurses and Midwives (Composition of Offences) Regulations 2006 being enforced on 1 July 2006.

The main changes in the Regulations provided for the legal framework to be set up for the Register for Advanced Practice Nurses (APNs) and the mechanism and criteria for APN certification. It also provided for the setting up of two key Committees – the APN Training Committee and the APN Accreditation Committee. The APN Training Committee accredits courses leading to APN certification and the APN Accreditation Committee oversees the certification of APNs and matters relating to APN practice.

Notably, the Singapore Nursing Board has made several changes over time that support nursing practice to remain relevant and stay aligned to international practice. The APN initiative is a relatively new effort for Singapore no doubt, but nevertheless is a good step for many more important milestones to come, for the profession as well as to safeguard public safety and interest.

MRS NELLIE Tang M K
Chairman



1. OUR LEGISLATION CHANGES

The Nurses and Midwives (Amendment) Act 2005 came into operation on 1st April 2006. Flowing from the amendment of the Act, the Nurses and Midwives (Amendment) Regulations 2006 was approved by the Minister of Health and came into operation on 1st July 2006. These dates were significant as it provides for implementation of the Advanced Practice Nurse Register.

2. OUR BOARD CHANGES

The tenure of the Board ended on 30 April 2006. A new Board was appointed on 1st May 2006 for 3 years. Mrs Nellie Tang was appointed as the Chairman of the new Board.

3. OUR OVERSEAS VISITORS

The Deputy Minister of Health from Brunei visited the Board and had discussions with the Registrar on 7th Aug 2006 to understand how nurses are regulated by the Board.

On 12th June 2006, a delegation from the Indian Nursing Council visited the Singapore Nursing Board to explore a Mutual Recognition Agreement (MRA) between the two countries. This flows from the Comprehensive Economic Cooperation Agreement talks between Singapore and India.

On 28th December 2006, a delegation from the A Yani School of Health Sciences visited the Board to learn more about the regulation of nurses in Singapore.



Visitors from the A Yani School of Health Sciences, Indonesia

4. INTERNATIONAL MEETING

Registrar and Executive Secretary attended the 6th Meeting of Regulatory Authorities from the Western South East Asian Nursing and Midwifery Regulators Meeting (WPSEAR) held in Wellington, New Zealand from 18 to 20 September 2006. There was a diversity of experiences ranging from countries with established Board practices and some countries about to embark on establishing a regulatory framework for nurses. Singapore has accepted the invitation to host the next WPSEAR meeting in 2008.



Visit to the Nursing Council of New Zealand by Registrar with other delegates during the WP/SEAR Meeting in Wellington.



We were privileged to have 3 good years under the Board whose term of office ended on 30 Apr 06. The baton was passed on to a new Board which was appointed by the Minister of Health for a term of three years from 1 May 06 to 30 Apr 09.

Current Board
(Term from 1 May 06 to 30 Apr 09)

Chairman

Mrs Nellie Tang Muay Kiah
Chief Executive Officer
Mount Elizabeth Hospital

Registrar

Ms Ang Beng Choo
Chief Nursing Officer
Ministry of Health

Ex-officio Members

Dr Lau Hong Choon
Representing Director of Medical Services
Ministry of Health

Mdm Low Khah Gek
Deputy Director (Sciences)
Representing Director-General
Ministry of Education

Members

Ms Ang Neo Kim Emily
Ms Chen Yee Chui
Dr Choo Li Nah
Ms Gwee Mui Boon
Ms Lee Heng Pheng
A/Prof Terry Kaan Sheung-Hung
Ms Lee Swee Hia
Ms Low Beng Hoi
Ms Pang Yann Lih Annie
Ms Tan Cheng Jee Pauline
Ms Tan Wee King
Ms Wong Luan Wah
Mr Yong Keng Kwang



Previous Board
(Term ended on 30 Apr 06)

Chairman

Professor K Satku
Director of Medical Services
Ministry of Health

Registrar

Ms Ang Beng Choo
Chief Nursing Officer
Ministry of Health

Ex-officio Member

Ms Poon Chew Leng
Deputy Director (Sciences)
Representing Director-General
Ministry of Education

Members

Ms Emily Ang Neo Kim
Ms Gwee Mui Boon
Ms Gwee Pek Hoon
A/Prof Terry Kaan Sheung-Hung
Ms Lee Heng Pheng
Ms Lee Yen Yen
Ms Jeanne Lim
Dr Lim Suet Wun
Dr Ling Sing Lin
Ms Siti Zubaidah Mordiffi
Ms Pauline Tan Cheng Jee
Ms Tan Lay Geok
Ms Peggy Tan Swee Keng
Ms Nellie Tang Muay Kiah



Sitting Front Row (from left): Ms Pauline Tan Cheng Jee, Ms Low Beng Hoi, Ms Ang Beng Choo (Registrar), Mrs Nellie Tang (Chairman)

Sitting Back Row (from left): Ms Chen Yee Chui, Mdm Low Khah Gek, Ms Lee Heng Pheng, Ms Wong Luan Wah

Standing (from left): Mr Yong Keng Kwang, Ms Tan Wee King, Ms Emily Ang Neo Kim, Ms Choo Li Nah, Ms Gwee Mui Boon, Assoc Prof Terry Kaan Sheung Hung

Not in picture: Dr Lau Hong Choon, Ms Lim Swee Hia, Ms Annie Pang Yann Lih



The Register and Roll saw an increase of 4% over the preceding year. As at end 2006, the total number of Nurses and Midwives stood at 20927.

Chart 1 illustrates the composition of nurses and midwives.

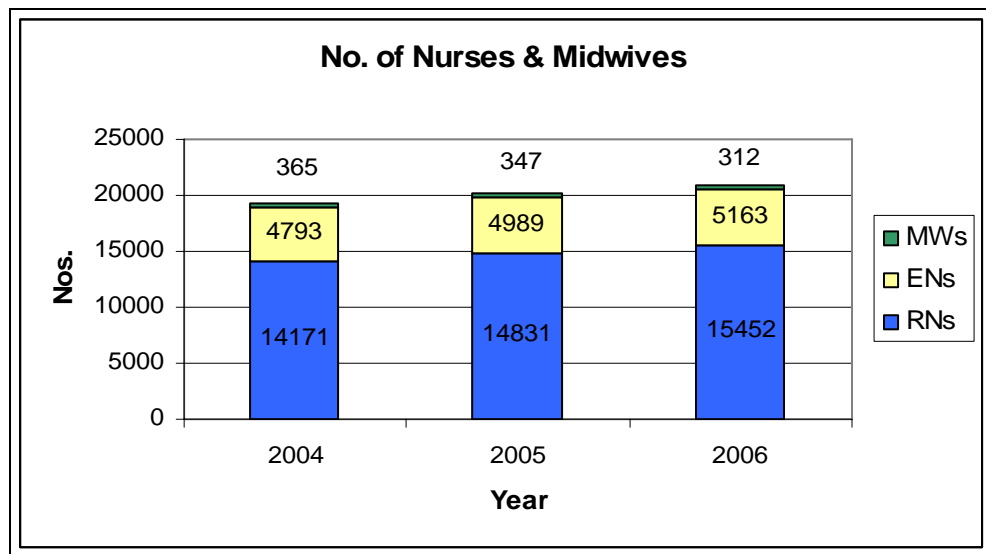


Chart 1

Registrations during the year increased by 3.5% compared with that of year 2005 (1828 nos.). A total of 1891 nurses and midwives were registered (Table 1). Singaporeans comprised 44.6%, permanent residents 7.8% and foreigners 47.6% of the new registrants.

	Singaporeans	Permanent Residents	Foreign	Total
Registered Nurses	606	115	574	1295
Enrolled Nurses	227	31	321	579
Midwives	10	1	6	17
Total	843	147	901	1891

Table 1: No. of new registrants

	Full	Conditional	Temporary	Total
Registered Nurses	855	351	89	1295
Enrolled Nurses	243	336	0	579
Midwives	13	4	0	17
Total	1111	691	89	1891

Table 2: Types of Registrations

LICENSURE EXAMINATIONS FOR FOREIGN-TRAINED NURSES

In 2006, the Board conducted 12 licensure examinations in Singapore, Philippines, China and India. There was a 36% decrease in the number of nurses and midwives who sat for the licensure examinations¹. A total of 794 sat for the examinations of which 91% passed (Table 3).

No. of nurses and midwives who sat for the Singapore Nursing Board licensure examinations

	Passed	Failed	Total
Registered Nurses	352	51	403
Enrolled Nurses	361	21	382
Midwives	7	2	9
Total	720	74	794

Table 3

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¹ In 2005 there was 1242 nos. who sat for the licensure examination. 990 nos. passed and 252 nos. failed.



There were 8 courses accredited in 2006.

	Course Title	Type of Course	Period of Accreditation	Institution
1	Bachelor of Nursing	Post-registration	Re-accredited till 30 Nov 2008	University of Sydney and Singapore Institute of Management
2	Bachelor of Nursing	Post-registration	Re-accredited till 8 Jul 2009	La Trobe University and Singapore Nurses Association
3	Diploma in Nursing	Pre-registration	Re-accredited till 31 Dec 2009	Nanyang Polytechnic
4	<i>Nitec</i> in Nursing	Pre-registration	Re-accredited till 31 Oct 2009	ITE College East
5	Specialist Diploma in Radiology Nursing	Specialist Diploma	4 April 2009	Nanyang Polytechnic
6	Induction Course for Foreign-Educated Nurses	Short course	Not applicable	Harriet Business School
7	Oncology Nursing Course for Registered Nurses	Short course	Not applicable	Parkway Academy, Parkway Hospitals Singapore
8	Senior Enrolled Nurses Developmental Programme	Short course	Not applicable	The Alice Lee Institute of Advanced Nursing, Singapore General Hospital



The Board received 2 complaints against nurses during the year. On investigation, there was no evidence of misconduct for both cases.



The audited financial statements for year ending 31 March 2007 reflected a healthy surplus of \$202,131.

Income and Expenditure

Income decreased by 5.8% to \$964,553 compared with the preceding year. The practising certificate fee (75.9%) continues to be the main source of income. Expenditure increased by 1.2% to \$720,022.

Balance Sheet as at 31 March 2007

	<u>2007</u>	<u>2006</u>
	\$	\$
ACCUMULATED SURPLUS	1,932,191	1,730,060
REPRESENTED BY		
NON-CURRENT ASSETS		
Property, plant and equipment	2,878	21,407
Fixed deposit with financial institution	740,000	-
	742,878	21,407
CURRENT ASSETS		
Fees receivable	840	4,220
Other receivables	19,746	22,387
Cash and bank balances	1,842,930	2,276,036
	1,863,516	2,302,643
LESS CURRENT LIABILITIES		
Payables	45,387	28,843
Advance practising certificate fees received	578,311	492,151
Provision for contribution to consolidated fund	50,505	65,000
	674,203	585,994
Net current assets	1,189,313	1,716,649
LESS NON-CURRENT LIABILITY		
Deferred capital grant	-	(7,996)
Total net assets	1,932,191	1,730,060

Statement of Income and Expenditure for the year ended 31 March 2007

	<u>2007</u>	<u>2006</u>
	\$	\$
INCOME		
Application fees	50,600	65,220
Registration fees	60,410	39,670
Enrolment income	19,130	12,480
Practising certificate fees	732,040	818,998
Re-registration fees	220	880
Replacement charges	5,350	9,400
Service charges	52,066	54,937
Interest income	24,037	12,002
Interest on fixed deposit	7,400	-
Late charges	13,300	13,420
Other income	-	350
	<u>964,553</u>	<u>1,027,357</u>
LESS EXPENDITURE		
Audit fee	5,742	2,184
Central provident fund contributions	16,881	17,847
Committee expenses	226	214
Computer operation & maintenance	84,836	102,427
Depreciation on property, plant and equipment	20,752	19,380
Legal expenses	20,333	-
Medical fees	358	679
Miscellaneous	8,213	8,423
Office equipment maintenance	6,928	1,816
Postages	16,378	16,564
Printing & stationery	25,754	20,796
Refreshments	195	86
Rental of premises	38,070	38,340
Salaries	457,223	463,709
Staff Training	5,741	7,005
Staff welfare	1,593	1,589
Transport expenses	1,082	825
Utilities	9,717	9,013
	<u>720,022</u>	<u>710,897</u>
Surplus before grant	244,531	316,460
Deferred capital grant	<u>7,996</u>	<u>7,996</u>
Surplus before contribution to consolidated fund	252,527	324,456
Contribution to consolidated fund		-
- current year	(50,505)	(65,000)
- prior year	109	4,064
	<u>(50,396)</u>	<u>(60,936)</u>
Surplus for the year	<u><u>202,131</u></u>	<u><u>263,520</u></u>



SELECTED CHARACTERISTICS OF REGISTERED NURSES

Selected Characteristics	2004	2005	2006
TOTAL	14171	14831	15452
SEX			
Male	1095	1188	1231
Female	13076	13643	14221
ETHNIC GROUP			
Chinese	9639	10028	10402
Malay	1426	1537	1648
Indian	1314	1441	1554
Others	1792	1825	1848
ACTIVITY STATUS			
Working Full-time	10629	11277	12243
Working Part-time	702	757	818
Not Working/Unknown	2112	2000	1587
Doing Non-nursing work	728	781	804
EMPLOYMENT			
Public Sector	7763	8165	8495
Private Sector	3568	3869	4566
CITIZENSHIP			
Singaporean/Permanent Resident	11443	12434	13437
Malaysian	342	335	337
Chinese (PRC)	668	601	539
Filipino	1253	1012	745
Indian	-	-	136
Myanmar	-	-	82
Others	465	449	176
MARITAL STATUS			
Single	5915	6154	6395
Married	7955	8356	8697
Divorced/Widowed/Others	301	321	360
AGE			
Under 30 yrs	5561	6313	4891
30-39 yrs	3479	3453	4165
40-49 yrs	2834	2818	2646
50-59 yrs	1798	1782	2832
Above 60 yrs	499	465	918

SELECTED CHARACTERISTICS OF ENROLLED NURSES

Selected Characteristics	2004	2005	2006
TOTAL	4793	4989	5163
SEX			
Male	248	251	274
Female	4545	4738	4889
ETHNIC GROUP			
Chinese	1575	1644	1661
Malay	958	1059	1143
Indian	1100	1104	1109
Others	1160	1182	1250
ACTIVITY STATUS			
Working Full-time	3615	3865	4248
Working Part-time	162	177	192
Not Working/Unknown	871	796	559
Doing Non-nursing work	145	151	164
EMPLOYMENT			
Public Sector	2665	2823	2956
Private Sector	1112	1219	1484
CITIZENSHIP			
Singaporean/Permanent Resident	3046	3445	4105
Malaysian	58	49	43
Chinese (PRC)	121	115	78
Filipino	849	723	498
Indian	-	-	194
Myanmar	-	-	203
Others	719	657	42
MARITAL STATUS			
Single	2113	2202	2226
Married	2554	2648	2797
Divorced/Widowed/Others	126	139	140
AGE			
Under 30 yrs	2224	2445	1711
30-39 yrs	1368	1386	1670
40-49 yrs	549	545	974
50-59 yrs	395	380	398
Above 60 yrs	257	233	410

SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES

Selected Characteristics	2004	2005	2006
TOTAL	365	347	312
SEX			
Male	-	-	-
Female	365	347	312
ETHNIC GROUP			
Chinese	303	283	257
Malay	32	29	31
Indian	19	19	15
Others	11	16	9
ACTIVITY STATUS			
Working Full-time	201	181	159
Working Part-time	25	26	23
Not Working/Unknown	130	129	118
Doing Non-nursing work	9	11	12
EMPLOYMENT			
Public Sector	157	136	123
Private Sector	69	71	59
CITIZENSHIP			
Singaporean/Permanent Resident	354	335	307
Malaysian	8	6	4
Chinese (PRC)	0	0	0
Filipino	2	5	1
Indian	-	-	0
Myanmar	-	-	0
Others	1	1	0
MARITAL STATUS			
Single	56	57	52
Married	293	273	248
Divorced/Widowed/Others	16	17	12
AGE			
Under 30 yrs	2	6	0
30-39 yrs	5	6	2
40-49 yrs	74	73	65
50-59 yrs	178	167	64
Above 60 yrs	106	95	181

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