



**Singapore Nursing Board**

# **ANNUAL REPORT**

**2018**

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# ANNUAL REPORT 2018

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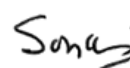
In the opinion of the Board, the annual report of the SINGAPORE NURSING BOARD is drawn up so as to present fairly the state of affairs of the SINGAPORE NURSING BOARD as at 31 March 2019.

On behalf of the Board,



Dr Tracy Carol Ayre  
Chairman

August 2019



Ms Tan Soh Chin  
Registrar

August 2019

## ORGANISATIONAL DETAILS

<b>Board Secretary</b>	<b>Mdm Kwek Puay Ee</b>
<b>Official Address</b>	<b>16 College Road, #01-01 College of Medicine Building, Singapore 169854</b>
<b>Operating Office</b>	<b>81 Kim Keat Road #08-00 Singapore 328836</b>
<b>Email</b>	<b>SNB_Contact@snb.gov.sg</b>
<b>Fax</b>	<b>6353 3460</b>



## SINGAPORE NURSING BOARD

### VISION

*World-Class Nursing for a Healthy Nation*

### MISSION

*To uphold professional nursing standards and honour public trust*

## FOREWORD



Welcome to Singapore Nursing Board's (SNB) Report for 2018.

The total number of nurses and midwives on SNB's Register and Roll continue in an upward trend, with a total of 42,125 as of December 2018. The rate of increment averages at 2.6% over the past 3 years (2016 to 2018).

A significant milestone for SNB was the publication and launch of SNB's Code for Nurses and Midwives (2018). After more than 3 years of review, literature search and consultative focus groups meetings, SNB's Ethics Committee concluded its key task of updating and renewing SNB's Code of Ethics and Professional Conduct (1999). The Code for Nurses and Midwives (The Code) replaces SNB's Code of Ethics and Professional Conduct (1999), Code of Practice for Midwives (2001) and Standards of Practice for Nurses and Midwives (2011).

SNB's eight (8) committees (Registration, Education, Complaints, Finance, Audit, Advanced Practice Nurse (APN) Training, APN Accreditation and Ethics) continue their roles with due diligence to fulfill the Board's mission of upholding professional standards and honouring public trust.

SNB will continue to engage with healthcare and education institutions and other key stakeholders to promote open communication, mutual respect and to strive for regulatory excellence in the interest of public trust and safety

***Chairman***

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## BOARD MEMBERS

APPOINTED FROM 1 MAY 2018 TO 30 APRIL 2021

Position	Name	Designation
Chairman	Dr Tracy Carol Ayre	Chief Nurse Singapore General Hospital Group Chief Nurse Singapore Health Services
Registrar	Ms Tan Soh Chin	Chief Nursing Officer Ministry of Health
Ex-officio Members	Dr Lee Heow Yong	Director, Hospital Services Division Health Services Group Ministry of Health
	Ms Chong Yiun Lin	Director, Polytechnic & ITE Policy, Higher Education Policy Division, Ministry of Education
Members	Dr Janet Choo Kim Lan	Admin Lead, Bundled Care, Value Care Programme Office, Changi General Hospital
	A/Prof Ho Wai Loon Calvin	Assistant Professor Centre for Biomedical Ethics, Yong Loo Lin School of Medicine, National University of Singapore
	Ms Koh Sioh Eng	Deputy Director Nursing Institute of Mental Health
	Dr Karen Koh Wei Ling	Head of National University Heart Centre Singapore Nursing Assistant Director of Nursing/ Advanced Practice Nurse National University Hospital
	Ms Nirmala Bte Karmaroon	Deputy Director (Nursing) Tan Tock Seng Hospital
	Ms Tan Hwee Ngan	Programme Director (Nursing) School of Health and Social Sciences Nanyang Polytechnic
	Ms Chan Mei Mei May	Director of Nursing Home Nursing Foundation
	Ms Shirley Heng	Chief Nurse Khoo Teck Puat Hospital
	Ms Lian Siew Bee	Director of Nursing/ Advanced Practice Nurse National Cancer Centre Singapore

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## BOARD MEMBERS

APPOINTED FROM 1 MAY 2018 TO 30 APRIL 2021

Position	Name	Designation
	Ms Jancy Mathews	Chief Nurse National University Polyclinics
Members	Dr Astrid Yeo Poh Kim	Senior Director, Food Regulatory Management Division Singapore Food Agency
	A/Prof Koh Siew Lin Serena	Associate Professor Programme Director (Academic - Undergraduate) Alice Lee Centre for Nursing Studies, National University of Singapore
	Ms Ng Geok Pin	Assistant Director of Nursing Mount Alvernia Hospital



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## KEY MANAGEMENT PERSONNEL

Designation	Name
Registrar	Ms Tan Soh Chin
Executive Secretary	Mdm Kwek Puay Ee
Assistant Executive Secretary	Ms Ow Jee Hia

## KEY HIGHLIGHTS

### Publication and Launch of the Code for Nurses and Midwives (2018)

The Code sets out the professional conduct, ethical values and practice standards that every nurse and midwife in Singapore must act upon and uphold. The Code included two Appendices. The first Appendix is “Professional Boundaries: Guidelines for Nurses & Midwives” that serve to guide you to practice and act in a manner consistent with professional standards in the nurse/midwife-people relationship. The second Appendix is on “Use of Social Media: Guidelines for Nurses & Midwives” that provide guidance when using social media.

A printed copy of the Code was mailed to all nurses and midwives on SNB’s Register with an enclosed letter to each nurse and/or midwife from Registrar, on the significance of the Code and update on other regulatory standards and guidelines. In addition, SNB launch a series of roadshows and briefings from January 2018 to January 2019 to inform and educate nurses/ midwives on the key features of the Code. A total of 3, 600 nurses and 1811 nursing students attended the roadshows and briefings. For those that did not attend, announcement and a Fact Sheet on the Code was posted on SNB’s website.

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## REGISTRATION

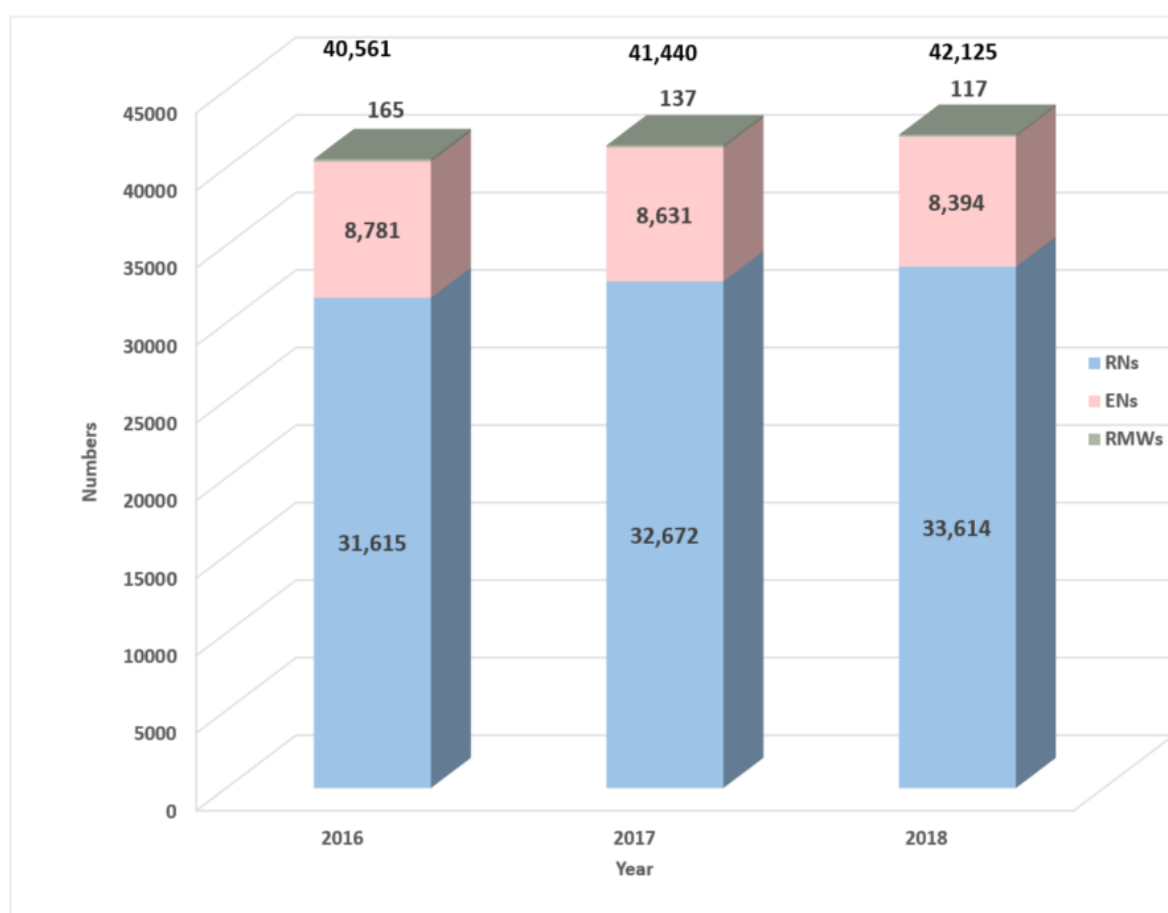
### I) Total Number of Nurses and Registered Midwives

By the end of 2018, there were a total of 42,125 Nurses and Registered Midwives on the Register and Roll. These numbers increased by 1.7% over the preceding year.

Of the 42,125 Nurses and Registered Midwives, 33,614 were Registered Nurses (RNs), 8,394 were Enrolled Nurses (ENs) and 117\* were Registered Midwives (RMWs) as illustrated in the chart below.

Selected characteristics of RNs, ENs and RMWs are available at Figures (A), (B) and (C) on pages 45 to 47.

Chart 1: Total Number of Nurses and Registered Midwives\*



(\*Please note that the number of RMWs in this Chart refers to those who are not concurrently registered in another Register/ Roll of Nurses (Single Register).

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## II) New Registrations/Enrolments

In 2018, a total of 2,790 new nurses/midwives were registered/enrolled.

Table 1: Number of New Registrations/Enrolments for 2018

	Local*	Foreign	Total
Registered Nurse	789	1,390	2,179
Enrolled Nurse	245	339	584
Registered Midwife	21	6	27
<b>Total Nurses</b>	<b>1,055</b>	<b>1,735</b>	<b>2,790</b>

\* Singaporeans and PRs

## III) Number of Registered Midwives

In 2018, there were a total of 960 midwives on the register of midwives (RMWs). A total of 117 RMWs were registered as RMWs only (Single Register), with the remaining 843 RMWs concurrently registered on at least one other register. To streamline the reporting of statistics, the 843 RMWs were counted as nurses instead (as reported in section (I)).

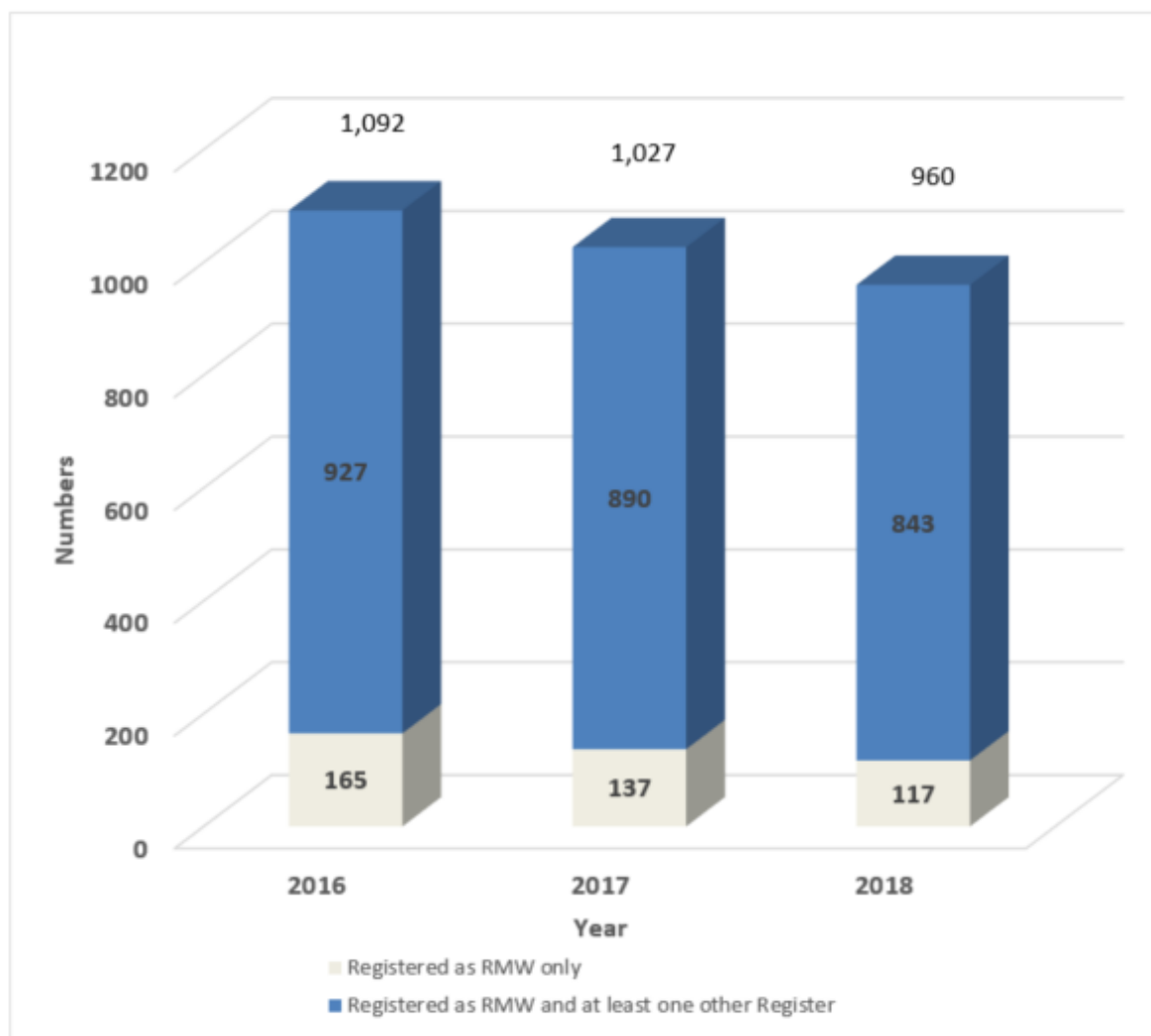
When RMWs were concurrently registered as RNs (for example), it means that they can practise in both the scope of RN and RMW.

Selected characteristics of all 960 RMWs are available at Figure (D) on page 43.

Table 2: Number of Registered Midwives

	2016	2017	2018
Registered as RMW only	165	137	117
Registered as RMW and at least one other Register	927	890	843
<b>Total Number of RMWs</b>	<b>1,092</b>	<b>1027</b>	<b>960</b>

*Chart 2: Total Number of Registered Midwives*



#### **IV) Number of Registered Nurse (Psychiatric)**

In 2018, there were a total of 660 on the psychiatric part of the register of Registered Nurses (RNP). A total of 14 RNPs were registered as RNPs only with the remaining 646 RNPs concurrently registered on at least one other register.

When a RNP is also concurrently registered as a RN (for example), it means that they can practise in both the scope of RN and RNP.

Selected characteristics of all 660 RNPs are available at Figure (E) on page 49.

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*Table 3: Number of Registered Nurse (Psychiatric)*

	2016	2017	2018
Registered as RNP only	19	15	14
Registered as RNP and at least one other Register	626	640	646
<b>Total Number of RNP</b>	<b>645</b>	<b>655</b>	<b>660</b>

*Chart 3: Total Number of Registered Nurse (Psychiatric)*



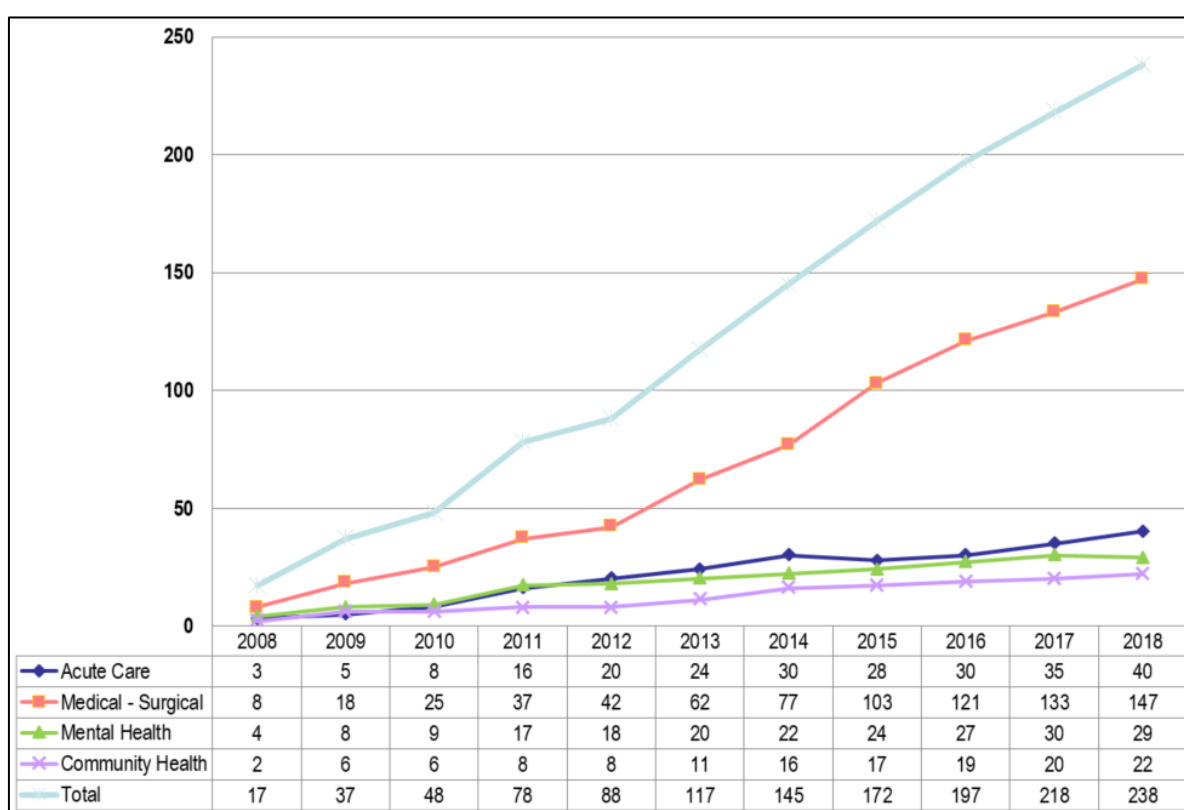
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## ADVANCED PRACTICE NURSE (APN) CERTIFICATION

With 24 additional APNs certified in 2018, there are now 238 certified APNs under the 4 Specialized Branches of Nursing, namely Acute Care, Community, Medical/Surgical and Mental Health. We have 4 newly certified APNs working in paediatrics and are certified under the Medical/Surgical specialized branch of Nursing.

Selected characteristics of all 238 APNs are available at Figure (F) on page 50.

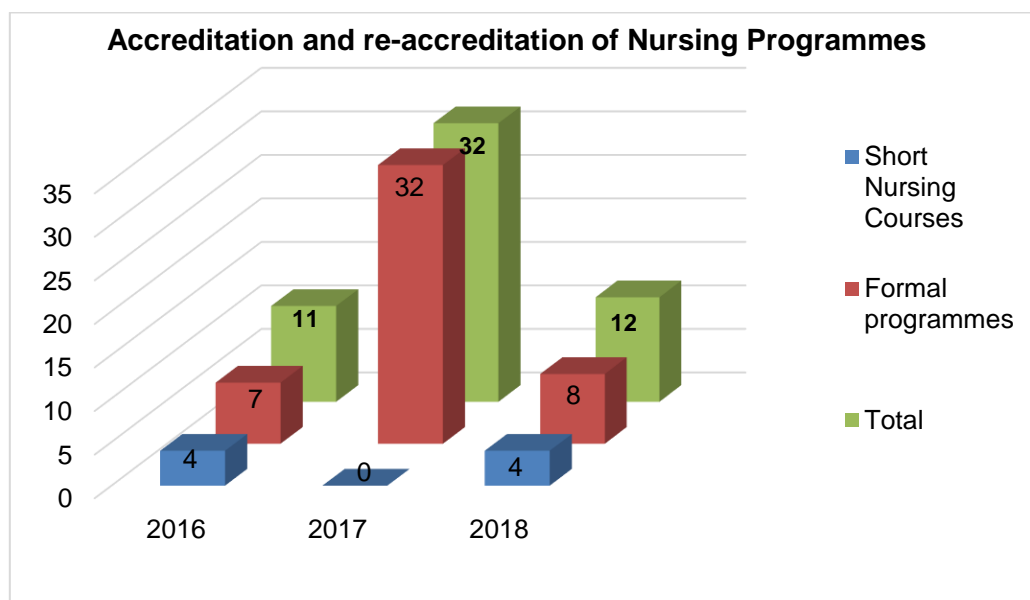
*Chart 4: Total Number of APNs - 2007 to 2018*



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## EDUCATION

A total of 12 programmes were accredited/re-accredited in 2018.



	2016	2017	2018
Short Nursing Courses	4	0	4
Formal Programmes	7	32	8
Total	11	32	12

The Education Committee continued its core work of accrediting and re-accrediting clinical areas as suitable clinical practice areas for pre-registration, pre-enrolment and post-registration programmes. In 2018, a total of 11 clinical areas were re-accredited and 4 new clinical areas (Sengkang General Hospital, Woodlands Campus wards @ Khoo Teck Puat Hospital, Pioneer Polyclinic and Orange Valley Nursing Home @ Marsling) accredited for clinical nursing education.

As of December 2018, there are a total of 61 clinical facilities that are accredited for clinical nursing education; they include acute care public and private hospitals, community hospitals, primary care polyclinics, nursing homes, hospice care, elder day care centres and specialised centres.



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## Programmes Accredited or Re-accredited in 2018

Programme Title		Institution	Period
Pre-Registration Programme			
1	2-Year Bachelor of Science (Nursing)	National University of Singapore (NUS)	19 March 2018 to 18 March 2022

Programme Title		Institution	Period
Post-Registration Programmes			
1	Graduate Diploma in Community Health Nursing	National University of Singapore (NUS)	In-Principle Approval awarded on 14 April 2018
Specialist Diploma in:			
2	Palliative Care Nursing	Ngee Ann Polytechnic (NP)	25 January 2019 to 24 January 2022
3	Nursing (Gerontology)	Nanyang Polytechnic (NYP)	2 January 2019 to 1 January 2022
4	Clinical Education		

Programme Title		Institution	Period
Post-Enrolment Programmes			
Higher Nitec in:			
1	Chronic Disease Management and Integrated Care	Institute of Technical Education (ITE)	In-Principle Approval awarded on 22 November 2018

Programme Title		Institution	Period
Return To Nursing (RTN) Course			
1	RTN Course for Registered Nurses	SingHealth Alice Lee Institute of Advanced Nursing	4 January 2019 to 3 January 2022
2	RTN Course for Enrolled Nurses		
3	RTN Course for Registered Nurses	National University Hospital	4 January 2019 to 3 January 2022
4	RTN Course for Enrolled Nurses		

Programme Title		Institution	Period
Post-Registration Programmes (Bachelor)			
1	Bachelor of Science in Nursing (with Hons)	Kings College, London, UK	20 April 2018 to 19 April 2022
2	Bachelor of Science in Nursing and Health	University of Dundee, Scotland, UK	8 May 2018 to 7 May 2022

## COMPLAINTS

In 2018, Inquiry was conducted into 6 cases.

### Case 1

A Registered Nurse administered Intravenous cannulation on three female individuals at a HDB unit so that they may receive Vitamin C intravenous drip from a mixture of sodium chloride, glutathione and Vitamin B12 without any medical practitioner's order or instruction. The Complaints Committee considered all the evidence presented during the hearing and recommended that the Registered Nurse ought to be suspended for a total period of 4 months pursuant to Section 19(2) of the Act.

### Case 2

A Registered Nurse was convicted of one charge under section 323 of the Penal Code for voluntarily causing hurt to a minor to wit, by scratching him on his left upper hand and slapping him twice on the left cheek, and was thereby, sentenced to a fine of S\$2,000 in default two (2) weeks' imprisonment. The Complaints Committee considered it material that the Nurse had been provoked to act out of motherly instinct and no serious physical injuries had been sustained by the victim, as a result of her actions. Therefore, the Complaints Committee recommended that the Nurse be given a written warning pursuant to Section 19(2) of the Act.

### Case 3

An Enrolled Nurse worked at an outlet offering Ozone therapy treatment and practised nursing outside of her scope of permitted practice at the outlet by assisting to administer Vitamin C intravenously on two individuals. In addition, the nurse assisted to administer or administered Heparin injection, Methycobal injection and Ccm-Trovite injection on customers of the outlet. The Complaints Committee had carefully considered her position based on her guilty plea to the Amended Charge as well as her legal counsel's submissions and mitigation plea on her behalf during the hearing on 12 July 2018. The Complaints Committee recommended that the nurse be suspended for a period of 6 months pursuant to Section 19(2)(b) of the Nurses and Midwives Act (Cap. 209).

## **Case 4**

A Registered Nurse had failed to provide care in a responsible and accountable manner, when she performed intravenous cannulation on the lower limb(s) of one patient to begin intravenous drip at the patient's home. This thereby constituted misconduct on her part which, in the opinion of the Board, may render her unfit to remain on the Register of Nurses and Midwives within Section 19(1) (e) and 37(1)(b) of the Nurses and Midwives Act (Cap. 209). They have recommended that the Board issue the nurse a written warning under Section 19(2)(f) of the Nurses and Midwives Act (Cap. 209) and require her to provide a letter of undertaking under Section 19(2)(c) of the Act stating that she will not commit the same or similar offence(s) again.

## **Case 5**

An Enrolled Nurse submitted transcripts containing discrepancies relating to the curriculum and total training hours of her nursing education at the university of her nursing education for her application for enrolment as an Enrolled Nurse with the Board and transcripts for her application for registration as a Registered Nurse with the Board. Following the submission of the transcripts, she wrongfully induced the Board to conditionally enrol her on the Roll of Nurses, relying on the accuracy of the statements in the 2011 transcript and wrongfully attempted to induce the Board to register her on the Register of Nurses on or around 6 July 2017, relying on the accuracy of the statements in the 2017 transcript. The Complaints Committee recommended that the Nurse be suspended for a total period of 4 months and issued with a written warning, pursuant to Section 19(2) of the Act.

## **Case 6**

An Enrolled Nurse submitted transcripts containing discrepancies relating to the curriculum and total training hours of her nursing education at the university of her nursing education for her application for enrolment with the Board in 2012 and for her application for registration in 2017, respectively, thereby inducing the Board to permit her to sit for the Enrolled Nurse licensure examination in 2012, following which the Board admitted her as an Enrolled Nurse on 29 June 2012. The Complaints Committee recommended that the nurse be suspended for a period of 4 months and issued with a written warning pursuant to Section 19(2) of the Nurses and Midwives Act (Cap. 209).

## FINANCIAL REPORT

### STATEMENT BY THE BOARD OF MEMBERS

In the opinion of the Board of Members,

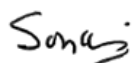
- (a) the financial statements of the Singapore Nursing Board (the “Board”) together with the notes thereto are properly drawn up in accordance with the provisions of the Public Sector (Governance) Act 2018, Act 5 of 2018 (the Public Sector (Governance) Act), Nurses and Midwives Act Chapter 209 (the “Act”) and Statutory Board Financial Reporting Standards in Singapore (“SB-FRSs”) so as to present fairly, in all material respects, the state of affairs of the Board as at 31 March 2019, and the results, changes in fund, and cash flows of the Board for the financial year ended on that date;
- (b) at the date of this statement, there are reasonable grounds to believe that the Board will be able to pay its debts as and when they fall due; and
- (c) nothing came to our notice that caused us to believe that the receipts, expenditure and investment of moneys, and the acquisition and disposal of assets by the Board during the financial year have not been in accordance with the provisions of the Act.

The Board of Members has, on the date of this statement, authorised these financial statements for issue.

On behalf of the Board of Members,



.....  
Dr Tracy Carol Ayre  
**Chairman**



.....  
Ms Tan Soh Chin  
**Registrar**  
Singapore

## INDEPENDENT AUDITORS' REPORT

### Report on the audit of the financial statements

#### *Opinion*

We have audited the financial statements of the Singapore Nursing Board (the "Board"), which comprise the statement of financial position of the Board as at 31 March 2019, the statement of comprehensive income, statement of changes in fund, and statement of cash flows of the Board for the financial year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Public Sector (Governance) Act 2018, Act 5 of 2018 (the Public Sector (Governance) Act), Nurses and Midwives Act, Chapter 209 (the "Act") and Statutory Board Financial Reporting Standards in Singapore ("SB-FRS") so as to present fairly, in all material respects, the state of affairs of the Board as at 31 March 2019 and of the results, changes in funds and cash flows of the Board for the financial year ended on that date.

#### *Basis for Opinion*

We conducted our audit in accordance with Singapore Standards on Auditing (SSAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Board in accordance with the Accounting and Corporate Regulatory Authority (ACRA) Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities (ACRA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Other information*

Management is responsible for the other information. The other information comprises the Statement by the Board of Members, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## INDEPENDENT AUDITORS' REPORT

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the provisions of the Public Sector (Governance) Act, the Act and SB-FRS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

A statutory board is constituted based on its constitutional act and its dissolution requires Parliament's approval. In preparing the financial statements, management is responsible for assessing the Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless there is intention to wind up the Board or for the Board to cease operations.

Those charged with governance are responsible for overseeing the Board's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

## *Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)*

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Board's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Board to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board's management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## **Report on other legal and regulatory requirements**

### *Opinion*

In our opinion:

- (a) the receipts, expenditure, investment of moneys, and the acquisition and disposal of assets by the Board during the financial year are, in all material respects, in accordance with the provisions of the Public Sector (Governance) Act, the Act and the requirements of any other written law applicable to moneys of or managed by the Board; and
- (b) proper accounting and other records have been kept, including records of all assets of the Board whether purchased, donated or otherwise.

### *Basis for Opinion*

We conducted our audit in accordance with SSAs. Our responsibilities under those standards are further described in the '*Auditor's Responsibilities for the Compliance Audit*' section of our report. We are independent of the Board in accordance with the ACRA Code together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on management's compliance.

## *Responsibilities of Management for Compliance with Legal and Regulatory Requirements*

Management is responsible for ensuring that the receipts, expenditure, investment of moneys, and the acquisition and disposal of assets, are in accordance with the provisions of the Public Sector (Governance) Act, the Act and the requirements of any other written law applicable to moneys of or managed by the Board. This responsibility includes monitoring related compliance requirements relevant to the Board, and implementing internal controls as management determines are necessary to enable compliance with the requirements.

## *Auditor's Responsibilities for the Compliance Audit*

Our responsibility is to express an opinion on management's compliance based on our audit of the financial statements. We planned and performed the compliance audit to obtain reasonable assurance about whether the receipts, expenditure, investment of moneys and the acquisition and disposal of assets, are in accordance with the provisions of the Public Sector (Governance) Act, the Act and the requirements of any other written law applicable to moneys of or managed by the Board.

Our compliance audit includes obtaining an understanding of the internal control relevant to the receipts, expenditure, investment of moneys and the acquisition and disposal of assets; and assessing the risks of material misstatement of the financial statements from non-compliance, if any, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Because of the inherent limitations in any accounting and internal control system, non-compliances may nevertheless occur and not be detected.

**Tan, Chan & Partners**  
*Public Accountants and  
Chartered Accountants*

Singapore

Date: 10 June 2019



# ANNUAL REPORT 2018

## Singapore Nursing Board

(Constituted under the Nurses and Midwives Act Chapter 209)

### STATEMENT OF FINANCIAL POSITION

As at 31 March 2019

	Note	2019 \$	2018 \$
<b>ASSETS</b>			
<b>Non-current asset</b>			
Plant and equipment	4	2,900	6,548
<b>Current assets</b>			
Prepayments		12,017	8,684
Other receivables	5	487,163	185,627
Cash and bank deposits	6	2,326,076	2,987,708
		<u>2,825,256</u>	<u>3,182,019</u>
<b>Total assets</b>		<u><b>2,828,156</b></u>	<u><b>3,188,567</b></u>
<b>LIABILITIES AND EQUITY</b>			
<b>Current liabilities</b>			
Fees received in advance	7	1,365,271	1,340,031
Other payables	8	217,638	359,188
		<u>1,582,909</u>	<u>1,699,219</u>
<b>Equity</b>			
Accumulated fund		<u>1,245,247</u>	<u>1,489,348</u>
<b>Total liabilities and equity</b>		<u><b>2,828,156</b></u>	<u><b>3,188,567</b></u>

The accompanying notes form an integral part of these financial statements.

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**Singapore Nursing Board**  
(Constituted under the Nurses and Midwives Act Chapter 209)

**STATEMENT OF COMPREHENSIVE INCOME**  
**For the Financial Year Ended 31 March 2019**

	Note	2019 \$	2018 \$
<b>Income</b>			
Application fee		179,640	143,020
Enrolment income		25,210	23,510
Late payment fee		48,368	50,160
Practising certificate fee		1,887,302	1,863,814
Registration fees		90,405	85,355
Replacement charges		40,850	36,100
Re-registration fees		320	500
Service charges		191,790	151,376
Other income		17,616	25,113
<b>Total income</b>		<b>2,481,501</b>	<b>2,378,948</b>
<b>Less: Operating expenses</b>			
Depreciation of plant and equipment	4	3,648	9,125
Computer operations		304,220	301,146
HR & finance shared services		95,510	21,693
Manpower and related costs	9	1,794,727	1,572,865
Legal fees		152,365	190,883
Office rental		160,029	189,536
Postage and courier		78,415	39,288
Printing and stationery		37,004	16,721
Other operating expenses	10	99,684	105,745
<b>Total operating expenses</b>		<b>2,725,602</b>	<b>2,447,002</b>
<b>Deficit before contribution to consolidated fund</b>		<b>(244,101)</b>	<b>(68,054)</b>
<b>Contribution to consolidated fund</b>		<b>-</b>	<b>-</b>
<b>Net deficit for the financial year, representing total comprehensive loss for the financial year</b>		<b>(244,101)</b>	<b>(68,054)</b>

The accompanying notes form an integral part of these financial statements.

**Singapore Nursing Board**  
(Constituted under the Nurses and Midwives Act Chapter 209)

**STATEMENT OF CHANGES IN FUND**  
**For the Financial Year Ended 31 March 2019**

	<b>Accumulated fund \$</b>
As at 01 April 2017	1,557,402
Net deficit for the financial year, representing total comprehensive loss for the financial year	<u>(68,054)</u>
As at 31 March 2018	1,489,348
Net deficit for the financial year, representing total comprehensive loss for the financial year	<u>(244,101)</u>
<b>As at 31 March 2019</b>	<b><u>1,245,247</u></b>

The accompanying notes form an integral part of these financial statements.

**Singapore Nursing Board**  
(Constituted under the Nurses and Midwives Act Chapter 209)

**STATEMENT OF CASH FLOWS**  
**For the Financial Year Ended 31 March 2019**

	Note	2019 \$	2018 \$
<b>Operating activities</b>			
Deficit before contribution to consolidated fund		(244,101)	(68,054)
<u>Adjustments for:</u>			
Depreciation of plant and equipment	4	3,648	9,125
Interest income		(17,416)	(24,510)
		<u>(257,869)</u>	<u>(83,439)</u>
<u>Changes in working capital:</u>			
Prepayments		(3,333)	(1,927)
Other receivables		(305,611)	(61,565)
Fees received in advance		25,240	8,110
Other payables		(141,550)	(368,005)
Cash flows used in operations		<u>(683,123)</u>	<u>(506,826)</u>
Interest received		21,491	6,776
<b>Net cash flows used in operating activities</b>		<u>(661,632)</u>	<u>(500,050)</u>
<b>Investing activity</b>			
Purchase of plant and equipment	4	-	(4,976)
<b>Net cash flow used in investing activity</b>		<u>-</u>	<u>(4,976)</u>
<b>Net changes in cash and cash equivalents</b>		<b>(661,632)</b>	<b>(505,026)</b>
<b>Cash and cash equivalents at beginning of financial year</b>		<u><b>2,987,708</b></u>	<u><b>3,492,734</b></u>
<b>Cash and cash equivalents at end of financial year</b>	6	<u><u><b>2,326,076</b></u></u>	<u><u><b>2,987,708</b></u></u>

The accompanying notes form an integral part of these financial statements

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These notes form an integral part of and should be read in conjunction with the accompanying financial statements.

## 1. GENERAL INFORMATION

The Singapore Nursing Board (the “Board”) was constituted under the Nurses and Midwives Act Chapter 209 (the “Act”). The Board’s registered office is located at 16 College Road, #01-01 College of Medicine Building, Singapore 169584 and its principal place of business is located at 81 Kim Keat Road, #08-00, NKF Centre, Singapore 328836.

The functions of the Board as stated in Section 8 of the Act are the following:

- a. to approve or reject applications for registration and enrolment of nurses and for registration of midwives;
- b. to approve or reject applications for certification of Advanced Practice Nurses;
- c. to issue practising certificates;
- d. to accredit –
  - i. courses in Singapore for the purposes of registration and enrolment of nurses, registration of midwives and certification of Advanced Practice Nurses;
  - ii. courses in Singapore which provide qualifications in nursing or midwifery in addition to those required for registration and enrolment; and
  - iii. the institutions in Singapore offering any of these courses;
- e. to regulate standards for the training and education of registered nurses, enrolled nurses, registered midwives and Advanced Practice Nurses;
- f. to regulate the standards and scope of practice of registered nurses, enrolled nurses, registered midwives and Advanced Practice Nurses;
- g. to regulate the professional conduct and ethics of registered nurses, enrolled nurses, registered midwives and Advanced Practice Nurses; and
- h. generally, to do all such acts, matters and things as are necessary or authorised to be carried out under the Act.

The financial statements of the Board for the financial year ended 31 March 2019 were authorised for issue by the Board of Members on the date of the Statement by the Board of Members.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### 2.1 Basis of preparation

The financial statements have been prepared in accordance with the provisions of the Act and Statutory Board Financial Reporting Standards in Singapore (“SB-FRS”). The financial statements have been prepared under the historical cost convention, except as disclosed in the accounting policies below.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

### 2.2 Changes in accounting policies

On 01 April 2018, the Board has adopted all the new and revised standards and Interpretations of SB-FRS that are effective for annual periods beginning on or after 01 April 2018. The adoption of these standards and interpretations do not have any effect on the financial performance or position of the Board.

### 2.3 New or revised accounting standards and interpretations

Certain new standards, amendments to standards and interpretations are effective for annual periods beginning on or after 01 April 2019 and which has not been early adopted by the Board in preparing these financial statements. None of these are expected to have a significant impact on the Board's financial statements.

### 2.4 Currency transactions

#### Functional and presentation currency

Items included in the financial statements of the Board are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The financial statements of the Board are presented in Singapore dollar (\$) which is the Board's functional currency.

### 2.5 Plant and equipment

Plant and equipment are recognised at cost less accumulated depreciation and accumulated impairment losses.

Subsequent expenditure relating to plant and equipment that has already been recognised is added to the carrying amount of the asset only when it is probable that future economic benefits associated with the item will flow to the Board and the cost of the item can be measured reliably.

Depreciation is computed on the straight-line method to write-off the cost of the plant and equipment over its estimated useful lives. The estimated useful lives of the plant and equipment are as follows:

	<u>Estimated useful lives</u>
Furniture, fixtures and fitting	8 years
Office equipment	5 years
Computer systems	3 years
Computer and communication systems	5 years

Fully depreciated plant and equipment are retained in the financial statements until they are no longer in use and no further charge for depreciation is made in respect of these assets.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

### 2.5 Plant and equipment (cont'd)

The residual value, estimated useful life and depreciation method are reviewed at each reporting date and adjusted prospectively, if appropriate.

Gains or losses arising from the retirement or disposal of plant and equipment are determined as the difference between the estimated net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss on the date of retirement or disposal.

The carrying values of plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

### 2.6 Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever there is any indication that these assets may be impaired.

If the recoverable amount of the asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. The difference between the carrying amount and recoverable amount is recognised as an impairment loss in profit or loss.

An impairment loss for an asset is reversed if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. The carrying amount of this asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of accumulated depreciation) had no impairment loss been recognised for the asset in prior years. A reversal of impairment loss for an asset is recognised in profit or loss.

### 2.7 Financial assets

The Board only has debt instruments.

These accounting policies are applied on and after the initial application date of SB-FRS 109, 01 January 2018:

#### Initial recognition and measurement

Financial assets are recognised when, and only when the Board becomes party to the contractual provisions of the instruments.

At initial recognition, the Board measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

### 2.7 Financial assets (cont'd)

#### Initial recognition and measurement (cont'd)

Trade and other receivables are measured at the amount of consideration to which the Board expects to be entitled in exchange for transferring promised goods or services to a practitioner, excluding amounts collected on behalf of third party, if the trade and other receivables do not contain a significant financing component at initial recognition.

#### Subsequent measurement

Financial assets that are held for the collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using effective interest method, less impairment. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired, and through the amortisation process.

#### Impairment

The Board recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss (FVPL). ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Board expects to receive, discounted at an approximation of the original effective interest rate.

The Board applies a simplified approach in calculating ECLs. Therefore, the Board does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

The Board consider a financial asset to be in default when internal or external information indicates that the Board is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancement held by the Board. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

#### Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of consideration received and any cumulative gain or loss that had been recognised in other comprehensive income is recognised in profit or loss.



## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

### 2.8 Cash and cash equivalents

Cash and cash equivalents include cash on hand, cash at bank and fixed deposits that are subject to an insignificant risk of changes in value.

### 2.9 Financial liabilities

These accounting policies are applied on and after the initial application date of SB-FRS 109, 01 January 2018:

#### Initial recognition and measurement

Financial liabilities are recognised when, and only when, the Board becomes a party to the contractual provisions of the financial instrument. The Board determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at fair value through profit or loss (FVPL), directly attributable transaction costs.

#### Subsequent measurement

After initial recognition, financial liabilities that are not carried at FVPL are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

#### Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. On derecognition, the difference between the carrying amounts and the consideration paid is recognised in profit or loss.

### 2.10 Provisions

Provisions are recognised when the Board has a present obligation (legal or constructive) where as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be made.

Where the Board expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in profit or loss net of any reimbursement.

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits will be required to settle the obligation, the provision is reversed.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

### 2.11 Revenue recognition

These accounting policies are applied on and after the initial application date of SB-FRS 115, 1 January 2018:

Revenue is measured based on the consideration to which the Board expects to be entitled in exchange for transferring promised goods or services to a practitioner, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Board satisfies a performance obligation by transferring a promised good or service to the practitioner, which is when the practitioner obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of revenue recognised is the amount allocated to the satisfied performance obligation.

#### Fees

Application fees, service charges, registration fees enrolment income, late payment fees, replacement charges and re-registration fees are recognised upon receipt at a point in time.

Practising certificate fees are recognised on an accrual basis over the validity period of the certificate.

#### Other income

Other income is recognised upon receipt at a point in time.

### 2.12 Leases

#### Operating lease – when the Board is the lessee

Leases where substantially all of the risks and rewards incidental to the ownership are retained by the lessors are classified as operating leases. Payments made under operating leases (net of incentives received from the lessors) are recognised in profit or loss on a straight-line basis over the period of the lease.

Contingent rents are recognised as expense in profit or loss when incurred.

### 2.13 Related parties

SB-FRS 24 defines a related party as a person or entity that is related to the reporting entity and it includes a person or a close member of that person's family if that person:

- (i) has control or joint control over the reporting entity;
- (ii) has significant influence over the reporting entity; or
- (iii) is a member of the key management personnel of the reporting entity or of a related entity.

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)**

### **2.13 Related parties (cont'd)**

For the purpose of the financial statements related parties are considered to be related to the Board if the Board or Board of Members has the ability, directly or indirectly, to control or exercise significant influence over the party in making financial and operating decisions or vice versa, or where the Board and the party are subject to common control or common significant influence.

Related parties of the Board include all government ministries, departments, other statutory boards, Organs of the State and individuals who are key management personnel or close member of their families.

### **2.14 Contingencies**

A contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Board; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation or the amount of the obligation cannot be measured with sufficient reliability.

A contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Board.

Contingent liabilities and assets are not recognised on the statement of financial position of the Board.

## **3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND ESTIMATES**

No significant judgement was made by the management in the process of applying the Board's accounting policies nor were there key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

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## 4. PLANT AND EQUIPMENT

	Furniture and fittings	Office equipment	Computer systems	Computer & communication systems	Total
	\$	\$	\$	\$	\$
<b>Cost</b>					
As at 1 April 2017	220,967	9,030	45,568	59,732	335,297
Additions	-	4,976	-	-	4,976
As at 31 March 2018 and 31 March 2019	220,967	14,006	45,568	59,732	340,273
<b>Accumulated depreciation</b>					
As at 1 April 2017	215,501	7,525	45,568	56,006	324,600
Depreciation	5,405	2,479	-	1,241	9,125
As at 31 March 2018	220,906	10,004	45,568	57,247	333,725
Depreciation	61	2,344	-	1,243	3,648
As at 31 March 2019	220,967	12,348	45,568	58,490	337,373
<b>Net carrying amount</b>					
As at 31 March 2019	-	1,658	-	1,242	2,900
As at 31 March 2018	61	4,002	-	2,485	6,548

## 5. OTHER RECEIVABLES

	2019 \$	2018 \$
Fee receivables	93,344	5,005
Deposits	383,160	165,888
Sundry receivables	10,659	14,734
	<b>487,163</b>	<b>185,627</b>

Other receivables are unsecured, non-interest earning and short-term in nature.

## 6. CASH AND BANK DEPOSITS

	2019 \$	2018 \$
Cash on hand	4,026	4,102
Cash at bank	167,122	850,169
Fixed deposits	2,154,928	2,133,437
	<b>2,326,076</b>	<b>2,987,708</b>

Fixed deposits placed with banks for a period of 12 months (2018: 12 months) and bear interest 0.80% (2018: 0.80% to 1.21%) per annum.

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## 7. FEES RECEIVED IN ADVANCE

	2019 \$	2018 \$
Fees received in advance	<u>1,365,271</u>	<u>1,340,031</u>

Fees received in advance relate to the payment received for practising certificate fee.

## 8. OTHER PAYABLES

	2019 \$	2018 \$
Accruals	201,873	336,567
Amount due to a related party	-	8,665
Sundry payables	15,765	13,956
	<u>217,638</u>	<u>359,188</u>

Amount due to a related party is non-trade, unsecured, non-interest bearing and with credit term of 30 days.

## 9. MANPOWER AND RELATED COSTS

	2019 \$	2018 \$
HR and registry costs	-	19,921
Medical expense	2,236	468
Recruitment expenses	324	519
Staff salaries and bonus	1,771,937	1,532,463
Temporary staff	20,230	19,494
	<u>1,794,727</u>	<u>1,572,865</u>

Staff salaries and bonus includes provision for surcharge to a related party.

## 10. OTHER OPERATING EXPENSES

	2019 \$	2018 \$
Asean Joint Conference Committee on Nursing	3,868	3,110
Audit fees	4,000	11,194
Bank charges	12,892	11,632
Committee expense	700	518
<i>Balance carried forward to next page</i>	<u>21,460</u>	<u>26,454</u>

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## 10. OTHER OPERATING EXPENSES (Cont'd)

	2019 \$	2018 \$
<i>Balance carried forward from previous page</i>	<b>21,460</b>	26,454
Miscellaneous	<b>6,850</b>	2,996
Nursing regulatory conference	<b>19,910</b>	27,901
Office cleaning	<b>7,704</b>	8,774
Office equipment rental	<b>3,794</b>	3,794
Office repair and maintenance	<b>7,873</b>	6,249
Staff welfare, refreshment and recreation	<b>2,868</b>	2,829
Subscription fee	<b>2,074</b>	2,055
Telephone and utilities	<b>13,914</b>	12,131
Training and development	<b>11,184</b>	10,628
Transport expenses	<b>2,053</b>	1,934
	<b>99,684</b>	<b>105,745</b>

## 11. COMMITMENTS

### Operating lease commitment - as a lessee

The Board leases office space from a non-related party under non-cancellable operating lease agreement. This lease has a tenure of 3 years with renewal option included in the tenancy agreement.

The future minimum lease payable under non-cancellable operating lease contracted for at the end of the reporting period but not recognised as liability is as follows:

	2019 \$	2018 \$
Operating lease payments due:		
- No later than one year	<b>160,029</b>	160,029
- Later than one year but not later than five years	<b>106,686</b>	266,715
	<b>266,715</b>	<b>426,744</b>

Minimum lease payments recognised as an expense in profit or loss for the financial year ended 31 March 2019 amounted to \$160,029 (2018: \$160,029).

The above operating lease commitments are based on known rental rates as at the date of this report and do not include any revision in rates which may be determined by the lessor.

## 12. SIGNIFICANT RELATED PARTY BALANCES AND TRANSACTIONS

The Board is a statutory board incorporated under the Ministry of Health. As a statutory board, all government ministries, departments, other statutory boards and Organs of State are deemed related parties of the Board.

In addition to the information disclosed elsewhere in the financial statements, the following significant balances and transactions took place during the financial year between the Board and its related parties at rates and terms agreed:

	2019 \$	2018 \$
<u>Balances with related parties</u>		
- Amount due from Ministry of Health	-	19,028
- Amount due to Singapore Medical Council	-	8,665
- Amount due from Singapore Medical Council	289	-
<u>Transactions with related parties</u>		
<u>Singapore Medical Council</u>		
- Expenses paid on behalf of the Board	175,294	131,189
- Staff costs, other staff related cost and shared service cost charged to the Board	8,739	1,258,565
<u>Ministry of Health</u>		
- HR and finance shared services	<u>86,771</u>	<u>21,693</u>

## 13. FUND MANAGEMENT

The primary objective of the Board's fund management is to ensure that the funding from government grants and members' fees are properly managed and used to support its operations.

The Board manages its fund structure and makes adjustments to it, in light of changes in economic conditions. No changes were made in the objectives, policies or processes during the financial year ended 31 March 2019 and 31 March 2018 respectively.

The Board is not subjected to externally imposed capital requirements.

## 14. FINANCIAL RISK MANAGEMENT

### 14.1 Financial risk management

The Board is exposed to minimal financial risks arising from its operations and the use of financial instruments. The main area of financial risk faced by the Board is liquidity risk. The Board's management reviews and agrees on policies for managing the risks.

## 14. FINANCIAL RISK MANAGEMENT (Cont'd)

### 14.1 Financial risk management (cont'd)

#### Liquidity risk

Liquidity risk is the risk that the Board will encounter difficulty in meeting financial obligations due to shortage of funds.

The management exercises prudence in managing its operating cash flows and aims at maintaining a high level of liquidity at all times.

All financial liabilities in the balance sheet are repayable within one year from the reporting date.

### 14.2 Fair value of financial assets and financial liabilities

The carrying amount of other receivables (Note 5), cash and bank deposits (Note 6) and other payables (Note 8) are assumed to approximate their respective fair values due to the relatively short-term maturity of these financial instruments.

### 14.3 Financial instruments by categories

The following table sets out the financial instruments as at the end of the reporting period:

	Note	2019 \$	2018 \$
<u>Financial assets</u>			
Other receivables	5	487,163	185,627
Cash and bank deposits	6	2,326,076	2,987,708
<b>Financial assets carried at amortised cost</b>		<b>2,813,239</b>	<b>3,173,335</b>
<u>Financial liability</u>			
Other payables, representing			
<b>Financial liability carried at amortised cost</b>	8	<b>263,159</b>	<b>359,188</b>



## **SELECTED CHARACTERISTICS OF NURSES AND MIDWIVES**

**FIGURE A: SELECTED CHARACTERISTICS OF REGISTERED NURSES**

		2016	2017	2018
	<b>TOTAL</b>	<b>31615</b>	<b>32672</b>	<b>33614</b>
<b>SEX</b>				
	Male	3329	3501	3728
	Female	28286	29171	29886
<b>ETHNIC GROUP</b>				
	Chinese	16140	16478	16835
	Malay	3693	3850	4052
	Indian	3710	3908	4006
	Others	8072	8436	8721
<b>ACTIVITY STATUS</b>				
	Working Full-time	26461	27578	28428
	Working Part-time	773	737	747
	Not Working/Unknown	3332	3295	3357
	Doing Non-nursing work	1049	1062	1082
<b>EMPLOYMENT</b>				
	Public Sector	19618	20313	20734
	Private Sector	7616	8002	8441
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	21936	23063	23835
	Malaysian	2230	2237	2365
	Chinese (PRC)	955	654	566
	Filipino	4942	5115	5181
	Indian	544	573	569
	Myanmar	742	793	840
	Others	266	237	258
<b>MARITAL STATUS</b>				
	Single	15911	16016	16208
	Married	14974	15861	16568
	Others	730	795	838
<b>AGE</b>				
	Median Age (years)	33	33	33
	Average Age (years)	37	36	37
	Under 25 yrs	3223	2856	2830
	25 - 34 yrs	14316	15104	15483
	35 - 44 yrs	7024	7481	7841
	45 - 54 yrs	3516	3661	3852
	55 - 59 yrs	1192	1073	1005
	Above 60 yrs	2344	2497	2603

FIGURE B: SELECTED CHARACTERISTICS OF ENROLLED NURSES

		2016	2017	2018
	<b>TOTAL</b>	<b>8781</b>	<b>8631</b>	<b>8394</b>
<b>SEX</b>				
	Male	938	949	946
	Female	7843	7682	7448
<b>ETHNIC GROUP</b>				
	Chinese	1596	1537	1468
	Malay	2087	2061	2064
	Indian	1664	1641	1632
	Others	3434	3392	3230
<b>ACTIVITY STATUS</b>				
	Working Full-time	7323	7183	6956
	Working Part-time	148	138	139
	Not Working/Unknown	1062	1047	1028
	Doing Non-nursing work	248	263	271
<b>EMPLOYMENT</b>				
	Public Sector	5149	5020	4854
	Private Sector	2322	2301	2241
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	4891	4804	4762
	Malaysian	58	58	69
	Chinese (PRC)	211	203	167
	Filipino	2557	2555	2422
	Indian	578	570	556
	Myanmar	463	425	404
	Others	23	16	14
<b>MARITAL STATUS</b>				
	Single	5083	4825	4488
	Married	3503	3605	3688
	Others	195	201	218
<b>AGE</b>				
	Median Age (years)	30	30	31
	Average Age (years)	34	34	34
	Under 25 yrs	1147	898	835
	25 - 34 yrs	4932	5019	4771
	35 - 44 yrs	1049	1038	1094
	45 - 54 yrs	1024	1012	982
	55 - 59 yrs	258	274	317
	Above 60 yrs	371	390	395

**FIGURE C: SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES  
(SINGLE REGISTER) \***

		2016	2017	2018
	<b>TOTAL</b>	<b>165</b>	<b>137</b>	<b>117</b>
<b>SEX</b>				
	Male	-	-	-
	Female	165	137	117
<b>ETHNIC GROUP</b>				
	Chinese	112	97	81
	Malay	12	10	9
	Indian	14	8	9
	Others	27	22	18
<b>ACTIVITY STATUS</b>				
	Working Full-time	90	82	69
	Working Part-time	19	14	8
	Not Working/Unknown	45	34	33
	Doing Non-nursing work	11	7	7
<b>EMPLOYMENT</b>				
	Public Sector	62	55	48
	Private Sector	47	41	29
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	152	130	110
	Malaysian	2	0	0
	Chinese (PRC)	0	0	0
	Filipino	5	5	6
	Indian	0	0	0
	Myanmar	0	0	0
	Others	6	2	1
<b>MARITAL STATUS</b>				
	Single	28	22	20
	Married	128	106	90
	Others	9	9	7
<b>AGE</b>				
	Median Age (years)	65	65	65
	Average Age (years)	63	63	64
	Under 25 yrs	0	0	0
	25 - 34 yrs	4	1	0
	35 - 44 yrs	17	17	12
	45 - 54 yrs	5	5	8
	55 - 59 yrs	11	1	1
	Above 60 yrs	128	113	96

\* Please note that the number of Registered Midwives refers to those who are not concurrently registered in another Register/Roll of Nurses.

**FIGURE D: SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES**

		2016	2017	2018
<b>SEX</b>	<b>TOTAL</b>	<b>1092</b>	<b>1027</b>	<b>960</b>
	Male	-	-	-
	Female	1092	1027	960
<b>ETHNIC GROUP</b>				
	Chinese	828	778	710
	Malay	108	102	104
	Indian	100	96	98
	Others	56	51	48
<b>ACTIVITY STATUS</b>				
	Working Full-time	721	697	656
	Working Part-time	119	101	79
	Not Working/Unknown	201	184	184
	Doing Non-nursing work	51	45	41
<b>EMPLOYMENT</b>				
	Public Sector	530	509	477
	Private Sector	310	289	258
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	1066	1010	941
	Malaysian	9	5	6
	Chinese (PRC)	1	1	1
	Filipino	9	8	11
	Indian	0	0	0
	Myanmar	0	0	0
	Others	7	3	1
<b>MARITAL STATUS</b>				
	Single	248	237	235
	Married	768	716	656
	Others	76	74	69
<b>AGE</b>				
	Median Age (years)	62	62	63
	Average Age (years)	60	59	58
	Under 25 yrs	0	0	0
	25 - 34 yrs	46	63	81
	35 - 44 yrs	99	96	89
	45 - 54 yrs	116	111	109
	55 - 59 yrs	127	74	55
	60 yrs and Above	704	683	626

**FIGURE E: SELECTED CHARACTERISTICS OF REGISTERED NURSES  
(PSYCHIATRIC)**

		2016	2017	2018
	<b>TOTAL</b>	<b>645</b>	<b>655</b>	<b>660</b>
<b>SEX</b>				
	Male	261	268	273
	Female	384	387	387
<b>ETHNIC GROUP</b>				
	Chinese	346	348	338
	Malay	110	114	124
	Indian	98	100	101
	Others	91	93	97
<b>ACTIVITY STATUS</b>				
	Working Full-time	547	565	566
	Working Part-time	16	15	13
	Not Working/Unknown	69	62	72
	Doing Non-nursing work	13	13	9
<b>EMPLOYMENT</b>				
	Public Sector	486	495	500
	Private Sector	77	85	79
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	639	647	653
	Malaysian	0	0	0
	Chinese (PRC)	1	2	2
	Filipino	1	3	3
	Indian	1	1	1
	Myanmar	0	0	0
	Others	3	2	1
<b>MARITAL STATUS</b>				
	Single	148	152	158
	Married	473	478	478
	Others	24	25	24
<b>AGE</b>				
	Median Age (years)	45	44	44
	Average Age (years)	48	48	47
	Under 25 yrs	3	2	2
	25 - 34 yrs	137	145	141
	35 - 44 yrs	177	186	197
	45 - 54 yrs	89	91	95
	55 - 59 yrs	62	50	55
	60 yrs and Above	177	181	170

**FIGURE F: SELECTED CHARACTERISTICS OF ADVANCED PRACTICE NURSES**

		2016	2017	2018
	<b>TOTAL</b>	<b>197</b>	<b>218</b>	<b>238</b>
<b>SEX</b>				
	Male	13	14	14
	Female	184	204	224
<b>ETHNIC GROUP</b>				
	Chinese	175	195	212
	Malay	8	8	8
	Indian	11	12	14
	Others	3	3	4
<b>ACTIVITY STATUS</b>				
	Working Full-time	194	209	234
	Working Part-time	3	4	3
	Not Working/Unknown	0	5	1
	Doing Non-nursing work	0	0	0
<b>EMPLOYMENT</b>				
	Public Sector	189	203	225
	Private Sector	8	10	12
<b>CITIZENSHIP</b>				
	Singaporean/Permanent Resident	195	216	237
	Others	2	2	1
<b>MARITAL STATUS</b>				
	Single	74	76	75
	Married	112	130	151
	Others	11	12	12
<b>AGE</b>				
	Median Age (years)	40	41	41
	Average Age (years)	41	41	42
	Under 25 yrs	0	0	0
	25 - 34 yrs	25	27	27
	35 - 44 yrs	112	128	135
	45 - 54 yrs	50	51	63
	55 - 59 yrs	8	10	9
	Above 60 yrs	2	2	4