



SINGAPORE NURSING BOARD

Annual Report 2022



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SINGAPORE NURSING BOARD

VISION

World-Class Nursing for a Healthy Nation

MISSION

**To uphold professional nursing standards and
honour public trust**

FOREWORD



I am pleased to present Singapore Nursing Board's (SNB) Annual Report for 2022.

The total number of nurses and midwives on SNB's Register and Roll stands at 43,772 as of December 2022, an increase of 1.8% compared to a 2% increment in the preceding year. The COVID-19 pandemic phase has transited to an endemic state globally as international borders opened. The shortage of nursing manpower continued to be a challenge for the healthcare sector in Singapore as the demand for nurses escalates. SNB had taken a review of the registration process for new nurses and streamlined its processes, to support the Ministry of Health's intensified efforts to recruit local and foreign nurses. In addition, SNB is also working closely with the hiring institutions to identify ways to ease the registration application process.

On other reviews, one key initiative introduced in 2022 is the finalisation of SNB's "Fitness to Practice Advisory" for nursing students. Applicants are to ensure that they are fit to practise, i.e, able to perform patient care activities in a safe and effective manner, when they apply for registration/enrolment upon graduation from the nursing programme. The advisory is incorporated into SNB's pre-enrolment/registration accreditation requirements and is available on SNB's website for reference.

In addition, SNB has revised the Registered Nurse (RN) and Enrolled Nurse (EN) Core Competencies and Generic Skills, in collaboration with the Chief Nursing Officer's Office and stakeholders. The revised and enhanced Core Competencies and Generic Skills for EN will provide guidance to the Institute for Technical Education in the development of its Higher Nitec in Nursing programme. The EN would be then expected to take on a more proactive role as a valuable member of the nursing/healthcare team.

SNB strives to continue its outreach engagement with the healthcare and education institutions, and other key stakeholders to promote open communication, mutual respect, and to steer towards regulatory excellence in the interest of public trust and safety.

A handwritten signature in black ink, appearing to read 'Tracy Ayre'.

Adj Prof Tracy Ayre
Chairman
Singapore Nursing Board

BOARD MEMBERS

Appointed from 1 May 2021 to 30 April 2024

Chairman

Adj Prof Tracy Carol AYRE

Group Chief Nurse
Singapore Health Services

Registrar

Ms KOH Paulin

Chief Nursing Officer
Ministry of Health

DMS representative

Dr LEE Heow Yong

Chief Medical Officer
MOM Assurance, Care & Engagement Group (Medical)
Ministry of Manpower

DGE representative

Mr Mark HO

Director, Polytechnic & ITE Policy
Higher Education Policy Division
Higher Education Group
Ministry of Education

Members

Dr Karen KOH Wei Ling

Assistant Director of Nursing (Advanced Practice Nurse)
National University Hospital

Ms KOH Sioh Eng

Deputy Director (Nursing)
Institute of Mental Health

Ms Elizabeth CHOO Mei Yue

Legal Counsel (Retired)

Ms Nirmala Bte KARMAROON

Deputy Director (Nursing)
Tan Tock Seng Hospital

BOARD MEMBERS

Appointed from 1 May 2021 to 30 April 2024

Ms TAN Hwee Ngan Bella

Programme Director (Nursing)

School of Health Sciences

Nanyang Polytechnic

Ms CHAN Mei Mei May

Deputy Director of Nursing

Jurong Community Hospital

Ms Shirley HENG

Chief Nurse

Khoo Teck Puat Hospital

Ms LIAN Siew Bee

Director of Nursing/ Advanced Practice Nurse

National Cancer Centre Singapore

Ms Jancy MATHEWS

Chief Nurse

National University Polyclinics

Ms WONG Sook Thow

Chief Nurse

KK Women's and Children's Hospital

Dr Astrid YEO Poh Kim

Senior Director

Regulatory Standards & Veterinary Office

Singapore Food Agency

A/Prof KOH Siew Lin Serena

Associate Professor

Programme Director (Academic-UG)

Alice Lee Centre for Nursing Studies,

National University of Singapore

Ms NG Geok Pin (term ended on 31 Dec 2022)

Assistant Director of Nursing

Mount Alvernia Hospital

Ms Pua Siew Keing (with effect from 20 May 2023)

Assistant Director of Nursing

Mount Elizabeth Hospital

SENIOR MANAGEMENT

Registrar

Ms KOH Paulin

Executive Secretary

Mdm KWEK Puay Ee

Assistant Executive Secretary

Ms OW Jee Hia



REGISTRATION

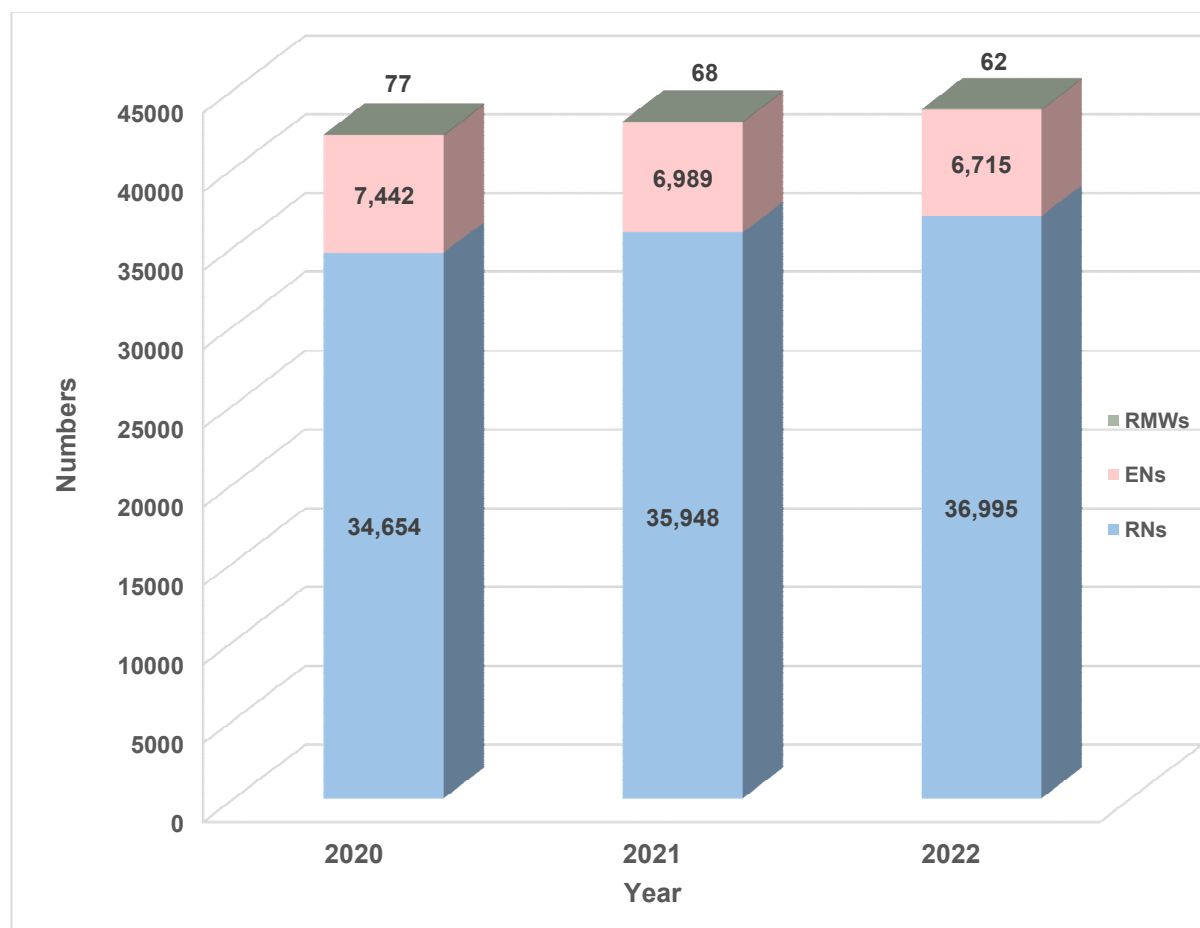
I) Total Number of Nurses and Registered Midwives

By 2022, a total of 43,772 Nurses and Registered Midwives were on the Register and Roll, an increase of 1.8% over the preceding year.

Of the 43,772 Nurses and Registered Midwives, 36,995 were Registered Nurses (RNs), 6,715 were Enrolled Nurses (ENs) and 62* were Registered Midwives (RMWs) as illustrated in Chart 1 below.

Selected characteristics of RNs, ENs and RMWs are available at Annex, Figures (A), (B) and (C).

Chart 1: Total Number of Nurses and Registered Midwives



*The number of RMWs in this Chart refers to those who are registered as RMW only (Single Register).

II) New Registrations/Enrolments

In 2022, a total of 3,476 new nurses/midwives were registered/enrolled.

Table 1: Number of New Registrations/Enrolments

	Singaporeans and PRs	Non-Resident	Total
Registered Nurse	1,215	1,407	2,622
Enrolled Nurse	327	509	836
Registered Midwife	12	6	18
Total Nurses	1,554	1,922	3,476

III) Number of Registered Midwives

There was a total of 675 midwives on the Register of Midwives, of which 62 were registered as RMWs only (Single Register) and the remaining were concurrently on at least one other register. To streamline the reporting of statistics, the remaining 613 RMWs were counted as nurses instead (as reported in section I).

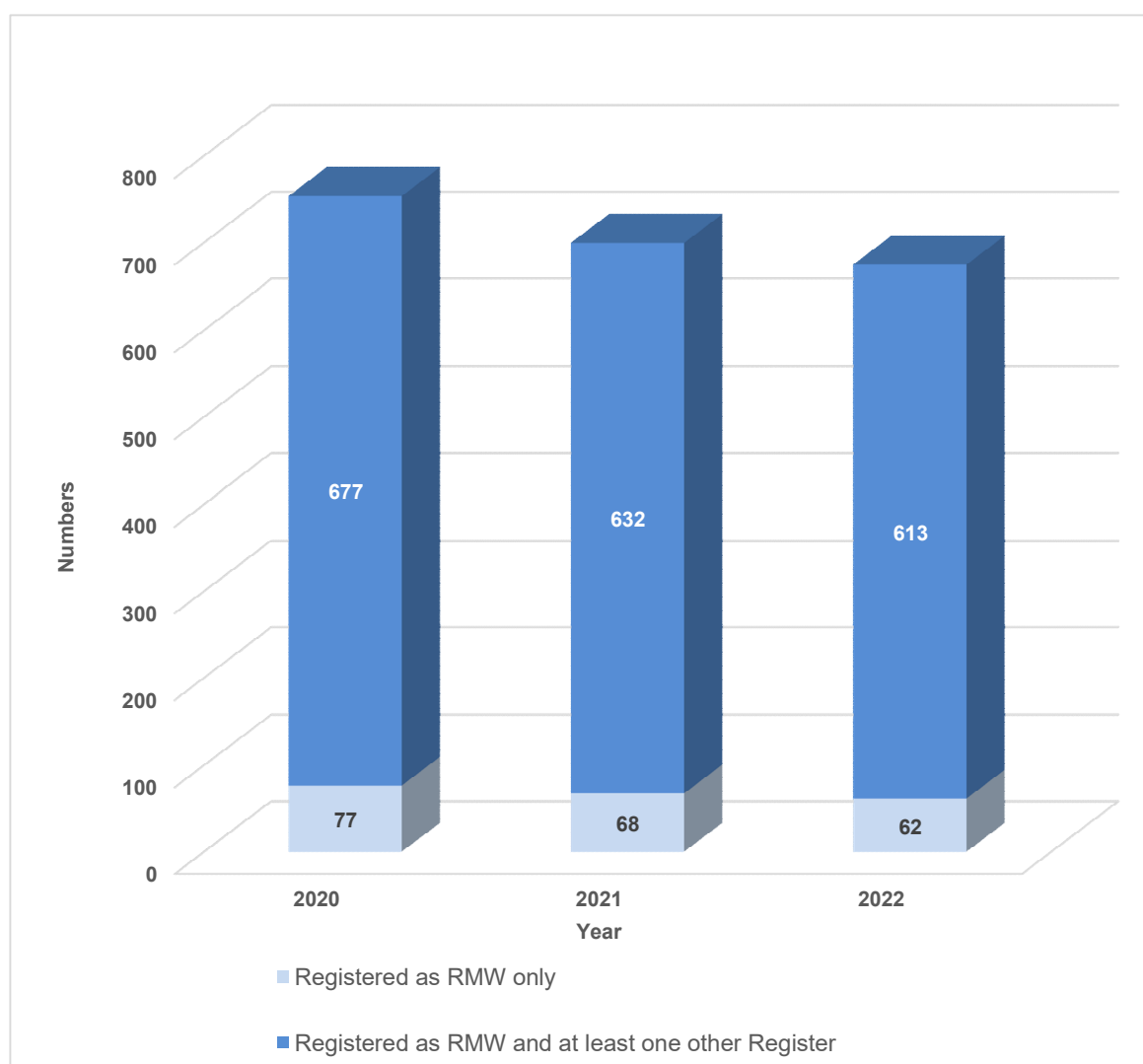
For RMWs concurrently registered as RNs (for example), they can practise in both the scope of an RN and RMW.

Selected characteristics of all 675 RMWs are available at Annex, Figure D.

Table 2: Number of Registered Midwives

	2020	2021	2022
Registered as RMW only	77	68	62
Registered as RMW and at least one other Register	677	632	613
Total	754	700	675

Chart 2: Number of Registered Midwives



IV) Number of Registered Nurse (Psychiatric)

In 2022, there was a total of 638 Registered Nurses (Psychiatric) (RNP), of which 7 were registered as RNPs only, and the remaining 631 were concurrently on at least one other register.

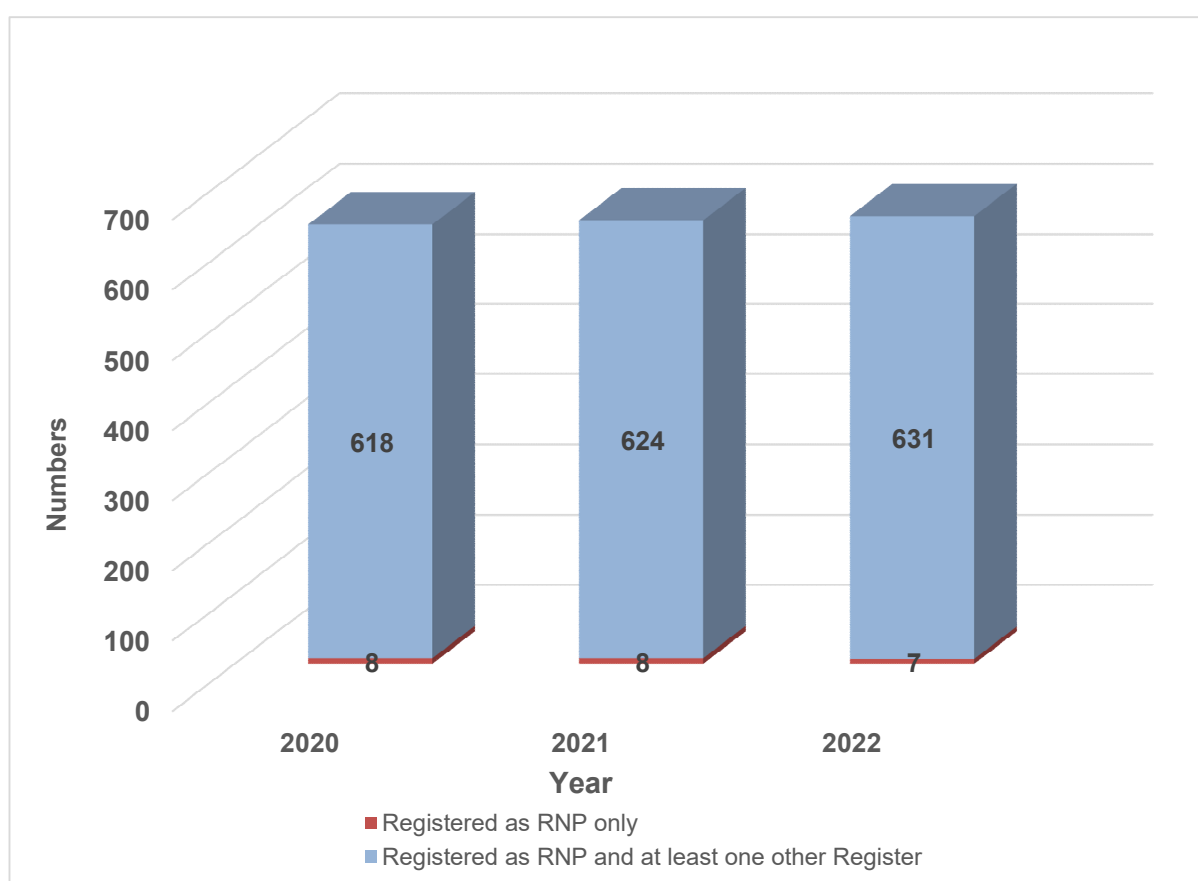
For RNP concurrently registered as a RN (for example), they can practise in both the scope of an RN and RNP.

Selected characteristics of all 638 RNPs are available at Annex, Figure (E).

Table 3: Number of Registered Nurse (Psychiatric)

	2020	2021	2022
Registered as RNP only	8	8	7
Registered as RNP and at least one other Register	618	624	631
Total	626	632	638

Chart 3: Number of Registered Nurse (Psychiatric)

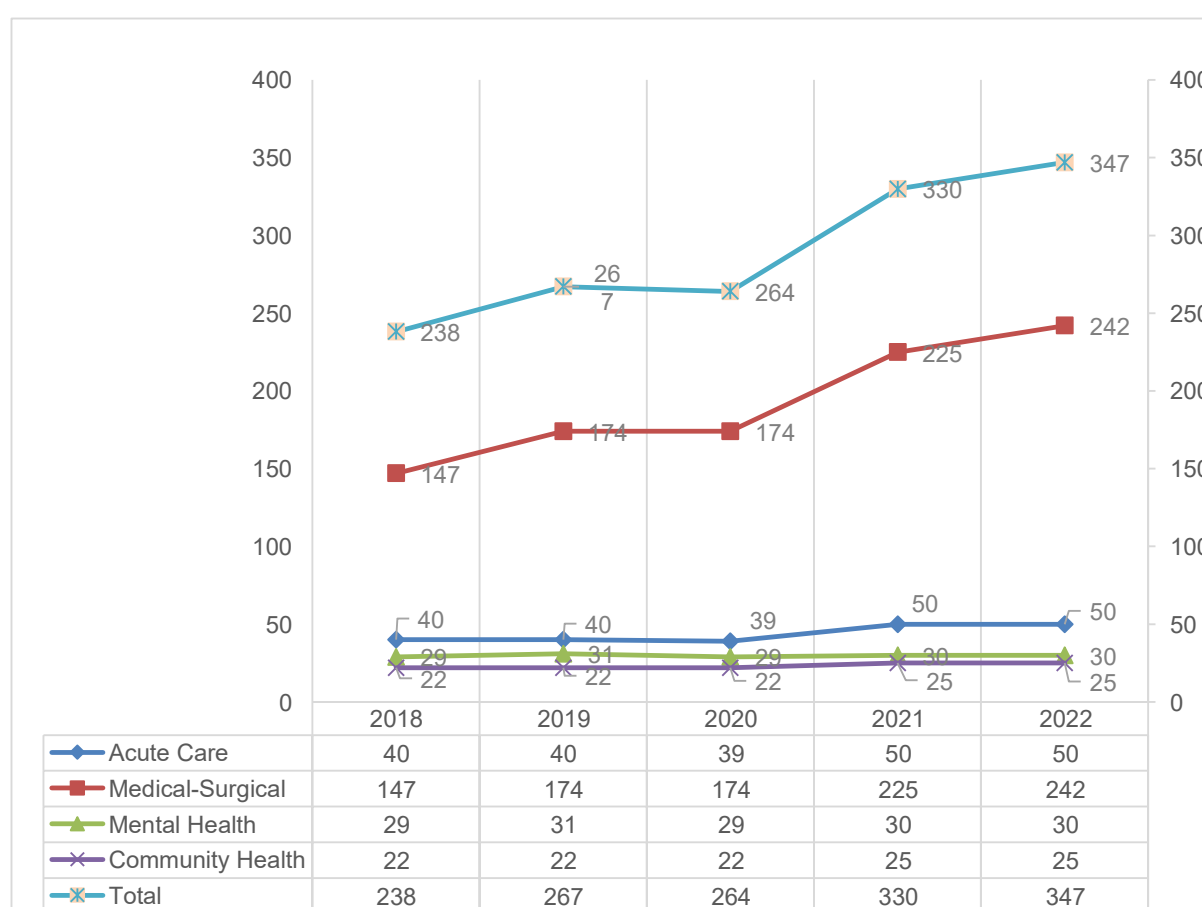


ADVANCED PRACTICE NURSE (APN) CERTIFICATION

In 2022, 26 new APNs were certified in 4 Specialised branches of Nursing, namely Acute Care, Community, Medical/Surgical and Mental Health. By 31 December 2022, there was a total of 347 certified APNs with valid practising certificate.

Selected characteristics of all 347 APNs are available at Annex, Figure (F).

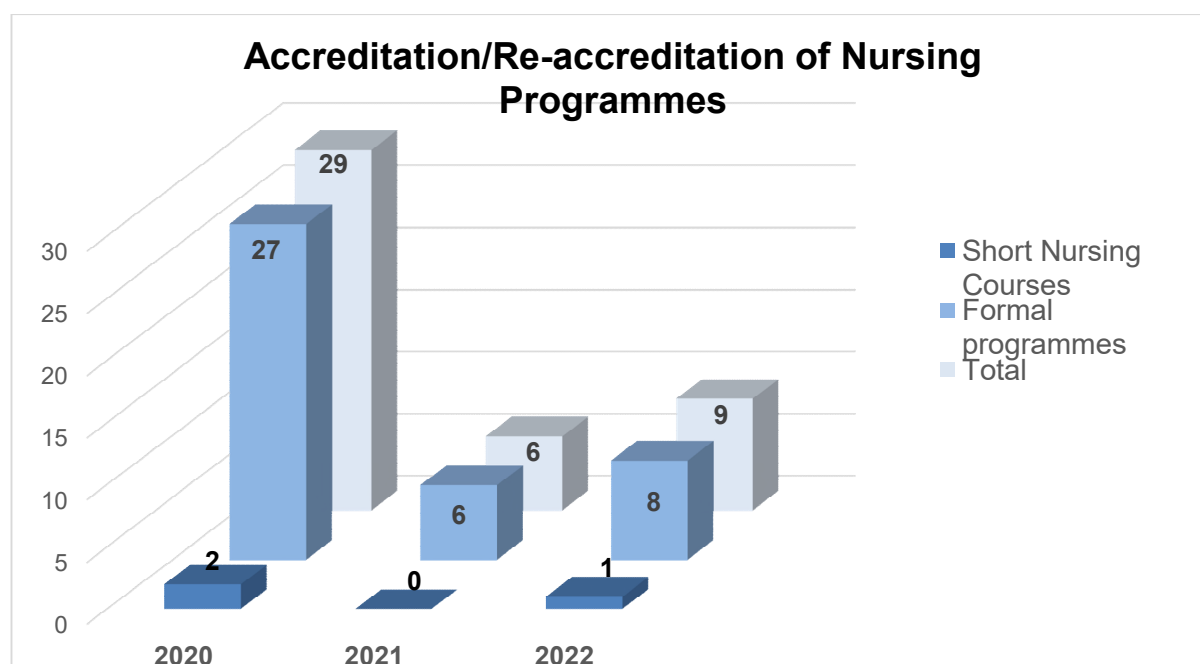
Chart 4: Total Number of APNs



EDUCATION

EDUCATION

Chart 5: Re-Accreditation of Nursing Programmes



	2020	2021	2022
Short Nursing Courses	2	0	1
Formal programmes	27	6	8
Total	29	6	9

SNB received a total of 9 applications for programme accreditation/re-accreditation. Following accreditation evaluative site visits and review, 7 nursing programmes were re-accredited and 2 new programmes were granted In-Principle Approval.

The Education Committee continued its core work of accrediting and re-accrediting clinical sites as suitable for clinical practice cum areas for pre-registration, pre-enrolment, and post-registration programmes. The number of clinical sites accredited for clinical nursing education as of December 2022 stands at 83, with an additional 5 clinical sites accredited.

Programmes Accredited or Re-accredited in 2022

Programme Title		Institution	Period
Pre-enrolment Nursing Programme			
1	Higher Nitec in Nursing	Institute of Technical Education (ITE)	In-Principle Approval from 8 Dec 2022
Pre-registration Nursing Programme			
2	Diploma in Nursing (Career Progression Programme-RN)	Ngee Ann Polytechnic (NP)	18 August 2021 to 17 August 2024
Post-registration Nursing Programme			
3	Specialist Diploma in Clinical Education	Nanyang Polytechnic (NYP)	5 May 2022 to 4 May 2025
4	Specialist Diploma in Nursing (Gerontology)	Nanyang Polytechnic (NYP)	5 May 2022 to 4 May 2025
5	Specialist Diploma in Nursing (Renal Dialysis Management)	Nanyang Polytechnic (NYP)	17 August 2022 to 16 August 2024
6	Specialist Diploma in Palliative Nursing Care	Ngee Ann Polytechnic (NP)	25 July 2022 to 24 July 2025
7	Specialist Diploma in Community Gerontology Nursing	Ngee Ann Polytechnic (NP)	17 August 2022 to 16 August 2025
Post-Registration Programmes (Bachelor)			
8	Bachelor of Science in Nursing	Northumbria University / Kaplan Institute of Higher Education	In-Principle Approval from 12 April 2022
Short Nursing Course			
9	Certification of Competency in Administration of Medication with Tech-Enablement for Enrolled Nurses	Institute of Technical Education (ITE)	5 May 2022 to 4 May 2025

COMPLAINTS

In 2022, Disciplinary inquiries were conducted for the following 4 cases.

Case 1

A Registered Nurse failed to carry out vital sign checks at 4-hourly intervals on a patient, and falsely documented that the checks were done into the medical records of the patient. In addition, she failed to organise and plan the care of the patient with the nursing team, and to supervise a junior colleague, in particular, to carry out safety rounding checks on the patient.

The Board ordered that the nurse be suspended for a period of eight months and be censured.

Case 2

A Registered Nurse was convicted in the State Courts of Singapore for engaging in a conspiracy/abetment to cheat under Section 417 of the Penal Code 1871, read together with Section 116 thereof. She was sentenced to a fine of S\$5,000.

The Board ordered that the nurse be suspended for a period of four months.

Case 3

A Registered Nurse was arrested by the Central Narcotics Bureau for consumption of controlled drugs under Section 8(b) of the Misuse of Drugs Act 1973 ("MDA"). He was ordered to undergo treatment and rehabilitation at the Drug Rehabilitation Centre under Section 34(2)(b) of the MDA.

The Board ordered that the nurse be suspended for a period of nine months and that, upon the expiry of the suspension, his registration be subject to the condition that he provides a written undertaking to the Board to the effect that he does not intend to and will not, under any circumstances, consume controlled and/or specified drugs in breach of the law.

Case 4

A Registered Nurse was arrested by the Central Narcotics Bureau for consumption of controlled drugs under Section 8(b) of the Misuse of Drugs Act 1973 ("MDA"). She was ordered to be subject to a supervision requiring her to attend regular urine tests under Section 34(2) of the MDA.

The Board ordered that the Registered Nurse be suspended for a period of five months and that, upon expiry of the suspension, her registration be subject to the condition that she provides a written undertaking to the Board to the effect that she does not intend to and will not, under any circumstances, consume controlled and/or specified drugs in breach of the law.

FINANCIAL REPORT

STATEMENT BY THE BOARD OF MEMBERS *For the financial year ended 31 March 2023*

SINGAPORE NURSING BOARD
(Statutory board constituted under the Nurses and Midwives Act, Chapter 209)

FINANCIAL STATEMENTS **FOR THE FINANCIAL YEAR ENDED** **31 MARCH 2023**

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STATEMENT BY THE MEMBERS OF THE BOARD
For the financial year ended 31 March 2023

In the opinion of the Members of the Board,

- (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 "PSG Act"), Nurses and Midwives Act, Chapter 209 (the "Act") and Statutory Board Financial Reporting Standards in Singapore ("SB-FRSs") so as to give a true and fair view of the financial position of the Board as at 31 March 2023, and of the financial performance, 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;
- (c) the receipts, expenditure, investment of moneys and the acquisition and disposal of assets by the Board during the financial year ended 31 March 2023 have been in accordance with the provisions of the Act, the PSG Act and the requirements of any other written law applicable to moneys of or managed by the Board; and
- (d) proper accounting and other records have been kept, including records of all assets of the Board whether purchased, donated or otherwise.

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

On behalf of the Members of the Board:



Adj Prof Tracy Carol Ayre
Chairman

Singapore

Date: 13 June 2023



Ms Paulin Koh
Registrar

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SINGAPORE NURSING BOARD**

(Constituted under the Nurses and Midwives Act, Chapter 209)

For the financial year ended 31 March 2023

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 as at **31 March 2023**, the statement of comprehensive income, statement of changes in fund and statement of cash flows 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 "PSG Act"), the Nurses and Midwives Act Chapter 209 (the "Act") and Statutory Board Financial Reporting Standards ("SB-FRSs") so as to present fairly, in all material respects, the state of affairs of the Board as at **31 March 2023** and the results, changes in fund and cash flows of the Board for the 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 other information. The other information comprises the Statement by the Members of the Board set out on page 1.

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, 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 AUDITOR'S REPORT TO THE MEMBERS OF
SINGAPORE NURSING BOARD**

(Constituted under the Nurses and Midwives Act, Chapter 209)

For the financial year ended 31 March 2023

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 PSG Act, the Act and SB-FRSs, and for such internal controls 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.

Management and 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 controls.
- Obtain an understanding of internal controls 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 controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SINGAPORE NURSING BOARD**

(Constituted under the Nurses and Midwives Act, Chapter 209)

For the financial year ended 31 March 2023

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

- 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 controls that we identify during our audit.

Report on Other Legal and Regulatory Requirement

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 PSG 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 PSG 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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SINGAPORE NURSING BOARD**

(Constituted under the Nurses and Midwives Act, Chapter 209)

For the financial year ended 31 March 2023

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 PSG 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 controls 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 controls. Because of the inherent limitations in any accounting and internal control system, non-compliances may nevertheless occur and not be detected.

Assurance Partners LLP

Assurance Partners LLP

Public Accountants and Chartered Accountants

Singapore

Date: 13 June 2023

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***STATEMENT OF COMPREHENSIVE INCOME***For the financial year ended 31 March 2023*

	Note	2023 S\$	2022 S\$
Income			
Application fees		330,390	192,220
Enrolment income		42,880	27,820
Late payment fees		40,260	38,840
Practising certificate fees		1,994,941	1,958,997
Registration fees		154,875	113,235
Replacement charges		29,150	30,400
Services charges		203,058	129,101
Examination income		192,460	81,100
		2,988,014	2,571,713
Add: Other income			
Interest income		-	143
Total income		2,988,014	2,571,856
Less: Operating Expenses			
Computer operations and maintenance		157,365	194,810
Legal fees		98,091	120,077
Postage and courier		850	900
Printing and stationery		483	26,770
Shared service fee	10	2,943,241	3,025,101
Other operating expenses	9	120,311	73,170
Total operating expenses		3,320,341	3,440,828
Deficit before grant and contribution to consolidated fund		(332,327)	(868,972)
Grants			
Grants received from Ministry of Health		332,327	868,972
Contribution to consolidated fund		-	-
Net surplus/(deficit) for the financial year, representing total comprehensive income/(loss) for the financial year		-	-

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 FINANCIAL POSITION***As at 31 March 2023*

	Note	2023 S\$	2022 S\$
ASSETS			
Non-current assets			
Property, plant and equipment	4	-	-
Current assets			
Other receivables	5	626,504	1,244,783
Cash and bank balances	6	3,254,687	2,140,786
		<u>3,881,191</u>	<u>3,385,569</u>
TOTAL ASSETS		<u>3,881,191</u>	<u>3,385,569</u>
LIABILITIES AND FUND			
Current liabilities			
Fees received in advance	7	1,465,027	1,409,632
Other payables	8	1,259,817	819,590
		<u>2,724,844</u>	<u>2,229,222</u>
Fund			
Accumulated fund		<u>1,156,347</u>	<u>1,156,347</u>
TOTAL LIABILITIES AND FUND		<u>3,881,191</u>	<u>3,385,569</u>

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 2023*

	<u>Accumulated</u> <u>fund</u> S\$
2023	
At 1 April 2022	1,156,347
Net surplus/(deficit) for the financial year, representing total comprehensive income/(loss) for the financial year	<u>-</u>
At 31 March 2023	<u>1,156,347</u>
2022	
At 1 April 2021	1,156,347
Net surplus/(deficit) for the financial year, representing total comprehensive income/(loss) for the financial year	<u>-</u>
At 31 March 2022	<u>1,156,347</u>

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 2023*

	Note	2023 S\$	2022 S\$
<u>Cash flows from operating activities</u>			
Deficit before grant and contribution to consolidated fund		(332,327)	(868,972)
<u>Changes in working capital:</u>			
Other receivables		336,493	(309,871)
Fees received in advance		55,395	12,377
Other payables		440,227	271,319
Net cash generated from/(used in) operating activities		499,788	(895,147)
<u>Cash flows from financing activities</u>			
Grant received from Ministry of Health		614,113	379,150
Net cash generated from financing activities		614,113	379,150
Net increase/(decrease) in cash and cash equivalents		1,113,901	(515,997)
Cash and cash equivalents at 1 April		2,140,786	2,656,783
Cash and cash equivalents at 31 March	6	3,254,687	2,140,786

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

SINGAPORE NURSING BOARD

(Constituted under the Nurses and Midwives Act, Chapter 209)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

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

1. General

The Singapore Nursing Board (the "Board") is a statutory board under Ministry of Health in Singapore and was constituted under 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, Level 8 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 to registered;
- (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 and 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, do all such acts and 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 2023 were authorised for issue by the Board Members on the date of the Statement by the Board Members.

2. Summary of significant accounting policies

- (a) 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.

- (b) Adoption of new and amended standards and interpretations

The accounting policies adopted are consistent with those of the previous financial period except that in the current financial year, the Board has adopted all the new and amended standards which are relevant to the Board and are effective for annual financial periods beginning on or after 1 April 2022. The adoption of these standards did not have any material effect on the financial performance or position of the Board.

SINGAPORE NURSING BOARD

(Constituted under the Nurses and Midwives Act, Chapter 209)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(c) Standards issued but not yet effective

The Board has not adopted the following standards applicable to the Board that have been issued but not yet effective:

<i>Description</i>	<i>Effective for annual periods beginning on or after</i>
Amendments to SB-FRS 1 <i>Presentation of Financial Statements</i> : Classification of Liabilities as Current or Non-current	1 January 2023
Amendments to SB-FRS 1 <i>Presentation of Financial Statement</i> and SB-FRS Practice Statement 2: Disclosure of Accounting Policies	1 January 2023
Amendments to SB-FRS 8 <i>Accounting Policies, Changes in Accounting Estimates and Errors</i> : Definition of Accounting Estimates	1 January 2023
Amendments to SB-FRS 1 <i>Presentation of Financial Statements</i> : Non-current Liabilities with Covenants	1 January 2024

Those charged with governance expects that the adoption of the standards above will have no material impact on the financial statements in the year of initial application.

(d) 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 (S\$), which is the Board's functional currency.

(e) Property, plant and equipment

Property, plant and equipment are recognised at cost less accumulated depreciation and accumulated impairment losses.

Subsequent expenditure relating to property, 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.

NOTES TO THE FINANCIAL STATEMENTS*For the financial year ended 31 March 2023*

2. Summary of significant accounting policies (continued)**(e) Property, plant and equipment (continued)**

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

	<u>Estimated Useful lives</u>
Computer systems and software	3 years
Computer & communication systems	5 years
Office equipment	5 years
Furniture and fittings	8 years
Leased premises	20 months

Fully depreciated property, 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.

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

(f) 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.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(g) Financial instruments

(i) Financial assets

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 ("FVPL"), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

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.

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.

(ii) Financial liabilities

Initial recognition and measurement

Financial liability is 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 liability at initial recognition.

All financial liability is recognised initially at fair value plus in the case of financial liability not at FVPL, directly attributable transaction costs.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(g) Financial instruments (continued)

(ii) Financial liabilities (continued)

Subsequent measurement

After initial recognition, financial liability 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 liability is 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.

(h) Impairment of financial asset

The Board recognises an allowance for expected credit losses ("ECLs") for all debt instruments not held at 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.

(i) Cash and cash equivalents

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

(j) 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.

SINGAPORE NURSING BOARD

(Constituted under the Nurses and Midwives Act, Chapter 209)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(j) Provisions (continued)

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.

(k) Revenue recognition

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 fee are recognised upon receipt at point in time.

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

Other income

Other income comprises of disciplinary/inquiry receipts, miscellaneous income, reimbursement from professional boards, service charges and shared service income is recognised upon receipt at point in time.

Interest income

Interest income is recognised on accrual basis using effective interest method over a period of time.

(l) Government grants

Government grants are recognised at their fair values where there is reasonable assurance that the grant will be received and all conditions attaching to them will be complied with. Where the grant relates to an asset, the fair value is recognised as deferred capital grant on the statement of financial position and is amortised to profit or loss over the expected useful life of the relevant asset by equal annual instalments.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(l) Government grants (continued)

Where loans or similar assistance are provided by governments or related institutions with an interest rate below the current applicable market rate, the effect of this favourable interest is regarded as additional government grant.

(m) Leases

The Board assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

As lessee

The Board applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Board recognises lease liability representing the obligations to make lease payments and right-of-use asset representing the right to use the underlying leased asset.

Right-of-use asset

The Board recognises right-of-use asset at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use asset are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liability. The cost of right-of-use asset includes the amount of lease liability recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use asset are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Board at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use asset are also subject to impairment. The accounting policy for impairment is disclosed in Note 2(f).

The Board's right-of-use asset are presented in property, plant and equipment (Note 4).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

2. Summary of significant accounting policies (continued)

(n) 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.

For the purpose of the financial statements, related parties are considered to be related to the Board if the Board or Board 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.

(o) 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

The preparation of the Board's financial statement requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the reporting date. Uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future periods.

Management is of the opinion that there is no significant judgement made in applying accounting policies, and no estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***NOTES TO THE FINANCIAL STATEMENTS***For the financial year ended 31 March 2023***4. Property, plant and equipment**

	<u>Furniture and fittings</u>	<u>Office equipment</u>	<u>Computer systems</u>	<u>Computer & communication systems</u>	<u>Leased premises</u>	<u>Total</u>
	S\$	S\$	S\$	S\$	S\$	S\$
<u>Cost</u>						
At 1 April 2021, 31 March 2022 and 1 April 2022	213,101	10,547	37,240	59,732	193,910	514,530
Written-off	-	-	(3,458)	(8,926)	-	(12,384)
At 31 March 2023	213,101	10,547	33,782	50,806	193,910	502,146
<u>Accumulated depreciation</u>						
At 1 April 2021, 31 March 2022 and 1 April 2022	213,101	10,547	37,240	59,732	193,910	514,530
Written-off	-	-	(3,458)	(8,926)	-	(12,384)
At 31 March 2023	213,101	10,547	33,782	50,806	193,910	502,146
<u>Carrying amount</u>						
At 31 March 2023	-	-	-	-	-	-
At 31 March 2022	-	-	-	-	-	-

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***NOTES TO THE FINANCIAL STATEMENTS***For the financial year ended 31 March 2023***5. Other receivables**

	2023	2022
	S\$	S\$
Amount due from related parties	-	489,823
Deposits	598,130	610,366
Sundry receivables	28,374	144,594
	<u>626,504</u>	<u>1,244,783</u>

Amount due from related parties are non-trade, unsecured, non-interest bearing, repayable on demand and to be settle in cash.

6. Cash and bank balances

	2023	2022
	S\$	S\$
Cash at banks	<u>3,254,687</u>	<u>2,140,786</u>

7. Fees received in advance

	2023	2022
	S\$	S\$
Practising certificate fees received:		
- due within 12 months	<u>1,465,027</u>	<u>1,409,632</u>

8. Other payables

	2023	2022
	S\$	S\$
Amount due to related parties	1,149,900	727,348
Accruals	91,929	43,527
Sundry payables	17,988	48,715
	<u>1,259,817</u>	<u>819,590</u>

Amount due to related parties are non-trade, unsecured, non-interest bearing, repayable on demand and to be settle in cash.

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***NOTES TO THE FINANCIAL STATEMENTS***For the financial year ended 31 March 2023***9. Other operating expenses**

	2023	2022
	S\$	S\$
Audit fee	4,066	4,180
Bank charges	961	1,117
Examination expenses	88,479	51,808
Miscellaneous expenses	1,652	(2,245)
Office equipment rental	572	397
Office rental and maintenance	2,128	1,348
Online collection charges	18,718	14,493
Subscription fee	2,120	2,050
Telecommunication	514	-
Transport expenses	1,101	22
	<u>120,311</u>	<u>73,170</u>

10. Shared service fee

	2023	2022
	S\$	S\$
MOH shared service fee	164,466	156,298
SPB shared service fee		
- Expenditure on manpower	2,350,807	2,274,602
- Temporary manpower costs	299,459	80,722
- Admin and general	76,344	228,216
- IT costs	52,165	278,113
- Others	-	7,150
	<u>2,943,241</u>	<u>3,025,101</u>

Secretariat functions of the Board are brought together under a single secretariat team - the Secretariat of healthcare Professional Boards ("SPB"), from 1 January 2020. Shared services costs are charged to the Board based on costs apportioned to it.

SINGAPORE NURSING BOARD

(Constituted under the Nurses and Midwives Act, Chapter 209)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

11. 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 is significant balances and transactions took place during the financial year between the Board and its related parties at rates and terms agreed:

	2023	2022
	S\$	S\$
<u>Balances with related parties</u>		
- Amount due from related parties	-	489,823
- Amount due to related parties	<u>1,149,900</u>	<u>727,348</u>
<u>Transactions with related parties</u>		
- Grants received from a related party	332,327	868,972
- Shared service cost to related parties	2,943,241	3,025,101
- Expenses paid on behalf by related parties	<u>3,539</u>	<u>-</u>

12. 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 to the objectives, policies or processes during the financial year ended 31 March 2022 and 31 March 2021 respectively.

The Board is not subjected to externally imposed capital requirements.

13. Fair value of assets and liabilities

Assets and liabilities not measured at fair value

Other receivables, cash and bank balances and other payables

The carrying amounts of these balances approximate their fair values due to the short-term nature of these balances.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2023

14. 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 credit risk and liquidity risk. The Board's members reviews and agrees on policies for managing the risks.

(a) Credit risk

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in a loss to the Board. The Board's exposure to credit risk arises primarily from other receivables. For other financial assets (including cash and cash equivalents), the Board minimises credit risk by dealing exclusively with high credit rating counterparties.

The Board has adopted a policy of only dealing with creditworthy counterparties. The Board performs ongoing credit evaluation of its counterparties' financial condition and generally do not require a collateral.

The Board considers the probability of default upon initial recognition of asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period.

The Board determined that its financial assets are credit-impaired when:

- There is significant difficulty of the debtor
- A breach of contract, such as a default or past due event
- It is becoming probable that the debtor will enter bankruptcy or other financial reorganisation
- There is a disappearance of an active market for that financial asset because of financial difficulty

(b) 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.

Analysis of financial instruments by remaining contractual maturities

The table below summarises the maturity profile of the Board's financial assets and liabilities at the reporting date based on contractual undiscounted repayment obligations.

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***NOTES TO THE FINANCIAL STATEMENTS***For the financial year ended 31 March 2023***14. Financial risk management (continued)****(b) Liquidity risk (continued)**Analysis of financial instruments by remaining contractual maturities (continued)

	Carrying amount S\$	Contractual cash flows S\$	1 year or less S\$
2023			
<u>Financial assets</u>			
Other receivables	626,504	626,504	626,504
Cash and bank balances	3,254,687	3,254,687	3,254,687
Total undiscounted financial assets	3,881,191	3,881,191	3,881,191
<u>Financial liabilities</u>			
Other payables	1,259,817	1,259,817	1,259,817
Total undiscounted financial liabilities	1,259,817	1,259,817	1,259,817
Total net undiscounted financial assets	2,621,374	2,621,374	2,621,374
2022			
<u>Financial assets</u>			
Other receivables	1,244,783	1,244,783	1,244,783
Cash and bank balances	2,140,786	2,140,786	2,140,786
Total undiscounted financial assets	3,385,569	3,385,569	3,385,569
<u>Financial liabilities</u>			
Other payables	819,590	819,590	819,590
Total undiscounted financial liabilities	819,590	819,590	819,590
Total net undiscounted financial assets	2,565,979	2,565,979	2,565,979

SINGAPORE NURSING BOARD*(Constituted under the Nurses and Midwives Act, Chapter 209)***NOTES TO THE FINANCIAL STATEMENTS***For the financial year ended 31 March 2023*

15. Financial instruments by category

At the reporting date, the aggregate carrying amounts of financial assets at amortised cost and financial liabilities at amortised cost were as follows:

	Note	2023 S\$	2022 S\$
<u>Financial assets measured at amortised cost</u>			
Other receivables	5	626,504	1,244,783
Cash and bank balances	6	<u>3,254,687</u>	<u>2,140,786</u>
Total financial assets measured at amortised cost		<u>3,881,191</u>	<u>3,385,569</u>
<u>Financial liabilities measured at amortised cost</u>			
Other payables	8	<u>1,259,817</u>	<u>819,590</u>
Total financial liabilities measured at amortised cost		<u>1,259,817</u>	<u>819,590</u>

SELECTED CHARACTERISTICS OF NURSES AND MIDWIVES

FIGURE A: SELECTED CHARACTERISTICS OF REGISTERED NURSES

		2020	2021	2022
	TOTAL	34654	35948	36995
GENDER				
	Male	4030	4309	4579
	Female	30624	31639	32416
ETHNIC GROUP				
	Chinese	17138	17700	18459
	Malay	4388	4582	4747
	Indian	4193	4301	4353
	Others	8935	9365	9436
ACTIVITY STATUS				
	Working Full-time	30846	31556	32092
	Working Part-time	928	1065	1234
	Not Working/Unknown	2570	3004	3298
	Doing Non-nursing work	310	323	371
EMPLOYMENT				
	Public Sector	22483	23324	23720
	Private Sector	9291	9297	9606
CITIZENSHIP				
	Singaporean/Permanent Resident	24490	25875	27889
	Malaysian	2414	2321	2117
	Chinese (PRC)	563	543	473
	Filipino	5409	5407	4909
	Indian	605	614	480
	Myanmar	909	922	880
	Others	264	266	247
MARITAL STATUS				
	Single	16607	17341	17848
	Married	17120	17583	18058
	Others	927	1024	1089
AGE				
	Median Age (years)	34	34	35
	Average Age (years)	36	37	37
	Under 25 yrs	3105	3531	3739
	25 - 34 yrs	15347	15098	14623
	35 - 44 yrs	8777	9495	10278
	45 - 54 yrs	4056	4375	4758
	55 - 59 yrs	1146	1229	1314
	Above 60 yrs	2223	2220	2283

FIGURE B: SELECTED CHARACTERISTICS OF ENROLLED NURSES

		2020	2021	2022
TOTAL		7442	6989	6715
GENDER				
	Male	912	899	910
	Female	6530	6090	5805
ETHNIC GROUP				
	Chinese	1186	1131	1133
	Malay	1947	1954	1938
	Indian	1439	1354	1327
	Others	2870	2550	2317
ACTIVITY STATUS				
	Working Full-time	6287	5734	5368
	Working Part-time	203	225	256
	Not Working/Unknown	875	959	966
	Doing Non-nursing work	77	71	125
EMPLOYMENT				
	Public Sector	4395	3984	3767
	Private Sector	2095	1975	1857
CITIZENSHIP				
	Singaporean/Permanent Resident	4346	4390	4554
	Malaysian	76	78	73
	Chinese (PRC)	80	54	38
	Filipino	2090	1720	1413
	Indian	475	396	341
	Myanmar	362	339	288
	Others	13	12	7
MARITAL STATUS				
	Single	3829	3563	3397
	Married	3387	3182	3067
	Others	226	244	251
AGE				
	Median Age (years)	32	33	33
	Average Age (years)	35	35	36
	Under 25 yrs	924	1056	1132
	25 - 34 yrs	3806	3129	2654
	35 - 44 yrs	1186	1288	1402
	45 - 54 yrs	838	776	712
	55 - 59 yrs	359	397	431
	Above 60 yrs	329	343	384

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

		2020	2021	2022
	TOTAL	77	68	62
GENDER				
	Male	-	-	-
	Female	77	68	62
ETHNIC GROUP				
	Chinese	44	39	32
	Malay	8	8	8
	Indian	7	4	5
	Others	18	17	17
ACTIVITY STATUS				
	Working Full-time	55	48	43
	Working Part-time	11	10	8
	Not Working/Unknown	10	8	10
	Doing Non-nursing work	1	2	1
EMPLOYMENT				
	Public Sector	36	31	25
	Private Sector	30	27	26
CITIZENSHIP				
	Singaporean/Permanent Resident	69	61	55
	Malaysian	0	0	0
	Chinese (PRC)	0	0	0
	Filipino	6	6	6
	Indian	0	0	0
	Myanmar	0	0	0
	Others	1	1	1
MARITAL STATUS				
	Single	14	13	14
	Married	56	48	42
	Others	7	7	6
AGE				
	Median Age (years)	66	66	67
	Average Age (years)	62	63	63
	Under 25 yrs	0	0	0
	25 - 34 yrs	0	0	0
	35 - 44 yrs	10	7	5
	45 - 54 yrs	9	10	12
	55 - 59 yrs	1	1	1
	Above 60 yrs	57	50	44

* 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

		2020	2021	2022
	TOTAL	754	700	675
GENDER				
	Male	-	-	-
	Female	754	700	675
ETHNIC GROUP				
	Chinese	528	480	450
	Malay	90	86	85
	Indian	87	82	84
	Others	49	52	56
ACTIVITY STATUS				
	Working Full-time	591	551	531
	Working Part-time	78	75	64
	Not Working/Unknown	81	67	74
	Doing Non-nursing work	4	7	6
EMPLOYMENT				
	Public Sector	433	404	381
	Private Sector	236	222	214
CITIZENSHIP				
	Singaporean/Permanent Resident	735	677	648
	Malaysian	3	5	6
	Chinese (PRC)	1	0	0
	Filipino	12	15	17
	Indian	0	0	0
	Myanmar	1	2	3
	Others	2	1	1
MARITAL STATUS				
	Single	190	168	167
	Married	506	474	453
	Others	58	58	55
AGE				
	Median Age (years)	63	64	61
	Average Age (years)	57	59	57
	Under 25 yrs	0	0	0
	25 - 34 yrs	77	72	66
	35 - 44 yrs	99	96	99
	45 - 54 yrs	92	92	90
	55 - 59 yrs	53	57	67
	60 yrs and Above	433	383	353

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

		2020	2021	2022
	TOTAL	626	632	638
GENDER				
	Male	265	268	273
	Female	361	364	365
ETHNIC GROUP				
	Chinese	319	317	326
	Malay	120	120	120
	Indian	98	103	100
	Others	89	92	92
ACTIVITY STATUS				
	Working Full-time	551	554	561
	Working Part-time	18	14	16
	Not Working/Unknown	52	59	58
	Doing Non-nursing work	5	5	3
EMPLOYMENT				
	Public Sector	483	488	494
	Private Sector	86	80	83
CITIZENSHIP				
	Singaporean/Permanent Resident	616	619	628
	Malaysian	1	1	0
	Chinese (PRC)	3	3	2
	Filipino	5	6	6
	Indian	1	2	1
	Myanmar	0	1	1
	Others	0	0	0
MARITAL STATUS				
	Single	151	157	159
	Married	450	450	448
	Others	25	25	31
AGE				
	Median Age (years)	43	44	44
	Average Age (years)	46	47	46
	Under 25 yrs	0	0	0
	25 - 34 yrs	137	148	149
	35 - 44 yrs	193	191	184
	45 - 54 yrs	110	117	134
	55 - 59 yrs	51	44	43
	60 yrs and Above	135	132	128

FIGURE F: SELECTED CHARACTERISTICS OF ADVANCED PRACTICE NURSES

		2020	2021	2022
	TOTAL	264	330	347
GENDER				
	Male	13	16	18
	Female	251	314	329
ETHNIC GROUP				
	Chinese	235	295	310
	Malay	9	10	10
	Indian	15	15	16
	Others	5	10	11
ACTIVITY STATUS				
	Working Full-time	257	323	342
	Working Part-time	4	4	3
	Not Working/Unknown	3	3	2
	Doing Non-nursing work	0	0	0
EMPLOYMENT				
	Public Sector	247	311	335
	Private Sector	14	16	10
CITIZENSHIP				
	Singaporean/Permanent Resident	263	328	346
	Others	1	2	1
MARITAL STATUS				
	Single	81	103	108
	Married	166	207	218
	Others	17	20	21
AGE				
	Median Age (years)	43	51	42
	Average Age (years)	43	52	43
	Under 25 yrs	0	0	0
	25 - 34 yrs	29	58	55
	35 - 44 yrs	134	150	153
	45 - 54 yrs	79	98	117
	55 - 59 yrs	16	17	15
	Above 60 yrs	6	7	7



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