



SINGAPORE NURSING BOARD

NOTIFICATION OF NURSES' AND MIDWIVES' FITNESS TO PRACTICE

- 1) The Singapore Nursing Board (SNB) regulates the practice of nurses and midwives. This includes assessing their ongoing fitness for practice and to ascertain whether they can continue to practise nursing/ midwifery (and hold/ renew their respective Practising Certificates (PC)).
- 2) Circumstances that affect nurses/ midwives fitness for practice include the following:
 - a) Health and medical conditions, eg physical limitations, mental well-being, reduced cognitive ability; all of which that impact their capacity/ capability to carry out their nursing/ midwifery roles and make decisions;
 - b) Past or current criminal convictions as well as investigations into alleged offences;
 - c) Maintaining the required competencies to perform the roles of a nurse/ midwife.
- 3) Nurses/Midwives are expected to practise self-regulation and to evaluate their own fitness for practice. Declaration questions on their fitness for practice are also asked at each renewal of their PCs.
- 4) Employers of nurses and midwives as well as nursing agencies engaging nurses and midwives are expected to notify the Singapore Nursing Board (SNB) if they are aware of circumstances that may impact on the nurses' and midwives' fitness to practice. These may include (but not limited to) nurses/ midwives:
 - i) Medically boarded out or when they are no longer medically fit to perform the roles of nurses/ midwives;
 - ii) Assessed to be incompetent or not fit to practise as a nurse/ midwife.
 - iii) Can only practise within a reduced scope, eg RN to EN
 - iv) Can practise with conditions or under supervision
 - v) Investigated or charged for any criminal offences, whether or not they are committed within the employers' facilities;
 - vi) Dismissal / Termination / Repatriation / Vacated office

- 5) Employers should submit in writing to SNB, including the following:
- a) Name of the nurse/midwife and their SNB Registration number
 - b) Register type (Enrolled Nurse, Registered Nurse, Registered Midwife etc)
 - c) Purpose for the notification
 - d) Rationale and the circumstances leading to the notification
 - e) Supporting documents for example, police report, summary of the medical board decision or medical specialists' assessment or letter of termination/ dismissal/ re-designation etc.
- 6) When SNB receives the notification, SNB will assess each notification on a case-to-case basis. Where required, SNB will also contact employers for clarification or more information.

Approved by SNB Board 1 November 2019