



Singapore Nursing Board

Annual Report
2004

Copyright © Singapore Nursing Board. All rights Reserved.

Content may not be reproduced, downloaded, disseminated, published, or transferred in any form or by any means, except with the prior written permission of Singapore Nursing Board.



CONTENTS

1	<u>FOREWORD</u>	2
2	<u>HIGHLIGHTS IN 2004</u>	3
3	<u>BOARD MEMBERS</u>	4
4	<u>REGISTRATION</u>	6
5	<u>EDUCATION</u>	8
6	<u>COMPLAINTS</u>	9
7	<u>FINANCE</u>	10
8	<u>INCOME & EXPENDITURE FOR YEAR ENDED 31 MAR 2005</u>	11
9	<u>BALANCE SHEET AS AT 31 MARCH 2005</u>	12
10	<u>SELECTED CHARACTERISTICS OF REGISTERED NURSES</u>	13
11	<u>SELECTED CHARACTERISTICS OF ENROLLED NURSES</u>	16
12	<u>SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES</u>	19

1 FOREWORD

Professor K Satku
Chairman

*T*he intake of nursing students in Nanyang Polytechnic and the Institute of Technical Education has been increasing each year, and this has posed a challenge for the educational and healthcare institutions and the Singapore Nursing Board to accommodate the growth in numbers of students without compromising educational standards.

While, this renewed interest in nursing augurs well for the profession, much work needs to be done in expanding the capacity for clinical placements, exploring alternative methods of teaching skills acquisition, and ensuring adequate numbers of clinical instructors. In the developed countries, simulation laboratories using high-fidelity simulators have been proposed as a means to enhance clinical skills acquisition and shorten the period for clinical placements. The use of actors and “standard patients” has also been incorporated in clinical teaching in order to inject more realism into the training.

The Board will continue to work with the educational and healthcare institutions to explore innovative ways of increasing the training capacity in order to meet the need for more locally trained nurses in Singapore.

2 HIGHLIGHTS IN 2004

The Singapore Nursing Board was invited to participate in the ASEAN Healthcare Sectoral Working Group meetings to discuss the proposal for a mutual recognition arrangement framework for nursing services.

The Registrar and Executive Secretary of the Singapore Nursing Board participated in the 5th Meeting of Regulatory Authorities from the Western Pacific and South East Asian Region (WPSEAR) from 27 to 28 September in Kuala Lumpur. The theme was "Formulating Policy for Regulation". A draft of the "Common Competencies for Registered Nurses in WPSEAR" was endorsed at the meeting.

Ms Koh Paulin and Ms Ang Beng Choo, member and Chairman of the Singapore Nursing Board Registration Committee respectively, presented a paper on the process of setting up a regulatory framework for Advanced Practice Nurses in Singapore.

3 BOARD MEMBERS

Chairman	Professor K Satku Director of Medical Services Ministry of Health
Registrar	Ms Ang Beng Choo Chief Nursing Officer Ministry of Health
Ex-officio Member	Ms Poon Chew Leng Deputy Director (Sciences) Representing Director-General Ministry of Education

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

The Singapore Nursing Board is assisted in its functions by the Registration Committee, Education Committee, Continuing Nursing Education Committee, Complaints Committee, Ethics Committee, Finance Committee, Internal Audit Committee, Nurse Specialist Steering Committee and Nurse Specialist Training Committee.



SINGAPORE NURSING BOARD MEMBERS 2005

Sitting (from left)

Ms Gwee Mui Boon, Ms Ang Beng Choo, Prof. K. Satku, Dr Ling Sing Lin, Ms Emily Ang Neo Kim

Standing (from left)

Ms Peggy Tan Swee Keng, Ms Siti Zubaidah Mordiffi, A/P Terry S H Kaan, Dr Lim Suet Wun, Mrs Nellie Tang, Ms Tan Lay Geok, Ms Lee Yen Yen

Not in the photo

Ms Gwee Pek Hoon, Ms Lee Heng Pheng, Ms Poon Chew Leng, Ms Pauline Tan

4 REGISTRATION

The number of nurses and midwives on the Register and Roll continued to grow with a total of 19,329 in 2004 compared to 18,763 in 2003. A total of 1641 nurses and midwives were registered during the year (Table 1). This was a 15.8% drop from 2003. The number of new foreign trained nurses and midwives was double that of the Singaporeans. The types of registration are shown in Table 2.

Table 1: No. of new registrants

	Singaporeans	Permanent Residents	Foreign	Total
Registered Nurses	282	42	658	982
Enrolled Nurses	223	16	414	653
Midwives	1	2	3	6
Total	506	60	1075	1641

Table 2: Types of registration

	Full	Conditional	Temporary	Total
Registered Nurses	587	358	37	982
Enrolled Nurses	232	421	0	653
Midwives	3	3	0	6
Total	822	782	37	1641

4.1 Licensure Examinations for Foreign Trained Nurses

The Board conducted 12 licensure examinations in Singapore, Philippines, China, India and Indonesia. There was a decrease of 36% over the previous year in the number who sat for the examination. Table 3 shows that out of a total of 1,135 candidates who sat for the examination, 903 passed.

Table 3: No. of nurses and midwives who sat for the licensure examinations

	Passed	Failed	Total
Registered Nurses	412	165	577
Enrolled Nurses	485	67	552
Midwives	6	0	6
Total	903	232	1135

4.2 Framework for Registration of Foreign Trained Midwives

The Registration Committee developed a framework for the registration of midwives who are trained from the Philippines, India, Myanmar, China and Indonesia and wish to practice midwifery in Singapore. Applicants would be required to pass a licensure examination and undergo a 3-month clinical assessment in the labour/ delivery ward.

The licensure examination for foreign trained midwives was conducted for the first time in April. Three more examinations were held in August, September and December.

5 EDUCATION

The Education Committee regulates the standards of nursing education and accredits nursing courses and institutions providing these courses. There were seven courses accredited during the year.

	Course Title	Type of Course	Period of Approval	Institution
1	Nitec in Nursing	Pre-enrolment	14 Feb 2004 - 15 Feb 2007	AIT Academy
2	Bachelor of Science (Nursing)	Post-registration	1 Nov 2004 - 1 Nov 2007	Curtin University of Technology and Customer Support Management Academy Pte Ltd
3	Certificate in Nursing Practices for Foreign-Educated Nurses	Short course	Not applicable	HMI Institute of Health Sciences
4	Critical Care Programme for Nurses	Short course	Not applicable	NUH
5	Psychogeriatric Nursing Course (for Enrolled Nurses)	Clinical Skills Course	Not applicable	Institute of Mental Health/Woodbridge Hospital
6	Disease Management Course in Primary Health Setting (for Registered Nurses)	Clinical Skills Course	Not applicable	National Healthcare Group Polyclinics
7	Neuroscience Nursing Course (for Enrolled Nurses)	Clinical Skills Course	Not applicable	Parkway Group Healthcare Pte Ltd

6 COMPLAINTS

During the year, the Complaints Committee held four hearings. The Board's decision was:

Case 1 A registered nurse had her registration cancelled because her fitness to practise was impaired due to a mental condition.

Case 2 An enrolled nurse was convicted in court for criminal trespass. She was issued a letter of advice as the Board felt that she had a problematic personality.

Case 3 A registered nurse who committed several medication errors over a period of four years was given a letter of advice. She was advised to comply strictly with guidelines on administration of medication.

Case 4 A registered nurse who was convicted and fined by a court for corruption was given a six-month suspension as the Board took into account her expression of remorse and excellent professional record.

7 FINANCE

The audited statements reflected a net surplus of \$127,717, a 28% drop compared to the preceding year. Cash flow remains healthy with the bulk related to operating activities. The statement of income and expenditure is reflected in page 12 and the balance sheet in page 13.

7.1 Income

The operating income decreased by 3% to \$890,683 over the preceding year. The practising certificate fee generated 79% of the total income with an increase of 2%. In comparison, there was a drop in income from the other main revenue generating fees i.e. application fees, registration and enrolment fees, and service charges.

7.2 Expenditure

Expenses increased by 6% to \$734,001 over the preceding year. Staff salary which comprised 62% of total expenditure saw an increase of 6%. Computer operations and maintenance expenditure decreased by 9% due to changes in maintenance contracts. Legal expenses increased by 90% to \$14,771. There were two cases in 2003 compared to four in 2004.

7.3 Internal Audit

In May, the Internal Audit Unit of the Ministry of Health conducted an audit on the Board's fixed assets management and payroll process to examine whether good internal controls are in place to ensure the integrity of the Board's finances.

The audit review was primarily conducted using inquiry, observation, and analytical review procedures supplemented by limited testing of transactions and reports. The audit team assisted the Board in identifying opportunities to enhance internal controls in the processes reviewed.

8 INCOME & EXPENDITURE FOR YEAR ENDED 31 Mar 2005

	2005	2004
	\$	\$
INCOME		
Application fee	58,480	71,440
Registration fee	33,190	49,950
Enrolment fee	13,700	21,140
Practising certificate fee	706,698	690,438
Re-registration fee	800	920
Replacement charges	5,550	4,200
Service charges	58,242	66,458
Interest income	1,013	-
Late charges	13,010	12,050
Others	-	-
	<u>890,683</u>	<u>916,596</u>
Deduct: EXPENSES		
Audit fee	4,443	4,250
Computer operation & maintenance	120,750	132,026
CPF	19,005	18,978
Depreciation	18,634	7,376
Write back of depreciation	(4,827)	-
Legal expenses	14,840	7,803
Medical fee	325	-
Miscellaneous	8,582	7,741
Office equipment maintenance	4,148	-
Postage	14,771	8,450
Printing & stationery	24,653	25,746
Refreshments	164	1,078
Rental of premises	36,396	34,915
Salary	454,894	428,266
Staff Training	5,719	3,078
Staff welfare	1,587	1,536
Transport expenses	914	989
Utilities	9,003	7,723
	<u>734,001</u>	<u>689,955</u>
SURPLUS BEFORE GRANT	156,682	226,641
DEFERRED CAPITAL GRANT	<u>7,996</u>	<u>-</u>
SURPLUS BEFORE CONTRIBUTION TO CONSOLIDATED FUND	164,678	226,641
CONTRIBUTION TO CONSOLIDATED FUND		
- Current year	(37,000)	(49,900)
- Prior year	39	-
NET SURPLUS FOR THE YEAR	<u>127,717</u>	<u>176,741</u>

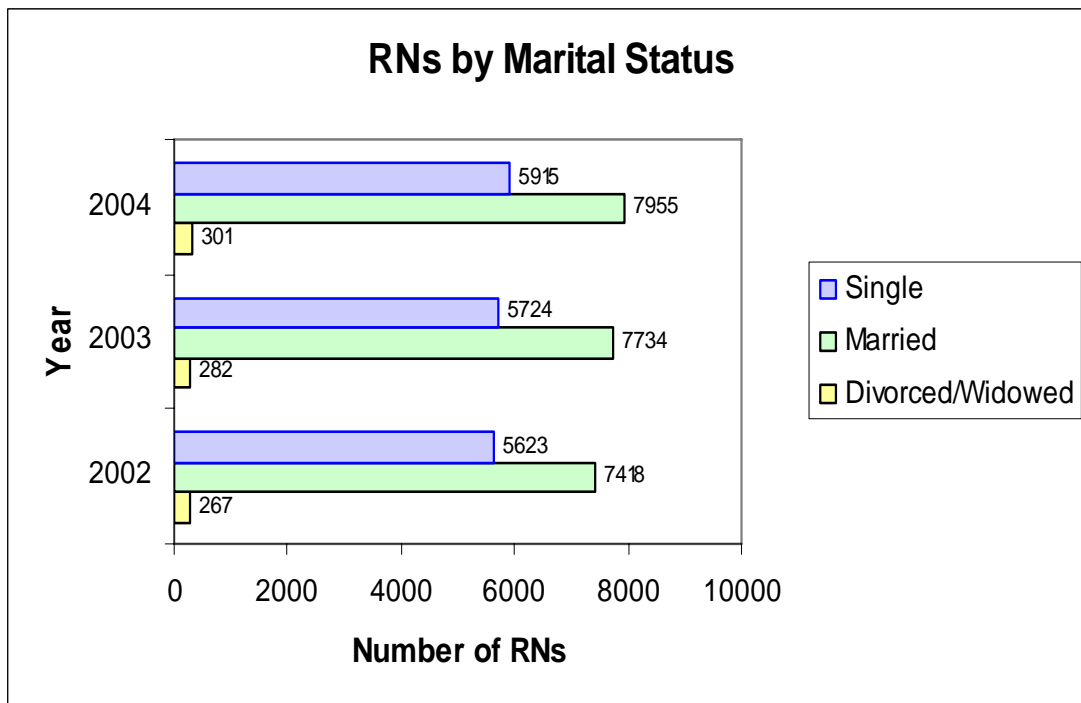
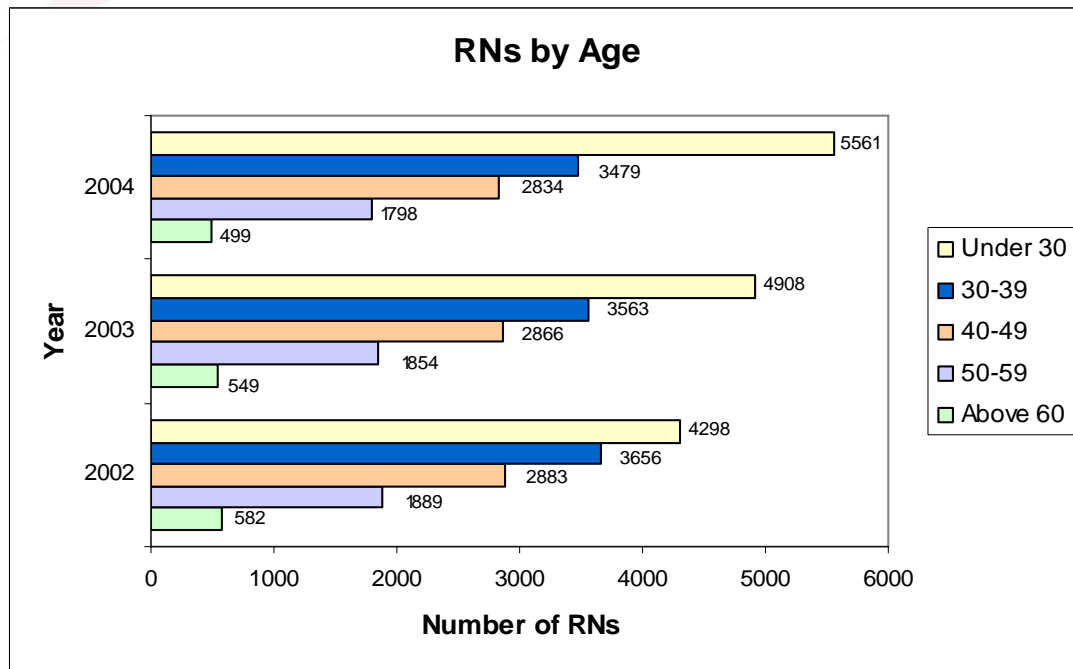
9 BALANCE SHEET AS AT 31 MARCH 2005

	2005	2004
	\$	\$
ASSETS		
Non-current asset		
Office equipment & computer systems	<u>34,317</u>	<u>6,510</u>
Current assets		
Fees receivable	860	1,085
Other receivables	7,391	-
Deposits & prepayments	2,975	6,008
Cash & bank balances	<u>2,022,358</u>	<u>1,892,836</u>
	<u>2,033,584</u>	<u>1,899,929</u>
Total assets	<u>2,067,901</u>	<u>1,906,439</u>
FUNDS AND LIABILITIES		
Accumulated surplus		
Balance at beginning of the year	1,338,823	1,162,082
Net surplus for the year	<u>127,717</u>	<u>176,741</u>
Balance at end of year	<u>1,466,540</u>	<u>1,338,823</u>
Non-current liability		
Deferred capital grant	<u>15,992</u>	<u>-</u>
Current liabilities		
Expenses payable	10,500	4,164
Advance practising certificate fee received	537,869	511,067
Deposit received	-	2,485
Provision for contribution to consolidated fund	<u>37,000</u>	<u>49,900</u>
	<u>585,369</u>	<u>567,616</u>
Total fund and liabilities	<u>2,067,901</u>	<u>1,906,439</u>

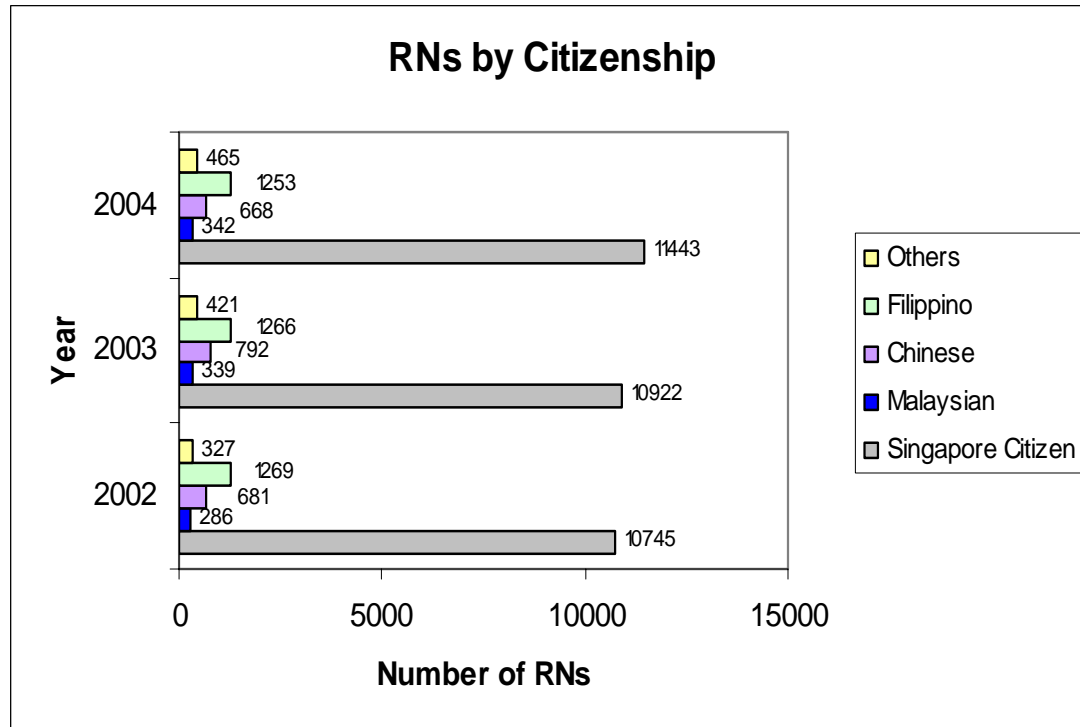
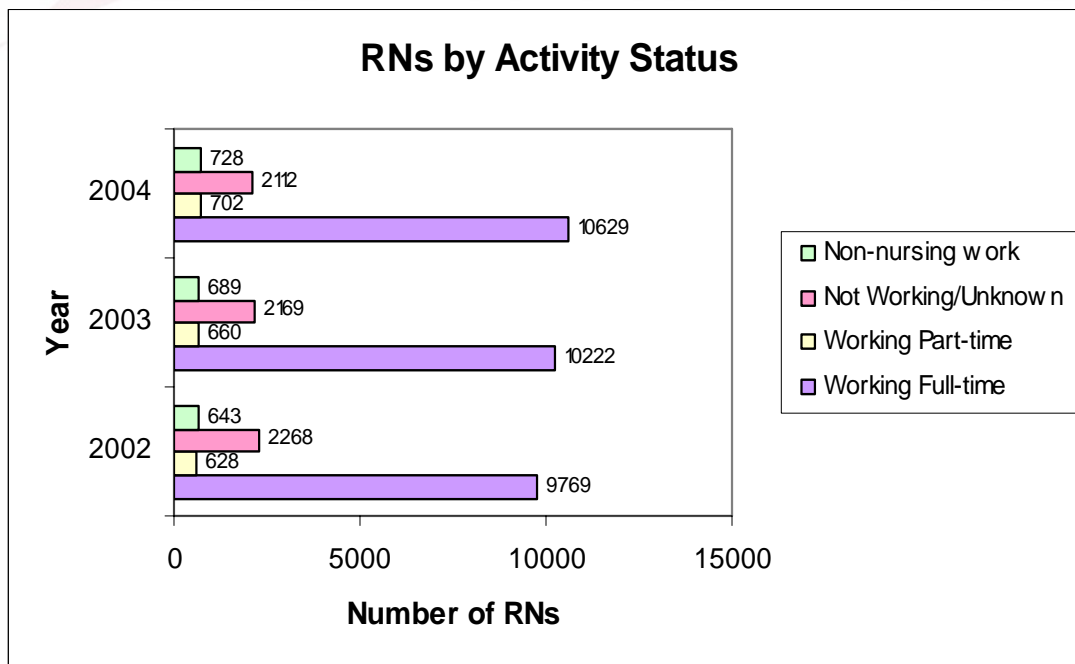
10 SELECTED CHARACTERISTICS OF REGISTERED NURSES

Selected Characteristics	2002	2003	2004
TOTAL	13308	13740	14171
SEX			
Male	1020	1053	1095
Female	12288	12687	13076
ETHNIC GROUP			
Chinese	9190	9426	9639
Malay	1338	1366	1426
Indian	1138	1211	1314
Others	1642	1737	1792
ACTIVITY STATUS			
Working Full-time	9769	10222	10629
Working Part-time	628	660	702
Not Working/Unknown	2268	2169	2112
Doing Non-nursing work	643	689	728
EMPLOYMENT			
Public Sector	7133	7533	7763
Private Sector	3264	3349	3568
CITIZENSHIP			
Singaporean/Permanent Resident	10745	10922	11443
Malaysian	286	339	342
Chinese (PRC)	681	792	668
Filipino	1269	1266	1253
Others	327	421	465
MARITAL STATUS			
Single	5623	5724	5915
Married	7418	7734	7955
Divorced/Widowed	267	282	301
AGE			
Under 30 yrs	4298	4908	5561
30-39 yrs	3656	3563	3479
40-49 yrs	2883	2866	2834
50-59 yrs	1889	1854	1798
Above 60 yrs	582	549	499

10.1 RNs by Age and Marital Status



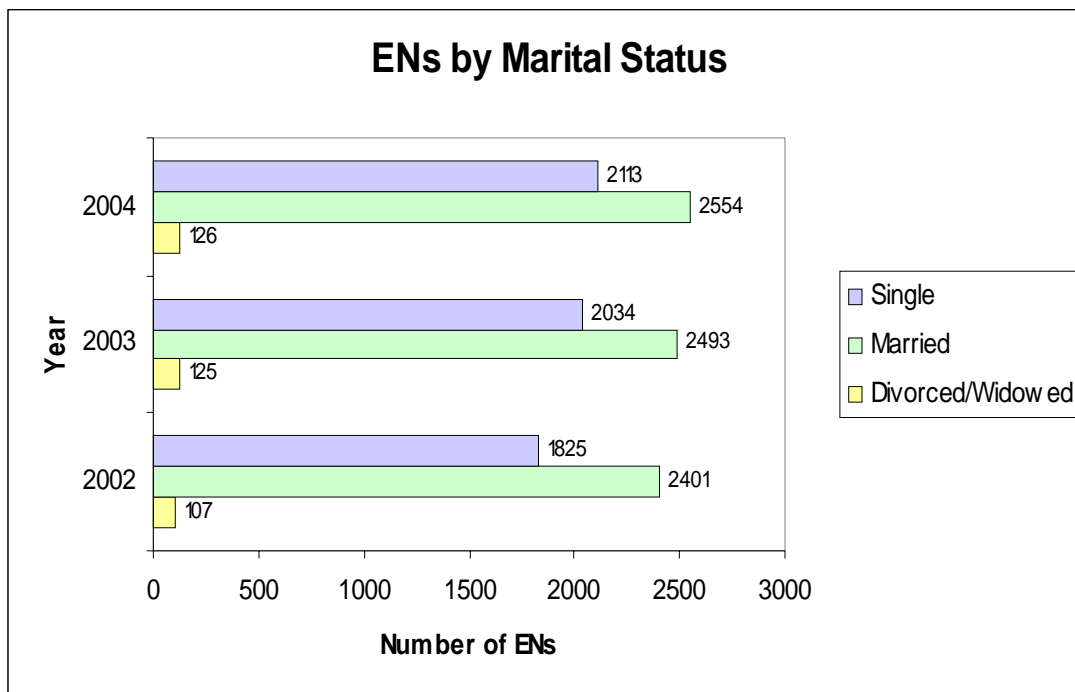
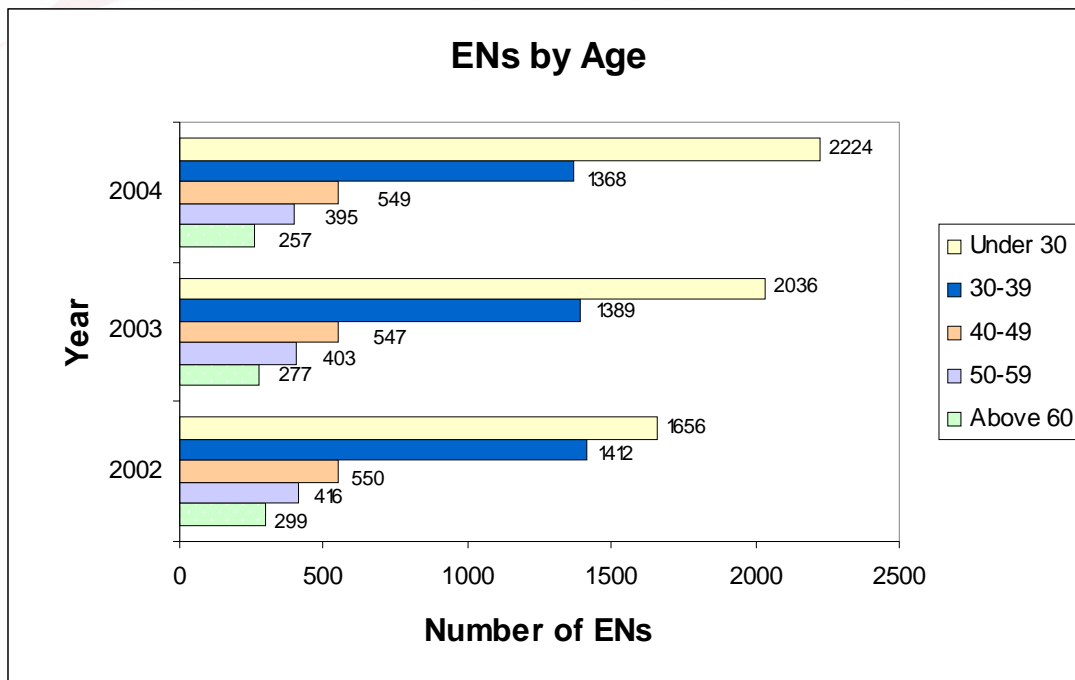
10.2 RNs by Activity Status and Citizenship



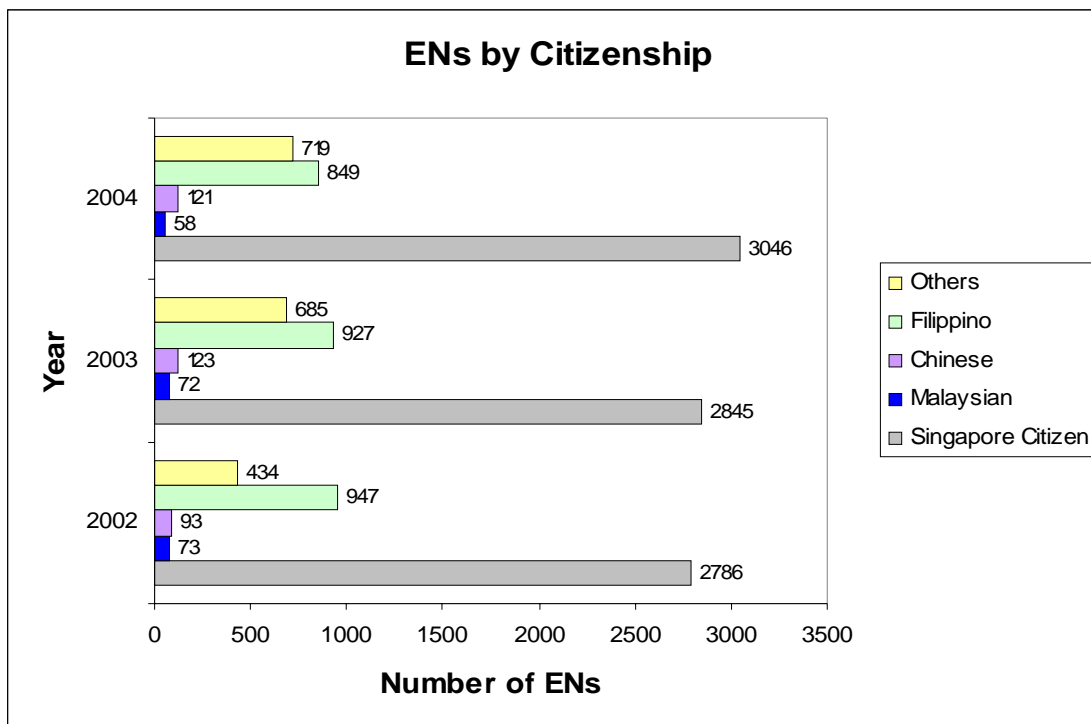
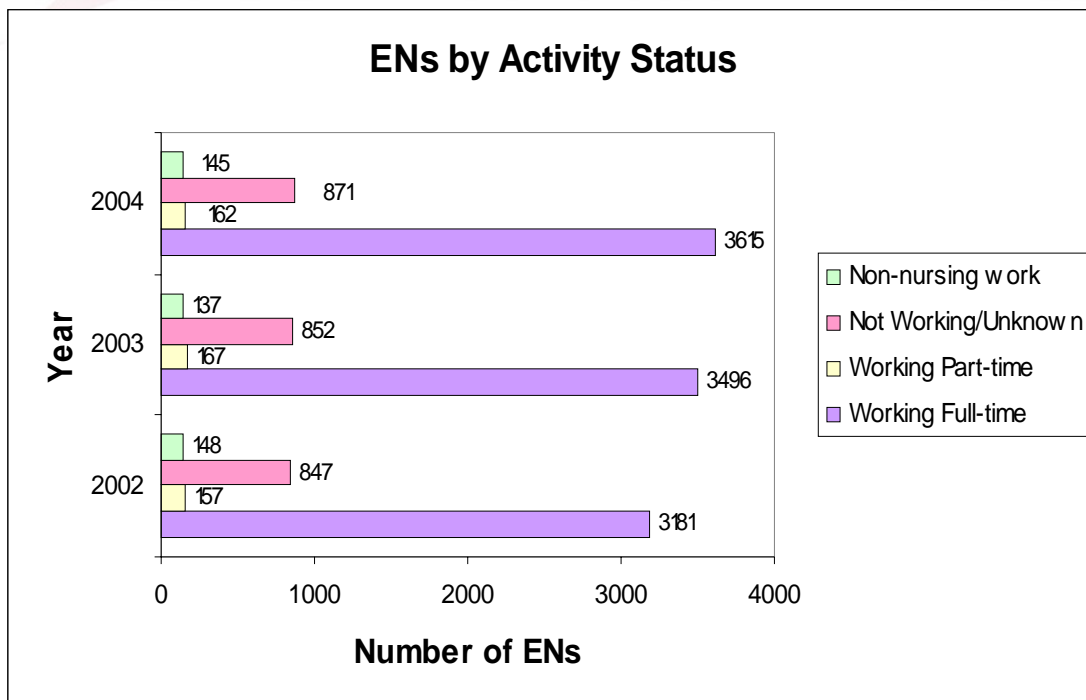
11 SELECTED CHARACTERISTICS OF ENROLLED NURSES

Selected Characteristics	2002	2003	2004
TOTAL	4333	4652	4793
SEX			
Male	192	224	248
Female	4141	4428	4545
ETHNIC GROUP			
Chinese	1488	1526	1575
Malay	849	874	958
Indian	870	1093	1100
Others	1126	1159	1160
ACTIVITY STATUS			
Working Full-time	3181	3496	3615
Working Part-time	157	167	162
Not Working/Unknown	847	852	871
Doing Non-nursing work	148	137	145
EMPLOYMENT			
Public Sector	2369	2605	2665
Private Sector	969	1058	1112
CITIZENSHIP			
Singaporean/Permanent Resident	2786	2845	3046
Malaysian	73	72	58
Chinese (PRC)	93	123	121
Filipino	947	927	849
Others	434	685	719
MARITAL STATUS			
Single	1825	2034	2113
Married	2401	2493	2554
Divorced/Widowed	107	125	126
AGE			
Under 30 yrs	1656	2036	2224
30-39 yrs	1412	1389	1368
40-49 yrs	550	547	549
50-59 yrs	416	403	395
Above 60 yrs	299	277	257

11.1 ENs by Age and Marital Status



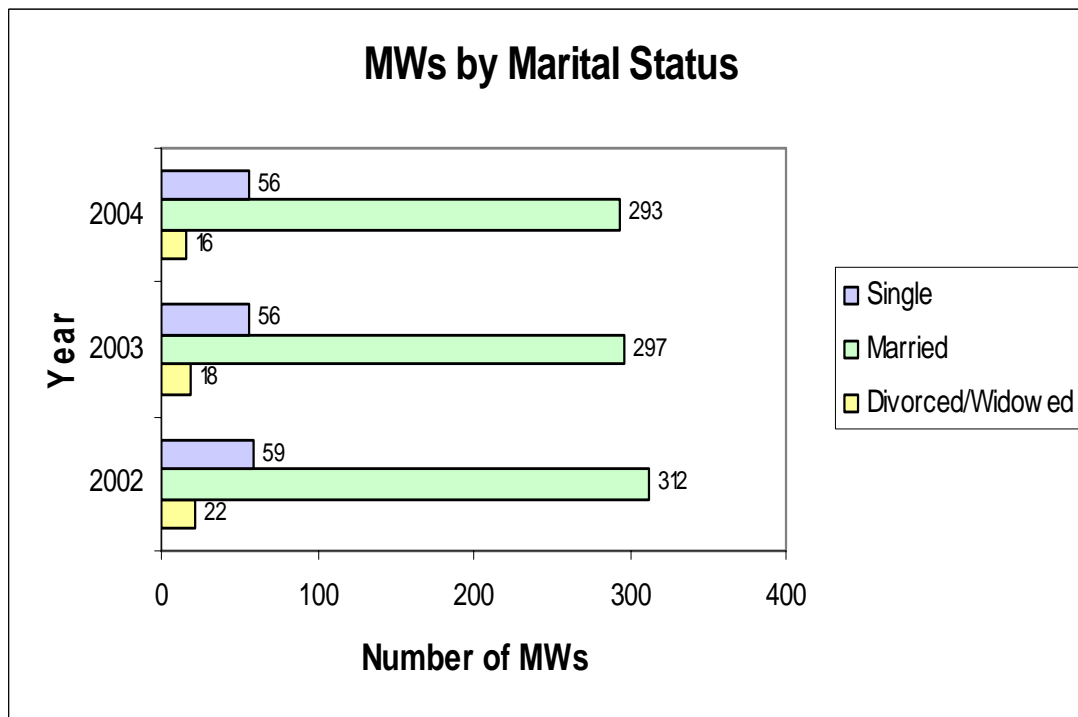
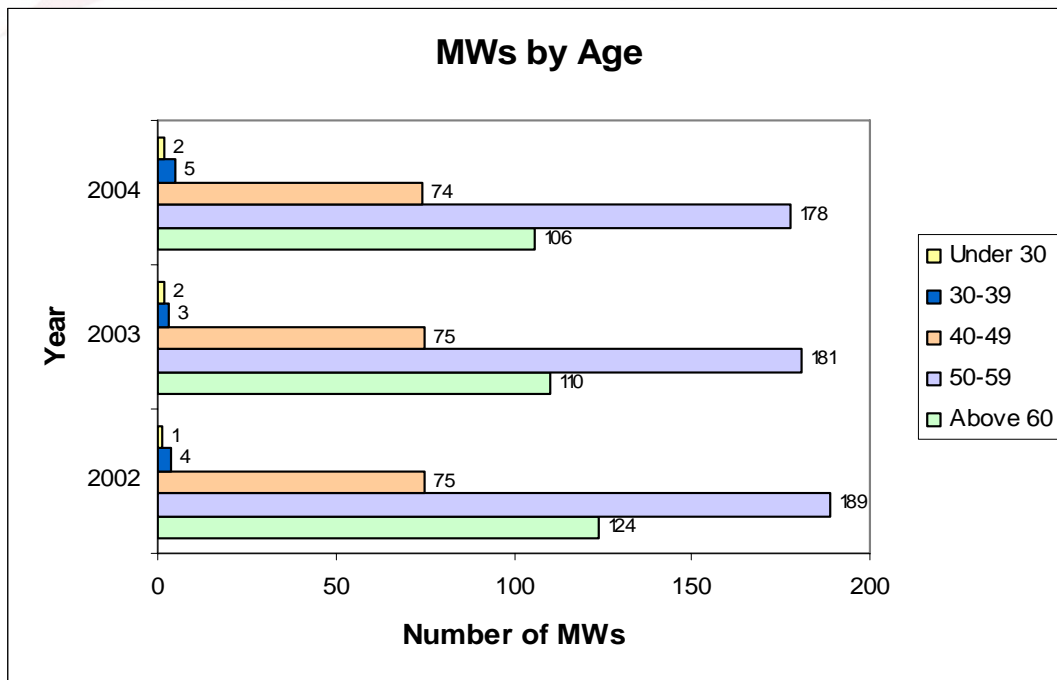
11.2 ENs by Activity Status and Citizenship



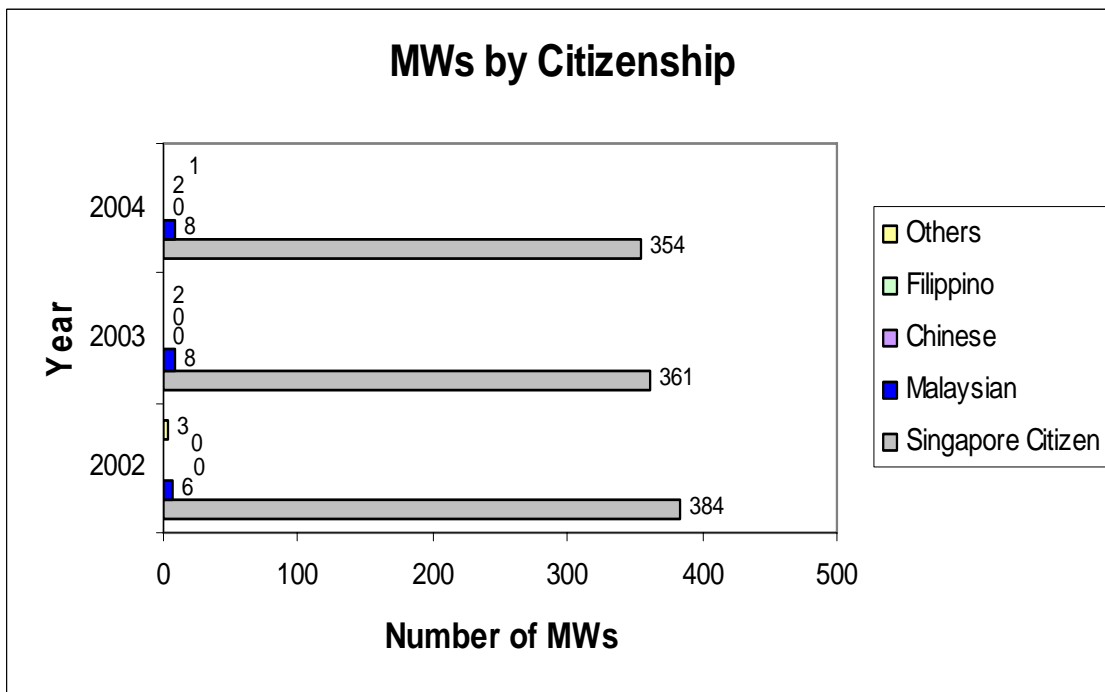
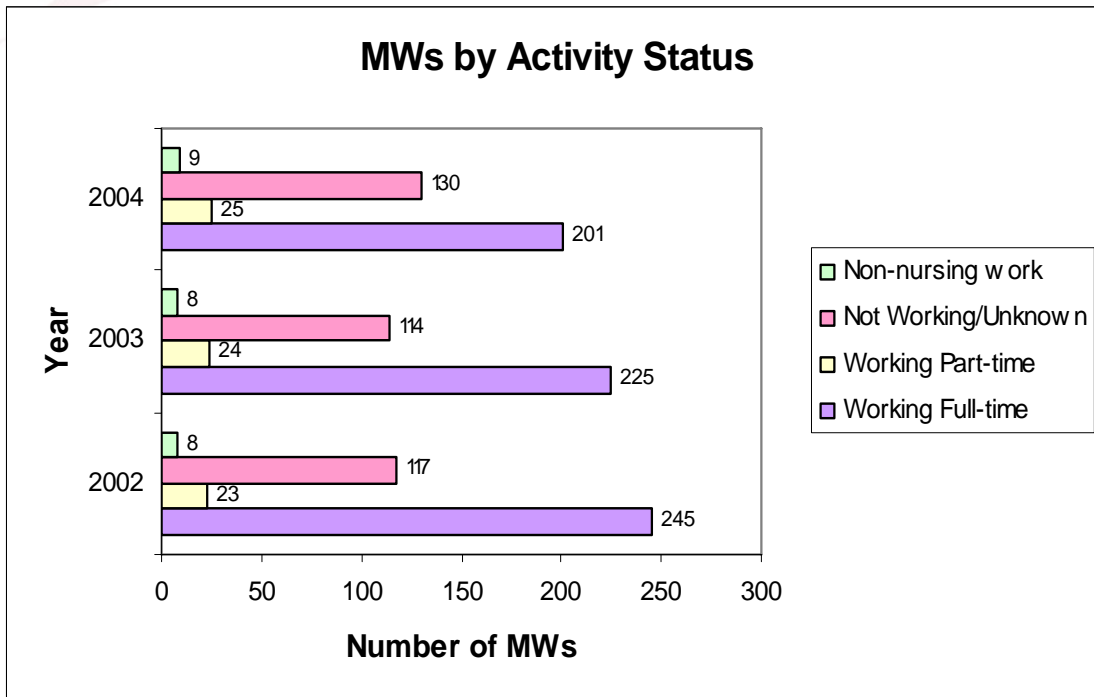
12 SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES

Selected Characteristics	2002	2003	2004
TOTAL	393	371	365
SEX			
Male	-	-	-
Female	393	371	365
ETHNIC GROUP			
Chinese	328	310	303
Malay	39	34	32
Indian	18	18	19
Others	8	9	11
ACTIVITY STATUS			
Working Full-time	245	225	201
Working Part-time	23	24	25
Not Working/Unknown	117	114	130
Doing Non-nursing work	8	8	9
EMPLOYMENT			
Public Sector	188	176	157
Private Sector	80	73	69
CITIZENSHIP			
Singaporean/Permanent Resident	384	361	354
Malaysian	6	8	8
Chinese (PRC)	0	0	0
Filipino	0	0	2
Others	3	2	1
MARITAL STATUS			
Single	59	56	56
Married	312	297	293
Divorced/Widowed	22	18	16
AGE			
Under 30 yrs	1	2	2
30-39 yrs	4	3	5
40-49 yrs	75	75	74
50-59 yrs	189	181	178
Above 60 yrs	124	110	106

12.1 MWs by Age and Marital Status



12.2 MWs by Activity Status and Citizenship



Singapore Nursing Board

16 College Road #01-01
College of Medicine Building
Singapore 169854

www.snb.gov.sg