



Singapore Nursing Board

Annual

Report 2005

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FOREWORD

The year 2005 saw the percentage of foreign trained nurses fall to below 20% for the first time in 8 years. Efforts to attract and retain locally trained nurses in the profession seem to have come to fruition. While developed countries are seeing an increase in the number of nurses from other countries working in their healthcare institutions, Singapore seems to have bucked the trend. However, we cannot be complacent if we do not want to see a reversal in the trend. The introduction of a second nursing diploma course to prepare registered nurses will enhance the number of local graduates.

Developed countries are also seeing the ageing of their nursing workforce. Compared to nurses working in developed countries like Australia, Canada, Denmark, Norway, Sweden and the United States, where the average age is more than 40 years, the average age of nurses working in Singapore is 35 years.

Although Singapore does not have a degree course in nursing, the number of nurses with higher qualifications has increased. Most local nurses who obtained their post-registration nursing degree completed their studies locally in an off-shore programme. A small number went overseas to obtain their nursing degree.

The profile of nurses in Singapore has improved over the years and this augurs well for the profession. We need to continue in our efforts to make nursing an attractive and rewarding vocation, and contribute to the health of the nation.

Mrs Nellie Tang M K
Chairman
(December 2006)

HIGHLIGHTS IN 2005

Regulations

The Nurses and Midwives (Amendment) Act was passed in Parliament on 21st April 2005. The key amendments were to allow for the setting up of an Advanced Practice Nurse Register and to regulate advanced practice nurses.

The other amendments include allowing the Board to prescribe compoundable offences and to compound offences. It also allows the Board to invest its surpluses and ensure prudent management of reserves.

Traditionally, the Board is chaired by the Director of Medical Services. The amendments provide for the Director of Medical Services or his representative to be a member of the Board. This will open up the possibility of appointing a nurse or any other member as the Chairman.

Nursing Education

On 24 May 2005, nursing education in Singapore received a boost: a second diploma course to prepare registered nurses was implemented. Ngee Ann Polytechnic offered a 3-year course leading to a Diploma in Health Sciences (Nursing).

International Meetings

Registrar and Executive Secretary attended the 7th International Regulation Conference on the Regulation of Nursing and Midwifery and the 23rd International Council of Nurses' Quadrennial Congress in Taipei. The International Regulation Conference brought together global representatives of nursing boards and councils. Key issues addressed were globalization and its impact on professional regulation, application of GATS, domestic regulations and mutual recognition agreements.

The theme of the 23rd Quadrennial Congress was "Nursing on the move: knowledge, innovation and vitality". A wide range of papers was presented. In addition to the issues addressed at the Regulation Conference, key papers on health and human rights, benefits of technologies for better health, communicable diseases, counterfeit medicines, issues underpinning global nursing imbalances and shortages, advanced practice nursing and trends in nurses' pay and working conditions were also presented.

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

The Singapore Nursing Board is assisted in its functions by various committees:
 Registration, Education, Complaints, Finance and Audit.

REGISTRATION

During the year, the number of nurses on the Register and Roll saw an increase of 4% over the preceding year from a total of 19,329 in 2004 to 20,167 in 2005. The composition of nurses and midwives is illustrated in Chart 1.

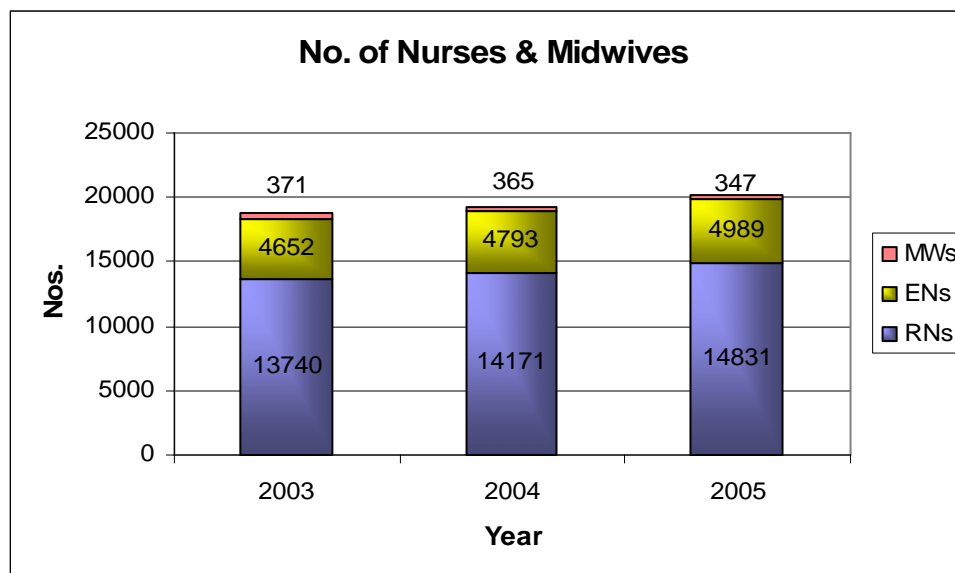


Chart 1

A total of 1828 nurses and midwives were registered during the year (Table 1). This was an increase of 11% compared to 2004. Singaporeans comprised 43% and permanent residents 8% of the number of new registrants. Compared to 2004, this was a marked increase¹. There was a 17% decrease in the number of foreign nurses and midwives registered.

	Singaporeans	Permanent Residents	Foreign	Total
Registered Nurses	502	116	485	1103
Enrolled Nurses	280	26	404	710
Midwives	7	3	5	15
Total	789	145	894	1828

Table 1: No. of new registrants

The types of registrations are shown in Table 2.

	Full	Conditional	Temporary	Total
Registered Nurses	809	265	29	1103
Enrolled Nurses	308	402		710
Midwives	10	5		15
Total	1127	672	29	1828

Table 2: Types of registration

¹ In 2004, Singaporeans formed 31% (506 nos.), permanent residents 4% (60 nos.) and foreigners 66% (1075 nos.) of the total new registrants.

Licensure Examinations for Foreign Trained Nurses and Midwives

The Board conducted 12 licensure examinations in Singapore, Philippines, China and India. There was an increase of 9.4% over the previous year in the number of nurses and midwives who sat for the examination. Table 3 shows that out of a total of 1242 candidates who sat for the examination, 990 passed.

	Passed	Failed	Total
Registered Nurses	534	180	714
Enrolled Nurses	453	72	525
Midwives	3		3
Total	990	252	1242

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



EDUCATION

There were nine courses accredited during the year.

	Course Title	Type of Course	Period of Approval	Institution
1	Bachelor of Nursing	Post –registration	Re-accredited 11 Oct 2005 - 30 Sep 2008	Griffith University and Cornerstone Training Centre
2	Diploma in Health Sciences (Nursing)	Pre-registration	14 Sep 2005 - 24 May 2008	Ngee Ann Polytechnic
3	Certificate in Transfusion Science Nursing Course	Short course	Not applicable	Nanyang Polytechnic
4	Clinical Teaching for Nurses	Short course	Not applicable	The Alice Lee Institute of Advanced Nursing
5	Children’s Emergency Core Programme	Clinical Skills Course	Not applicable	KK Women’s and Children’s Hospital
6	Mass Causality and Disaster Preparedness Course for Registered Nurses	Clinical Skills Course	Not applicable	SingHealth Polyclinics
7	Nursing Care of Patient On Non-invasive Ventilation	Clinical Skills Course	Not applicable	Tan Tock Seng Hospital
8	Gerontology Course for Registered Nurses	Clinical Skills Course	Not applicable	Singapore General Hospital
9	Administration of Intravenous Medicines for Registered Nurses	Clinical Skills Course	Not applicable	Tan Tock Seng Hospital

COMPLAINTS

During the year, the Complaints Committee held one hearing into allegations of negligence against a registered nurse over the death of a patient resulting from adverse reaction to a medication. The Committee found that she failed to observe a fundamental practice of medication administration expected of a Registered Nurse. Giving due consideration to the circumstances that she was working under, the Board decided to impose a six-month suspension on her.



FINANCE

The audited financial statements reported a healthy state with a net surplus of \$263,520. Cash flow remained healthy with the bulk related to operating activities.

Income

Corresponding with the increased number of nurses on the Register and Roll, income increased by 15% to \$1,027,357 over the preceding year. Practising certificate fees (79.7%) continued to be the main source of revenue.

Expenditure

Expenses decreased by 3% to \$710,897 from the preceding year as the result of overall decrease in operating expenditure. No legal fees were incurred during the year.



Income & Expenditure Statements

For the financial year ended at 31 March 2006

	31 March 2006	31 March 2005
	\$	\$
INCOME		
Application fees	65,220	58,480
Registration fees	39,670	33,190
Enrolment fee	12,480	13,700
Practising certificate fees	818,998	706,698
Re-registration fees	880	800
Replacement charges	9,400	5,550
Service charges	54,937	58,242
Interest income	12,002	1,013
Late charges	13,420	13,010
Other income	350	-
	1,027,357	890,683
Deduct: EXPENSES		
Audit fee	2,184	4,443
Central Provident Fund contributions	17,847	19,005
Computer operation & maintenance	102,427	120,750
Committee expenses	214	-
Depreciation	19,380	18,634
Legal expenses	-	14,840
Medical fees	679	325
Miscellaneous	8,423	8,582
Office equipment maintenance	1,816	4,148
Postages	16,564	14,771
Printing & stationery	20,796	24,653
Refreshments	86	164
Rental of premises	38,340	36,396
Salaries	463,709	454,894
Staff Training	7,005	5,719
Staff welfare	1,589	1,587
Transport expenses	825	914
Utilities	9,013	9,003
Write back of depreciation		(4,827)
	710,897	734,001
Surplus before grant	316,460	156,682
Deferred capital grant	7,996	7,996
Surplus before contribution to consolidated fund	324,456	164,678
Contribution to consolidated fund		
- Current year	(65,000)	(37,000)
- Prior year	4,064	39
	(60,936)	(36,961)
Net surplus for the year	263,520	127,717

Balance Sheet

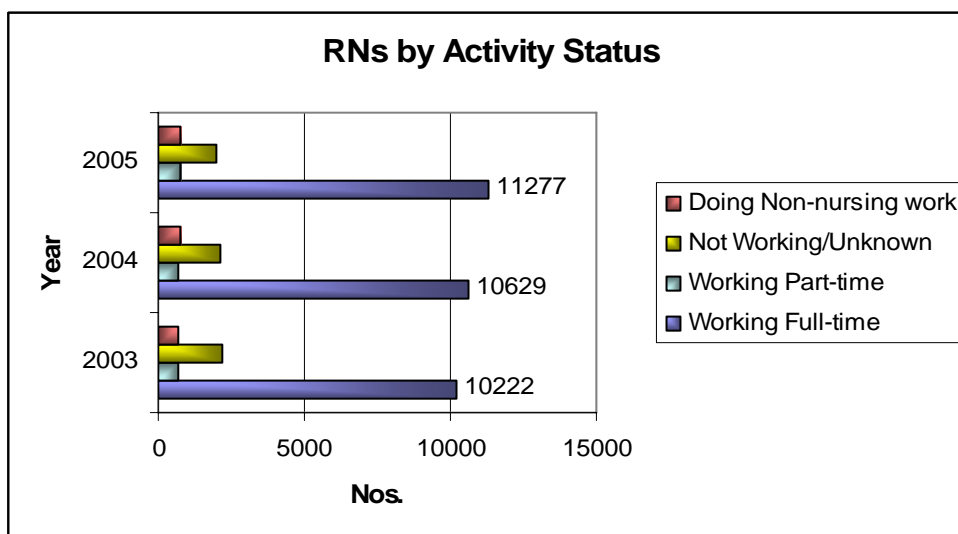
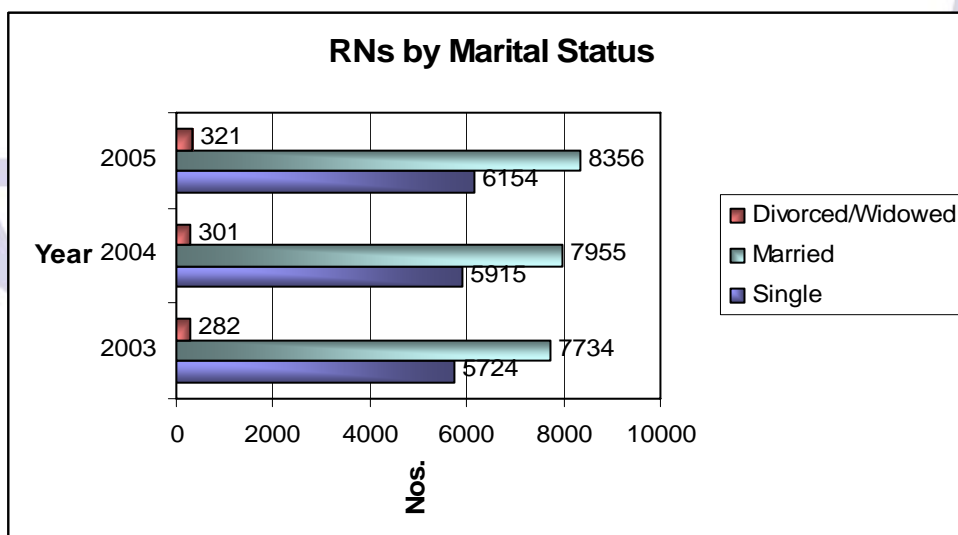
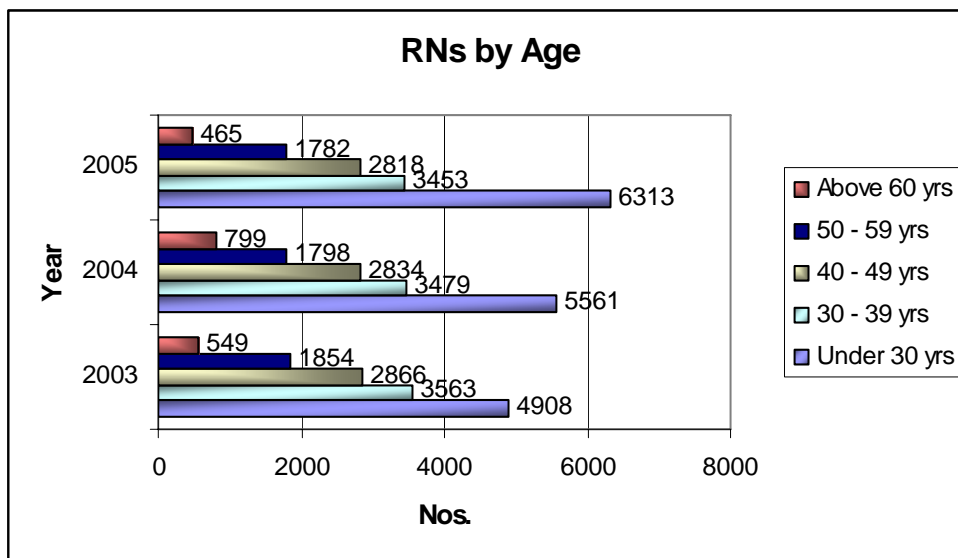
As at 31 March 2006

	31 March 2006	31 March 2005
	\$	\$
ACCUMULATED SURPLUS	1,730,060	1,466,540
REPRESENTED BY		
Non-current assets		
Property, plant and equipment	21,407	34,317
Current assets		
Fees receivable	4,220	860
Other receivables	14,492	7,391
Deposits & prepayments	7,895	2,975
Cash & bank balances	2,276,036	2,022,358
	2,302,643	2,033,584
LESS CURRENT LIABILITIES		
Payables	28,843	10,500
Advance practising certificate fees received	492,151	537,869
Provision for contribution to consolidated fund	65,000	37,000
	585,994	585,369
Net current assets	1,716,649	1,448,215
LESS NON-CURRENT LIABILITIES		
Deferred capital grant	(7,996)	(15,992)
Total net assets	1,730,060	1,466,540

SELECTED CHARACTERISTICS OF REGISTERED NURSES

Selected Characteristics	2003	2004	2005
TOTAL	13740	14171	14831
SEX			
Male	1053	1095	1188
Female	12687	13076	13643
ETHNIC GROUP			
Chinese	9426	9639	10028
Malay	1366	1426	1537
Indian	1211	1314	1441
Others	1737	1792	1825
ACTIVITY STATUS			
Working Full-time	10222	10629	11277
Working Part-time	660	702	757
Not Working/Unknown	2169	2112	2016
Doing Non-nursing work	689	728	781
EMPLOYMENT			
Public Sector	7533	7763	8165
Private Sector	3349	3568	3869
CITIZENSHIP			
Singaporean/Permanent Resident	10922	11443	12434
Malaysian	339	342	335
Chinese (PRC)	792	668	601
Filipino	1266	1253	1012
Indian	-	-	171
Myanmar	-	-	131
Others	421	465	147
MARITAL STATUS			
Single	5724	5915	6154
Married	7734	7955	8356
Divorced/Widowed	282	301	321
AGE			
Under 30 yrs	4908	5561	6313
30-39 yrs	3563	3479	3453
40-49 yrs	2866	2834	2818
50-59 yrs	1854	1798	1782
Above 60 yrs	549	499	465

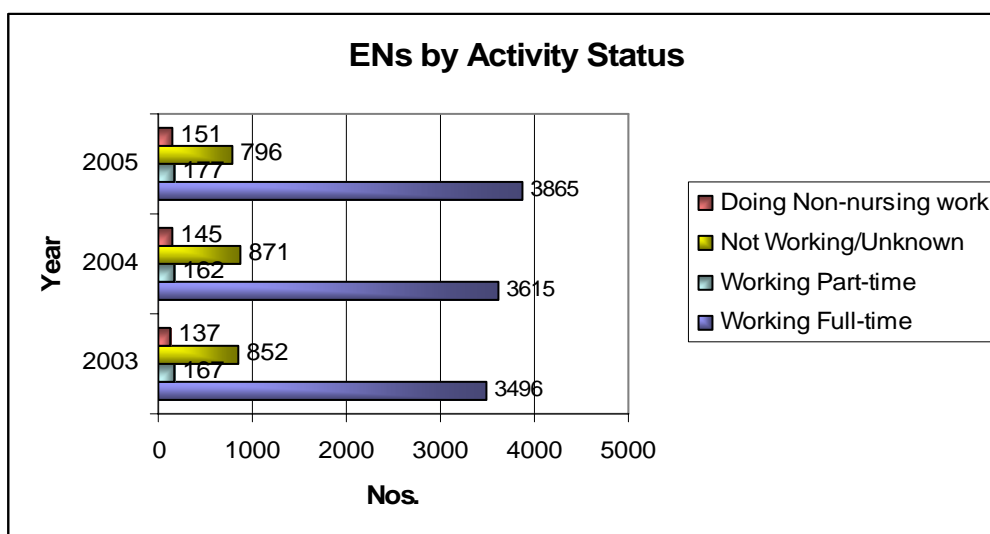
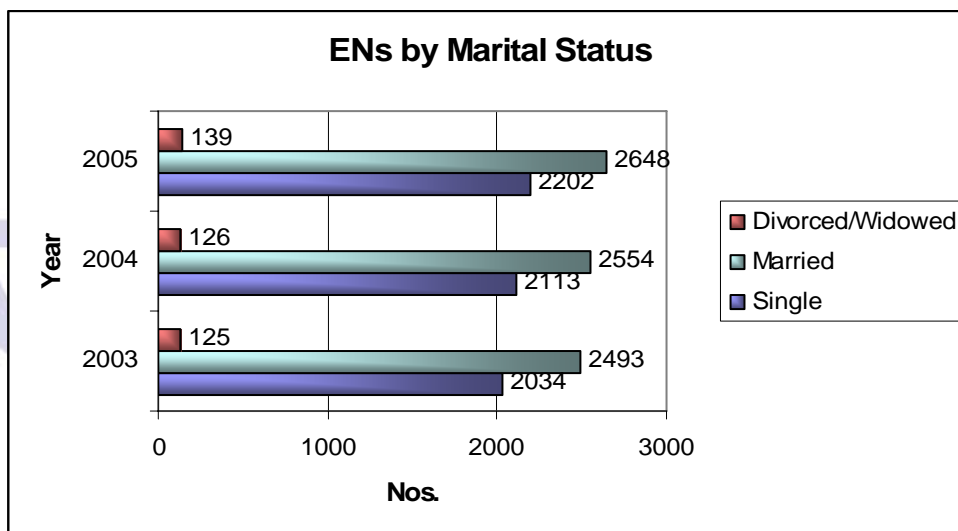
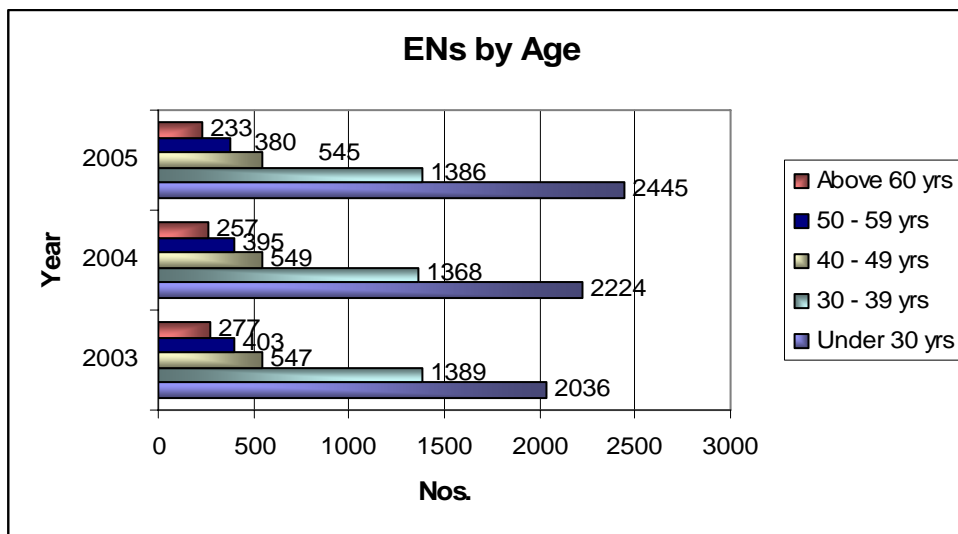
RNs by Age, Marital Status and Activity Status



SELECTED CHARACTERISTICS OF ENROLLED NURSES

Selected Characteristics	2003	2004	2005
TOTAL	4652	4793	4989
SEX			
Male	224	248	251
Female	4428	4545	4738
ETHNIC GROUP			
Chinese	1526	1575	1644
Malay	874	958	1059
Indian	1093	1100	1104
Others	1159	1160	1182
ACTIVITY STATUS			
Working Full-time	3496	3615	3865
Working Part-time	167	162	177
Not Working/Unknown	852	871	796
Doing Non-nursing work	137	145	151
EMPLOYMENT			
Public Sector	2605	2665	2823
Private Sector	1058	1112	1219
CITIZENSHIP			
Singaporean/Permanent Resident	2845	3046	3445
Malaysian	72	58	49
Chinese (PRC)	123	121	115
Filipino	927	849	723
Indian	-	-	396
Myanmar	-	-	241
Others	685	719	20
MARITAL STATUS			
Single	2034	2113	2202
Married	2493	2554	2648
Divorced/Widowed	125	126	139
AGE			
Under 30 yrs	2036	2224	2445
30-39 yrs	1389	1368	1386
40-49 yrs	547	549	545
50-59 yrs	403	395	380
Above 60 yrs	277	257	233

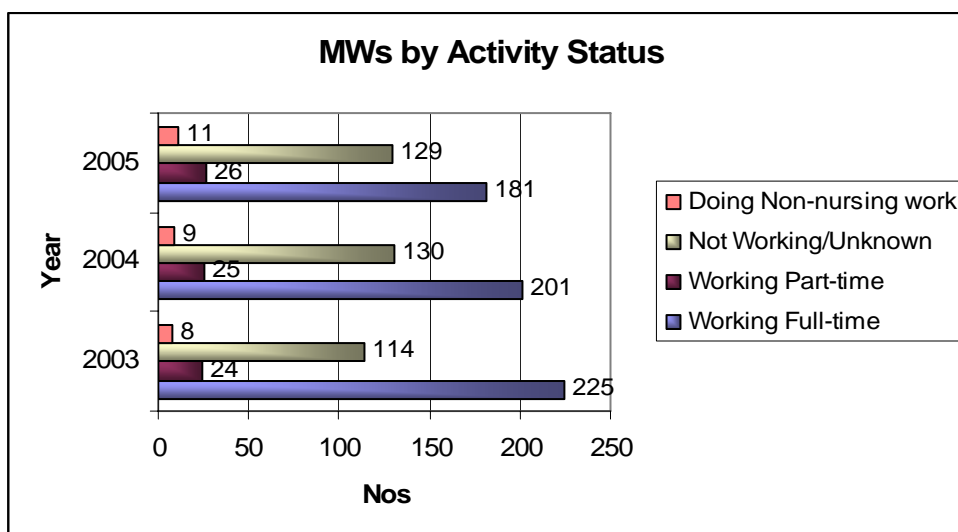
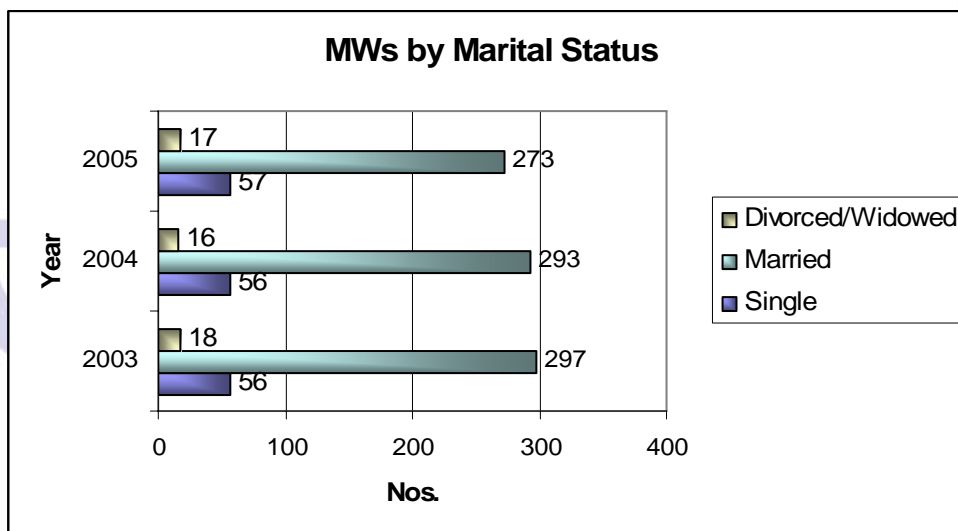
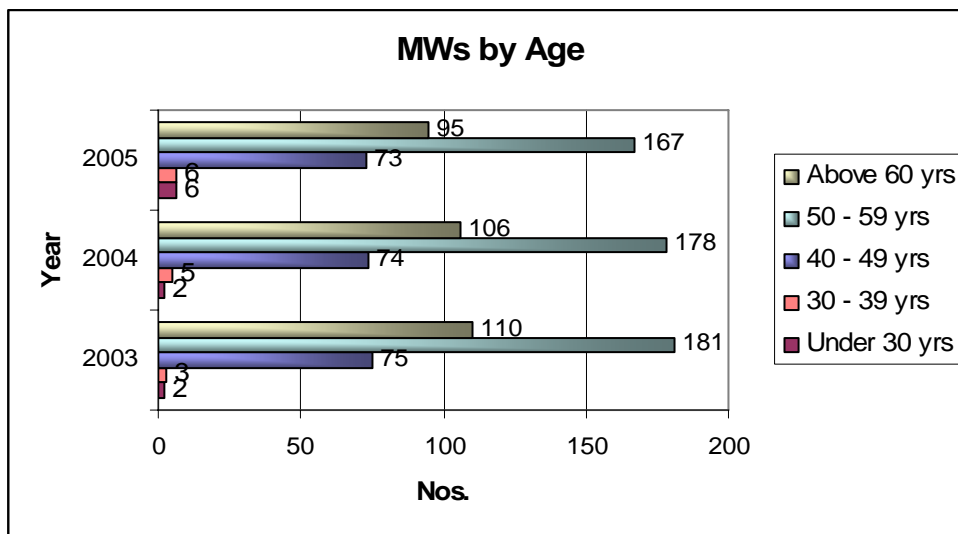
ENs by Age, Marital Status and Activity Status



SELECTED CHARACTERISTICS OF REGISTERED MIDWIVES

Selected Characteristics	2003	2004	2005
TOTAL	371	365	347
SEX			
Male	-	-	-
Female	371	365	347
ETHNIC GROUP			
Chinese	310	303	283
Malay	34	32	29
Indian	18	19	19
Others	9	11	16
ACTIVITY STATUS			
Working Full-time	225	201	181
Working Part-time	24	25	26
Not Working/Unknown	114	130	129
Doing Non-nursing work	8	9	11
EMPLOYMENT			
Public Sector	176	157	136
Private Sector	73	69	71
CITIZENSHIP			
Singaporean/Permanent Resident	361	354	335
Malaysian	8	8	6
Chinese (PRC)	0	0	0
Filipino	0	2	5
Indian	-	-	0
Myanmar	-	-	0
Others	2	1	1
MARITAL STATUS			
Single	56	56	57
Married	297	293	273
Divorced/Widowed	18	16	17
AGE			
Under 30 yrs	2	2	6
30-39 yrs	3	5	6
40-49 yrs	75	74	73
50-59 yrs	181	178	167
Above 60 yrs	110	106	95

MWs by Age, Marital Status and Activity Status





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