



Annual Report 2021

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PRESIDENT'S MESSAGE

The regulation of Allied Health professionals (AHPs) in Singapore in the midst of the COVID-19 pandemic continued to operate mostly online in 2021. Training workshops, registration applications, submission of supervisory reports and meetings were done electronically or online. A hybrid arrangement of working-from-home together with working in the office ensured that Council's operations and services were carried out well.

All healthcare Professional Boards (PBs), including AHPC, achieved a milestone in the ongoing public sector digital transformation with the roll out of electronic certificates and digital Practising Certificates (digital PCs). Electronic registration certificates (e-RC) and practising certificates (e-PC), collectively known as "e-Certs" in the PBs' Professional Registration System (PRS) as well as the digital PCs in Singpass app were implemented. E-Certs can be downloaded or printed by registered healthcare professionals themselves. This initiative by the Secretariat of healthcare Professional Boards (SPB), which provides secretariat and operational functions for all PBs, was launched at the end of 2021 for the registration, application of new PCs and PC renewals of all registered AHPs, except for diagnostic radiographers and radiation therapists whose PC renewals are due in end 2022. The SPB, healthcare PBs and Infocomm Division of the Ministry of Health worked together to implement e-Certs in the PRS, and with GovTech to concomitantly implement the digital PCs in the Singpass app. The AHPC commends this successful launch for all the healthcare PBs. The existing hardcopy records of healthcare professionals are also in the process of being digitised for all the PBs.

The Council convened a Programme Review Panel in July 2021 to review the accelerated three-year Bachelor of Science in Physiotherapy programme offered by the Singapore Institute of Technology (SIT). The evaluation was completed in October 2021, and the programme was assessed to have met the core curriculum requirements for the registration of physiotherapists in Singapore.

The Curriculum and Organisation Review Committees (CORC) also reviewed programmes in the AHPC's List of Recognised Qualifications. These programmes had changes made either in the qualification title or curriculum. New qualification titles were approved and added to the List.

From August 2021, all new AHP registration applicants must meet all the English Language Proficiency (ELP) requirements in a single examination sitting and cannot combine results from more than one sitting. This is in line with the practice for other registered healthcare professionals in Singapore.

The Council also approved, from October 2021, for conditionally registered (C-reg) AHPs who are on Level 3 (L3) supervision to be supervised on-site by their approved supervisors for the minimum supervision hours required if they were competent or considered exceeding in their performance during their supervised practice at L2. These practitioners must not have been imposed with more stringent or extended supervision for areas of performance assessed to be below competent levels during their C-reg period.

In 2021, there were new appointments to the Council and its Committees. Two new Council members, Ms Tan Bee Yee, physiotherapist and Deputy Group Director of Allied Health (Academic and Professional Development) at SingHealth and Mr Albert Chia, Director of Psychological Services at the Ministry of Education were appointed on 1 March and 1 April 2021 respectively. The Occupational Therapy Credentials Committee welcomed two new members, Ms Elaine Koh Wei Ling from Methodist Welfare Services and Ms Valenie Tay Joo Lin from Ren Ci Community Hospital. The Physiotherapy Credentials Committee appointed three new members in 2021, namely A/P Ong Peck Hoon from SIT, Mr Muhammad Jazimin Bin Haron from Khoo Teck Puat Hospital and Ms Irene Toh from NTUC Eldercare Co-Operative Ltd. The Additional Qualifications (AQ) Review Committee also welcomed a new member, Ms Faith Tan Si Yu from SPD, an organisation for people with pan disabilities in Singapore. These members have broadened the representation in the Council and its Committees.

Several members have also stepped down from the Council or Committees in the past year. We thank Ms Loh Wee Cheng from the Ministry of Education who completed her appointed term in the Council. From the Credentials Committees, we thank Mr Gibson Chan, Ms Koh Hwan Jing, Ms Wong Wai Min, A/P Benjamin Soon, Ms Wendy Lim and Mr Lim Teck Guan and from the AQ Review Committee, Ms Helen Jane Chandler, for their years of committed service to the Council's Committees.

I would like to take this opportunity to thank all members of the AHPC Council, the AHPC's Committees, the Programme Review Panel and members of the Complaints Panel for their contributions and support in serving the Council and AHPs. On behalf of the Council, I would also like to express my sincere appreciation to the supervisors and the Heads of departments in institutions who have conscientiously supervised and supported the C-reg AHPs for their supervised practice despite these challenging times.

Lastly, I would like to thank the staff of SPB for their hard work, dedication and commitment to AHPC throughout the year.

Dr Lau Hong Choon
President
Allied Health Professions Council

INTRODUCTION

The Allied Health Professions Act (AHPA) provides for the registration of allied health professionals for the protection of health and safety of the public and for purposes connected therewith.

The Allied Health Professions Council (AHPC) maintains the Registers of registered Allied Health professionals (AHPs), oversees supervision of conditionally registered AHPs, regulates the professional conduct and ethics of AHPs in accordance with the AHPA and the AHPC Code of Professional Conduct. It develops policies and procedures to enable, implement and execute its various functions under the AHPA.

The Annual Report 2021 provides an overview of AHPC's functions including the registration, programmes, activities and disciplinary matters of registered AHPs, namely, the diagnostic radiographers (DRs), occupational therapists (OTs), physiotherapists (PTs), radiation therapists (RTs) and speech-language therapists (SLTs) for the year 2021.

ALLIED HEALTH PROFESSIONS COUNCIL

President

Dr Lau Hong Choon

Registrar

Ms Susan Niam

Deputy Registrar

Mr Gabriel Leong Kok Wah

Representative of the Director-General of Education

Ms Loh Wee Cheng
(until 31 March 2021)

Mr Albert Chia See Chew
(from 1 April 2021)

Members

Mr Abdul Rashid Jailani

Mr Abhimanyau Pal

Prof Alan Wong Wai Pong

Ms Doreen Yeo Sai Ching

Dr Elizabeth Jane Teh Ning Yen

Mr Er Beng Siong

Mr Jambulingam Rajamanickam Karthikeyan

A/Prof Lim Hua Beng

Ms Melissa Chua Hui Ling

Adj A/Prof Michael Ong Kah Leong

Ms Sng Li Hoon

Ms Tan Bee Yee
(from 1 March 2021)

Ms Yusnita Binte Omar

CREDENTIALS COMMITTEES & CURRICULUM AND ORGANISATION REVIEW COMMITTEES

DIAGNOSTIC RADIOGRAPHY AND RADIATION THERAPY

Co-Chairpersons

Adj A/Prof Michael Ong Kah Leong

Ms Yusnita Binte Omar

Deputy Chairpersons

Ms Goh Li Li

Ms Sng Li Hoon

Members

Mr Chua Poh Hai

Ms Evelyn Quah Shi Shi

Ms Jolene Ooi Wei Ling

Ms June Sim Lian Siok

Mr Gabriel Leong Kok Wah

Ms Lim Fung Leng

Mr Muhammad Yasin Bin Abu Bakar

Mr Omar Bin Mahmood

Ms Rafidah Binti Abu Bakar

Dr Tan Sai Geok

OCCUPATIONAL THERAPY

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A/Prof Lim Hua Beng

Deputy Chairpersons

Ms Florence Cheong Wai Fong

Ms Jessica Hooi Xiao Jing

Members

Ms Carolyn Teo Boon Lee

Ms Doreen Yeo Sai Ching

Ms Elaine Koh Wei Ling
(from 2 March 2021)

Ms Ho Soo Fung

Ms Corrine Hoo Kar Ling

Adj A/Prof Patrick Ker Thye San

Ms Soh Siok Khoon

Mr Sudev Sreedharan

Ms Tay Hwee Lin

Ms Valenie Tay Joo Lin
(from 2 March 2021)

Mr Gribson Chan Yu Chun
(until 1 March 2021)

Ms Koh Hwan Jing
(until 1 March 2021)

Ms Wong Wai Min
(until 1 March 2021)

PHYSIOTHERAPY

Chairperson for Credentials Committee & Deputy Chairperson for Curriculum and Organisation Review Committee

Mr Christopher Ng Thong Lian

Chairperson for Curriculum and Organisation Review Committee & Deputy Chairperson for Credentials Committee

Mr Tan Hai Yang

Members

Mr Abdul Rashid Jailani

A/Prof Cindy Ng Li Whye

A/Prof Clement Yan Chee Kin

Ms Foong Jing Wen

Ms Irene Toh
(from 2 March 2021)

Adj Asst Prof Kwok Boon Chong

Ms Lee May Li Mina

Ms Lim Cheng Kuan

Mr Muhammad Jazimin Bin Haron
(from 2 March 2021)

A/Prof Ong Peck Hoon
(from 2 March 2021)

A/Prof Benjamin Soon Tze Chin
(until 1 March 2021)

Ms Wendy Lim Hsin Wei
(until 1 March 2021)

Mr Lim Teck Guan
(until 1 March 2021)

SPEECH-LANGUAGE THERAPY

Chairperson

Ms Melissa Chua Hui Ling

Deputy Chairpersons

Dr Elizabeth Jane Teh Ning Yen

Ms Deirdre Tay Danyi

Members

Mr Bellakka Narayanappa Krishnamurthy

Ms Mindy Chiang Hui Xian

Ms Li Hongyuan

Ms Sendhilnathan Sunitha

Ms Zenne T'ng Kuan Chen

ADDITIONAL QUALIFICATIONS REVIEW COMMITTEE

Chairperson

Mr Abdul Rashid Jailani

Members

Ms Goh Ming Rong

Ms Jeanette Lee Chui Yeng

A/Prof May Lim Sok Mui

Ms Tan Chek Wee

Dr Tan Sai Geok

Ms Faith Tan Si Yu
(from 3 May 2021)

Dr Wong Seng Mun

Ms Helen Jane Chandler
(until 2 May 2021)

PROGRAMME REVIEW PANEL

PHYSIOTHERAPY

Chairperson

Mr Tan Hai Yang

Members

Mr Christopher Ng Thong Lian

Adj Asst Prof Kwok Boon Chong

Ms Lim Cheng Kuan

OVERVIEW OF REGISTERED ALLIED HEALTH PROFESSIONALS

The categories of registration for AHPs are full, conditional, temporary and restricted¹ registration.

All new AHPs whose qualifications are recognised under the First Schedule and under the Second Schedule² of the Allied Health Professions Regulations must undergo conditional registration and supervised practice before they can be fully registered. AHPs who have not renewed their PCs and have not been practising for an extended period of time may be required to undergo conditional registration if they return to practice. This ensures that they can practise safely and competently before they are accorded full registration.

¹ Restricted registration is a transitional category applicable only during the initial grace period of registration for foreign-trained AHPs who were practising in Singapore before the Allied Health Professions Act (AHPA) came into force in 2013 and whose qualifications were not found in the First Schedule under the AHPA. Restricted registration allowed these professionals to practise within the AHPC-approved restricted scope of practice and to continue their practice in the specified areas where they have been practising prior to the implementation of AHPA.

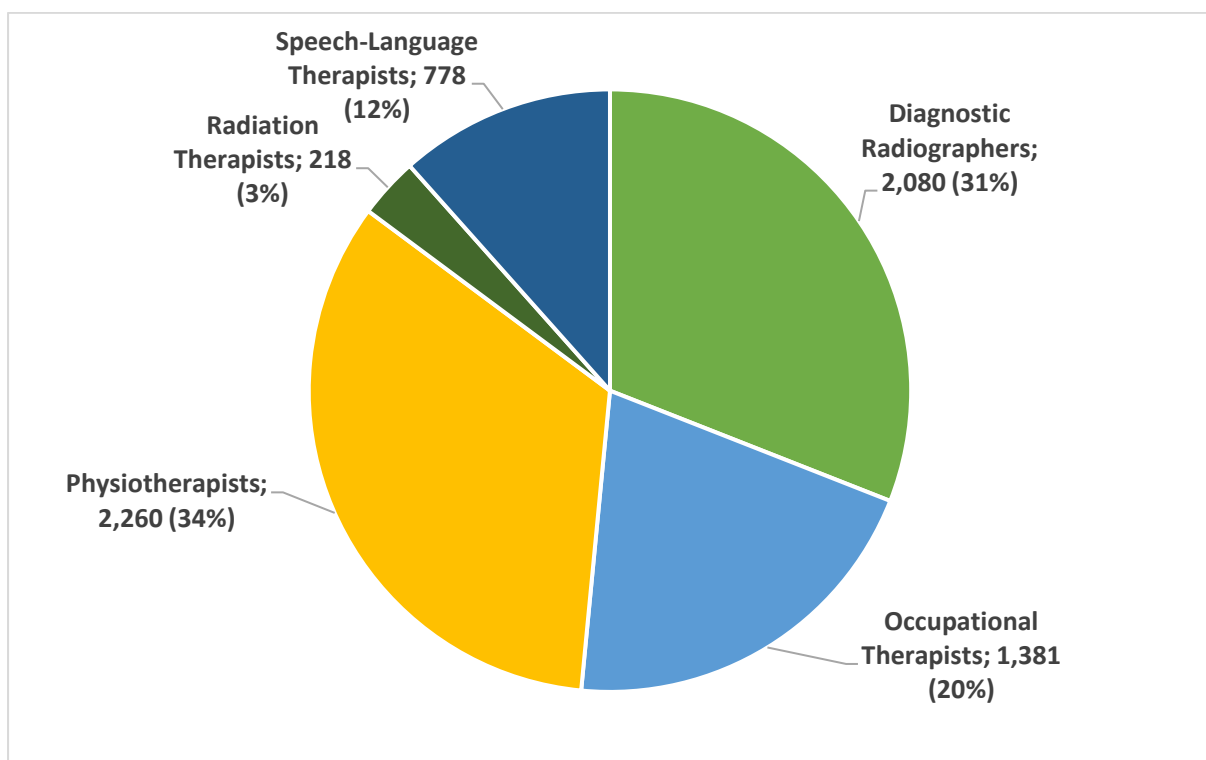
² The Second Schedule of the Allied Health Professions (Registration and Practising Certificates) Regulations contains the List of Qualifying Examinations for the five registered Allied Health Professions (Parts I to V)

REGISTRATION STATISTICS

DISTRIBUTION OF REGISTERED ALLIED HEALTH PROFESSIONALS

As at 31 December 2021, there were 6,717 registered AHPs comprising 2,260 PTs, 2,080 DRs, 1,381 OTs, 778 SLTs and 218 RTs in the Allied Health Professions' Registers. In absolute numbers year on year, the largest increase was seen in the PTs (131) followed by the DRs (117).

Chart 1. Number of registered Allied Health professionals as at 31 December 2021



REGISTRATION NUMBERS BY TYPE OF REGISTRATION

Majority of the AHPs were fully registered. There were 91% of DRs and RTs, 90% of OTs, 89% of PTs and 88% of SLTs who were fully registered. The rest of the AHPs were mostly conditionally registered.

Since December 2019, AHPs who did not renew their PCs for a continuous period of not less than two years were removed from the Registers, in accordance with the Allied Health Professions Act Section 15(2). In 2021, 73 AHPs were removed from the Full and Restricted Registers.

Table 1. Registered Allied Health professionals by registration type as at 31 December of each registration year

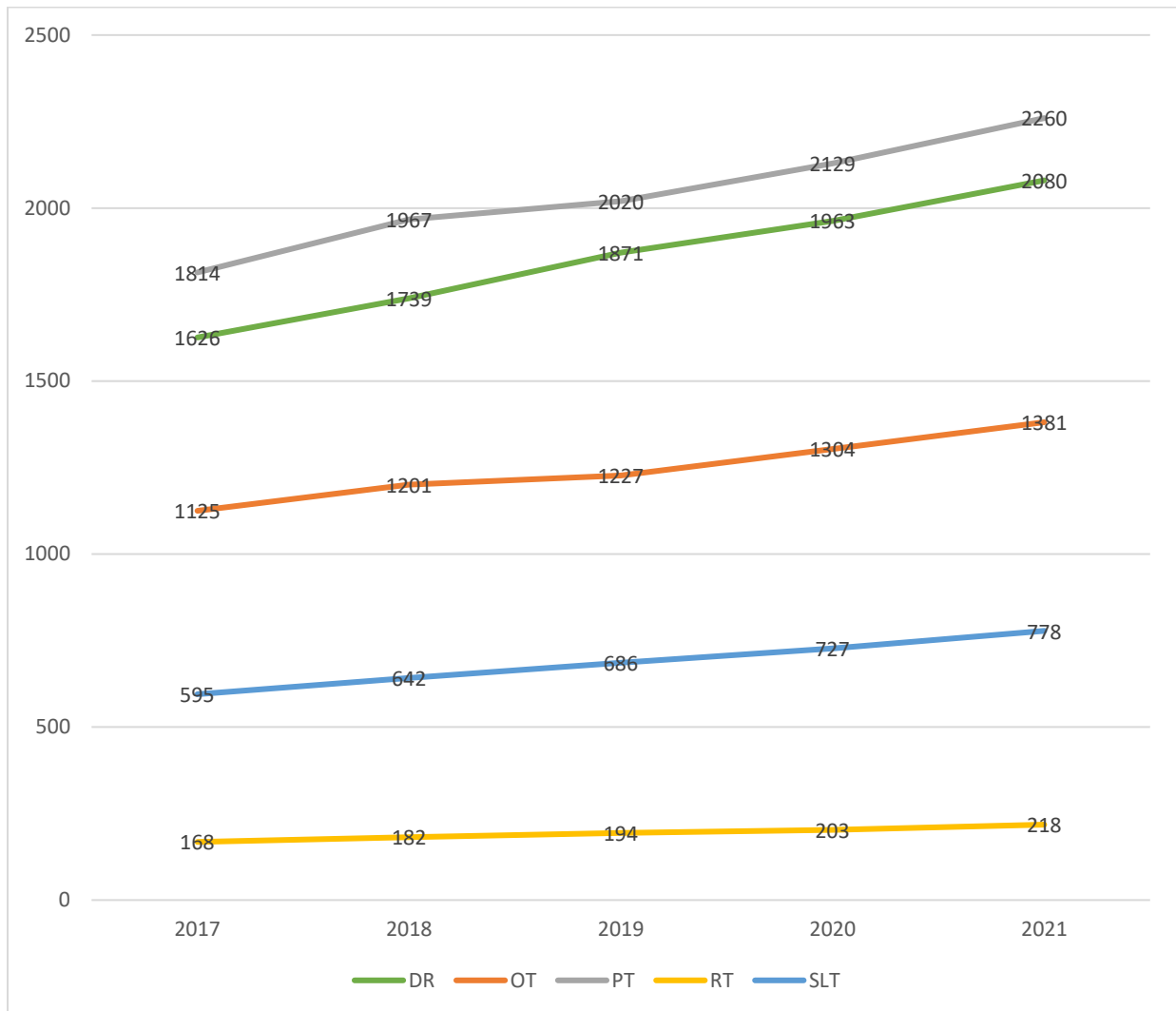
Diagnostic Radiography	2017	2018	2019	2020	2021
Full Registration	1,469 (90.3%)	1,542 (88.6%)	1,646 (88.0%)	1,717 (87.4%)	1,895 (91.1%)
Restricted Registration	12 (0.8%)	12 (0.7%)	12 (0.6%)	12 (0.6%)	12 (0.6%)
Conditional Registration	132 (8.1%)	168 (9.7%)	191 (10.2%)	233 (11.9%)	173 (8.3%)
Temporary Registration*	13 (0.8%)	17 (1.0%)	22 (1.2%)	1 (0.1%)	- (0.0%)
TOTAL	1,626 (100%)	1,739 (100%)	1,871 (100%)	1,963 (100%)	2,080 (100%)
Occupational Therapy	2017	2018	2019	2020	2021
Full Registration	992 (88.2%)	1,074 (89.4%)	1,118 (91.1%)	1,182 (90.6%)	1,247 (90.3%)
Restricted Registration	2 (0.2%)	2 (0.2%)	2 (0.2%)	2 (0.2%)	2 (0.1%)
Conditional Registration	131 (11.6%)	124 (10.3%)	104 (8.5%)	117 (9.0%)	131 (9.5%)
Temporary Registration*	- (0.0%)	1 (0.1%)	3 (0.2%)	3 (0.2%)	1 (0.1%)
TOTAL	1,125 (100%)	1,201 (100%)	1,227 (100%)	1,304 (100%)	1,381 (100%)

* does not include temporary registration for Visiting Experts

Physiotherapy	2017	2018	2019	2020	2021
Full Registration	1,474 (81.3%)	1,630 (82.9%)	1,771 (87.7%)	1,879 (88.3%)	2,011 (89.0%)
Restricted Registration	58 (3.2%)	57 (2.9%)	54 (2.7%)	52 (2.4%)	52 (2.3%)
Conditional Registration	282 (15.5%)	280 (14.2%)	192 (9.5%)	195 (9.2%)	195 (8.6%)
Temporary Registration*	- (0.0%)	- (0.0%)	3 (0.1%)	3 (0.1%)	2 (0.1%)
TOTAL	1,814 (100%)	1,967 (100%)	2,020 (100%)	2,129 (100%)	2,260 (100%)
Radiation Therapy	2017	2018	2019	2020	2021
Full Registration	150 (89.3%)	160 (87.9%)	173 (89.2%)	186 (91.6%)	199 (91.3%)
Conditional Registration	18 (10.7%)	22 (12.1%)	20 (10.3%)	17 (8.4%)	19 (8.7%)
Temporary Registration	- (0.0%)	- (0.0%)	1 (0.5%)	- (0.0%)	- (0.0%)
TOTAL	168 (100%)	182 (100%)	194 (100%)	203 (100%)	218 (100%)
Speech-Language Therapy	2017	2018	2019	2020	2021
Full Registration	488 (82.0%)	560 (87.2%)	589 (85.9%)	646 (88.9%)	687 (88.3%)
Restricted Registration	5 (0.8%)	5 (0.8%)	5 (0.7%)	5 (0.7%)	4 (0.5%)
Conditional Registration	101 (17.0%)	75 (11.7%)	92 (13.4%)	75 (10.3%)	87 (11.2%)
Temporary Registration*	1 (0.2%)	2 (0.3%)	- (0.0%)	1 (0.1%)	- (0.0%)
TOTAL	595 (100%)	642 (100%)	686 (100%)	727 (100%)	778 (100%)
GRAND TOTAL	5,328	5,731	5,998	6,326	6,717

* does not include temporary registration for Visiting Experts

Chart 2. Growth of registered Allied Health professionals (all categories of registration) from 2017 to 2021



AHPs whose qualifications were not in the First Schedule and who were offered employment in approved places of practice were referred to take the Qualifying Examinations (QE). They must pass the QE to be registered under the Second Schedule of the Allied Health Professions Regulations. Table 2 shows the number of AHPs who were conditionally registered based on their qualifications as at 31 December 2021.

Table 2. Allied Health professionals on conditional registration by registration year and category of qualification

Diagnostic Radiography	2017	2018	2019	2020	2021
Qualifications from the First Schedule	124	152	147	171	138
Passed QE (Second Schedule)	8	16	44	62	35
TOTAL	132	168	191	233	173
Occupational Therapy					
Occupational Therapy	2017	2018	2019	2020	2021
Qualifications from the First Schedule	117	117	99	112	128
Passed QE (Second Schedule)	14	7	5	5	3
TOTAL	131	124	104	117	131
Physiotherapy					
Physiotherapy	2017	2018	2019	2020	2021
Qualifications from the First Schedule	225	231	163	181	191
Passed QE (Second Schedule)	57	49	29	14	4
TOTAL	282	280	192	195	195
Radiation Therapy					
Radiation Therapy	2017	2018	2019	2020	2021
Qualifications from the First Schedule	18	22	20	17	19
Passed QE (Second Schedule)	0*	0*	0*	0*	0*
TOTAL	18	22	20	17	19
Speech-Language Therapy					
Speech-Language Therapy	2017	2018	2019	2020	2021
Qualifications from the First Schedule	99	75	89	71	83
Passed QE (Second Schedule)	2	0^	3	4	4
TOTAL	101	75	92	75	87

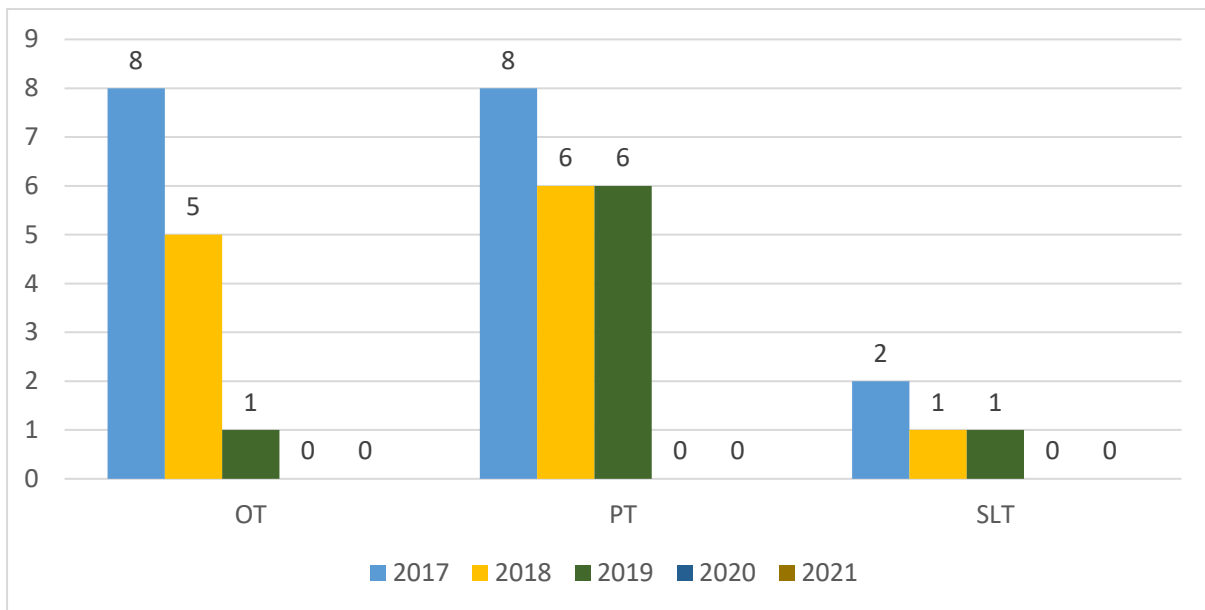
* There were no candidates who sat for the QE.

^ There was no QE for SLT in the year 2018.

Temporary Registration for Visiting Experts

Visiting experts must be registered with the AHPC if they conduct hands-on demonstration on clients/patients/caregivers during lectures, workshops or seminars and/or provide advice to patients and their caregivers. Due to the COVID-19 pandemic, there was no visiting expert under temporary registration in 2020 and 2021.

Chart 3. Number of temporarily registered Visiting Experts for OT, PT and SLT from 2017 to 2021



DISTRIBUTION OF ALLIED HEALTH PROFESSIONALS

The public healthcare institutions were the largest sector employers for all five professions. The private sector was the second largest sector employer for DRs, PTs, RTs and SLTs while the social service agencies (SSAs) /voluntary welfare organisations (VWOs) were the second largest sector employers for OTs. Tables 3a – 3e show the numbers of registered AHPs in the various sectors of employment.

Table 3a. Sector distribution of DRs from 2017 to 2021

Diagnostic Radiography	2017	2018	2019	2020	2021
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	1,145 (70.4%)	1,192 (68.6%)	1,269 (67.8%)	1,342 (68.4%)	1,423 (68.4%)
Social Service Agencies/Voluntary Welfare Organisations*	19 (1.1%)	21 (1.2%)	21 (1.1%)	18 (0.9%)	14 (0.7%)
Private Hospitals/Clinics/Centres/Schools	405 (24.9%)	428 (24.6%)	442 (23.6%)	448 (22.8%)	443 (21.3%)
Public Sector Educational Institutions	14 (0.9%)	13 (0.7%)	15 (0.8%)	17 (0.9%)	17 (0.8%)
Statutory Boards and Government-linked Agencies	8 (0.5%)	7 (0.4%)	7 (0.4%)	5 (0.2%)	4 (0.2%)
Others^	35 (2.2%)	78 (4.5%)	117 (6.3%)	133 (6.8%)	179 (8.6%)
TOTAL	1,626 (100%)	1,739 (100%)	1,871 (100%)	1,963 (100%)	2,080 (100%)

* Social Service Agencies/Voluntary Welfare Organisations include organisations like SATA.

^ Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

Table 3b. Sector distribution of OTs from 2017 to 2021

Occupational Therapy	2017	2018	2019	2020	2021
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	454 (40.4%)	464 (38.6%)	442 (36.0%)	465 (35.7%)	513 (37.2%)
Community Hospitals [☆]	140 (12.4%)	147 (12.2%)	154 (12.6%)	173 (13.3%)	177 (12.8%)
Social Service Agencies/Voluntary Welfare Organisations*	256 (22.8%)	288 (24.0%)	284 (23.1%)	294 (22.5%)	315 (22.8%)
Private Hospitals/Clinics/Centres/Schools	143 (12.7%)	145 (12.1%)	171 (14.0%)	173 (13.3%)	189 (13.7%)
Public Sector Educational Institutions	13 (1.2%)	11 (0.9%)	14 (1.1%)	12 (0.9%)	14 (1.0%)
Statutory Boards and Government-linked Agencies	14 (1.2%)	13 (1.1%)	15 (1.2%)	16 (1.2%)	15 (1.1%)
Others [^]	105 (9.3%)	133 (11.1%)	147 (12.0%)	171 (13.1%)	158 (11.4%)
TOTAL	1,125 (100%)	1,201 (100%)	1,227 (100%)	1,304 (100%)	1,381 (100%)

[☆] Cluster and VWO Community Hospitals include organisations such as Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital.

* Social Service Agencies/Voluntary Welfare Organisations include organisations like SPD, AWWA Ltd, Rainbow Centre, St. Luke's ElderCare.

[^] Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

Table 3c. Sector distribution of PTs from 2017 to 2021

Physiotherapy	2017	2018	2019	2020	2021
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	817 (45.0%)	864 (43.9%)	817 (40.5%)	884 (41.5%)	954 (42.2%)
Community Hospitals [☆]	165 (9.1%)	180 (9.1%)	182 (9.0%)	199 (9.4%)	203 (9.0%)
Social Service Agencies/Voluntary Welfare Organisations*	210 (11.6%)	236 (12.0%)	247 (12.2%)	248 (11.7%)	262 (11.6%)
Private Hospitals/Clinics/Centres/Schools	419 (23.1%)	440 (22.4%)	475 (23.5%)	508 (23.8%)	577 (25.5%)
Public Sector Educational Institutions	16 (0.9%)	17 (0.9%)	27 (1.3%)	24 (1.1%)	20 (0.9%)
Statutory Boards and Government- linked Agencies	20 (1.1%)	27 (1.4%)	29 (1.5%)	29 (1.4%)	29 (1.3%)
Others [^]	167 (9.2%)	203 (10.3%)	243 (12.0%)	237 (11.1%)	215 (9.5%)
TOTAL	1,814 (100%)	1,967 (100%)	2,020 (100%)	2,129 (100%)	2,260 (100%)

[☆] Cluster and VWO Community Hospitals e.g. Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital.

* Social Service Agencies/Voluntary Welfare Organisations e.g. SPD, AWWA Ltd, Rainbow Centre, St. Luke's ElderCare.

[^] Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

Table 3d. Sector distribution of RTs from 2017 to 2021

Radiation Therapy	2017	2018	2019	2020	2021
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	137 (81.5%)	140 (76.9%)	145 (74.8%)	147 (72.4%)	158 (72.5%)
Private Hospitals/Clinics/Centres/Schools	28 (16.8%)	34 (18.7%)	34 (17.5%)	40 (19.7%)	40 (18.3%)
Public Sector Educational Institutions	1 (0.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Statutory Boards and Government-linked Agencies	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (0.5%)	0 (0.0%)
Others [^]	2 (1.2%)	8 (4.4%)	15 (7.7%)	15 (7.4%)	20 (9.2%)
TOTAL	168 (100%)	182 (100%)	194 (100%)	203 (100%)	218 (100%)

[^] Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

Table 3e. Sector distribution of SLTs from 2017 to 2021

Speech-Language Therapy	2017	2018	2019	2020	2021
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	229 (38.5%)	242 (37.7%)	242 (35.3%)	246 (33.8%)	259 (33.3%)
Community Hospitals [☆]	14 (2.4%)	16 (2.5%)	23 (3.4%)	28 (3.8%)	29 (3.7%)
Social Service Agencies/Voluntary Welfare Organisations*	134 (22.5%)	144 (22.4%)	162 (23.6%)	167 (23.0%)	189 (24.3%)
Private Hospitals/Clinics/Centres/Schools	159 (26.7%)	159 (24.7%)	162 (23.6%)	176 (24.2%)	195 (25.1%)
Public Sector Educational Institutions	2 (0.3%)	3 (0.5%)	5 (0.7%)	4 (0.6%)	7 (0.9%)
Statutory Boards and Government-linked Agencies	1 (0.2%)	1 (0.2%)	4 (0.6%)	5 (0.7%)	3 (0.4%)
Others [^]	56 (9.4%)	77 (12.0%)	88 (12.8%)	101 (13.9%)	96 (12.3%)
TOTAL	595 (100%)	642 (100%)	686 (100%)	727 (100%)	778 (100%)

[☆] Cluster and VWO Community Hospitals e.g. Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital.

* Social Service Agencies/Voluntary Welfare Organisations e.g. SPD, AWWA Ltd, Rainbow Centre, St. Luke's ElderCare.

[^] Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

EMPLOYMENT STATUS OF REGISTERED ALLIED HEALTH PROFESSIONALS

The majority of the registered AHPs who were practising in Singapore were in full time employment. About 6.3% or 423 out of 6,717 AHPs worked part-time. A slight percentage increase was seen for OTs working part-time, whilst the percentage of DRs, RTs, PTs and SLTs working part-time decreased in 2021, as shown in Table 4.

Table 4. Employment status of registered Allied Health professionals from 2017 to 2021

Diagnostic Radiography	2017	2018	2019	2020	2021
Full Time	1,529 (94.0%)	1,600 (92.0%)	1,691 (90.4%)	1,769 (90.1%)	1,844 (88.7%)
Part Time	62 (3.8%)	61 (3.5%)	63 (3.4%)	61 (3.1%)	57 (2.7%)
Others*	35 (2.2%)	78 (4.5%)	117 (6.2%)	133 (6.8%)	179 (8.6%)
TOTAL	1,626 (100%)	1,739 (100%)	1,871 (100%)	1,963 (100%)	2,080 (100%)
Occupational Therapy	2017	2018	2019	2020	2021
Full Time	939 (83.5%)	977 (81.3%)	983 (80.1%)	1,036 (79.5%)	1,113 (80.6%)
Part Time	81 (7.2%)	91 (7.6%)	97 (7.9%)	97 (7.4%)	110 (8.0%)
Others*	105 (9.3%)	133 (11.1%)	147 (12.0%)	171 (13.1%)	158 (11.4%)
TOTAL	1,125 (100%)	1,201 (100%)	1,227 (100%)	1,304 (100%)	1381 (100%)
Physiotherapy	2017	2018	2019	2020	2021
Full Time	1,508 (83.1%)	1,618 (82.3%)	1,630 (80.7%)	1,731 (81.3%)	1,876 (83.0%)
Part Time	139 (7.7%)	146 (7.4%)	147 (7.3%)	161 (7.6%)	169 (7.5%)
Others*	167 (9.2%)	203 (10.3%)	243 (12.0%)	237 (11.1%)	215 (9.5%)
TOTAL	1,814 (100%)	1,967 (100%)	2,020 (100%)	2,129 (100%)	2,260 (100%)
Radiation Therapy	2017	2018	2019	2020	2021
Full Time	165 (98.2%)	169 (92.9%)	172 (88.7%)	180 (88.7%)	192 (88.1%)
Part Time	1 (0.6%)	5 (2.7%)	7 (3.6%)	8 (3.9%)	6 (2.7%)
Others*	2 (1.2%)	8 (4.4%)	15 (7.7%)	15 (7.4%)	20 (9.2%)
TOTAL	168 (100%)	182 (100%)	194 (100%)	203 (100%)	218 (100%)

Speech-Language Therapy	2017	2018	2019	2020	2021
Full Time	467 (78.5%)	491 (76.5%)	521 (76.0%)	550 (75.6%)	603 (77.5%)
Part Time	72 (12.1%)	74 (11.5%)	77 (11.2%)	76 (10.5%)	79 (10.2%)
Others*	56 (9.4%)	77 (12.0%)	88 (12.8%)	101 (13.9%)	96 (12.3%)
TOTAL	595 (100%)	642 (100%)	686 (100%)	727 (100%)	778 (100%)

* Others include those who have retired, are working overseas, working in other fields, pursuing further education or not working.

DEMOGRAPHIC PROFILE OF REGISTERED ALLIED HEALTH PROFESSIONALS

The registered AHPs for all five professions were mostly female and in the age band between 30 to 39 years of age. Singapore citizens and permanent residents (SPRs) made up between 72.8% and 95.4% of the registered AHPs.

Chart 4. Number of registered Allied Health professionals by profession and gender as at 31 December 2021

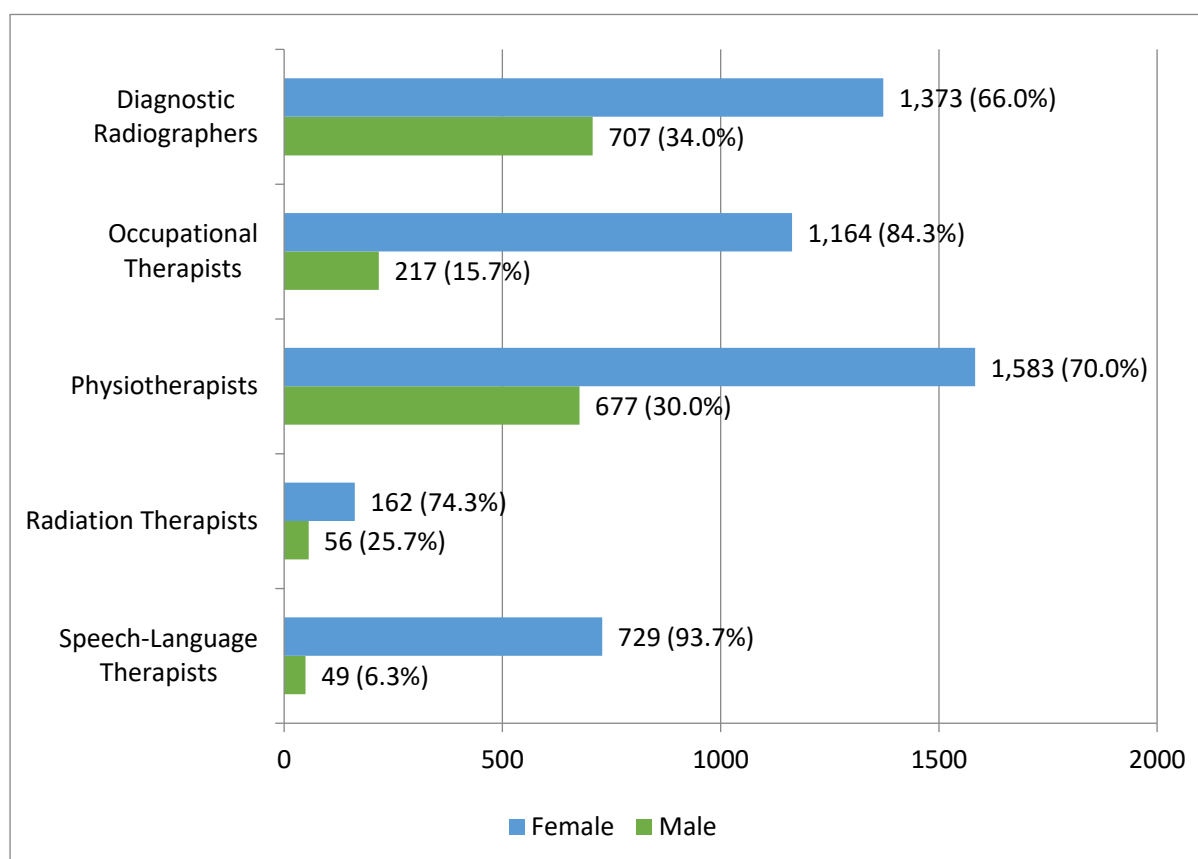


Chart 5. Number of registered Allied Health professionals by profession and age group as at 31 December 2021

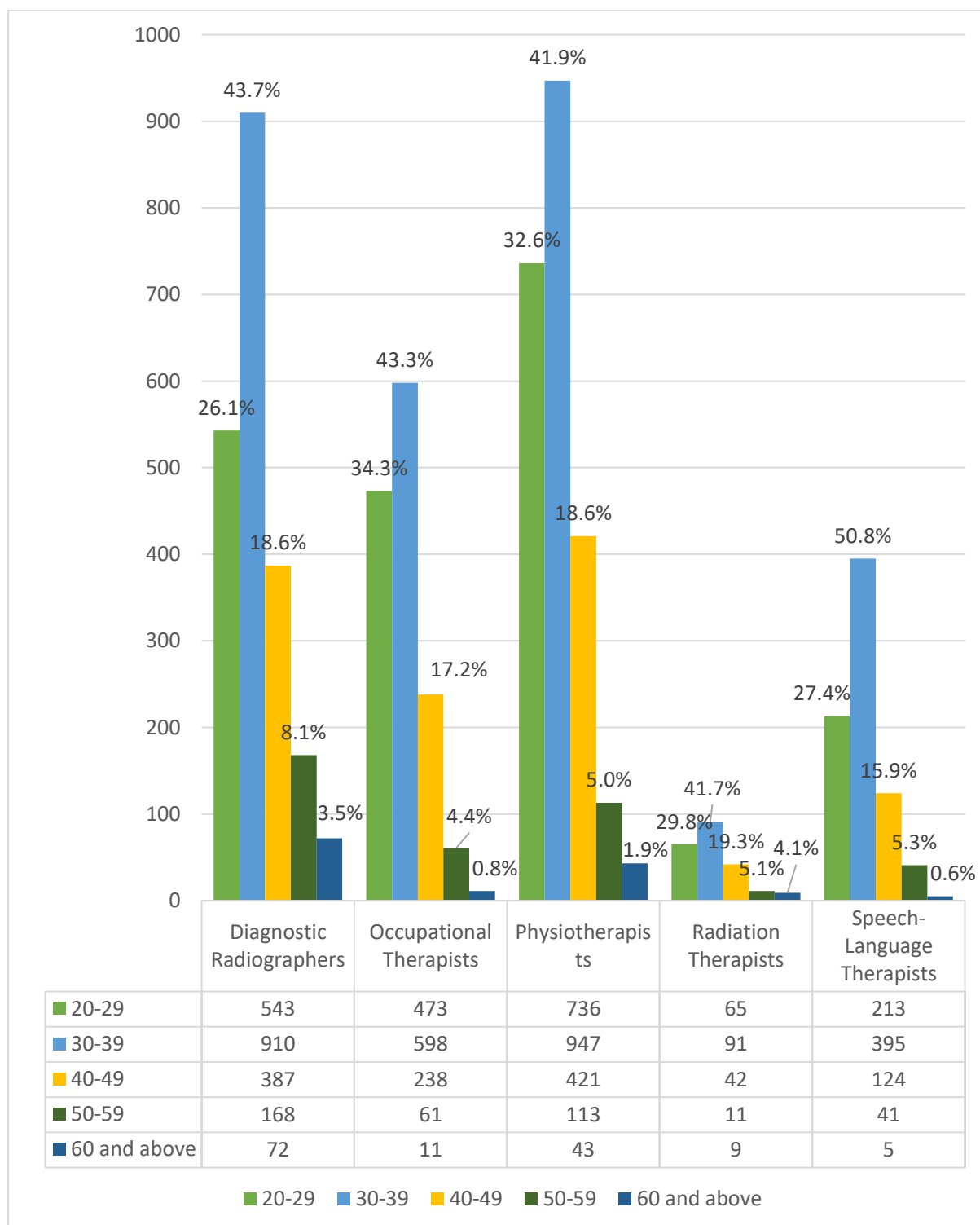


Chart 6. Nationality of registered Allied Health professionals as at 31 December 2021

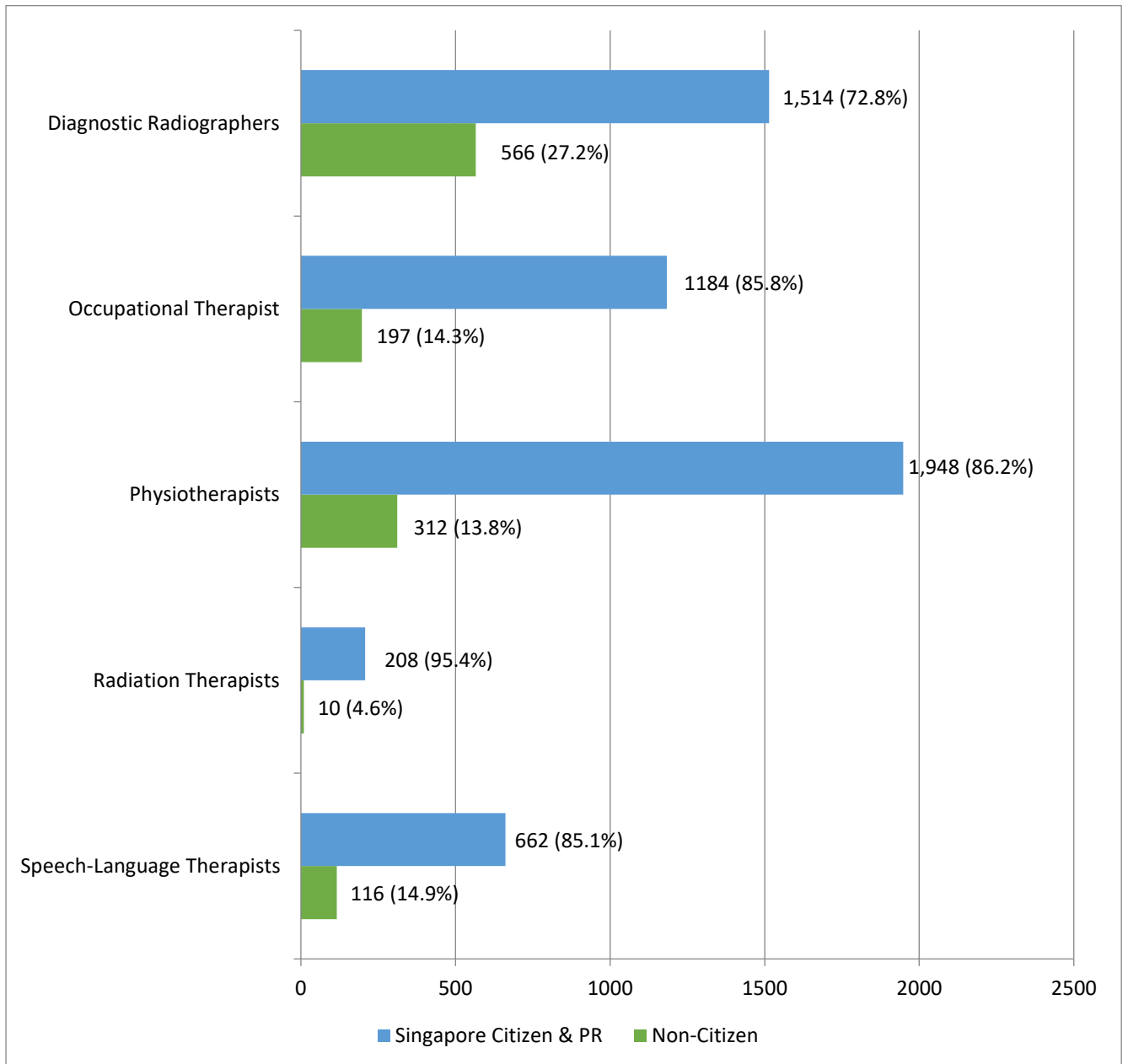
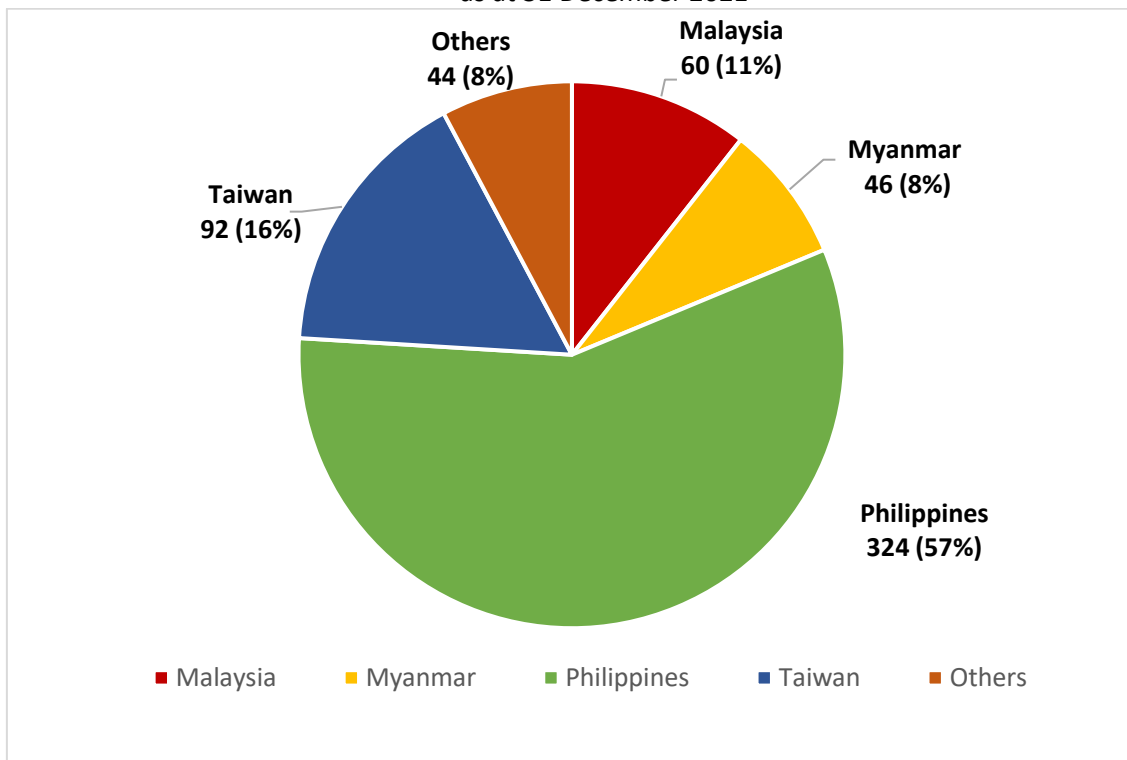
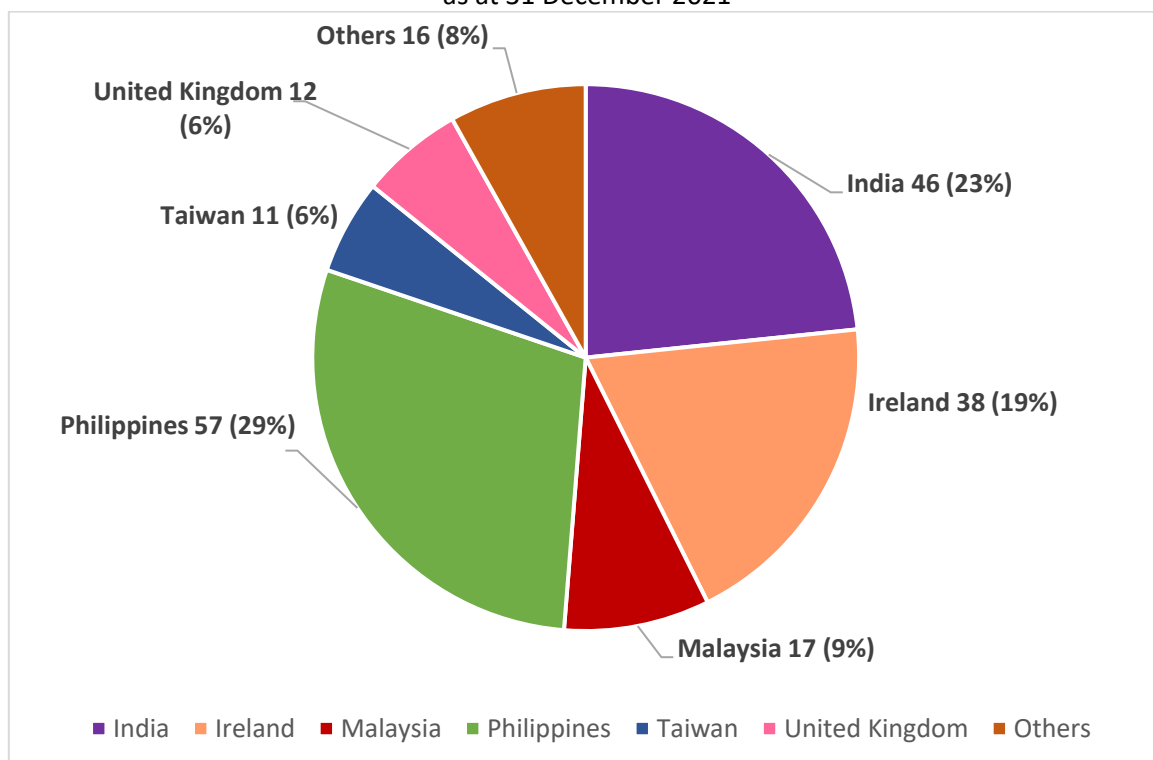


Chart 7a. Distribution of 566 DRs who were not citizens or SPRs by country/area of origin as at 31 December 2021



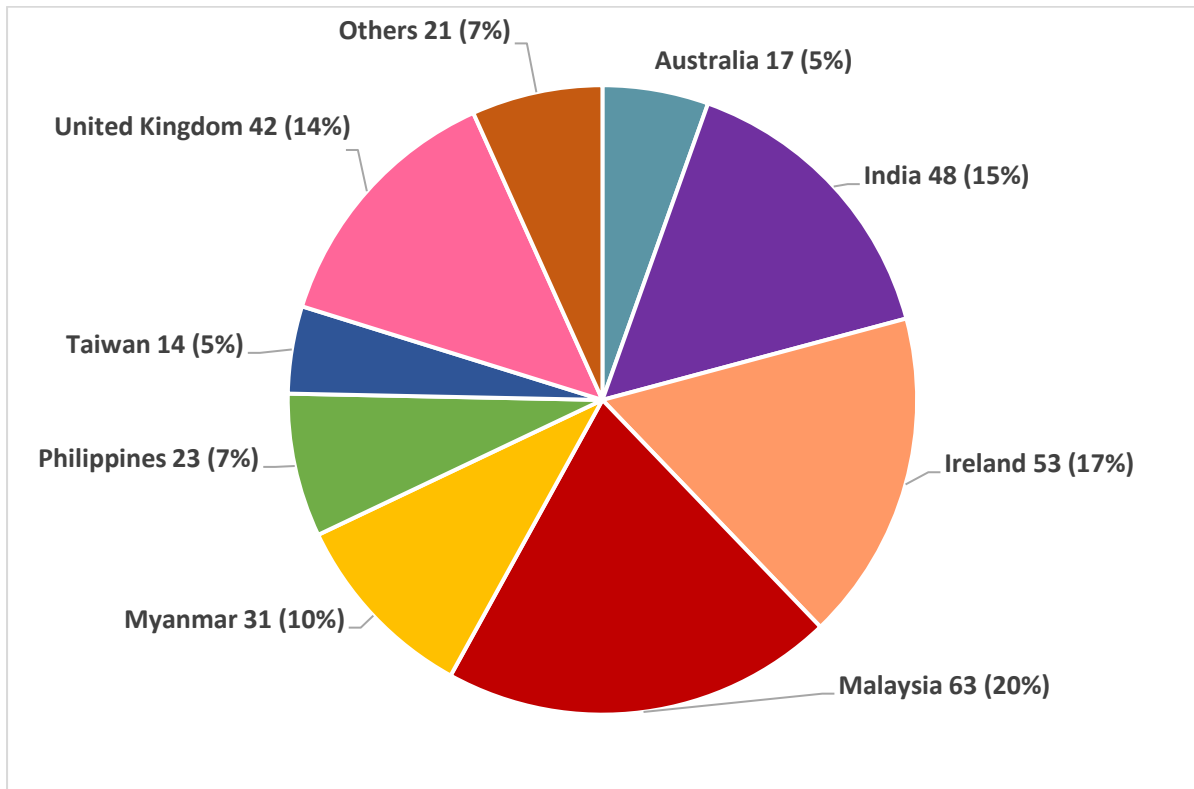
Others include Australia, Canada, China, Hong Kong SAR, India, Indonesia, Italy, Japan, South Korea and United Kingdom.

Chart 7b. Distribution of 197 OTs who were not citizens or SPRs by country/area of origin as at 31 December 2021



Others include Australia, Canada, Mauritius, New Zealand, South Africa, South Korea, Thailand, and United States of America.

Chart 7c. Distribution of 312 PTs who were not citizens or SPRs by country/area of origin as at 31 December 2021



Others include Belgium, Canada, China, Hong Kong SAR, Indonesia, Japan, Netherlands, New Zealand, Portugal, South Africa, Switzerland, Trinidad & Tobago and United States of America.

Chart 7d. Distribution of 10 RTs who were not citizens or SPRs by country/area of origin as at 31 December 2021

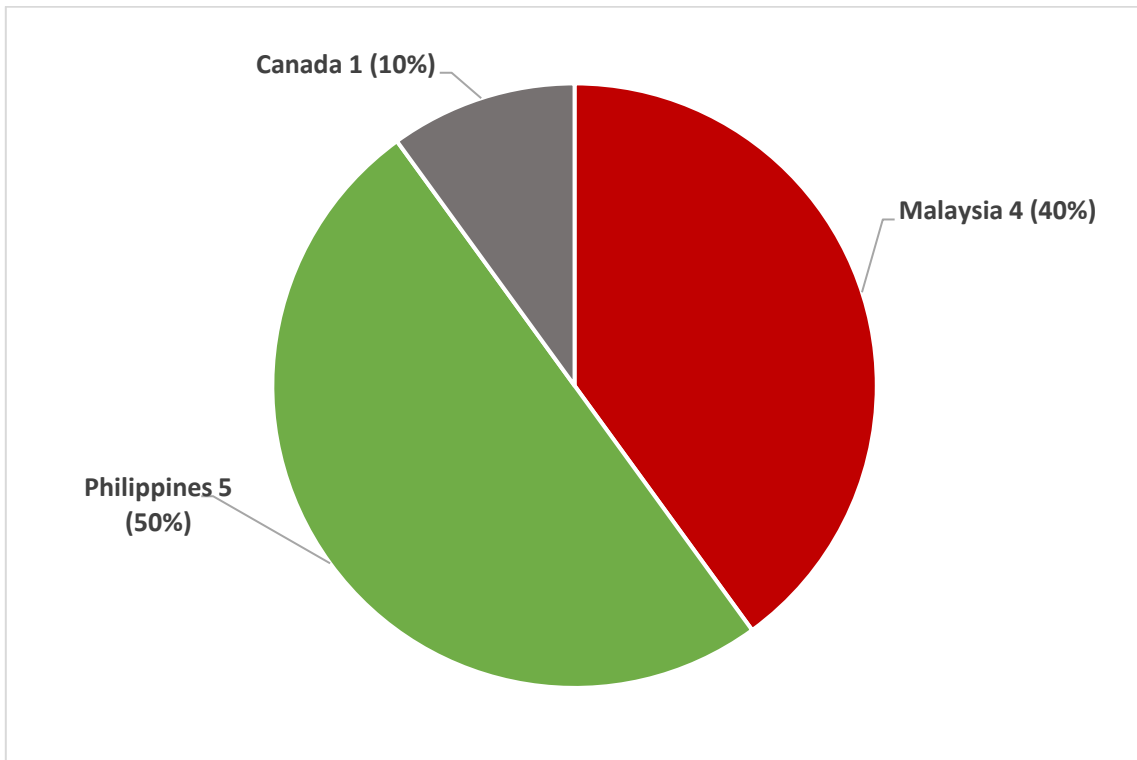
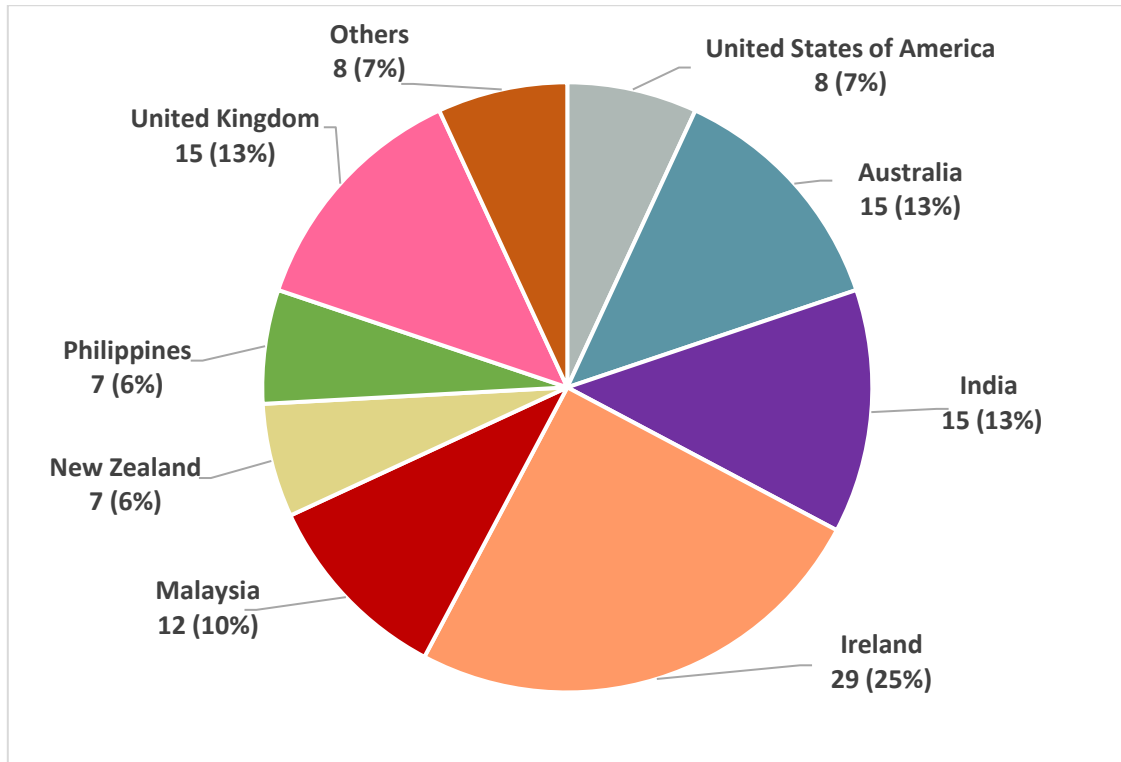


Chart 7e. Distribution of 116 SLTs who were not citizens or SPRs by country/area of origin as at 31 December 2021



Others include Belgium, Brazil, Canada, Germany, Hong Kong SAR, Netherlands and Pakistan.

COUNTRY/AREA OF BASIC QUALIFICATION OF REGISTERED ALLIED HEALTH PROFESSIONALS

DIAGNOSTIC RADIOGRAPHY

More than half of the registered DRs' basic qualification were from Singapore and the number and percentage are rising steadily. The rest of the DRs received their basic qualification mainly from Philippines, Taiwan and Malaysia.

Table 5a. Country/Area of basic qualification for registered DRs
(2017 to 2021)

Country/Area of Basic Qualification	Number of Diagnostic Radiographers				
	2017	2018	2019	2020	2021
Singapore ¹	856 (52.6%)	935 (53.7%)	991 (53.0%)	1,074 (54.7%)	1,172 (56.4%)
Philippines	413 (25.4%)	419 (24.1%)	456 (24.4%)	454 (23.1%)	453 (21.8%)
Taiwan	134 (8.2%)	153 (8.8%)	169 (9.0%)	169 (8.6%)	174 (8.4%)
Malaysia	79 (4.9%)	83 (4.8%)	90 (4.8%)	96 (4.9%)	107 (5.1%)
Australia	47 (2.9%)	51 (2.9%)	62 (3.3%)	65 (3.3%)	67 (3.2%)
Myanmar	55 (3.4%)	55 (3.2%)	56 (3.0%)	57 (2.9%)	58 (2.8%)
India	19 (1.2%)	19 (1.1%)	19 (1.0%)	19 (1.0%)	19 (0.9%)
United Kingdom	10 (0.6%)	12 (0.7%)	16 (0.9%)	16 (0.8%)	15 (0.7%)
Others	13 (0.8%)	12 (0.7%)	12 (0.6%)	13 (0.7%)	15 (0.7%)
Total	1,626 (100%)	1,739 (100%)	1,871 (100%)	1,963 (100%)	2,080 (100%)

¹ NYP's last intake for Diploma in Diagnostic Radiographer was in 2015 and SIT commenced the Bachelor of Science with Honours in Diagnostic Radiography programme in 2016. The first batch of SIT students graduated in 2020.

OCCUPATIONAL THERAPISTS

About 62% of registered OTs' basic qualification was from Singapore. The rest of the registered OTs had basic qualifications mainly from Australia, India and the Philippines.

Table 5b. Country/Area of basic qualification for registered OTs
(2017 to 2021)

Country/Area of Basic Qualification	Number of Occupational Therapists				
	2017	2018	2019	2020	2021
Singapore ²	664 (59.0%)	717 (59.7%)	740 (60.3%)	792 (60.8%)	857 (62.1%)
Australia	132 (11.7%)	142 (11.8%)	149 (12.1%)	168 (12.9%)	196 (14.2%)
India	83 (7.4%)	83 (6.9%)	77 (6.3%)	78 (6.0%)	72 (5.2%)
Philippines	72 (6.4%)	74 (6.2%)	71 (5.8%)	71 (5.4%)	70 (5.1%)
United Kingdom	57 (5.1%)	66 (5.5%)	66 (5.4%)	66 (5.1%)	63 (4.6%)
Taiwan	23 (2.0%)	22 (1.8%)	28 (2.3%)	33 (2.5%)	32 (2.3%)
Ireland	35 (3.1%)	35 (2.9%)	31 (2.5%)	33 (2.5%)	27 (2.0%)
Malaysia	22 (2.0%)	23 (1.9%)	23 (1.9%)	24 (1.8%)	24 (1.7%)
Hong Kong SAR	11 (1.0%)	12 (1.0%)	12 (1.0%)	12 (0.9%)	12 (0.9%)
Others	26 (2.3%)	27 (2.3%)	30 (2.4%)	27 (2.1%)	28 (2.0%)
Total	1,125 (100%)	1,201 (100%)	1,227 (100%)	1,304 (100%)	1,381 (100%)

² NYP's last intake for Diploma in Occupational Therapy was in 2015 and SIT commenced the Bachelor of Science with Honours in Occupational Therapy programme in 2016. The first batch of SIT students graduated in 2020.

PHYSIOTHERAPISTS

There was a steady increase of registered PTs' basic qualification from Singapore and in 2021, it crossed the 50% mark. With the exception of Australia, the number of registered PTs with qualifications from the other countries showed a decrease or remained constant.

Table 5c. Country/Area of basic qualification for registered PTs
(Years 2017 to 2021)

Country/Area of Basic Qualification	Number of Physiotherapists				
	2017	2018	2019	2020	2021
Singapore ³	844 (46.5%)	931 (47.3%)	970 (48.0%)	1,061 (49.8%)	1,182 (52.3%)
Australia	271 (15.0%)	300 (15.3%)	315 (15.7%)	341 (16.0%)	370 (16.4%)
India	162 (8.9%)	161 (8.2%)	154 (7.6%)	152 (7.1%)	149 (6.6%)
Malaysia	111 (6.1%)	129 (6.6%)	145 (7.2%)	144 (6.7%)	146 (6.5%)
United Kingdom	144 (7.9%)	154 (7.8%)	146 (7.2%)	145 (6.8%)	142 (6.3%)
Myanmar	62 (3.4%)	65 (3.3%)	61 (3.0%)	59 (2.8%)	54 (2.4%)
Taiwan	43 (2.4%)	44 (2.2%)	54 (2.7%)	55 (2.6%)	54 (2.4%)
Ireland	68 (3.8%)	67 (3.4%)	59 (2.9%)	57 (2.7%)	51 (2.3%)
Philippines	38 (2.1%)	43 (2.2%)	42 (2.1%)	41 (1.9%)	41 (1.8%)
New Zealand	23 (1.3%)	24 (1.2%)	23 (1.1%)	23 (1.1%)	25 (1.1%)
Hong Kong SAR	13 (0.7%)	14 (0.7%)	14 (0.7%)	14 (0.7%)	13 (0.6%)
United States of America	15 (0.8%)	15 (0.8%)	14 (0.7%)	14 (0.7%)	12 (0.5%)
Others	20 (1.1%)	20 (1.0%)	23 (1.1%)	23 (1.1%)	21 (0.9%)
Total	1,693 (100%)	1,814 (100%)	2,020 (100%)	2,129 (100%)	2,260 (100%)

³ NYP's last intake for Diploma in Physiotherapy was in 2015 and SIT commenced the Bachelor of Science with Honours in Physiotherapy programme in 2016. The first batch of SIT students graduated in 2020.

RADIATION THERAPISTS

The majority of registered RTs qualified in Singapore (>80%). The rest of the registered RTs have basic qualifications mainly from Australia and the Philippines.

Table 5d. Country/Area of basic qualification for registered RTs (2017 to 2021)

Country/Area of Basic Qualification	Number of Radiation Therapists				
	2017	2018	2019	2020	2021
Singapore ⁴	139 (82.7%)	153 (84.1%)	164 (84.5%)	169 (83.2%)	183 (83.9%)
Australia	11 (6.5%)	11 (6.0%)	12 (6.2%)	14 (6.9%)	14 (6.4%)
Philippines	10 (6.0%)	10 (5.5%)	10 (5.2%)	10 (4.9%)	10 (4.6%)
Malaysia	4 (2.4%)	4 (2.2%)	5 (2.6%)	5 (2.5%)	5 (2.3%)
United Kingdom	1 (0.6%)	1 (0.5%)	1 (0.5%)	3 (1.5%)	3 (1.4%)
India	1 (0.6%)	1 (0.5%)	1 (0.5%)	1 (0.5%)	1 (0.5%)
Others	2 (1.2%)	2 (1.2%)	2 (0.5%)	1 (0.5%)	2 (0.9%)
Total	168 (100%)	182 (100%)	194 (100%)	203 (100%)	218 (100%)

⁴ NYP's last intake for Diploma in Radiation Therapy was in 2015 and SIT commenced the Bachelor of Science with Honours in Radiation Therapy programme in 2016. The first batch of SIT students graduated in 2020.

SPEECH-LANGUAGE THERAPISTS

About 54% of SLTs qualified in Australia, followed by almost 20% from Singapore and 9% from the United Kingdom. The number of those qualified in Singapore has grown steadily year on year.

Table 5e. Country/Area of basic qualification for registered SLTs
(Years 2017 to 2021)

Country/Area of Basic Qualification	Number of Speech-Language Therapists				
	2017	2018	2019	2020	2021
Singapore ⁵	100 (16.8%)	98 (15.2%)	129 (18.8%)	129 (17.7%)	149 (19.1%)
Australia	293 (49.2%)	335 (52.2%)	354 (51.6%)	392 (53.9%)	416 (53.5%)
United Kingdom	37 (6.2%)	37 (5.8%)	62 (9.0%)	64 (8.8%)	69 (8.9%)
India	58 (9.7%)	59 (9.2%)	36 (5.3%)	36 (5.0%)	37 (4.8%)
Ireland	33 (5.5%)	37 (5.8%)	32 (4.7%)	31 (4.3%)	32 (4.1%)
United States of America	23 (3.9%)	24 (3.7%)	23 (3.4%)	24 (3.3%)	25 (3.2%)
Malaysia	14 (2.4%)	14 (2.2%)	14 (2.0%)	14 (1.9%)	14 (1.8%)
New Zealand	9 (1.5%)	11 (1.7%)	10 (1.5%)	11 (1.5%)	13 (1.7%)
Philippines	11 (1.9%)	11 (1.7%)	9 (1.3%)	8 (1.1%)	7 (0.9%)
Others	17 (2.9%)	16 (2.5%)	17 (2.4%)	18 (2.5%)	16 (2.0%)
Total	595 (100%)	642 (100%)	686 (100%)	727 (100%)	778 (100%)

⁵ The Master of Science (Speech and Language Pathology) programme was established at the National University of Singapore in 2007 and continues to have biennial student intakes.

ADDITIONAL QUALIFICATIONS (FOR DISPLAY)

The Allied Health Professions Act states that an AHP shall not use any title, addition or designation other than those qualifications which are entered against his/her name in the appropriate Registers or otherwise approved by the AHPC (Section 25). AHPs can only display their additional qualifications after AHPC's approval. The types of approved additional qualifications include the following:

1. Formal qualifications obtained from bona fide universities, and demonstrating acquisition of advanced skills sets and/or research in the relevant profession's clinical practice;
2. Degree conversion qualification obtained in relevant professions displayed alongside the registrable qualification;
3. Formal postgraduate qualifications pertaining to healthcare education, management, or research skills; and
4. Honorary degrees and titles in the context of the Allied Health profession's professional practice (assessed on case-by-case basis).

A total of 202 applications for display of additional qualifications have been received since 2015. Of these 202 applications, 151 were approved from 2018 to 2021 as in Table 6.

Table 6. Applications for Additional Qualifications

	2018		2019		2020		2021	
	Approved	Rejected	Approved	Rejected	Approved	Rejected	Approved	Rejected
DR	2	-	12	1	3	-	0	0
OT	1	-	18	1	15	-	4	2
PT	13	-	32	-	14	1	28	2
RT	-	-	-	-	1	-	0	0
SLT	3	-	3	-	1	-	1	0
Total	19	0	65	2	34	1	33	4

PRACTISING CERTIFICATE RENEWAL 2021

A total of 2,752 registered AHPs were required to renew their PCs in 2021 as their PCs were valid up to 31 December 2021. Of these AHPs, 94.7% submitted applications to renew their PCs by the end of 2021. Although a higher percentage of DRs and RTs appear not to renew their PCs in 2021, this was based on the much smaller cohort year for DRs and RTs as the majority in these professions are due for PC renewal only at the end of 2022.

Table 7. Applications for renewal of practising certificate

Allied Health professionals	DR	OT	PT	RT	SLT	Total
Total no. required to renew their PCs by 31 December 2021	196 (100%)	803 (100%)	1,316 (100%)	25 (100%)	412 (100%)	2,752 (100%)
No. of applications processed	176 (89.8%)	756 (94.1%)	1,259 (95.7%)	21 (84%)	395 (95.9%)	2,607 (94.7%)
No. of Allied Health professionals who did not renew their PCs by 31 December 2021	20 (10.2%)	47 (5.9%)	57 (4.3%)	4 (16%)	17 (4.1%)	145 (5.3%)

Table 8. Total number of Allied Health professionals who did not renew at the end of each PC renewal period

	2015	2016	2017	2018	2019	2020	2021
No. of Allied Health professionals who did not renew their PCs by the end of each PC renewal period	155	31	128	149	90	112	145

SUPERVISORY FRAMEWORK

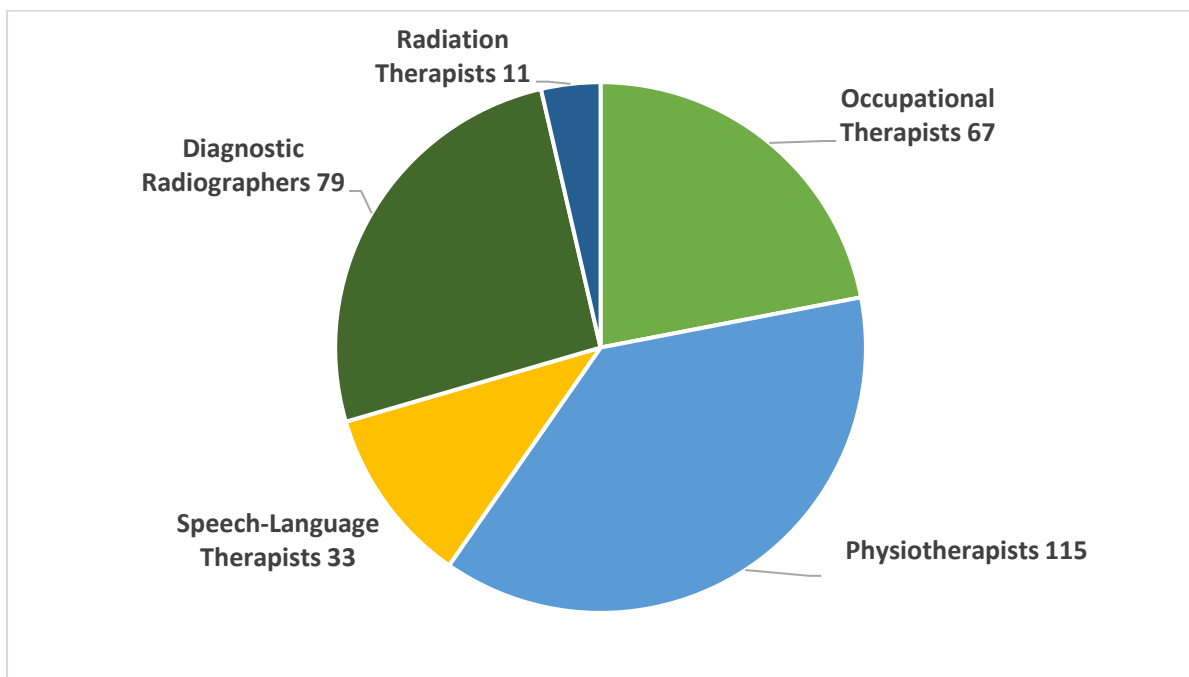
SUPERVISOR TRAINING WORKSHOPS

The Supervisor Training workshops were conducted to support supervisors in the respective allied health professions to better understand the AHPC’s supervisory framework and to equip them with the necessary skills and knowledge to supervise conditionally registered AHPs. These workshops have been organised since the commencement of regulation of the respective allied health professions.

Since April 2014, 42 runs of the Supervisor Training workshops for the OTs, PTs and SLTs and 26 runs of workshops for the DRs and RTs have been conducted. A total of 2,154 AHPs have attended the AHPC’s Supervisor Training workshops to date. In 2021, a total of 305 registered AHPs attended the training workshops.

The majority of attendees gave positive feedback that the Supervisor Training workshops helped them better understand the AHPC’s supervisory framework, their roles and responsibilities as supervisors, and how to complete supervisory reports. They are now more confident when taking on the supervisory roles.

Chart 8. Number of Allied Health professionals who attended Supervisor Training Workshops in 2021



PROFESSIONAL CONDUCT

COMPLAINTS

The AHPC has received a total of 17 complaints against registered AHPs since the regulation of AHPs started on 15 April 2013.

In 2021, a total of three complaints were received and all three cases were pending investigation as at 31 December 2021.

Table 9: Number of complaints received from 2017 to 2021

Complaints Received	2017	2018	2019	2020	2021	Total
Diagnostic Radiographers	0	1	0	1	1	3
Occupational Therapists	0	1	0	0	0	1
Physiotherapists	1	3	0	0	1	5
Radiation Therapists	0	0	0	0	0	0
Speech-Language Therapists	0	0	1	0	1	2
TOTAL	1	5	1	1	3	11

DISCIPLINARY INQUIRIES

In 2021, a Complaints Committee completed its inquiry into a complaint that was received in 2019 and referred the matter to a Disciplinary Tribunal for a formal inquiry.

Table 10: Number of cases referred for disciplinary inquiries from 2017 to 2021

Disciplinary Inquiries	2017	2018	2019	2020	2021	Total
Diagnostic Radiographers	0	0	0	0	0	0
Occupational Therapists	0	0	0	0	0	0
Physiotherapists	2	1	0	0	0	3
Radiation Therapists	0	0	0	0	0	0
Speech-Language Therapists	0	0	0	0	1	1
TOTAL	2	1	0	0	1	4



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