



ANNUAL REPORT

2018



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PRESIDENT'S MESSAGE

The main purpose of the Allied Health Professions Council (AHPC) is to protect the health and safety of the public through registration of allied health professionals. The number of registered allied health professionals in AHPC rose from 5,328 professionals in 2017 to 5,731 professionals in 2018.

2018 saw changes in the appointments of the members of Council. Ms Susan Niam, the Chief Allied Health Officer in the Ministry of Health was appointed AHPC's Registrar on 1 April 2018. She took over this role from Ms Elaine Teo, Head (Planning & Policy), Agency for Care Effectiveness, who was the Registrar until 31 March 2018. Ms Elaine Teo played a very important role in the development of the Allied Health Professions Act prior to its commencement in 2013. She assumed the role of Registrar when the Act commenced and oversaw the registration of the five professions in its infancy. We thank Elaine for her work in implementing and establishing the regulation of the allied health professions.

Ms Susan Niam had been a Council member from the start and a former Chairman of the Physiotherapy Credentials Committee. AHPC is fortunate to be able to draw from her leadership and experience in clinical, administrative and regulatory work. We also welcomed Mr Gabriel Leong, Head Radiographer at Changi General Hospital, as the Deputy Registrar on 1 April 2018. He had been involved in the planning for registration of diagnostic radiographers and radiation therapists and was appointed as a Credentials Committee member when registration for these two professions commenced in 2016. We warmly welcome Ms Sng Li Hoon, Senior Principal Radiographer at Sengkang General Hospital and lecturer at Singapore Institute of Technology, who joined the Council in May 2018. We would also like to take this opportunity to thank Mr Gary Tan Theng Tiak who left the Council in March 2018. Mr Gary Tan played an important role in the registration of radiographers and radiation therapists.

In 2018, 1,515 diagnostic radiographers and radiation therapists renewed their practising certificate after registration commenced in April 2016 for these two professions. The AHPC also convened its first inquiry by the Disciplinary Tribunal in 2018, with this inquiry and two others expected to conclude in 2019. AHPC has also continued to conduct training workshops for newly appointed supervisors for the conditionally and temporarily registered allied health professionals under the guidance of Council member Prof Alan Wong Wai Pong, who has been AHPC's principal trainer and training co-ordinator. To date, 1,728 supervisors have been trained.

On 1 March 2018, AHPC published the "Guidelines on Supervision and Delegation of Tasks to Therapy Support Staff" to provide guidance to registered therapists and organisations providing therapy services to ensure that the employment and deployment of therapy support staff are carried out responsibly. The guidelines help to protect patient safety by ensuring that patients are managed by qualified and trained therapy support staff. Three roadshows were organised to explain the guidelines to the employing organisations.

On behalf of the AHPC, I would like to thank all members of the AHPC Council, members of the Credentials Committees, Curriculum and Organisation Review Committees, Additional Qualification Committee, AHPC's Complaints Panel and the Panel of Chairmen of Disciplinary Tribunals for their hard work and commitment to self-regulation. We thank the supervisors in the healthcare and social service sectors for the important continuous work they do to ensure competency of new colleagues and the AHPC Secretariat for their dedication throughout the year. The AHPC looks forward to collaborating and working with our stakeholders to improve its regulatory processes and to uphold patient safety and public confidence in the allied health professions.

Dr Lau Hong Choon
President
Allied Health Professions Council

INTRODUCTION

The AHPC was formed on 8 April 2013 and the implementation of the Allied Health Professions Act (AHPA) commenced on 15 April 2013 with the registration of Occupational Therapists (OTs), Physiotherapists (PTs) and Speech-Language Therapists (SLTs). On 15 April 2016, the AHPC commenced the registration of Diagnostic Radiographers (DRs) and Radiation Therapists (RTs).

The AHPC's key purpose is to protect public interest through regulating the professional standards for practice, conduct and ethics of registered allied health professionals in Singapore, in accordance with the AHPA. The AHPC's functions include maintaining the Registers of allied health professionals, issuing and renewing practising certificates and issuing certificates of good standing. The AHPC specifies pre-registration requisites and approves pre-registration training centres.

The AHPC also investigates any complaints against registered allied health professionals. Registrants found guilty of professional misconduct may be reprimanded, suspended or removed from the Register.

The allied health professionals are required to abide by the AHPC Code of Professional Conduct and practise within the limits of their knowledge, skills and experience for any treatment they offer. The AHPC emphasises that registered allied health professionals have a duty of care to patients to uphold the highest standards of professional practice and conduct, and maintain patients' continued trust in the professions.

The Annual Report 2018 documents the activities and registration statistics as at 31 December 2018 for DRs, OTs, PTs, RTs and SLTs.

ALLIED HEALTH PROFESSIONS COUNCIL MEMBERS

President (Representative of the Director of Medical Services)	Dr Lau Hong Choon
Registrar	Ms Elaine Teo (Till 31 March 2018) Ms Susan Niam (From 1 April 2018)
Deputy Registrar	Mr Leong Kok Wah Gabriel (From 1 April 2018)
Representative of the Director-General of Education	Mr Koh Kok Khai
Member	Mr Abdul Rashid Jailani
Member	Mr Abhimanyau Pal
Member	Prof Wong Wai Pong Alan
Member	Dr Elizabeth Jane Teh Ning Yen
Member	Ms Florence Cheong Wai Fong
Member	Mr Tan Theng Tiak Gary (Till 27 March 2018)
Member	Mr Lim Hua Beng
Member	Ms Chua Hui Ling Melissa
Member	Mr Michael Ong Kah Leong
Member	Ms Yusnita Binte Omar
Member	Ms Sng Li Hoon (From 14 May 2018)

MEMBERS OF CREDENTIALS COMMITTEE & CURRICULUM AND ORGANISATION REVIEW COMMITTEE

DIAGNOSTIC RADIOGRAPHY AND RADIATION THERAPY

Co-Chairperson	Mr Michael Ong Kah Leong
Co-Chairperson	Ms Yusnita Binte Omar
Deputy Chairperson	Ms Sng Li Hoon (From 1 August 2018)
Deputy Chairperson	Mr Leong Kok Wah Gabriel (Until 31 July 2018)
Deputy Chairperson	Ms Goh Li Li
Member	Mr Chua Poh Hai
Member	Ms Lim Fung Leng
Member	Mr Muhammad Yasin Bin Abu Bakar
Member	Ms Tan Sai Geok
Member	Mdm Ho Mei Ngoh (Till 30 April 2018)
Member	Ms Jolene Ooi Wei Ling (From 1 August 2018)
Member	Ms June Sim Lian Siok (From 1 August 2018)
Member	Mr Omar Bin Mahmood (From 1 August 2018)
Member	Ms Rafidah Binti Abu Bakar (From 1 August 2018)
Member	Ms Wong Puay Khee Magdalene (From 1 August 2018)

OCCUPATIONAL THERAPY

Chairperson	Mr Lim Hua Beng
Deputy Chairperson	Ms Florence Cheong Wai Fong
Deputy Chairperson	Ms Koh Hwan Jing
Member	Mr Gribson Chan Yu Chun
Member	Ms Ho Soo Fung
Member	Mr Sudev Sreedharan
Member	Ms Carolyn Teo Boon Lee
Member	Ms Wong Wai Min
Member	Mr Patrick Ker Thye San (From 2 March 2018)
Member	Ms Yeo Sai Ching Doreen (From 2 March 2018)

PHYSIOTHERAPY

Chairperson for Credentials Committee & Curriculum and Organisation Review Committee	Ms Susan Niam (Till 1 March 2018)
Chairperson for Credentials Committee & Deputy Chairperson for Curriculum and Organisation Review Committee	Mr Christopher Ng Thong Lian (From 2 March 2018)
Deputy Chairperson for Credentials Committee & Chairperson for Curriculum and Organisation Review Committee	Mr Tan Hai Yang (From 2 March 2018)
Member	Ms Lee May Li Mina
Member	Ms Lim Cheng Kuan
Member	Dr Cindy Ng Li Whye
Member	Assoc Prof Benjamin Soon Tze Chin
Member	Ms Amy Ying Mei Leng (Till 1 March 2018)
Member	Ms Carolina Edna Png (Till 1 March 2018)
Member	Ms Foong Jing Wen (From 2 March 2018)
Member	Mr Abdul Rashid Jailani (From 2 March 2018)
Member	Mr Lim Teck Guan (From 2 March 2018)
Member	Mr Kwok Boon Chong (From 2 May 2018)
Member	Ms Wendy Lim Hsin Wei (From 2 May 2018)
Member	Asst. Prof Clement Yan Chee Kin (From 2 May 2018)

SPEECH-LANGUAGE THERAPY

Chairperson	Ms Chua Hui Ling Melissa
Deputy Chairperson	Dr Elizabeth Jane Teh Ning Yen
Deputy Chairperson	Ms Tay Danyi Deirdre
Member	Mr Bellakka Narayanappa Krishnamurthy
Member	Ms Chiang Hui Xian Mindy
Member	Ms Li Hongyuan
Member	Ms Sendhilnathan Sunitha
Member	Ms Chok See San (Till 1 March 2018)
Member	Ms Zenne T'ng Kuan Chen (From 2 March 2018)

MEMBERS OF ADDITIONAL QUALIFICATIONS REVIEW COMMITTEE

Chairperson	Mr Abdul Rashid Jailani
Member	Ms Helen Jane Chandler
Member	Ms Goh Ming Rong
Member	Ms Lee Chui Yeng Jeanette
Member	Assoc Prof May Lim Sok Mui
Member	Ms Tan Chek Wee
Member	Ms Tan Sai Geok
Member	Dr Wong Seng Mun

OVERVIEW OF REGISTERED ALLIED HEALTH PROFESSIONALS

The registration of DRs, OTs, PTs, RTs and SLTs are mainly categorised into full, conditional and temporary registration.

Restricted registration is a transitional category applicable only during the initial grace period of registration for foreign-trained allied health professionals who were practising in Singapore before the AHPA came into force 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 demonstrated competence.

Allied health professionals whose qualifications are recognised, and who have no prior professional practice in Singapore must undergo conditional registration and supervised practice before they can be fully registered. Returnees to practice may also be put on conditional or temporary registration depending on the period they have been out of professional practice to enable them to practise safely and competently before they can be accorded full registration.

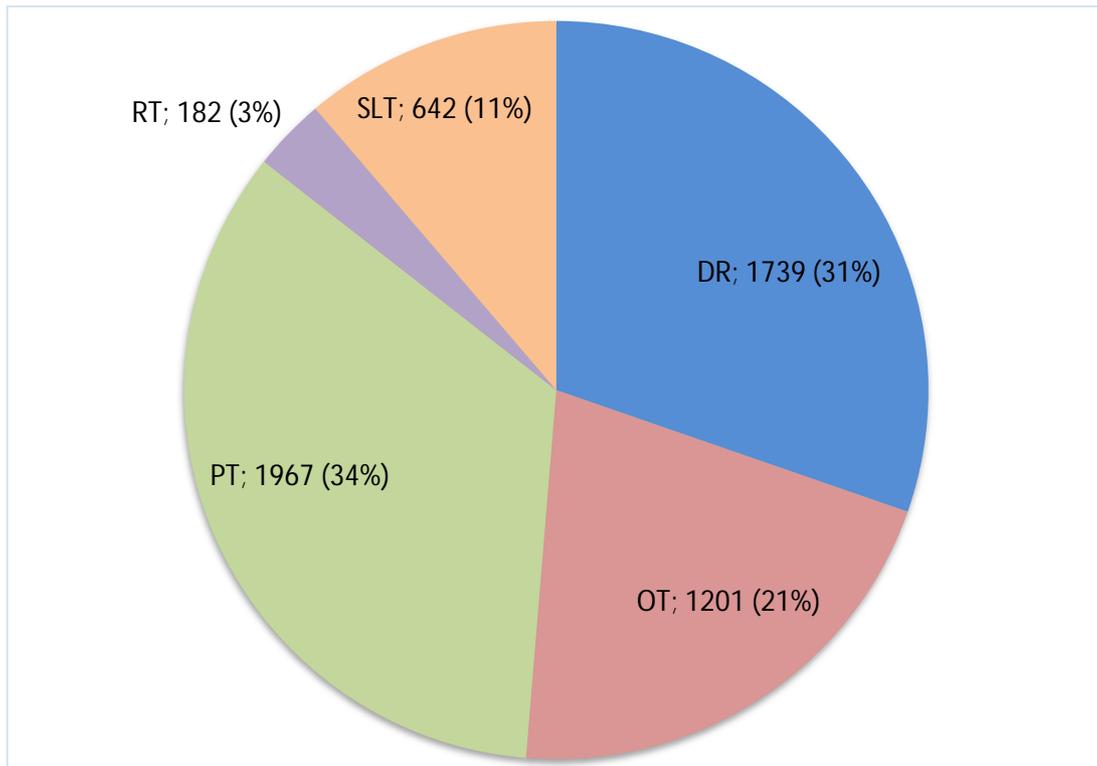
As at end 2018, a total of 5,731 allied health professionals consisting of 1,739 DRs, 1,201 OTs, 1,967 PTs, 182 RTs and 642 SLTs were on the Allied Health Professions' Register. This number also includes those put on temporary registration prior to them meeting criteria to obtain conditional registration.

REGISTRATION STATISTICS

DISTRIBUTION OF REGISTERED ALLIED HEALTH PROFESSIONALS

There were a total of 5,731 registered allied health professionals who have registered and still remained on the Register. Of the 5,731 registered allied health professionals, PTs form the largest group of allied health professionals registered by the AHPC followed by DRs and OTs.

Chart 1. Number of registered allied health professionals as at 31 December 2018



REGISTRATION NUMBERS BY TYPE OF REGISTRATION

There was a 7% increase in the number of registered DRs and OTs, and an 8% increase in registered PTs, RTs and SLTs in 2018 from 2017. 89% of DRs and OTs, 88% of RTs, 87% of SLTs and 83% of PTs were fully registered. The remaining DRs, OTs, PTs, RTs and SLTs were mostly conditionally registered.

Table 1. Registered allied health professionals by registration type as at 31 December of each registration year below

Diagnostic Radiography	2014	2015	2016	2017	2018
Full Registration	-	-	-	1,469	1,542
Restricted Registration	-	-	-	12	12
Conditional Registration	-	-	-	132	168
Temporary Registration	-	-	-	13	17
TOTAL	-	-	-	1,626	1,739
Occupational Therapy					
Occupational Therapy	2014	2015	2016	2017	2018
Full Registration	732	814	898	992	1,074
Restricted Registration	3	3	2	2	2
Conditional Registration	170	150	167	131	124
Temporary Registration	-	-	-	-	1
TOTAL	905	967	1,067	1,125	1,201
Physiotherapy					
Physiotherapy	2014	2015	2016	2017	2018
Full Registration	1,066	1,167	1,341	1,474	1,630
Restricted Registration	56	57	57	58	57
Conditional Registration	272	325	295	282	280
TOTAL	1,394	1,549	1,693	1,814	1,967
Radiation Therapy					
Radiation Therapy	2014	2015	2016	2017	2018
Full Registration	-	-	-	150	160
Conditional Registration	-	-	-	18	22
TOTAL	-	-	-	168	182
Speech-Language Therapy					
Speech-Language Therapy	2014	2015	2016	2017	2018
Full Registration	309	342	435	488	560
Restricted Registration	2	3	5	5	5
Conditional Registration	88	128	84	101	75
Temporary Registration	-	1	-	1	2
TOTAL	399	474	524	595	642
GRAND TOTAL	2,698	2,990	3,284	5,328	5,731

A handful of allied health professionals whose qualifications were not found in the First Schedule (List of Recognised Qualifications) were referred to take the Qualifying Examinations (QE). These allied health professionals were required to take and pass the QE in order to be registered with the AHPC. The QE for DR, OT, PT and RT first started in Nanyang Polytechnic (NYP) in October 2006. With the shift of their education programmes to the Singapore Institute of Technology (SIT), AHPC appointed SIT to conduct the QE for these professions from July 2017. The QE for SLT is correspondingly conducted by National University Singapore (NUS). Table 2 shows the number of allied health professionals who were conditionally registered based on their qualifications as at 31 December 2018.

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

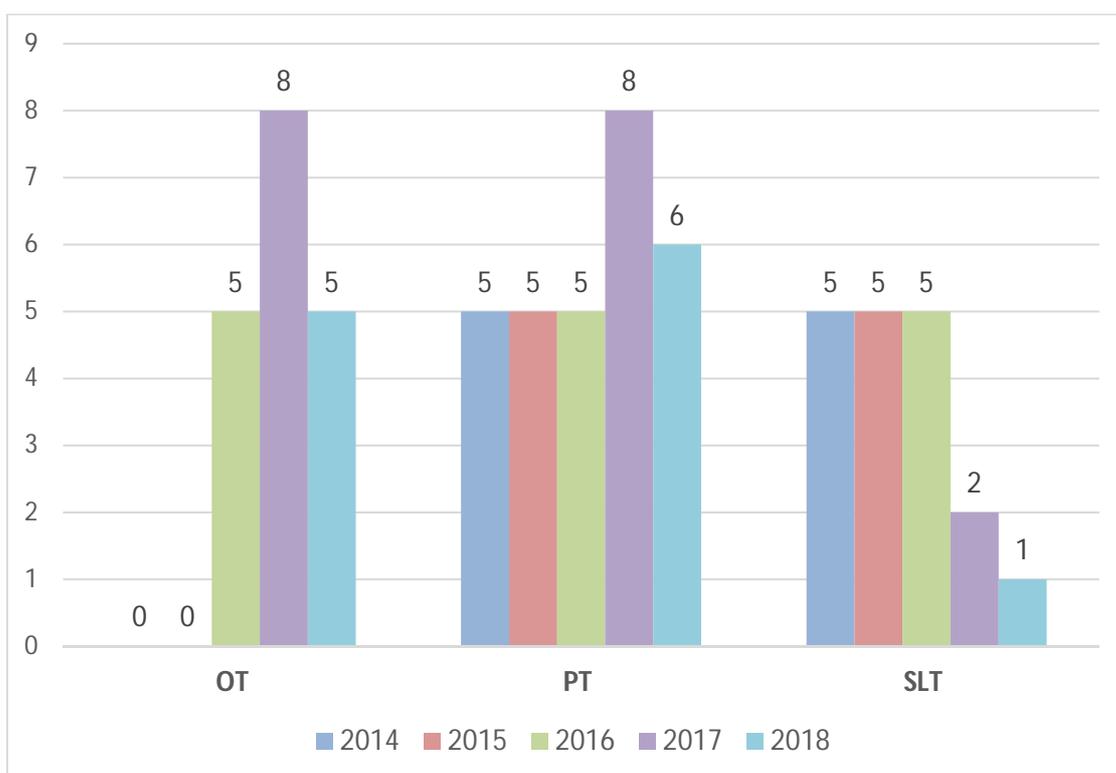
Diagnostic Radiography	2014	2015	2016	2017	2018
Qualifications from the First Schedule	-	-	-	115	162
Passed QE	-	-	-	17	6
TOTAL	-	-	-	132	168
Occupational Therapy					
Occupational Therapy	2014	2015	2016	2017	2018
Qualifications from the First Schedule	166	143	160	128	123
Passed QE	4	7	7	3	1
TOTAL	170	150	167	131	124
Physiotherapy					
Physiotherapy	2014	2015	2016	2017	2018
Qualifications from the First Schedule	255	312	271	259	270
Passed QE	17	13	24	23	10
TOTAL	272	325	295	282	280
Radiation Therapy					
Radiation Therapy	2014	2015	2016	2017	2018
Qualifications from the First Schedule	-	-	-	17	22
Passed QE	-	-	-	1	0
TOTAL	-	-	-	18	22
Speech-Language Therapy					
Speech-Language Therapy	2014	2015	2016	2017	2018
Qualifications from the First Schedule	88	128	86	101	75
Passed QE	-	-	2	-	-
TOTAL	88	128	84	101	75

The AHPC also registered overseas visiting allied health professional experts to provide training and/or provide professional opinions on the assessment and treatment of patients through temporary registration for Visiting Experts. Visiting experts were required to be registered with the AHPC if they participate in hands-on demonstration with clients/patients/care-givers during lectures, workshops or seminars and/or provide advice to patients and their caregivers. These temporarily registered visiting experts were excluded from the registration tally in Table 1. In 2018, a total of 12 visiting experts were registered.

Table 3. Total number of temporary registrants (Visiting Experts) in 2018

Types of Registration	DR	OT	PT	RT	SLT	TOTAL
Temporary Registration	0	5	6	0	1	12

Chart 2. Number of temporary registered Visiting Experts from 2014 to 2018 for OT, PT and SLT



DISTRIBUTION OF ALLIED HEALTH PROFESSIONALS

The public healthcare institutions were the largest sector employer for all five professions. The private sector was the second largest sector for DRs, PTs, SLTs and RTs while the voluntary welfare organisations (VWOs) were the second largest sector for OTs. Tables 4a – 4e provide the numbers in the sectors of employment of the registered allied health professionals.

Table 4a. Sector distribution of DRs from 2017 to 2018

Diagnostic Radiography	2017	2018
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	1,145 (70.4%)	1,192 (68.6%)
Voluntary Welfare Organisations*	19 (1.1%)	21 (1.2%)
Private Hospitals/Clinics/Centres/Schools	405 (24.9%)	428 (24.6%)
Public Sector Educational Institutions	14 (0.9%)	13 (0.7%)
Statutory Boards and Government-linked Agencies	8 (0.5%)	7 (0.4%)
Others^	35 (2.2%)	78 [*] (4.5%)
TOTAL	1,626 (100%)	1,739 (100%)

* Voluntary Welfare Organisations include organisations such as SATA.

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

^{*} 67 of the 78 DRs remained uncontactable. Of the 67 DRs who remained uncontactable, 58 of them are holding a valid practising certificate as at 31 December 2018.

Table 4b. Sector distribution of OTs from 2014 to 2018

Occupational Therapy	2014	2015	2016	2017	2018
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	456 (50.4%)	431 (44.6%)	462 (43.3%)	454 (40.4%)	464 (38.6%)
Community Hospitals	112 (12.4%)	112 (11.6%)	142 (13.3%)	140 (12.4%)	147 (12.2%)
Voluntary Welfare Organisations*	180 (19.9%)	206 (21.3%)	219 (20.5%)	256 (22.8%)	288 (24.0%)
Private Hospitals/Clinics/Centres/Schools	128 (14.1%)	134 (13.8%)	147 (13.8%)	143 (12.7%)	145 (12.1%)
Public Sector Educational Institutions	12 (1.3%)	17 (1.8%)	15 (1.4%)	13 (1.2%)	11 (0.9%)
Statutory Boards and Government- linked Agencies	16 (1.8%)	27 (2.8%)	13 (1.2%)	14 (1.2%)	13 (1.1%)
Others^	1 (0.1%)	40 (4.1%)	69 (6.5%)	105 (9.3%)	133* (11.1%)
TOTAL	905 (100%)	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (100%)

* Voluntary Welfare Organisations include organisations such as SPD, AWWA Ltd, Rainbow Centre, etc and excludes VWO Community Hospitals.

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

* 103 of the 133 OTs remained uncontactable. Of the 103 OTs who remained uncontactable, only 30 of them are holding a valid practising certificate as at 31 December 2018.

Table 4c. Sector distribution of PTs from 2014 to 2018

Physiotherapy	2014	2015	2016	2017	2018
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	785 (56.3%)	792 (51.1%)	821 (48.5%)	817 (45.0%)	864 (43.9%)
Community Hospitals	117 (8.4%)	135 (8.7%)	169 (10.0%)	165 (9.1%)	180 (9.1%)
Voluntary Welfare Organisations*	136 (9.8%)	155 (10.0%)	181 (10.7%)	210 (11.6%)	236 (12.0%)
Private Hospitals/Clinics/Centres/Schools	293 (21.0%)	339 (21.9%)	369 (21.8%)	419 (23.1%)	440 (22.4%)
Public Sector Educational Institutions	19 (1.4%)	18 (1.2%)	18 (1.1%)	16 (0.9%)	17 (0.9%)
Statutory Boards and Government-linked Agencies	42 (3.0%)	44 (2.8%)	23 (1.3%)	20 (1.1%)	27 (1.4%)
Others^	2 (0.1%)	66 (4.3%)	112 (6.6%)	167 (9.2%)	203* (10.3%)
TOTAL	1,394 (100%)	1,549 (100%)	1,693 (100%)	1,814 (100%)	1,967 (100%)

* Voluntary Welfare Organisations include organisations such as SPD, AWWA Ltd, Rainbow Centre, *etc* and excludes VWO Community Hospitals.

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

* 151 of the 203 PTs remained uncontactable. Of the 151 PTs who remained uncontactable, 48 of them are holding a valid practising certificate as at 31 December 2018.

Table 4d. Sector distribution of RTs from 2017 to 2018

Radiation Therapy	2017	2018
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	137 (81.5%)	140 (76.9%)
Private Hospitals/Clinics/Centres/Schools	28 (16.8%)	34 (18.7%)
Public Sector Educational Institutions	1 (0.6%)	0 (0.0%)
Others [^]	2 (1.2%)	8* (4.4%)
TOTAL	168 (100%)	182 (100%)

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

* 7 of the 8 RTs remained uncontactable. Of the 7 RTs who remained uncontactable, 5 of them are holding a valid practising certificate as at 31 December 2018.

Table 4e. Sector distribution of SLTs from 2014 to 2018

Speech-Language Therapy	2014	2015	2016	2017	2018
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	185 (46.3%)	202 (42.6%)	212 (40.5%)	229 (38.5%)	242 (37.7%)
Community Hospitals	21 (5.3%)	14 (3.0%)	15 (2.9%)	14 (2.4%)	16 (2.5%)
Voluntary Welfare Organisations*	73 (18.3%)	99 (20.9%)	115 (21.9%)	134 (22.5%)	144 (22.4%)
Private Hospitals/Clinics/Centres/Schools	113 (28.3%)	132 (27.8%)	140 (26.7%)	159 (26.7%)	159 (24.7%)
Public Sector Educational Institutions	1 (0.3%)	2 (0.4%)	1 (0.2%)	2 (0.3%)	3 (0.5%)
Statutory Boards and Government-linked Agencies	6 (1.5%)	7 (1.5%)	1 (0.2%)	1 (0.2%)	1 (0.2%)
Others [^]	0 (0.0%)	18 (3.8%)	40 (7.6%)	56 (9.4%)	77* (12.0%)
TOTAL	399 (100%)	474 (100%)	524 (100%)	595 (100%)	642 (100%)

* Voluntary Welfare Organisations include organisations such as SPD, AWWA Ltd, Rainbow Centre *etc* and excludes VWO Community Hospitals.

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

* 58 of the 77 SLTs remained uncontactable. Of the 58 SLTs who remained uncontactable, 12 of them are holding a valid practising certificate as at 31 December 2018.

EMPLOYMENT STATUS OF REGISTERED ALLIED HEALTH PROFESSIONALS

Of the registered allied health professionals who were practising in Singapore, the majority were in full time employment and only 384 out of 5,731 allied health professionals (approximately 6.7%) worked part-time. For DRs, OTs, and PTs, the percentage working part-time remained stable from 2017 to 2018. An increase in percentage of RTs working part-time and a slight decrease in percentage of SLTs working part-time were noted, as shown in Table 5.

Table 5. Employment status of registered allied health professionals from 2014 to 2018

Diagnostic Radiography	2014	2015	2016	2017	2018
Full Time	-	-	-	1,529 (94.0%)	1,600 (92.0%)
Part Time	-	-	-	62 (3.8%)	61 (3.5%)
Others*	-	-	-	35 (2.2%)	78 (4.5%)
TOTAL	-	-	-	1,626 (100%)	1,739 (100%)
Occupational Therapy					
Occupational Therapy	2014	2015	2016	2017	2018
Full Time	832 (91.9%)	843 (87.2%)	911 (85.4%)	939 (83.5%)	977 (81.3%)
Part Time	72 (8.0%)	84 (8.7%)	87 (8.1%)	81 (7.2%)	91 (7.6%)
Others*	1 (0.1%)	40 (4.1%)	69 (6.5%)	105 (9.3%)	133 (11.1%)
TOTAL	905 (100%)	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (100%)
Physiotherapy					
Physiotherapy	2014	2015	2016	2017	2018
Full Time	1,273 (91.3%)	1,361 (87.8%)	1,457 (86.1%)	1,508 (83.1%)	1,618 (82.3%)
Part Time	119 (8.5%)	122 (7.9%)	124 (7.3%)	139 (7.7%)	146 (7.4%)
Others*	2 (0.2%)	66 (4.3%)	112 (6.6%)	167 (9.2%)	203 (10.3%)
TOTAL	1,394 (100%)	1,549 (100%)	1,693 (100%)	1,814 (100%)	1,967 (100%)
Radiation Therapy					
Radiation Therapy	2014	2015	2016	2017	2018
Full Time	-	-	-	165 (98.2%)	169 (92.9%)
Part Time	-	-	-	1 (0.6%)	5 (2.7%)
Others*	-	-	-	2 (1.2%)	8 (4.4%)
TOTAL	-	-	-	168 (100%)	182 (100%)

Speech- Language Therapy	2014	2015	2016	2017	2018
Full Time	347 (87.0%)	396 (83.5%)	421 (80.4%)	467 (78.5%)	491 (76.5%)
Part Time	52 (13.0%)	60 (12.7%)	63 (12.0%)	72 (12.1%)	74 (11.5%)
Others*	0 (0.0%)	18 (3.8%)	40 (7.6%)	56 (9.4%)	77 (12.0%)
TOTAL	399 (100%)	474 (100%)	524 (100%)	595 (100%)	642 (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 allied health professionals for all five professions were mostly between 20 and 39 years of age, and of female gender. Singapore citizens and permanent residents (PRs) made up between 69% to 93% of the various allied health professions.

Chart 3. Registered allied health professionals by profession and gender as at 31 December 2018

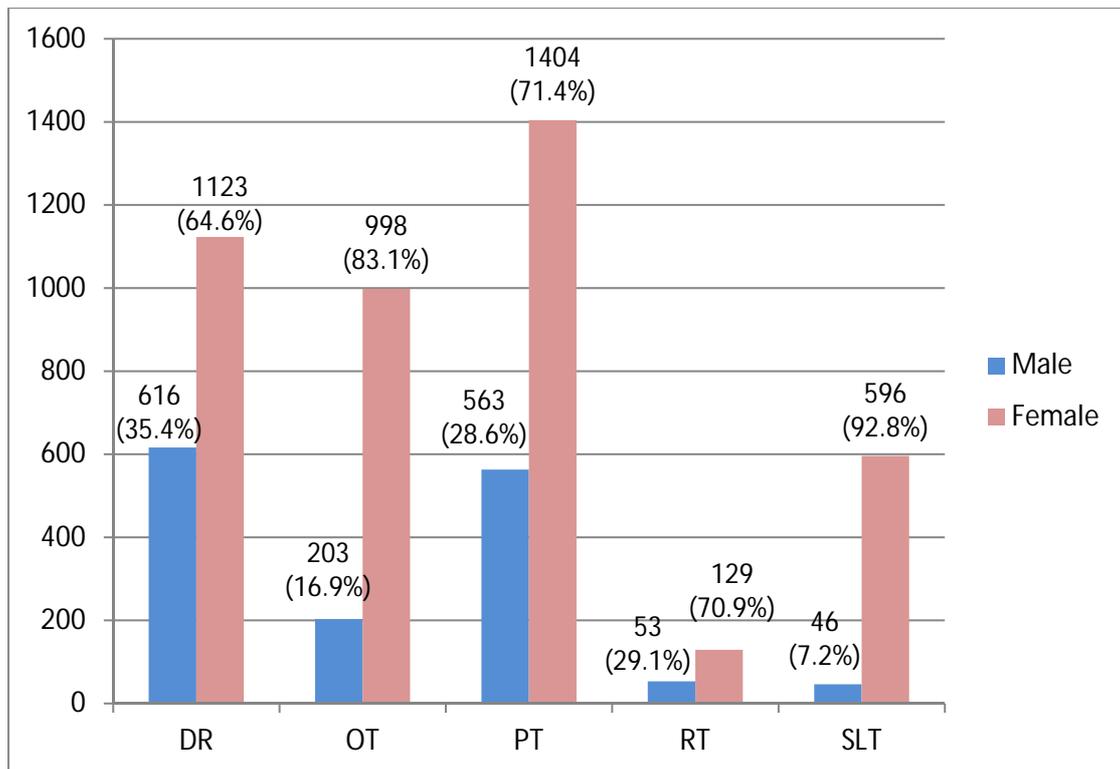


Chart 4. Registered allied health professionals by professions and age group as at 31 December 2018

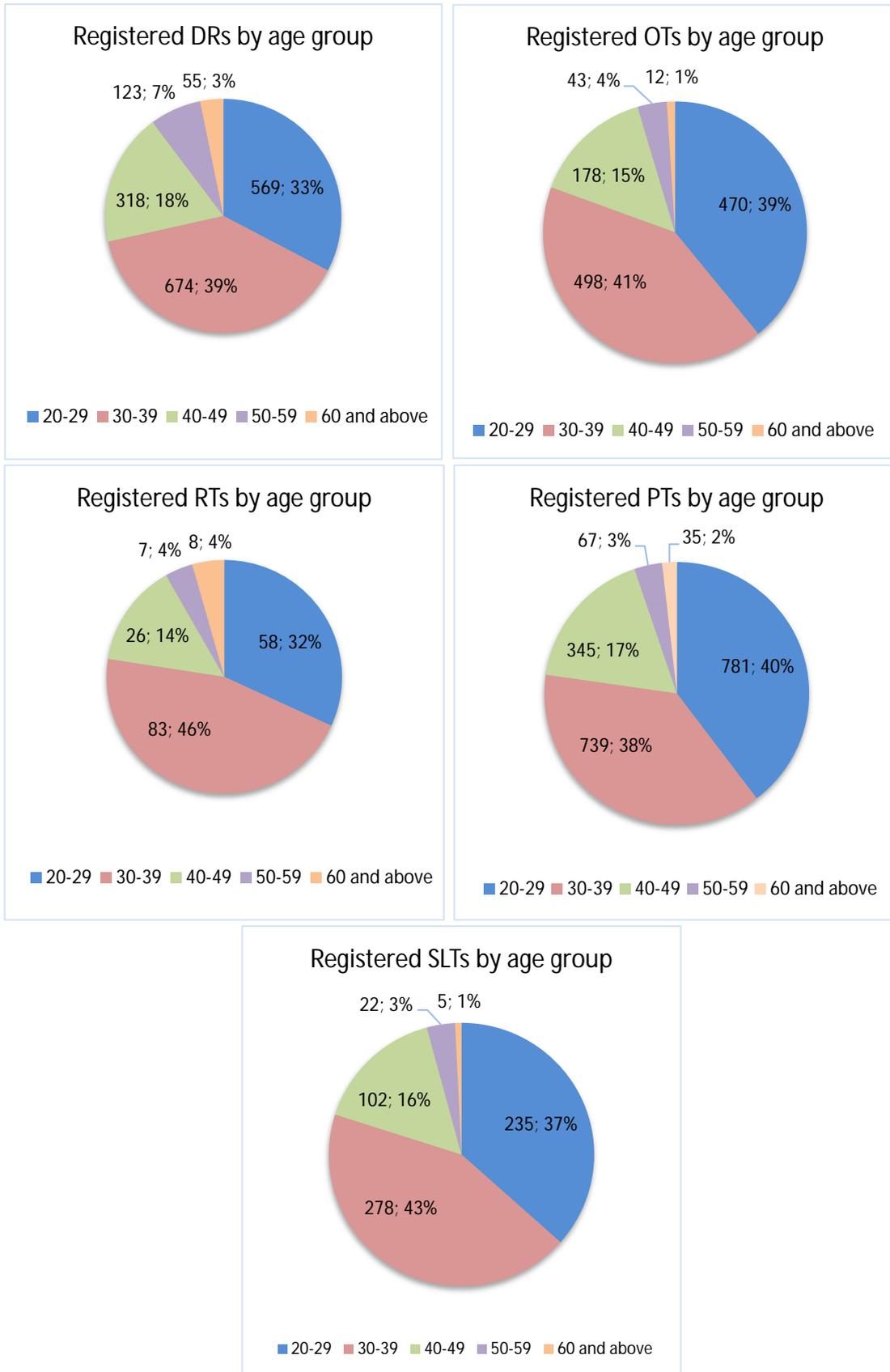


Chart 5. Nationality of registered allied health professionals as at 31 December 2018

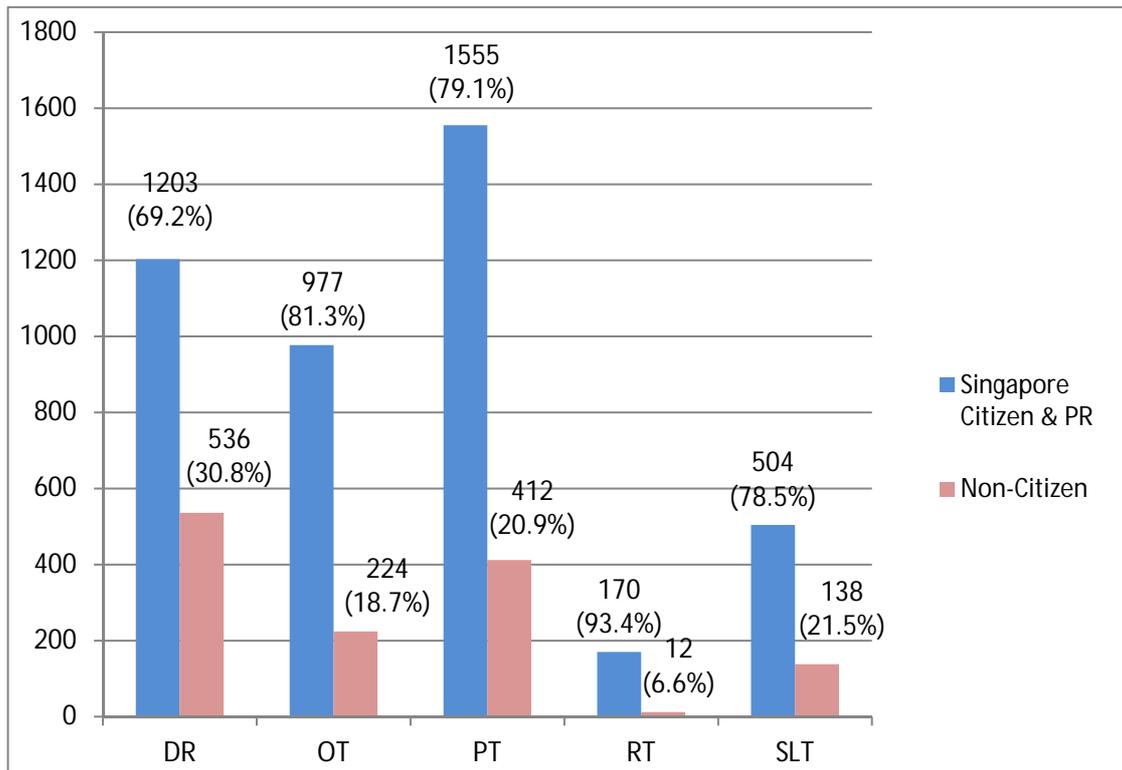


Chart 6a. Distribution of DR non-citizens by country/area of origin as at 31 December 2018

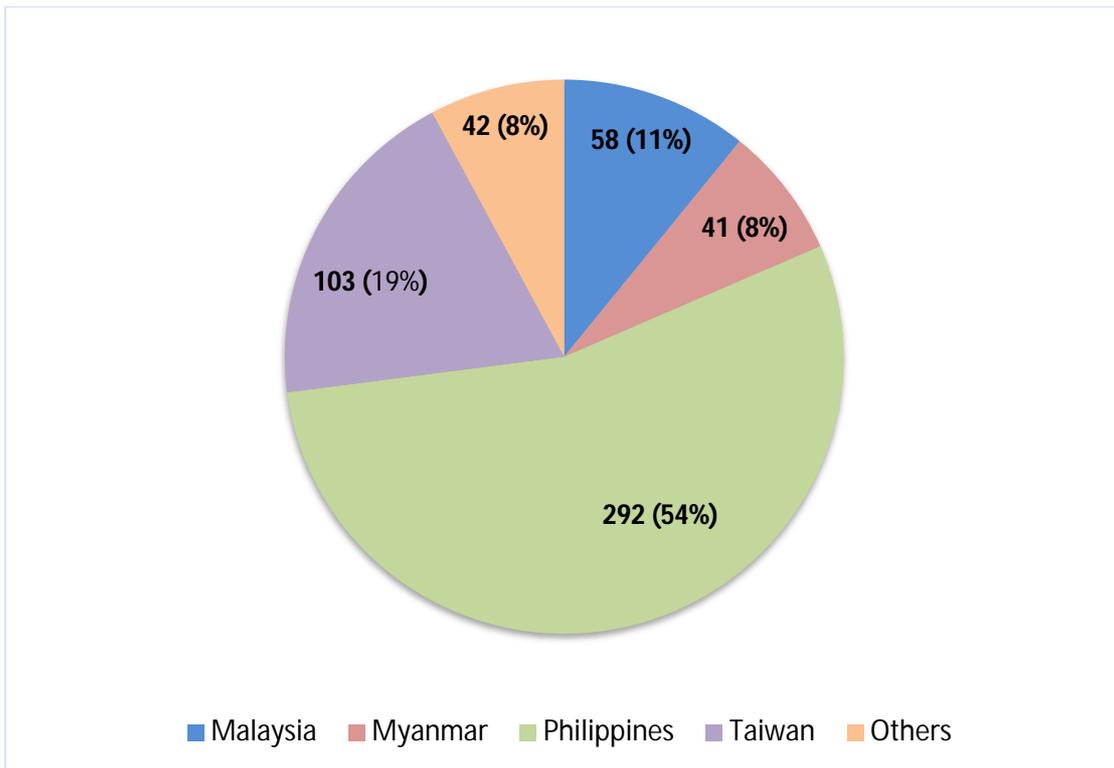


Chart 6b. Distribution of OT non-citizens by country/area of origin as at 31 December 2018

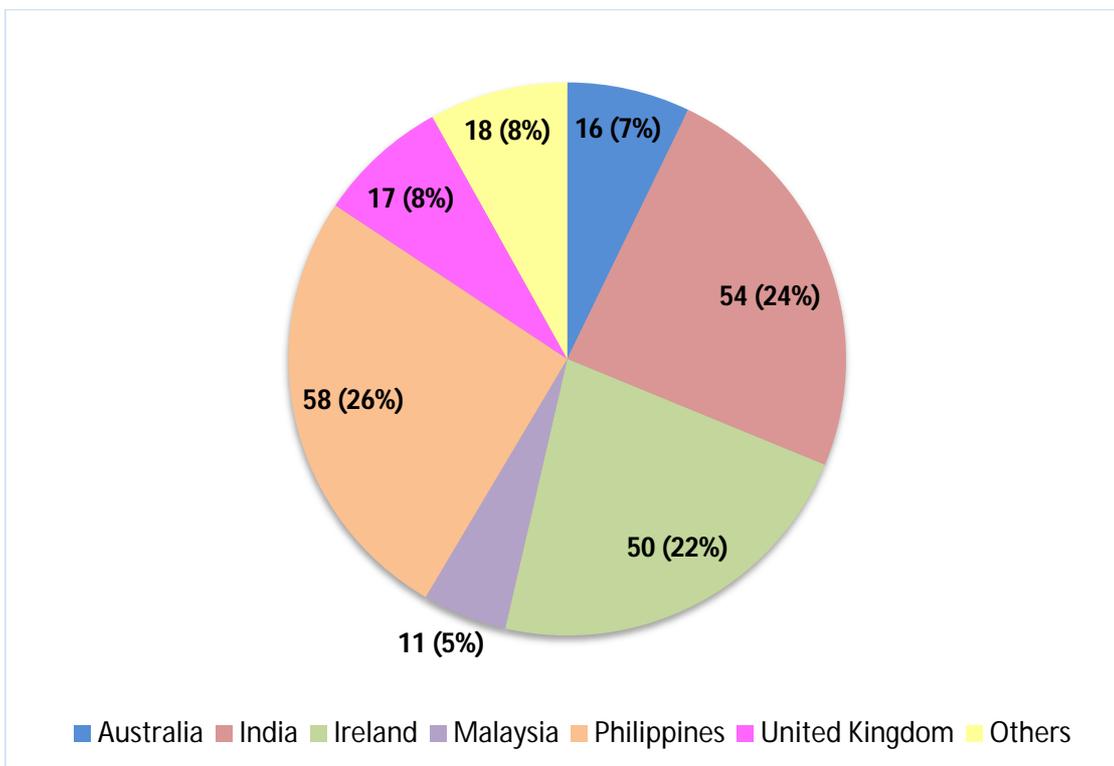


Chart 6c. Distribution of PT non-citizens by country/area of origin as at 31 December 2018

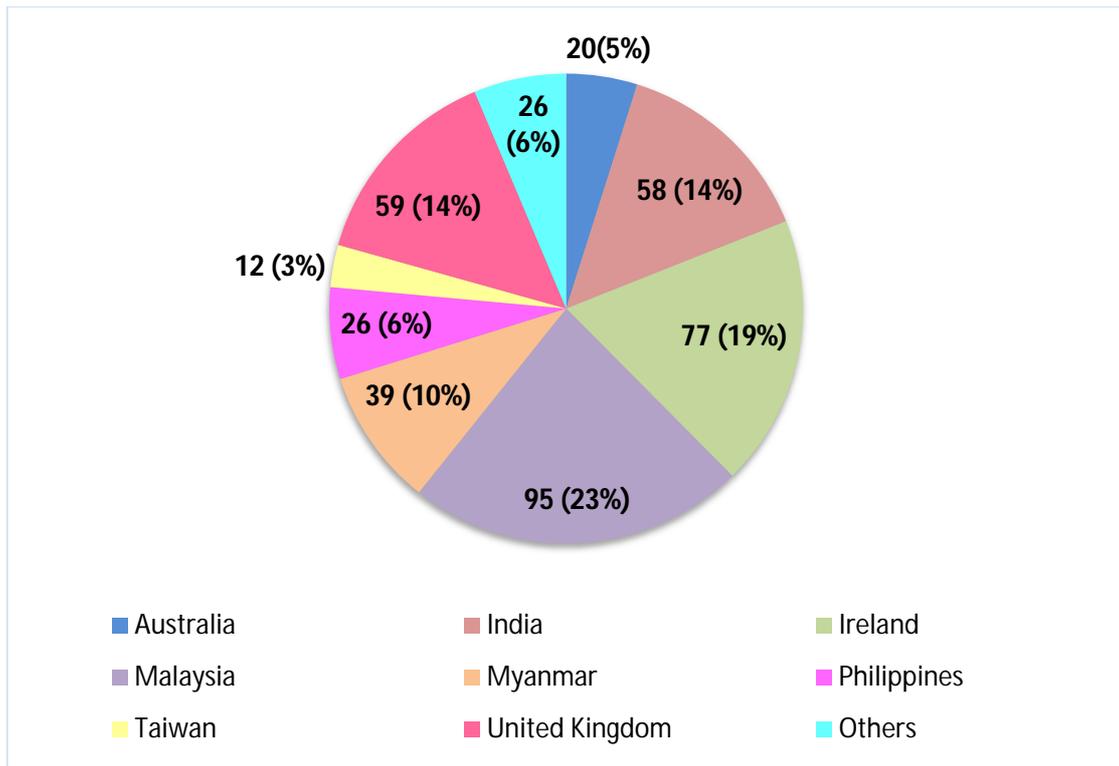


Chart 6d. Distribution of RT non-citizens by country/area of origin as at 31 December 2018

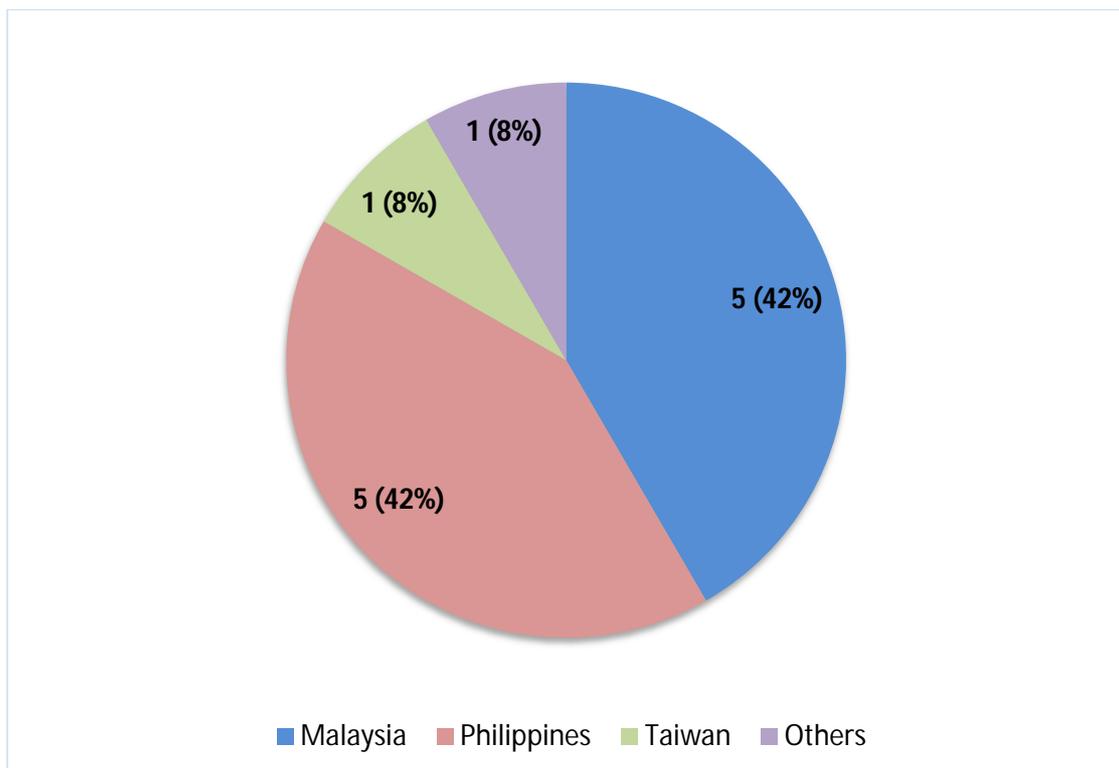
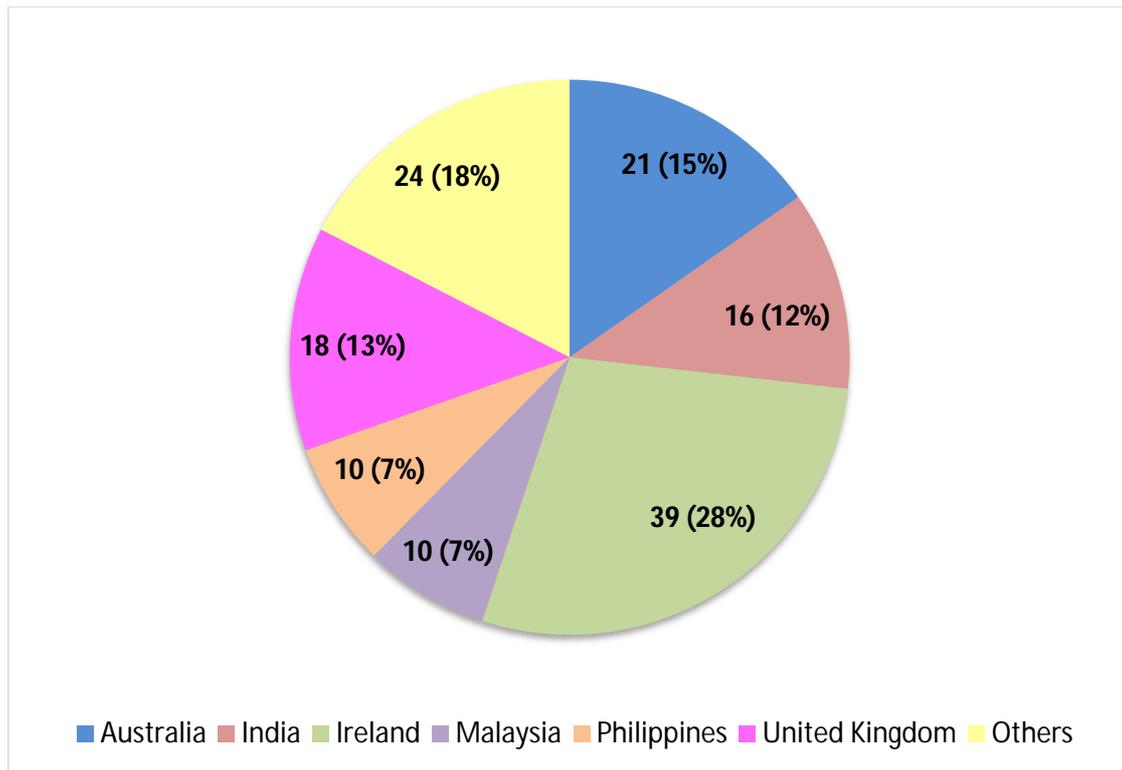


Chart 6e. Distribution of SLT non-citizens by country/area of origin as at 31 December 2018



COUNTRY/AREA OF BASIC QUALIFICATION OF REGISTERED ALLIED HEALTH PROFESSIONALS

DIAGNOSTIC RADIOGRAPHY

The majority of registered DRs qualified from Singapore. Other major countries/areas where our registered DRs qualified from include the Philippines, Taiwan and Malaysia.

Table 6a. Country/Area of basic qualification for registered DRs (2017 to 2018)

Country/Area of Basic Qualification	Number of Diagnostic Radiographers	
	2017	2018
Singapore ¹	856 (52.6%)	935 (53.7%)
Philippines	413 (25.4%)	419 (24.1%)
Taiwan	134 (8.2%)	153 (8.8%)
Malaysia	79 (4.9%)	83 (4.8%)
Myanmar	55 (3.4%)	55 (3.2%)
Australia	47 (2.9%)	51 (2.9%)
India	19 (1.2%)	19 (1.1%)
United Kingdom	10 (0.6%)	12 (0.7%)
Others	13 (0.8%)	12 (0.7%)
Total	1,626 (100%)	1,739 (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 students will graduate in 2020.

OCCUPATIONAL THERAPISTS

The majority of registered OTs qualified from Singapore. Other major countries/areas where registered OTs qualified from include Australia, India and the Philippines.

Table 6b. Country/Area of basic qualification for registered OTs (2014 to 2018)

Country/Area of Basic Qualification	Number of Occupational Therapists				
	2014	2015	2016	2017	2018
Singapore ²	499 (55.1%)	541 (56.0%)	615 (57.6%)	664 (59.0%)	717 (59.7%)
Australia	101 (11.2%)	109 (11.2%)	120 (11.2%)	132 (11.7%)	142 (11.8%)
India	76 (8.4%)	82 (8.5%)	84 (7.9%)	83 (7.4%)	83 (6.9%)
Philippines	72 (8.0%)	70 (7.2%)	72 (6.8%)	72 (6.4%)	74 (6.2%)
United Kingdom	43 (4.8%)	52 (5.4%)	57 (5.3%)	57 (5.1%)	66 (5.5%)
Ireland	29 (3.2%)	31 (3.2%)	30 (2.8%)	35 (3.1%)	35 (2.9%)
Taiwan	23 (2.5%)	21 (2.2%)	24 (2.3%)	23 (2.0%)	22 (1.8%)
Malaysia	23 (2.5%)	23 (2.4%)	24 (2.3%)	22 (2.0%)	23 (1.9%)
Hong Kong SAR	12 (1.3%)	11 (1.1%)	11 (1.0%)	11 (1.0%)	12 (1.0%)
Others	27 (3.0%)	27 (2.8%)	30 (2.8%)	26 (2.3%)	27 (2.3%)
Total	905 (100%)	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (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 students will graduate in 2020.

PHYSIOTHERAPISTS

The majority of registered PTs qualified from Singapore. Other major countries/areas in which registered PTs qualified from include Australia, India and the United Kingdom.

Table 6c. Country/Area of basic qualification for registered PTs
(Years 2014 to 2018)

Country/Area of Basic Qualification	Number of Physiotherapists				
	2014	2015	2016	2017	2018
Singapore ³	605 (43.4%)	702 (45.3%)	772 (45.6%)	844 (46.5%)	931 (47.3%)
Australia	190 (13.6%)	221 (14.3%)	255 (15.1%)	271 (15.0%)	300 (15.3%)
India	158 (11.3%)	156 (10.1%)	159 (9.4%)	162 (8.9%)	161 (8.2%)
United Kingdom	129 (9.3%)	135 (8.7%)	136 (8.0%)	144 (7.9%)	154 (7.8%)
Malaysia	71 (5.1%)	84 (5.4%)	103 (6.1%)	111 (6.1%)	129 (6.6%)
Ireland	55 (4.0%)	62 (4.0%)	65 (3.8%)	68 (3.8%)	67 (3.4%)
Myanmar	46 (3.3%)	47 (3.0%)	54 (3.2%)	62 (3.4%)	65 (3.3%)
Taiwan	38 (2.7%)	41 (2.6%)	43 (2.5%)	43 (2.4%)	44 (2.2%)
Philippines	36 (2.6%)	37 (2.4%)	38 (2.3%)	38 (2.1%)	43 (2.2%)
New Zealand	21 (1.5%)	23 (1.5%)	22 (1.3%)	23 (1.3%)	24 (1.2%)
United States of America	15 (1.1%)	12 (0.8%)	14 (0.8%)	15 (0.8%)	15 (0.8%)
Hong Kong SAR	10 (0.7%)	10 (0.7%)	12 (0.7%)	13 (0.7%)	14 (0.7%)
Others	20 (1.4%)	19 (1.2%)	20 (1.2%)	20 (1.1%)	20 (1.0%)
Total	1,394 (100%)	1,549 (100%)	1,693 (100%)	1,814 (100%)	1,967 (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 students will graduate in 2020.

RADIATION THERAPISTS

The majority of registered RTs qualified from Singapore. Other countries/areas in which our registered RTs qualified from include Australia and the Philippines.

Table 6d. Country/Area of basic qualification for registered DRs

Country/Area of Basic Qualification	Number of Radiation Therapists	
	2017	2018
Singapore ⁴	139 (82.7%)	153 (84.1%)
Australia	11 (6.5%)	11 (6.0%)
Philippines	10 (6.0%)	10 (5.5%)
Malaysia	4 (2.4%)	4 (2.2%)
Others	4 (2.4%)	4 (2.2%)
Total	168 (100%)	182 (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 students will graduate in 2020.

SPEECH-LANGUAGE THERAPISTS

The majority of SLTs qualified from Australia, followed by Singapore and India.

Table 6e. Country/Area of basic qualification for registered SLTs
(Years 2014 to 2018)

Country/Area of Basic Qualification	Number of Speech-Language Therapists				
	2014	2015	2016	2017	2018
Singapore ⁵	58 (14.5%)	80 (16.9%)	82 (15.6%)	100 (16.8%)	98 (15.2%)
Australia	169 (42.4%)	209 (44.1%)	250 (47.7%)	293 (49.2%)	335 (52.2%)
India	44 (11.0%)	52 (11.0%)	55 (10.5%)	58 (9.7%)	59 (9.2%)
United Kingdom	40 (10.0%)	38 (8.0%)	37 (7.1%)	37 (6.2%)	37 (5.8%)
Ireland	29 (7.3%)	31 (6.5%)	31 (5.9%)	33 (5.5%)	37 (5.8%)
United States of America	16 (4.0%)	18 (3.8%)	19 (3.6%)	23 (3.9%)	24 (3.7%)
Malaysia	15 (3.8%)	15 (3.2%)	15 (2.9%)	14 (2.4%)	14 (2.2%)
Philippines	12 (3.0%)	11 (2.3%)	11 (2.1%)	11 (1.9%)	11 (1.7%)
Others	16 (4.0%)	20 (4.2%)	24 (4.6%)	26 (4.4%)	27 (4.2%)
Total	399 (100%)	474 (100%)	524 (100%)	595 (100%)	642 (100%)

⁵ The Master of Science (Speech and Language Pathology) programme was established at the National University of Singapore in 2007.

PRACTISING CERTIFICATE RENEWAL 2018

A total of 2,244 registered allied health professionals were required to renew their practising certificates (PCs) when their PCs lapsed on 31 December 2018. 93% of these allied health professionals submitted their applications to renew their PCs by the end of 2018. The majority of registrants who did not renew had either left the country or were pursuing further studies overseas.

Table 7. Applications for renewal of practising certificate

Allied health professionals	DR	OT	PT	RT	SLT
Total no. required to renew their PCs by 31 December 2018	1,450 (100%)	209 (100%)	321 (100%)	145 (100%)	119 (100%)
No. of applications processed	1,377 (95.0%)	193 (92.3%)	288 (89.7%)	138 (95.2%)	99 (83.2%)
No. of allied health professionals who did not renew their PCs by 31 December 2018*	73 (5.0%)	16 (7.7%)	33 (10.3%)	7 (4.8%)	20 (16.8%)

* 3 PTs, 1 RT and 1 SLT applied after 31 December 2018.

ADDITIONAL QUALIFICATIONS (FOR DISPLAY)

The AHPA states that an allied health professional 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 approve by the AHPC. As such, allied health professionals may only display their higher qualifications after AHPC's approval. Additional qualifications allowed for display includes 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 post-graduate 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 72 applications were received since the start of the application for display of additional qualifications. Of the 72 applications, 67 of them were approved as shown in Table 8.

Table 8. Applications for Additional Qualifications

	2015		2016		2017		2018	
	Approved	Rejected	Approved	Rejected	Approved	Rejected	Approved	Rejected
DR	-	-	-	-	0	0	2	0
OT	0	0	5	1	2	0	1	0
PT	5	0	13	3	18	0	13	0
RT	-	-	-	-	0	0	0	0
SLT	0	0	3	1	2	0	3	0
Total	5	0	21	5	22	0	19	0

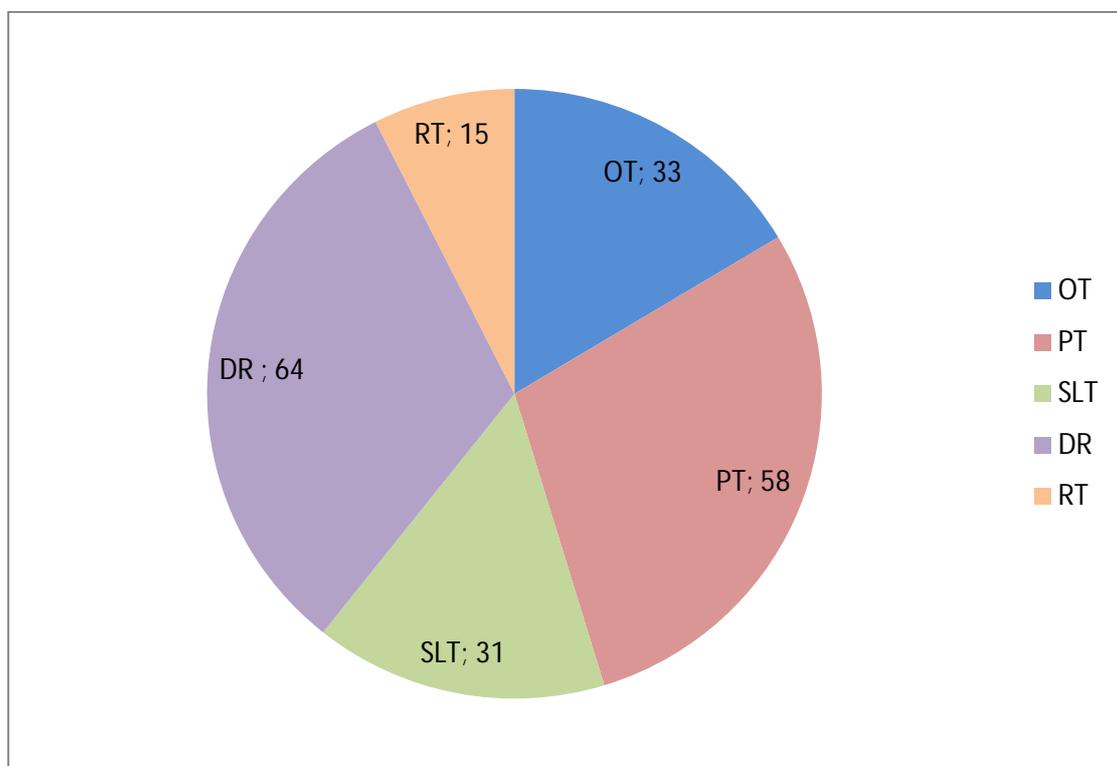
SUPERVISOR TRAINING WORKSHOPS

The supervisor training workshops were conducted to assist 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 and temporarily registered allied health professionals. These workshops have been organised since the commencement of regulation of the respective allied health professions.

33 runs of the supervisor training workshops for the OTs, PTs and SLTs and 19 runs of workshops for the DRs and RTs were conducted as at 31 December 2018. A total of 1,728 allied health professionals have attended the AHPC's supervisor training workshops to-date. In 2018, a total of 201 registered allied health professionals attended the training workshops.

The majority of attendees have given positive feedback noting that the supervisory workshops helped them better understand their roles and responsibilities as a supervisor, and they were more confident when taking on the supervisory roles. The workshops also helped attendees better understand the AHPC's supervisory framework and how to complete supervisory reports.

Chart 7. Number of allied health professionals who have attended Supervisor Training Workshops in 2018



GUIDELINES ON SUPERVISION AND DELEGATION OF TASKS TO THERAPY SUPPORT STAFF

The AHPC had received an increasing number of queries in relation to the roles of allied health professionals and therapy support staff in the various settings. There were also concerns raised with regard to therapy support staff performing tasks and activities that they were not qualified to do, whether these activities were in the interest of patients or clients, or were in contravention of the AHPA. In order to protect patients' and clients' safety, it was decided that a set of guidelines should be drawn up by AHPC to give guidance to the allied health professionals and their employing organisations.

The guidelines (which can be accessed in the AHPC website [here](#)) were completed after extensive consultation with stakeholders, including the restructured hospitals, community hospitals, therapy hubs and major VWOs from the aged care and social services sector between February 2016 and December 2017. Guidance on the following key areas pertaining to the scope of practice of therapy support staff were provided:

- i. Duties and responsibilities of organisations, registered allied health professionals and therapy support staff;
- ii. Setting supervision and training guidelines for therapy support staff;
- iii. Principles of delegation for registered allied health professionals

Three roadshows to launch the guidelines were organised for the main employing sectors e.g. organisations under the VWOs, organisations under care of Ageing Planning Office and the Agency for Integrated Care, as well as a workshop which was open to all employing organisations.

COMPLAINTS AND DISCIPLINARY INQUIRIES

COMPLAINTS

The AHPC has received a total of 12 complaints against registered allied health professionals since the regulation of allied health professionals started.

In 2018, five complaints were received, including three against PTs, one against an OT and one against a DR. Four of these complaints were still under investigation as at 31 December 2018.

Table 9. Complaints received by AHPC from 2013 to 2018

Complaints Received	2013	2014	2015	2016	2017	2018	Total
Diagnostic Radiographers	-	-	-	0	0	1	1
Occupational Therapists	1	1	0	0	0	1	3
Physiotherapists	0	1	0	0	1	3	5
Radiation Therapists	-	-	-	0	0	0	0
Speech-Language Therapists	0	1	0	2	0	0	3
TOTAL	1	3	0	2	1	5	12

Two complaints were closed in 2018; one of which was received in 2017.

Case 1

A member of the public made a complaint against a registered PT alleging that the physiotherapy services rendered had aggravated her injury. The complaints committee reviewed the facts of the case and decided that it was unlikely that the physiotherapy treatment rendered had aggravated the complainant's injury. However, the committee noted some gaps in the registered PT's documentation and issued a letter of advice to the registered PT to address the gaps.

Case 2

An employer made a complaint against a registered PT for sharing the clinic's appointment schedule with a third party. Upon careful review of the facts of the case, the complaints committee decided that a letter of warning be issued to the registered PT as there was a breach of the AHPC's code of professional conduct when the PT shared the clinic's information with a third party.

DISCIPLINARY INQUIRIES

In 2018, one registered allied health professional was referred by the AHPC to a Disciplinary Tribunal (DT), adding to two other disciplinary inquiries in progress. As at 31 December 2018, the hearing for one inquiry has been completed. The inquiries will be published on the AHPC website if there is no appeal after the Grounds of Decision have been made known to AHPC and the allied health professional.



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