



Annual Report 2019

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PRESIDENT'S MESSAGE

Since the registration for Allied Health professionals commenced in April 2013, the AHPC has seen a steady increase in the number of Allied Health professionals registered; from around 2,500 in April 2014 to 5,998 at the end of 31 December 2019.

There were some changes in the appointed members of Council in 2019. Ms Doreen Yeo, Chairperson of Allied Health and Pharmacy Division at Tan Tock Seng Hospital, replaced Ms Florence Cheong, Senior Principal Occupational Therapist from Tan Tock Seng Hospital who had completed two 3-year terms of office in AHPC. Ms Loh Wee Cheng, Director of Psychological Services and Director of Gifted Education at Ministry of Education (MOE) replaced Mr Koh Kok Khai, Director of Psychological Assessment and Research at MOE who had served a 3-year term of office. Ms Doreen Yeo and Ms Loh Wee Cheng were appointed Council members on 1 April 2019. On behalf of the AHPC, we thank Ms Florence Cheong and Mr Koh Kok Khai for their many contributions to the Council.

Four review panels were set up in 2019 to evaluate the new Allied Health courses and their qualifications at the Singapore Institute of Technology. These programmes were successfully reviewed and recommended to be included in the AHPC's List of Recognised Qualifications (First Schedule). We thank the chairmen and members of the four review panels for their diligence in reviewing the programmes.

From 1 June 2019, the results of registration applications were sent to applicants electronically. From 1 July 2019, most renewal certificates were despatched to employers and Allied Health professionals were no longer required to visit the AHPC's office in person for the second or subsequent collection of certificates.

From December 2019, Allied Health professionals who did not renew their practising certificates for a period of more than two years were removed from the Registers, in accordance with the Allied Health Professions Act. As at 31 December 2019, 106 names of Allied Health professionals from the Full and Restricted Registers were removed, including one for disciplinary reasons. The AHPC also concluded two disciplinary inquiries in 2019.

The AHPC continued to conduct training workshops for newly appointed supervisors for the conditionally and temporarily registered Allied Health professionals, under the guidance of Council members Prof Alan Wong Wai Pong and Mr Michael Ong Kah Leong. In 2019, the participant numbers for each workshop have also increased in step with the increasing number of supervisory grade staff available or required. To date, 1,953 supervisors have been trained.

On behalf of the AHPC, I would like to take this opportunity to thank all members of the AHPC Council, Credentials Committees, Curriculum and Organisation Review Committees, Additional Qualifications Committee, AHPC's Complaints Panel and the Panel of Chairmen of Disciplinary Tribunals for their contribution and commitment. I would like to thank the supervisors in institutions and workplaces responsible for supervising the conditionally and temporarily registered Allied Health professionals for regularly assessing their progress and fitness for full registration. Last but not least, the Council would like to thank the AHPC Secretariat for their dedication and commitment throughout the year.

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 the public 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 and those 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 2019 documents the activities and registration statistics as at 31 December 2019 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 Susan Niam
Deputy Registrar	Mr Leong Kok Wah Gabriel
Representative of the Director-General of Education	Mr Koh Kok Khai (Till 31 March 2019) Ms Loh Wee Cheng (From 1 April 2019)
Member	Mr Abdul Rashid Jailani
Member	Mr Abhimanyau Pal
Member	Prof Alan Wong Wai Pong
Member	Ms Doreen Yeo Sai Ching (From 1 April 2019)
Member	Dr Elizabeth Jane Teh Ning Yen
Member	Ms Florence Cheong Wai Fong (Till 31 March 2019)
Member	Mr Lim Hua Beng
Member	Ms Melissa Chua Hui Ling
Member	Mr Michael Ong Kah Leong
Member	Ms Yusnita Binte Omar
Member	Ms Sng Li Hoon

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	Ms Goh Li Li (From 1 August 2018)
Member	Mr Chua Poh Hai
Member	Ms Jolene Ooi Wei Ling
Member	Ms June Sim Lian Siok
Member	Mr Leong Kok Wah Gabriel
Member	Ms Lim Fung Leng
Member	Mr Muhammad Yasin Bin Abu Bakar
Member	Mr Omar Bin Mahmood
Member	Ms Rafidah Binti Abu Bakar
Member	Ms Tan Sai Geok
Member	Ms Evelyn Quah Shi Shi (From 1 May 2019)
Member	Ms Wong Puay Khee Magdalene (Till 31 April 2019)

OCCUPATIONAL THERAPY

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

PHYSIOTHERAPY

Chairperson for Credentials Committee & Deputy Chairperson for Curriculum and Organisation Review Committee	Mr Christopher Ng Thong Lian
Deputy Chairperson for Credentials Committee & Chairperson for Curriculum and Organisation Review Committee	Mr Tan Hai Yang
Member	Mr Abdul Rashid Jailani
Member	Assoc Prof Benjamin Soon Tze Chin
Member	Dr Cindy Ng Li Whye
Member	Asst. Prof Clement Yan Chee Kin
Member	Ms Foong Jing Wen
Member	Mr Kwok Boon Chong
Member	Ms Lee May Li Mina
Member	Ms Lim Cheng Kuan
Member	Mr Lim Teck Guan
Member	Ms Wendy Lim Hsin Wei

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 Zenne T'ng Kuan Chen

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

MEMBERS OF PROGRAMME REVIEW PANEL

DIAGNOSTIC RADIOGRAPHY (PARKWAY COLLEGE)

Chairperson	Mr Muhammad Yasin Bin Abu Bakar
Member	Mr Omar Bin Mahmood
Member	Ms Rafidah Binti Abu Bakar

DIAGNOSTIC RADIOGRAPHY (SINGAPORE INSTITUTE OF TECHNOLOGY)

Chairperson	Mr Leong Kok Wah Gabriel
Member	Mr Muhammad Yasin Bin Abu Bakar
Member	Mr Omar Bin Mahmood

OCCUPATIONAL THERAPY (SINGAPORE INSTITUTE OF TECHNOLOGY)

Chairperson	Ms Florence Cheong Wai Fong
Member	Ms Carolyn Teo Boon Lee
Member	Ms Doreen Yeo Sai Ching
Member	Mr Sudev Sreedharan
Member	Ms Wong Wai Min

PHYSIOTHERAPY (SINGAPORE INSTITUTE OF TECHNOLOGY)

Chairperson	Mr Tan Hai Yang
Member	Mr Christopher Ng Thong Lian
Member	Ms Lim Cheng Kuan

RADIATION THERAPY (SINGAPORE INSTITUTE OF TECHNOLOGY)

Chairperson	Ms Yusnita Binte Omar
Member	Ms Goh Li Li
Member	Ms June Sim Lian Siok

OVERVIEW OF REGISTERED ALLIED HEALTH PROFESSIONALS

The registration of DRs, OTs, PTs, RTs and SLTs are categorised into full, conditional, temporary and restricted¹ registration.

Allied Health professionals whose qualifications are recognised in the First Schedule or who are qualified under the Second Schedule² of the AHP Regulations 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 2019, a total of 5,998 Allied Health professionals consisting of 1,871 DRs, 1,227 OTs, 2,020 PTs, 194 RTs and 686 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.

¹ 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 been practicing prior to the implementation of AHPA.

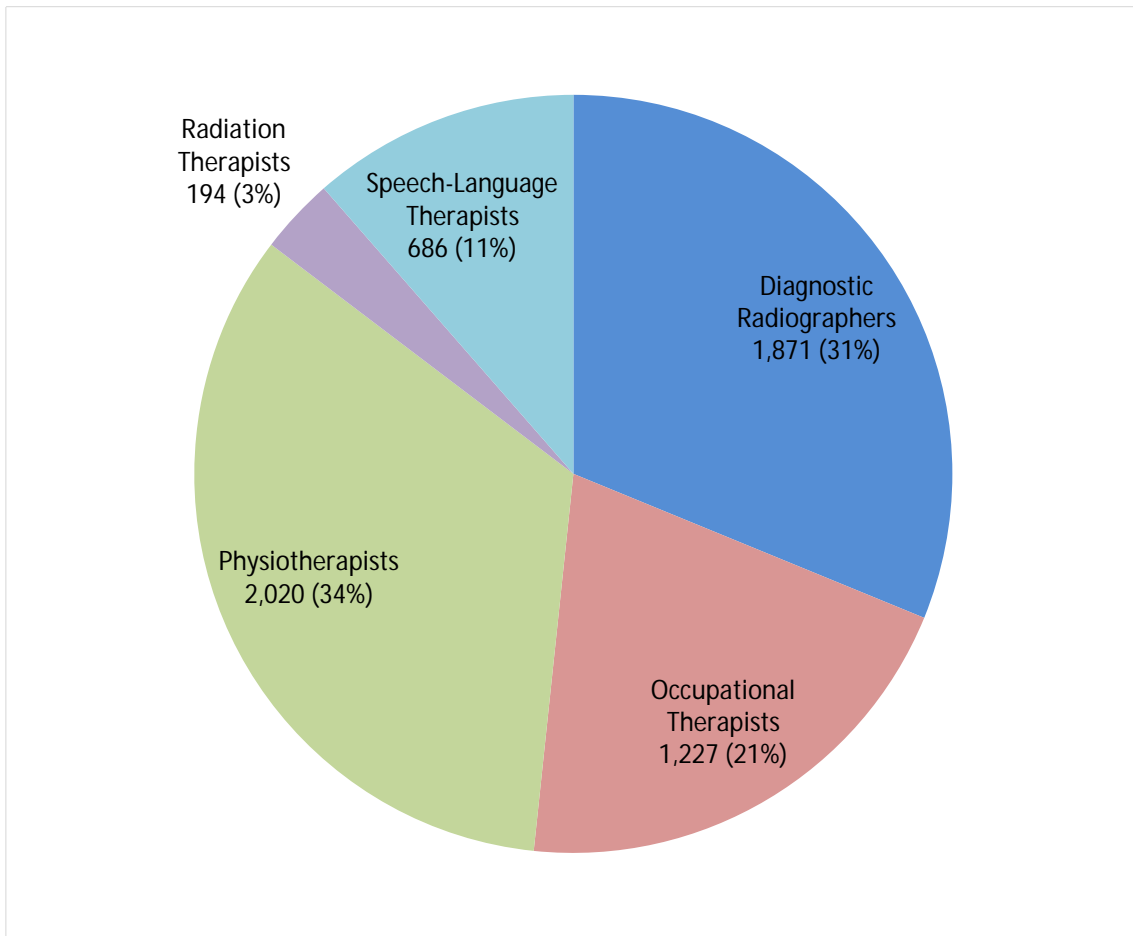
² List of QE

REGISTRATION STATISTICS

DISTRIBUTION OF REGISTERED ALLIED HEALTH PROFESSIONALS

There were a total of 5,998 registered Allied Health professionals who have registered and still remained on the Register. Of the 5,998 registered Allied Health professionals, PTs formed the largest group of Allied Health professionals registered by the AHPC followed by the DRs and OTs.

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



REGISTRATION NUMBERS BY TYPE OF REGISTRATION

There was an 8% increase in the number of registered DRs, a 7% increase each in registered RTs and SLTs, a 3% increase in registered PTs and a 2% increase in registered OTs in 2019 from 2018. 91% of OTs, 89% of RTs, 88% of DRs and PTs, and 86% of SLTs were fully registered. The remaining DRs, OTs, PTs, RTs and SLTs were mostly conditionally registered.

From December 2019, Allied Health professionals who did not renew their practising certificates for a period of more than two years were removed from the Registers, in accordance with the AHPA. As at 31 December 2019, 106 names of Allied Health professionals from the Full and Restricted Registers were removed including one for disciplinary reasons. There were no local graduates from Nanyang Polytechnic (NYP) and Singapore Institute of Technology (SIT) in 2019 due to the transition from the three-year programme for occupational therapy, physiotherapy, diagnostic radiography and radiation therapy at NYP to the respective four-year programme at SIT. However, there were diagnostic radiographers who graduated locally from Parkway College's diagnostic radiography course.

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

Diagnostic Radiography	2015	2016	2017	2018	2019
Full Registration	-	-	1,469	1,542	1,646
Restricted Registration	-	-	12	12	12
Conditional Registration	-	-	132	168	191
Temporary Registration	-	-	13	17	22
TOTAL	-	-	1,626	1,739	1,871
Occupational Therapy	2015	2016	2017	2018	2019
Full Registration	814	898	992	1,074	1,118
Restricted Registration	3	2	2	2	2
Conditional Registration	150	167	131	124	104
Temporary Registration	-	-	-	1	3
TOTAL	967	1,067	1,125	1,201	1,227
Physiotherapy	2015	2016	2017	2018	2019
Full Registration	1,167	1,341	1,474	1,630	1,771
Restricted Registration	57	57	58	57	54
Conditional Registration	325	295	282	280	192
Temporary Registration	-	-	-	-	3
TOTAL	1,549	1,693	1,814	1,967	2,020
Radiation Therapy	2015	2016	2017	2018	2019
Full Registration	-	-	150	160	173
Conditional Registration	-	-	18	22	20
Temporary Registration	-	-	-	-	1
TOTAL	-	-	168	182	194

Speech-Language Therapy	2015	2016	2017	2018	2019
Full Registration	342	435	488	560	589
Restricted Registration	3	5	5	5	5
Conditional Registration	128	84	101	75	92
Temporary Registration	1	-	1	2	-
TOTAL	474	524	595	642	686
GRAND TOTAL					
	2,990	3,284	5,328	5,731	5,998

Allied Health professionals whose qualifications were not found in the First Schedule (List of Recognised Qualifications) and who had an offer of employment in an approved place of practice were referred to take the Qualifying Examinations (QE) under the Second Schedule. They must pass the QE in order to be registered with the AHPC. Table 2 shows the number of Allied Health professionals who were conditionally registered based on their qualifications as at 31 December 2019.

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

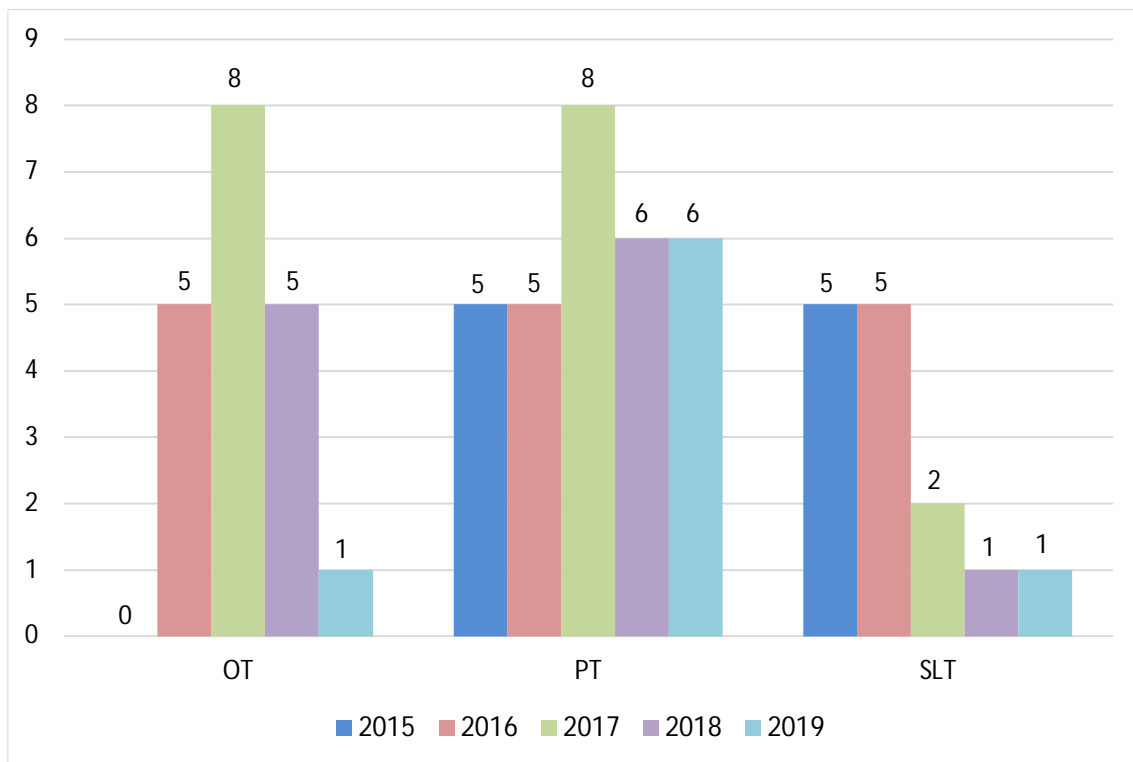
Diagnostic Radiography	2015	2016	2017	2018	2019
Qualifications from the First Schedule	-	-	124	152	147
Passed QE (Second Schedule)	-	-	8	16	44
TOTAL	-	-	132	168	191
Occupational Therapy					
Occupational Therapy	2015	2016	2017	2018	2019
Qualifications from the First Schedule	141	148	117	117	99
Passed QE (Second Schedule)	9	9	14	7	5
TOTAL	150	167	131	124	104
Physiotherapy					
Physiotherapy	2015	2016	2017	2018	2019
Qualifications from the First Schedule	289	247	225	231	163
Passed QE (Second Schedule)	36	48	57	49	29
TOTAL	325	295	282	280	192
Radiation Therapy					
Radiation Therapy	2015	2016	2017	2018	2019
Qualifications from the First Schedule	-	-	18	22	20
Passed QE (Second Schedule)	-	-	0	0	0
TOTAL	-	-	18	22	20
Speech-Language Therapy					
Speech-Language Therapy	2015	2016	2017	2018	2019
Qualifications from the First Schedule	128	86	99	75	89
Passed QE (Second Schedule)	-	2	2	-	3
TOTAL	128	84	101	75	92

The AHPC also registered Allied Health professional visiting experts through temporary registration to provide training and/or professional opinion on the assessment and treatment of patients. Visiting experts were required to be registered with the AHPC if they conduct 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 2019, a total of 8 visiting experts were registered.

Table 3. Total number of temporary registrants (Visiting Experts) in 2019

Types of Registration	DR	OT	PT	RT	SLT	TOTAL
Temporary Registration	0	1	6	0	1	8

Chart 2. Number of temporary registered Visiting Experts from 2015 to 2019 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 and RTs while the social service agencies (SSAs)/voluntary welfare organisations(VWOs) were the second largest sector for OTs. For the SLTs, both private sector and SSAs/VWOs were jointly the second largest sectors with 162 SLTs (23.6%) each. 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 2019

Diagnostic Radiography	2017	2018	2019
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	1,145 (70.4%)	1,192 (68.6%)	1,269 (67.8%)
Social Service Agencies/Voluntary Welfare Organisations*	19 (1.1%)	21 (1.2%)	21 (1.1%)
Private Hospitals/Clinics/Centres/Schools	405 (24.9%)	428 (24.6%)	442 (23.6%)
Public Sector Educational Institutions	14 (0.9%)	13 (0.7%)	15 (0.8%)
Statutory Boards and Government- linked Agencies	8 (0.5%)	7 (0.4%)	7 (0.4%)
Others^	35 (2.2%)	78 (4.5%)	117 (6.3%)
TOTAL	1,626 (100%)	1,739 (100%)	1,871 (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 4b. Sector distribution of OTs from 2015 to 2019

Occupational Therapy	2015	2016	2017	2018	2019
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	431 (44.6%)	462 (43.3%)	454 (40.4%)	464 (38.6%)	442 (36.0%)
Community Hospitals [∗]	112 (11.6%)	142 (13.3%)	140 (12.4%)	147 (12.2%)	154 (12.6%)
Social Service Agencies/Voluntary Welfare Organisations [*]	206 (21.3%)	219 (20.5%)	256 (22.8%)	288 (24.0%)	284 (23.1%)
Private Hospitals/Clinics/Centres/Schools	134 (13.8%)	147 (13.8%)	143 (12.7%)	145 (12.1%)	171 (14.0%)
Public Sector Educational Institutions	17 (1.8%)	15 (1.4%)	13 (1.2%)	11 (0.9%)	14 (1.1%)
Statutory Boards and Government- linked Agencies	27 (2.8%)	13 (1.2%)	14 (1.2%)	13 (1.1%)	15 (1.2%)
Others [^]	40 (4.1%)	69 (6.5%)	105 (9.3%)	133 (11.1%)	147 (12.0%)
TOTAL	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (100%)	1,227 (100%)

[∗] Cluster and VWO Community Hospitals include organisation like Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospitals, Yishun Community Hospital, *etc.*

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

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

Table 4c. Sector distribution of PTs from 2015 to 2019

Physiotherapy	2015	2016	2017	2018	2019
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	792 (51.1%)	821 (48.5%)	817 (45.0%)	864 (43.9%)	817 (40.5%)
Community Hospitals*	135 (8.7%)	169 (10.0%)	165 (9.1%)	180 (9.1%)	182 (9.0%)
Social Service Agencies/Voluntary Welfare Organisations*	155 (10.0%)	181 (10.7%)	210 (11.6%)	236 (12.0%)	247 (12.2%)
Private Hospitals/Clinics/Centres/Schools	339 (21.9%)	369 (21.8%)	419 (23.1%)	440 (22.4%)	475 (23.5%)
Public Sector Educational Institutions	18 (1.2%)	18 (1.1%)	16 (0.9%)	17 (0.9%)	27 (1.3%)
Statutory Boards and Government-linked Agencies	44 (2.8%)	23 (1.3%)	20 (1.1%)	27 (1.4%)	29 (1.5%)
Others^	66 (4.3%)	112 (6.6%)	167 (9.2%)	203 (10.3%)	243 (12.0%)
TOTAL	1,549 (100%)	1,693 (100%)	1,814 (100%)	1,967 (100%)	2,020 (100%)

* Cluster and VWO Community Hospitals include organisation like Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospitals, Yishun Community Hospital, etc.

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

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

Table 4d. Sector distribution of RTs from 2017 to 2019

Radiation Therapy	2017	2018	2019
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	137 (81.5%)	140 (76.9%)	145 (74.8%)
Private Hospitals/Clinics/Centres/Schools	28 (16.8%)	34 (18.7%)	34 (17.5%)
Public Sector Educational Institutions	1 (0.6%)	0 (0.0%)	0 (0.0%)
Others^	2 (1.2%)	8 (4.4%)	15 (7.7%)
TOTAL	168 (100%)	182 (100%)	194 (100%)

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

Table 4e. Sector distribution of SLTs from 2015 to 2019

Speech-Language Therapy	2015	2016	2017	2018	2019
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	202 (42.6%)	212 (40.5%)	229 (38.5%)	242 (37.7%)	242 (35.3%)
Community Hospitals*	14 (3.0%)	15 (2.9%)	14 (2.4%)	16 (2.5%)	23 (3.4%)
Social Service Agencies/Voluntary Welfare Organisations*	99 (20.9%)	115 (21.9%)	134 (22.5%)	144 (22.4%)	162 (23.6%)
Private Hospitals/Clinics/Centres/Schools	132 (27.8%)	140 (26.7%)	159 (26.7%)	159 (24.7%)	162 (23.6%)
Public Sector Educational Institutions	2 (0.4%)	1 (0.2%)	2 (0.3%)	3 (0.5%)	5 (0.7%)
Statutory Boards and Government- linked Agencies	7 (1.5%)	1 (0.2%)	1 (0.2%)	1 (0.2%)	4 (0.6%)
Others^	18 (3.8%)	40 (7.6%)	56 (9.4%)	77 (12.0%)	88 (12.8%)
TOTAL	474 (100%)	524 (100%)	595 (100%)	642 (100%)	686 (100%)

✧ Cluster and VWO Community Hospitals include organisation like Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospitals, Yishun Community Hospital, *etc.*

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

^ 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

Of the registered Allied Health professionals who were practising in Singapore, the majority were in full time employment and 391 out of 5,996 Allied Health professionals (approximately 6.5%) worked part-time. For DRs, OTs, PTs and SLTs, the percentage working part-time remained stable from 2018 to 2019. A slight increase in the percentage of RTs working part-time was noted in 2019, as shown in Table 5.

Table 5. Employment status of registered Allied Health professionals from 2015 to 2019

Diagnostic Radiography	2015	2016	2017	2018	2019
Full Time	-	-	1,529 (94.0%)	1,600 (92.0%)	1,691 (90.4%)
Part Time	-	-	62 (3.8%)	61 (3.5%)	63 (3.4%)
Others*	-	-	35 (2.2%)	78 (4.5%)	117 (6.2%)
TOTAL	-	-	1,626 (100%)	1,739 (100%)	1,871 (100%)
Occupational Therapy	2015	2016	2017	2018	2019
Full Time	843 (87.2%)	911 (85.4%)	939 (83.5%)	977 (81.3%)	983 (80.1%)
Part Time	84 (8.7%)	87 (8.1%)	81 (7.2%)	91 (7.6%)	97 (7.9%)
Others*	40 (4.1%)	69 (6.5%)	105 (9.3%)	133 (11.1%)	147 (12.0%)
TOTAL	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (100%)	1,227 (100%)
Physiotherapy	2015	2016	2017	2018	2019
Full Time	1,361 (87.8%)	1,457 (86.1%)	1,508 (83.1%)	1,618 (82.3%)	1,630 (80.7%)
Part Time	122 (7.9%)	124 (7.3%)	139 (7.7%)	146 (7.4%)	147 (7.3%)
Others*	66 (4.3%)	112 (6.6%)	167 (9.2%)	203 (10.3%)	243 (12.0%)
TOTAL	1,549 (100%)	1,693 (100%)	1,814 (100%)	1,967 (100%)	2,020 (100%)
Radiation Therapy	2015	2016	2017	2018	2019
Full Time	-	-	165 (98.2%)	169 (92.9%)	172 (88.7%)
Part Time	-	-	1 (0.6%)	5 (2.7%)	7 (3.6%)
Others*	-	-	2 (1.2%)	8 (4.4%)	15 (7.7%)
TOTAL	-	-	168 (100%)	182 (100%)	194 (100%)

Speech- Language Therapy	2015	2016	2017	2018	2019
Full Time	396 (83.5%)	421 (80.4%)	467 (78.5%)	491 (76.5%)	521 (76.0%)
Part Time	60 (12.7%)	63 (12.0%)	72 (12.1%)	74 (11.5%)	77 (11.2%)
Others*	18 (3.8%)	40 (7.6%)	56 (9.4%)	77 (12.0%)	88 (12.8%)
TOTAL	474 (100%)	524 (100%)	595 (100%)	642 (100%)	686 (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 in the age bands between 20 to 39 years of age, and mainly female gender. Singapore citizens and permanent residents (PRs) comprise 69% to 93% of the various Allied Health professions.

Chart 3. Number of registered Allied Health professionals by profession and gender as at 31 December 2019

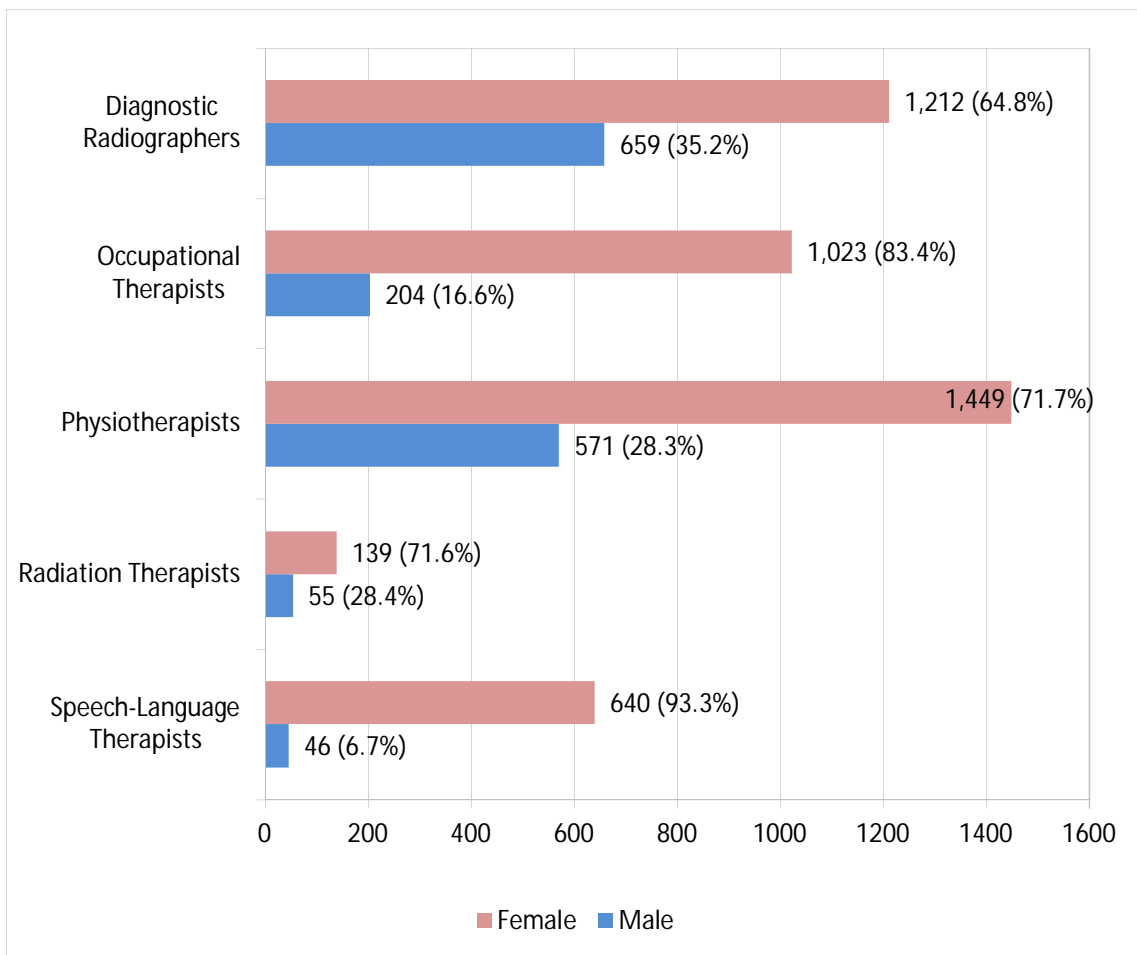


Chart 4. Number of registered Allied Health professionals by profession and age group as at 31 December 2019

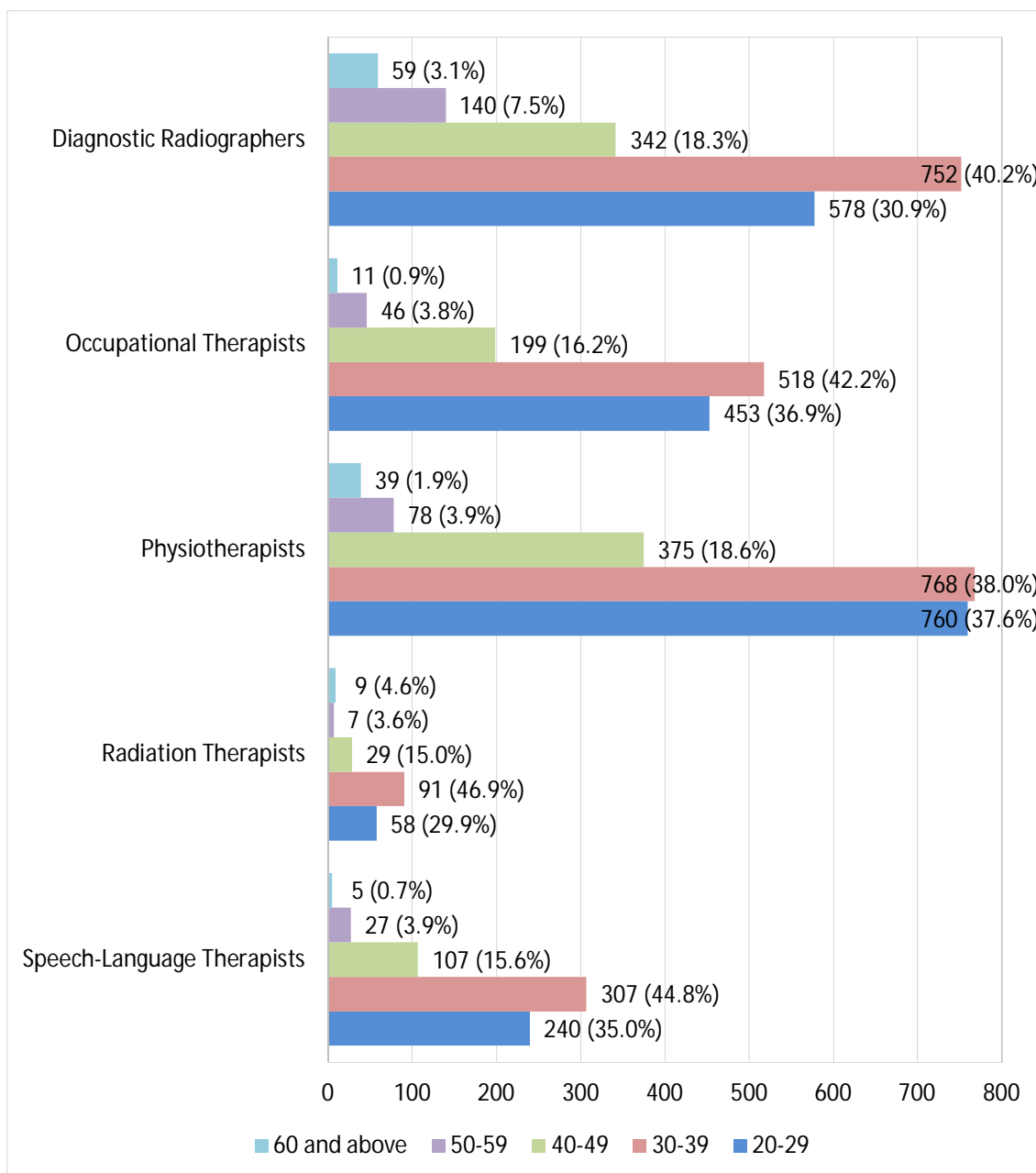


Chart 5. Nationality of registered Allied Health professionals as at 31 December 2019

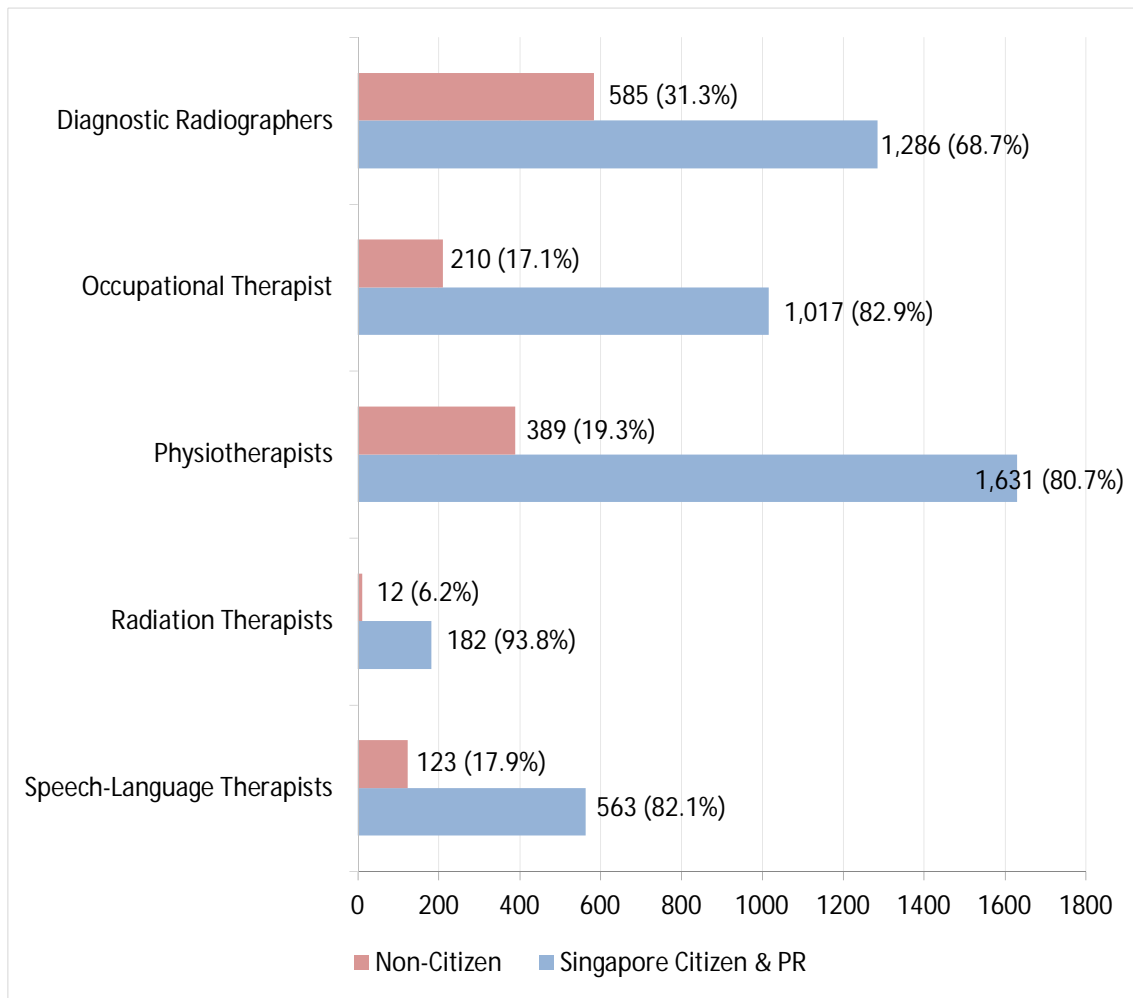
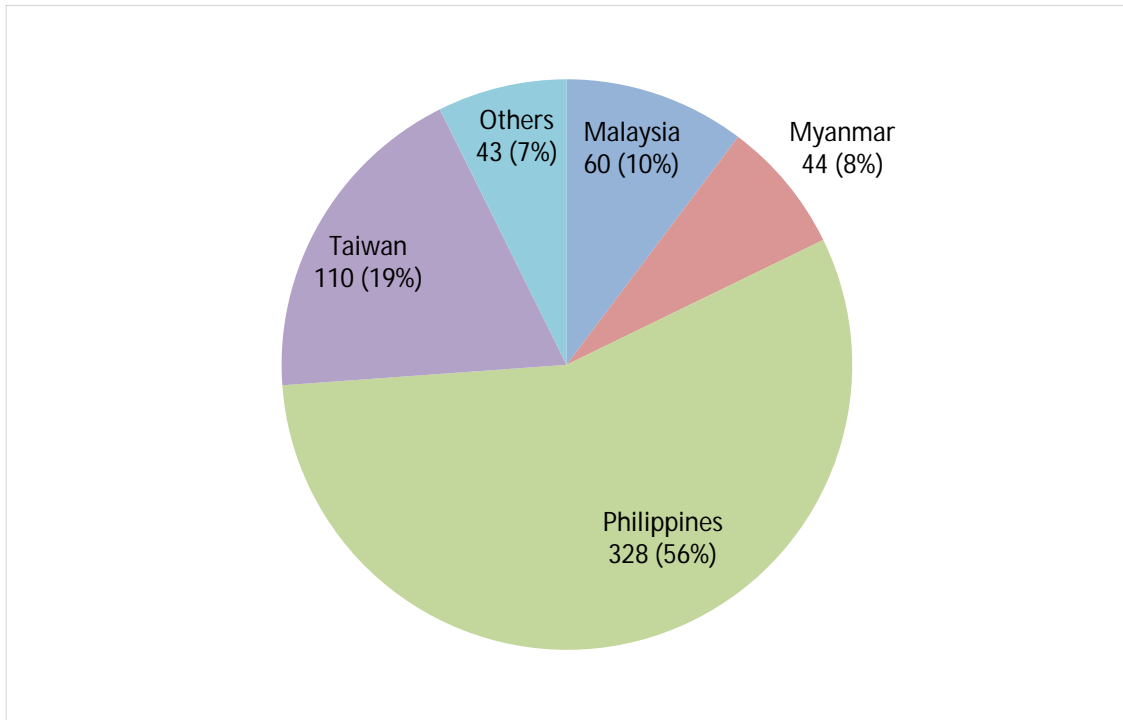
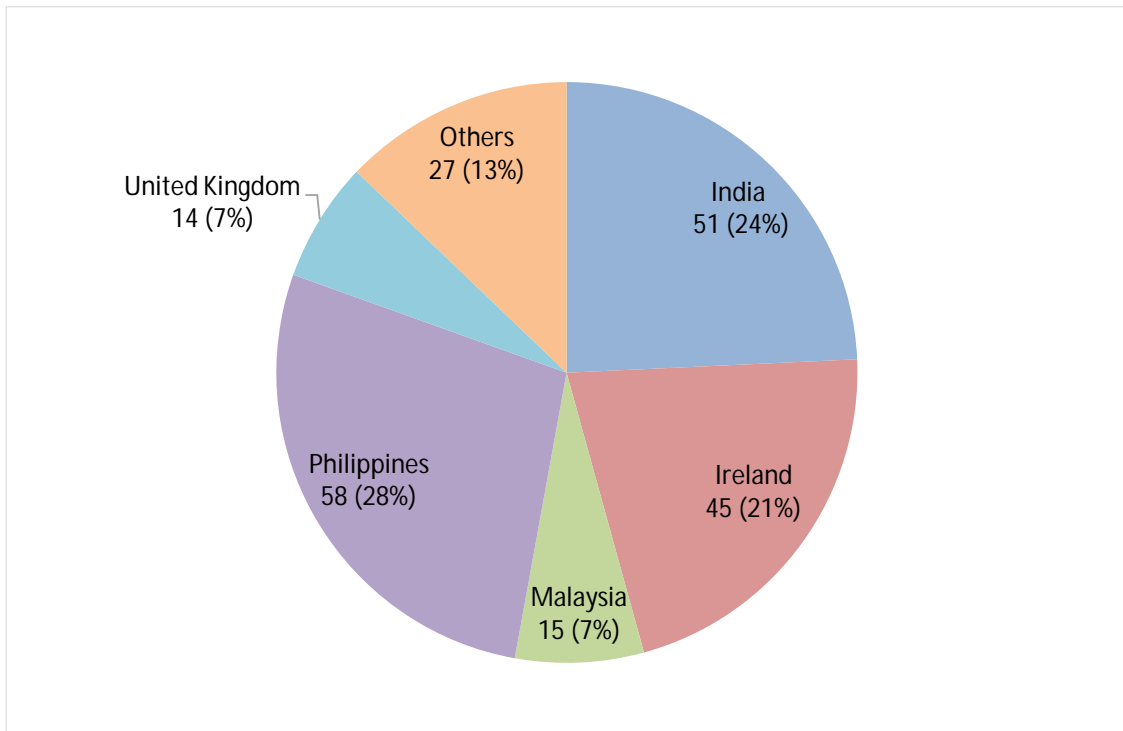


Chart 6a. Distribution of DRs who are non-citizens by country/area of origin as at 31 December 2019



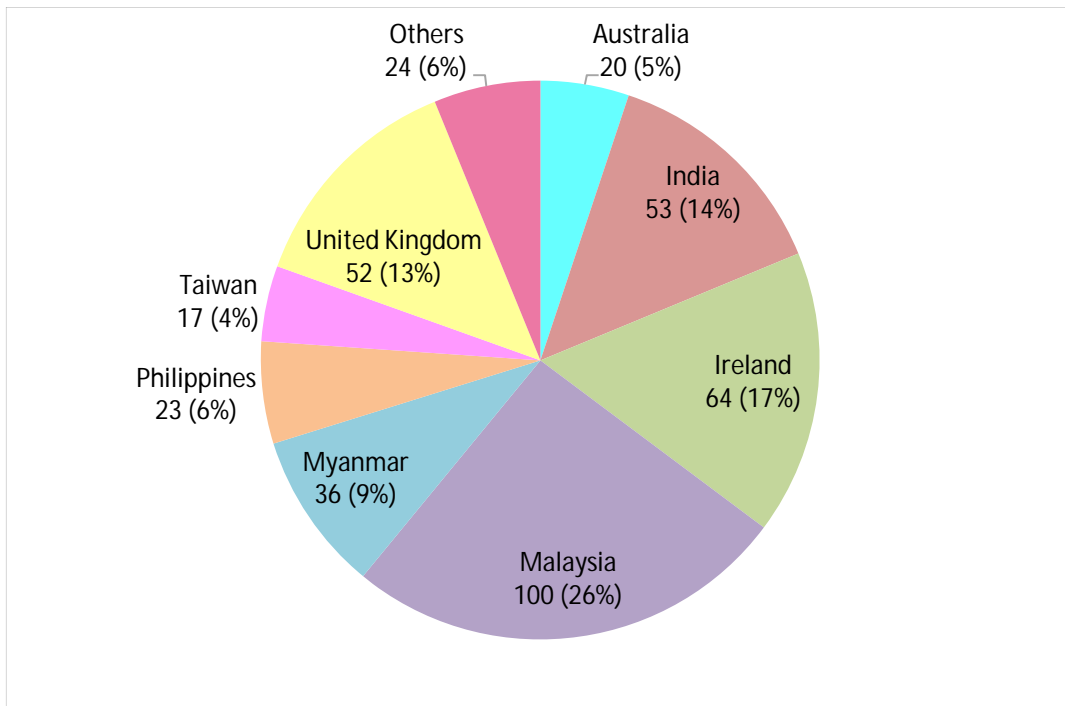
Others include Australia, Canada, China, Hong Kong, India, Indonesia, Italy, Japan, South Korea, Sri Lanka and United Kingdom.

Chart 6b. Distribution of OTs who are non-citizens by country/area of origin as at 31 December 2019



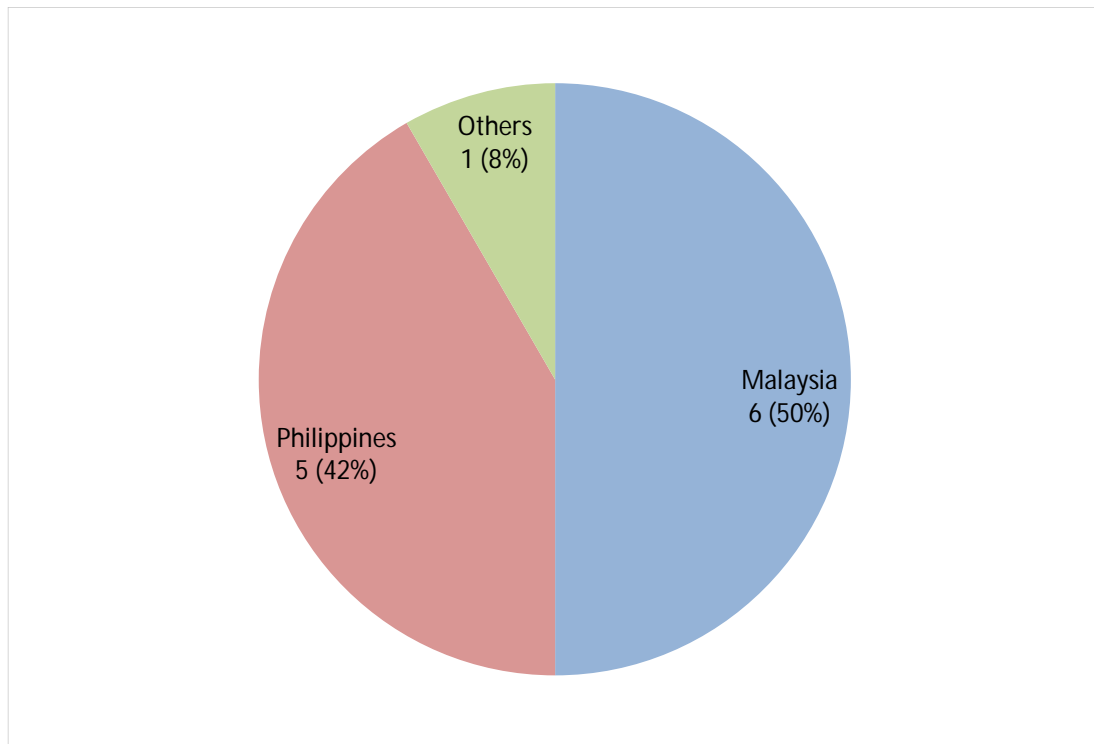
Others include Australia, Canada, South Korea, Mauritius, New Zealand, South Africa, Taiwan, Thailand, United Kingdom and United States of America.

Chart 6c. Distribution of PTs who are non-citizens by country/area of origin as at 31 December 2019



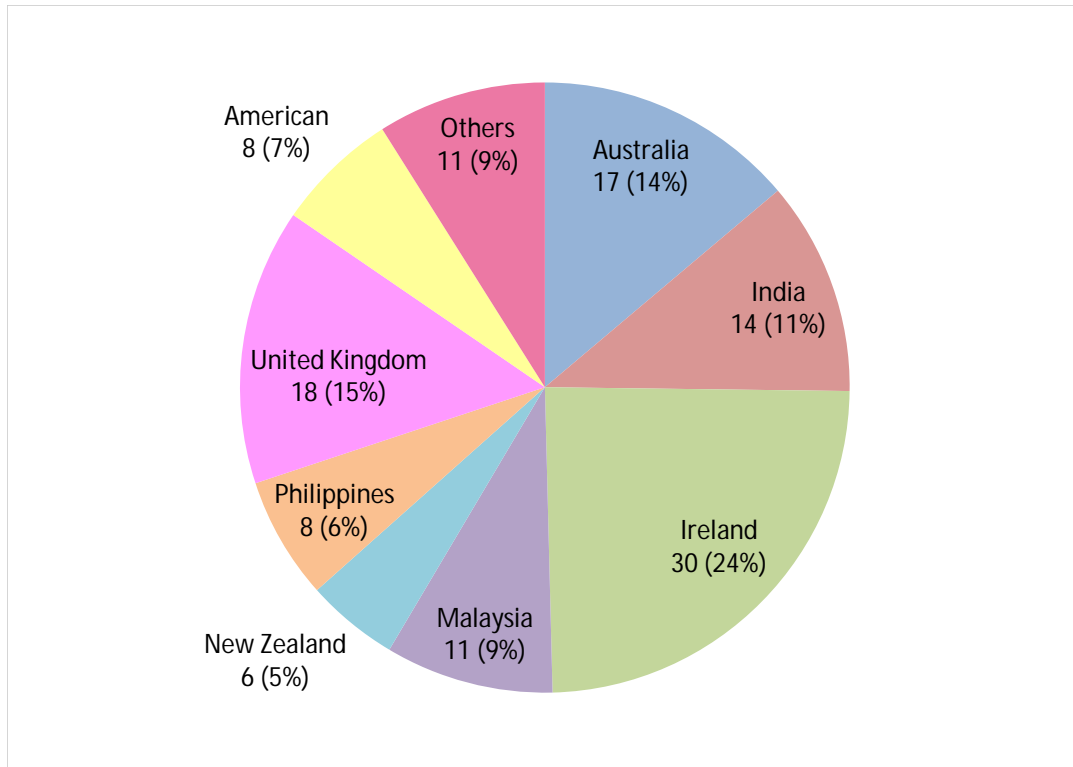
Others include Belgian, Canada, China, Germany, Hong Kong, Indonesia, Japan, Macau, Netherlands, New Zealand, Poland, Portugal, South African, Switzerland, Trinidad & Tobago and United States of America.

Chart 6d. Distribution of RTs who are non-citizens by country/area of origin as at 31 December 2019



Others include Canada.

Chart 6e. Distribution of SLTs who are non-citizens by country/area of origin as at 31 December 2019



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

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 2019)

Country/Area of Basic Qualification	Number of Diagnostic Radiographers		
	2017	2018	2019
Singapore ¹	856 (52.6%)	935 (53.7%)	991 (53.0%)
Philippines	413 (25.4%)	419 (24.1%)	456 (24.4%)
Taiwan	134 (8.2%)	153 (8.8%)	169 (9.0%)
Malaysia	79 (4.9%)	83 (4.8%)	90 (4.8%)
Australia	47 (2.9%)	51 (2.9%)	62 (3.3%)
Myanmar	55 (3.4%)	55 (3.2%)	56 (3.0%)
India	19 (1.2%)	19 (1.1%)	19 (1.0%)
United Kingdom	10 (0.6%)	12 (0.7%)	16 (0.9%)
Others	13 (0.8%)	12 (0.7%)	12 (0.6%)
Total	1,626 (100%)	1,739 (100%)	1,871 (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 (2015 to 2019)

Country/Area of Basic Qualification	Number of Occupational Therapists				
	2015	2016	2017	2018	2019
Singapore ²	541 (56.0%)	615 (57.6%)	664 (59.0%)	717 (59.7%)	740 (60.3%)
Australia	109 (11.2%)	120 (11.2%)	132 (11.7%)	142 (11.8%)	149 (12.1%)
India	82 (8.5%)	84 (7.9%)	83 (7.4%)	83 (6.9%)	77 (6.3%)
Philippines	70 (7.2%)	72 (6.8%)	72 (6.4%)	74 (6.2%)	71 (5.8%)
United Kingdom	52 (5.4%)	57 (5.3%)	57 (5.1%)	66 (5.5%)	66 (5.4%)
Ireland	31 (3.2%)	30 (2.8%)	35 (3.1%)	35 (2.9%)	31 (2.5%)
Taiwan	21 (2.2%)	24 (2.3%)	23 (2.0%)	22 (1.8%)	28 (2.3%)
Malaysia	23 (2.4%)	24 (2.3%)	22 (2.0%)	23 (1.9%)	23 (1.9%)
Hong Kong SAR	11 (1.1%)	11 (1.0%)	11 (1.0%)	12 (1.0%)	12 (1.0%)
Others	27 (2.8%)	30 (2.8%)	26 (2.3%)	27 (2.3%)	30 (2.4%)
Total	967 (100%)	1,067 (100%)	1,125 (100%)	1,201 (100%)	1,227 (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 2015 to 2019)

Country/Area of Basic Qualification	Number of Physiotherapists				
	2015	2016	2017	2018	2019
Singapore ³	702 (45.3%)	772 (45.6%)	844 (46.5%)	931 (47.3%)	970 (48.0%)
Australia	221 (14.3%)	255 (15.1%)	271 (15.0%)	300 (15.3%)	315 (15.7%)
India	156 (10.1%)	159 (9.4%)	162 (8.9%)	161 (8.2%)	154 (7.6%)
United Kingdom	135 (8.7%)	136 (8.0%)	144 (7.9%)	154 (7.8%)	146 (7.2%)
Malaysia	84 (5.4%)	103 (6.1%)	111 (6.1%)	129 (6.6%)	145 (7.2%)
Myanmar	47 (3.0%)	54 (3.2%)	62 (3.4%)	65 (3.3%)	61 (3.0%)
Ireland	62 (4.0%)	65 (3.8%)	68 (3.8%)	67 (3.4%)	59 (2.9%)
Taiwan	41 (2.6%)	43 (2.5%)	43 (2.4%)	44 (2.2%)	54 (2.7%)
Philippines	37 (2.4%)	38 (2.3%)	38 (2.1%)	43 (2.2%)	42 (2.1%)
New Zealand	23 (1.5%)	22 (1.3%)	23 (1.3%)	24 (1.2%)	23 (1.1%)
United States of America	12 (0.8%)	14 (0.8%)	15 (0.8%)	15 (0.8%)	14 (0.7%)
Hong Kong SAR	10 (0.7%)	12 (0.7%)	13 (0.7%)	14 (0.7%)	14 (0.7%)
Others	19 (1.2%)	20 (1.2%)	20 (1.1%)	20 (1.0%)	23 (1.1%)
Total	1,394 (100%)	1,549 (100%)	1,693 (100%)	1,814 (100%)	2,020 (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
(2017 to 2019)

Country/Area of Basic Qualification	Number of Radiation Therapists		
	2017	2018	2019
Singapore ⁴	139 (82.7%)	153 (84.1%)	164 (84.5%)
Australia	11 (6.5%)	11 (6.0%)	12 (6.2%)
Philippines	10 (6.0%)	10 (5.5%)	10 (5.2%)
Malaysia	4 (2.4%)	4 (2.2%)	5 (2.6%)
India	1 (0.6%)	1 (0.5%)	1 (0.5%)
Others	3 (1.8%)	3 (1.7%)	2 (1.0%)
Total	168 (100%)	182 (100%)	194 (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 2015 to 2019)

Country/Area of Basic Qualification	Number of Speech-Language Therapists				
	2015	2016	2017	2018	2019
Singapore ⁵	80 (16.9%)	82 (15.6%)	100 (16.8%)	98 (15.2%)	129 (18.8%)
Australia	209 (44.1%)	250 (47.7%)	293 (49.2%)	335 (52.2%)	354 (51.6%)
United Kingdom	38 (8.0%)	37 (7.1%)	37 (6.2%)	37 (5.8%)	62 (9.0%)
India	52 (11.0%)	55 (10.5%)	58 (9.7%)	59 (9.2%)	36 (5.3%)
Ireland	31 (6.5%)	31 (5.9%)	33 (5.5%)	37 (5.8%)	32 (4.7%)
United States of America	18 (3.8%)	19 (3.6%)	23 (3.9%)	24 (3.7%)	23 (3.4%)
Malaysia	15 (3.2%)	15 (2.9%)	14 (2.4%)	14 (2.2%)	14 (2.0%)
Philippines	11 (2.3%)	11 (2.1%)	11 (1.9%)	11 (1.7%)	9 (1.3%)
Others	20 (4.2%)	24 (4.6%)	26 (4.4%)	27 (4.2%)	27 (3.9%)
Total	474 (100%)	524 (100%)	595 (100%)	642 (100%)	686 (100%)

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

PRACTISING CERTIFICATE RENEWAL 2019

A total of 2,385 registered Allied Health professionals were required to renew their practising certificates (PCs) when their PCs lapsed on 31 December 2019. 96% of these Allied Health professionals submitted their applications to renew their PCs by the end of 2019. 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 2019	83 (100%)	744 (100%)	1,176 (100%)	11 (100%)	371 (100%)
No. of applications processed	75 (90.4%)	714 (96.0%)	1,144 (97.3%)	10 (90.9%)	352 (94.9%)
No. of Allied Health professionals who did not renew their PCs by 31 December 2019*	8 (9.6%)	30 (4.0%)	32 (2.7%)	1 (9.1%)	19 (5.1%)

* 2 OTs and 3 PTs applied after 31 December 2019.

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 approved by the AHPC. As such, Allied Health professionals may only display their higher qualifications after AHPC's approval. Additional qualifications allowed for display 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 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 143 applications were received since the start of the application for display of additional qualifications. Of the 143 applications, 132 of them were approved as shown in Table 8.

Table 8. Applications for Additional Qualifications

	2016		2017		2018		2019	
	Approved	Rejected	Approved	Rejected	Approved	Rejected	Approved	Rejected
DR	-	-	-	-	2	-	12	1
OT	5	-	2	1	1	-	18	1
PT	18	3	18	-	13	-	32	-
RT	-	-	-	-	-	-	-	-
SLT	3	1	2	-	3	-	3	-
Total	26	4	22	1	19	0	65	2

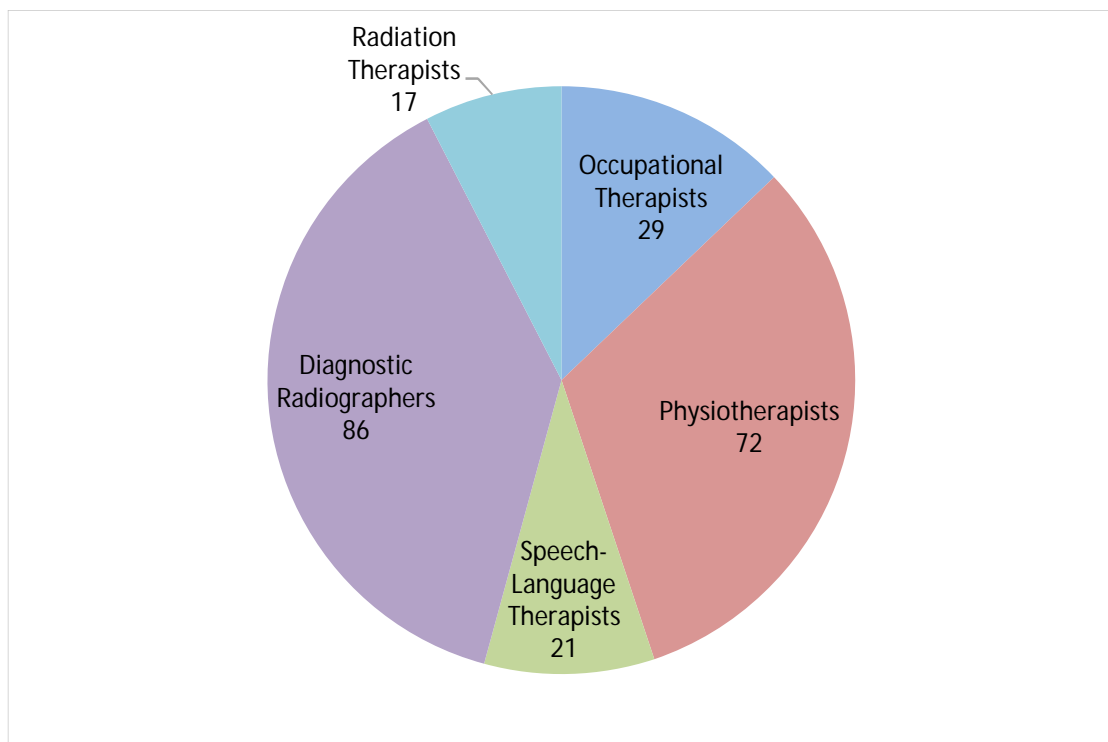
SUPERVISOR TRAINING WORKSHOPS

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 and temporarily registered Allied Health professionals. These workshops have been organised since the commencement of regulation of the respective allied health professions.

Since April 2014, 40 runs of the supervisor training workshops for the OTs, PTs and SLTs and 19 runs of workshops for the DRs and RTs have been conducted. A total of 1,953 Allied Health professionals have attended the AHPC's supervisor training workshops to date. In 2019, a total of 225 registered Allied Health professionals attended the training workshops.

The majority of attendees have given positive feedback that the supervisory workshops helped them better understand their roles and responsibilities as a supervisor, and that 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 attended Supervisor Training Workshops in 2019



COMPLAINTS

The AHPC has received a total of 13 complaints against registered Allied Health professionals since the regulation of Allied Health professionals started.

In 2019, only one complaint was received. This complaint was still under investigation as at 31 December 2019.

Table 9. Complaints received by AHPC from 2013 to 2019

Complaints Received	2013	2014	2015	2016	2017	2018	2019	Total
Diagnostic Radiographers	-	-	-	0	0	1	0	1
Occupational Therapists	1	1	0	0	0	1	0	3
Physiotherapists	0	1	0	0	1	3	0	5
Radiation Therapists	-	-	-	0	0	0	0	0
Speech-Language Therapists	0	1	0	2	0	0	1	4
TOTAL	1	3	0	2	1	5	1	13

Four complaints were closed in 2019. All four complaints were received in 2018.

Case 1

A member of the public lodged a complaint against a registered PT working in the hospital where her father had been undergoing rehabilitation. She alleged that the registered PT had not observed his duty of care towards her father and had utilised a mode of treatment without fully explaining its risks to the patient's family. She also alleged that the registered PT had breached the AHPC's Code of Professional Conduct. The complaints committee reviewed the facts of the case after investigation and found that the registered PT had observed his duty of care towards the patient, and that the patient had been monitored closely in the course of treatment and had shown improvements in his condition. The complaints committee was also satisfied with the explanation provided by the hospital regarding the alleged breach of professional conduct. The complaint was dismissed.

Case 2

A registered PT made a complaint against his ex-business partner who was also a registered PT. He alleged that his partner had shut down the clinic's server which was based overseas. As a result, the clinical and reception staff were unable to access their emails and patients' medical records. The complainant also alleged that his partner had breached the AHPC's Code of Professional Conduct and compromised the legal standing of the clinic and its practitioners. The complaints committee reviewed the facts of the case and found that there were breaches to the provisions of the AHPC's Code of Professional Conduct. However, they were also of the view that no formal inquiry was necessary as there was no evidence of substantial damage. As such, a letter of warning was issued to the respondent, reminding him that he should act professionally, place the welfare of patients as first priority and endeavour to communicate effectively with patients and other professionals to optimise patient outcomes.

Case 3

The AHPC received information from an organisation that one of its former registered DR had been dismissed from the organisation for misappropriating a colleague's misplaced bank card. The victim had lodged a police report upon discovery of the unauthorised transactions. The Singapore Police Force (SPF) had administered a 12-month conditional warning in lieu of prosecution to the registered DR. The AHPC referred the case to the Complaints Panel. The complaints committee reviewed the case and noted that her actions brought disrepute to the profession. As the investigation had already been completed and the warning meted out by the SPF, the complaints committee issued a letter of advice to the registered DR regarding her unprofessional behaviour.

Case 4

A member of the public lodged a complaint against a registered OT alleging that she had overcharged her son for the services provided and had issued a fictitious invoice for insurance claim purposes. The complaints committee reviewed the facts of the case and was of the view that appropriate financial counselling was extended to the patient. Furthermore, the patient was of legal age and the scale of fees was also transparent to the patient prior to treatment. The committee also noted that the patient's bill was split into two dates upon the patient's request. A letter of advice was issued to the OT advising her to only issue invoices that were reflective of the actual work done.

DISCIPLINARY INQUIRIES

As at 31 December 2019, the AHPC has completed the hearings for two disciplinary inquiries. No appeal was received against the decisions in both cases. The completed disciplinary inquiries concluded in 2019 are briefly summarised below. The detailed Grounds of Decisions for these disciplinary inquiries can be found on the AHPC's website.

Case 1: Mohamad Fairuuz Bin Saleh

Mr Mohamad Fairuuz Bin Saleh pleaded guilty at the State Courts of Singapore to an offence of assisting an unlicensed moneylender. Following his conviction at the State Courts, pursuant to section 39(4) of the AHPA, Mr Mohamad Fairuuz was referred to the Disciplinary Tribunal for a formal inquiry as the AHPC was of the view that he had been convicted of an offence implying a defect in character.

Having duly considered all of the submissions tendered at the inquiry and having taken into account all of the circumstances of the case, the Disciplinary Tribunal ordered that Mr Mohamad Fairuuz Bin Saleh:

- a) Be suspended from practice for a period of six months;
- b) Be censured;
- c) Give a written undertaking to the Allied Health Professions Council that he would not engage in the conduct complained of or any similar conduct; and
- d) Pay the full costs and expenses of and incidental to these proceedings, including the full costs of the solicitor to the Allied Health Professions Council (on the basis of one counsel).

Case 2: Luke Manimaran Degarajoo

Mr Luke Manimaran Degarajoo was convicted in the State Courts on one charge of assaulting or using criminal force on a woman with the intention to outrage her modesty. Pursuant to section 39(4) of the AHPA, Mr Luke Manimaran was referred to the Disciplinary Tribunal for a formal inquiry. Mr Luke Manimaran pleaded guilty to the charge.

Pursuant to section 53(2) of the AHPA, the Disciplinary Tribunal ordered that Mr Luke Manimaran Degarajoo:

- a) Be removed from the Register of Allied Health professionals with Full Registration; and
- b) Pay the costs and expenses of and incidental to these proceedings, including the costs of the solicitor to the Council.



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