



ENABLING A FUTURE-READY HEALTHCARE SYSTEM

The Ministry of Health (MOH) will continue to invest in building a future-ready healthcare workforce to meet Singaporeans' evolving care needs. Healthcare professionals are key in improving patient care and outcomes, and we will continue to provide them with better progression, more training opportunities, and greater recognition of the nature of work and risks they undertake.

Uplifting the Healthcare Workforce

Keeping training capacity for professional pipelines on track

2. Since 2012, we have increased our intakes for medical, nursing, dentistry and allied health students. Over the years, we have enhanced the attractiveness of nursing and have seen nursing intakes increase by about 45% between 2014 and 2020. We will continue to monitor the progress of our yearly training intakes and grow our healthcare workforce in a sustainable manner.

Increasing training capacity for mid-careerists to join healthcare

3. To enable more mid-career switchers to join the healthcare sector, MOH and Workforce Singapore are increasing our training capacity for healthcare professionals under the Professional Conversion Programme (PCP). Besides Nanyang Polytechnic, Ngee Ann Polytechnic will also become a nursing PCP provider, and offer a two-year accelerated PCP-Registered Nurses (Diploma) programme. The PCP applications for both polytechnics will start in April 2021, for the October 2021 intake.

4. We are also exploring more pathways for eligible mid-career individuals to complete their training under our healthcare PCPs in a shorter period of time so they can re-join the workforce sooner. As part of this effort, the Singapore Institute of Technology will introduce an accelerated programme in Occupational Therapy, allowing those who already have a degree in a science-related field to complete the PCP in slightly under three years instead of four years. Applications for the PCP for Occupational Therapists are currently open until 19 March 2021. Interested and eligible Singaporeans are welcomed to apply.

Ensuring competitive salaries to attract and retain more healthcare staff

5. MOH works with the public healthcare clusters to regularly review the salaries of healthcare staff in order to maintain market competitiveness. We last increased nurses' monthly base salaries in 2014 and 2015, followed by that of allied health professionals (AHPs), pharmacists and administrative and ancillary staff in 2016.

6. In order to ensure that their salaries remain competitive and allow us to continue to attract quality healthcare manpower, nurses, AHPs, pharmacists and administrative

and ancillary (including support care) staff will be receiving enhancements to their monthly base salaries. The adjustments will be implemented starting from July 2021 for both the public healthcare and community care sectors:

- a) Public healthcare sector: An estimated 56,300 staff in the public healthcare institutions will receive an increase in their monthly base salaries. Nurses can look forward to an increase of 5% to 14% in their monthly base salaries, phased over the next two years. Allied health professionals, pharmacists and administrative and ancillary staff, including support care staff, can also look forward to an increase of 3% to 7% in their monthly base salaries this year.
- b) Community care sector: We will also increase the funding support for salaries to publicly-funded community care organisations to ensure that salaries in the community care sector remain competitive. An estimated 20,800 staff may benefit from this funding support. We will work with the Agency for Integrated Care and the community care organisations to effect these changes over the next two years.

7. We updated the salaries for junior House, Medical and Dental Officers, Consultant Family Physicians and newly-promoted Associate Consultants within our public healthcare institutions in 2019. We will continue to monitor doctors' and dentists' salary competitiveness against the market, and review in future when adjustments are necessary.

Redesigning support roles to build skilled workforce to meet growing needs

8. MOH is working with healthcare employers to review career pathways for staff working in healthcare and operations support roles, and to broaden options for their further development. Both the public healthcare and community care sectors have embarked on job redesign efforts, to redesign processes and introduce new roles that blend clinical support, administrative and operations responsibilities in the various healthcare settings, and develop attractive career and wage progression prospects.

9. The job redesign efforts will allow healthcare employers to attract and retain talent, improve productivity, and grow a skilled workforce to meet Singaporeans' growing healthcare needs. Healthcare staff will have more opportunities to contribute meaningfully, reach their full potential and develop a long-term career in healthcare.