



# Singapore Healthcare Management 2024

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## Crossroads. The Road Ahead.

### Reimagining Junior Doctor Retention in Public Healthcare

Ensuring sustainable, high-quality care for Singapore's Northeast population amidst healthcare demands by bolstering the intake of hospital clinicians to retain junior doctors in public healthcare.

#### BACKGROUND

The Hospital Clinician Scheme (HCS), endorsed by the Ministry of Health (MOH) in 2020, provides an alternative training pathway to Residency (specialist training program). It offers a more diverse career trajectory with increased responsibilities in comprehensive inpatient care and the opportunity for co-management of patients with specialists, along with avenues to explore non-clinical roles within the public healthcare sector.



#### Benefits of HCS

- Alternative to Specialists track.
- Obtain certification in Graduate Diploma in Hospital Practice.
- Non-clinician opportunities (e.g. admin/ leadership etc.) with commensurate remuneration
- Possibility of flexible work options around lifestyle.
- Increasing emphasis and demand and scope for broad-based care
- Co-manage with specialists.

#### INCREASE AWARENESS / PUBLICITY thru :

- Careers Day
- Electronic Direct Mailers (EDM)
- Information Package
- **Career Guidance**
- Targeted sharing with individuals and departments
- Identification of potential candidates by HOD/HC Leads
- **HR Referral Scheme**



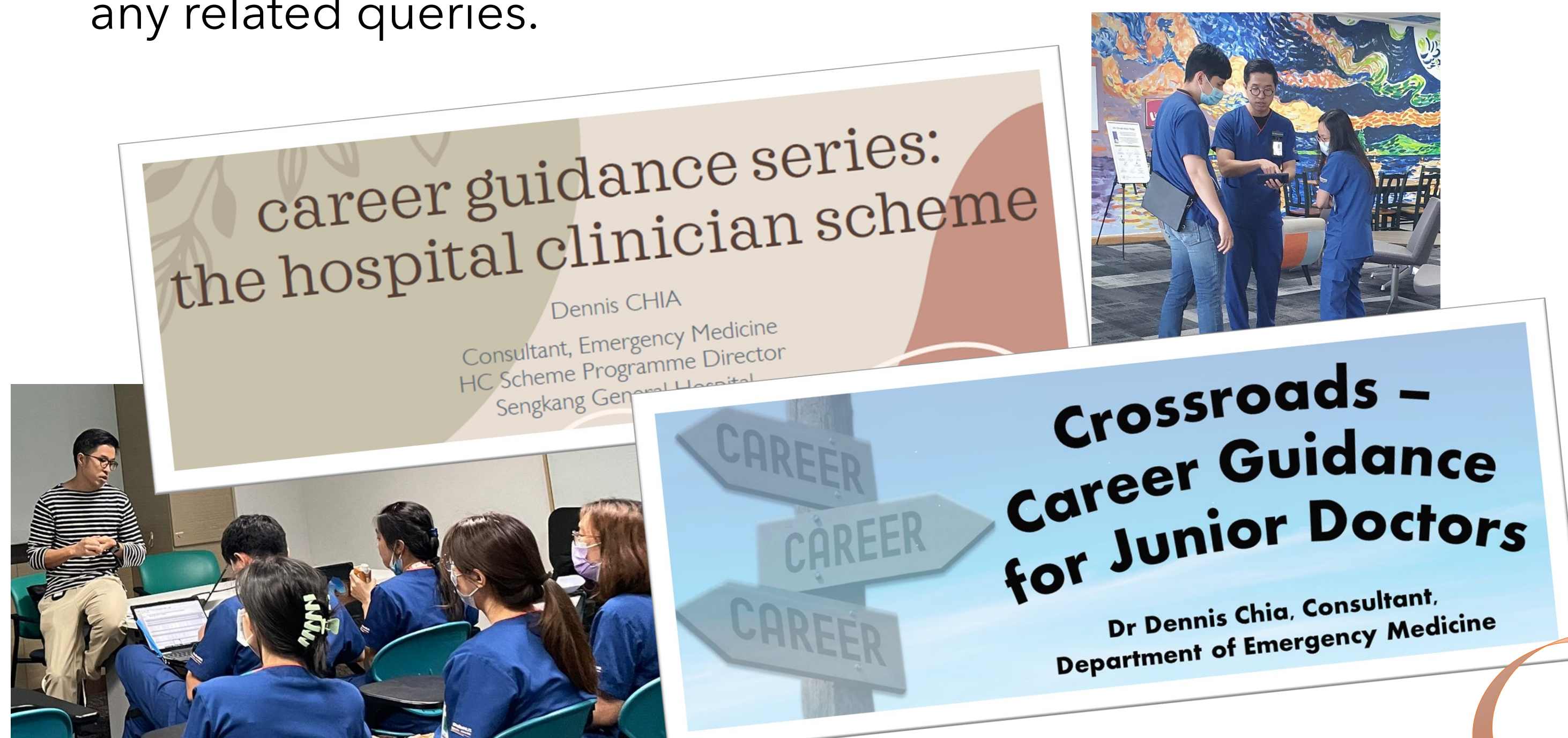
#### Hospital Clinician Scheme Information Pack

- Consist of information on :
- Introduction on HC scheme
  - Structure of HC scheme & Career Track
  - Overview of HC Domain
  - Key Roles of HCs
  - SingHealth HC Rotations
  - Core Competencies & Assessments
  - Entry Criteria
  - Application Process & Timeline
  - FAQs



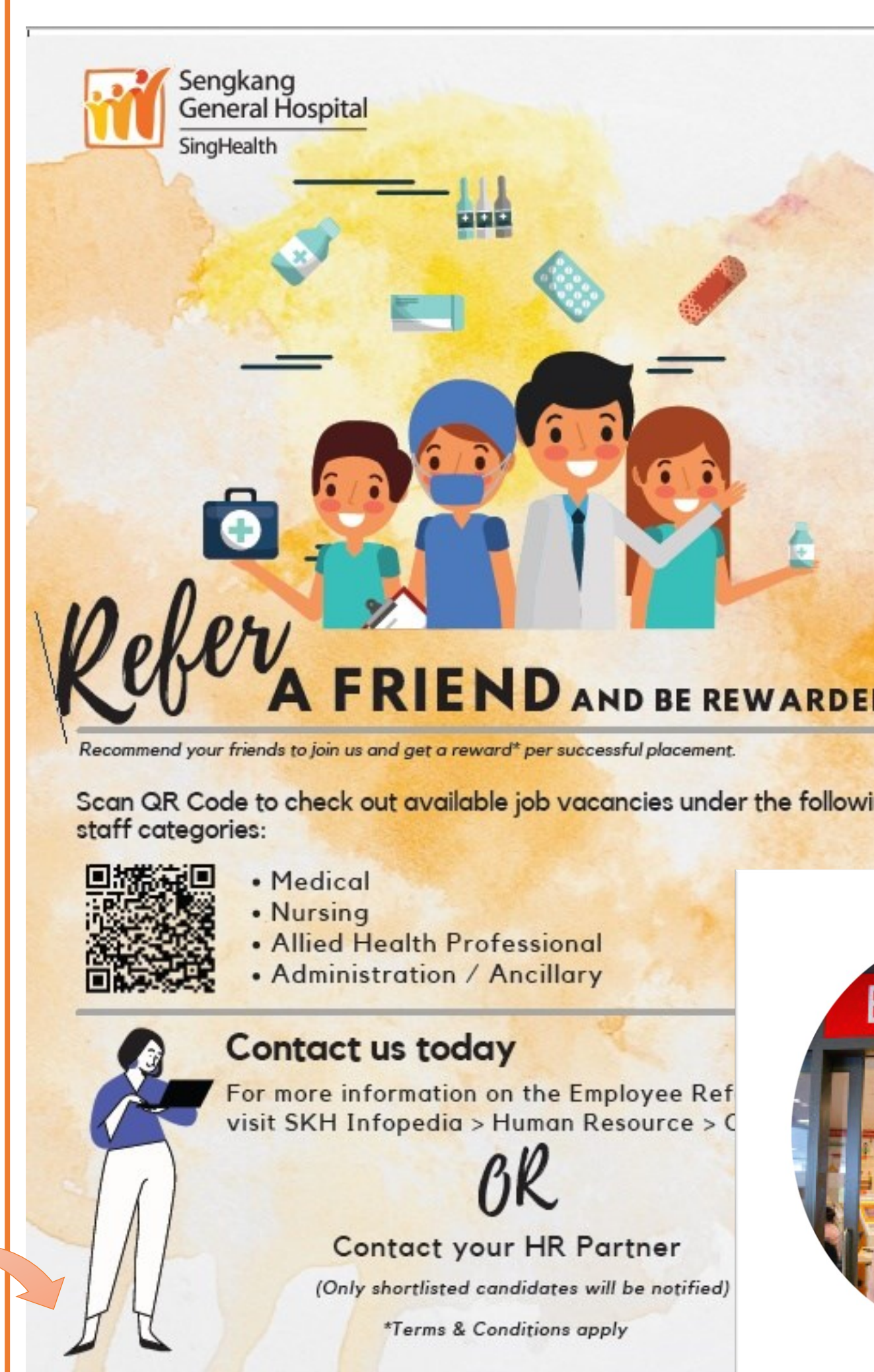
#### CAREER GUIDANCE

- The SKH Program Director (PD) pro-actively shares information with junior doctors on the Hospital Clinician Scheme.
- The SKH PD goes over and beyond to provide career guidance.
- Interested junior doctors are free to approach SKH HR or PD on any related queries.



#### ATTRACT

- HR introduced the Hospital Clinician (HC) into the special staff referral scheme for junior doctors interested in enrolling into the HCS.
- HR works attentively to ensure queries were addressed and prompt enrolled interested junior doctors into the HCS.
- SKH's first HC was invited to be the official spokesperson to share his experience.



#### RETENTION

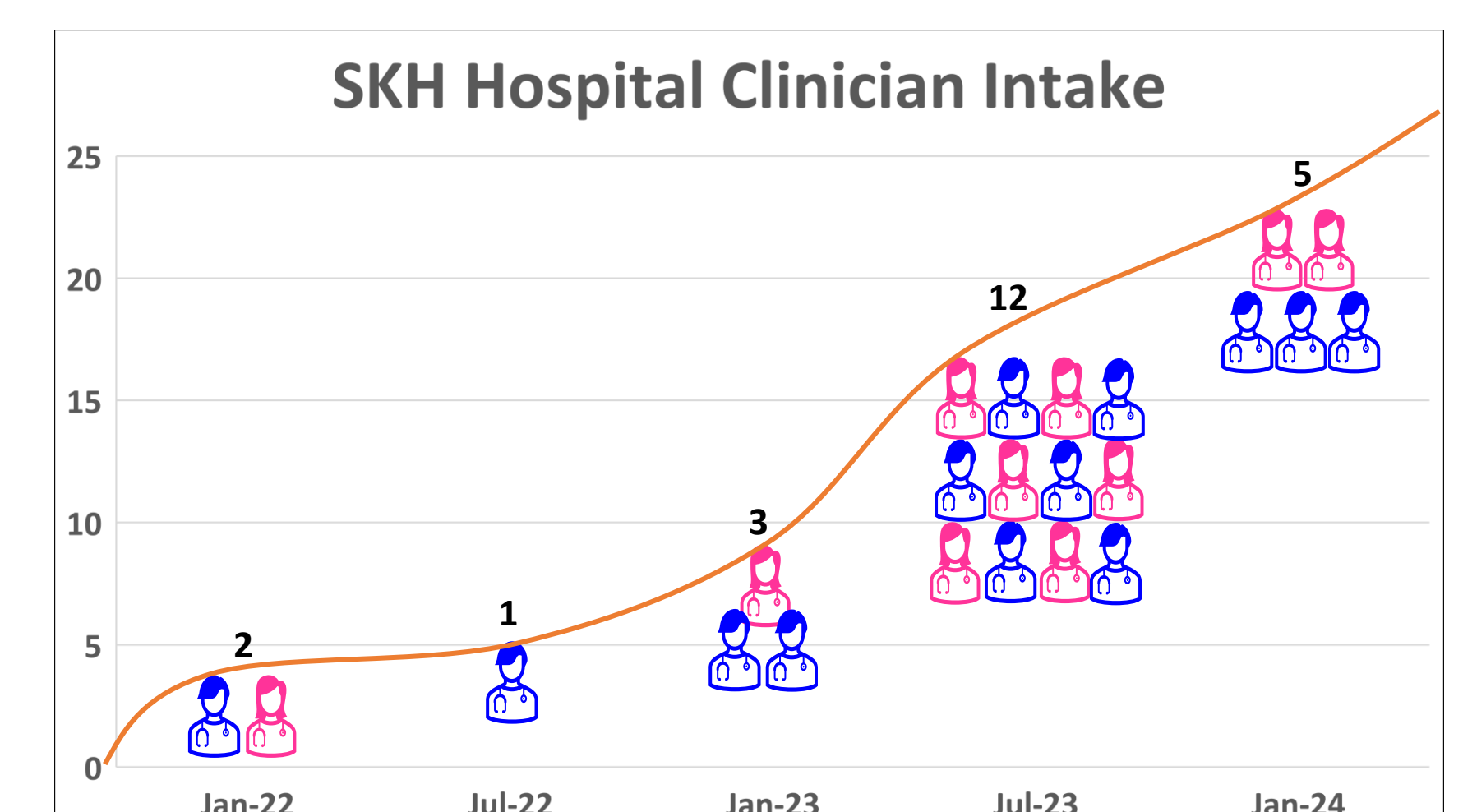
SKH looks at improving job satisfaction to attract by :

- **Promoting welfare and career support** of junior doctors (non-residency) at SKH with support from Senior Management.
- **Exploring Work-Life Harmony** for non-specialist for career longevity.
- **Redefining the job description** for the HCS to allow for career progression and better empowerment.



#### RESULTS

- In January 2021, SKH achieved a significant milestone by recruiting its very first HC, a year after the scheme was launched.
- SKH's HC recruitment has grown significantly, reaching a total of 24 HCs as at January 2024.
- **The achievement positions SKH with the highest number of HCs recruited amongst SingHealth institutions and other clusters.**
- SKH was invited by another cluster institution to share on its HC recruitment strategy.



**CONCLUSION:** The steady increase in HC recruitment reflects the success and effectiveness of SKH's dedicated and collaborative efforts in attracting and retaining the junior clinicians.

