

# Professional training after graduation: Current status and Future development



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Yong Loo Lin School of Medicine  
Faculty of Dentistry  
Saw Ewe Hock Institute  
of Public Health

# National University Health System (NUHS)

National Healthcare Group (NHG)  
Singapore Health Services (SingHealth)

## Kent Ridge Campus

- National University Hospital

## Alexandra Campus

## JurongHealth Campus

- Ng Teng Fong General Hospital
- Jurong Community Hospital
- Jurong Medical Centre

## National University Polyclinics

- Bukit Batok
- Choa Chu Kang
- Clementi
- Jurong
- Queenstown
- *Bukit Panjang*
- *Pioneer*

## Community



## National Centres

- National University Cancer Institute, Singapore
- National University Heart Centre, Singapore
- National University Centre for Oral Health, Singapore

## Themes

## Schools

- Yong Loo Lin School of Medicine
- Alice Lee Centre for Nursing Studies
- Faculty of Dentistry
- Saw Swee Hock School of Public Health

National University of Singapore

Other Academic & Research Institutes in Singapore

# Academic Medical Centre with tripartite mission:

Students learning alongside healthcare professionals, developing their skills under mentorship.

## Education



## Clinical care

Scientists partner their clinician colleagues to develop solutions to problems that doctors wrestle with on a daily basis.

# NUHS

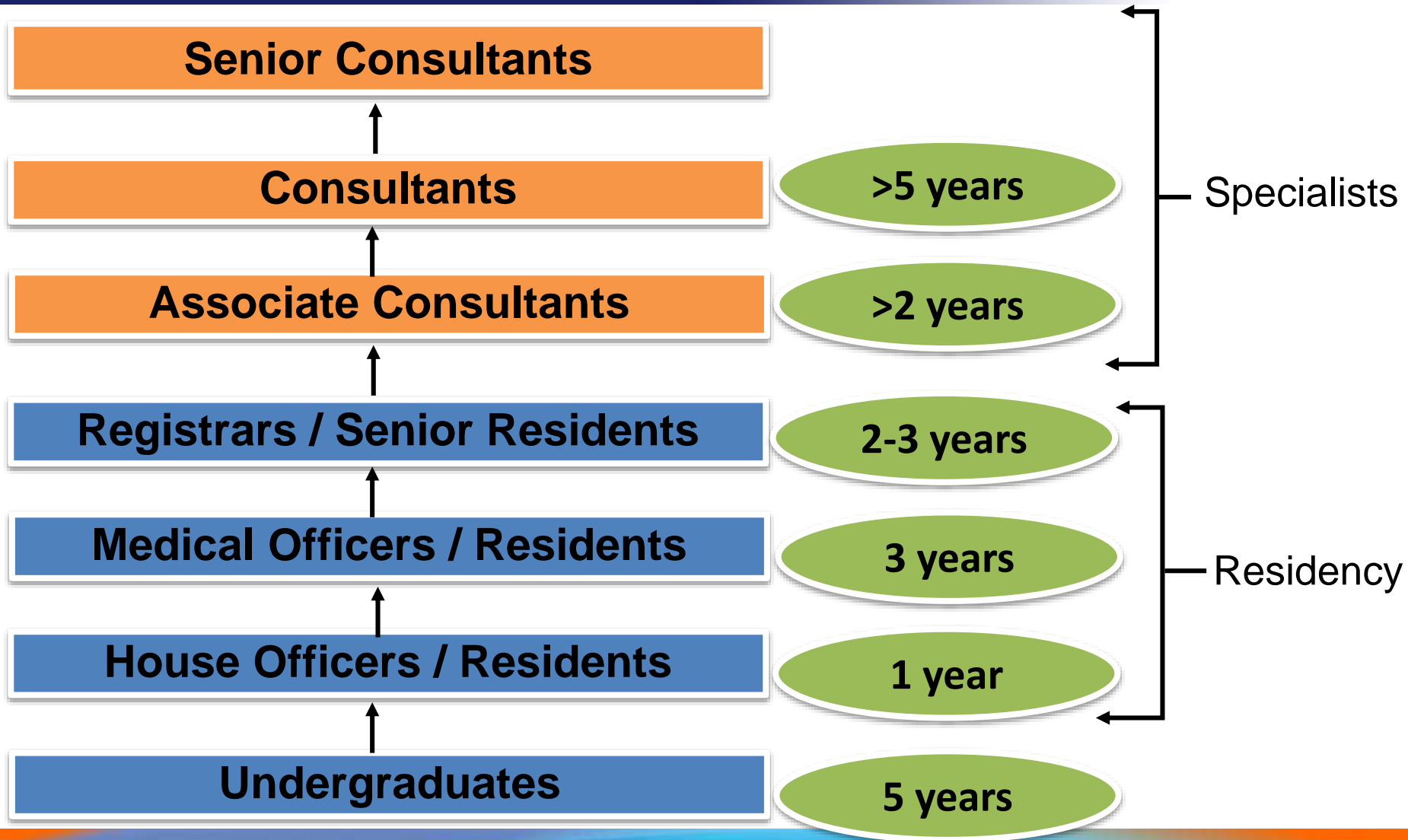
National University  
Health System

## Research

A dynamic environment actively encouraging clinicians, basic science & clinical researchers to work together.



# Progression of Medical Staff in Singapore



# Residency Training at NUHS

Accredited by Accreditation Council of Graduate Medical Education – International (ACGME-I)



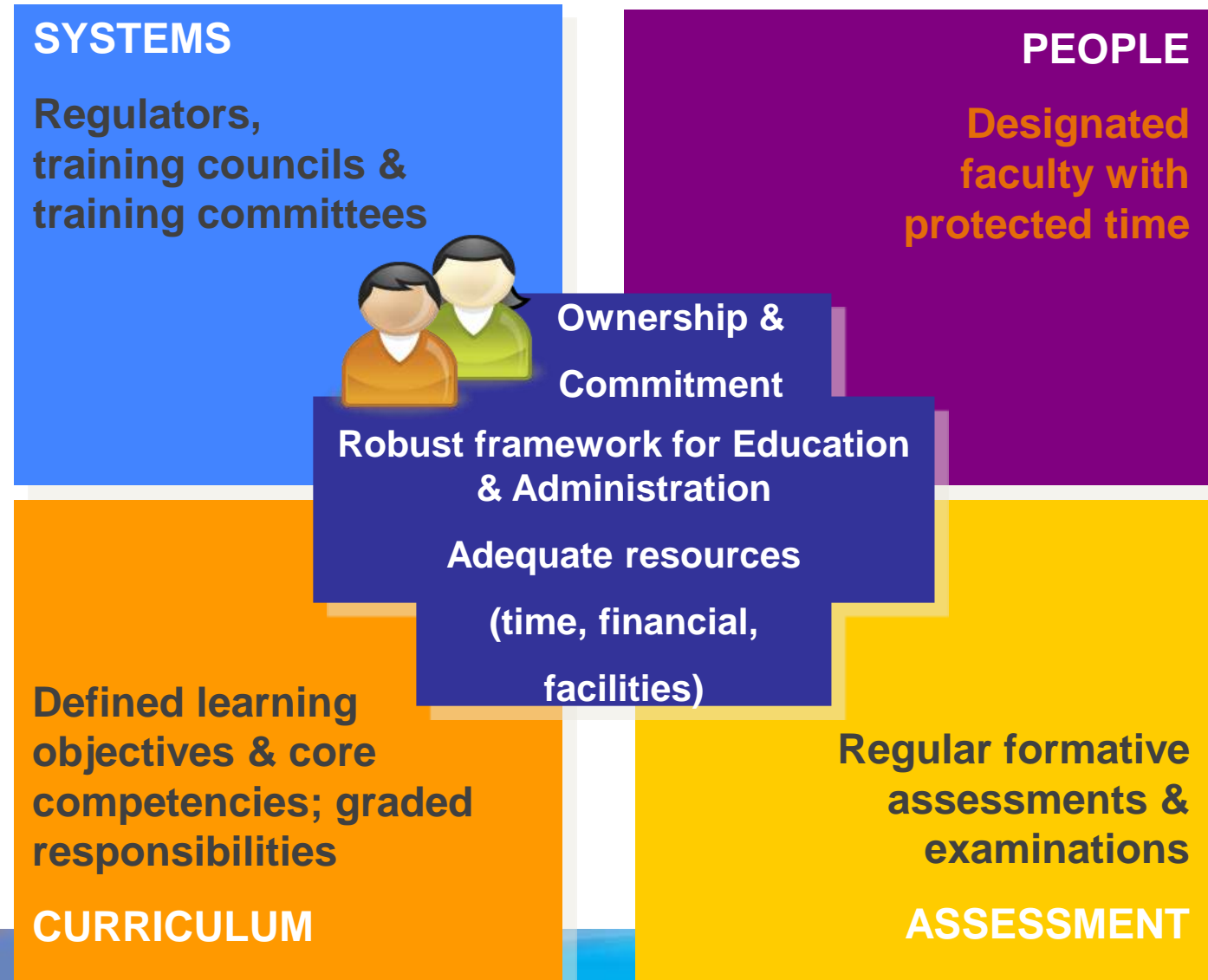
# NUHS Residency Vision:

## Shaping future medical leaders



**Mission:** Providing holistic medical training to develop evidence-based and compassionate clinicians, in a vibrant academic environment and a culture of continual improvement.

# Enhanced Structured & Formative Training with ACGME-I Residency Program

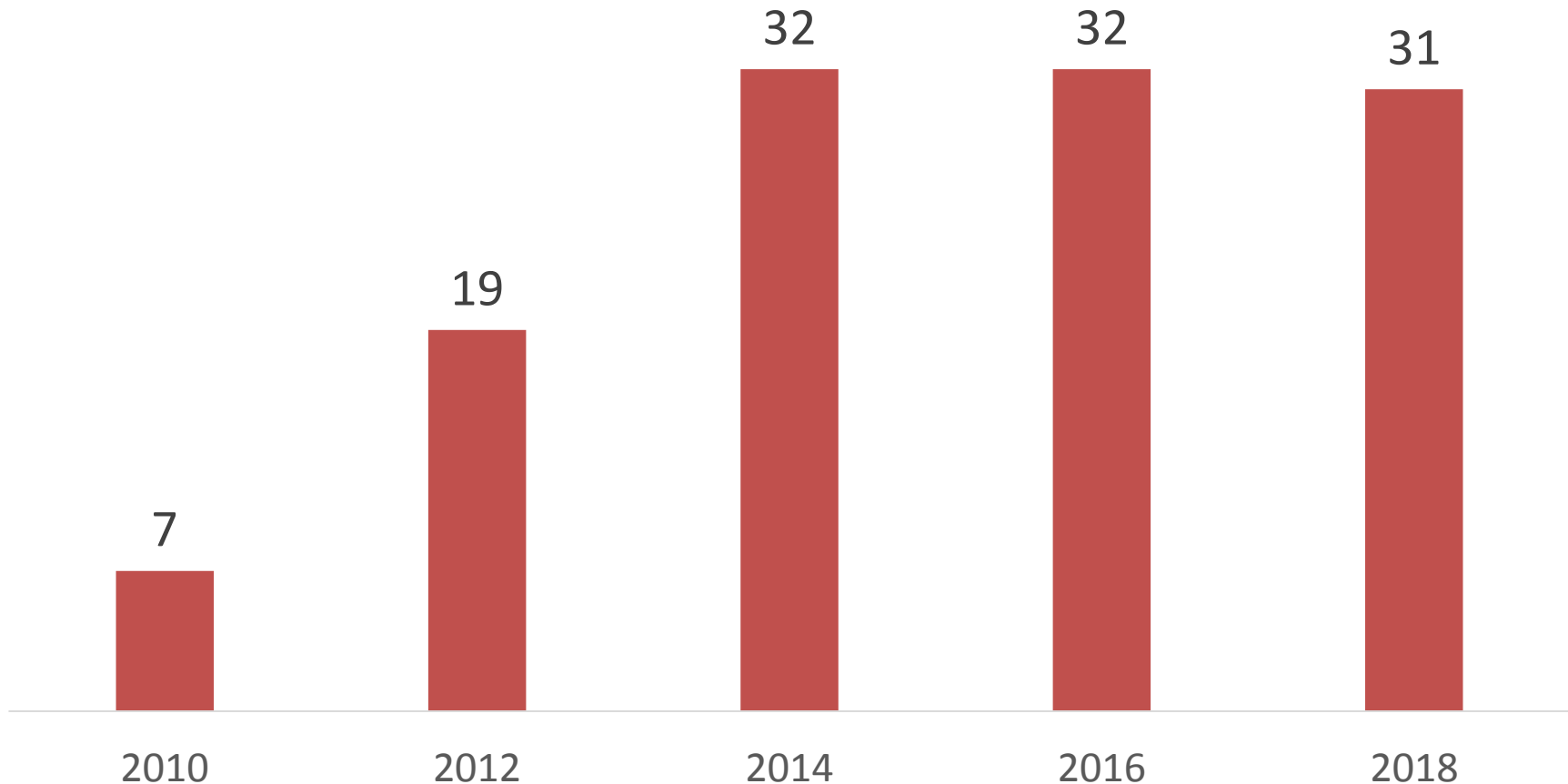


# KPIs Tracking of 32 Programs' Performance via Dashboard

Program process	Program Quality	Learning Support & Outcomes	Resident Performance	Funding & KPIs	Graduate Performance
Last & Next Site Visit Date	Resident's overall opinion - from ACGME-I resident survey	No. of Resignations (Current Academic Year & Total Cumulative)	ITE Performance	% of faculty meeting edu FTE	Total no. of residents graduating
Length of Accreditation Cycle	Average Teaching Score - from NI	Academic non-progression (current year)	No. of Residents who Progress to next year of training (annual)	% of faculty being backfilled	Total no. of residents offered employment with NUHS
Scheuduled Internal Review Date	% of Core Faculty involved in Scholarly Activities	% Resident meeting PTT (16hr/mth) – Mar, Jun, Sep, Dec	Intermediate Exam Pass Rate (1st attempt)	% Resident (PGY2 & above) meeting PTT (16hr/mth)	Total no. of residents offered employment with JHS
Total Number of Residents & Current Intake/positions	No. of Education-related Publications		Exit Exam Pass Rate (1st attempt)	Funding Quantum received (every quarter)	Total no. of residents offered employment with other institutions
% of top match achieved (current year) for M5 & HOMO matches			% of Residents involved in Scholarly Activities (definition)		Total no. of residents who opt for alternative arrangements
No. of top YLL SoM graduates matched			% of Residents involved in Patient Safety/QA Initiatives		
Sample Duty Hours Violation/resident - Jan, Apr, Jul, Oct					
Core Faculty Perception of Program - from ACGME-I faculty survey					



# No. of NUHS Residency Programs (2010 – current)



Note: Transitional Year was replaced with national PGY1 from AY2018, thus the total no. of programs are reduced to 31 and remains to-date.

# Qualities We Look for in Applicants

Teamwork,  
Respect,  
Integrity,  
Compassion,  
Excellence,  
Patient-Centered



# Uniqueness of NUHS Residency

Clinical  
Excellence



Teaching  
Excellence



Case Load

Distinction  
Tracks

Value-Added  
Programs



Research  
Excellence

# Clinical & Teaching Excellence



- Experienced team of passionate and nurturing teachers.
- Immersion in a culture of excellence that inspires you to reach your maximum potential.



- Excellent clinical outcomes. We strive to achieve the highest quality standards. This is monitored by the tracking of clinical quality indicators across the different departments.

# Research Excellence



- **Junior Pitch for Fund** was set up to encourage budding clinician researchers/ scientists to kick start their research projects.



- Structured research training opportunities such as **Clinician Leadership in Research** program and **Master of Clinical Investigation** program.
- All programs in NUHS offer a Clinical Scientist (CS) track.



# Case Load



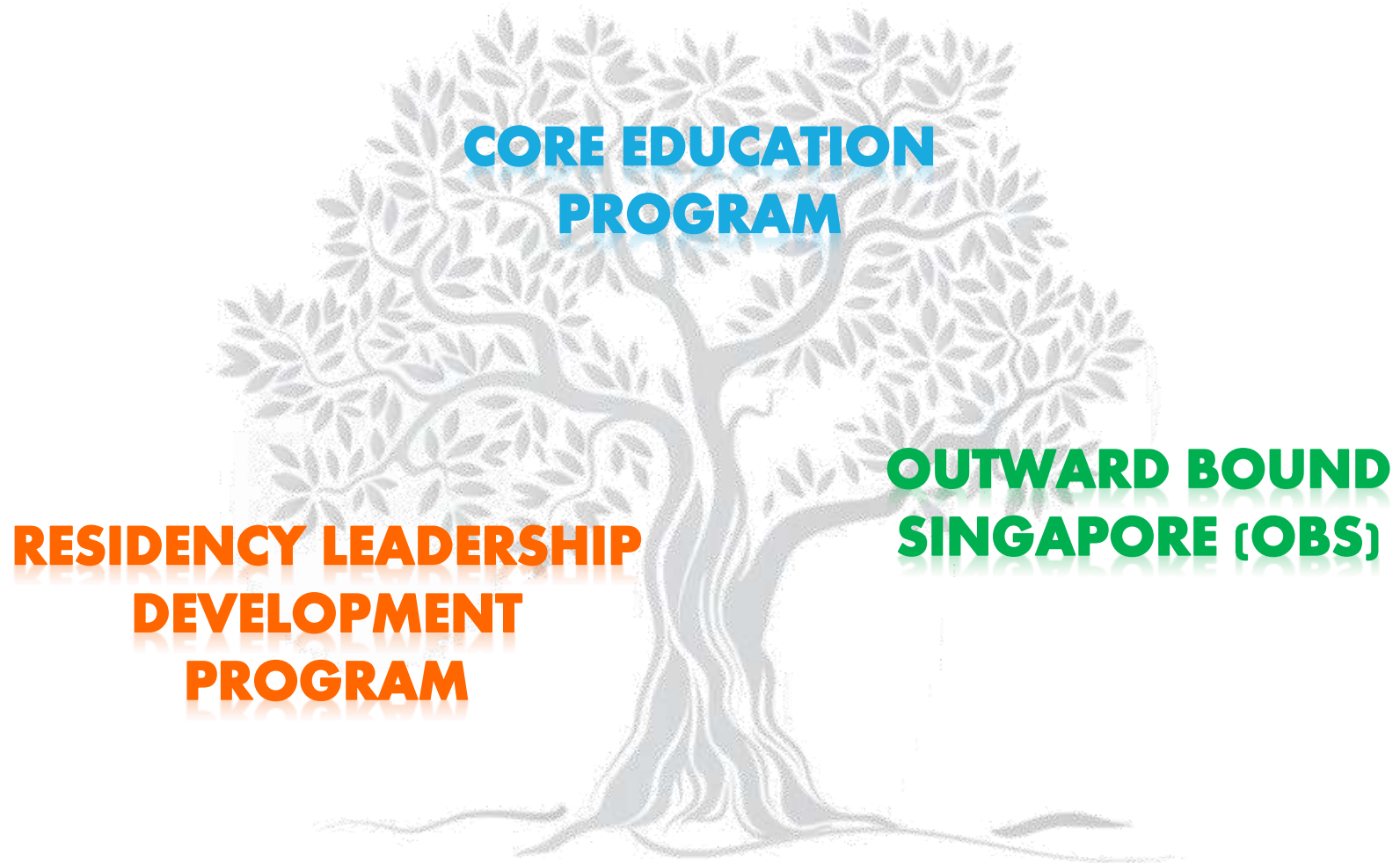
- Academic Medical Centre and a tertiary specialist hospital.
- A rich and diverse casemix both in adult and paediatric conditions.



- Residents have sufficient numbers of the right type of casemix for training.



# NUHS Residency Value-Added Programs



# Core Education Program (CEP) – PGY1 Modules



# Core Education Program (CEP) – Post-PGY1 Modules



# Residency Leadership Development Program (RLDP)



- In-house leadership training for our Residents/Chief Residents
- Curriculum domains are modelled after Singapore Chief Residency Program (SCRCP)
- A few modules on leadership competency skills are included in our Core Education Program (CEP) for all year 1 residents



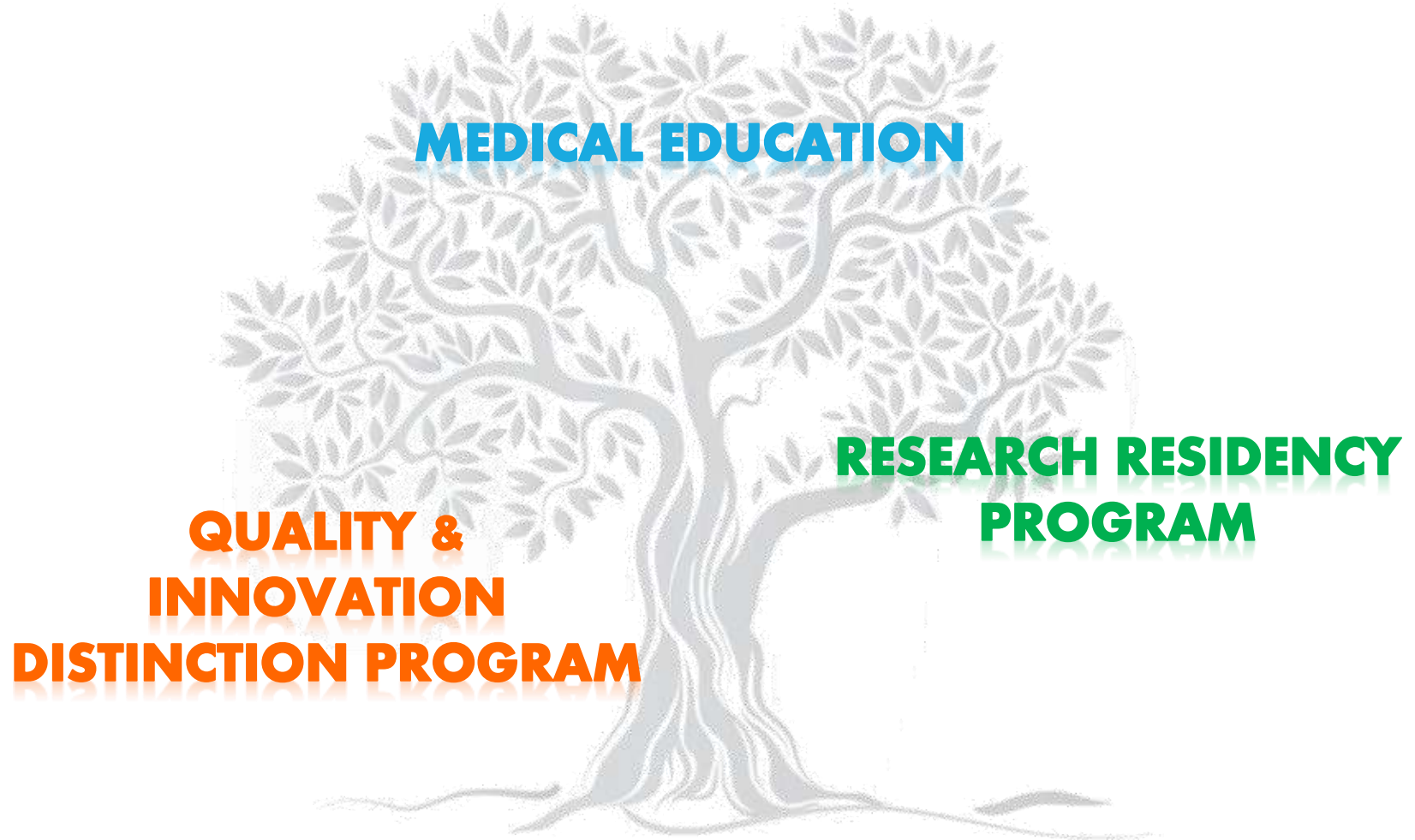
# Outward Bound Singapore (OBS) since 2010

**“Senior leaders (CEO, CMB etc) and consultants went through the same experience as the juniors. We get to know the senior management well.”**



Values can all be translated to the work place, such as having good teamwork which also includes effective communication, respect for fellow peer.

# NUHS Residency Distinction Tracks





# Medical Education Track



- To build a community of passionate & nurturing educators to **empower, educate and engage** our next generation of doctors in NUHS
- 2-year program with optional Masters program in between or thereafter
- Intake of 6 senior residents per year
- Eligibility: Resident-initiated & endorsed by PD

# Research Track

DREAM • DISCOVER • DEVELOP



- Robust research structure and enabling platforms
- Dedicated faculty and mentors
- Flexible research opportunities for residents
- Optimize grant success for residents during residency and beyond
- Fostering an inclusive research community & vibrant research culture in NUHS

# Quality & Innovation Track (IQuonIC)

QUALITY . INNOVATION . EMPOWERMENT . COLLABORATION . VALUE



- Mission: To build a culture of safety and continuous improvement in the NUHS doctors of tomorrow
- Provides individual resident the opportunity to develop skills in quality improvement and empower them as agents of change.
- 3-year certificate program
- Intake: 10 residents per year
- Eligibility: Junior and senior residents (R2/R3 and above) enrolled in any of the NUHS residency programs

# Continuous Education & Training (CET)



NUS AYCL supports employers by offering off-the-shelf, contextualised and customised courses that meet their unique business needs



# AYCL™



- There will be an agreed training places between NUS and the employer.
- NUS will charge the existing course fees to the eligible trainees, based on the mutually agreed number of training places.
- For any additional training places, NUS will absorb the full fees and offer them on a \*complimentary basis to the employer.

\*Complimentary modules will be non-SSG funded.

## The COMMITMENTS



**300 free TP  
for every  
700 paid**

Note: A participant 'TP' is a student registration in our modular/short courses (E.g. 10 students in MSc I4.0 = 100 TP)

Note :The free TP are for audit only



# SkillsFuture Singapore (SSG):

A national movement to provide Singaporeans with the opportunities to develop their fullest potential throughout life, regardless of their starting points. Through this movement, the skills, passion and contributions of every individual will drive Singapore's next phase of development towards an advanced economy and inclusive society.

## SkillsFuture Funding:

Subsidy of 70 - 95% on course fees for Singaporeans & Singapore PR pursuing SSG approved courses

Category	Course Fee Subsidies (%)				
	SSG Grant	Mid-Career Enhanced Subsidy (MCEs) /	Additional Subsidies		Total Subsidies
			Workfare Training Support (WTS)	Enhanced Training Support for SMEs (ETSS)	
• Non SCs and SPRs	NA	NA	NA	NA	NA
• SCs aged 39 and below • All SPRs	70%	NA	NA	NA	70%
• SCs aged 40 and above OR	70%	20%	NA	NA	90%
• SCs or SPRs sponsored by SMEs employers	70%	NA	NA	20%	90%
• SCs aged above 35 with monthly income < \$2,000	70%	NA	25%	NA	95%

## SkillsFuture Credit:

All Singaporeans aged  $\geq 25$  will receive an opening credit of SGD500 from Jan'16, to offset SSG approved course fees; this credit has no expiry & the govt plans to provide periodic top-ups.

# CET: SSG Approved Courses

Program Owner	Course Name	Lead Faculty/ Programme Developer	Max class size/Run	Confirmed Run
NUSMed – CHS	Fundamentals of Simulation-Based Healthcare Education	A/Prof Suresh Pillai	15 pax	23 Sept 2019
NUSMed – CHS	Debriefing in Simulation-Based Healthcare Education	A/Prof Suresh Pillai	15 pax	25 Sept 2019
NUSMed - Pharmacology	Basic Health Literacy Competency Skills Training Workshop	Dr Inthrani Raja Indran	30 pax	16 Nov 2019
NUH – MA-CG	Quality Improvement Workshop	Dr Sandhya Mujumdar	25 pax	2 Nov 2019
NUSMed – CenMED	Foundations in Health Professions Education	Dr Dujeeva D. Samarasekera	30 pax	March 2020
NUSMed - Anatomy	Cadaver Dissection Workshop for Surgery Residents	A/Prof Dinesh Kumar Srinivasan	20 pax	Jul/Aug 2020
	Cadaver Dissection Workshop for Orthopaedic Surgery Residents			
	Head & Neck Dissection Workshop for Otolaryngology (ENT) Residents			
	Cadaver Dissection Workshop for Hand & Reconstructive Microsurgery Residents			
	Cadaver Dissection Workshop for Plastic Surgery Residents			
	Cadaver Dissection Workshop for Obstetrics & Gynaecology (O&G) Residents			

**Thank You**

