AHPC

ALLIED HEALTH PROFESSIONS COUNCIL

Annual Report 2023

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President's Message

The year 2023 saw a key change in leadership for the Allied Health Professions Council. I took over the helm from the first AHPC President, Dr Lau Hong Choon who relinquished his role on 31 March 2023. During his 10-year tenure, Dr Lau was instrumental in the implementation of the Allied Health Professions Act. Under his leadership, the Council developed and enacted various regulatory policies, processes and guidelines aimed at ensuring public safety. These included supervisory assessments to evaluate the competency of newly registered Allied Health Professionals (AHPs) prior to them obtaining full registration, the development of the Code of Professional Conduct to set the standards of conduct and behaviour expected of registered AHPs, as well as the development of policies pertaining to registered AHPs' discipline and practice standards. On behalf of the Council, I would like to thank Dr Lau for his unstinting leadership in paving the way and pushing for the regulation of allied health professionals to its current state.

On the other hand, we welcomed Dr Lam Meng Chon, Director (Manpower Standards and Development Division), Ministry of Health, who was appointed as a Council member on 1 April 2023 as the representative of Director-General of Health.

Policy Reviews

In the continual review of policies and processes, the AHPC revised, amongst others, the criteria for the display of Additional Qualifications to accept qualifications that minimally satisfy the level of postgraduate diploma conducted over a period of at least six months full-time equivalent from a bona fide institution. This was decided after considering the shift to online learning with shorter stackable modules following the COVID-19 pandemic.

On the supervisory aspects, the Council reviewed and decided that conditionally registered AHPs were no longer required to submit the first-month supervisor assessment reports and were able to automatically progress to the next stage after completing the first month of supervision as deemed appropriate by the supervisor. The Council took into consideration the feedback from the supervisors that a longer time was needed for a fair assessment of the conditionally registered AHPs' performance. In addition, the supervised practice period for foreign AHPs was reduced from 24 months to 18 months to shorten the period required for acculturation.

AHPC's Committees

The term for Complaints Panels for AHPs and Laypersons was completed in June 2023 and September 2023 respectively. A total of 57 AHPs were re-appointed, nine new AHPs were appointed, and 18 laypersons were re-appointed for a term of two years.

In Appreciation

On behalf of the Council, I would like to thank all members of AHPC's Committees, the Complaints Panel and Disciplinary Tribunals for continuing to take up new responsibilities in the Council. Without the commitment, diligence and contributions of past and present members, the work would not have been made possible.

I would also like to extend my appreciation for the consistent good work done by our AHP supervisors who have conscientiously supervised and supported the conditionally registered AHPs to enable safe practice. Lastly, I would like to express sincere appreciation to fellow Council members and the Secretariat of healthcare Professional Boards (SPB) staff for their collective hard work, dedication and commitment to AHPC throughout the year.

Prof Alan Wong Wai Pong

President

Allied Health Professions Council

Introduction

The Allied Health Professions Act (AHPA) provides for the registration of Allied Health Professionals (AHPs) for the protection of health and safety of the public and for purposes connected therewith.

The Allied Health Professions Council (AHPC) maintains the Registers of registered AHPs, oversees supervision of conditionally registered AHPs, and regulates the professional conduct and ethics of AHPs in accordance with the AHPA and the AHPC Code of Professional Conduct. It develops policies and procedures to enable, implement and execute its various functions under the AHPA.

The Annual Report 2023 provides an overview of AHPC's functions including the registration, programmes, activities and disciplinary matters of registered AHPs, namely, the diagnostic radiographers (DRs), occupational therapists (OTs), physiotherapists (PTs), radiation therapists (RTs) and speech-language therapists (SLTs) for the year 2023.

Allied Health Professions Council Members

President

Prof Wong Wai Pong Alan James

Michael Stewart (wef 1 April 2023)

Dr Lau Hong Choon (until 31 March 2023)

Registrar

Adj Prof Susan Niam

Deputy Registrar

Mr Gabriel Leong Kok Wah

Representative for Director-General of Health

Dr Lam Meng Chon (wef 1 April 2023)

Representative of the Director-General of Education

Mr Chia See Chew Albert

Members

Mr Abdul Rashid Jailani

Mr Abhimanyau Pal

Prof Wong Wai Pong Alan James

Michael Stewart (until 31 March 2023)

Ms Doreen Yeo Sai Ching

Dr Elizabeth Jane Teh Ning Yen

Mr Er Beng Siong

Mr Jambulingam Rajamanickam Karthikeyan

A/Prof Lim Hua Beng

Adj A/Prof Melissa Chua Hui Ling

Adj A/Prof Michael Ong Kah Leong

Adj Asst Prof Sng Li Hoon

Adj A/Prof Tan Bee Yee

Ms Yusnita Binte Omar

Credentials Committee & Curriculum and Organisation Review Committee

Diagnostic Radiography (DR) and Radiation Therapy (RT)

Co-Chairpersons

Adj Asst Prof Sng Li Hoon

Ms Yusnita Binte Omar

Deputy Chairpersons

Ms Goh Li Li

Ms Jolene Ooi Wei Ling

Members

Mr Chong Chun Meng

Mr Chua Poh Hai

Ms Evelyn Quah Shi Shi

Ms June Sim Lian Siok

Ms Lim Fung Leng

Ms Melati Dewi Binte Ali

Mr Muhammad Yasin Bin Abu Bakar

Ms Rafidah Binti Abu Bakar

Dr Tan Sai Geok

Ms Tan Tze Yun Joycelyn

Occupational Therapy (OT)

Chairperson

A/Prof Lim Hua Beng

Deputy Chairpersons

Adj A/Prof Florence Cheong Wai Fong

Ms Jessica Hooi Xiao Jing

Members

Ms Carolyn Teo Boon Lee

Ms Corrine Hoo Kar Ling

Ms Doreen Yeo Sai Ching

Ms Elain Koh Wei Ling

Ms Ho Soo Fung

Adj A/Prof Patrick Ker Thye San

Ms Soh Siok Khoon

Mr Sudev Sreedharan

Ms Tay Hwee Lin

Ms Valenie Tay Joo Lin

Physiotherapy (PT)

Chairperson for Credentials Committee & Deputy Chairperson for Curriculum and Organisation Review Committee

Mr Christopher Ng Thong Lian

Chairperson for Curriculum and Organisation Review Committee & Deputy Chairperson for Credentials Committee

Mr Tan Hai Yang

Members

Mr Abdul Rashid Jailani

A/Prof Cindy Ng Li Whye

A/Prof Clement Yan Chee Kin

Ms Foong Jing Wen

Ms Irene Toh

Adj Asst Prof Kwok Boon Chong

Ms Lee May Li Mina

Ms Sharon Lim Cheng Kuan

Mr Muhammad Jazimin Bin Haron

A/Prof Ong Peck Hoon

Speech-Language Therapy (SLT)

Chairperson

Adj A/Prof Melissa Chua Hui Ling

Deputy Chairpersons

Dr Elizabeth Jane Teh Ning Yen

Ms Deirdre Tay Danyi

Members

Mr Bellakka Narayanappa Krishnamurthy

Ms Mindy Chiang Hui Xian

Ms Li Hongyuan

Ms Sendhilnathan Sunitha

Ms Zenne Tng Kuan Chen

Additional Qualifications Review Committee

Chairperson

Mr Abdul Rashid Jailani

Members

Ms Jeanette Lee Chui Yeng

Ms Tan Chek Wee

Dr Tan Sai Geok

Ms Faith Tan Si Yu

A/Prof Guo Yiting Emily

Mr Haja Mydin S/O Yah Kathier

Mr Kwek Wu-Xin Gabriel

Mr Mohammed Khalid Bin Mohammed Anuar

A/Prof Ooi Chin Chin

Ms Tsai Chia Chi Cammy

Overview of Registered Allied Health Professionals

The categories of registration for AHPs are full, conditional, temporary and restricted[1] registration.

All new AHPs whose qualifications are recognised under the First Schedule and the Second Schedule[2] of the Allied Health Professions Regulations must undergo conditional registration and supervised practice before they can be fully registered. AHPs who have not renewed their Practising Certificates (PCs) and have not been practising for an extended period may be required to undergo conditional registration if they return to practice. This ensures that they can practise safely and competently before they are accorded full registration.

[1] Restricted registration was used during the initial grace period of registration for the small group of foreign-trained AHPs who were practising in Singapore before the Allied Health Professions Act (AHPA) came into force in 2013 and whose qualifications were not found in the First Schedule and Second Schedule under the AHPA. Restricted registration allowed these professionals to practise within the AHPC-approved restricted scope of practice in the specified areas where they have been practising prior to the implementation of AHPA.

[2] The Second Schedule of the Allied Health Professions (Registration and Practising Certificates) Regulations contains the List of Qualifying Examinations for the five registered Allied Health Professions (Parts I to V).

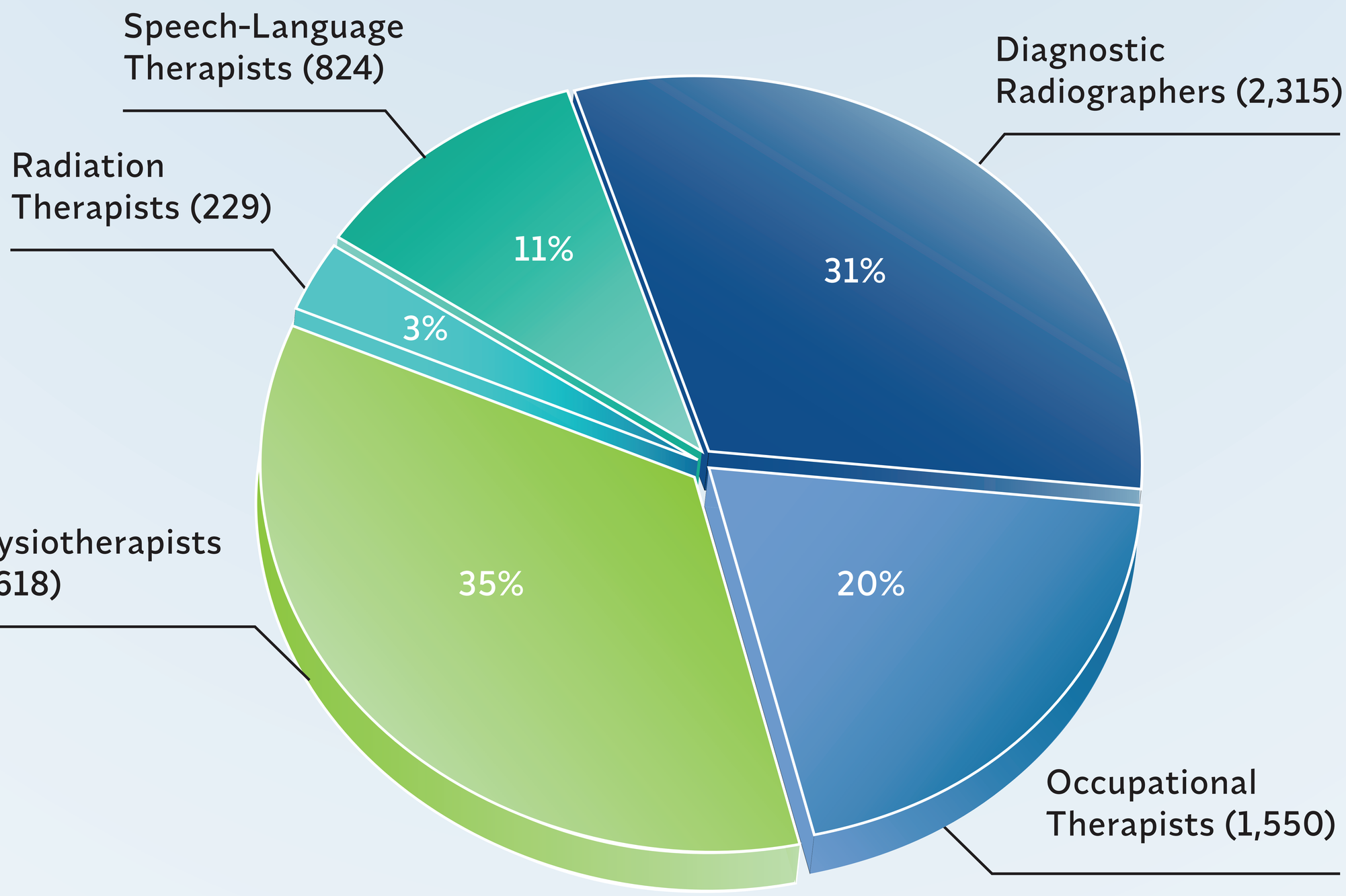
Registration Statistics

Distribution of Registered Allied Health Professionals

As at 31 December 2023, there were 7,536 registered AHPs comprising 2,618 PTs, 2,315 DRs, 1,550 OTs, 824 SLTs and 229 RTs in the Allied Health Professions' Registers.

In absolute numbers, the largest increase was seen in the PTs (185) followed by the DRs (162) based on a year-on-year comparison.

Chart 1 — Number of registered Allied Health professionals as at 31 December 2023



Registration Numbers by Type of Registration

The majority of the AHPs were fully registered (90% of DRs, 91% of OTs, 89% of PTs, 95% of RTs and 92% of SLTs). The rest were mostly conditionally registered.

Since December 2019, AHPs who did not renew their PCs for a continuous period of two years or more were removed from the Registers, in accordance with the Allied Health Professions Act Section 15(2). In 2023, 70 AHPs were removed from the Full Registration Register.

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

Diagnostic Radiography	2019	2020	2021	2022	2023
Full Registration	1,646 (88.0%)	1,717 (87.4%)	1,895 (91.1%)	1,972 (91.6%)	2,077 (89.7%)
Restricted Registration	12 (0.6%)	12 (0.6%)	12 (0.6%)	12 (0.6%)	12 (0.5%)
Conditional Registration	191 (10.2%)	233 (11.9%)	173 (8.3%)	158 (7.3%)	195 (8.4%)
Temporary Registration*	22 (1.2%)	1 (0.1%)	-	11 (0.5%)	31 (1.4%)
TOTAL	**1,871 (100%)**	**1,963 (100%)**	**2,080 (100%)**	**2,153 (100%)**	**2,315 (100%)**

Occupational Therapy	2019	2020	2021	2022	2023
Full Registration	1,118 (91.1%)	1,182 (90.6%)	1,247 (90.3%)	1,329 (90.7%)	1,405 (90.6%)
Restricted Registration	2 (0.2%)	2 (0.2%)	2 (0.1%)	2 (0.1%)	2 (0.1%)
Conditional Registration	104 (8.5%)	117 (9.0%)	131 (9.5%)	133 (9.1%)	141 (9.1%)
Temporary Registration*	3 (0.2%)	3 (0.2%)	1 (0.1%)	2 (0.1%)	2 (0.2%)
TOTAL	**1,227 (100%)**	**1,304 (100%)**	**1,381 (100%)**	**1,466 (100%)**	**1,550 (100%)**

* Does not include temporary registration for Visiting Experts

Physiotherapy	2019	2020	2021	2022	2023
Full Registration	1,771 (87.7%)	1,879 (88.3%)	2,011 (89.0%)	2,157 (88.7%)	2,317 (88.5%)
Restricted Registration	54 (2.7%)	52 (2.4%)	52 (2.3%)	52 (2.1%)	52 (2.0%)
Conditional Registration	192 (9.5%)	195 (9.2%)	195 (8.6%)	222 (9.1%)	247 (9.4%)
Temporary Registration*	3 (0.1%)	3 (0.1%)	2 (0.1%)	2 (0.1%)	2 (0.1%)
TOTAL	**2,020 (100%)**	**2,129 (100%)**	**2,260 (100%)**	**2,433 (100%)**	**2,618 (100%)**

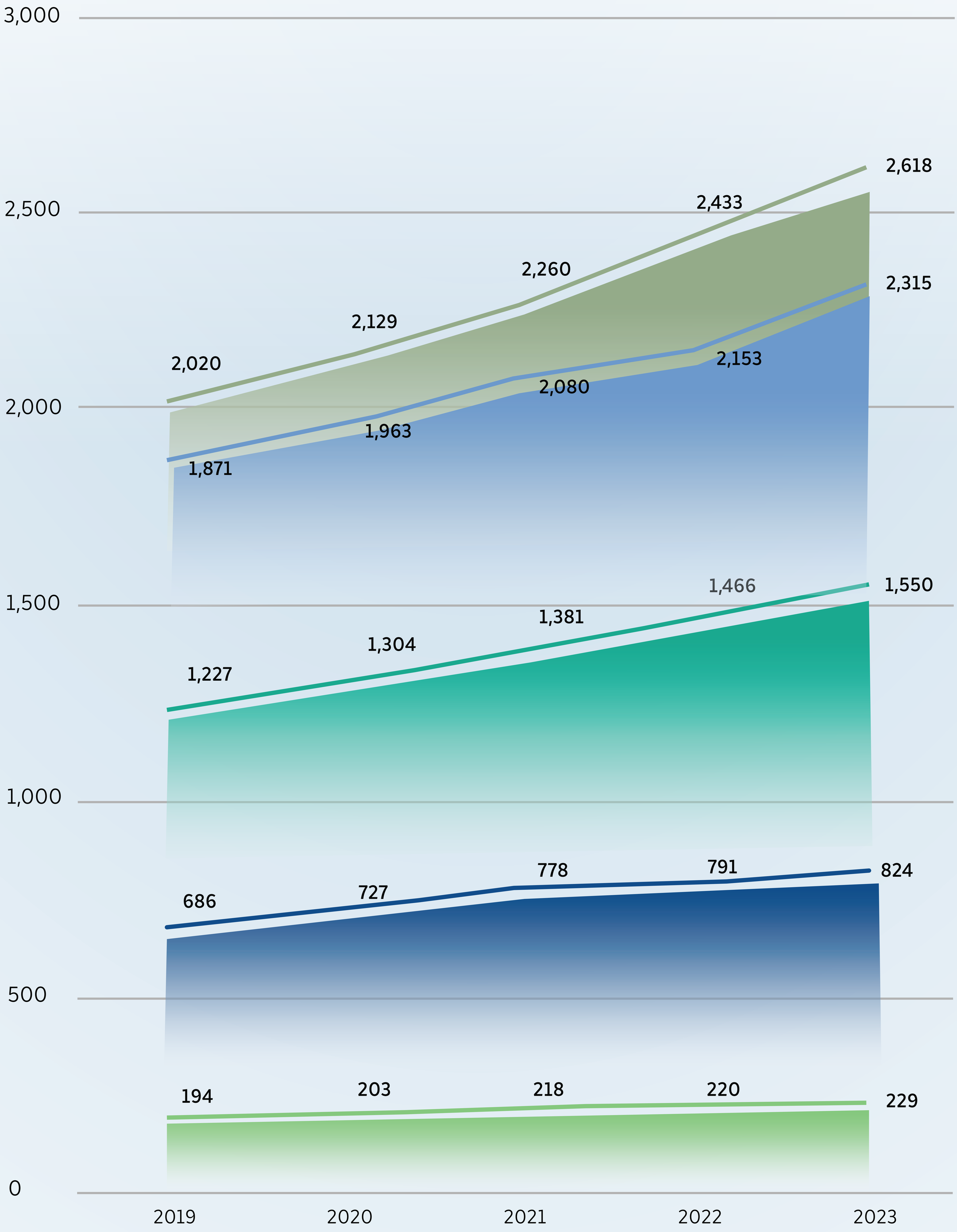
Radiation Therapy	2019	2020	2021	2022	2023
Full Registration	173 (89.2%)	186 (91.6%)	199 (91.3%)	211 (95.9%)	218 (95.2%)
Conditional Registration	20 (10.3%)	17 (8.4%)	19 (8.7%)	9 (4.1%)	11 (4.8%)
Temporary Registration*	1 (0.5%)	-	-	-	-
TOTAL	**194 (100%)**	**203 (100%)**	**218 (100%)**	**220 (100%)**	**229 (100%)**

Speech-Language Therapy	2019	2020	2021	2022	2023
Full Registration	589 (85.9%)	646 (88.9%)	687 (88.3%)	738 (93.3%)	759 (92.1%)
Restricted Registration	5 (0.7%)	5 (0.7%)	4 (0.5%)	3 (0.4%)	3 (0.4%)
Conditional Registration	92 (13.4%)	75 (10.3%)	87 (11.2%)	50 (6.3%)	62 (7.5%)
Temporary Registration*	-	1 (0.1%)	-	-	-
TOTAL	**686 (100%)**	**727 (100%)**	**778 (100%)**	**791 (100%)**	**824 (100%)**

GRAND TOTAL	**5,998**	**6,326**	**6,717**	**7,063**	**7,536**

* Does not include temporary registration for Visiting Experts

Chart 2 — Growth of registered Allied Health professionals (all categories of registration) from 2019 to 2023



AHPs whose qualifications were not in the First Schedule and who were offered employment in approved places of practice were referred to take the Qualifying Examinations (QE) listed under the Second Schedule of the Allied Health Professions Regulations. Table 2 shows the number of AHPs who were conditionally registered based on their qualifications as at 31 December 2023.

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

Diagnostic Radiography	2019	2020	2021	2022	2023
Qualifications from the First Schedule	147	171	138	146	170
Passed QE (Second Schedule)	44	62	35	12	25
TOTAL	**191**	**233**	**173**	**158**	**195**

Occupational Therapy	2019	2020	2021	2022	2023
Qualifications from the First Schedule	99	112	128	131	138
Passed QE (Second Schedule)	5	5	3	2	3
TOTAL	**104**	**117**	**131**	**133**	**141**

Physiotherapy	2019	2020	2021	2022	2023
Qualifications from the First Schedule	163	181	191	221	246
Passed QE (Second Schedule)	29	14	4	1	1
TOTAL	**192**	**195**	**195**	**222**	**247**

Radiation Therapy	2019	2020	2021	2022	2023
Qualifications from the First Schedule	20	17	19	9	11
Passed QE (Second Schedule)	0*	0*	0*	0*	0*
TOTAL	**20**	**17**	**19**	**9**	**11**

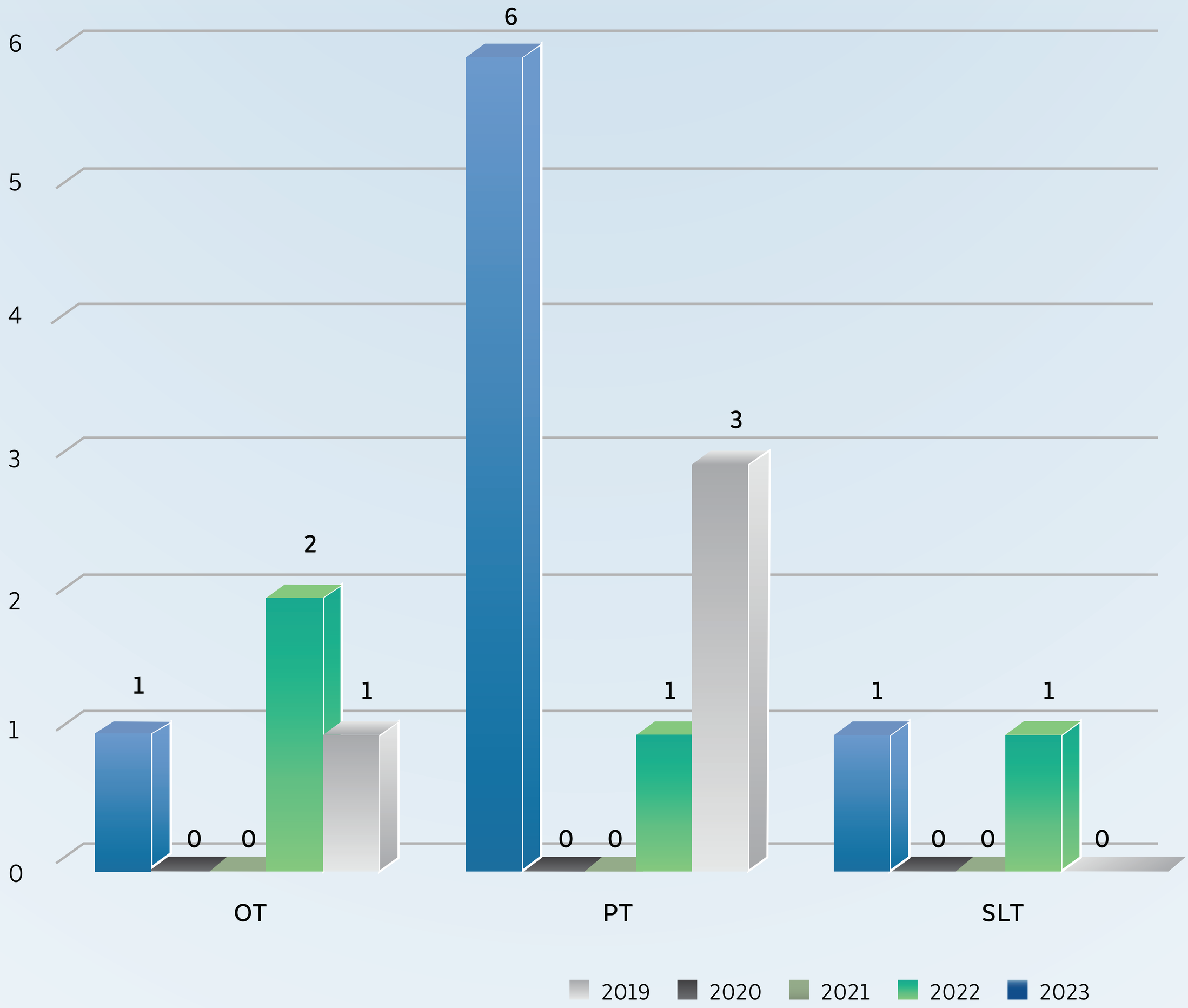
Speech-Language Therapy	2019	2020	2021	2022	2023
Qualifications from the First Schedule	89	71	83	48	61
Passed QE (Second Schedule)	3	4	4	2	1
TOTAL	**92**	**75**	**87**	**50**	**62**

* No candidate sat for the QE.

Temporary Registration for Visiting Experts

Visiting experts must be registered with the AHPC if they conduct hands-on demonstration on clients, patients, or caregivers during lectures, workshops, or seminars and/or provide advice to patients and their caregivers. Due to the COVID-19 pandemic, there was no visiting expert under temporary registration in 2020 and 2021. With the opening of the borders, the AHPC saw the gradual return of visiting experts from 2022. There were 1 OT and 3 PTs visiting experts who came to Singapore in 2023.

Chart 3 — Number of temporarily registered Visiting Experts for OT, PT and SLT[3] from 2019 to 2023



[3] There was an error in reporting for the year 2022. There should be 1 temporarily registered Visiting Expert for SLT instead of 0.

Distribution of Allied Health Professionals

The public healthcare institutions were the largest sector employers for all five professions. The private sector was the second largest sector employer for DRs, PTs, RTs and SLTs while the social service agencies (SSAs) were the second largest sector employers for OTs. Tables 3a – 3e show the numbers of registered AHPs in the various sectors of employment.

Table 3a — Sector distribution of DRs from 2019 to 2023

Diagnostic Radiography	2019	2020	2021	2022	2023
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	1,269 (67.8%)	1,342 (68.4%)	1,423 (68.4%)	1,485 (69.0%)	1,565 (67.6%)
Social Service Agencies*	21 (1.1%)	18 (0.9%)	14 (0.7%)	17 (0.8%)	18 (0.8%)
Private Hospitals/Clinics/ Centres/Schools	442 (23.6%)	448 (22.8%)	443 (21.3%)	476 (22.1%)	502 (21.7%)
Public Sector Educational Institutions	15 (0.8%)	17 (0.9%)	17 (0.8%)	14 (0.6%)	14 (0.6%)
Statutory Boards and Government-linked Agencies	7 (0.4%)	5 (0.2%)	4 (0.2%)	6 (0.3%)	6 (0.2%)
Others^	117 (6.3%)	133 (6.8%)	179 (8.6%)	155 (7.2%)	210 (9.1%)
TOTAL	**1,871 (100%)**	**1,963 (100%)**	**2,080 (100%)**	**2,153 (100%)**	**2,315 (100%)**

* Social Service Agencies i.e. SATA CommHealth.

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

Table 3b — Sector distribution of OTs from 2019 to 2023

Occupational Therapy	2019	2020	2021	2022	2023
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	442 (36.0%)	465 (35.7%)	513 (37.2%)	520 (35.5%)	542 (34.9%)
Community Hospitals°	154 (12.6%)	173 (13.3%)	177 (12.8%)	159 (10.8%)	135 (8.7%)
Social Service Agencies*	284 (23.1%)	294 (22.5%)	315 (22.8%)	356 (24.3%)	400 (25.8%)
Private Hospitals/Clinics/ Centres/Schools	171 (14.0%)	173 (13.3%)	189 (13.7%)	210 (14.3%)	237 (15.3%)
Public Sector Educational Institutions	14 (1.1%)	12 (0.9%)	14 (1.0%)	17 (1.2%)	18 (1.2%)
Statutory Boards and Government-linked Agencies	15 (1.2%)	16 (1.2%)	15 (1.1%)	21 (1.4%)	26 (1.7%)
Others^	147 (12.0%)	171 (13.1%)	158 (11.4%)	183 (12.5%)	192 (12.4%)
TOTAL	**1,227 (100%)**	**1,304 (100%)**	**1,381 (100%)**	**1,466 (100%)**	**1,550 (100%)**

° Cluster and Community Hospitals include organisations such as Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital and SingHealth Community Hospitals.

* Social Service Agencies include organisations like SPD, AWWA Ltd and Rainbow Centre.

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

Table 3c — Sector distribution of PTs from 2019 to 2023

Physiotherapy	2019	2020	2021	2022	2023
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	817 (40.5%)	884 (41.5%)	954 (42.2%)	1,003 (41.2%)	1,043 (39.8%)
Community Hospitals°	182 (9.0%)	199 (9.4%)	203 (9.0%)	205 (8.4%)	166 (6.3%)
Social Service Agencies*	247 (12.2%)	248 (11.7%)	262 (11.6%)	279 (11.5%)	346 (13.2%)
Private Hospitals/Clinics/ Centres/Schools	475 (23.5%)	508 (23.8%)	577 (25.5%)	656 (27.0%)	748 (28.6%)
Public Sector Educational Institutions	27 (1.3%)	24 (1.1%)	20 (0.9%)	20 (0.8%)	22 (0.9%)
Statutory Boards and Government-linked Agencies	29 (1.5%)	29 (1.4%)	29 (1.3%)	36 (1.5%)	48 (1.8%)
Others^	243 (12.0%)	237 (11.1%)	215 (9.5%)	234 (9.6%)	245 (9.4%)
TOTAL	**2,020 (100%)**	**2,129 (100%)**	**2,260 (100%)**	**2,433 (100%)**	**2,618 (100%)**

° Cluster and Community Hospitals include organisations such as Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital and SingHealth Community Hospitals.

* Social Service Agencies e.g. SPD, AWWA Ltd Rainbow Centre and St. Luke's ElderCare.

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

Table 3d — Sector distribution of RTs from 2019 to 2023

Radiation Therapy	2019	2020	2021	2022	2023
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	145 (74.8%)	147 (72.4%)	158 (72.5%)	154 (70%)	156 (68.1%)
Private Hospitals/Clinics/ Centres/Schools	34 (17.5%)	40 (19.7%)	40 (18.3%)	48 (21.8%)	49 (21.4%)
Public Sector Educational Institutions	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Statutory Boards and Government-linked Agencies	0 (0%)	1 (0.5%)	0 (0%)	0 (0%)	0 (0%)
Others^	15 (7.7%)	15 (7.4%)	20 (9.2%)	18 (8.2%)	24 (10.5%)
TOTAL	**194 (100%)**	**203 (100%)**	**218 (100%)**	**220 (100%)**	**229 (100%)**

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

Table 3e — Sector distribution of SLTs from 2019 to 2023

Speech-Language Therapy	2019	2020	2021	2022	2023
Public Healthcare Sector (Restructured Hospitals and Institutions, Polyclinics)	242 (35.3%)	246 (33.8%)	259 (33.3%)	249 (31.5%)	245 (29.7%)
Community Hospitals°	23 (3.4%)	28 (3.8%)	29 (3.7%)	28 (3.5%)	20 (2.4%)
Social Service Agencies*	162 (23.6%)	167 (23.0%)	189 (24.3%)	196 (24.8%)	221 (26.8%)
Private Hospitals/Clinics/ Centres/Schools	162 (23.6%)	176 (24.2%)	195 (25.1%)	210 (26.6%)	227 (27.6%)
Public Sector Educational Institutions	5 (0.7%)	4 (0.6%)	7 (0.9%)	9 (1.1%)	8 (1.0%)
Statutory Boards and Government-linked Agencies	4 (0.6%)	5 (0.7%)	3 (0.4%)	3 (0.4%)	2 (0.2%)
Others^	88 (12.8%)	101 (13.9%)	96 (12.3%)	96 (12.1%)	101 (12.3%)
TOTAL	**686 (100%)**	**727 (100%)**	**778 (100%)**	**791 (100%)**	**824 (100%)**

° Cluster and Community Hospitals include organisations such as Ang Mo Kio-Thye Hua Kwan Hospital, Ren Ci Hospital, Jurong Community Hospital, Yishun Community Hospital and SingHealth Community Hospitals.

* Social Service Agencies e.g. SPD, AWWA Ltd, Rainbow Centre and St. Luke's ElderCare.

^ 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

The majority of the registered AHPs were in full-time employment. Based on reported part-time employment to AHPC, a slight increase was noted for OTs and SLTs, whilst the percentage of DRs and RTs working part-time as reported decreased in 2023, as in Table 4.

Table 4 — Employment status of registered Allied Health professionals from 2019 to 2023

Diagnostic Radiography	2019	2020	2021	2022	2023
Full-time	1,691 (90.4%)	1,769 (90.1%)	1,844 (88.7%)	1,927 (89.5%)	2,034 (87.8%)
Part-time	63 (3.4%)	61 (3.1%)	57 (2.7%)	72 (3.3%)	71 (3.1%)
Others*	117 (6.2%)	133 (6.8%)	179 (8.6%)	154 (7.2%)	210 (9.1%)
TOTAL	**1,871 (100%)**	**1,963 (100%)**	**2,080 (100%)**	**2,153 (100%)**	**2,315 (100%)**

Occupational Therapy	2019	2020	2021	2022	2023
Full-time	983 (80.1%)	1,036 (79.5%)	1,113 (80.6%)	1,172 (79.9%)	1,229 (79.3%)
Part-time	97 (7.9%)	97 (7.4%)	110 (8.0%)	111 (7.6%)	129 (8.3%)
Others*	147 (12.0%)	171 (13.1%)	158 (11.4%)	183 (12.5%)	192 (12.4%)
TOTAL	**1,227 (100%)**	**1,304 (100%)**	**1,381 (100%)**	**1,466 (100%)**	**1,550 (100%)**

Physiotherapy	2019	2020	2021	2022	2023
Full-time	1,630 (80.7%)	1,731 (81.3%)	1,876 (83.0%)	2,016 (82.9%)	2,175 (83.1%)
Part-time	147 (7.3%)	161 (7.6%)	169 (7.5%)	183 (7.5%)	198 (7.6%)
Others*	243 (12.0%)	237 (11.1%)	215 (9.5%)	234 (9.6%)	245 (9.3%)
TOTAL	**2,020 (100%)**	**2,129 (100%)**	**2,260 (100%)**	**2,433 (100%)**	**2,618 (100%)**

Radiation Therapy	2019	2020	2021	2022	2023
Full-time	172 (88.7%)	180 (88.7%)	192 (88.1%)	195 (88.6%)	200 (87.3%)
Part-time	7 (3.6%)	8 (3.9%)	6 (2.7%)	7 (3.2%)	5 (2.2%)
Others*	15 (7.7%)	15 (7.4%)	20 (9.2%)	18 (8.2%)	24 (10.5%)
TOTAL	**194 (100%)**	**203 (100%)**	**218 (100%)**	**220 (100%)**	**229 (100%)**

Speech-Language Therapy	2019	2020	2021	2022	2023
Full-time	521 (76.0%)	550 (75.6%)	603 (77.5%)	603 (76.2%)	618 (75.0%)
Part-time	77 (11.2%)	76 (10.5%)	79 (10.2%)	93 (11.8%)	105 (12.7%)
Others*	88 (12.8%)	101 (13.9%)	96 (12.3%)	95 (12.0%)	101 (12.3%)
TOTAL	**686 (100%)**	**727 (100%)**	**778 (100%)**	**791 (100%)**	**824 (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 AHPs for all five professions were mostly female and between 30 and 39 years of age. Singapore citizens & permanent residents (SPRs) made up between 73.2% and 13.2% of the registered AHPs respectively.

Chart 4 — Number of registered Allied Health professionals by profession and gender as at 31 December 2023

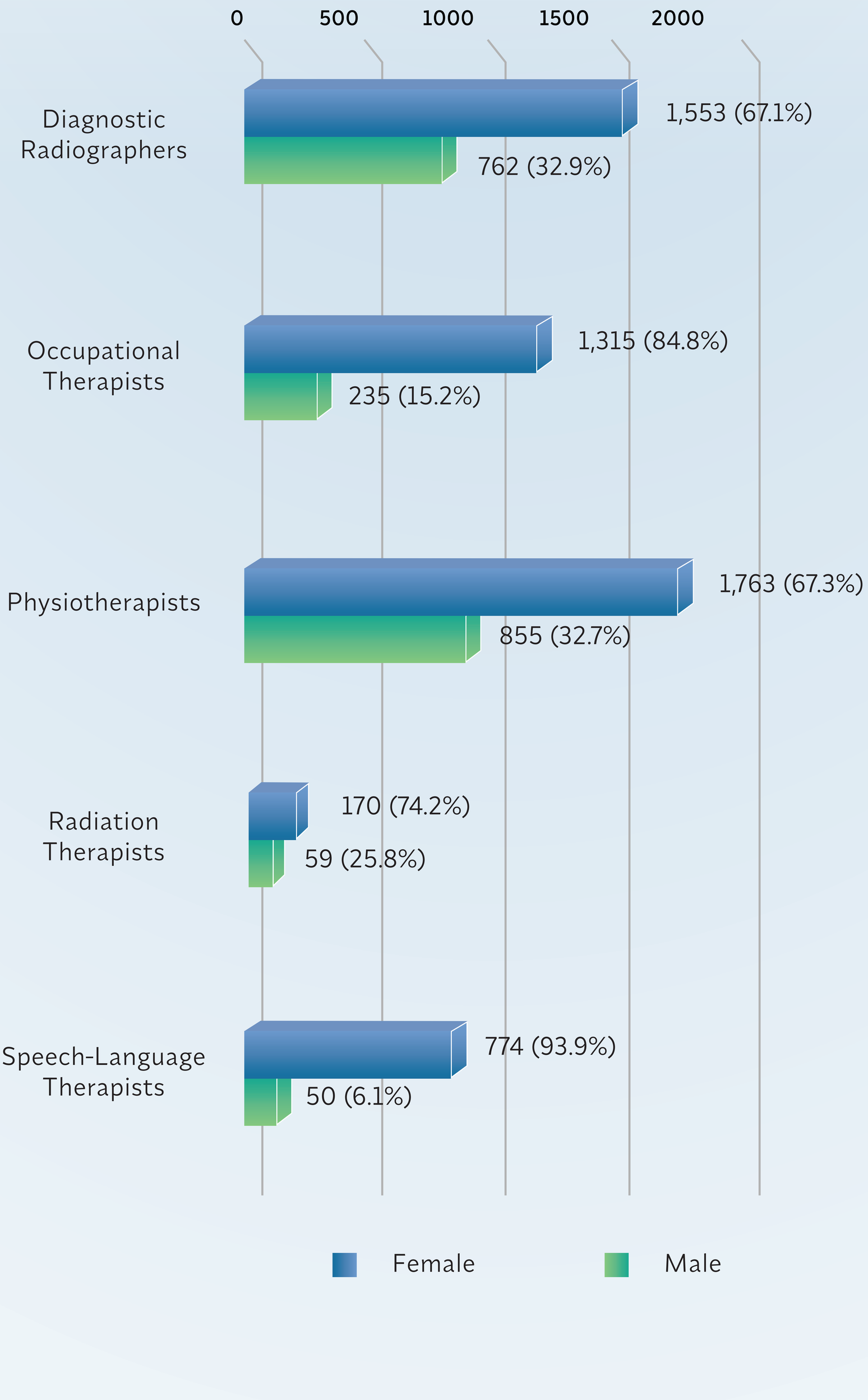
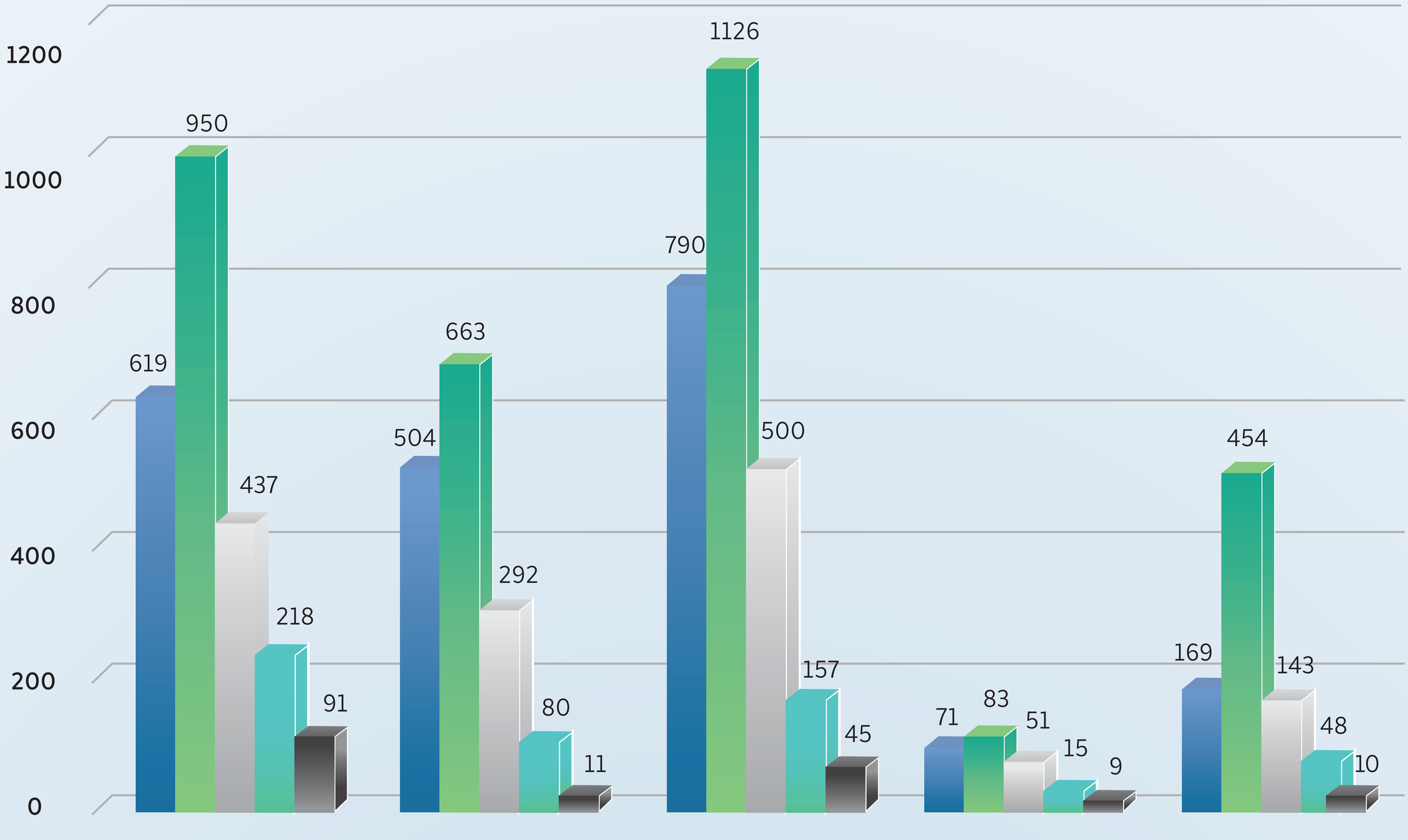


Chart 5 — Number of registered Allied Health professionals by profession and age group as at 31 December 2023



	Diagnostic Radiographers	Occupational Therapists	Physiotherapists	Radiation Therapists	Speech-Language Therapists
20-29	619	504	790	71	169
30-39	950	663	1126	83	454
40-49	437	292	500	51	143
50-59	218	80	157	15	48
60 and above	91	11	45	9	10

20-29 30-39 40-49 50-59 60 and above

Chart 6 — Nationality of registered Allied Health professionals as at 31 December 2023

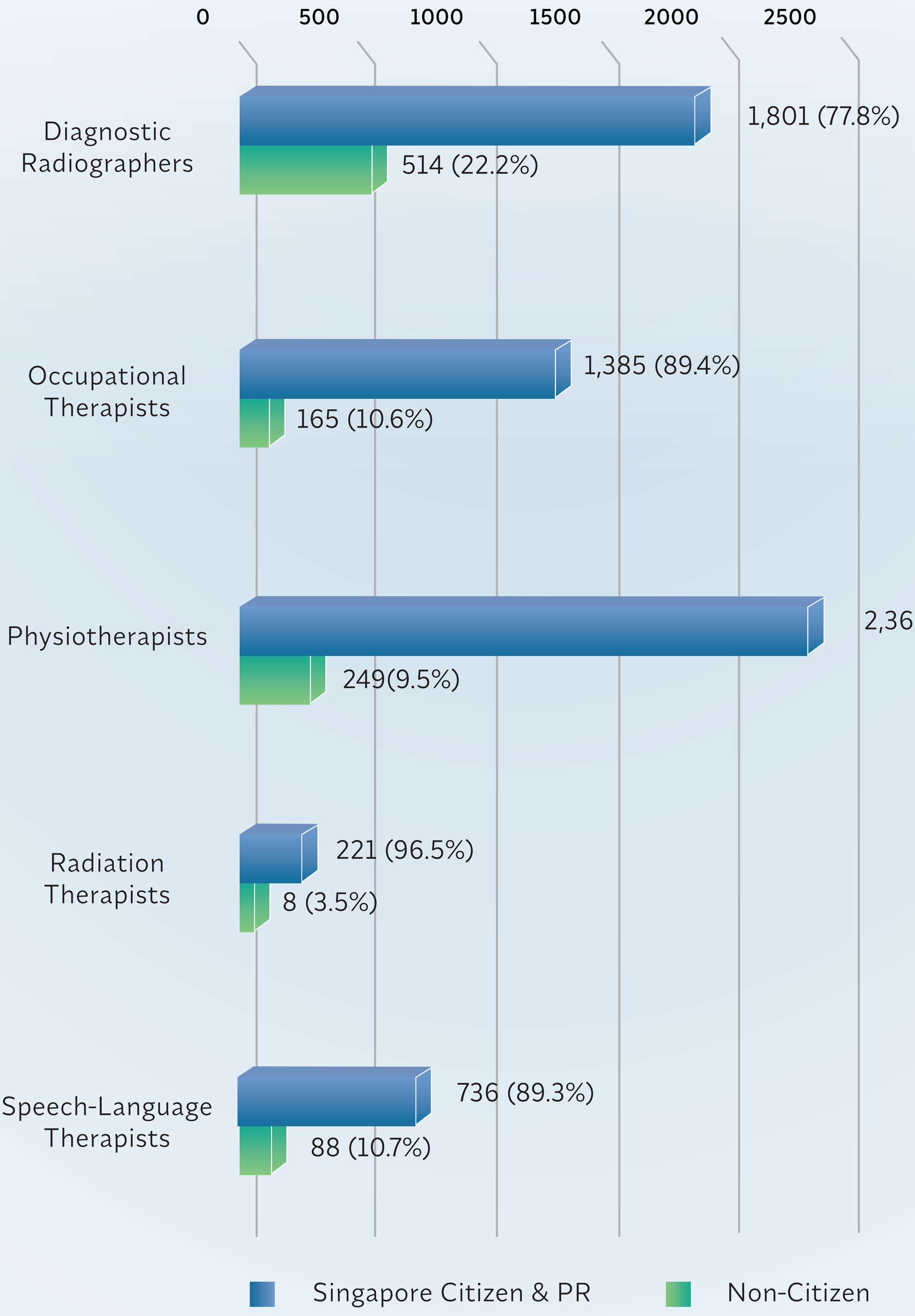
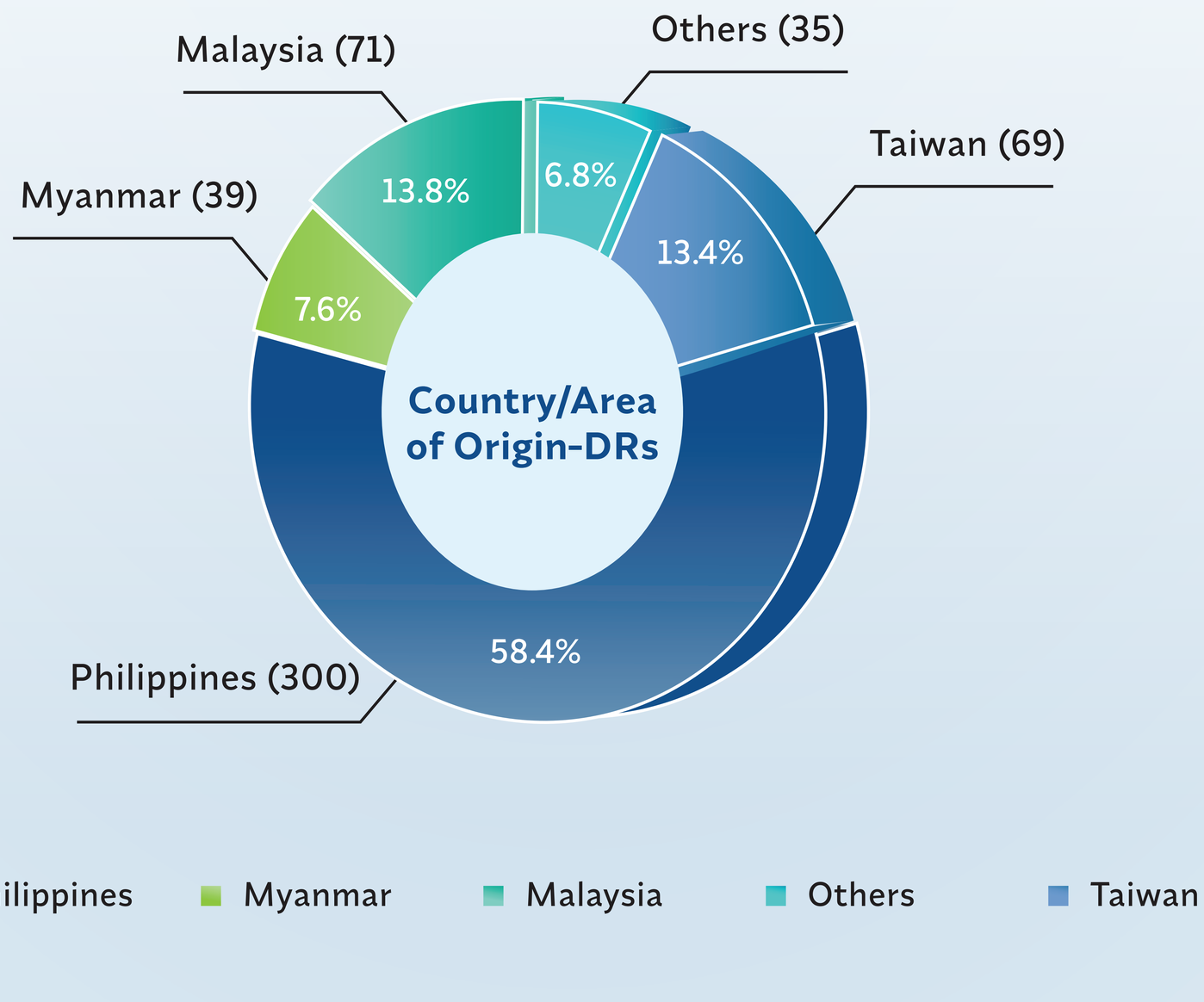


Table 5 — Distribution of Allied Health Professionals by Nationality by Years

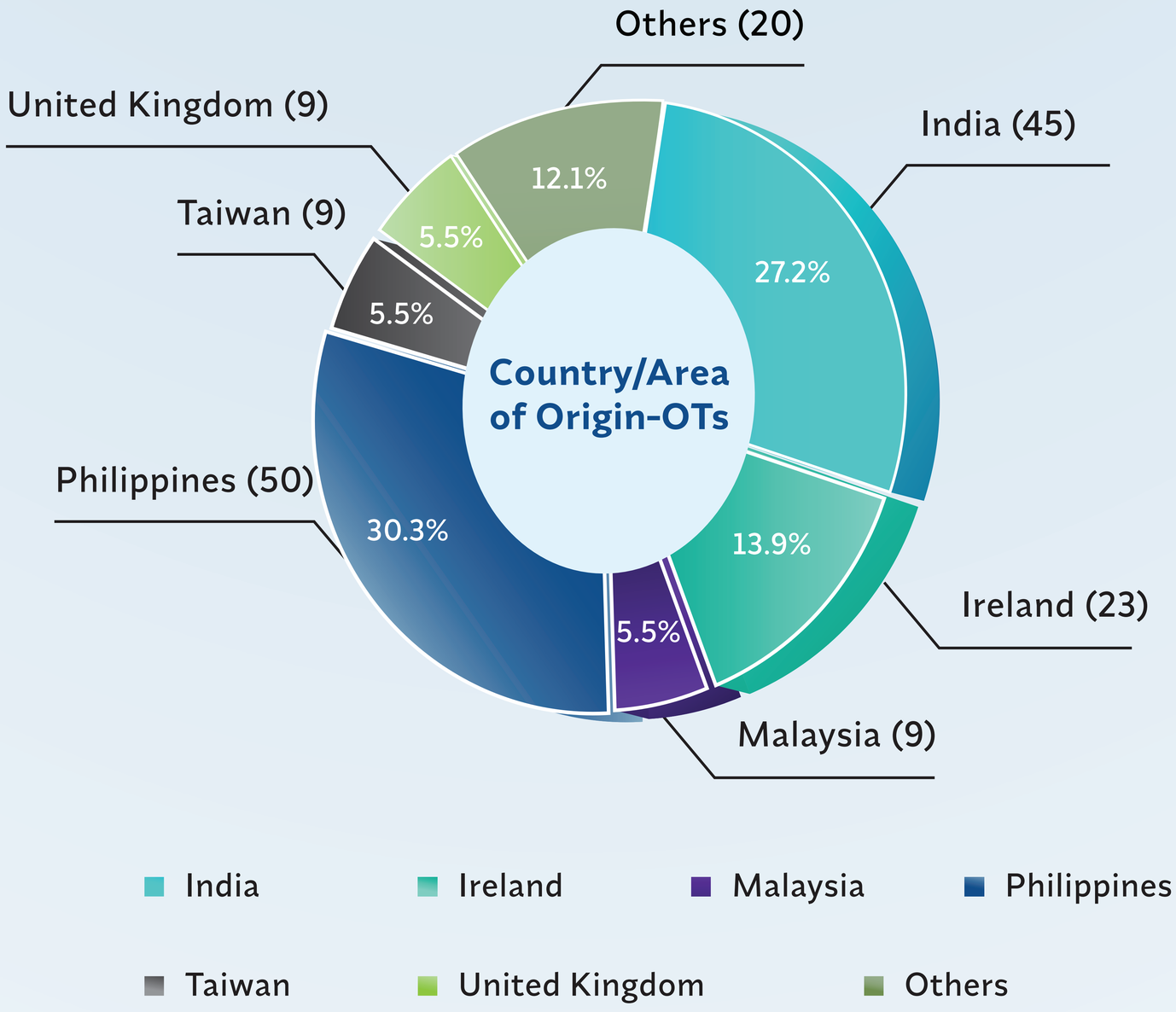
Categories of Allied Health Professionals	Nationality	2019	2020	2021	2022	2023
Diagnostic Radiographers	Singapore Citizen & PR	1,286 (68.7%)	1,396 (71.1%)	1,514 (72.8%)	1,630 (75.7%)	1,801 (77.8%)
	Non-Citizen	585 (31.3%)	567 (28.9%)	566 (27.2%)	523 (24.3%)	514 (22.2%)
Total		**1,871 (100%)**	**1,963 (100%)**	**2,080 (100%)**	**2,153 (100%)**	**2,315 (100%)**
Occupational Therapists	Singapore Citizen & PR	1,017 (82.9%)	1,093 (83.8%)	1,184 (85.7%)	1,284 (87.6%)	1,385 (89.4%)
	Non-Citizen	210 (17.1%)	211 (16.2%)	197 (14.3%)	182 (12.4%)	165 (10.6%)
Total		**1,227 (100%)**	**1,304 (100%)**	**1,381 (100%)**	**1,466 (100%)**	**1,550 (100%)**
Physiotherapists	Singapore Citizen & PR	1,631 (80.7%)	1,769 (83.1%)	1,948 (86.2%)	2,146 (88.2%)	2,369 (90.5%)
	Non-Citizen	389 (19.3%)	360 (16.9%)	312 (13.8%)	287 (11.8%)	249 (9.5%)
Total		**2,020 (100%)**	**2,219 (100%)**	**2,260 (100%)**	**2,433 (100%)**	**2,618 (100%)**
Radiation Therapists	Singapore Citizen & PR	182 (93.8%)	192 (94.6%)	208 (95.4%)	211 (95.9%)	221 (96.5%)
	Non-Citizen	12 (6.2%)	11 (5.4%)	10 (4.6%)	9 (4.1%)	8 (3.5%)
Total		**194 (100%)**	**203 (100%)**	**218 (100%)**	**220 (100%)**	**229 (100%)**
Speech-Language Therapists	Singapore Citizen & PR	563 (82.1%)	608 (83.6%)	662 (85.1%)	693 (87.6%)	736 (89.3%)
	Non-Citizen	123 (17.9%)	119 (16.4%)	116 (14.9%)	98 (12.4%)	88 (10.7%)
Total		**686 (100%)**	**727 (100%)**	**778 (100%)**	**791 (100%)**	**824 (100%)**

Chart 7a — Distribution of 514 DRs who were not Singapore citizens or permanent residents by country/area of origin as at 31 December 2023



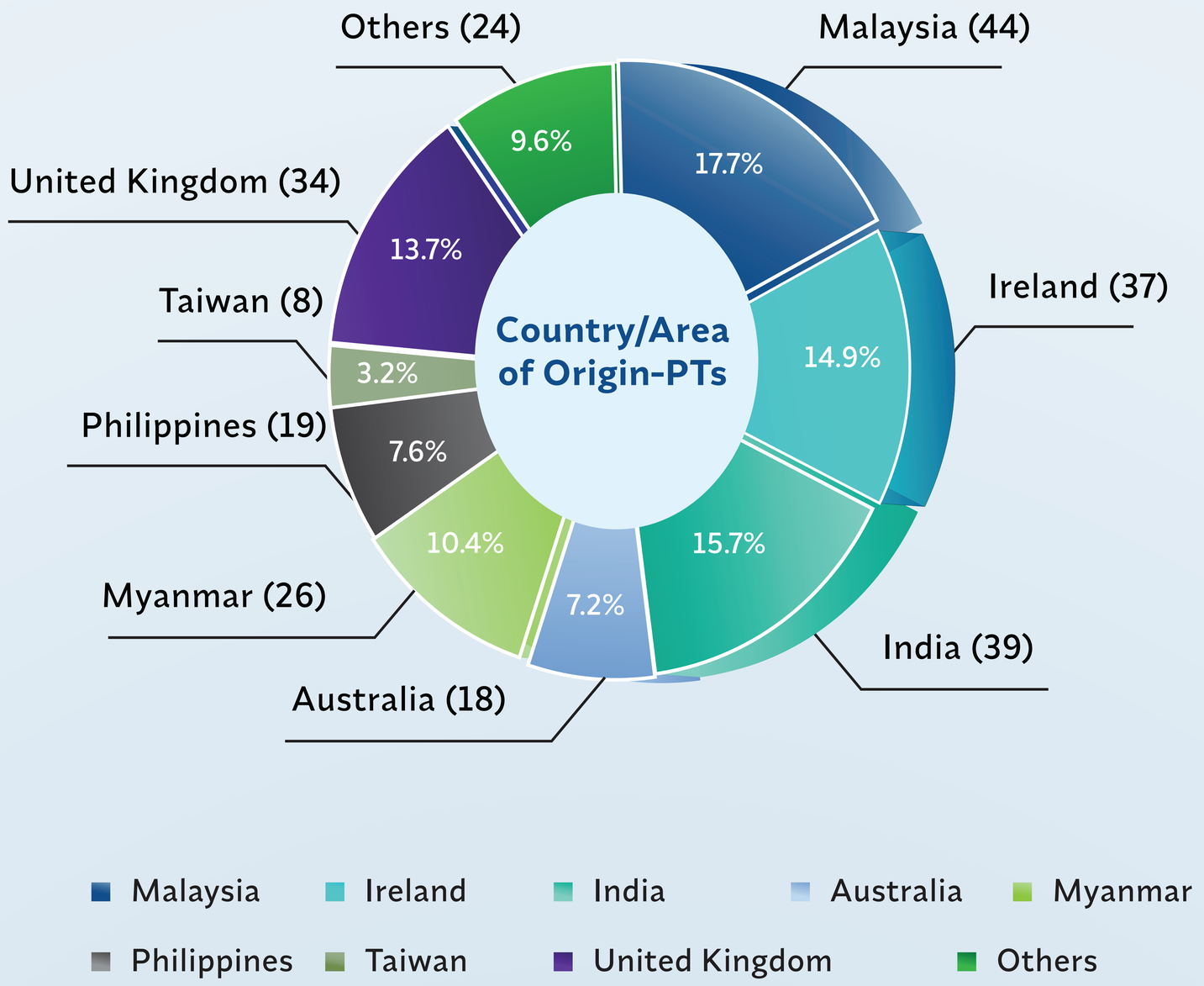
Others include Australia, Canada, China, Hong Kong, India, Ireland, Japan, South Korea and the United Kingdom.

Chart 7b — Distribution of 165 OTs who were not Singapore citizens or permanent residents by country/area of origin as at 31 December 2023



Examples of others include Australia, Canada, Hong Kong SAR, South Korea and the United States of America.

Chart 7c — Distribution of 249 PTs who were not Singapore citizens or permanent residents by country/area of origin as at 31 December 2023



Examples of others include Canada, China, Indonesia, Japan and the United States of America.

Chart 7d — Distribution of 8 RTs who were not Singapore citizens or permanent residents by country/area of origin as at 31 December 2023

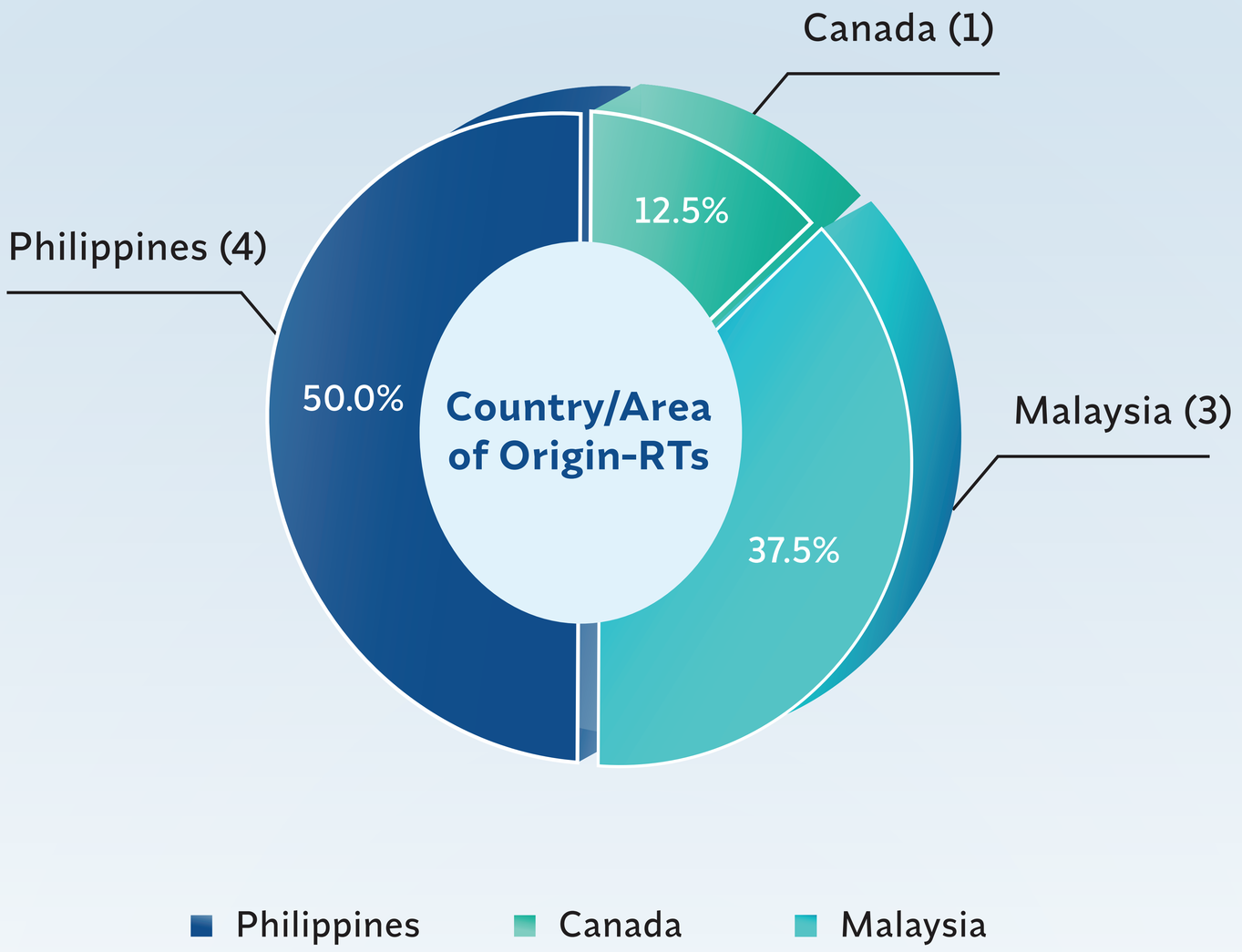
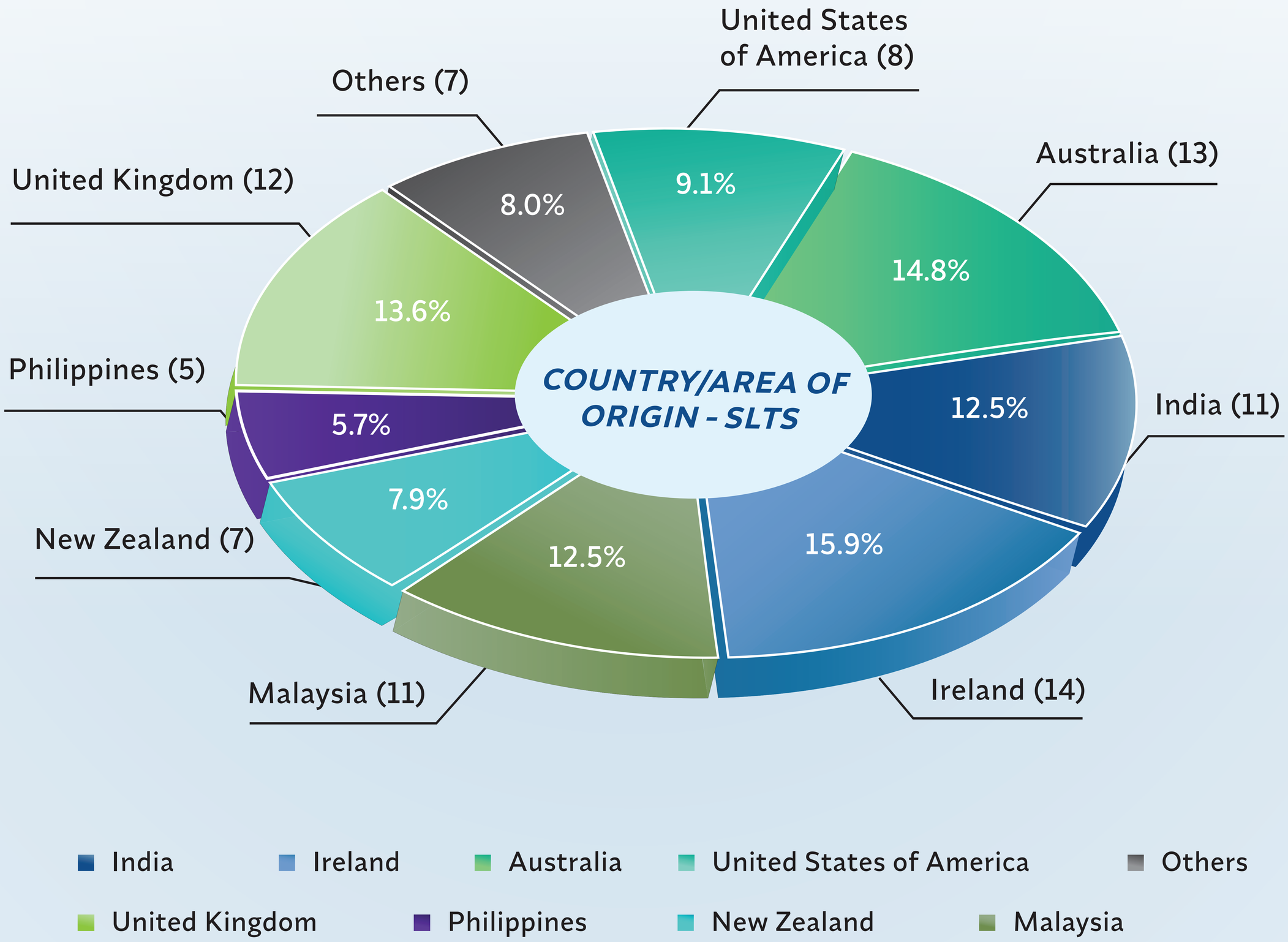


Chart 7e — Distribution of 88 SLTs who were not Singapore citizens or permanent residents by country/area of origin as at 31 December 2023



Examples of others include Canada, Germany and Hong Kong SAR.

Country/Area of Basic Qualification of Registered Allied Health Professionals

Diagnostic Radiographers

More than half of registered DRs' basic qualifications were from Singapore and the number and percentage have increased steadily. The rest of the DRs received their basic qualification mainly from the Philippines, Taiwan and Malaysia.

Table 6a — Country/Area of basic qualification for registered DRs (2019 to 2023)

Country/ Area of Basic Qualification	Number of Diagnostic Radiographers				
	2019	2020	2021	2022	2023
Singapore[1]	991 (53.0%)	1,074 (54.7%)	1,172 (56.4%)	1,234 (57.3%)	1,344 (58.1%)
Philippines	456 (24.4%)	454 (23.1%)	453 (21.8%)	430 (20.0%)	460 (19.9%)
Taiwan	169 (9.0%)	169 (8.6%)	174 (8.4%)	175 (8.1%)	177 (7.6%)
Malaysia	90 (4.8%)	96 (4.9%)	107 (5.1%)	126 (5.9%)	136 (5.9%)
Australia	62 (3.3%)	65 (3.3%)	67 (3.2%)	64 (3.0%)	64 (2.8%)
Myanmar	56 (3.0%)	57 (2.9%)	58 (2.8%)	59 (2.7%)	63 (2.7%)
United Kingdom	16 (0.9%)	16 (0.8%)	15 (0.7%)	30 (1.4%)	35 (1.5%)
India	19 (1.0%)	19 (1.0%)	19 (0.9%)	20 (0.9%)	20 (0.8%)
Others	12 (0.6%)	13 (0.7%)	15 (0.7%)	15 (0.7%)	16 (0.7%)
Total	**1,871 (100%)**	**1,963 (100%)**	**2,080 (100%)**	**2,153 (100%)**	**2,315 (100%)**

[1] Nanyang Polytechnic's (NYP) last intake for Diploma in Diagnostic Radiography was in 2015 and Singapore Institute of Technology (SIT) commenced the Bachelor of Science with Honours in Diagnostic Radiography programme in 2016. The first batch of SIT students graduated in 2020.

Occupational Therapists

About 66% of registered OTs' basic qualifications were from Singapore. The rest of the registered OTs received their basic qualifications mainly from Australia, India and the Philippines.

Table 6b — Country/Area of basic qualification for registered OTs (2019 to 2023)

Country/ Area of Basic Qualification	Number of Occupational Therapists				
	2019	2020	2021	2022	2023
Singapore[2]	740 (60.3%)	792 (60.8%)	857 (62.1%)	933 (63.6%)	1,025 (66.1%)
Australia	149 (12.1%)	168 (12.9%)	196 (14.2%)	210 (14.3%)	214 (13.8%)
India	77 (6.3%)	78 (6.0%)	72 (5.2%)	74 (5.0%)	73 (4.7%)
Philippines	71 (5.8%)	71 (5.4%)	70 (5.1%)	68 (4.6%)	64 (4.1%)
United Kingdom	66 (5.4%)	66 (5.1%)	63 (4.6%)	66 (4.5%)	60 (3.9%)
Taiwan	28 (2.3%)	33 (2.5%)	32 (2.3%)	32 (2.2%)	34 (2.2%)
Malaysia	23 (1.9%)	24 (1.8%)	24 (1.7%)	23 (1.6%)	21 (1.4%)
Ireland	31 (2.5%)	33 (2.5%)	27 (2.0%)	20 (1.4%)	17 (1.1%)
Hong Kong SAR	12 (1.0%)	12 (0.9%)	12 (0.9%)	14 (1.0%)	14 (0.9%)
Others	30 (2.4%)	27 (2.1%)	28 (2.0%)	26 (1.8%)	28 (1.8%)
Total	**1,227 (100%)**	**1,304 (100%)**	**1,381 (100%)**	**1,466 (100%)**	**1,550 (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 SIT students graduated in 2020.

Physiotherapists

More than half of the registered PTs' basic qualifications were from Singapore. The rest of the registered PTs received their basic qualifications mainly from Australia, the United Kingdom, India and Malaysia.

Table 6c — Country/Area of basic qualification for registered PTs (Years 2019 to 2023)

Country/ Area of Basic Qualification	Number of Physiotherapists				
	2019	2020	2021	2022	2023
Singapore[3]	970 (48.0%)	1,061 (49.8%)	1,182 (52.3%)	1,316 (54.1%)	1,486 (56.7%)
Australia	315 (15.7%)	341 (16.0%)	370 (16.4%)	404 (16.6%)	414 (15.8%)
United Kingdom	146 (7.2%)	145 (6.8%)	142 (6.3%)	153 (6.3%)	156 (6.0%)
India	154 (7.6%)	152 (7.1%)	149 (6.6%)	149 (6.1%)	148 (5.7%)
Malaysia	145 (7.2%)	144 (6.7%)	146 (6.5%)	143 (5.9%)	148 (5.7%)
Taiwan	54 (2.7%)	55 (2.6%)	54 (2.4%)	52 (2.1%)	56 (2.1%)
Myanmar	61 (3.0%)	59 (2.8%)	54 (2.4%)	54 (2.2%)	54 (2.0%)
Philippines	42 (2.1%)	41 (1.9%)	41 (1.8%)	41 (1.7%)	41 (1.6%)
Ireland	59 (2.9%)	57 (2.7%)	51 (2.3%)	45 (1.9%)	38 (1.4%)
New Zealand	23 (1.1%)	23 (1.1%)	25 (1.1%)	27 (1.1%)	28 (1.1%)
Hong Kong SAR	14 (0.7%)	14 (0.7%)	13 (0.6%)	14 (0.6%)	15 (0.6%)
United States of America	14 (0.7%)	14 (0.7%)	12 (0.5%)	13 (0.5%)	13 (0.5%)
Others	23 (1.1%)	23 (1.1%)	21 (0.9%)	22 (0.9%)	21 (0.8%)
Total	**2,020 (100%)**	**2,129 (100%)**	**2,260 (100%)**	**2,433 (100%)**	**2,618 (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 SIT students graduated in 2020.

Radiation Therapists

About 85% of RTs qualified in Singapore. The rest of the registered RTs received their basic qualifications mainly from Australia and the Philippines.

Table 6d — Country/Area of basic qualification for registered RTs (2019 to 2023)

Country/ Area of Basic Qualification	Number of Radiation Therapists				
	2019	2020	2021	2022	2023
Singapore[4]	164 (84.5%)	169 (83.2%)	183 (83.9%)	185 (84.1%)	194 (84.7%)
Australia	12 (6.2%)	14 (6.9%)	14 (6.4%)	15 (6.8%)	15 (6.6%)
Philippines	10 (5.2%)	10 (4.9%)	10 (4.6%)	10 (4.5%)	10 (4.4%)
Malaysia	5 (2.6%)	5 (2.5%)	5 (2.3%)	4 (1.8%)	4 (1.7%)
United Kingdom	1 (0.5%)	3 (1.5%)	3 (1.4%)	3 (1.4%)	3 (1.3%)
India	1 (0.5%)	1 (0.5%)	1 (0.5%)	1 (0.5%)	1 (0.4%)
Others	2 (0.5%)	1 (0.5%)	2 (0.9%)	2 (0.9%)	2 (0.9%)
Total	**194 (100%)**	**203 (100%)**	**218 (100%)**	**220 (100%)**	**229 (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 SIT students graduated in 2020.

Speech-Language Therapists

About 55% of SLTs qualified in Australia, followed by 21% from Singapore and 8% from the United Kingdom. The number of those qualified in Singapore has grown steadily but on a two-yearly basis because of biennial intakes in the National University of Singapore (NUS).

Table 6e — Country/Area of basic qualification for registered SLTs (Years 2019 to 2023)

Country Area of Basic Qualification	Number of Speech-Language Therapists				
	2019	2020	2021	2022	2023
Singapore[5]	129 (18.8%)	129 (17.7%)	149 (19.1%)	149 (18.8%)	176 (21.4%)
Australia	354 (51.6%)	392 (53.9%)	416 (53.5%)	441 (55.8%)	456 (55.3%)
United Kingdom	62 (9.0%)	64 (8.8%)	69 (8.9%)	66 (8.3%)	67 (8.1%)
India	36 (5.3%)	36 (5.0%)	37 (4.8%)	37 (4.7%)	33 (4.0%)
United States of America	23 (3.4%)	24 (3.3%)	25 (3.2%)	27 (3.4%)	25 (3.0%)
Ireland	32 (4.7%)	31 (4.3%)	32 (4.1%)	21 (2.7%)	17 (2.1%)
Malaysia	14 (2.0%)	14 (1.9%)	14 (1.8%)	14 (1.8%)	14 (1.7%)
New Zealand	10 (1.5%)	11 (1.5%)	13 (1.7%)	13 (1.6%)	13 (1.6%)
Philippines	9 (1.3%)	8 (1.1%)	7 (0.9%)	7 (0.9%)	7 (0.8%)
Others	17 (2.4%)	18 (2.5%)	16 (2.0%)	16 (2.0%)	16 (2.0%)
Total	**686 (100%)**	**727 (100%)**	**778 (100%)**	**791 (100%)**	**824 (100%)**

5 The Master of Science (Speech and Language Pathology) programme was established at the National University of Singapore in 2007 and continues to have biennial student intakes.

Additional Qualifications (For Display)

The Allied Health Professions Act states that an AHP 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 (Section 25). AHPs can only display their additional qualifications after AHPC's approval. The types of approved additional qualifications include the following:

1. Formal qualifications obtained from bona fide universities, and demonstrating acquisition of advanced skill 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 postgraduate qualifications pertaining to healthcare education, healthcare management or research skills; and

4. Honorary degrees and titles in the context of the Allied Health profession's professional practice (assessed on a case-by-case basis).

A total of 191 applications were approved from 2019 to 2023 as shown in Table 7.

Table 7 — Applications for Additional Qualifications

	2019		2020		2021		2022		2023	
	Approved	Rejected	Approved	Rejected	Approved	Rejected	Approved	Rejected	Approved	Rejected
DR	12	1	3	-	0	0	3	0	2	1
OT	18	1	15	-	4	2	5	1	9	2
PT	32	-	14	1	28	2	18	0	18	3
RT	-	-	1	-	0	0	0	0	0	0
SRT	3	-	1	-	1	0	2	0	2	0
Total	**65**	**2**	**34**	**1**	**33**	**4**	**28**	**1**	**31**	**6**

The reasons for rejecting the display of additional qualifications include:

i. Qualifications did not demonstrate a more extensive knowledge gained (e.g., applying for qualifications obtained prior to attaining allied health professionals' qualification to be displayed, transcripts revealed that basic knowledge taught etc).

ii. Qualifications obtained were not relevant to practice as an allied health professional (e.g., certification obtained in relation to other healthcare professional's qualification).

iii. Qualifications were not from a formal education programme (e.g., certificate in a specialised area of the profession).

iv. Qualifications obtained were not at least a postgraduate diploma (e.g., certificate).

Practising Certificate Renewal 2023

A total of 2,836 registered AHPs were required[4] to renew their PCs in 2023 as their PCs were valid up to 31 December 2023. Among them, 96.8% of the AHPs had submitted their applications to renew their PCs by the end of 2023. Most renewals occurred for the PT, OT, and SLT groups in 2023 based on the majority biennial renewal year whereas most of the DR and RT groups would be renewing in 2024.

Table 8 — Applications for renewal of practising certificate in 2023

Allied Health Professionals	DR	OT	PT	RT	SLT	Total
Total no. required to renew their PCs by 31 December 2023	253 (100%)	792 (100%)	1,305 (100%)	32 (100%)	454 (100%)	2,836 (100%)
No. of applications processed	237 (93.7%)	763 (96.3%)	1,273 (97.5%)	31 (96.8%)	440 (96.9%)	2,744 (96.8%)
No. of Allied Health professionals who did not renew their PCs by 31 December 2023	16 (6.3%)	29 (3.7%)	32 (2.5%)	1 (3.2%)	14 (3.1%)	92 (3.2%)

Table 9 — Total number of Allied Health professionals who did not renew at the end of each PC renewal period

Year	DR	OT	PT	RT	SLT	Total
2019	8	30	32	1	19	90
2020	52	13	30	5	12	112
2021	20	47	57	4	17	145
2022	61	22	26	4	15	128
2023	16	29	32	1	14	92

[4] It is an offence under Section 29(1)3 of the Act to practise without a valid PC and any person who is guilty shall be liable on conviction to a fine not exceeding $25,000 or to imprisonment for a term not exceeding 6 months or to both and, in the case of a second or subsequent conviction, to a fine not exceeding $50,000 or to imprisonment for a term not exceeding 12 months or to both.

Supervisory Framework

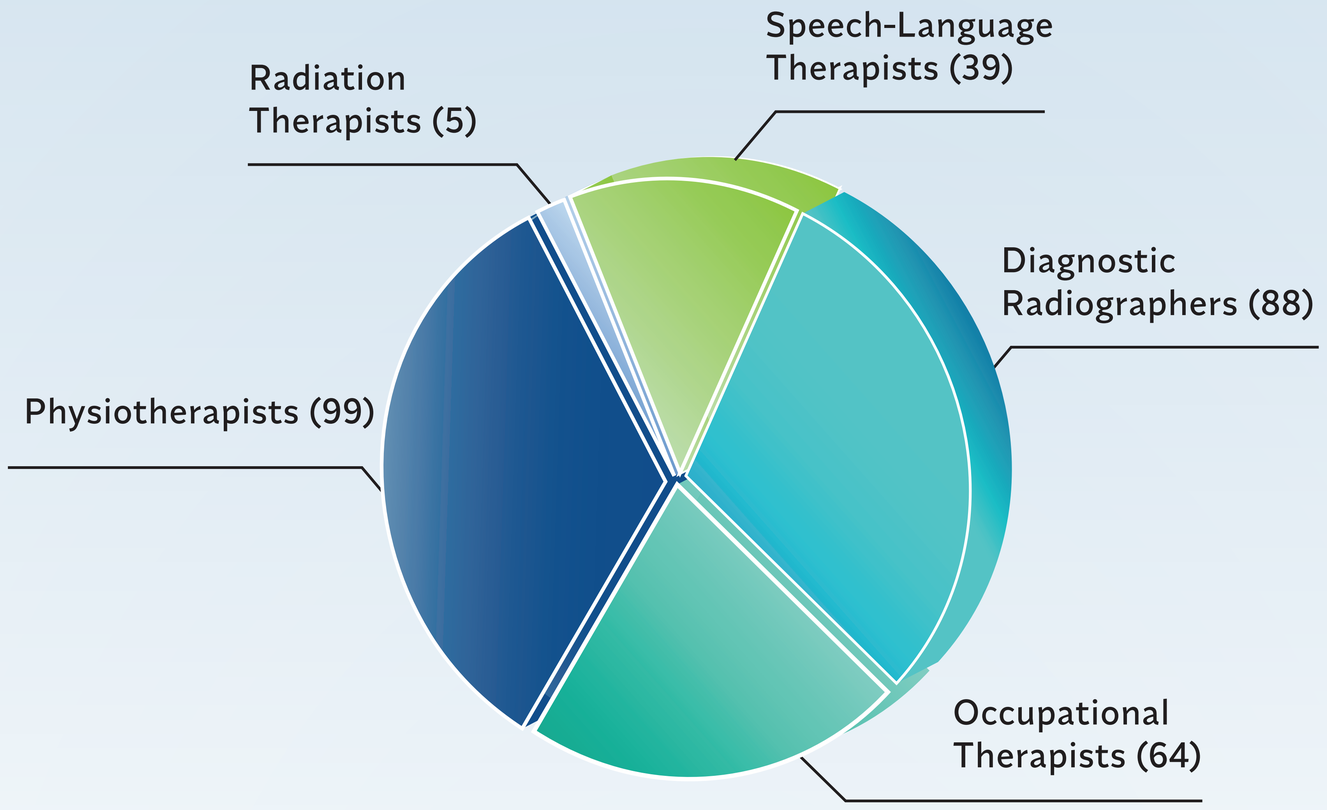
Supervisor Training Workshops

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 registered AHPs. These workshops have been organised since the commencement of regulation of the respective allied health professions.

Since April 2014, the AHPC has conducted regular Supervisor Training workshops which were attended by 2,715 AHPs over 76 runs. Of these AHPs, 295 of them attended the training workshops[5] in 2023.

Most attendees gave positive feedback noting that the Supervisor Training workshops helped them better understand the AHPC's supervisory framework, their roles and responsibilities as supervisors, and how to complete supervisory reports. They were thus more confident when taking on the supervisory roles.

Chart 8 — Number of Allied Health Professionals who attended Supervisor Training Workshops in 2023



[4] Since 2020, the supervisor training workshops have been conducted online. All workshops prior to that were conducted in person.

Professional Conduct

Complaints

The AHPC received a total of 10 complaints against registered AHPs between 2019 and 2023.

In 2023, a total of two complaints were received. One case was concluded while the other was in progress as at 31 December 2023.

Table 10 — Number of complaints received from 2019 to 2023

Complaints Received	2019	2020	2021	2022	2023	Total
DR	0	0	1	1	0	2
OT	0	0	0	0	0	0
PT	0	0	1	2	2	5
RT	0	1	0	0	0	1
SLT	1	0	1	0	0	2
TOTAL	**1**	**1**	**3**	**3**	**2**	**10**

Table 11 — Categories of complaints received in 2023

	Status/ Complaints Committee (CC) outcome	
Categories of complaints based on key allegations	**In progress**	**Letter of Warning and Suspension of PC**
(A) Breach of conditions of registration and false declaration	1	0
(B) Non-performance of assessments for patients and inappropriate endorsement of patient forms	0	1

Disciplinary Inquiries

A total of three disciplinary inquiries have been held and concluded by Disciplinary Tribunals ("DTs") since 2019.

Table 12 — Number of DT inquiries held and concluded between 2019 to 2023

Disciplinary Inquiries	2019	2020	2021	2022	2023	Total
DR	0	0	0	0	0	0
OT	0	0	0	0	0	0
PT	2	0	0	0	0	2
RT	0	0	0	0	1	1
SLT	0	0	0	0	0	0
TOTAL	**2**	**0**	**0**	**0**	**1**	**3**

A brief summary of the case that concluded in 2023 is appended below. The detailed Grounds of Decision can be found on AHPC's website.

Mr DA

Mr DA was referred to the DT for a formal inquiry in relation to his conviction in Court for one (1) count of intentionally causing harassment, alarm or distress, an offence punishable under section 3(2) of the Protection from Harassment Act 2014 ("POHA") and one (1) count of putting into circulation an obscene video clip, an offence punishable under section 292(1) of the Penal Code ("PC"). Mr DA pleaded guilty to the Charge set out in the Notice of Inquiry dated 12 September 2022, which was served on him, and admitted to the facts set out in the Agreed Statements of Facts.

The DT's decision:

i. Mr DA's registration in the Register of Allied Health Professionals with Full Registration be suspended for a period of 18 months;

ii. Mr DA be censured and ordered to give an undertaking to abstain in future from the conduct complained of;

iii. Mr DA pays the costs and expenses of and incidental to these proceedings, including the costs of the solicitor to the Council; and

iv. Grounds of Decision be published.

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