Advancing with the Health Manpower Development Programme for the Intermediate and Long-Term Care (HMDP-ILTC) Sector
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Towards Best Health Outcomes For Our Patients

The rapid ageing of Singapore’s population has escalated the demand for healthcare services over the last decade and this is expected to rise exponentially over the next three decades. While many of these (mainly elderly) patients will require the services of acute hospitals, even more will need post-acute hospital care, primary care and other continuing care services (e.g. rehabilitation). A critical success factor that will enable Singapore to meet these needs is a competent and capable healthcare workforce, comprising of teams of healthcare professionals, who are continually upgrading their knowledge and skills to ensure that our patients receive the best possible care that leads to the best possible outcomes.

Since its inception in 2002, the Health Manpower Development Programme for the Intermediate and Long-Term Care (HMDP-ILTC) sector has played a significant role in developing the capabilities of ILTC professionals, and improving the quality and range of services in the ILTC sector. Year on year, the number of applications has been growing steadily as ILTC service providers increasingly recognise the importance and relevance of continual upgrading of their workforce through this Programme. To-date, some 275 ILTC professionals have received this award, and many have returned from local or overseas attachments, infused with new knowledge and skills, innovative ideas and best practices to apply back at their workplace.

In the next few pages, we will feature a few past award recipients from various ILTC settings. They embody the same fervour and commitment towards skills advancement and service delivery shown by all of you in the field. To our past awardees and all the award recipients for FY 2010, I would like to congratulate you for embarking on your next journey towards improving the quality of care for our patients.

I would also like to encourage all ILTC service providers to leverage on this Programme to build and enhance your manpower capabilities. Agency for Integrated Care will continue to work with and support you on various initiatives to develop the ILTC sector so as to achieve the best health outcomes for our patients.

Thank you.

Dr Jason Cheah
Chief Executive Officer
Agency for Integrated Care
Agency for Integrated Care (AIC) began its work in 1992 when the Ministry of Health (MOH) established the Care Liaison Service (CLS) to manage placements of the elderly sick to nursing homes and chronic sick units. CLS was renamed Integrated Care Services (ICS) in 2001 and came under the joint management of the National Healthcare Group (NHG) and Singapore Health Services (SHS). In 2008, with the expansion of ICS, it was renamed Agency for Integrated Care.

In 2009, AIC was re-established as a separate private entity from MOH, to facilitate and manage patient referrals from hospitals to the whole spectrum of Intermediate and Long-Term Care (ILTC) services. AIC also actively began to strengthen and develop the Primary Care and ILTC sectors through training and skills improvement, so as to provide support in the areas of clinical quality, administrative and governance capabilities. Public education and outreach programmes were also initiated to help patients and caregivers achieve the best health outcomes.
The Health Manpower Development Programme for the Intermediate and Long-Term Care sector (HMDP-ILTC) was launched by MOH in 2002. Administered by AIC, the Programme aims to develop the manpower capabilities of ILTC staff and improve the quality and range of services in Singapore. Since its inauguration, many in the sector have utilised the funding for local and overseas training to develop advanced skills in their various fields of expertise.

Two schemes are available under the HMDP-ILTC:

**Fellowship Scheme**

The Fellowship Scheme is targeted at healthcare professionals, administrators and care support staff in the ILTC sector to pursue training or skills upgrading at local or overseas healthcare institutions. The scheme is intended for individuals attending advanced skills training in areas relevant to the ILTC setting such as geriatric medicine, geriatric rehabilitation/nursing, dementia care and palliative care. Up to 100% of the fundable expenses will be provided for specified courses deemed critical to be developed for the ILTC sector. The key disciplines that qualify for 100% funding are:

- Gerontology and Geriatrics;
- Palliative Care;
- Mental Health and Psycho-Geriatrics; and
- Medical-Surgical Nursing.

Up to 75% of the fundable expenses will be provided for courses that do not fall under the key disciplines. The ILTC institution shall co-fund the remaining 25% of the training cost.

Applications for the Fellowship Scheme are open to those who meet the following criteria:

- Be a Singaporean or a Permanent Resident;
- Have at least two years of relevant work experience in the healthcare or ILTC sector;
- Be a full-time or part-time employee of an ILTC institution or private ILTC institution receiving MOH portable subsidies, or a healthcare professional from a third party service provider with IPC from MOH, Ministry of Community Development, Youth and Sports, or National Council of Social Services; and
- Be in the medical, nursing, allied health profession, working in ILTC administration or a care support staff.

**Visiting Experts Scheme**

The Visiting Experts Scheme provides funding for ILTC institutions to invite local and overseas experts who specialise in areas relevant to the ILTC sector to impart their skills and share their knowledge with the local audience. Invited experts are to be involved in lectures, seminars, workshops and visits to the various ILTC institutions.
as part of the programme. ILTC institutions will be funded up to 75% of the fundable expenses. Up to 100% funding will be provided only if the following criteria are met:

- The programme is supported and co-organised with at least three other ILTC institutions and
- The programme is open to all relevant ILTC institutions and participants from these ILTC institutions are not charged.

The eligibility criteria for the Visiting Experts Scheme are:

- Experts shall spend at least three to 10 working days in Singapore for the visit to be cost effective and for institutions to gain maximum benefit and
- Experts must not have been invited to Singapore under the same HMDP-ILTC funding in the past.

Other Requirements
As a pre-requisite for funding, each applicant/host ILTC institution must also comply with the administrative requirements on the use of the HMDP-ILTC. More details can be found at www.aic-learn.sg/Hmdp.aspx

Recipients will also be invited to share the key learning points of their training at AIC’s various platforms.

Apply Today!
If you meet the criteria, we invite you to apply for the HMDP-ILTC. Please note that all applications must be endorsed by your organisation. Please complete the application form found on www.aic-learn.sg/Hmdp.aspx and mail to:

Agency for Integrated Care
Professional Development Department
Community Care Development Division
No. 5 Maxwell Road
#10-00 Tower Block MND Complex
Singapore 069110

For further information, please contact Kate Wu at DID: 6603 6874 or email kate.wu@aic.sg
126 recipients were awarded the Fellowship Scheme (Local) in 2009 and 2010. Many of them were nurses who pursued skills advancement at Dover Park Hospice, Nanyang Polytechnic, Singapore General Hospital and SingHealth Alice Lee Institute of Advanced Nursing, amongst others. A wide range of courses were attended but primarily in the fields of Gerontology, Orthopaedics and Palliative Care.
About Asmah
Asmah has worked at Thong Teck Home for Senior Citizens for the past two years. She prides her experience in the healthcare sector for not only enabling her to have “hands-on” knowledge and skills, but also the confidence to effectively contribute to the better quality care of her patients. Her job scope at the home encompasses counselling of staff, patients, their relatives and handling administrative duties.

Why did you choose this course?
I chose this course because Dover Park Hospice is a centre for excellence in palliative care services, education and research. Furthermore, the course is accredited by Singapore Nursing Board and supported by Singapore Hospice Council.

What have you learnt and how are you able to apply it to your organisation?
The course provided me with a clear understanding of the role of a palliative care nurse and how to communicate and provide holistic care to patients with end-stage disease. Besides gaining new perspectives on palliative care, I also learnt practical skills on management of home care, and nursing management in an inpatient hospice. With this new knowledge, I am better able to mentor my colleagues. Knowing the importance of the psycho-social and spiritual aspects of a patient will also ensure that patients with terminal illnesses are provided the best care to maximise their quality of life.
About Devi
Devi has been providing professional quality care to geriatric patients at the Ang Mo Kio-Thye Hua Kwan (AMK-THK) Hospital for the past 13 years. As a Senior Staff Nurse, her role encompasses training and guiding junior staff and ensuring proper treatment and procedures are carried out.

Why did you choose this course?
Singapore General Hospital is the largest tertiary hospital in Singapore. It is a choice hospital for this training attachment because of its well-established orthopaedic department and expertise in orthopaedic care. AMK-THK Hospital has about 25% of orthopaedic patients that require intermediate care and rehabilitation. Hence, this attachment was essential in further enhancing my clinical skills and knowledge in orthopaedic nursing.

What have you learnt and how are you able to apply it to your organisation?
The course touched on orthopaedic conditions, treatment, surgical interventions and the clinical pathways for orthopaedic care management. We studied the roles and responsibilities of orthopaedic-trained/rehabilitation nurses in terms of assessment and learnt about the importance of a care plan in preventing complications and promoting early ambulation. The valuable knowledge and skills learnt have helped to strengthen the standard and quality of orthopaedic care in our hospital. I also hope to improve the nursing care policies and guidelines for management of orthopaedic patients and help my hospital to develop a core orthopaedic nursing programme.

The Programme has widened my scope of knowledge and allowed me to guide my fellow colleagues and patients’ caregivers better.
The Programme gave me great opportunity to expose myself to different hospital settings, cultures, nursing practices and new techniques.

About Myint Zu
Since 2000, Myint Zu has been planning and providing nursing care for patients at St Luke’s Hospital. Besides her nursing and administrative duties, she also assists and guides junior staff to provide the best medical attention for patients.

Why did you choose this course?
As Singapore is experiencing an increasingly ageing population, I wanted to learn how to provide comprehensive and continuous geriatric health services. I chose Nanyang Polytechnic as it has the expertise and quality training programmes that will improve my professional nursing skills.

What have you learnt and how are you able to apply it to your organisation?
The course helped me to understand the problems associated with the pathological nature of individual disease processes and how to provide suitable nursing care at every stage. Among other things, I learnt that a good understanding of the changes that occur in ageing, in the absence of disease, is essential in accurate diagnoses and management of diseases and old age. I hope to share my experience and knowledge from this course with my colleagues by giving in-service talks on issues like Management of Incontinence and Emergency Management for the Elderly. This is so that they too may be able to benefit from the training I received.

MYINT ZU
Staff Nurse
St Luke’s Hospital

Programme
Advanced Diploma in Gerontology

Duration
April to December 2009

Location
Nanyang Polytechnic, Singapore
34 recipients were awarded the Fellowship Scheme (Overseas) in 2009 and 2010. Many were from the nursing and allied health sector who pursued skills advancement in courses such as Dementia Care, Palliative Care and Rehabilitation, in Australia, Hong Kong, Taiwan and the United States.
About Yee Leong
Yee Leong’s work in Assisi Hospice involves managing home care palliative cases, which includes supporting terminally ill patients and their families and conducting bereavement training for nurses. He feels that to be a good Medical Social Worker (MSW), it is important to be able to handle personal emotions and experiences in order to provide the best professional support.

Why did you choose this course?
I chose the course because I wanted to upgrade my skills and also provide better guidance to other MSWs. As Mackay Hospice Palliative Care Centre is one of the biggest hospices in the world, it provides high quality integrated palliative care to cancer patients and others who have similar palliative care needs.

What have you learnt and how are you able to apply it to your organisation?
Regular team meetings, ward rounds, case conferences and art therapy sessions were part and parcel of my learning process. I was given “hands-on” training to handle challenging cases. Lessons on how to journey with patients and their families through different theoretical orientations were also taught. Sharing sessions with other hospice personnel were both engaging and fruitful learning experiences.

Upon my return, I was able to share these lessons and knowledge with my team (MSWs, other staff, interns, volunteers and so on), so that, together, we can provide better integrated support and services to patients and their families. The course also laid the foundation for me to develop a Bereavement Programme, including support groups and bereavement counselling at Assisi Hospice.

I am thankful the Programme has given me the opportunity to improve myself on a personal and professional level. I am now calmer and better equipped to handle challenging cases.
About Serene
In addition to the development and implementation of training programmes in psycho-social care for staff and volunteers at Dover Park Hospice, Serene also provides counselling for patients and their families. Her long-term plans for the hospice include restructuring the system for dealing with grief and loss, incorporating the role of volunteers better and devising a bereavement programme.

Why did you choose this course?
The cultural and demographic similarities between Singapore and Taiwan made it easy to adapt and adopt the hospice’s management practices and policies in our local context. Furthermore, the hospice is well-established and has a systematic approach in psycho-social and bereavement programmes which I can learn from.

What have you learnt and how are you able to apply it to your organisation?
The course gave me a chance to observe and learn from another hospice and its healthcare professionals, to experience their unique way of management and the challenges faced when meeting this aspect of care. The valuable insights gained in the area of inpatient hospice care have helped me review our current workflow and improve pre-death support. Improvements were also made to the bereavement programme and memorial services for families while the involvement of volunteers in bereavement care now involves stringent recruitment and training so as to provide better patient support.

HMDP-ILTC plays a vital role in providing financial aid to support the training of healthcare professionals. This is an important source of funding and I encourage our fellow colleagues to make use of it.

SERENE TAN
Training Officer
Dover Park Hospice

Programme
Attachment to Develop a Bereavement Programme in an Inpatient Hospice

Duration
11 February to 23 February 2010

Locations
Veteran General Hospice (Rong Zhong) – Hospice Unit / Mackay Hospice Palliative Care Centre, Taiwan
About Yew Seng
Yew Seng has been working in Assisi Hospice for more than five years. His passion to serve the terminally ill and their families in an area where care is often wanting and developing hospice services to meet their needs are what keep him in this field of work.

Why did you choose this course?
San Diego Hospice has comprehensive palliative care services, bereavement support and education programmes. In addition, they also have a specialised children’s programme and the largest physician specialty training programme in the United States through its Institute of Palliative Medicine. I also chose the Programme in Palliative Care Education and Practice (PCEP) because it is a well-established course organised by the Harvard Medical School Centre for Palliative Care.

What have you learnt and how are you able to apply it to your organisation?
The course provided an insight into the provision of comprehensive and collaborative palliative care to paediatric patients. I also learnt the day-to-day clinical management of paediatric patients as well as the psycho-social and emotional needs of the patient and their family. Much was gained in terms of understanding the issues, challenges and pitfalls in setting up a children’s hospice. A key learning point is the need to build up paediatric care experience among the different team members in order for the service to work well.

The experience has helped me in the development of the paediatric hospice service which was set up upon my return. Our 2010 training curriculum will also include experiential learning methods and ideas culled from this course. Ideas from the course will be incorporated in the plans for the future hospice design and development.

The Programme gave me opportunities to interact with peers and discover different teaching techniques and benefit from the sharing of experiences in setting up palliative services for the sector.

DR TAN YEW SENG
Medical Director
Assisi Hospice

Programmes
Palliative Care Education and Practice
2009, Clinical Attachment with San Diego Hospice, Study Visits to Paediatric Hospices and Palliative Care Units (George Mark Children’s House, Lucile Packard Children’s Hospital)

Duration
27 April to 5 June 2009
9 November to 18 November 2009

Locations
Harvard Medical School Centre for Palliative Care, Massachusetts / Stanford School of Medicine, San Francisco / San Diego, United States
About Tilda
For more than five years, Tilda has been providing therapy as part of the rehabilitation for the elderly suffering from stroke, heart disease and fractures at St Andrew’s Community Hospital. Therapy programmes are designed to help them regain their functional ability and return to the community. Tilda also provides training for the patients’ caregivers so that they can be properly taken care of once they are discharged. She derives immense satisfaction on seeing her patients progress enough to live safely in their community.

Why did you choose this course?
Hong Kong is a suitable environment as it is culturally similar to Singapore and they too are experiencing an ageing population. Furthermore, Hong Kong Polytechnic University is renowned for their strong research background in the geriatric population and is the only university in Hong Kong that trains qualified physiotherapists serving this community in Hong Kong and China.

What have you learnt and how are you able to apply it to your organisation?
The course provided many research avenues that widened my horizons. I was able to obtain firsthand information on current and updated research in the university and also better understand the concept of evidence-based practice.

I also gained an in-depth understanding of the scientific approach of Traditional Chinese Medicine (TCM) and the use of Taichi in rehabilitation. The incorporation of these traditional tools provides a holistic approach in the treatment of a patient’s illness or injury. I am now able to share my new-found knowledge with fellow colleagues. Some patients who have been given treatment which I have recently learnt have also shown promising results.

HMDP-ILTC has allowed me to fulfil my dream of upgrading myself without financial worries. This has enabled me to fully concentrate on my studies and contribute back to society.
Hundreds of participants from various ILTC institutions benefitted when organisations such as Society for the Physically Disabled, St Andrew’s Community Hospital, The Salvation Army Peacehaven Nursing Home, amongst others hosted visiting experts. Experts came from Singapore and overseas (Australia, Hong Kong, United Kingdom and the United States) and shared their knowledge in fields related to Geriatric Rehabilitation, Neuro Developmental Treatment, Palliative Care and others.
About Wah Tiong
Wah Tiong is a Certified Public Accountant and holds a Graduate Diploma in Social Work from the National University of Singapore. He joined All Saints Home as the Chief Operating Officer in February 2008 and commenced his work as Chief Executive Officer in May 2009. He also sits on the Audit Committee of Care Corner Singapore and is an Advisor of Neighbour Ring Community Services. In his commercial life, he has served as Regional Finance Director of both local and multinational companies. With his background and experience, he would like to make a contribution to the non-profit sector in terms of corporate governance, logistics, strategic planning, re-engineering and long-term sustainability of the non-profit sector.

Why did you attend this symposium?
With my limited knowledge of the nursing home sector, this symposium gave me an opportunity to form a good understanding on the development of nursing home standards in Europe and Singapore.

What have you learnt and how are you able to apply it to your organisation?
The symposium focused on areas such as quality care standards, care delivery models, leadership style and dignity of the elderly and sick. Information provided, specifically on models of care delivery, helped us to review and improve the standards of our quality nursing care.

“...The Programme has provided a good platform for community networking and sharing among various players in the ILTC sector and enables us to share and learn from one another.”

CHAN WAH TIONG
Chief Executive Officer
All Saints Home

Programme
Nursing Home Development Programme

Invited Expert
Dr Heather Mary Linda Mercer,
Head of Research and Development,
Age Concern, England

Duration
15 June to 25 June 2009

Location
The Salvation Army
Peacehaven Nursing Home, Singapore
About Sharon
Wanting to provide a personal touch in the care that she gives is one of the main reasons why Sharon embarked on a career in Occupational Therapy. She has worked in the field for more than five years and numerous people have benefitted from her passionate approach to work. She has also found tremendous satisfaction in applying what she has learnt through the various programmes and seeing her patients recover.

Why did you attend this symposium?
As part of my involvement in SPD Therapy Hub, I was providing Occupational Therapy at the host organisation and serving elderly residents. I wanted to attend the symposium because the topics have great value and relevance to my field of work. I was also curious to find out if there is a difference in the standard of care and the quality of service delivered in Nursing Homes in the United Kingdom, compared to those in Singapore. By attending this symposium, I wanted to evaluate the impact of these differences and gain insights on how to better provide Occupational Therapy services in Nursing Homes here.

What have you learnt and how are you able to apply it to your organisation?
The topics covered included quality assurance and care standards, models of delivery, and so on. By looking at these issues from various perspectives, I have gained a wider perspective on these matters and this has allowed me to relook and improve on these aspects in my clinical practice.

The HMDP-ILTC has given me great motivation and encouragement to improve myself.

*Sharon is also a recipient of the 2010 Fellowship Scheme (Overseas) for a Master of Clinical Rehabilitation, Flinders University, Australia and 2009 Fellowship Scheme (Local) for a course in Neuro Developmental Technique and the Management and Treatment of Adults with Hemiplegia.
About Jenny
Jenny has been a nurse for the past 30 years and has extensive experience, having worked in various hospital settings. She joined the Home Nursing Foundation (HNF) a year ago because of her special interest in working with the elderly. At HNF, Jenny tends to the needs of the elderly sick in their homes, providing medical assistance as well as training to caregivers. Her greatest satisfaction is seeing her patients restored back to health and able to live fulfilling lives.

Why did you attend this symposium?
I chose to attend this symposium because I strive to continually update myself on new practices. The topics covered were very relevant to my field of work as it included those related to the elderly, such as fractures, dementia, stroke and so on. These are cases that I see on a daily basis so I knew it would be beneficial to me.

What have you learnt and how are you able to apply it to your organisation?
Aside from improving my knowledge, I am now able to better instruct caregivers on how to look after their loved ones. This ensures that when I am not around, their rehabilitation and care can continue in an educated and informed manner.
About Sandy
Sandy has worked as an Occupational Therapist at TOUCH Home Care for close to three years. She chose this line of work as she wanted to use her training to benefit frail elderly in gaining the skills needed to lead independent and satisfying lives.

Why did you attend this symposium?
I wanted to keep myself updated on the latest studies done and to expose myself to different intervention strategies used by both medical and healthcare professionals, locally and in the international sphere.

What have you learnt and how are you able to apply it to your organisation?
This symposium has reinforced the importance of meaningful and purposeful activities to achieve functional improvements in my elderly clients. I have learnt to look beyond the physical aspects of eldercare and healthcare rehabilitation, learning that the psychological and behavioural aspects are also equally important. Applying this strategy to my work has enabled me to be more effective in motivating clients as I now understand their issues more comprehensively.

HMDP-ILTC has given me the opportunity to receive up-to-date information on intervention strategies and standards of healthcare delivery locally and internationally, enabling me to better value-add to my organisation’s work and help the community at large.

2010 Fellowship Scheme
(Local and Overseas)

Ang Mo Kio-Thye Hua Kwan Hospital
Ye Tun Thaung, Staff Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Ng Ah Chee, Assistant Director of Nursing (Education)
International Conference on “Chronicity and Disability” at Taipei Medical University, Hospital Visit and Attachment with Veterans General Hospital and Wan Fang Medical Hospital, Taiwan

Assisi Hospice
Grace Sim Pek Hong, Day Care Centre and Rehabilitation Programme Manager
Manual Lymphatic Drainage Therapy (MLD) II & III, Singapore General Hospital-Postgraduate Allied Health Institute, Singapore; Hospital Attachment to Practice MLD and Observe Palliative Rehabilitation Settings, McGill University and Hospitals in Montreal and Victoria, Canada

Bright Vision Hospital
Halimah Sarim, Senior Staff Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Fola Thomas, Senior Physiotherapist
Attachment with Tan Tock Seng Rehabilitation Centre, Singapore

Thomas Lim Min Zhong, Senior Physiotherapist
Attachment with Tan Tock Seng Hospital – Prosthetic Limb Centre, Singapore

Lo Chen Ju, Occupational Therapist
Tan Weiru, Shelby, Physotherapist
Bobath Course, Singapore General Hospital-Postgraduate Allied Health Institute, Singapore

Dover Park Hospice
Pa Pa Tun, Staff Nurse
Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore

HCA Hospice Care
Kahvidah Mayganathan, Assistant Satellite Manager
Siong Meei Jeng, Satellite Manager
Nurses Exchange Programme between HCA Hospice Care and Silver Chain, Australia

Home Nursing Foundation
Kanagarani, Staff Nurse
Clinical Attachment in Case Management Department with Tan Tock Seng Hospital, Singapore

Ren Ci Hospital & Medicare Centre
Dr Kalaimamani d/o Kanagasabai, Senior Consultant/Head
Mak Ngai Khan, Director of Nursing
Role of Community Hospital in an Efficient Integrative Care Model, Shatin Hospital, Hong Kong

Society for the Physically Disabled
Tay Hwee Lin, Principal Occupational Therapist
Observership at Rehabilitation Institute of Chicago, United States

Neha Umang Trivedi, Assistant Manager, Therapy Hub
Clinical Attachment with Repatriation General Hospital, Australia

Shibani Dinesh Kawade, Senior Physiotherapist
Clinical Attachment with Osborne Park Hospital, Australia

Sim Sze Lyn, Sharon, Senior Occupational Therapist
Master of Clinical Rehabilitation, Flinders University, Australia
St Andrew’s Community Hospital
Chai Chew Moey, Staff Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Chua Boon Hui, Joyce, Physiotherapist
Advanced Movement & Analysis and Treatment Skills & Clinical Attachment at Bobath, Scotland

Diong Nguk Sing, Staff Nurse
Feng Yan, Staff Nurse
Fullon Salvacion Gabiota, Staff Nurse
Lew Sow Peng, Staff Nurse
Lim Sioh Run, Staff Nurse
Myat Myat Thwin, Staff Nurse
Saw San Dar Tin, Staff Nurse
Dementia Care (Two-week Attachment), Changi General Hospital, Singapore

Aye Marlar, Staff Nurse
Fernandez Marilou Leopoldo, Staff Nurse
Wound Management Master Class, Silver Chain, Australia

Pang Li Chin, Physiotherapist
Master of Science in Neurological Physiotherapy, Hong Kong Polytechnic University, Hong Kong

St Luke’s Hospital
Dr Chia Tee Hien, Consultant Family Physician
Graduate Diploma in Healthcare Management & Leadership, Singapore Management University-SingHealth, Singapore

Imee Breiz Mendoza, Staff Nurse
Yip Pek Hong, Staff Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Jean Rendom Cabreros, Staff Nurse
Kavitha d/o Sammugan, Staff Nurse
Advanced Diploma in Nursing (Medical-Surgical), Nanyang Polytechnic, Singapore

Laarni Fernandez Asedillo, Staff Nurse
Advanced Diploma in Nursing (Orthopaedic), Nanyang Polytechnic, Singapore

Malathi Maruthasalamoorthy, Staff Nurse
Murriel Arong Tanzo, Staff Nurse
Attachment Programme in Orthopaedic Nursing with National University Hospital, Singapore

Naw Hai Mu Paw, Staff Nurse
Naw Heth Nay Htoo, Staff Nurse
Certificate in Basic Palliative Care Nursing, Dover Park Hospice, Singapore

Nur Musliha Mohsain, Physiotherapist
Constraint Induced Movement Therapy, University of Alabama & Birmingham Hospital (Taub Therapy Clinic), United States

Tai Pei Social Service
Yeo Sok Lin, Adeline, Administrator
Graduate Diploma in Healthcare Management & Leadership, Singapore Management University-SingHealth, Singapore

The Salvation Army
Peacehaven Nursing Home
Thant Naing Win, Registered Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

2009 Fellowship Scheme (Local and Overseas)

Ang Mo Kio-Thye Hua Kwan Hospital
Seah Yuh Tyng, Staff Nurse
Advanced Diploma in Nursing (Orthopaedics), Nanyang Polytechnic, Singapore

Fauziah Bte Rahman, Staff Nurse
Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Chiam Tow Meng, Staff Nurse
Rozita Bte Abu Hassan, Staff Nurse
Advanced Diploma in Nursing (Medical-Surgical), Nanyang Polytechnic, Singapore

Elisa Brillantes Veras, Staff Nurse
Losa, Mary Ann Realubit, Staff Nurse
Clinical Attachment in Neuroscience Nursing with SingHealth Alice Lee Institute of Advanced Nursing, Singapore

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<thead>
<tr>
<th>Name</th>
<th>Role/Position</th>
<th>Details</th>
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<tbody>
<tr>
<td>Deval Devi d/o Karnal Singh</td>
<td>Senior Staff Nurse</td>
<td>Clinical Nursing Attachment in Advanced Nursing Speciality (Orthopaedics) with SingHealth Alice Lee Institute of Advanced Nursing, Singapore</td>
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<td>Thelma Melaya Bautista</td>
<td>Staff Nurse</td>
<td>Clinical Nursing Attachment in Renal Nursing with SingHealth Alice Lee Institute of Advanced Nursing, Singapore</td>
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<td>Ivy Romero Bagundol</td>
<td>Staff Nurse</td>
<td>Clinical Nursing Attachment in Advanced Nursing Speciality (Orthopaedics) with SingHealth Alice Lee Institute of Advanced Nursing, Singapore</td>
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<td>Supnad Jennifer Cabida</td>
<td>Staff Nurse</td>
<td>Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management &amp; Treatment of Adults with Hemiplegia, St Luke's Hospital, Singapore</td>
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<td>Lee Hui Wei</td>
<td>Occupational Therapist</td>
<td>Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management &amp; Treatment of Adults with Hemiplegia, St Luke's Hospital, Singapore</td>
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<td>Xu Tianma</td>
<td>Occupational Therapist</td>
<td>Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management &amp; Treatment of Adults with Hemiplegia, St Luke's Hospital, Singapore</td>
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<td>Assisi Hospice</td>
<td>Lee Gek Lee, Mary, Staff Nurse</td>
<td>Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore</td>
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<td>Leong Hui Ting, Jayne, Medical Social Worker</td>
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<td>Masters in Social Science (Professional Counselling), Executive Counselling and Training Academy, Singapore</td>
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<tr>
<td>Dr Tan Yew Seng</td>
<td>Medical Director</td>
<td>Palliative Care Education and Practice Clinical Attachment with San Diego Hospice, Study Visits to Paediatric Hospices &amp; Palliative Care Units, San Diego Hospice, Harvard Medical School Centre for Palliative Care, Stanford School of Medicine, United States</td>
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<td>Jayachandran Amudha, Staff Nurse</td>
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<td>Zhao Ruihong, Senior Staff Nurse</td>
<td>Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore</td>
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<tr>
<td>Dr Lee Kok Keng</td>
<td>Doctor</td>
<td>Clinical Attachment with Community Geriatrics Programme, United Christian Hospital (UCH), Hong Kong Princess Margaret Hospital (through UCH), Hong Kong</td>
</tr>
<tr>
<td>Betty Elizabeth Kuruvilla, Physiotherapist</td>
<td></td>
<td>Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management &amp; Treatment of Adults with Hemiplegia, St Luke's Hospital, Singapore</td>
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<tr>
<td>Lee Shu Hui, Occupational Therapist</td>
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<td>Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management &amp; Treatment of Adults with Hemiplegia, St Luke's Hospital, Singapore</td>
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<tr>
<td>Dover Park Hospice</td>
<td>Li Xueling, Staff Nurse</td>
<td>Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore</td>
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<td></td>
<td>Pa Pa Tun, Staff Nurse</td>
<td>Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore</td>
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<td>Rahmat Bin Slamat, Staff Nurse</td>
<td>Advanced Diploma in Nursing (Palliative Care), Nanyang Polytechnic, Singapore</td>
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<tr>
<td>Tan Soon Whan, Serene, Training Officer</td>
<td></td>
<td>Development of Bereavement Programme in an Inpatient Hospice, Mackay Hospice Palliative Care Centre &amp; Mackay Memorial Hospital, Taiwan</td>
</tr>
<tr>
<td>Dr Ong Wah Ying</td>
<td>Registrar</td>
<td>Clinical Fellowship in Palliative Care with Southern Adelaide Palliative Services, Australia</td>
</tr>
<tr>
<td>Hougang Care Centre</td>
<td>Mary Ann M. Nollan, Staff Nurse</td>
<td>Advanced Diploma in Nursing (Mental Health), Nanyang Polytechnic, Singapore</td>
</tr>
<tr>
<td>Ju Eng Home for Senior Citizens</td>
<td>Ng Geok Cheng, Nursing Officer</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
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<td>Chua Gim Luan, Staff Nurse</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
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<td>Lim Yock May, Staff Nurse</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
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<tr>
<td>Ling Kwang Home for Senior Citizens</td>
<td>Cho Oo, Staff Nurse</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
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<td>Ng Kek Huay, Staff Nurse</td>
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<td>Chi Xiao Hua, Staff Nurse</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
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<td>Heng Joon Siang, Glady, Nursing Officer</td>
<td>Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore</td>
</tr>
<tr>
<td>Lions Home for the Elders</td>
<td>Lina Yee Sheung Ma, Deputy Executive Director</td>
<td>Study of human becoming theory, research methodologies, teaching &amp; learning and family &amp; community, Discovery International Inc, Pittsburgh, United States</td>
</tr>
</tbody>
</table>
### Levi Tabaco Botuyan, Staff Nurse
Chen Yan, Registered Nurse
Ramalingam Vasanthi, Deputy Nursing Officer
Sison Agnes Mapili, Registered Nurse
Wei Lan, Staff Nurse
  Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

### Moral Therapy Hub
Eriko She Shiyun, Occupational Therapist
Zeng Qizhi, Celis, Physiotherapist
  Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management & Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

### National Kidney Foundation
Wang Junmei, Executive
  Bachelor of Social Work, Singapore Institute of Management, Singapore

Aw Soh Har, Nurse Clinician
Bakkia Mary Madalaimuthu, Nurse Clinician
BerNilles Gerlie Lota, Nurse Clinician
Clara Koh Ee Pin, Nurse Manager
Dai Wen Juan, Senior Staff Nurse
Daw Win Kyi, Senior Staff Nurse
Khoo Lai Fan, Nurse Educator
Koh Lai Sin, Staff Nurse
Lai Siew Fung, Staff Nurse
Liu Jing, Staff Nurse
Sandra Chew Mui Fung, Nurse Manager
Tang Woon Hoe, Senior Nurse Clinician
Teo Mui Chen, Tracy, Nurse Manager
Wong Kin Nen, Nurse Clinician
  Certificate in Diabetes Nurse Educator, Nanyang Polytechnic, Singapore

### Sathya Sai Social Service (Tembusu Rehab Centre)
Lee Whye Fung, Irene, Occupational Therapist
  Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management and Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

### Simei Care Centre
Moh Chu Ngo, Rebecca, Manager
  Attachment to Centre for Psychiatric Rehabilitation & Caregivers Support Programme, Taiwan Alliance for the Mentally Ill & Taipei Life of Heart Association, Taiwan

### Seah Soon Huat, Manager
  Attachment to Successful Social Enterprise Catering to Psychiatric Patients, Mental Health Association of Hong Kong Mentalcare Connect Co. Ltd., Hong Kong

### Singapore Christian Home for the Aged
Emily Lee Choo Saik, Nursing Officer
  Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

### Society for the Aged Sick
Cho Cho Win Myint, Physiotherapist
  Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management and Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

Kyaw Moe Lwin, Staff Nurse
Ma Ghm Yein, Assistant Nurse
Ibrahim Bin Abdul Gan, Senior Staff Nurse
Ng Ah Muay, Staff Nurse
Sukiah Supahat, Staff Nurse
Saw Aye Aye Thant, Enrolled Nurse
Tan Kok Lee, Staff Nurse
Peh Woon Bin, Nursing Officer
  Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

### Society for the Physically Disabled
Maria Jeganathan Suresh, Physiotherapist
Leong Jia Yuen, Mandy, Occupational Therapist
Sim Sze Lyn, Sharon, Occupational Therapist
  Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management and Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

### St Andrew’s Community Hospital
Tan Chee Hai, Staff Nurse
Jaganathan Gangarani, Staff Nurse
Lee Chuen Hui, Staff Nurse
  Advanced Diploma in Nursing (Gerontology), Nanyang Polytechnic, Singapore

Anna Lee Suan Cheow, Occupational Therapist
Lee Soh Luan, Staff Nurse
  Attachment Programme for Dementia Care with Jockey Club Centre for Positive Ageing, Hong Kong

Pang Li Chin, Physiotherapist
  Master of Physiotherapy (Coursework) – Neurological Physiotherapy, University of Melbourne, Australia

Loh Wei Chin, Occupational Therapist
Pang Li Chin, Physiotherapist
Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management and Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

Ong Lay Keng, Staff Nurse
The Spark of Life 10 Day Advanced Practitioner Course, Dementia Care Australia, Australia

St Luke’s Hospital
Lau Cheow Meng, Staff Nurse
Myint Zu, Staff Nurse
Wong Choy Yeen, Staff Nurse
Advanced Diploma in Nursing (Gerontology) with Nanyang Polytechnic, Singapore

Ong Chai Hoon, Staff Nurse
Advanced Diploma in Nursing (Orthopaedic), Nanyang Polytechnic, Singapore

Nurhafizzah Binti Juwaini, Occupational Therapist
Assessment & Treatment in Visual Neglect from Elderly Stroke Survivor, University of Waterloo & Grand River Hospital, Canada

Imee Breiz Mendoza, Staff Nurse
Neo Lay Kheng, Staff Nurse
Attachment in Advanced Nursing Specialty (Orthopaedic) with National University Hospital, Singapore

Tan Siew Ngoh, Jasmine, Staff Nurse
Attachment Programme in Advanced Nursing Specialty (Pain Management) with National University Hospital, Singapore

Dr Chong Tsung Wei, Registrar
Clinical Attachment in a Parkinson’s Disease Management Unit and National Geriatric Research Centre with Kingston Centre and National Ageing Research Institute, Australia

Kung Beng Keng, Physiotherapist
Clinical Attachment in a Rehabilitation Centre with Rehabilitation Institute of Chicago, United States

Wong Vern Tym, Staff Nurse
Clinical Attachment in Advanced Nursing Specialty (Pain Management) with National University Hospital, Singapore

Jacqueline Garduce Garcia, Staff Nurse
Khin Aye Chit, Staff Nurse
Clinical Attachment in Diabetic Care Nursing with Tan Tock Seng Hospital, Singapore

Asnah Binte Ibrahim, Senior Staff Nurse
Clinical Attachment Programme in Infection Control with Gold Coast Hospital, Australia

Tan Lee Ling, Senior Occupational Therapist
Graduate Diploma in Clinical Rehabilitation, Singapore General Hospital-Postgraduate Allied Health Institute, Singapore

Dr Tan Boon Yeow, Medical Director
Graduate Diploma in Healthcare Management & Leadership, Singapore Management University-SingHealth, Singapore

Chew Lay Poh, Rachel, Senior Occupational Therapist
Gurjit Kaur d/o Bikarm Singh, Occupational Therapist
Ho Man Fai, Occupational Therapist
Tham Pui Yan, Occupational Therapist
Neuro Developmental Technique (NDT) Certificate Course, Certificate Course in the Management & Treatment of Adults with Hemiplegia, St Luke’s Hospital, Singapore

Lo Yuk Hing, Staff Nurse
Roselind Tan Cheng, Staff Nurse
Tan Yuh Lin, Staff Nurse
The Spark of Life 10 Day Advanced Practitioner Course, Dementia Care Australia, Australia

St Theresa’s Home
Chia Fook Loi @ Thomas, Assistant Director of Nursing
Tin Tin Hla, Staff Nurse
Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

The Salvation Army
Peacehaven Nursing Home
Toh Ah Hoe, Staff Nurse
Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

Thong Teck Home for Senior Citizens
Goh Siew Lan, Staff Nurse
Asmah Binte Salleh, Staff Nurse
Certificate in Palliative Care Nursing, Dover Park Hospice, Singapore

Tsao Foundation
Dr Ng Wai Chong, Assistant Director (Hua Mei Mobile Clinic)
Fellowship Programme with Visiting Nurse Service Palliative Care Programme, Visiting Nurse Service, New York & Rochester City, United States
## 2010 Visiting Experts Scheme

### Agency for Integrated Care

**Care Integration**
Invited Expert: Professor Dennis Kodner (BA, MSP, PhD [Health Policy and Ageing]), Professor of Medicine and Gerontology, New York College of Osteopathic Medicine, New York Institute of Technology (NYIT), Director NYIT Centre for Gerontology & Geriatrics, Faculty Member, Department of Medicine and Founding Executive Officer of new university-wide centre for ageing with multi-disciplinary academic programmes oriented to faculty, students and community, United States.

### Consultation Visit by Gold Standards Framework Expert

Invited Expert: Professor Keri Thomas (MB.BS MRCGP DRCOG MSC [Palliative Medicine]), National Clinical Lead Palliative Care in the UK National Health Service End-of-Life Care Programme, Lead for the Gold Standards Framework Programme, Clinical Director Community Palliative Care, Pan-Birmingham Palliative Care Network, Senior Clinical Lecturer, Birmingham University, United Kingdom

### Fall Prevention for Older Persons Living in the Community

Invited Expert: Professor Pamela W. Duncan, Interim Chief and Professor, Division of Doctor for Physical Therapy, Professor, Duke University School of Nursing, Senior Fellow, Centre for the Study of Ageing and Human Development, United States

### Society for the Physically Disabled

**Geriatric Care Management & Hip Fracture Rehabilitation**
Invited Expert/s: Associate Professor Craig Whitehead, Regional Clinical Director for Rehabilitation and Aged Care and Tony Hewitt, Director of Physiotherapy, Repatriation General Hospital, Australia

## 2009 Visiting Experts Scheme

### Hougang Care Centre

**Maximising the Role of Caregivers to the Mentally Ill**
Invited Expert: Suzanne Nielsen Andriukatis, Executive Director, National Alliance on Mental Illness of Greater Chicago, United States

### Society for the Physically Disabled

**Geriatric Rehabilitation Symposium – Embracing Changes, Moving Ahead**
Invited Expert/s: Associate Professor Jenny Chung, Hong Kong Polytechnic University, Hong Kong and Catherine Marie Hazzard, Coordinator Instructor with the Neuro-Developmental Treatment Association, United States, and Local Speakers

### St Andrew’s Community Hospital

**Management of Cognitive Impairment in Older Adults**
Invited Expert: Associate Professor Jenny Chung, Hong Kong Polytechnic University, Hong Kong

### St Luke’s Hospital

**Basic Neuro Developmental Treatment**
Invited Expert/s: Catherine Marie Hazzard and Jason Knox, Coordinator Instructors with the Neuro-Developmental Treatment Association, United States

### The Salvation Army

**Peacehaven Nursing Home**

**Nursing Home Development Programme**
Invited Expert: Dr Heather Mary Linda Mercer, Head of Research and Development, Age Concern, England

### Tsao Foundation

**Transforming Practice towards Age-Friendly Healthcare for Older Persons in the Community**
Invited Expert: Dr Harrison Bloom, Director of Clinical Education Consultation Service of the International Longevity Centre, United States