

MEDIA RELEASE

KAPLAN SINGAPORE AND NORTHUMBRIA UNIVERSITY LAUNCH NEW PROGRAMME TO HELP FUTUREPROOF NURSING IN SINGAPORE

Launch comes as Singapore faces increased demand on the Nursing sector from ageing population and ongoing pandemic

Singapore, 29 November 2022 – Kaplan Singapore and its United Kingdom (UK) university partner, Northumbria University¹, Newcastle, have today announced the launch of a new Bachelor of Science Nursing (Top-up) programme, aimed at progressing the career development and prospects of Registered Nurses in Singapore.

2 The new programme is launched against the challenging backdrop of increasing demand for qualified nurses, heightening pressure to meet the needs of an ageing population, and the rising prevalence of chronic diseases in Singapore. It also follows the October announcement by the Ministry of Health which estimates that 24,000 more trained nurses and healthcare staff will be needed by 2030 to meet these demands².

3 Delivered through blended learning, and to support lifelong learning, the programme caters to the needs of current Registered Nurses who can opt to study while continuing to work. This flexibility gives nurses the option to complete their studies in 24 months on a part-time basis. To optimise learning, lessons will be taught by qualified and registered nursing faculty from Northumbria University through face-to-face classes and asynchronous and synchronous-facilitated learning in the form of lectures, seminars, tutorials and workshops.

4 Students who complete the Bachelor of Science Nursing (Top-up) programme will be equipped with specialist knowledge and the skills needed to provide the best possible care and improved outcomes for patients. Graduates will also be well-positioned to play leading roles in the evolving healthcare sector from improving health literacy to positively impacting the community as evidence-based practitioners promoting multi-disciplinary care.

5 The programme has been designed by a team of expert nurse educationalists with subject and pedagogical development experience and expertise. The curriculum is also aligned with the Singapore Nursing Board's Core Competencies for Registered Nurses³ and comprises eight modules designed to enable nurses to meet Singapore's healthcare needs, such as Innovations in Healthcare, Health Promotion, Nursing Older People with Complex Needs and Leading and Developing Practice. (Refer to **Annex A** for the programme structure and modules offered).

¹ Northumbria University has been named UK's Best University of the Year 2022 by the prestigious Time Higher Education (THE) Awards.

² The Straits Times, [24k more nurses, healthcare staff needed by 2030 as S'pore ages](#), 5 Oct 2022.

³ [Singapore Nursing Board Core Competencies for Registered Nurses](#)

6 Commenting on the launch of the programme, **Dr Susie Khoo, President of Kaplan Singapore** said, “We are proud to partner Northumbria University to launch this Nursing degree to help Singapore meet the need for nurses’ continuing professional development and education as we manage the country’s care needs of an ageing population. To meet this challenging demand, it is crucial to empower our nurses to upskill themselves and help ensure that they stay energised about their career prospects, with a clear path for career progression unlocked through education.”

7 “In curating this programme, we have worked closely with the Singapore Nursing Board and our Northumbria University partner to ensure the curriculum brings out best practices from both the UK and Singapore, so that we can meet local healthcare demands with best-in-class nursing practices.”

8 **Dr Jane Murray, Assistant Professor, Northumbria University** added, “Healthcare is a universal need, and we are pleased to be doing our part in helping to educate and develop today’s nurses who will very much define the future of nursing in Singapore. By working together with Kaplan Singapore, we will be able to share best practices from the UK so that our students can benefit from new insights and approaches throughout the duration of the programme. We look forward to meeting our first cohort of students as they embark on this new journey towards the next exciting phase of their careers.”

9 In conjunction with the launch today which was held at Kaplan Singapore’s Campus, a panel discussion which featured industry experts and visionaries was organised to discuss the topic of ‘The Future of Nursing in Singapore’. Participants included Ms K Thanalechimi, President of the NTUC Healthcare Services Employees’ Union, Ms Shirley Tay, Director of Nursing, Mount Alvernia Hospital, Ms Jamie Lim Chuen, Deputy Director (Nursing Service), Tan Tock Seng Hospital, Dr Jane Murray, Assistant Professor at Northumbria University and Dr Susie Khoo, President of Kaplan Singapore. (Refer to **Annex B** for speaker profiles).

10 Application for the programme is now open, with the first cohort commencing their studies in January 2023. An inaugural intake grant worth \$1,500 for the first 50 applications⁴ is also available. Interested applicants can visit <https://nu.kaplan.com.sg/nursing/> to find out more.

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⁴ Terms and conditions apply. Visit www.kaplan.com.sg/student-support-services for details.



About Kaplan Singapore

Kaplan Singapore is part of Kaplan Inc., one of the world's most diverse education providers and is the largest subsidiary of Graham Holdings, formerly The Washington Post Company. To date, Kaplan Singapore has students from over 35 countries and regions, and has served over 85,000 graduates. With over 450 academic programmes for higher learning and professional certification courses available for skills development, Kaplan provides opportunities for individuals to pursue lifelong learning. www.kaplan.com.sg.

Any reference to the term 'Kaplan Singapore' is used to collectively describe the Kaplan entities in Singapore, Kaplan Higher Education Academy and Kaplan Higher Education Institute.

About Northumbria University

Northumbria University is a research-intensive, modern university with a global reputation for academic excellence and was named as the UK University of the Year 2022 in the prestigious Times Higher Education Awards. Northumbria is based in the heart of Newcastle upon Tyne; has campuses in London and Amsterdam and works in partnership with many universities, public and private sector organisations worldwide. Northumbria is ranked in the top 25 in the UK for research power, according to the results of the latest Research Excellence Framework and its nursing programmes are among the best in the country, ranked within the top 20 in The Complete University Guide

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ANNEX A: PROGRAMME STRUCTURE & MODULES OFFERED UNDER THE BACHELOR OF SCIENCE NURSING (TOP-UP) PROGRAMME

A. PROGRAMME DESCRIPTION

The Bachelor of Science Nursing (Top-up) programme is designed for students with a nursing registration and valid practicing certificate issued by the Singapore Nursing Board. The programme is suitable for Registered Nurses wishing to advance their study from a Diploma to a Bachelor's Degree.

Students who complete the Bachelor of Science Nursing (Top-up) programme will be equipped with the skills needed to strengthen the current Nursing workforce in Singapore and boost productivity and efficiency in a sector impacted by a shortage of talent. Graduates will also be well positioned to play leading roles in the evolving healthcare sector from improving health literacy to positively impacting the community as evidence-based practitioners promoting multi-disciplinary care.

B. PROGRAMME DELIVERY

The Bachelor of Science Nursing (Top-up) Degree studies can be completed in 24 months on a part-time basis. It offers a blended learning delivery comprising of face-to-face, asynchronous and synchronous-facilitated learning in the form of lectures, seminars, tutorials and workshops.

C. PROGRAMME MODULES

Research as Evidence for Nursing Practice

This module will support students to develop knowledge about research methods, appraisal and statistics in order to increase confidence as a critical consumer of the research evidence underpinning nursing practice.

Innovations in Healthcare

This module focuses on how nurses as individuals can maximise efficiency and efficacy in patient treatment options, highlighting both high and low-tech innovations as key alternatives in patient care.

Students will explore and critically analyse the contribution made by technology and innovation to screening, diagnosis, treatment and nursing care. The impact these processes have on patients of all ages, families and communities will also be explored.

Teaching and Learning

This module will explore a variety of approaches to support effective teaching, learning and assessment in a professional practice context. With an emphasis on multi professional and interprofessional working, students will develop a detailed understanding of the planning, delivery and evaluation of high quality, inclusive learning opportunities in the practice area.

ANNEX A: PROGRAMME STRUCTURE & MODULES OFFERED UNDER THE BACHELOR OF SCIENCE NURSING (TOP-UP) PROGRAMME (Continued)

C. PROGRAMME MODULES (Continued)

Health Promotion

This module will ensure students gain a comprehensive understanding of how improving health literacy and promotion can positively impact communities by increasing awareness of early detection and screening as well as chronic disease prevention and management in line with Singapore's MOH community health statistics.

Students will also explore multidisciplinary working and service-user involvement for health improvement, and this will include learning techniques used to empower patients and clients to make healthier choices.

Healthcare Law and Ethics

Students will gain comprehensive knowledge of how current Singapore Law and policies impact healthcare and the nursing practice.

They will develop a comprehensive understanding of how unconscious bias can influence decision making. There will be a strong focus on how to resolve ethical dilemmas in practice.

Nursing Older People with Complex Needs

This module focuses on multiple gerontological evidence-based approaches to diseases prevalent in Singapore such as dementia and delirium with emphasis on collaboration and multidisciplinary teamwork aimed at achieving the best outcomes for patients. It is designed to enable students to apply in-classroom knowledge to healthcare settings.

Students will develop knowledge and understanding of the complex needs of older people within the context of health and social care in Singapore. The module will develop knowledge and competence in nursing older people across health and life continua: from living well, acute illness, intermediate care, frailty, ongoing long-term care to end of life, providing understanding of significant issues at transitional points.

Health and Physical Assessment



This module aims to develop practitioners by increasing their ability to assess and manage patients with a wide range of clinical presentations. It will build upon previous experience, knowledge and skills of holistic health and assessment, and will enhance the development of clinical assessment and decision-making.

Leading and Developing Practice

This module focuses on ensuring students understand the importance of a multidisciplinary collaboration and leadership in healthcare, and how it plays a critical role in optimising overall patient wellbeing and managing change.

The module will encourage responsiveness to the clinical demands of an ever-changing local, national and global healthcare landscape and the dynamic needs of people of all ages, families and communities.

ANNEX B: KAPLAN PANEL DISCUSSION ON ‘THE FUTURE OF NURSING IN SINGAPORE’ – PANEL MEMBER PROFILES

SPEAKER	SPEAKER’S BIO
<p>Ms K Thanaletchimi President Healthcare Services Employees’ Union</p> 	<p>Ms. K Thanaletchimi (Ms Thana) is an elected Vice President of the National Trades Union Congress (NTUC) Central Committee, and President of the Healthcare Services Employees’ Union.</p> <p>Concurrently, she chairs the Labour Movement’s Essential Domestic Services Cluster and NTUC Women’s Committee. Representing workers and the Labour Movement, Ms Thana sits in several government agencies, national institutions and tripartite committees, such as the Families for Life Council, IMDA Data Protection Advisory Committee and People’s Association Board. She also serves as the Board Member of NTUC Health and Institute of Technical Education (ITE).</p> <p>A veteran unionist, Ms Thana was a Nominated Member of Parliament from 2016 to 2018, during which she leveraged her extensive union work experience to address the issues and challenges faced by workers in Singapore, with an emphasis on women, family, and healthcare issues. In recognition of her contribution and service to advance the interests and welfare of workers, she received the National Day Award (Public Service Medal) in 2019.</p> <p>Aligned with NTUC’s efforts, Ms Thana continues to champion for workers and plays an integral role in connecting the various Tripartite stakeholders like Ministry of Health, SkillsFuture Singapore and Management Partners from Public Healthcare Clusters together to advocate for training and job redesign so that members could enjoy a fulfilling career in the Healthcare Sector.</p>
<p>Ms Shirley Tay Director of Nursing Mount Alvernia Hospital</p> 	<p>Ms Shirley Tay is part of the Executive Management Team in Mount Alvernia Hospital, a Not-for-Profit private hospital that brings affordable and safe healthcare to patients.</p> <p>Ms Tay has 42 years of nursing experience across private and restructured hospitals, clinical informatics, healthcare quality and management, infection control, operating theatres, ambulatory services and Joint Commission International Standards. She is a member of the Ministry of Health’s (MOH) National Nursing Education Committee that support efforts to provide future-ready nurses with the requisite skills and competencies to meet evolving healthcare needs. She is also a member of MOH’s Acute Hospital Advisory Committee that supports the development of regulatory standards for acute hospitals and related services under the Healthcare Services Act (HCSA).</p> <p>Ms Tay is also a member of Kaplan’s Health & Social Sciences Industry Advisory Board.</p>


ANNEX B: KAPLAN PANEL DISCUSSION ON ‘THE FUTURE OF NURSING IN SINGAPORE’ – PANEL MEMBER PROFILES (Continued)

SPEAKER	SPEAKER’S BIO
<p>Ms Jamie Lim Chuen Deputy Director (Nursing Service) Tan Tock Seng Hospital</p> 	<p>Ms Jamie Lim Chuen started nursing in 1991 and received many awards including the President’s Award for Nurses in 2011, the National Healthcare Group Outstanding Citizenship Award in 2017 and the National Day Commendation Medal in 2019. Ms Lim was also the proud recipient of multiple teaching awards including the Lee Kong Chian Medicine Dean’s Award for Excellence in Teaching (2019).</p> <p>Although Ms Lim divides her time between clinical, education, administration and other portfolios, she derives much joy from education and educational activities. Her deployments to the SARS Intensive Care Unit (ICU) and the National Centre for Infectious Diseases (NCID) Screening Centre during both pandemics epitomised Jamie’s career. During her deployment, she continued to teach and guide her fellow frontline comrades, turning threatening moments to teaching moments.</p> <p>Jamie graduated with a Master of Nursing in 2006 and became the first Advanced Practice Nurse in Tan Tock Seng Hospital. As a firm believer of lifelong learning, she pursued her second Master’s Degree in Health Professionals Education with Massachusetts General Hospital and graduated in 2016.</p>
<p>Dr Susie Khoo President Kaplan Singapore</p> 	<p>Dr Susie Khoo has over 25 years of experience in the private higher education industry. She has held senior academic and operational leadership positions at various institutions.</p> <p>Dr Khoo’s knowledge and practical experience are aligned with Kaplan’s strategic vision to be a student-centred institution that embraces quality, diversity and inclusion. As the President of Kaplan Singapore, Dr Khoo looks forward to enhancing Kaplan’s offering to further the role Kaplan plays in delivering innovative and quality education opportunities for students and aligning the institution’s direction with the nation’s drive on skills mastery to meet the demands of different sectors of the economy.</p> <p>Dr Khoo has a Bachelor’s degree in Politics and Economics as well as a Master’s degree in Applied Economics from the National University of Singapore. Additionally, she also holds a postgraduate qualification in Education from the National Institute of Education in Singapore, a Master of Business Administration from Western Sydney University, and Doctor of Business Administration from University of Newcastle, Australia.</p>

ANNEX B: KAPLAN PANEL DISCUSSION ON ‘THE FUTURE OF NURSING IN SINGAPORE’ – PANEL MEMBER PROFILES (Continued)

SPEAKER	SPEAKER’S BIO
<p>Dr Jane Murray Assistant Professor Northumbria University</p> 	<p>Dr Jane Murray is an Assistant Professor at Northumbria University. She has been a Mental Health Nurse for almost 30 years, specialising in the care of older persons, particularly those with dementia. She has an extensive teaching record both nationally and internationally. Dr Murray is currently leading a preregistration nursing programme at the Shanghai University of Traditional Medicine and a Bachelor of Science Nursing programme at Kaplan in Singapore. She has been an academic since 2008, teaching across undergraduate and postgraduate programmes, as well as supervising PhD students.</p> <p>Dr Murray holds an MSc in Professional and Academic Learning and a Doctor of Philosophy from Northumbria University. Her Doctorate focussed on how professional caregivers communicate with people with dementia. Additionally, she is a registered teacher and has specialist practitioner status (older persons mental health) from the Nursing and Midwifery Council. Dr Murray is a Fellow of the Higher Education Academy and has been appointed to the Royal College of Nursing Older Peoples steering committee.</p> <p>In addition to her international leadership roles, Dr Murray has taught extensively in Malaysia, Borneo and China. This teaching has focused on care of the older person as well as healthcare law and ethics which is also part of her special interest in relation to older people.</p>
<p>[Panel Moderator]</p> <p>Dr Martin Grunert Dean, Academic Services, Kaplan Singapore</p> 	<p>During his time in Singapore, Dr Martin Grünert spent over 10 years in biomedical and translational research with various institutions within the Agency for Science Technology and Research (A*STAR). During his time in research, Dr Grünert pursued his passion for education by teaching as an adjunct lecturer with the University of Western Australia’s undergraduate bioscience programmes. He subsequently held academic leadership positions at private education institutions in Singapore before joining Kaplan Singapore in April 2022.</p> <p>As part of his appointment as Dean, Academic Services at Kaplan Singapore, Dr Grünert oversees the Admissions, Examinations and Lecturer Management units as well as the School of Social and Health Sciences and the School of Engineering and IT. He also is a member of Kaplan Singapore’s Academic Board and the Examination Board.</p> <p>Dr Grünert completed his undergraduate honours degree in Molecular Genetics and Developmental Biology in 2003, and thereafter a PhD in Biomedical Sciences in 2008 - both from the University of Queensland, Australia.</p>

ANNEX B: KAPLAN PANEL DISCUSSION ON ‘THE FUTURE OF NURSING IN SINGAPORE’ – PANEL MEMBER PROFILES (Continued)

SPEAKER	SPEAKER’S BIO
<p>[Presenter]</p> <p>Mr Jaden Allan Assistant Professor, Northumbria University</p> 	<p>Mr Allan has 17 years of lecturing experience, at undergraduate and postgraduate levels. He holds a Master of Science from Northumbria University in Education. Additionally, he holds a post graduate certificate of education and is registered with the UK Nursing and Midwifery Council as a lecturer. He is a registered Nurse in the UK, has a Bachelor of Science in Nursing, and is a Senior Fellow of the Higher Education Academy (Advance HE).</p> <p>Mr Allan joined Northumbria University having spent many years as a registered nurse working in UK NHS hospitals. His experience and responsibilities included a variety of clinical specialities within acute surgical and critical / intensive care. His later role focused on organising a range of health professional student placements, while providing support to students and supervisors / assessors during their clinical rotations in collaboration with Further and Higher Education institutions.</p> <p>Mr Allan’s roles at Northumbria University have included Director of International Development and Recruitment for the faculty of Health and Life Sciences, Director of Programmes, Director of Learning and Teaching, Director of Transnational Education for the department of Nursing, Midwifery and Health. These roles have included responsibility for international curricula writing, validation, revalidation and delivery, quality assurance and assessment monitoring, departmental development (staff and organisational in the UK and global market) and liaising with international partners and Universities to develop a collaborative portfolio of Transnational Education (TNE) and international students, both on campus and globally.</p>

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