

## **FACTSHEET**

### **ENHANCED RETURN-TO-NURSING (RTN) SCHEME**

#### **Overview of RTN Scheme**

The Return-To-Nursing (RTN) scheme was launched in August 2000 by Ministry of Health (MOH) to attract non-practising nurses to return to work in the healthcare sector as part of the overall strategy to grow the pool of nurses needed.

Returning nurses would need to undergo a refresher course to update their nursing skills before they start their employment. The course is specially designed to equip nurses, who have not practised nursing for five years or more, with the knowledge, skills and values necessary to practise competently and safely. It includes the latest nursing practices and advances in healthcare so that the nurse can re-enter the workforce with confidence.

#### **Enhancements to RTN Scheme**

In April 2016, the RTN scheme was enhanced to better attract non-practising local nurses back to work in the growing Community Care sector. Administered by the Agency for Integrated Care (AIC), the enhanced RTN scheme is open to Enrolled nurses (ENs)<sup>1</sup> and Registered Nurses (RNs) who are Singaporeans or Permanent Residents (PRs) who have left the healthcare industry for at least a year.

#### **Funding Support**

Returning nurses undergoing the refresher course will receive higher monthly training allowances – \$1,500 for ENs and \$2,000 for RNs – during this three-month period. Their course fees are co-funded by Singapore Workforce Development Agency (WDA), MOH and their Community Care employers.

For the first time, nurses returning to the Community Care sector will also receive a one-time Community Care Placement Bonus of \$3,000 for ENs and \$5,000 for RNs.

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<sup>1</sup> To be an EN, one must have a NITEC certificate in nursing obtained from the Institute of Technical Education College East. For a RN, a Diploma in Nursing or Health Sciences (Nursing) or a Degree in Nursing is required. ENs who have upgraded their nursing qualifications can also become RNs.

## Format and curriculum

The enhanced RTN scheme continues with the existing place-and-train format. Upon successful employment with the Community Care employers, the returning nurses will undergo a three-month refresher course comprising one-month classroom training and a two-month on-the-job training component.

To better meet the needs of nurses who will be working in the Community Care sector, the refresher course has been enhanced with basic core modules of skills-based clinical training covering the Enhanced Nursing Home Standards care domains. Modules on geriatric and palliative care are also included. MOH worked with the SingHealth Alice Lee Institute of Advance Nursing and the National University Hospital on the curriculum enhancement.

## Response

Since April 2016, 19 nurses have signed up for the enhanced RTN scheme. We will continue our outreach to returning nurses through platforms such as roadshows, networking sessions and referrals from peer networks.

## Summary of the RTN Scheme Enhancements

	Previously	Now
<b>Monthly training allowance (for three months)</b>	\$1,100 per EN and \$1,500 per RN	\$1,500 per EN and \$2,000 per RN
<b>Community Care placement bonus</b>	Not applicable	\$3,000 per EN and \$5,000 per RN
<b>Added Training curriculum</b>		<ul style="list-style-type: none"><li>• Includes six domains of care based on the Enhanced Nursing Home Standards</li><li>• Additional modules for Community Care nurses such as geriatric nursing care and management (e.g. dementia care), end-of-life/ palliative care and chronic diseases (e.g. stroke, diabetes, heart failure, renal failure, etc)</li></ul>