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Health Ministry in Singapore introduces scheme to strengthen career opportunities in nursing

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To encourage nurses to stay and continue to contribute to the public healthcare system



To attract and encourage nurses to build a lifelong career in nursing, the Ministry of Health (MoH) in Singapore will introduce a long-term retention scheme for nurses working in the public healthcare system in September 2024.

Under the **A**ward for **N**urses' **G**race, **E**xcellence and **L**oyalty (ANGEL) scheme, all new and in-service nurses working in the public healthcare institutions (PHIs) can receive a total payout of up to $100,000 over the next 20 years of their career. In total, about 29,000 nurses stand to benefit from the ANGEL scheme. Minister for Health Ong Ye Kung announced this at an event at the National University Hospital recently.

Newly recruited nurses and nurses aged below 46 years old will receive payouts every four to six years, from the time they onboard onto the scheme, with each payout ranging from $20,000 to $30,000 (see the Annex for illustration of ANGEL payout schedule). The majority of nurses serving in public healthcare join the profession at a young age, and will be able to enjoy the full benefits of ANGEL if they stay on to pursue a career in nursing. Foreign nurses who have been in continuous service for at least four years and demonstrate their commitment to Singapore's public healthcare system will also be eligible.

To recognise the contributions of long-serving in-service nurses aged 46 years and above who do not have sufficient career runway to reach the four milestones before retirement age, and encourage them to serve even longer, they will receive a one-off recognition payout of $5,000 to $15,000, depending on their years of service and if they have at least five years in-service. Subsequently, their payouts will be on an accelerated schedule, where they will receive payouts every third year. The maximum payout per nurse is up to $100,000 or when they reach the prevailing retirement age, whichever is sooner. Eligible nurses on post-retirement contracts will also receive the one-off recognition payout if they have at least five years in-service.