



TITLE

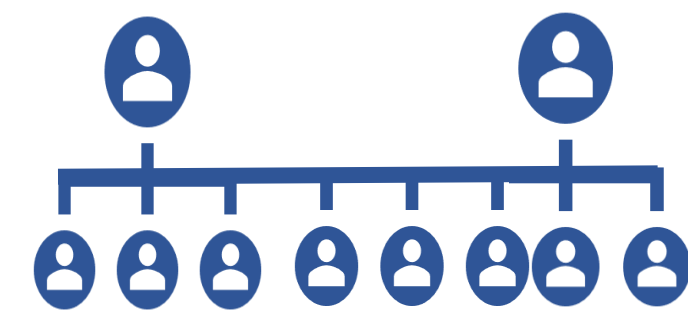
Sustaining a pipeline of new foreign Healthcare Workers during COVID-19 pandemic.

AIM OF ABSTRACT



Maintain a **consistent pipeline** of new **foreign Healthcare Workers (HCWs)** during COVID-19 despite **border restrictions** and **the need for strict compliance** to government travel regulations.

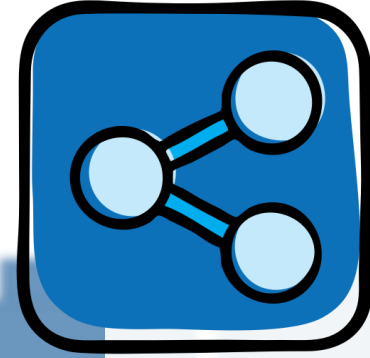
METHODOLOGY



Dedicated Stay Home Notice (SHN) team formed by colleagues from different HR teams. Team members continue to perform their BAU roles.



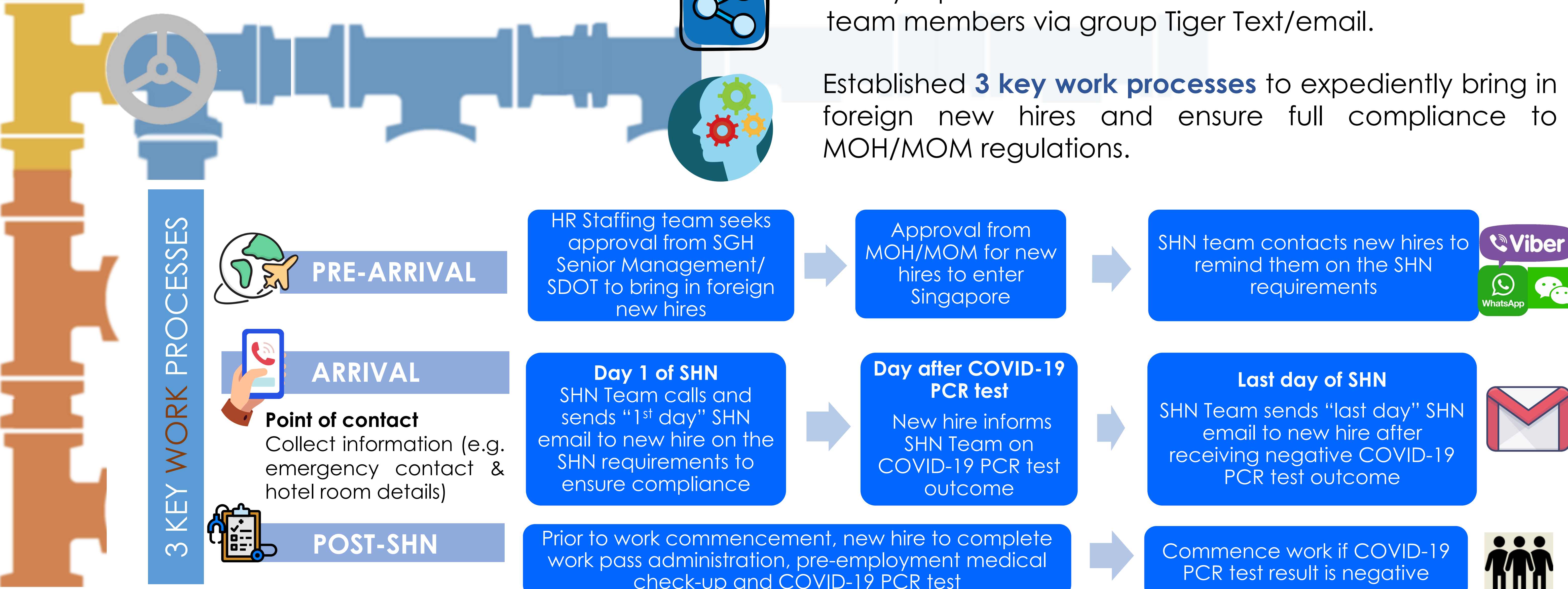
Creation of shared **database** with new hire information for tracking purpose.



Timely update of the **latest travel** advisories to SHN team members via group Tiger Text/email.



Established **3 key work processes** to expediently bring in foreign new hires and ensure full compliance to MOH/MOM regulations.



RESULT

93 Foreign HCWs joined SGH from September 2020 to April 2021

0 Positive case started work

- All foreign hires from overseas to complete SHN with negative for COVID-19
- Undergo pre-employment medical check-up and negative COVID-19 PCR test prior to work commencement
- 1 case tested positive for COVID-19 at pre-employment testing, Immediately isolated and hospitalized for treatment prior to commencement of work

CONCLUSION

Sustaining a pipeline of new foreign HCWs during COVID-19 pandemic was made possible with:



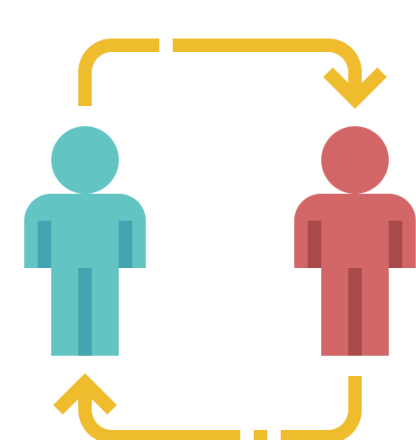
HR Staffing Team

Prompt follow through and good engagement with HOD and foreign HCWs prior to joining SGH.



Collaboration between HR Staffing and SHN team

Great collaborative efforts between the 2 teams. Respective teams are familiar with the required processes based on the established workflow.



SHN Team Members

With members from different HR teams provided the strength in diversity, with each team member playing an important part of the whole process. Good teamwork among SHN team members and a common desire to ensure new hires are well-informed of the SHN requirements & ensuring zero non-compliance.