

**Allocation and Deployment of Scholars** 

## Not In The Driver's Seat But Still In Control (Managing Scholars Allocated by MOHH)

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Management of scholars

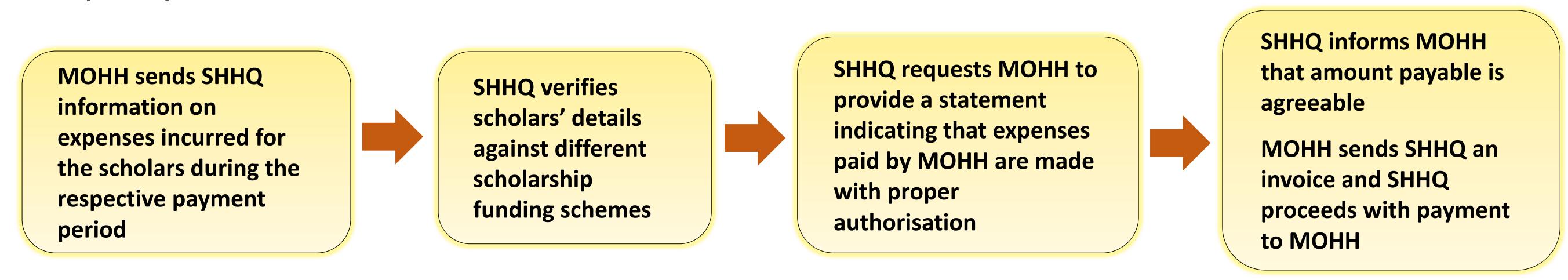
Since 2014, all pre-service Allied Health and Nursing scholars are managed by MOH Holdings (MOHH) centrally. All public healthcare clusters are to cease awarding their own scholarships in the light of central management. Prior to 2014, SingHealth HQ (SHHQ) and institutions\* would award pre-service Allied Health and Nursing scholarships and manage their own scholars. However, these

scholarships will continue to be co-funded between the government (through MOHH) and the clusters.

## **MOHH updates SHHQ on MOHH** conducts scholarship **MOHH informs SHHQ if** scholars' personal details and interviews, selects and allocates scholars have issues that could progress reports. SHHQ the scholars to SHHQ affect their academic updates institutions performance or date of **MOHH** sends scholars-related accordingly graduation information to SHHQ MOHH, SHHQ and institutions jointly engage the scholars while they are studying **SHHQ** creates individual P-files for **MOHH** conducts joint all scholars and creates new records counselling sessions with SHHQ in an internal scholars' database **MOHH transfers scholars' P**and institutions for scholars files to SHHQ nearer the date of graduation **SHHQ** duplicates the P-files SHHQ allocates scholars to and transfers them to institutions whereby the scholars MOHH, SHHQ and institutions institutions are to serve out their service jointly set expectations with commitment upon graduation the scholars and advise them on how to overcome their SHHQ seeks acknowledgement **SHHQ** updates the internal issues from institutions and scholars scholars' database with scholars' service commitment regarding the allocation **MOHH** continues to monitor details scholars' progress and update SHHQ and institutions **SHHQ** introduces institutions to **MOHH, SHHQ and institutions** allocated scholars via email jointly engage and develop SHHQ shares scholars' details with scholars while they serve out \* Institutions refer to any SingHealth institutions allocated institutions their service commitment within the cluster which accept pre-service scholars

## Charging-out and Payment of Scholarship Expenses

MOHH bills SHHQ twice yearly for SHHQ's share of scholarship expenses under the charge-out arrangement. The payment periods are Apr – Sep and Oct – Mar.



## Impact on SingHealth cluster due to Central Management of Scholars

- Standardised practices and joint decision on management of scholars
- Engagement of scholars at national, cluster and institution level
- Multi-party accountability for the management of scholars

It is essential to establish a clearly-defined working relationship between SHHQ and MOHH when there is a centralisation of activities at MOHH. As the investment of scholars involves funding from SHHQ and institutions, it is crucial that movement of documents and monies follows the agreed procedures without compromising SingHealth's governance framework. Communication on scholars' matters among MOHH, SHHQ and institutions is kept open on a timely basis to achieve positive outcomes when managing and developing the scholars.