



**MINISTRY OF HEALTH
SINGAPORE**

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All Licensees under the Healthcare Services Act 2020

CREDENTIAL VERIFICATION REQUIREMENTS FOR HEALTHCARE PROFESSIONALS

This circular reminds all licensees under the Healthcare Services Act 2020 ("HCSA") of the obligations to conduct proper credential verification prior to employing or engaging the services of any medical practitioners, dentists and other healthcare professionals¹.

2 It has come to MOH's attention that some HCSA licensees may not be conducting adequate due diligence to verify that medical practitioners and dentists are registered with the Singapore Medical Council ("SMC") and Singapore Dental Council ("SDC") respectively; and that the practising certificates held are still valid before employing or engaging the practitioners to provide medical or dental services physically or remotely. **This is particularly of concern for licensees employing or engaging the services of locum doctors or dentists.**

3 **All licensees are reminded to ensure proper credential verification processes are in place for all medical practitioners and dentists, including locums, prior to employment or engagement.** For medical practitioner(s) and dentist(s), this includes verifying that they:

- a) are registered with the SMC and SDC respectively; and
- b) possess a valid practising certificate for the period of employment or engagement.

¹ Other registered healthcare professionals

- a) Pharmacists
- b) Nurses
- c) Diagnostic Radiographer
- d) Radiation Therapist
- e) Occupational Therapist
- f) Physiotherapist
- g) Speech-Language Therapist
- h) Optometrists and Opticians

4 For other healthcare professionals such as nurses, pharmacists, and allied health professionals, licensees must similarly verify that they are appropriately registered with their respective professional bodies and hold valid practising certificates or credentials, where applicable. Please refer to Annex A for the MOH hyperlink and QR code to verify the registration status of registered healthcare professionals in Singapore.

5 This verification is a mandatory requirement under the HCSA and its Regulations, as detailed in Annex B. Failure to conduct proper due diligence may be an offence. Licensees found to contravene the requirement may be investigated and face enforcement actions.

6 Licensees are also reminded to comply with all other requirements under the HCSA and its Regulations, including maintaining proper records of all healthcare professionals engaged at their facilities. These records should include relevant documentation such as credential verification checks conducted, employment or engagement agreements, etc.

7 Please disseminate this information to all relevant personnel in your institution, including administrative staff responsible for recruitment and credential verification processes.

8 For any further enquiries regarding credential verification requirements, you may contact MOH at HCSA_Enquiries@moh.gov.sg.

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Annex A

MOH hyperlink and QR code for verification of registration status of registered healthcare professionals in Singapore:

<https://hpp.moh.gov.sg/healthcare-professionals-search/>



Annex B

The following regulations require licensees to ensure proper credential verification for medical practitioners:

Regulation	Text of Regulation
Regulation 9 of the Healthcare Services (Outpatient Medical Service) Regulations	<p>No employment or engagement of unauthorised persons to practise medicine</p> <p>9. A licensee must not employ or engage any person to practise medicine or do any act as a medical practitioner unless the person is a medical practitioner.</p> <p><u>Section 2 of the Healthcare Services Act 2020</u> <i>“medical practitioner” means an individual who is registered under the Medical Registration Act (Cap. 174) as a medical practitioner and holds a valid practising certificate under that Act.</i></p>
Regulation 8 of the Healthcare Services (Outpatient Dental Service) Regulations	<p>No employment or engagement of unauthorised persons to practise dentistry</p> <p>8. A licensee must not employ or engage any person to practise dentistry unless the person is a dentist.</p> <p><u>Section 2 of the Healthcare Services Act 2020</u> <i>“dentist” means an individual who is registered under the Dental Registration Act (Cap. 76) as a registered dentist and holds a valid practising certificate under that Act.</i></p>
Regulation 6 of the Healthcare Services (Acute Hospital Service) Regulations	<p>No employment or engagement of unauthorised persons to practise medicine or dentistry</p> <p>6. A licensee must not employ or engage any person — (a) to practise medicine or do any act as a medical practitioner unless the person is a medical practitioner; or (b) to practise dentistry unless the person is a dentist</p>
Regulation 11 of the Healthcare Services (Ambulatory Surgical Centre Service) Regulations	<p>No employment or engagement of unauthorised persons to practise medicine or dentistry</p> <p>11. A licensee must not employ or engage any person — (a) to practise medicine or do any act as a medical practitioner unless the person is a medical practitioner; or (b) to practise dentistry unless the person is a dentist.</p>
Regulation 6 of the Healthcare Services (Community Hospital Service) Regulations	<p>No employment or engagement of unauthorised persons to practise medicine or dentistry</p> <p>6. A licensee must not employ or engage any person —</p>

Regulation	Text of Regulation
	<p>(a) to practise medicine or do any act as a medical practitioner unless the person is a medical practitioner; or</p> <p>(b) to practise dentistry unless the person is a dentist.</p>
Regulation 11 of the Healthcare Services (Assisted Reproduction Service) Regulations	<p>No employment or engagement of unqualified persons</p> <p>11.— (1) Subject to paragraph (3), a licensee must not permit or deploy any personnel to practise medicine or do any act as a medical practitioner in the provision of the assisted reproduction service unless the personnel —</p> <p>(a) is a medical practitioner registered under section 20(1) or (2) of the Medical Registration Act 1997 as a fully registered medical practitioner and holds a valid practising certificate under that Act;</p> <p>(b) is a medical practitioner registered under section 22 of the Medical Registration Act 1997 as a specialist in obstetrics and gynaecology;</p> <p>(c) has at least 18 months of training in the provision of a relevant assisted reproduction service, during which the medical practitioner is trained in all of the following:</p> <ul style="list-style-type: none"> (i) reproductive endocrinology, particularly in the use of ovulation-inducing agents and hormonal control of the menstrual cycle; (ii) ultrasound-guided oocyte collection techniques; (iii) gynaecological endoscopy; (iv) oocyte and embryo transfer; <p>(d) has at least 6 months of practical hands-on experience under the supervision of an experienced assisted reproduction practitioner, in the provision of a relevant assisted reproduction service;</p> <p>(e) has satisfactorily performed at least 20 oocyte collection procedures and 20 embryo transfers under the supervision of an experienced assisted reproduction practitioner;</p> <p>(f) has attended at least one course or seminar on assisted reproduction; and</p> <p>(g) has been assessed by the Clinical Governance Officer to possess the competencies required to practise medicine or do any act as a medical practitioner without the supervision of an experienced assisted reproduction practitioner.</p>
Regulation 7 of the Healthcare Services (Contingency Care Service) Regulations	<p>No employment or engagement of unauthorised persons to practise medicine</p> <p>7. A licensee must not employ or engage any person to practise medicine or do any act as a medical practitioner unless the person is a medical practitioner.</p>
Regulation 3(1)(c) read with Regulation 4(1) of the Healthcare Services (Collaborative	<p>Requirements for provision of collaborative prescribing service</p> <p>3.— (1) A licensee who intends to provide a collaborative prescribing service must —</p>

Regulation	Text of Regulation
Prescribing Service) Regulations	<p>(c) appoint a medical practitioner-in-charge (CP) in accordance with regulation 4 to carry out the functions mentioned in that regulation and ensure that the medical practitioner-in-charge (CP) carries out those functions</p> <p>Medical practitioner-in-charge (CP)</p> <p>4.— (1) For the purposes of regulation 3(1)(c), the medical practitioner-in-charge (CP) must be an individual who —</p> <ul style="list-style-type: none"> (a) is a medical practitioner and a personnel of the licensee; (b) is the medical director, or a member of the medical board or clinical board, of the licensee; and (c) has not, in the period of 3 years before the medical practitioner's employment or engagement by the licensee, been the subject of any order made by a Disciplinary Tribunal under section 59D (2) or 59E of the Medical Registration Act 1997.