



SINGAPORE NURSING BOARD

Fitness to Practise Advisory for Nurses and Midwives

- 1) The SNB Code for Nurses and Midwives sets out the professional conduct, ethical values and practice standards that every nurse and midwife in Singapore commits to act upon and uphold. Therefore, Nurses and Midwives are responsible and accountable to Self, People, and the Profession for maintaining their competence, continually pursuing personal and professional development, ensuring their fitness to practise and holding a valid license to practise. They are responsible for their own health, safety and well-being (Principle 9 of *Code for Nurses and Midwives*).
- 2) SNB regulates nurses' and midwives' on-going fitness to practise to ascertain whether they can continue to practise and to hold or renew their Practising Certificates (PC).
- 3) During their nursing/ midwifery practice, the following circumstances may affect their fitness to practise:
 - a) Health and medical conditions, e.g. physical limitations, mental well-being, reduced cognitive ability; impacting their capacity and ability to process information, make decisions and to carry out their nursing/ midwifery roles effectively;
 - b) Concerns regarding conduct and character, including past or current criminal convictions and investigations into alleged offences;
 - c) Maintenance of required and expected competencies to perform the roles of a nurse/ midwife.
- 4) To ensure that nurses and midwives continue to perform patient/ client care activities in a safe and effective manner, they should assess their own abilities in these 4 key areas:
 - (a) **Mental-Cognitive ability** (including interpersonal-communication ability and behavioural stability) to:
 - (i) understand and respond to verbal communications accurately, appropriately and in a timely manner
 - (ii) provide safe care to patients/clients, while ensuring personal safety
 - (iii) demonstrate emotional-behavioural stability to function under stress and pressure, when providing nursing care to patients. Able to control the expression of own personal emotions
 - (iv) maintain a sufficient level of concentration to complete tasks in a safe and reasonable time frame
 - (v) recall relevant information
 - (vi) demonstrate the ability to perform arithmetic calculations
 - (vii) demonstrate sound clinical judgment and ethical decision-making
 - (b) **Physical ability to:**
 - (i) move around in the clinical environment, walk, stand, bend, squat, kneel, reach, lift, climb, push and pull, carry objects, use both arms
 - (ii) perform patient transfers
 - (iii) operate and carry instruments, materials, equipment independently
 - (iv) perform the necessary sequences of hand-eye coordination to carry out clinical procedures
 - (v) have the physical stamina to complete clinical shifts of up to 8 hours, including rotating shifts

(c) Auditory ability to hear:

- (i) detect faint body sounds (e.g. blood pressure / heart / bowel / lung sounds using a stethoscope)
- (ii) different types of auditory alarms and alerts (e.g. patient monitors, call bells, infusion pumps)
- (iii) hear and understand normal speaking level sounds in both quiet and noisy environments (e.g. person-to-person report, patient conversations, team communications)

(d) Visual ability to:

- (i) detect changes in physical appearance, colour and contour
 - (ii) read medication/drug labels, markings on syringes, manometers, printed and written documents, coloured digital readings on medical/clinical devices and electronic health records accurately
 - (iii) assess and describe colour, consistency and volume of bodily discharge and fluids
- 5) Upon discovery of circumstances that may impact fitness to practise, nurses and midwives should manage their own physical and mental health effectively and seek help timely. They should notify their employers of changes or fluctuations in physical and mental health as necessary and discuss ways to mitigate risks during practice. They should also make relevant declarations when they apply for the renewal of their Practising Certificates.
- 6) Employers may need to notify SNB if there are concerns related to the nurse's or midwife's fitness to practise. (please refer to "Notification of Nurses' and Midwives' Fitness to Practise" available on SNB's website).

As at 20 June 2025