ADMINISTRATIVE POLICY

NUHS Residency Resident Eligibility & Selection

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Description of Content/Change:

- ☑ New Document
- ☑ Major Content Change
- ☑ Minor Content Change
- ☑ Non-content Change
- ☑ Deletions Only

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Applicability:

- ☑ NUHS Corporate Office
- ☑ NUH
- ☑ NUS – SoM/FoD (Executive & Professional Employees Only)

1.0 Objectives

1.1 To set out a framework governing the eligibility and selection of residents.

2.0 Scope

2.1 Policy applies to all applicants applying for the NUHS Residency Programs.

3.0 Resident's Eligibility

3.1 Applicants are firstly selected based on qualifications that meet or exceed the standards as stipulated by MOH Holdings (MOHH) Pte Ltd.

3.2 Applicants must also qualify for licensure or exemption for licensure under the Singapore Medical Council (SMC) requirements.

3.3 Overseas graduates must have obtained the medical qualifications from the accredited schools listed in Annex A.

4.0 Selection of Residents

4.1 MOHH administers the National Resident Matching Program (NRMP) which serves as an independent party to match candidates’ and Sponsoring Institutions’ (SI) preferences.
4.2 NUHS participates in the NRMP as a SI. All participating programs and specialties can be found on the MOHH physician website, http://www.physician.mohh.com.sg/residency/.

4.3 NUHS Residency will not discriminate applicants with regards to gender, race, age, religion, colour, national origin, disability, or any other applicable legally protected status. As such, applicants are encouraged to disclose any impairment(s) so that any provisions required are made aware to support the prospective applicant’s throughout his/her postgraduate training. Applicants also will be assured that any disclosure is handled with confidentiality and with prior consent from the applicants.

4.4 NUHS Residency Programs will evaluate each applicant on the basis of his/her preparedness, ability, aptitude, academic credentials, communication skills, and qualities that meet the NUHS TRICE values, i.e. Teamwork, Respect, Integrity, Compassion and Excellence.

5.0 Process

5.1 Calls for applicants to apply for Residency Program are announced on the MOHH physician website.

5.2 Applicants are to submit their interview portfolio together with the application to MOHH. Composition of the Interview Portfolio comprises:
   a) Personal Particulars (Photograph, contact info, etc)
   b) Academic History
   c) Elective Postings Completed (if applicable)
   d) Clinical Rotations Completed
   e) List of Successfully Completed Post Graduate Examination(s)
   f) List of Extra Curricular Activities/Awards/Accomplishments
   g) Referee List
   h) Specialty Choices (Personal Statement)

5.3 After the portfolio submission, the applicants go through a national interview panel conducted by MOHH. The Program Directors (PD) and/or Faculty are part of the panel of interviewers. The national panel determines the number of eligible applicants for each program based on the national criteria and needs.

5.4 NUHS conducts an annual Open House, followed by Tea Sessions between July and January. These sessions provide the opportunities for applicants to interact with the PDs, faculty members and residents. The applicants are encouraged to register with the program(s) that interest them via the NUHS Residency website.

5.5 After the Open House and Tea sessions, both the NUHS PDs and the applicants will submit their rankings via the NRMP system administered by MOHH when the exercise is called. The algorithm was designed to be impartial to both hospitals/healthcare institutions and the applicants. The applicants will be appointed based on their preferences within the MOH stipulated positions of the SI during the matching exercise. Both the SI as well as applicants will rank their preferences. A match is then made through the NRMP.
5.6 The matching results will be announced by MOHH in first quarter of the new calendar year (January – March) for House Officer/Medical Officer (HOMO) applicants and in early second quarter (April – June) for graduating medical students.

5.7 Once the results are released, programs will contact the new incoming residents for signing of the NUHS Residency training contract, and the required NUH Corporate Orientation and Program Orientation.

Annex A – List of Registrable Postgraduate Degrees

List of Registrable Postgraduate Medical