

Count On Me



What is the SMART Programme?

- The SingHealth Nursing Student Mentoring And ReTention (SMART) Programme helps new nurses ease into their role by placing them under the guidance of senior nurses.

- Mentors and mentees meet regularly, where mentees can ask questions, share ideas and get advice on career development.

- The programme takes place across various SingHealth institutions, and is open to SingHealth-sponsored students.

Muhammad Izzulwan

Being a mentor has helped me grow in so many ways. The SMART Programme has helped strengthen my communication skills and expand the scope of my skills through my interaction with mentees. The programme is the first of its kind as formal nursing mentoring programmes are uncommon. It's been an amazing experience so far, and I believe it will make me a better leader!

The SMART programme is a great opportunity not just for mentees, but mentors too. Senior nurses get the chance to develop themselves by imparting useful advice and nursing skills through mentoring. We get to exchange ideas for improvement with our mentees, help them out, and ultimately, play a part in helping the next generation of nurses to grow and progress.

Never be afraid to ask questions when in doubt, be it with your mentor, supervisor or superior. This will help you clarify and guide your decisions for our patients. This also means that seniors are role models for the juniors. Through the programme, I've learnt to be more aware of how I present myself, be it in the way I manage patients or how I communicate with the doctors and the patients' family.

"I'm here for you every step of the way and believe you will excel in your nursing journey. Thank you, Peter!"

Peter Ng

No man is an island, especially in nursing. I joined SingHealth's SMART programme because it's great to have someone in the same hospital to talk to (other than the staff we work with on a day-to-day basis). It really helps to have an encouraging mentor at the start of your nursing career to guide you along!

I made a mid-career switch from shipping to nursing. I first applied to be a nurse 12 years ago but was unsuccessful. Recently, I discovered the Workforce Skills Qualification (WSQ) Professional Conversion Programme (PCP), which is designed for mid-career switchers like me. I was so happy to be finally accepted into a nursing course! Many people could not understand my decision to give up a well-paying job to join nursing, but I have always wanted a meaningful career. Converting to nursing wasn't easy, which is why having a mentor helps.

As long as you keep an open mind, you never stop learning. Completing the SMART programme has challenged my perceptions on nursing and made me rethink how I want to specialise after I become a staff nurse. This programme has helped me see possibilities I would not have considered otherwise, so it has definitely been fruitful!

"I'm committed to becoming the best nurse I can be, thanks to your encouragement and guidance. Thank you, Abang!"

Muhammad Izzulwan Bin Ahmad Salleh
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SMART Programme
Mentor



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