RecruitFirst

# SALARY TRENDS & MARKET INTELLIGENCE

Insights to determine your value in the Healthcare sector

# CHANGE IS HERE TO STAY

It's been 2 years since the first wave of COVID-19 hit Singapore's shores. Through lockdowns, travel restrictions, and vaccination rollouts, the country has adapted to the ever-changing situation and understood that what we once thought would come to pass is here to stay for the long run.

While COVID-19 has impacted almost every aspect of our lives, it has undeniably left an indelible mark on the healthcare industry. Coupled with Singapore's newest Healthier SG plans to cater to an ageing population, the industry has undergone and is expected to continue seeing a change in terms of hiring practices and diversification of healthcare-roles.

Having brought to the forefront the importance of healthcare workers, the pandemic has emphasized the hard work and risk that these professionals put themselves in. As the world works towards new ways to combat the virus, it has become evident that healthcare is an industry that will always be in demand.

Contrasted with other industries that were forced to come to a standstill when the pandemic struck, many people are turning towards healthcare-related jobs because of an increased passion and realisation of its importance, as well as an understanding that **the industry is not limited to just doctors and nurses, it also includes a whole host of ancillary and allied health professionals such as pharmacists, phlebotomists, therapists etc, that are as instrumental to a country's healthcare system.**

## DEMAND THROUGH HEALTHIER SG

In tandem with this observation is Singapore's newly introduced Healthier SG plan, which aims to cater to the health needs of an ageing population. With the idea of focusing on preventive care and promoting better health on a community level, it also has plans for better and more infrastructure, as well as increased support for healthcare professionals. All in all, this will lead to the increase in demand for gerontology specialists as well as project planning professionals who are able to apply a variety of analytical, organisational, and design skills to put these new initiatives in place.

## NEW FORMS OF HEALTHCARE

Other emerging forms of healthcare, such as telemedicine, are also becoming more prominent in Singapore, and the relevant professionals in IT infrastructure, marketing, and data analytics will be required as well. With these emerging functions, companies will benefit from staying on top of trends, applying new technologies to their work where possible to stay relevant. Companies can also consider increasing their brand awareness by providing online educational resources that shed light on various healthcare topics. These serve as a good way to inform the public about the best healthcare practices while promoting the company's various services.

# CONTRACT ROLES

## IN THE HEALTHCARE SECTOR

The recent few years have also seen the rise in freelance and contract roles, which employers prefer nowadays, given the need for flexibility and to fulfill ever-changing requirements. While full-time positions are traditionally preferred, contract roles offer the opportunity for exploration and could be a helpful stepping stone towards new opportunities. Job seekers are encouraged to keep an open mind if offered contract roles, as they could provide experience and valuable connections to further one's career goals.

# IN-DEMAND ROLES

## IN THE HEALTHCARE SECTOR

Operations executives

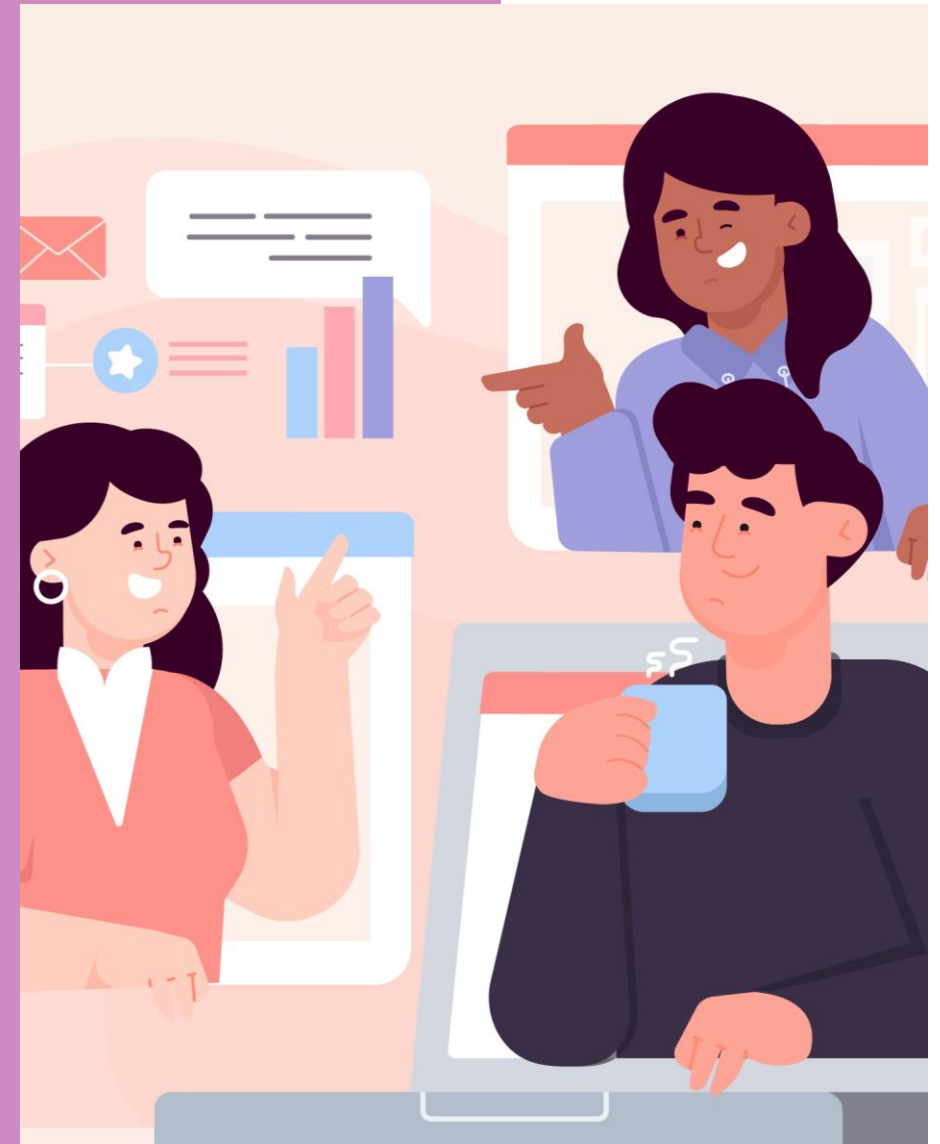Allied healthcare professionals: Pharmacists, physiotherapists, radiographers

Patient Service Associates

Call centre staff

Nurses

Phlebotomists

# CAREER CONSIDERATIONS

## OF HEALTHCARE PROFESSIONALS

Competitive remuneration and benefits package that includes family care leave, COVID-19 Healthcare Award special bonuses

Commemoration of special appreciation days, such as Nurses Day

Additional perks and benefits such as gyms and childcare services on premise

Location of work

Remote work arrangements and flexible working hours

# WORK WITH A RECRUITER

There is a wealth of information out there, as are there plenty of choices for the job seeker, and it can be hard to sift through it all in order to find the right career and organization to join.

The past few years have taught us to embrace change, and we must continue to do so in order to advance the career ladder. It's important to leverage the knowledge of thought leaders, headhunters and prominent figures in the Human Resource field to keep updated on the latest trends and hottest job openings.

# SALARY GUIDE

| JOB TITLE | EDUCATION QUALIFICATION REQUIREMENTS | YEARS OF INDUSTRY EXPERIENCE | SALARY (SGD) |
|---|---|---|---|
| Healthcare Assistant/Porters | PSLE | 1-2 years | $1,300 - $1,800 |
| Senior/Patient Service Associate | GCE N/O-Level to Diploma | 1-2 years | $1,600 - $2,400 |
| General Administrative Roles (Corporate, Operational – Admin & Ancillary) | GCE N/O-Level to Diploma | 1-3 years | $1,600 - $2,400 |
| Senior Level General Administrative Roles (Corporate, Operational – Admin & Ancillary) | GCE N/O-Level to Diploma | 4 years and above | $2,400 - $3,500 |
| Executive (Corporate, Admin & Ancillary Vacancies) | Degree | 1-5 years | $3,000 - $4,500 |
| Senior Executive (Corporate, Admin & Ancillary Vacancies) | Degree | 5 years and above | $4,000 - $5,000 |

# SALARY GUIDE

| JOB TITLE | EDUCATION QUALIFICATION REQUIREMENTS | YEARS OF INDUSTRY EXPERIENCE | SALARY (SGD) |
|---|---|---|---|
| Assistant Manager (Corporate, Admin & Ancillary Vacancies) | Degree | 5 years and above | $5,000 - $5,500 |
| Social Work Assistant | GCE A-Level, NITEC/Higher NITEC/Diploma | 1-2 years | $1,700 - $2,500 |
| Medical Social Worker | Degree | 1-2 years | $3,300 - $4,200 |
| Therapy Assistant | NITEC/Higher NITEC/Diploma | 1-2 years | $2,000 - $2,400 |
| Pharmacy Assistant/Technician | Diploma | 1-2 years | $2,200 - $2,400 |
| Pharmacists, Medical Lab Technologists | Degree | 1-2 years | $3,300 - $4,200 |

# MEET OUR TEAM

### JANET ONG

Business Leader

janet.ong@recruitfirst.co

### LEE JING LING

Executive Senior
Consultant

leejingling@recruitfirst.co

### HO SHU TING

Senior Consultant

shuting@recruitfirst.co

# GET IN TOUCH WITH US

**JANET ONG**
Business Leader

✉ janet.ong@recruitfirst.co

📱 +65 9008 0589

SCAN TO SAVE JANET'S
CONTACT INFO TO YOUR PHONE

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