

MOHHoldings

MOH Holdings Pte Ltd (Reg No: 198702955E)

TITLE:

Pre-employment Grant (PEG)

EFFECTIVE DATE:

29 July 2010

REVISION DATE:

20 June 2011

PAGES: 4

OBJECTIVE

1. This policy provides guidelines on the eligibility, scope and application procedures of the Pre-employment Grant.

POLICY

2. This policy applies to all applicants of the Pre-employment Grant.
3. This Grant will be available for a period of 3 years commencing August 2010. Any extension of this Grant will be reviewed at a later date.
4. MOH Holdings reserves the rights to make amendments to this policy.
5. Eligibility
 - 5.1 Applicants must be Singapore Citizens and currently enrolled in medical schools recognised by the Singapore Medical Council (www.smc.gov.sg).
 - 5.2 Please note that students who are already in their last year of study are not eligible, as the policy is not to reimburse retrospectively. The Grant is only for remaining year(s) of studies.

Applicants must be:
4-year programme: Students going on to 3rd or 4th year;
5-year programme: Students going on to 4th or 5th year;
6-year programme: Students going on to 5th or 6th year.
6. Terms of the Pre-employment Grant
 - 6.1 The Grant covers up to 60% of the annual tuition fees remaining, up to a maximum of \$80,000.
 - (a) Students going into their final year of study will be eligible for the grant for only one year capped at \$40,000.
 - (b) Students with at least two years of study remaining will be eligible for a grant of up to \$80,000.
 - 6.2 The Grant will not provide for living expenses.
 - 6.3 Students who have not completed their medical electives (as prescribed by their school curriculum) must pursue these medical electives in Singapore with one of the public healthcare institutions for a minimum of 4 weeks.

MOHH will reimburse return airfare for the purpose of the elective according to the following terms:

 - (i) Most direct, economical route to Singapore.
 - (ii) For any stopovers for personal cause, the student has to bear the cost of the additional stopovers.
 - (iii) Travel by any international air carrier which provides a safe flight and offers a competitive airfare rate.

6.4 Return airfare will only be reimbursed for 1 elective period only.

7. Service Bond

7.1 Students who undertake the Pre-employment Grant must sign a bond to be employed with MOH Holdings for the following duration:

- (i) Students receiving the grant for one year will serve a bond of three years.
- (ii) Students receiving the grant for two years will serve a bond of four years.

7.2 The service bond will include the one-year Housemanship if it is served locally, but exclude the time spent in Housemanship for those who serve it overseas (See [Table 1](#)). Grant recipients are strongly encouraged to undertake their Housemanship in Singapore.

Table 1: Pre-employment Grant Bond Length Parameters

Bond Length after Housemanship	1-Year Grant (up to \$40,000)	2-Years Grant (up to \$80,000)
Singapore Housemanship	2 years	3 years
Overseas Housemanship	3 years	4 years

7.3 The service bond will start upon commencement of work with MOH Holdings.

7.4 Where Grant recipients are granted no-pay leave or are pursuing full-time training outside MOH Holdings while serving the bond, MOHH will suspend the existing bond until they return to work.

7.5 Grant recipients who fail to complete the course of study or fulfil the terms of the bond will have to pay liquidated damages as specified in the agreement.

PROCEDURE

8. Applications

8.1 Applications must be made online at www.physician.mohh.com.sg/PEG before the stipulated closing dates.

8.2 Late applications and hardcopy applications will not be accepted

8.3 PDF copies of the following documents are required for the application:

- (a) 'O' Level Certificate
- (b) 'A' Level Certificate (or equivalent)
- (c) University Transcripts (for applicants on graduate entry course)
- (d) MBBS results up to the most recent year of study
- (e) Awards (if applicable)
- (f) Passport sized photograph not more than 2MB

8.4 Applicants are required to appoint 2 Sureties. The nominees will need to fulfill the following criteria in order to qualify as a Surety:

- (a) Singapore citizen or Singapore Permanent Resident;
- (b) Above 21 years old and below 62 years of age;
- (c) Gainfully employed and not a bankrupt;

- (d) Not been a party to another existing Scholarship / Bursary / Study Loan Agreement; and is residing permanently in Singapore

9. Selection Criteria and Interviews

- 9.1 The selection will be based on a set of criteria that includes, among other factors, the applicant's grades.
- 9.2 All applicants are required to attend an oral interview.
- 9.3 Interviews will be conducted over designated periods in major cities in the United Kingdom, Ireland, Australia and New Zealand.
 - (a) For the United Kingdom and Ireland, applications will open for 4 weeks in August around the start of the academic year. Interviews will be conducted in September.
 - (b) For Australia and New Zealand, applications will open for 4 weeks in January around the start of the academic year. Interviews will be conducted in March.
- 9.3 Applicants studying in the countries not mentioned are advised to write to pre.employment.grant@mohh.com.sg for special arrangements to be made.
- 9.4 Expenses incurred to attend the interviews will be borne by the applicant.
- 9.5 The decision made by the panel of interviewers is final.

10. Signing of the Pre-employment Grant Agreement

For Applicants

- 10.1 Applicants and their appointed Sureties are advised to study the agreement prior to accepting the Grant. A sample copy will be provided to all applicants for reference.
- 10.2 It is required that the agreement be signed in the presence of an MOH Holdings staff or its delegate.
- 10.3 Successful applicants will be notified within 24 hours of the interview and must endeavour to sign the agreement as soon as possible from the time of notification.
- 10.4 Subject to MOH Holdings' agreement, the grant recipient may be allowed to sign the agreement at a later date if he/she can make arrangements at his/her own cost to sign the deed with MOH Holdings within 4 weeks of the offer, failing which the offer will lapse automatically.

For Sureties

- 10.5 Sureties will be contacted by MOH Holdings regarding the signing of the agreement after the interview exercise has completed.
- 10.6 Sureties must make arrangements to sign the agreement in person at MOH Holdings' office within 10 working days from the date of first contact.
- 10.7 If the agreement is not sealed by the mentioned timelines, the offer of the Grant will be considered void and null.

11. Reimbursement of Tuition Fees

- 11.1 Reimbursements will only be made after the agreement is sealed.
- 11.2 Original receipts/invoices are required for reimbursement of tuition fees.

11.3 Grant holders will be advised on the reimbursement of the fees in due course.

ENQUIRY

12. For enquiries, please write to: pre.employment.grant@mohh.com.sg