

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PLAQUE OF COMMENDATION (STAR)**

### **Urban Redevelopment Authority**

*Nominated by the National Trades Union Congress. Supported by the Singapore Urban Redevelopment Authority Workers' Union.*

The Urban Redevelopment Authority (URA) and the Singapore Urban Redevelopment Authority Workers' Union (SURAWU) have collaborated to enhance workers' wages and benefits, aligning with national recommendations such as the National Wages Council's proposals for lower-wage workers, and addressing employees' evolving needs.

In November 2021, URA and SURAWU signed an agreement to form a Company Training Committee. URA HR, in collaboration with various business groups, developed a customised competency framework for every employee. This framework outlines the skills and knowledge required for specific roles, enabling staff to meet job expectations and advance in their careers. SURAWU played a crucial role in developing this framework by providing valuable feedback during the development phase, ensuring it accurately reflected workforce needs. This initiative is opportune, given the upcoming changes in retirement and re-employment ages to 64 and 69, respectively. With SURAWU's support, URA aims to ensure staff remain competent and adaptable, facilitating career longevity in an evolving work landscape. Through joint efforts in upskilling and reskilling, URA and SURAWU are preparing staff to be digitally ready and equipped for future challenges.

Following the Public Service Division's lead, URA has significantly improved healthcare benefits by increasing the per-visit cap for outpatient visits to private clinics by 150 per cent, aligning with market practices. This enhancement better meets employees' medical needs and reduces out-of-pocket expenses. Additionally, the annual limit for dental visits has been doubled.

SURAWU and URA reviewed the rental rates for URA's recreation facilities in 2024 to ensure they remain accessible and affordable. URA is also seeking SURAWU's input on health screening provisions which are set to roll out in 2025, aiming to provide comprehensive screenings for a broader range of staff.

URA and SURAWU have successfully implemented progressive workplace practices, resulting in initiatives that benefit employees, enhance workplace flexibility and promote age-inclusive policies. The Skills Enhancement Subsidy, which offers one-off sponsorships for courses, stackable with SkillsFuture Credits and other subsidies, was extended to staff aged 40 and above in 2021.

URA has also collaborated with SURAWU to implement and refine flexible work arrangement policies, including remote work options and flexible hours, significantly improving work-life balance and job satisfaction among staff.

URA has actively supported SURAWU's member recruitment drives during new joiners' orientations and lunchtime recruitment booths. The signing of the new Collective Agreement in June 2022 expanded SURAWU's potential collective representation group by over 10 per cent. URA has also supported SURAWU's efforts to strengthen its union leadership and has given strong support to the union's leadership renewal over the years.