

"thisweek

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Special Announcement

A new Union Health Promotion Grant will be targetted at older workers. Look out for the full story in our next issue.

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A Collective Voice

Two new Chapters open to bring Professionals, Managers and Executives from different industries into the Labour Movement fold.

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Desire To Serve

Being a Servant Leader: Unionists share their thoughts on the subject matter.

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HAZY DAYS

The Labour Movement Family is doing more than just making sure smoke doesn't get in your eyes. Find out their plans inside.





Lifting Haze Worries

The Labour Movement family is springing into action with initiatives to prepare workers for the likelihood of severe haze conditions.

By **Nicholas Lee**

More than being a union to fight for workers' rights, the Labour Movement (LM) also cares for the well-being of its members too.

Learning from the experience of the 2013 haze situation, the LM has this time around taken pre-emptive actions to prepare and protect workers for the worst. Unions such as the National Taxi Association (NTA) distributed masks to taxi drivers recently (see story on page 5) while NTUC's Social Enterprises such as NTUC Health's SilverACE Senior Activity Centres have several measures to protect its elderly clients.

BEING PREPARED

From procuring N95 masks and eye-drop solutions to implementing safety measures within the workplace, the unions and Social Enterprises have all areas covered.

NTUC Assistant Secretary-General (ASG) and Director of Workplace Safety and Health Secretariat Yeo Guat Kwang noted that the haze situation could worsen.

"The Labour Movement is concerned for the safety and health of our workers in the workplace.

"It is the responsibility of the employers under the Workplace Safety & Health Act to take measures to safeguard our workers from exposure to haze," he added.

“ We would like to urge employers to constantly monitor the haze situation, adhere to the Ministry of Manpower's guidelines, and to follow the good practices highlighted in this report to protect our workers.”

*NTUC Assistant Secretary-General
Yeo Guat Kwang.*

Unions' Safeguard Measures

Several unions are already rolling out measures to ensure health risks are minimised for workers should the haze levels go up.

By **Ramesh Subbaraman** and **Nicholas Lee**

Building Construction And Timber Industries Employees' Union (BATU)

- ✓ BATU communicates the Haze Advisories by MOM to our management partners and requests them to constantly monitor the health of their workers.
- ✓ Works with our union leaders on the ground to provide feedback on the haze situation, especially from the workers' point of view in terms of their ability to continue working and impact on health.
- ✓ BATU takes the lead in distributing masks to some of our workers and encourage our unionised companies to do so for their workers.
- ✓ Stop-work orders: Not possible in the context of certain industries under BATU, such as cleaning services which are considered essential services.



“BATU has learnt much from last year's haze situation to be in a better position in terms of working with our management partners to ensure some protection for workers' health while at the same time maintaining the key essential services.”

BATU Executive Secretary Zainal Sapari

Chemical Industries Employees Union (CIEU)

- ✓ If the haze worsens: Companies will check if employees face respiratory problems. They will also set up air purifiers, make adjustments to deployment, and provide extra rest period.
- ✓ A stop-work order: This differs from company to company. If the haze persistently hits hazardous level, CIEU will work with the companies to assess a need for a stop-work order.

“Companies under CIEU refer to the Tripartite Guidelines For Employers On Protecting Employees From The Effects Of Haze and the Guidelines For The Protection Of Employees Against The Effects Of Haze At Workplaces. Companies are also advised to have a ready stock of N95 masks.”

CIEU Executive Secretary James Tan



SIA Engineering Company Engineers and Executives Union (SEEU)

- ✓ The union has worked with its management partners to stock up on N95 masks, eye-drop solutions and goggles.
- ✓ Guidelines on haze situation and severity levels from Changi Airport Group (CAG) and the National Environment Agency (NEA) have also been shared with workers.

“The union urges all our members to follow the guidelines as provided by CAG and NEA while carrying out daily routines. Employers can help by introducing risk-mitigating measures such as redeploying susceptible employees to indoor duties, scheduling sufficient indoor breaks for workers performing outdoor work or even restricting outdoor work.”

SEEU General Secretary Ong Hwee Liang

Union of Security Employees (USE)

- ✓ Send out alert and notifications to all branches on haze levels.
- ✓ Arrange for procurement of N95 masks from NTUC FairPrice.

“When the haze hit last year, USE sent out notifications to all our branches to update them on the necessary procedures to protect our security officers. This year, we will continue to stay vigilant and send out the notifications as and when the need arises. In addition to this, we will also look at other things we can do, including arranging procurement of masks from FairPrice should the need arise.”

USE Executive Secretary Steve Tan



Social Enterprises On Guard

NTUC's Social Enterprises are stocking up on measures to protect customers from the unhealthy effects of the haze. We find out their plans.

By **Nicholas Lee**



NTUC Health's Unity Pharmacies

- ✓ Stocks of N95 masks, inhalers and eye-drops readily available at outlets across Singapore.
- ✓ Pharmacists on standby to provide customers with advice.

“Unity pharmacies have sufficient stock of N95 face masks and are ready to quickly replenish the face masks at our 55 outlets whenever the stock runs low. In addition, we have also stocked up on other haze-related items such as eye drops, inhalers and medication to relieve throat irritation. Apart from products, our pharmacists are also on standby to help customers with advice on any haze-related health queries they may have.”

Mr Andy Wan, Director Wholesale and Housebrand, Unity Pharmacy.



NTUC First Campus

If the 24-hour PSI reading is less than 100:

- ✓ Outdoor activities still take place but children with respiratory problems will be closely monitored and tracked.
- ✓ Portable air-conditioners and air purifiers may be used, especially for those with respiratory problems.

If the reading is above 100:

- ✓ Reduce physical exercises and strenuous outdoor activities.
- ✓ Children with respiratory ailments should not take part in physical exertion and outdoor activity.
- ✓ Monitor the health situation of the children closely. Should any child fall sick, inform the parents and seek medical attention immediately.
- ✓ Appropriate circulars regarding relating health measures will be disseminated to parents.

NTUC Health's SilverAce Senior Activity Centres

- ✓ Each Senior Activity Centre (SAC) has two or more Air Purifiers.
- ✓ Sufficient masks for staff and seniors with respiratory problems.
- ✓ Work closely with grassroots to distribute face masks to residents, especially seniors.



NTUC Club's Wild Wild Wet Water Theme Park

- ✓ Water quality check done three times daily.
- ✓ Medical personnel on standby to attend to guests who are unwell.

“Safety has always been a top priority for Wild Wild Wet throughout the year... As we have done in the past, we may close Wild Wild Wet temporarily should the haze situation worsen. Guests are reminded to double check our Facebook (www.facebook.com/wildwildwet) for any park closures due to the haze before making a trip down.”

Mr R Pillay, Deputy Director, Integrated Water Park Resort, NTUC Club





NTA Advisor Ang Hin Kee helping to distribute the masks to taxi drivers.

Masking Up

NTA goes down to the ground to help taxi drivers gear up with protective measures against the haze if it returns.

By **Nicholas Lee**

Members of the National Taxi Association's (NTA) Executive Committee headed down to Changi Airport's three terminals on 18 September 2014 together with NTA Advisor and NTUC Assistant Secretary-General (ASG) Ang Hin Kee to distribute N95 masks to taxi drivers.

With the Pollutant Standards Index (PSI) crossing the unhealthy range (between 101 and 200) over two days, NTA decided to activate its Executive Committee members to pack and distribute 1,000 kits containing one N95 mask, two surgical masks, and a small bottle of eye-drop solution to taxi drivers waiting at Changi Airport. ASG Ang shared that this was the same action which it took last year.

"If it (PSI level) persists for a prolonged period of about two days, we will activate and test out our system to make sure that everyone knows what to do, and our stock of masks are available," said ASG Ang.

BEING PREPARED

Besides handing out the masks, ASG Ang added that the taxi drivers will be reminded of what to do when the haze situation worsens.

"It is not just the act of giving them the masks, we also remind them to take the necessary precaution of putting on masks, using the eye-drops and stopping to rest if they get tired," he added.

NTA Vice-President Harry Ng said that the union learnt from their experience in 2013 and is taking action earlier this time around so that everyone is ready for the haze should it become worse.

✓ Tips To Combat The Haze

A quick guide by Ivan Ng from NTUC Health's Unity Pharmacy on how to stay healthy and safe on hazy days.



1 WATCH THE PSI

Take note of the 24-hour Pollutant Standard Index (PSI) that now incorporates Particulate Matter 2.5. This will allow you to gauge the potential health effects from the haze and also the corresponding preventive measures to be taken. The PSI can be found on the NEA website www.nea.gov.sg.

2 VULNERABLE GROUPS BE CAREFUL

Vulnerable groups of individuals such as the elderly, pregnant women and children are advised to minimise (do as little as possible) prolonged or strenuous outdoor physical exertion when the PSI is in the unhealthy range (101-200). Patients with chronic heart and lung conditions or stroke patients are advised to avoid the mentioned activities.

3 STOCK UP ON ESSENTIALS

Alleviate the symptoms associated with the haze such as irritation of the eyes, which can be relieved by using saline washes, and nasal symptoms, which can be remedied by taking oral anti-histamines.

4 EAT WELL AND DRINK LOTS

Continue to maintain a well-balanced diet and drink plenty of water. Where possible, exercise for a healthier lifestyle. Opt for indoor exercises when the PSI is in the unhealthy range. When indoors, utilise air purifiers or air-conditioners as they have built-in filtration systems to filter the air of small particles. Do remember to keep the windows closed at the same time. If prolonged outdoor exposure is unavoidable under 'very unhealthy' (vulnerable group of individuals) or 'hazardous' (healthy person) range, use of N95 mask is recommended. However, if there is any discomfort experienced during use of mask, please discontinue use and remain indoors.

5 HAVE A BREAK

For individuals who are working outdoors for extended periods of time during the 'unhealthy' range of PSI, they should take appropriate break periods to rest indoors.

Snapshots

A quick round up of what went on in and around the Labour Movement recently.

By **NTUC This Week Team**

Tasty Treat

In line with the nationwide Teachers' Day celebrations in September, the Education Services Union (ESU) lined up a series of initiatives to thank Singapore's 36,500 private education workers for their unwavering passion towards their job.

Rounding up the celebrations, some 200 ESU members working in private education institutions were treated to breakfast on 22 September 2014 at the McDonalds at Bugis+.

The delicious gesture certainly warmed the members' hearts. Through these efforts, ESU wants to thank the private education workers for their contributions as they nurture Singapore's next generation.



MEMBER'S CORNER

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Tune In

It was not an ordinary day for nEbO Music champion Farah Erfina on 6 September 2014 as she organised the very first nEbO Music Workshop at Costa Sands Resort (Sentosa). This workshop attracted nine youths including other nEbO Music champions Waii Hoong and Hui Lu.

From tutorials on body movement to song composition and vocal training tips, the participants not only brought home valuable skills and knowledge but also fostered bonds among themselves.

The body movement class by the training head of Temasek Polytechnic Dance CCA Hanif was particularly interesting as it helped participants discover how their body should react to different types of songs when performing on stage.

The song composition class conducted by Timbre Music Academy music instructor Luthfi was another highlight as it imparted the important elements of composing a song that can grab attention.



SPECIAL ANNOUNCEMENT

Health Booster

NTUC's U Live Department and the Health Promotion Board (HPB) have come together to develop the Union Health Promotion Grant for unions. The quantum of the grant is \$300,000 per year.

All NTUC-affiliated unions and associations can apply for the grant. Each union can apply for one grant of varying values at any given time to support health promotion programmes in one of four key health areas. They are chronic disease (early detection and management), obesity management (nutrition and physical activity), mental well-being and smoking cessation.

Look out for the full story in our upcoming NTUC This Week issue.

Widening The Reach

A new PME Chapter greets professionals in the marine and offshore industry, including a dedicated website to serve their needs.

By **Florina Oo**



Keeping in tandem with the growing number of Professionals, Managers and Executives (PMEs) in the shipbuilding industry, the Shipbuilding and Marine Engineering Employees' Union (SMEEU) has taken the initiative to launch the 'Professional Chapter for Marine & Offshore' at the Devan Nair Institute for

Employment and Employability on 11 September 2014.

A new website (www.smeeupmo.sg/) will also engage PME in the industry on a virtual platform and provide information on the Labour Movement's 4Ps framework of Protection, Progression, Placement and Privileges.

COHESIVE COLLABORATION

In conjunction with the launch, SMEEU also signed a Memorandum of Understanding (MOU) with the Marine Offshore Oil and Gas Association (MOOGAS) and the Commercial Diving Association of Singapore (CDAS) respectively.

The signing of the MOU will pave the way for SMEEU, MOOGAS and CDAS to work closely to reach out to PMEs in the areas of membership promotion, training and productivity matters.

SMEEU President Tommy Goh welcomed the signing as a "giant step together in doing good, doing better and doing more for the employees".

CDAS Chairman Abdul Malik also expressed his optimism on the collaboration, adding that it will enhance the accreditation of commercial divers as well as maintain and upgrade the safety standards of commercial diving.

Together, SMEEU and CDAS are working on a Place-and-Train programme to recruit new commercial divers besides upskilling existing divers.



The founding members of the USE PME Chapter: (From left) Mr Selvakumar Panneerselvam, Ms Lorraine Lim, Ms Tho Chooi Nee, Mr Gary Haris.

New Chapter

The Union of Security Employees (USE) launches its PME Chapter to be the collective voice for professionals in the industry.

By **Nicholas Lee**

In her speech, Ms Lim shared: "PME Chapter hopes to engage our community via a continuous series of dialogues and professional engagements."

"As a Chapter, we hope to play a role in conveying the PMEs' feedback and aspirations to the union, who can then respond with new and improved policies," said Ms Lim.

The idea of setting up the PME Chapter in the union was mooted by USE's current Industrial Relations Consultant Nakalingam Silva in 2013.

Find out more about the Chapter through their Facebook page: www.facebook.com/usepmechapter.

Some 60 management partners of USE came together with the union on 22 September 2014 for a Union-Management Dialogue, followed by the launch of the USE PME Chapter.

The Chapter is chaired by Ms Lorraine Lim, Director of Force-One Security Pte Ltd (pictured, second from left) with three other PME members in her team.

A VITAL ROLE

The Chapter will act as an advocate for PMEs working in the security industry in fields such as Operations, Human Resource, Finance, Administration, and Sales and Marketing.

NTUC THIS WEEK

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ANDROID



Serving, Leading

Unionists learn and discover the true meaning of Servant Leadership at a recent conference.

By **Florina Oo**

NTUC Secretary-General (SG) Lim Swee Say encourages all to learn more about Servant Leadership.

Desire To Serve

Turning the pages of *A Heart to Serve – Servant Leadership in the Labour Movement*, you will find that the 16 unionists have much to share about how they go above and beyond to serve the needs of their peers and members. *NTUC This Week* highlights memorable quotes from these exceptional union personalities in a two-part series.

Quotes Extracted From *A Heart to Serve – Servant Leadership in the Labour Movement*, an Ong Teng Cheong Labour Leadership Institute publication.



“When I lead, I see myself as a counsellor, mentor and guide, always focussed on producing a result. I think leadership as about servanthood, not lordship. I enjoy serving the union.”

*K. Thanalechimi
Healthcare Services
Employees' Union (HSEU),
President*



“In the early days, there were lots of hard times. The company didn't look after the welfare of workers. When I saw how the management dealt with workers, I felt upset. I knew that if I didn't come up and serve, things would never change.”

*Ong Kung Yong
Food, Drinks and Allied
Workers Union (FDAWU),
Former Senior Vice
President*

Some 450 participants from various unions and the Labour Movement communities gathered at NTUC Centre on 18 September 2014 for the inaugural Labour Movement Servant Leadership Conference.

Organised by the Ong Teng Cheong Labour Leadership Institute, the full day conference saw six renowned overseas and local speakers sharing on the importance of servant leadership, its key practices and how to become one.

Delivering the opening address, NTUC Secretary-General (SG) Lim Swee Say also called for more union leaders to come forward and serve the Labour Movement.

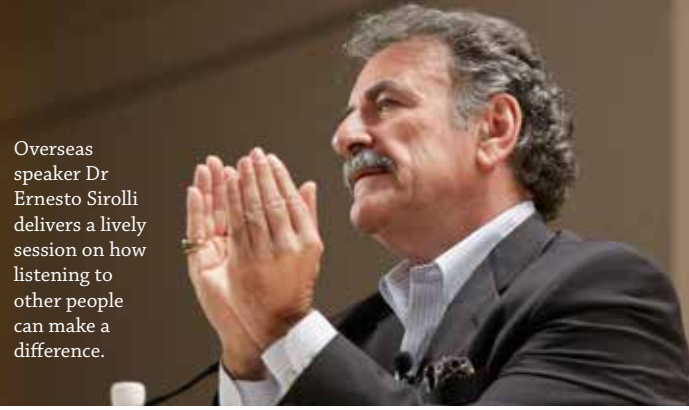
WALK THE TALK

In conjunction with the Labour Movement Servant Leadership Conference, a publication aptly titled *A Heart to Serve – Servant Leadership in the Labour Movement* was also launched.

The book contains personal experiences from 16 union leaders as they recounted heart-warming incidents and trying moments from their union journey. We feature four in this issue.



Participants enjoy some of the light-hearted stories at the full day conference.



Overseas speaker Dr Ernesto Sirolli delivers a lively session on how listening to other people can make a difference.



QUICK LOOK

WHAT IS SERVANT LEADERSHIP?

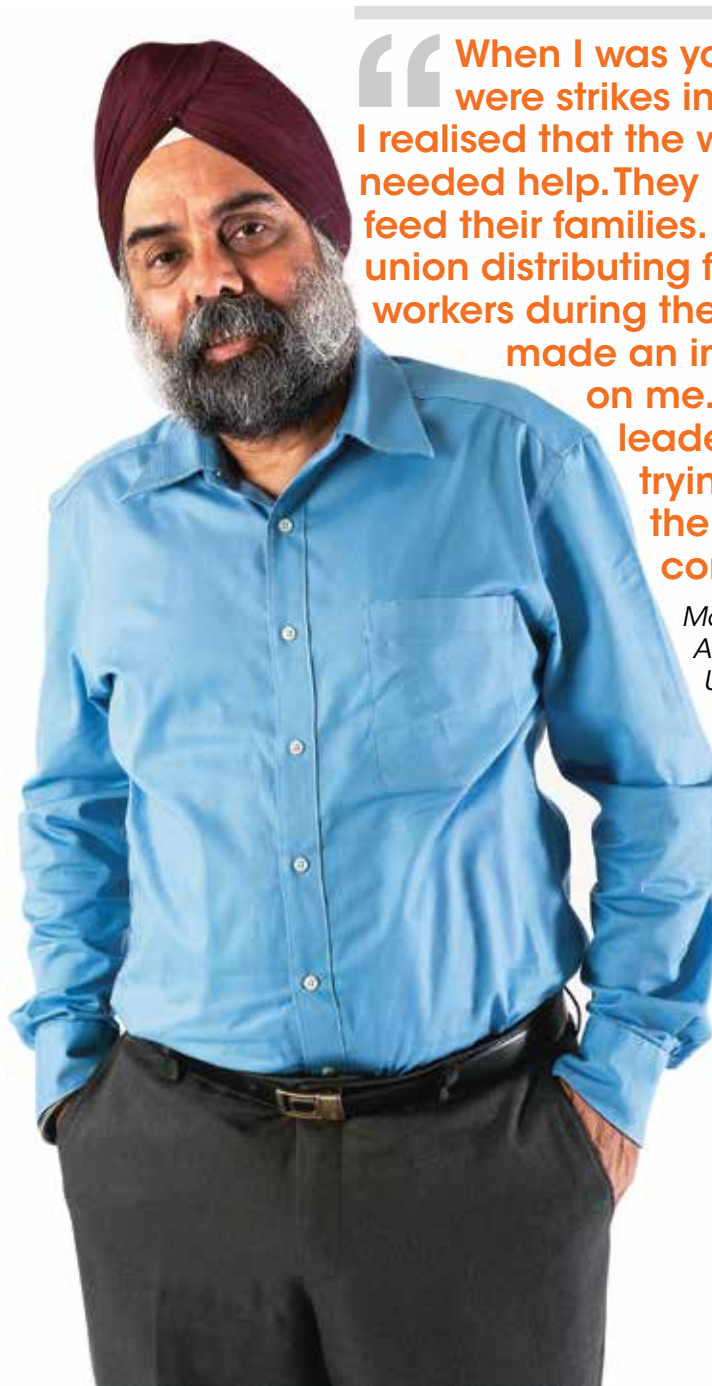
The phrase 'servant leadership' was coined by Robert K. Greenleaf in an essay titled *The Servant as Leader* that was first published in 1970.

Servant leadership is defined as: "It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead."



“ You must have a passion to serve. Union leadership is not about self-interest, it is about serving the people.”

Wong Weng Ong Shipbuilding and Marine Engineering Employees' Union (SMEEU), Former President



“ When I was young, there were strikes in the 60s. I realised that the workers needed help. They needed to feed their families. I saw the union distributing food to the workers during the strikes. That made an impression on me. Union leaders were trying to improve the working conditions.”

Manjet Singh Amalgamated Union of Statutory Board Employees (AUSBE), Assistant Secretary-General

Gotong Royong

The NTUC Care and Share Committee brightens elderly residents' day with essential items and entertainment.

By **Nicholas Lee**

Besides representing the workers at the workplace, unions do make the effort to give back to the society. This was the case when the NTUC Care and Share Committee members gathered at the Lee Ah Mooi Old Age Home to bring smiles to the faces of the residents.

The annual *Gotong Royong* (communal helping of one another) event saw unionists from the Committee coming together to do a community service project to bring cheer to the underprivileged in the society.

SPREADING CHEER

NTUC Assistant Secretary-General (ASG) and NTUC Care & Share Department Director Zainal Sapari shared: "Many of the elderly residents have either been abandoned by family members or are destitute without a home. We hope that the little gesture that we did today will put a smile on their faces."

Essential items such as waterproof pillows, medicated oil and plasters, and towels were donated to each of the 110 residents of the home.

"... We try to create a home away from home for them. But we cannot do it on our own. We also need organisations and individuals to come in and help us, so we are very grateful that NTUC Care and Share Committee has come forward to aid us," said Mr Then Kim Yuan, an Administrator at the Home.



Care and Share Committee members and volunteers interacting with the residents.



ASG Zainal helping a resident design an SG50 card.



Songs and dance to entertain the elderly residents.

Unions do their part too

Two other unions have also been giving back to society, with help from the NTUC U Care Caring • Sharing • Reaching out (U Care CSR) Co-Funding Scheme.



SIASU members helping the CPAS beneficiaries.

SIASU BOWLS WITH THE PHYSICALLY CHALLENGED:

Singapore Airlines Staff Union (SIASU) recently organised a bowling challenge to bring cheer to those at the Cerebral Palsy Alliance Singapore (CPAS).

It was the first time for some of the beneficiaries at a bowling alley. Putting their disabilities aside, they did their best to score for the team.

The quiet bowling alley on a weekday morning was instantly filled with laughter and high-fives as the beneficiaries took their turn on the lanes.

SBEU BREAKS FAST WITH THE UNDERPRIVILEGED:

During the Ramadan (Muslim Fasting month) period, Singapore Bank Employees' Union (SBEU) together with the Arab Association of Singapore organised a break fast dinner during the Ramadan (Muslim fasting month) period for 300 beneficiaries from various voluntary welfare organisations, including elderly homes and orphanages.

SBEU's Honorary Treasurer Michael Lim shared that this was the sixth time the union had been supporting the project. What started with a small donation six years ago has blossomed into a simple memorable dinner for the union and the beneficiaries.



Beneficiaries receiving gifts from the union and the association.

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The Savvy Leader

In this regular column, *NTUC This Week* steps back in time to catch up with pioneer unionists as they recount their compelling experiences.

By **Naseema Banu Maideen**

Starting union work from the days of Radio Television Singapore, Mr K Govindasamy is still very attached to Singapore Union of Broadcasting Employees (SUBE) today. He is now employed as an Administrator by the union, where he shares his wealth of experience with the younger leaders.

NTUCtw: Why did you choose to become a union leader?

Mr K Govindasamy: My passion is to help people as far as I can. Whenever I handle cases, I will go all out to

make sure it's a win-win situation, not a win-lose because a win-lose situation will cause souring of relationships.

What were the high points for you as a union leader?

Many years ago, employees were asked to standby in the office and they were not given the number of hours they were standing by. The supervisor said: "This is just a standby... since you are not working, we are not going to pay you." So, the union took this up; during that period the branch chairman of that unit was Mr Ang Wah Lai, who is now the President Emeritus. We met management to discuss this and this turned out to be a 'ding dong' battle. And even after many rounds, nothing materialised. Subsequently, it came to the ears of then

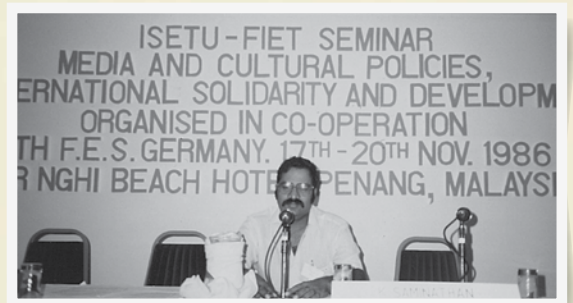
NTUC Secretary-General Brother Ong Teng Cheong and he intervened. A win-win solution was sorted out and our employees were paid fairly.

What were some challenges you had as a unionist?

Making rational decisions is one key challenge. When there are talks about pay cuts, as union leaders, we must be rational. We have to find out if management is making money. If they are not making money and we are going to ask them for whatever is due to us, then we are knocking our heads against the concrete wall. So, we will hurt ourselves because by doing that, management will pay the wages but will insist that to manage costs, they will have to cut manpower. This will affect jobs, so we will have to find solutions that keep our workers in employment.



Mr K Govindasamy: A trip down memory lane through past photographs.



Name: K Govindasamy
Age: 69
Occupation: Administrator and grandfather to 2 grandsons
Union: Singapore Union of Broadcasting Employees (SUBE)
Accolades: Pingat Bakti Masyarakat (Public Service Medal) and Pingat Bakti Setia (The Long Service Award)

This Week In History



PERJUANGAN

Monthly Journal of the National Trades Union Congress, Singapore.

incorporating
the Afro-Asian
Labour Bulletin

M.C. (P) 9/1/77

20 Cents

NTUC This Week turns 50 this year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC*. *Perjuangan* means struggle in Malay, and the title captured the spirit of the times.

From our 3 January 2014 issue onwards, *NTUC This Week* will pull out excerpts of main stories from past issues, starting with the very first until the present. This week, we look at August and September 1978.

By **Marcus Lin**

Productivity Rationale by Dr. Goh



August 1978: Expatriate managements have complete mastery of productivity policies and techniques. They also accept that the prime responsibility of increasing productivity does not rest with the worker but with management – this observation and appreciation was acknowledged by then Deputy Prime Minister Dr Goh

Keng Swee in his address at the workshop seminar on Merit and Demerit Schemes on 21 July 1978.

ABSURD NOTION

On the other hand, Dr Goh said some local executives believe that increasing productivity is merely a matter of getting the worker to work harder.

Quote

“We have no choice but to work as hard if we want to preserve our standards of living. There is no easy way out for us and it is the responsibility of both trade unions and employers to meet this challenge head-on.”

This absurd notion could have arisen because those who hold these views and express them in productivity seminars are not production engineers but personnel managers sent to attend such conferences.

Dr Goh concluded this after visiting many factories and attending many productivity seminars. He recalled every expatriate factory he visited briefed him on details of training programmes to upgrade workers’ skills and motivate them for better performance;

management programmes for improvements in material flows, inventory controls, plant layout, machinery, method of supervision and information feedback.

MANAGEMENT RESPONSIBILITY

Stressing that productivity is the responsibility of the entire management and not a function left solely to the personnel manager, he added: “Since many firms send their personnel managers to such productivity conferences, it may be a good idea if they ensure that these executives are thoroughly versed in the subject.

“If necessary, they should be sent to formal courses on the subject for my trade union colleagues complain that personnel managers sometimes talk as if they do not know what the subject is about.”

ADDRESS TO THE NATIONAL DAY OBSERVANCE CEREMONY 1978 BY THE SILO BRANCH OF PHILIPS TOA PAYOH, AND MANAGEMENT OF PHILIPS SINGAPORE PTE. LTD., BY C V DEVAN NAIR, SECRETARY GENERAL NTUC ON 10 AUGUST 78.

Care for our Nation: calls Bro. Devan Nair



September 1978: In his address, then NTUC Secretary-General Devan Nair recounted the hardships that Singapore went through before becoming “the man-made miracle which is Singapore today”. Warning against complacency, he said: “But young Singaporeans must not take the Singapore of today for granted. They must know what went into the making of

this nation. These were some of the essential ingredients:

- 1) A dedicated leadership which insists on high standards of public morality, and on sound and rational policies for economic, social and cultural progress.
- 2) A hard-working population which gave a positive response to the secular ideal of a free, democratic, non-communist society based on social justice.
- 3) High standards of social discipline, job performance and respect for the dictum: From each according to his ability, to each according to his worth.
- 4) The creation of full employment, good housing, medical, educational and recreational facilities.

- 5) Equality of educational opportunity for all children, irrespective of race, religion, sex or social class.

“The present leadership must in due time give way to a younger generation of political and civic leaders. The personalities and styles of the new leaders will be different. But the essential values, standards and qualities of character and motivation which built this nation must not be allowed to vary. It is up to young Singaporeans to make sure of this.”

What's Happening, Where

Slam Dunk!

Come and be a part of one of the most eagerly anticipated games of the U Games 2014 season with the 3-On-3 Basketball! Form your team and get ready for the thrills and spills of an epic battle!

- **22 Nov** (U15 Boys & Girls, U19 Boys & Girls, Open Men's & Ladies', Corporate Men's & Ladies'), 8am to 7pm, D'Marquee, Downtown East.
- **23 Nov** (U12 Boys & Girls, Union Men's, Union Ladies', Union Men's Veteran), 8am to 7pm, D'Marquee, Downtown East.

For more information and registration, log on to <http://www.usports.com.sg/events/3-on-3-basketball-2014>. For Union Categories, contact your Union Sports Convenors.

Develop Your Golfing Skills

Are you new to golf? Or have you been playing golf for a long time but still struggling to break 100? Join our experienced and friendly golf professionals and golf ambassadors for the bi-weekly driving range sessions and track your progress every four sessions for visible improvements. Exclusively for U Live Members only.

First and third Tue of every month, 7pm – 9.30pm, Mandai Range - Executive Golf Course, \$5 per session or \$50 for six months. Pre-registration required, on a first-come-first-served basis. To register, email <Your Full Name>, <NRIC>, <Date Of Birth>, <Contact No.>, <union you belong to, if any> to sreeganes@ntucclub.com.sg or call 6582 3825. For more information, email to events@ulive.com.sg or call 6582 3605. Terms and conditions apply.



3



Halloween Fright Night

Ready to get spooked this Halloween? Then try heading out to the Orchid Country Club, where the evening promises thrilling highlights including Halloween Party Bags, Horror Lucky Draw, Thriller Buffet Spread and Zombie Games! Book fast to avoid disappointment!

31 Oct, 7pm to 10pm, Sports Hub @ OCC, \$18 (OCC), \$20 (ACC/NTUC), \$25 (Guest). For enquiries and bookings, please call Social Counter at 6750 2121 after 2pm, Mon to Sun or email social@orchidclub.com. Fees are subject to prevailing GST.



Young NTUC CROSSROADS

Initiated by a simple desire of a better cup of coffee, **Founder of Bettr Barista Coffee Academy Pamela Chng** started her social enterprise business dedicated to equipping disadvantaged and underprivileged women with skills and tools to lead a better life. Not just limited to brewing quality coffee, the Academy offers a holistic programme where physical and emotional trainings are included. Helping one at a time, those whose lives are impacted will in turn help to change the lives of those around them.

As its vision goes: "Making the world better, one barista at a time." So, **join us at Young NTUC CROSSROADS on 28 Oct to hear how Pamela brewed a better life for the underprivileged. 28 Oct 2014, Tue, 7pm to 9pm, NTUC Centre, Lvl 9, Room 903 Visit www.yntuc.sg/crossroads for more information.**



5

Gear Up!

Completing a marathon safely or running a personal best timing is the dream of many novice and serious runners alike. At the Earth Runners Running Clinic, coach Lim Kien Mau will share some of the important components of a half and full marathon training programme, especially the preparation in the final four weeks before race day. The session will end with a 5 to 10 km run around the Marina reservoir.

18 Oct 2014, 2pm to 4pm, NTUC Centre, Lvl 9, Room 903, Visit www.yntuc.sg/earthrunners for more information.



2

服务与领导

工运领袖们在最近一次举行的研讨会中学习和领会了仆式领导的真谛。



约450名来自各工会和工运社群的与会者于2014年9月18日聚集在职总中心，参加由王鼎昌工运领袖学院主办的首届工运仆式领导研讨会。

在全日举行的研讨会中，6位著名的海内外演讲嘉宾分享了仆式领导的重要性、践行要诀和实现方法。

全国职工总会秘书长林瑞生在致开幕词时呼吁更多工会领袖挺身而出为工运服务。

配合这次工运仆式领导研讨会的举行，主办单位也发布了一本名称恰如其分的书籍：《诚心服务—仆式领导在工运的实践》。

此书内容包含16名工运领袖在他们服务期间所遇到的感人事件和考验时刻。

什么是仆式领导？

“仆式领导”一词为罗伯特·K·格林里夫所杜撰，首见于他在1970年发表的一篇文章《仆式领导》。

“仆式领导”的定义是：“起源于自然生成的为人服务和为服务为先的念头，进而由此意识选择引发出一个人的领导热望。”



保安业雇联成立新分会

保安业雇员联合会成立专业人士、经理和执行人员分会，为保安业从业员发言。



保安业雇员联合会于2014年8月22日与60来名管理层伙伴举行工会—管理层对话会，接着宣布成立保安业雇联专经执人员分会。

保安业雇联专经执人员分会主席是Force-One Security Pte Ltd 董事 Lorraine Lim女士(图左二)，团队成员包括其他3名专经执人员。

保安业雇联专经执人员分会将肩负起维护保安业专经执人员权益的责任，受益的保安业专经执人员包括担任日常运作、人力资源、财务、行政、销售和营销的会员。

Lorraine Lim女士在发言时表示：“专经执人员分会希望通过系列对话和专业交流与我们的社群展开互动。”

“作为一个分会，我们希望向工会反映专经执人员的意见和愿望，以期工会制定新的和改进的政策。”

成立专经执人员分会的想法，是保安业雇联现任工业关系顾问席瓦在2013年提出的。欲知分会详情，敬请浏览有关面簿：www.facebook.com/usepmechapter

全面保护工友 免受烟霾之害

烟霾可能恶化，工运开始采取措施防备工友遭受危害。

工运不止在职场为工友争取权益，也照顾会员的健康。

工运从2013年吸取经验，这回预先采取保护工友的措施，例如全国德士师傅协会最近便分发口罩给德士师傅，而职总社会企业之一的职总保健，其属下职总乐龄活动中心已制定几项措施，保护前来活动的乐龄人士。

有备无患

职总工会和职总社会企业为了防范烟霾灾害可谓做足了准备。他们从购进N95面罩、眼药水至实施安全措施，设想周到。

职总助理秘书长兼工作场所安全与卫生署署长杨木光指出，最近的烟霾危害有可能会加剧。他说：“工运关心工友在工作场所的安全与卫生。雇主有责任遵从工作场所安全与卫生法令采取措施保护工友，免得他们暴露在烟霾威胁之下。”

“我们想敦促雇主继续
监察烟霾的状况，坚持
执行人力部的指南，并跟
随报告书里的良好示范，保
护工友的健康。”

— 职总助理秘书长杨木光

工会推出的防范措施

化学业雇员联合会

- ✓ 如果烟霾情况恶化：公司将检查雇员是否有呼吸困难的现象。公司也将装置空气净化装置、重新部署工作，以及安排额外休息时间。
- ✓ 宣布停工：根据个别公司的情况而定。要是烟霾指数持续处在危险水平，化学业雇联将和有关公司一起评估是否须要宣布停工。

新航工程师与执行人员联合会

- ✓ 工会已和管理层伙伴商定好预先储备N95面罩、眼药水和眼罩。
- ✓ 预先向工友分享樟宜机场集团和国家环境局制定的严重烟霾情况安全指南。

保安业雇员联合会

- ✓ 向各分会发布烟霾危害警报和通知。
- ✓ 安排人员到职总平价采购N95面罩。

