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FOREVER OUR BROTHER

Othman Wok

1924 - 2017

REMEMBERING OTHMAN WOK

The Labour Movement pays tribute to a man who believed in the power of unions.

By **Ramesh Subbaraman**

Photos by **MCI**

One minute silence observed at the memorial service.



More than 600 people attended a memorial service to honour one of Singapore's old guards, the late Encik Othman Wok, who passed away on 17 April 2017 at the age of 92.

Six eulogies were delivered at the service held at the Victoria Concert Hall on 19 April 2017. Those who spoke included Prime Minister Lee Hsien Loong, NTUC Assistant Secretary-General (ASG) Patrick Tay delivered the eulogy on behalf of the Labour Movement.

THE UNIONIST ROLE

ASG Tay noted that while many may know Encik Othman as one of Singapore's early political stalwarts, less was known about his role as a unionist in pre-independent Singapore.

"Encik Othman firmly believed in the power of unions – that workers should have the right to determine their own working conditions," he said.

Encik Othman was elected as Honorary Secretary of the Singapore Printing Employees' Union (SPEU) in 1951 and served with dedication and pride.

In 1953, he represented the Malaya Publishing House (MPH) workers in a wage dispute, fighting hard and winning better terms for them.

A few months later, he became involved in a dispute between Straits Times Press Ltd's workers and the company's management. The

dispute eventually escalated into an illegal strike in February 1954, which was unsuccessful.

This was when Encik Othman and Singapore's founding Prime Minister, the late Mr Lee Kuan Yew, were brought closer together.

Encik Othman remained an inspiring figure even after he retired, recounted ASG Tay.

IN MEMORY

Encik Othman was part of a leadership team that took Singapore through the merger with and separation from Malaysia.

Today's Singapore is shaped by the words

and actions of Encik Othman and his fellow comrades—an independent, multi-racial and multi-religious Singapore.

The memorial service was attended by the family of the late Encik Othman, President Tony Tan Keng Yam, cabinet ministers and representatives from the unions and the community.

The service began with a short video commemorating Encik Othman's contributions to Singapore and concluded with the observance of a minute of silence and the National Anthem.



ASG Patrick Tay delivers the eulogy on behalf of the Labour Movement.

FOREVER IN OUR MEMORY

His legacy, comradeship and contributions will remain with us for many generations to come and he will be deeply missed by all in the Labour Movement.

The Labour Movement's condolence letter signed by NTUC President Mary Liew and Secretary-General Chan Chun Sing was presented to the late Encik Othman Wok's widow, Puan Lina at their home on 17 April 2017. NTUC said Encik Othman Wok served the Labour Movement with unwavering dedication and had the workers' interests at heart.

17 April 2017

ntuc
National Trades Union Congress

Dear Puan Lina,

The National Trades Union Congress, our affiliated unions and all in the Labour Movement family share your grief over the passing of your husband, Brother Haji Othman Bin Wok, and extend our condolences to you and your family.

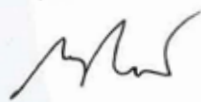
Brother Othman served the Labour Movement from 1951 to 1962 as the Honorary Secretary of the Singapore Printing Employees' Union. Representing workers from local newspapers and publishing houses, Brother Othman played a central role in fighting for higher wages and better working conditions for union members and workers. In 1953, he led the union on a strike in the fight for higher wages and fairer treatment for workers of the Malaya Publishing House. Likewise, in 1954, he fought for workers of the Straits Times Press.

Brother Othman also played a valuable role in putting NTUC on the international arena. In 1963, he accompanied Brother Devan Nair, then NTUC's Secretary-General, to the Afro-Asian Peoples' Solidarity Organisation meeting in Tanzania and lobbied hard for Singapore's membership into the forum. Being a member of the forum was critical to NTUC and the nation's efforts to win the wider domestic support in the on-going struggle against pro-communist elements in Singapore then.

Always with workers' interests in his heart, during his time as the Minister of Social Affairs and Culture, Brother Othman called upon employers to adopt a mindset change in workplace practices by providing time for employees to go for sports and recreational activities. He was a strong believer that a physically fit and healthy worker is a happy and efficient worker.

Brother Othman has served the Labour Movement with unwavering determination and dedication. His legacy, comradeship and contributions will remain with us for many generations to come and he will be deeply missed by all in the Labour Movement.

Yours fraternally,



Mary Liew
President



Chan Chun Sing
Secretary-General

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Snapshots

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

Compiled by **Ramesh Subbaraman**

SBST Bags Seletar Bus Package

The Land Transport Authority (LTA) has awarded the contract for the third bus package to SBS Transit Ltd (SBST).

The first two bus packages were awarded to two new operators, Tower Transit and Go-Ahead.

From the first quarter of 2018, SBST will operate 26 two-way bus services from Ang Mo Kio, Yio Chu Kang and Yishun bus interchanges to Bukit Batok, Bukit Merah and Eunos bus interchanges and the Shenton Way bus terminal.

The Seletar bus package comprises bus routes that are operated by both SBST and SMRT.

The National Transport Workers' Union (NTWU) estimates that over a hundred public bus workers from SMRT will be affected by the announcement.

NTWU's Executive Secretary Melvin Yong said in a statement issued on 19 April 2017 that the union will ensure that affected workers are offered contracts in line with the agreed tripartite guidelines.

This means SBST must offer contracts to affected workers with employment terms that are not worse off. Workers must also be given the option to stay with their own companies and be redeployed, where feasible.

NTWU also noted that SBST has plans to upskill staff through a robust career development programme.

"We are heartened that SBST is committed to manpower development and we will do our best to support the company to materialise this plan," said Mr Yong.

Since the announcement of the bus contracting model in 2014, NTWU has been working closely with the Public Transport Tripartite Committee and the four public transport operators, namely SBST, SMRT, Tower Transit and Go-Ahead to ensure that affected workers are able to transition smoothly to their new employers.



Credit: MCI

PM Dialogue Session

Just before May Day Rally each year, Prime Minister Lee Hsien Loong meets leaders from the Labour Movement to get first-hand updates on concerns they and their members are facing, and the state of the industries which they represent.

Last week, PM Lee held two lunch sessions with Labour Movement leaders at the Istana in preparation for his May Day Rally speech on 1 May 2017.

"They spoke about the challenges they are facing, the changes they foresee and how they are helping workers cope. Our economy did quite well in Q1, growing 2.5 per cent. The outlook is encouraging. I will talk about the economy and jobs at the upcoming May Day Rally," said PM Lee in his Facebook posting on 13 April 2017.

This year, the Labour Movement will celebrate May Day with over 39,000 working people and partners with the theme "Labour Movement By Your Side".

Future Outlook: Start Imagining Today!

Circular runways, sunglasses that double up as headphones and a room that charges your mobile device without having to take it out of your pocket ... These mind-blowing ideas are fast turning into everyday truths. *Look out for more in this regular column.*

By **Fawwaz Baktee**

Eyes and Ears Wide Open

The best headphones often block out any surrounding noise so you can zone out with your favourite tunes. However, that same feature can be a lethal one when you're on your bicycle or crossing the street.

But what if you could own a gadget that allows you to listen to music and still be fully aware of your surroundings?

Introducing the Zungle Panther – sunglasses that play music!

The sunglasses transmit soundwaves via vibration directly to the skull with its bone conduction speakers, leaving your ears open. It has everything you'd expect from a pair of wireless headphones – Bluetooth audio playback, hands-free calling with a built-in mic and even audio controls.



Charging Room



Imagine walking into a room and your smartphone automatically charges itself while in your pocket. That may soon turn into a reality.

Researchers at The Walt Disney Company have recently converted an entire room into a wireless charger to create a 3-dimensional experience without gadget users having to look for

a plug. Known as quasistatic cavity resonance (QSCR), the wireless charging technology uses electromagnetic fields generated by electrical currents.

In case you're wondering, you can still decorate the room with furniture and other objects without interfering with the currents.

And yes, the room is safe for humans. It meets the United States safety regulations while transmitting 1.9 kilowatts of power that is enough to charge electrical devices such as smartphones and laptops.

The Round Runway

What if airports had runways that are circular instead of the usual one direction airstrips? Well, according to Dutch scientist Henk Hesselin and his team at the Netherlands Aerospace Centre (NLR), having the former will save space, reduce noise pollution and make the aviation industry safer overall.

With a 3.5km diameter round runway encircling the airport terminal building, the team's design allows up to three planes to take off and land at the same time and takes up just a third of the space of a conventional airport.

The circular shape of the banked runway – much like a supersized velodrome – will also be functional in all wind conditions. The design allows planes to take off and land at any point on the circle.

The concept is still in the research stage to address aviation concerns brought up by experts. Only time will tell if the idea will take flight.





BIZ & TALK WITH

Umesh Ursekar

Project Management Institute Singapore Chapter President Umesh Ursekar talks about the Institute's tie up with U Associate and how the project manager profile is changing.

Story and Photo by **Shukry Rashid**

The Project Management Institute has come a long way since its inception in the United States in 1969. In 1999, the Project Management Institute Singapore Chapter (SPMI) was established to cater to the growing number of project managers in Singapore. There are currently over 1,800 of them certified by SPMI.

While a few professions and skills in other industries have not stood the test of time due to the advent of innovation and technology, project management and project managers are here to stay. In fact, they are still in demand in Singapore in industries such as technology, finance and insurance, said SPMI President Umesh Ursekar, who is also U3 Infotech's managing director.

NTUC-SPMI PARTNERSHIP

SPMI has been a member of NTUC U Associate for the past three years. Umesh said that both have the same objective of addressing the needs and concerns of project management professionals.

He added: "SPMI's collaboration with U Associate means that we are enhancing the value to our members, to make them ready for the future by making sure they are equipped with the right skills, network and mentors."

CHANGED ROLES

Do project managers today do what they used to

do in the 90s? Umesh said that back then, they only needed to manage the scope, time and cost of projects. Now, on top of these three, the market demands that they align the projects to the businesses' strategy to create value or the desired outcome.

For example, banks have project managers to support them in projects dealing with wealth management and information technology.

Umesh said: "Good project managers who have these skills and domain expertise are always in demand in Singapore and across the region."

"Project managers have the role of a change agent. Most of the time, they are taking in new initiatives. The organisation will come up with a new strategy, which derives from business initiatives. And business initiatives derive from different projects, whether in sales, marketing, technology, operations or human resources. Their primary responsibility is to handle big change."

In other words, whatever goals the management come up with for the organisation, project managers are responsible for executing them to reality in the form of products or services.

COMMUNICATION AND LEADERSHIP SKILLS

With change comes uncertainties. Hence, Umesh said that project managers need to be leaders who can navigate through uncertainties, simplify issues and bring about clarity. This clarity has to be done throughout the organisation though good communications between peer-to-peer and worker-to-management.

"Think of it as an investment. If I'm a project manager and I'm investing in a product, I'll need to manage the organisation's funds, risks, quality, market, competition and so on," said Umesh.

In the midst of globalisation, while companies may also expand to other countries, cultures are different. Umesh added that good project managers, who often manage teams and projects globally, need to be competent in different cultures and lead different types of people

worldwide – which is a challenge for project managers in other countries.

Project managers in Singapore, however, are in a better place. Umesh explained: "They have cultural sensitivity. They understand and can align themselves quickly. This will certainly help them in managing a project successfully."

KEEPING UP WITH CHANGE

SPMI members equipped with the Project Management Profession certificate are required to earn 60 Professional Development Unit (PDU) points to maintain their certification every three years.

To attain these points and keep themselves relevant, members need to attend events such as conferences, seminars and focus groups. A two-hour conference will give them two PDU points.

One of the most recent events was the SPMI Regional Symposium, which is an annual event and supported by NTUC U Associate.

SPMI and NTUC LearningHub (LHUB) also signed a memorandum of understanding on 16 March 2017 to enable SPMI members to attain PDU points by enrolling in certain SkillsFuture courses conducted by LHUB.



Project Management Institute Singapore Chapter (SPMI)

Established: 1999

Became an NTUC U Associate in: 2014

Did You Know: SPMI is a chapter of the Project Management Institute, which was started in 1969 in the United States. SPMI is very active and conducts various activities for its members such as focus groups, networking and social activities, professional development and training, and conferences.

i For more information, visit www.pmi.org.sg.

Looking for a Seafaring Career?

Since 2010, some 300 Singaporeans looking to pursue a career in maritime have been awarded the subsidised three-year training programme.

Story and Photos by **Avelyn Ng**



Left to right: Top cadet Benjamin Yip and class president Navendran Rajandran from TNTA Cohort 12, Nur Nabilah Huda and Nurulhuda Mohamad Siraj from TNTA Cohort 13

The Tripartite Nautical Training Award (TNTA) ceremony held recently saw 18 cadets from TNTA Cohort 12 graduate from their pre-sea training.

Under the programme jointly initiated by Singapore Maritime Officers' Union (SMOU), Workforce Singapore, and NTUC's e2i (Employment and Employability Institute), they have to undergo another two phases totaling up to approximately three years to attain the Certificate of Competency (CoC) Class 3 qualification issued by the Maritime and Port Authority of Singapore.

STRONG SUPPORT SYSTEM

To date, close to 300 Singaporeans have benefited from the programme. For many of them, TNTA was a second chance to pursue their passion as they were unable to meet the academic requirements or afford an education at tertiary schools. The cadets only pay 10 per cent of the course fees under TNTA.

The cadets have to pass a rigorous round of interviews to qualify. Awardees will be given a training placement at one of the over 20 participating shipping companies, along with monthly allowances and a job upon completion of the programme.

CHANGING PERCEPTIONS

The event also saw 14 cadets from TNTA Cohort 13 who will begin their training journey.

"SMOU is doing its part by contributing \$1.2 million over a period of two years to shipping companies to encourage the provision of training berths for cadets in the TNTA and the Tripartite Engineering Training Award (TETA) programmes. Up to 240 cadets, including the 13th cohort cadets who are present here, are expected to benefit from this initiative," said NTUC Tripartism Director Melvin Yong, who was the guest of honour.

Nurulhuda Mohamad Siraj and Nur Nabilah Huda, both 21, are the only two females in the programme.

"We both aim to become Class 1 captains. We want to prove to people that it is not just a man's job but we have to double the effort to show that we are tough and capable of it," said Nurulhuda.

Nabilah shared that Young SMOU has been helpful in getting them acquainted with people in the industry and allay some of their qualms.

"Other than benefits, they organise sailing activities that give us the opportunity to bond with our classmates and know people outside of TNTA," she said.

Fast Look: Shankar's Success



Top pre-sea cadet and graduate from TNTA Cohort 5, Shankar Naganathan, is the first Singaporean officer employed by Shell.

Designation: Third officer at Shell earning up to \$4,500

Knew about TNTA from: NTUC's e2i (Employment and Employability) website

Passion comes from: Serving in the navy during National Service

Top challenges: Weather, and earning the trust of other officers on board

Memorable experiences: Encounters with a nearby volcano eruption and pirates

Priority as a third officer: Safety of the ship, crew and myself

Aspiration: To become the first Singaporean Liquefied Natural Gas vessel captain at Shell

Advice for cadets: Not many know about seafaring and not all can become seafarers. You have chosen a great occupation so put in your 100 per cent and excel in it. Set goals and set some standards.

i Find out more at SMOU's new dedicated website on training programmes for deck officers and marine engineers here: www.tmta.com.sg.



FairPrice: Opportunities for Employees to Grow

“We view our people and our talent as central to the organisation as well as our success,” says NTUC FairPrice Chief Human Resource Officer Tan Kwang Cheak.

By **Jonathan Tan**

In a competitive consumer goods retail industry where the jobs are labour-intensive and disruption from online businesses pose serious threats, one social enterprise has been focusing on engaging and developing its workforce, remaining competitive and upholding its social mission to moderate the cost of living for Singaporeans.

Operating more than 140 supermarkets and 160 convenience stores, NTUC FairPrice boasts a workforce that is more than 10,000 strong, with 9,300 of them working in the stores.

“We seek to be a progressive employer, leading in our practices and taking good care of our people. This approach enables us to attract, retain, engage and develop them for the future of FairPrice,” said NTUC FairPrice Chief Human Resource Officer Tan Kwang Cheak.

To do that, FairPrice has been focusing its efforts on providing employees with development opportunities, training, and career pathways to help them achieve their aspirations.

NTUC FairPrice was recently recognised as a Human Capital Partner under the



Human Capital Partnership (HCP) Programme. Prioritising the development of human capital, HCP is a tripartite initiative between NTUC, the Ministry of Manpower, the Singapore National Employers Federation and the Tripartite Alliance for Fair and Progressive Employment Practices.

OPPORTUNITIES FOR EVERYONE

According to Mr Tan, FairPrice continues to invest significantly in the training and development of its workforce. They have set up a FairPrice Training Institute which has learning and development programmes for its staff. They also partnered fellow social enterprise NTUC LearningHub to tap their expertise and offer a wider range of programmes.

FairPrice has also recently launched a new Ground Commander Leadership Milestone Programme that focuses on the development of its branch managers to equip them with the skills and knowledge relevant for the future.

The company has also embarked on a FP Innovators programme in partnership with NTUC Enterprise and Swiss business school IMD with the aim of taking participating staff through a rigorous, in-depth programme focused on developing leadership and innovation.

This is in addition to a Talent Development Programme where high potential individuals within all areas of the organisation are identified and groomed.

“We would like to provide our talent with clear career paths and development opportunities. We are also looking at enabling the rotation of our talent through key functions across the organisation based on a structured framework, to accelerate their development and growth.

“The Talent Development Programme is open to all employees as long as they have the potential, aspiration and ability to progress and take on leadership positions,” said Mr Tan.

Growing In The Company

In the nine and a half years that Seah Wei Xiang, 32, has been with NTUC FairPrice, he has climbed through the ranks from being a team leader working with backend systems in what was then called the purchasing department to be a category manager (Fish/Seafood) in the Product Division.

A recipient of the NTUC FairPrice Scholarship during his polytechnic days, Wei Xiang had initially joined the company with little expectations.

“I had very good mentors who have given me a lot of guidance. This allowed me to grow and enjoy many work opportunities. There were times when I thought about pursuing other options. What really pushed me on here were the opportunities to really learn. I have been exposed to other product categories and other departments within the same purchasing division,” he said.

Along the way, he has also upgraded himself



with scholarships to read a Bachelor’s Degree in Management, a second Diploma in Retail Management and subsequently a Master of Business Administration in Retail Management. Some of them were sponsored by FairPrice

while others were from the Singapore Retailers Association on the company’s recommendation.

“Thanks to these opportunities to upgrade myself, my management could see the attitude I have towards pursuing excellence and striving for more knowledge. This is why they have put me in different departments to groom me. Sometimes it is also pressurising because I am entrusted with more responsibilities,” he shared.

Grateful for the opportunities he has received from his reporting officers, seniors and FairPrice’s Deputy CEO Tng Ah Yiam, Wei Xiang is keen to give back by sharing his knowledge and experience with his peers.

He said: “To me, the door is always there. It’s about wanting to find it, knock on it, and ask for the opportunity to upgrade yourself. There are a lot of schemes in FairPrice, and I am just one of those who have benefited.”

HR: Exchanging Best Practices

What is the work culture of tomorrow, and how will work-life practices evolve for employees? Human Resource personnel get together for an exchange.

By **Fawwaz Baktee**



Human Resource (HR) representatives from seven companies came together at the inaugural Progressive Work-Life Practices Exchange to learn and share information on ways to enable progressive HR practices for their businesses and employees. The session, held on 7 April 2017 at the IBM Watson Centre was organised by NTUC U Family and supported by the United Workers of Electronics & Electrical Industries (UWEEI).

The session saw IBM share how data analytics can be used in HR to provide solutions for businesses and predict employee trends such as attrition rate and performance.

CIMB Bank Berhad HR Director Janet Koh said: "IBM has provided another perspective of how they conduct periodic checks on employees' performance objectively, regardless of their work arrangements, thus increasing their engagement

level. We believe this is worth exploring."

Other topics covered included building the capabilities of employees to enhance their performance, understanding the evolution of work and the role progressive work-life practices play in a new workplace environment.

"The session was very beneficial and informative ... The interactive feedback sessions on progressive work-life practices provided a platform for us, as employers, to give constructive suggestions and share the challenges we face in the implementation of these initiatives," said Angelinena Song, general manager of Yusen Logistics' human resource department.

FOSTERING A FLEXIBLE WORK CULTURE
NTUC Industry Transformation and Productivity Director Desmond Choo said the session

incubates the exchange of best practices and he hopes the initiative will lead to fostering a work culture that is flexible enough to meet the evolving aspirations of working caregivers.

"This can be of strategic value for companies in recruiting and helping our female workforce realise their full potential," said Mr Choo, who also champions family issues.

Touching on the initiative, UWEEI Executive Secretary Melvin Yong said: "We are happy to partner U Family and IBM to share the value of progressive work-life practices with management partners, and we hope that through this sharing, more companies are encouraged to adopt and embrace flexibility as their workplace culture, resulting in happier and more productive workers."

A U Family spokesperson said that more exchange programmes are in the pipeline.

New Initiatives Launched for the Preschool Sector

Workforce Singapore launches two new initiatives to improve the Early Childhood Care and Education sector as it braces for increasing manpower demand in the future.

By **Shukry Rashid**

Another 4,000 professionals in the Early Childhood Care and Education (ECCE) sector will be needed by 2020, said Minister of State (MOS) for Manpower Teo Ser Luck.

He was speaking at the launch of Workforce Singapore's two new initiatives during the inaugural ECCE Leadership and HR (Human Resources) Conference.

The two initiatives are the Progressive HR Practices Early Adopter Programme (PHRPEAP) for ECCE operators, created in consultation with the Association of Early Childhood and Training Services, and the SkillsFuture Career Advisers Programme (SCAP), which was jointly developed with the Association for Early Childhood Educators (Singapore).

PROGRESSIVE HR

MOS Teo said that while preschools aggressively recruit talent, their HR and leadership competencies must also be built.

"The programme [PHRPEAP] targets to help 100 ECCE operators enhance their HR and leadership capabilities as a competitive tool to attract and retain talent," he explained.

To date, 22 ECCE operators have joined the programme.

CAREER ADVISERS

SCAP for ECCE is a new initiative for jobseekers under Adapt and Grow, and aims to build a pool of career advisers to assist jobseekers understand ECCE and the criteria and aptitude required.



There are currently 24 ECCE professionals who have volunteered as SCAP advisers. They comprise preschool leaders, preschool teachers and curriculum specialists.

The first SCAP for ECCE group advisory session and an employer networking event were also organised for 80 jobseekers during the conference, where more than 110 educator jobs in the sector were offered.

Education Services Union (ESU) Executive Secretary Ang Hin Kee said: "We are supportive of the new initiatives. They are aligned with ESU's push to enhance sectoral retention, innovation and skills upgrading. We look forward to their effective implementation and for operators to adopt professional practices and pro-working people policies."

Happy Employees: More than Just a Salary

With progressive practices at TÜV SÜD PSB, employees like Siti Farziana are a step closer to achieving a greater balance in work and life.

One company is going all out to develop holistic and well-balanced employees by initiating various ongoing programmes and activities. Find out how TÜV SÜD PSB does it.

By **Fawwaz Baktee**

When it comes to its employees, TÜV SÜD PSB's philosophy is simple – help them develop holistically to become work-life balanced, healthy and well-skilled individuals. To do this, the company has implemented family-friendly, health and training initiatives.

The international company, unionised under the Singapore Industrial & Services Employees' Union, specialises in providing solutions for testing, inspecting, auditing, certification, training and knowledge services.

“We believe in a culture that develops our talent to be the best version of themselves. Today, the challenge for any company is to attract and retain talent, especially those who add value to the company. Salary is important, but I believe there is more to it than that,” said TÜV SÜD ASEAN Chief Executive Officer Richard Hong.

WORK-LIFE BALANCE

To assist its employees to meet their family needs, TÜV SÜD PSB implemented flexible-work arrangements, work-from-home and childcare sick leave that are above statutory requirements.

Mr Hong said: “We want our employees to share the same values as us and we hope these values are translated in their behaviour. When it comes to that, of course family values are important. With our work-life initiatives, we believe staff can be motivated to adopt a more balanced lifestyle for work and family.”

Catering to the needs of new mothers, the company has a lactation room that they have aptly named Moms@TÜV. The room is equipped with all the facilities a new mother needs to express milk such as partitioned cubicles, fridge for storage of milk and a wash basin.

HEALTHY LIVING

An avid marathon runner himself, Mr Hong actively promotes health as one of the company's core values. The management has also set up a wellness committee to implement health initiatives for employees.

Among the wellness initiatives the company provides annual free health screening for staff, fruit distribution to employees on a quarterly basis, and lunchtime and evening fitness classes, with time off given to employees after these sessions. The company also organises movie screenings during lunch hours to help employees destress.

For its commendable workplace health promotion programmes, TÜV SÜD PSB was awarded the Singapore Health Award in 2010 and 2014.

“Exercise and health are key. A healthy and happy employee is more productive than a highly stressed-out employee. I would say these initiatives are worth investing in. The biggest impact I want to create is for staff to feel that this company is worth working for.

“It is also important to allow us to attract

new talent into the company. Attracting talent is a two-way process. When new hires come, we want to show them that we take pride in taking care of our employees' well-being,” said Mr Hong.

LEARNING AND GROWTH

Another integral part of developing a holistic employee is training, which Mr Hong said the company continuously strives to provide. As part of the company's efforts, at least 40 hours or five working days of training are set aside for every staff annually.

The company has also embarked on three SkillsFuture programmes – Education and Career Guidance, Enhanced Internships and Earn and Learn.

“Although training can be a challenge for the company, especially when releasing staff from work to go for extended training, we always make it a point to note that we are investing in our employees. When we invest in our employees, we will be able to enjoy the benefits in time,” said Mr Hong.

One employee who is benefiting from these initiatives is Siti Farziana, 33, who has been working in the company's procurement department for almost three years.

“The company is very open and very warm towards its employees. It's very people-centric. I must say that not all companies will provide such initiatives for its staff. Many will just concentrate on numbers and figures instead.

“I'll also be having my first child in August, so I believe this company provides a conducive environment for me to start and raise a family and at the same time, ample opportunities to progress in my career,” she said.



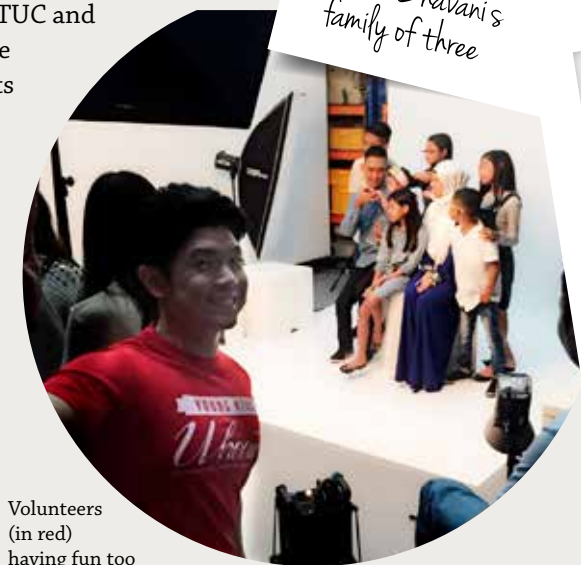
What Does It Mean to Be a Family?

Families come in all shapes, sizes and some with circumstances that break the stereotype. We join Mediacorp and SUBE as they celebrate the spirit of the family in a photo exhibition.

By **Shukry Rashid**

Mediacorp and the Singapore Union of Broadcasting Employees (SUBE) jointly organised the recent Family Portraits Project to celebrate families of all sizes and structures. Through a compilation of photos, the initiative showcased families who do not fit the norm and those who are struggling financially. In return, the families were treated to a photoshoot.

The initiative, which unveiled 10 portraits of families, was supported by the Tampines Grassroots Organisations and volunteers from SUBE, NTUC and Mediacorp. The family portraits also appeared in Mediacorp newspapers and publications in the recent months, highlighting heartwarming stories.



Volunteers (in red) having fun too during the photoshoot!



SUBE Executive Secretary Desmond Choo (second from right) and Sharon Au of styleXstyle (extreme right) unveil a portrait together with a family.



Mdm Bhavani's family of three



Mr Heng's 3-gen family of seven
Grandma Heng suffers from dementia but during the photoshoot, she remembered her name!



Mdm Zainab and family
One of her two daughters is hearing-impaired, but still excels in school.



“ I was heartened by how readily Mediacorp agreed to participate in this meaningful project. The volunteers also gave positive feedback that the experience was refreshing and impactful, and they could tap on their own skills to make a difference.”

SUBE Executive Secretary Desmond Choo (left, in red)

MAY DAY CELEBRATIONS

— 2017 —



MAY DAY RALLY

— 2017 —

1,800 leaders from our NTUC-affiliated unions and associations, U Associate, U SME (small and medium-sized enterprises), U FSE (freelancers and self-employed), communities, NTUC Social Enterprises and tripartite partners will celebrate May Day with our workers on this special occasion and reaffirm our commitment to build a strong and relevant Labour Movement.

Date: 1 May 2017, Mon
Time: 8.30am – 1.30pm
Venue: Our Tampines Hub



MAY DAY AWARDS

— 2017 —

The Labour Movement family will celebrate and honour the hard work, efforts and contributions of our May Day Awardees, including union leaders, employers and like-minded partners, in furthering our working people's interests at this eminent award ceremony.

Date: 13 May 2017, Sat
Time: 3.30pm – 6.30pm
Venue: Grand Ballroom, Orchid Country Club



MAY DAY FIESTA

— 2017 —

Our annual May Day Fiesta will see 25,000 union members, their families and friends enjoy a fun-filled family day out! Fiesta-goers can have a splashing good time at Wild Wild Wet, eXplorerkid and Orchid Bowl, and bond over exciting carnival and digital games.

Date: 6 May 2017, Sat
Time: 9.00am – 7.00pm
Venue: Downtown East



MAY DAY DOMESTIC EMPLOYEES CELEBRATION

— 2017 —

To promote inclusiveness, encourage integration and harmonious co-existence between Singaporeans and domestic employees, the Centre for Domestic Employees will celebrate May Day with some 1,000 domestic employees to thank them for their contributions to Singapore.

Date: 7 May 2017, Sun
Time: 1.00pm – 5.00pm
Venue: Youth Park (Somerset)



MAY DAY MIGRANT WORKERS CELEBRATION

— 2017 —

As part of the inclusive Labour Movement, the Migrant Workers' Centre will celebrate May Day with 10,000 migrant workers at Singapore's largest and newest migrant workers' dormitory to thank them for their contributions to Singapore.

Date: 21 May 2017, Sun
Time: 4.00pm – 9.00pm
Venue: Sungei Tengah Dormitory

Our Unusual Labour Movement has been growing our network and expanding our services to meet working people's varied needs. Thus, our May Day celebrations, themed "Labour Movement By Your Side" (**#LMByUrSide**), reaffirm our commitment to stand by workers' side during good or challenging times, journeying with them to prepare for the future. So, mark your calendars and join us in celebrating May Day with more than 37,000 members and partners across five different events!

AND THERE'S MORE...

Visit our dedicated NTUC Features Page at www.ntuc.org.sg/MayDay2017 on all things May Day – articles, features, pictures, publications and more!

Psst, remember to include the hashtags
#NTUCMayDay2017 #LMByUrSide #UnusualLabourMovement #CareFairGrow
in your social media postings and share the joy of celebrating together as one big Labour Movement family.

FACE 2 FACE WITH RAYMOND QUEK

By Ramesh Subbaraman

He started off his union work 26 years ago in the care and share committee of the previous POSB Employees Union.

As the general secretary of DBS Staff Union (DBSSU) since 2015, Raymond Quek, 55, continues to focus his work on caring and sharing by encouraging members to keep up with changing times at work and prepare for the digital age.

NTUC This Week: What does lifelong learning mean to you?

Raymond Quek : Never stop learning, that is what I believe in. Whatever challenges that may come my way, I will embrace them and get ready for them, whether at work or in the course of my union duties. For example, I am currently interested in courses related to industrial relations. I need to study this subject deeper so that I can help our workers better when they come to the union with issues, especially those faced by professionals, managers and executives (PMEs).

How does the union encourage members to prepare for future jobs in the banking sector?

As DBS is speeding up its digitalisation efforts, we need to engage our members more on the overall restructuring, and at times we do it with the individual business units. Key to this

is encouraging them to change their mindset, embrace changes in technology and go for reskilling and upskilling to remain employable. At the same time, we work closely with our HR partner and management to explore programmes for training and upskilling. We have also been invited to sit on the bank's SkillsFuture Committee. I have constantly encouraged our members to take up courses offered by the bank and NTUC LearningHub.

What are some of the issues and grievances members come to you with?

Some are simple to handle, that require just advice and coaching for the member. Others are more complex, especially when mistakes have been made that create a potential risk to the bank. There was a case where a member had erroneously misfiled some important documents. This led to more serious complications when the documents were needed for legal purposes and could not be found. She became very fearful of losing her job and sought the union's help.

We accompanied her to see her manager and sought the management's understanding as she was new in the role. We requested for some time to search for the documents. With the help of another colleague, the documents were

subsequently found. This is just one example of an issue that we have helped resolve. We must have a listening ear. When there is a strong case, we want to hand-hold the member, represent them and make sure they are treated fairly.

What keeps you going at your union work?

It is my passion for the Labour Movement and what I can do best for our union members and the bank.

INSIDER'S GUIDE



DBS Staff Union

Date of Registration: 17 June 1996

Date of Affiliation to NTUC: 22 July 1996

Membership: 8,700 members

History: DBSSU was formed after the acquisition of POSB by DBS. The then union POSB Employees Union (POSBEU) was dissolved and all members were transferred to DBSSU.

NTUC THIS WEEK

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