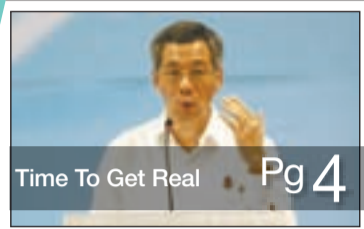




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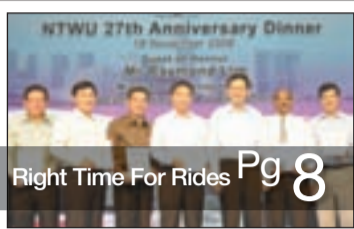
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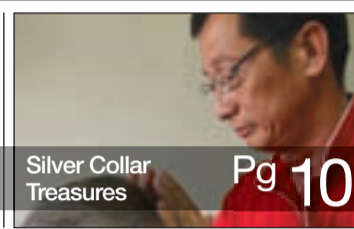
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**Upturn**  
the  
downturn

## Retrain Not Retrench

### Tripartite Partners Issue Guidelines On Managing Excess Manpower

**D**on't retrench, retrain. This is the underlying message in a set of Tripartite Guidelines On Managing Excess Manpower released on 19 November 2008 by the National Trades Union Congress and its tripartite partners, Ministry of Manpower and the Singapore National Employers Federation.

The guidelines urged companies to manage excess manpower instead of retrenching workers: consider other alternatives.

These include making use of the Skills Programme for Upgrading and Resilience (SPUR), the details of which were announced by Finance Minister Tharman Shanmugaratnam on 21 November. Workers can be sent for retraining or redeployed to alternative areas of work. The implementation of shorter workweeks, temporary lay-off, flexible work schedule or other flexible work arrangements are other options. Companies can also manage wage costs through the use of the flexible wage system.

Mr Stephen Lee, SNEF President, said companies should use these guidelines to map out various options to retain their employees as far as possible.

Mr Lee added that tripartite efforts such as wage restructuring have also put many companies in a position to reduce wage costs responsibly through the flexible components that have been built up in better times.

Companies should work with unions to customise the

**“This economic crisis will test not only the survival instincts of companies and workers but also their core values.”**

Heng Chee How, NTUC Deputy Secretary-General

proposed measures to suit their specific circumstances and business conditions.

“We must all work together to help companies and workers to ride through this tough economic phase.”

Agreeing with Mr Lee's call to save jobs, NTUC Deputy Secretary-General Heng Chee How said the guidelines, used in the right spirit, can help to avoid, delay or minimise retrenchments and save jobs.

DSG Heng said the guidelines would also let workers and unions help companies conserve resources, stay afloat and fight on.

In the event that retrenchments are inevitable, Mr Ong Yen Her, the Divisional Director, Labour Relations and Workplaces, MOM, said that companies are encouraged to consult unions if the companies are unionised. This would ensure that the retrenchments are carried out responsibly and smoothly.

Unions have responded positively to the guidelines. They agreed that at the end of the day, MOM, companies and workers have to work together to ride out the downturn.



Companies must consider alternatives to retain workers during an economic downturn.

See page 3

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continued from page 1

# Take Long-Term View

**C**ompanies with insufficient work for their staff should take a long-term view of their manpower needs to decide on the best course of action. To help save jobs, they should consider other cost-cutting measures, for example, sending workers for skills training and upgrading. Retrenchment should be the last resort.

However, some measures may be more suited to the rank and file workers and less applicable to executives, particularly senior management staff. In such cases, other steps need to be considered. The measures should be based on the company's circumstances and operational needs, to support its manpower and business strategies to cope with the downturn.

In everything that unionised companies do, workers and trade unions should be consulted.



**“Some companies under CIEU are already looking at implementing temporary lay-offs and shorter work week due to low orders. We hope that companies will work closely with the unions and use the guidelines in a responsible manner.”**

Rajendran s/o Govindarajoo, President, Chemical Industries Employees' Union

**“These guidelines can provide an all-win solution. Employers will retain their quality staff and have a leading edge against their competitors when the market recovers. Employees can continue to have their jobs, become better trained and take care of their families. Together we can do more, well, and help make Singapore the choice country for investors.”**

Terry Lee, President, Singapore Insurance Employees' Union

**“The guidelines will allow the tripartite partners to look at other alternatives and ensure that retrenchment remains only as a last resort. The guidelines also enable our companies during this downturn to upgrade the skills and capabilities of our workers. I strongly urge our companies to work together with our unions to overcome this crisis.”**

Cyrille Tan, General Secretary, United Workers of Electronic and Electrical Industries

**“The guidelines stress to unionised and non-unionised companies that they have to be socially responsible in managing their excess manpower. In other words, exhaust all other avenues before resorting to reduce manpower.**

**We see many companies within SISEU wanting to tap on the union's initiatives during this lull period to train their staff or work out solutions so that once their businesses pick up, their staff are still around to ride the up-side wave with them.”**

Tan Peng Heng, President, Singapore Industrial & Services Employees' Union

## Tripartite Guidelines On Excess Manpower Management

### Training - Skills Programme For Upgrading And Resilience

- Upgrade workers' existing skills. Help them gain new ones.
- Continuing Education And Training under the Workforce Skills Qualification system covers a wide range of industries, sectors.
- Training is modular to meet needs of both employers and workers.
- Employers and workers get highly subsidised CET at more than 40 centres.
- Check out SPUR at [www.wda.gov.sg](http://www.wda.gov.sg).

### Redeployment

- Redeploy to other areas within the organisation.

### Work Scheduling

- Shorter Work Weeks
  - Ask employees to take up to 50 per cent of earned annual leave.
  - Reduction in work week should not exceed 2 days in a week and not last for more than 2 months.
  - Pay affected employees not less than half of salary on day(s) when the employee is not working during the period when shorter work week is implemented.
- Temporary Lay-off
  - Ask employees to take up to 50 per cent of earned annual leave.
  - Duration of layoff should not exceed 1 month.
  - Pay affected employees not less than half of salary during layoff period.

- Flexible schedules and work arrangements such as part-time work.

### Adjust Wage Component

- Variable Bonus Payment
  - This payment, directly linked to company's performance, can be reduced or not given.
- Annual Wage Increment
  - Reduce annual increment or introduce wage freeze.
- Monthly Variable Component
  - Companies about to implement MVC or any flexible wage component in the wage structure but wish to adjust wage downwards should consult workers to explain the reasons for wage cut.
  - If company is unionised, it should seek the agreement of the union.
  - It can be adjusted downwards quickly in response to deteriorating business environment.
- Annual Wage Supplement
  - Can be reduced.

### Retrenchment

- To be carried out only as a last resort.
- If company is unionised, discuss with union and when retrenchment is inevitable, carry it out responsibly and smoothly.
- Notify Ministry of Manpower when a decision has been made so that MOM and relevant agencies can help find alternative employment and training. Download notification form at [www.mom.gov.sg/publish/momportal/en/communities/workplace\\_standards.html](http://www.mom.gov.sg/publish/momportal/en/communities/workplace_standards.html).
- Affected workers to be informed of impending retrenchment before the notice is given.
- Help affected workers find alternative jobs in associate companies, in other companies or through outplacement programmes.
- Affected workers with 3 years' service or more are eligible to claim retrenchment benefit payment. Those with less than 3 years' service can be granted an ex-gratia payment.



For details of the tripartite guidelines on excess manpower management, go to [www.mom.gov.sg/publish/momportal/en/press\\_room/press\\_releases/2008/20081119-mom\\_and\\_tripartite.html](http://www.mom.gov.sg/publish/momportal/en/press_room/press_releases/2008/20081119-mom_and_tripartite.html).

# Time To *Get Real*



by  
Marcus Lin

**A**lbeit not in so many words, the message was loud and clear: This is not a time for pussyfooting or political posturing. The politics of the day is about real people, real time, real problems in a real world and not a sideshow spectacle. Forget all the political fancy footwork and flights of fancy; now is the time to deliver and not quiver. And the records show that the People's Action Party has delivered for well-nigh 50 years.

Prime Minister Lee Hsien Loong was speaking in his capacity as PAP Secretary-General at the biennial PAP Ordinary Party Conference held on 16 November 2008 at the Toa Payoh Sports Hall. Not surprisingly, he zeroed in on the world financial and economic crisis and the antidotes that Singapore has stocked up to stave off the toxic effects.

"Our priorities are to keep people in jobs, help those who lose jobs to find new ones, so that they can take care of themselves and their families and therefore they can look after themselves. But in addition to that, we will of course need to help households tide over this period and especially help the poor, low-income households and the low-income workers."

While jobs and welfare are of immediate concern, PM Lee added: "We must also strengthen our economy for the long term, attract new investments, building new capabilities, making sure that we come out of this stronger."

Pertinently, while many countries see these days as impending fire and brimstone, PM Lee said Singapore is in a strong position: "The time to worry is not so much now, but when times are good. Then you have to think what happens when rainy days come. Better make preparations, and that is what we did. We grew the economy, we diversified it, we avoided excessive extravagances, we squirreled away our reserves so that now despite the problems, we can take care of Singaporeans."

Even though more than \$3 billion under various schemes is being spread around this year to help households, workers, the elderly and companies, more will be done. Extraordinary times need extraordinary measures and indicative of this was PM Lee's announcement that the Budget, usually due in February, will be brought forward to January next year. He revealed that it will be carefully thought out and crafted "not just to help us with the present downturn but to build strength for the future, support growth and jobs, improve our business competitiveness and stimulate domestic demand."

It is necessary, he said, because: "This is not a problem which can be solved with one dose of medicine. It is a situation which is going to last for some time. Therefore we have to watch how it unfolds, measure out our response and adjust policies as the situation develops."

He emphasised that unity has seen Singapore emerging stronger from many previous crises and that the linchpin is the tripartite partnership between the PAP government, unions and workers. Over and above that: "And within the tripartite partnership, most critically, the PAP-NTUC symbiosis. That the unions understand, that the unions are talking to the government and that the government also appreciates the unions' difficulties and we will go through this together."

To steer clear of the vicious cycle of retrenchment and unemployment, he stressed the urgency of upgrading and training workers. This will help them, if retrenched, get new jobs either in the same sector or to convert to new growth sectors. Also, for companies with excess workers, it is imperative to train and upgrade them "rather than retrench them and leave them on the streets."

Infrastructure such as the Continuing Education and Training system and institutes and organisations like e2i (Employment and Employability Institute), NTUC and the Singapore Workforce Development Agency together with the Government are working hard at it. The tripartite partners have also devised a soon to be announced SPUR which will develop resources further.

PM Lee also divulged a Government scheme to help businesses, especially small and medium enterprises, secure financing: "If financing is choked up, a good company can become a difficult company and a difficult company can become bad and then we have a problem."



By Alvin Toh

Despite everything, he said "major projects are coming in and creating new jobs" and "our ample reserves generate confidence in Singapore." This is helped by moderating inflation and Singapore's high international reputation "as a stable island in the centre of a stormy sea."

**“Our priorities are to keep people in jobs, help those who lose jobs to find new ones, so that they can take care of themselves and their families and therefore they can look after themselves. But in addition to that, we will of course need to help households tide over this period and especially help the poor, low-income households and the low-income workers.”**

Lee Hsien Loong

# Employment Act Gets More Bite

To stay in tune with the changing times and ever-evolving employment landscape, the Employment (Amendment) Bill 2008 was passed by Parliament on 18 November 2008.

Last overhauled in 1995, the amendments to the Employment Act arose out of extensive consultations and discussions between the tripartite partners with feedback from the public.

Acting Manpower Minister Gan Kim Yong told Parliament: "It is timely to update the EA to ensure that it remains relevant and responsive to the changing labour market conditions. Employment protection and benefits for certain groups of vulnerable workers need to be enhanced. Employment standards also need to be revised to better reflect employment norms while maintaining labour market flexibility."

Even as they welcomed the changes that were a long time coming with some caveats, Labour Members of Parliament expressed hope that reviews to salary ceilings for coverage under the EA could be done more regularly so as to be abreast of rapidly developing demographics.

Mr Gan said that the Bill, proposed to take effect on 1 January 2009, has three key changes to the EA:

1. The coverage will be revised to keep pace with changes in the workforce profile.
2. Employment standards and benefits will be updated.
3. Enforcement powers and penalties will be enhanced, and administrative processes and outdated provisions will be rationalised.

**“The re-definition of part-time work is useful. It will help promote employment of back-to-work women and re-employment of older workers. Employers will now have greater flexibility in organising work and working hours in a manner that suits their needs.”**

Labour MP Halimah Yacob

**“In times like these, we urge both companies and workers to take a total approach in managing costs. Companies should optimise whatever resources and support the Government is providing that will support the training and upgrading of their workers. They should also take the opportunity to reposition themselves.”**

Labour Nominated MP Cham Hui Fong

**“We should test the reasonableness of the amendments in the medium to long term. MOM deserves praise for pushing ahead with the changes, and applying a balanced approach to the consultation process.”**

Labour MP Josephine Teo

**“It is often said that the sign of a successful nation is not how many millionaires it can create, but the extent to which it renders help to those who have not been able to progress as much as others.”**

Labour MP Zainudin Nordin highlighting that special attention should be given to the 200,000 casual, contract and low-wage workers.

## The Changes...

### Confidential Staff: No Longer Excluded From The Act

Number: 153,000.

### Managers And Executives: Access To Labour Court For Salary Claims

Now covers: Junior managers and executives earning \$2,500 and below in basic monthly salary. Number: 44,000.

### Non-Workmen: Increase Part IV Salary Threshold To \$2,000 Per Month

Now covers: Non-workmen with basic monthly salary threshold from \$1,600 to \$2,000. Number: 82,000.

### Workmen: Introduce Part IV Salary Threshold Of \$4,500 Per Month

A threshold of \$4,500 basic monthly salary for highly paid and skilled workmen under Part IV will be introduced.

### Extend Paid Public Holidays And Paid Sick Leave To All Employees

Clause 28 will extend these benefits to all employees covered under the Act.

### Shorten The Paid Sick Leave Qualifying Period

Under clause 28, a new employee will be entitled to paid sick leave after 3 months' of service, compared to 6 months previously.

### Re-define Part-Time Employment

Clause 23 re-defines part-time employees as those who work less than 35 hours a week, up from less than 30 hours a week.

### Enhancing Enforcement Powers

Clause 32 provides the Commissioner and Employment Inspectors with additional powers to search and examine premises for evidence, obtain photographic and videographic evidence, and summon witnesses to furnish information, articles or documents.

### Enhancing Penalties

Last revised in 1984, the maximum financial penalties will be increased from \$1,000 to \$5,000 for first-time offences, and from \$2,000 to \$10,000 for subsequent offences. The maximum composition amount will similarly be increased from \$200 to \$1,000 under clause 41.

### Other Amendments

To remove ambiguities on interpretation, the term "dismiss" is defined under clause 2(b) as a termination of employment by an employer, with or without notice, and whether on the grounds of misconduct or otherwise. This clarification on the application of the Act is important because an overly narrow interpretation of the term "dismissal" defeats the redress mechanism for unfair dismissal.

## Farewell, Brother Mansor

Former Labour Member of Parliament Mansor Sukaimi passed away on 14 November. He leaves behind his wife, three children – a son and two daughters – and 12 grandchildren. Brother Mansor, 65, was diagnosed in August 2008 with leukaemia, a type of cancer in which white blood cells displace normal blood.

Brother Mansor was MP of Kampong Kembangan, now part of the Aljunied Group Representation Constituency, from 1976 to 1984. During this period, he was a member of the NTUC Central Committee,

between 1976 and 1982, and held the positions of Secretary for Education and subsequently, Secretary for Youth and Sports. He had also looked after personnel and administration matters as an NTUC staff from 1977 to 1987.

Brother Mansor was among the group of Malay MPs that mooted the setting up of Mendaki, a self-help group, to uplift and enhance the education performance of the Malay community. After leaving politics, Brother Mansor continued to promote childcare development, as well as racial harmony, and wrote books and articles on the subjects.

In a letter to Mr Maritz Hassan, Brother

Mansor's son, NTUC Secretary-General Lim Swee Say and immediate past NTUC Secretary-General Lim Boon Heng noted that Brother Mansor was particularly committed on promoting leadership and education development for rank and file workers.

"He was one who often thought out of the box and was adept in developing training-related materials for seminars and courses for the workers.

"We will remember brother Mansor for his valuable contributions towards helping workers lead a better and more fulfilling life. He will be missed," the letter said.

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# Overcoming The Odds



by **Seng Han Thong**

NTUC Assistant Secretary-General

A global financial crisis is unfolding before our very eyes and Singapore will not be spared this challenge in the months ahead. Already, some businesses are feeling the pinch and have begun searching for ways to ease the pain.

DBS's decision to retrench without exploring other cost-cutting ways – and without consulting the union – has cast a shadow of doubt on the bipartite relations between the bank's management and the bank's union, its own house union. But, we can turn adversity to advantage by reminding our tripartite partners of the fragility of mutual trust and the importance of working together so that such an episode is not repeated.

We need conviction to work together to triumph over this setback.

Prime Minister Lee Hsien Loong, at the PAP Ordinary Party Conference on 16 November 2008, announced the setting up of the "Skills Programme for Upgrading and Resilience" and an earlier than usual Budget for 2009. This will enlarge our capabilities and also enhance our confidence.

Acting Minister for Manpower Gan Kim Yong has also, on 19 November 2008, released the set of tripartite guidelines on managing excess manpower to be implemented. This will help



**“To overcome the obstacles in the way of our economic growth, we have to build our capabilities so that we can clear the hurdles with confidence – confidence in ourselves and confidence in those we work with and work for.”**

workers and ready them for when a fresh flood of orders come in again.

e2i (Employment and Employability Institute) and union leaders are also helping workers to move in, move over, move up and move across industries that have manpower needs. All hands are on deck to train workers and even expanding the workforce. NTUC is conscientiously urging companies to commit to re-employing older workers as well as persuading women who had left the workforce, to return to work.

NTUC Secretary-General Lim Swee Say said the Labour Movement, together with our tripartite partners, has never been better prepared for a downturn now as compared to previous downturns. We can upturn the downturn. Singapore wants to leave "negative growth" behind. This is the uniting wish of all Singaporeans, all businesses in Singapore. This will be our joint mission. The world is watching how Singapore will yet again overcome another crisis and become stronger than ever before as a nation.

NTUC is ready to meet the challenges of the global crisis head-on. A taskforce has been formed and NTUC Deputy Secretary-General Heng Chee How is leading discussions with veteran union leaders who had warred against previous crises such as those brought on by terrorist attacks on "September 11" in 2001 and the "Severe Acute Respiratory Syndrome" in 2003. They are studying the different schemes that had helped businesses stay afloat and workers keep their jobs then to see if they can be implemented or adapted with any success now. Many unions, especially those from the electronics and service sectors, will be working closely with companies to make full use of SPUR to enhance the skills set of

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**Question 2:** Who is the cartoonist for "Life With U"?

**Answer 2:** \_\_\_\_\_

**Question 3:** Name one of the articles featured in "NEWS Break"?

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\*Compulsory Fields. Closing Date: 1 December 2008

# Right Time for Rides on Buses, Trains and Taxis

By  
**Naseema Banu Maideen**

**A**t a time when people are cutting down on lavish expenditures, public transport is one commodity that most resort to. This is crystal clear from the increased public transport ridership by about 8 per cent in the first eight months of this year, compared to the same period a year ago. Even when more people turn to this more affordable avenue, most are not willing to compromise on the quality of these services.

To make good use of the opportunities in the wake of the weakening economy, five land transport operators have embarked on the Customer-Centric Initiative journey to drive their employees' service standards further.

The CCI for land transport was launched by Minister for Transport and Second Minister for Foreign Affairs Raymond Lim at the National Transport Workers' Union's 27th Anniversary Dinner on 18 November 2008.

This commitment will impact more than 13,900 bus captains, frontline and operations

**“We want commuters to stick to public transport, even when the economy recovers subsequently and they can afford to drive, because they find public transport fast, convenient, reliable and comfortable.”**

Raymond Lim

staff in the private transport industry - ComfortDelgro Bus Private Limited and Woodlands Transport Private Limited - as well as leading counterparts in the public sector - SBS Transit Limited, SMRT Corporation Limited and Transit Link Private Limited.

Together with the seven taxi operators on board the CCI since February this year, the initiative will impact some 60,000 or 80 per cent of transport workers in Singapore.

**“There is no better time than now for the land transport sector to get on board CCI to boost the industry's image and professionalism. This will lead to better service performance that will ultimately benefit commuters and help transform our land transport sector to be the best in the world.”**

Co-Chairman of CCI Committee Yeo Kuat Kwang

**“As Minister Raymond Lim has said, there are plans for more rail lines and more buses on our roads. This means we will have more workers joining the public transport sector, especially as bus captains. Even as the demand increases for our services, we have to keep improving on our service levels to meet customers' expectations to be able to remain employable.”**

National Transport Workers' Union General Secretary Fang Chin Poh

**“Strong customer service skills will go beyond helping our workers in the transport industry. These portable skills will boost their abilities to fit into the job market across various industries.”**

Singapore Industrial & Services Employees' Union President Tan Peng Heng



Pledge Of Commitment... Five major land transport operators have already embarked on their journey towards service excellence.

## Service Excellence At TransitLink

Transit Link Private Limited is already on its way to reach this destination. Its employees have been constantly impressing commuters with good service by providing vivid and precise guidance for their queries at the service counters. Mr Raywan Sandy, 30, an Area Supervisor for the North-East line is one of them.

“I receive more ‘thank you’ notes and letters of compliments from both foreigners and Singaporeans since I attended the ‘Going The Extra Mile Service’ training last year,” said Mr Raywan.

Moving forward, through this CCI, Transit Link hopes to improve customer satisfaction level by 5 percent to 83 per cent next year. This is just one of its goals, said Mr Chandra Segaran, the company's Senior Manager (Information Technology & Operations).

He added: “Good times or gloomy times, it is always important to keep training in focus. Giving our employees room for continuous upgrading of skills will be useful for their future. They will be well equipped to stay relevant and competitive.”

## Jobs Aplenty In Bus Industry

### NTWU-SMRT Reaches Out To Community And Members



by  
**Mohamad Randy**

Principal Industrial Relations Officer, NTWU

**O**ver the past month, the National Transport Workers' Union and SMRT Corporation Limited have combined their resources to reach out to the community at Yio Chu Kang Community Club and to the newly recruited SMRT workers at Kim Chuan Depot.

At the community outreach programme, SMRT Corporation showcased its corporate social responsibility programmes and activities. It also lined up its fleet of gleaming new



One After Another... After joining SMRT, these workers do the sensible thing to sign on with the union.

acquisitions – Euro V Buses and CNG taxis – and their service leaders in their smart uniforms to talk about their bus driving experiences.

Behind the impressive show-and-tell display, the company is intent on stepping up

its recruitment of service leaders into its ranks.

As one of the two main bus operators, it will ramp up its recruitment of service leaders for a more seamless and connected quality public transport system announced by the Transport Minister Raymond Lim earlier this year.

The SMRT workers were the targets when NTWU, together with the National Trades Union Congress and SMRT, held a Membership Recruitment Show at Kim Chuan Depot.

The depot which runs the Circle Line had recruited many of the station and engineering workers in August. They are new to the industry and are undergoing training to run the Circle Line.

The management found out that many of them were non-union members and invited NTWU to share with the workers about union membership and its benefits. The union also provided free lunch to all the SMRT workers.

# SMOU Members Unaffected By NOL Retrenchment

The Singapore Maritime Officers Union has been assured by Neptune Orient Lines that none of its seafaring members will be affected by the retrenchment exercise that the global cargo transport and logistics company announced on 19 November 2008.

SMOU, which represents the seafaring officers who are employed under the NOL Group, have been in dialogue with the Singapore-listed shipper that hires about 11,000 people globally.

"Seafaring is a specialised skill, and our officers represent the 'cream' of the maritime industry. There is presently an industrial shortage of seafaring officers, and many of the seafarers onboard vessels under the NOL Group are foreigners. The market demand for seafaring officers is still buoyant," said SMOU General Secretary Thomas Tay.

Last month, NOL reported an 82 per cent fall in third-quarter profit to US\$35 million, and added that it was expecting an operating loss in the fourth quarter. It said its container shipping business APL will reduce capacity in Asia-Europe trade by about 25 per cent, saving the group about US\$200 million in costs next year.

The retrenchment exercise is the company's second cut-back. NOL said it will slash 1,000 jobs worldwide to combat industry downturn. Although the reductions will come mainly from its North American operations, some 50 from its headquarters in Singapore will also be affected.

"In the event that our seafarers lose their jobs, SMOU will work closely with our tripartite partners and the National Trades Union Congress on alternative schemes that will assist our members," said Mr Tay, who is also NTUC Vice-President. "We will also work with our

**"The retrenchments at NOL show the stress in that sector and adds to the gloom. The workers laid off locally are from the non-unionised land-based functions. They can seek help with job placement from e2i, which NTUC runs on behalf of the tripartite partners. Although the seafaring employees of NOL are not affected in this lay-off, their union the SMOU is keeping a close watch over developments. Given such a volatile and uncertain climate, I urge workers in all sectors and industries to join the union quickly for their own good."**

Heng Chee How  
NTUC Deputy Secretary-General and Centric Director (Union)

maritime training provider, Wavelink Maritime International, to develop a series of skill upgrade programmes to facilitate the re-employment of any affected members in other capacities within the industry."

# STAMP Of Improvement



By Naseema Banu Maideen

It's that time of the year when school report books are distributed. Unlike other times, this time Zoel Lee and Yong Fatt Rui looked forward to receiving theirs.

Both 13-year-olds studying in the Normal Technical stream at Jurong Secondary School have been pushed to work hard this last quarter of the year, and both were hoping to reap in better results. Indeed, when they opened their report books, they were elated. Both were promoted to Secondary 2, and... the Normal Academic stream!

Four months ago, Zoel and Fatt Rui came under "STAMP", a pilot programme of Loving Heart Multi-Service Centre, a grassroots group in Jurong Central, and supported by the Metal Industries Workers' Union and its unionised company, Shimano Singapore Private Limited.

STAMP organises indoors and outdoors activities aimed at nurturing students. The extra doses of confidence and encouragement that the Secondary 1 students have gained from this programme have also boosted their academic performance.

To date, about 150 students from six schools have embraced the "Sports, Tuition And Mentoring Programme". Jurong Secondary School came onboard in August 2008.

Union officials from MIWU interact with 20 students from the school weekly. These students have lots of potential, not just academically but also in other areas, said Miss Florence Ng, Head, Industrial Relations in MIWU, one of 10 union officials mentoring these students.

"Zoel and Fatt Rui are two students who showed good leadership qualities right from the start. What we had to do was to help them develop these skills," she said.

Shimano has contributed \$40,000 for STAMP and donated 50 bicycles for the

students to learn cycling.

On 15 November 2008, STAMP was officially launched. The launch also marked the adoption of Loving Heart Youth Centre at Block 312 Jurong East Avenue 1 by MIWU and Shimano. This centre will provide a conducive study environment with Internet access for about 20 youths.

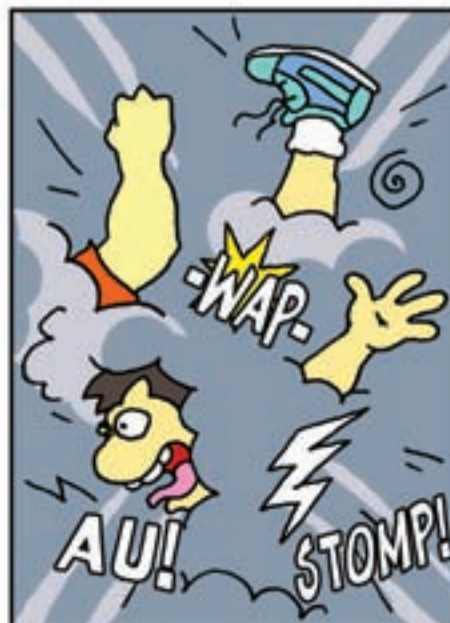
Mr Lim Boon Heng, Minister in Prime Minister's Office, and Mr Tharman Shanmugaratnam, Minister for Finance, both Members of Parliament for Jurong GRC, were present at the launch.

"I am glad both union and management see the importance of education and the ripple effect it has on children. A good education will widen one's choices for jobs which will help command a better pay in future. I would like to see more efforts like this to build a strong community," said Mr Lim.

**"This project enables MIWU and Shimano to contribute to the community in a meaningful way. As part of the Labour Movement, we will do our best to nurture the workforce of tomorrow."**

MIWU General Secretary Tan Chai Kun

## LIFE WITH U



BY ISKANDER

# Silver Collar Treasures

**A** number of men and women applying to become iCare Officers come with experience.

Madam Janice Chin, for example, had single-handedly taken care of her father-in-law in his twilight years. She understands the special needs of the frail elderly and the amount of patience she must have in order to take care of them well.

So, when she read the newspaper advertisement put up by NTUC Eldercare Co-operative Ltd about a career talk for iCare Officers on 6 November 2008, she showed up. Altogether, 40 interested applicants attended.

iCare Officers are trained professionally and assigned to homebound frail elderly clients to provide physiotherapy services and sometimes, just a listening ear. This is definitely not a 9 to 5 job and iCare Officers can be assigned to clients according to their preferred time slots.

For Madam Chin, 37, this arrangement is perfect. She has an intellectually disabled 7-year-old daughter who needs her constant care. But when she attends a special needs

## Fish For Life

**“This course is suitable for training mature workers re-entering the labour market. They will be equipped with skills to make them more employable in the long run. As the healthcare sector is a recession-proof sector, it will still be hiring in a downturn. In essence, we are teaching Singaporeans how to fish, not for a day, but for life.”**

Lim Sia Hoe

## Join NTUC Eldercare And Say ‘iCare’

**More seniors are saying “yes” to training, job restructuring and re-employment, proving they have what it takes to weather the storm.**

school, Madam Chin has a few hours to herself. So, the flexi-hours job of an iCare Officer is ideal. Madam Chin hopes to be shortlisted for training and eventually, chosen for the job.

NTUC ElderCare recently partnered the Tsao Foundation on a training programme leading to the Certificate in Community Home Care Giving Skills - adapted to the context of the home environment - under the Singapore Workforce Skills Qualifications System framework.

The collaboration of NTUC Eldercare and Tsao Foundation will see selected applicants involved in 8 to 10 days of training under the Care@home Programme, and provide employment for those looking for flexi employment in the social services sector. This will benefit the elderly and the labour workforce and in turn will be provided with jobs non-intermittently.

NTUC Eldercare's General Manager Lim Sia Hoe is enthusiastic about the collaboration and how it coincides with Continuing Education and Training, aimed at enhancing a highly skilled and productive workforce.



Caring Hands... More people will be trained to become iCare officers like Mr Lim Chee Ming (right).

She said NTUC Eldercare decided to work with Tsao Foundation because there are existing resources available within the two establishments. Tsao Foundation is offering its own Certificate in Community and Social Service (Senior Services) - Level 1.

“We should rely on others as collaborative partners instead of reinventing the wheel,” she said.

Also positive about the collaboration is Miss Lim Siew Khim, Programme Manager of Hua Mei Training Academy of the Tsao Foundation.

“The Hua Mei Training Academy promotes active ageing. We are in an industry where the development of skills must meet an international standard,” said Miss Lim.

The Certificate in Community Home Care Giving Skills course will begin in early December 2008, and will be held in English and Mandarin, with 15 to 20 trainees per class. The 8-hour daily classes come with workplace attachments and skills assessment.

Interested in working as iCare Officers? Please call 64785489

## OPTIMAL Care For The Elderly

**N**TUC Eldercare Co-operative Ltd is collaborating with KK Women's and Children Hospital to offer a programme, OPTIMAL, to raise awareness of osteoporosis risks and falls among seniors, 50 years and older.

The programme, which began with the elderly registered at its two social daycare centres at Taman Jurong and Jurong Central, also included seniors under the Wellness programme which was first piloted under the Ministry of Community Development, Youth and Sports/People's Association initiative.

Local studies have shown that mortality rate from a hip fracture is 20 per cent with 80 per cent morbidity. The correlation between osteoporosis and fracture is as strong if not stronger than hypertension and stroke or hyperlipidaemia and stroke. It is hoped that the programme will minimise the impact of osteoporosis so that the elderly will enjoy a better quality of life.

The MOH-funded National programme will be carried out in five phases. NTUC Eldercare hopes that the project will benefit the elderly, particularly those assessed with the risk.



Keeping In Touch... Consultation session with the family caregivers on their Annual Meet-The-Carer Meeting on 25 October 2008.

## Top Recruiter's 3Ps To Success: Passion, Patience, Persistence He Works Hard For His Money

By  
 Cynthia Yeo

**T**here must be a mistake! It can't be me. These are usually the first thoughts that come to a person's mind when he's told his services are no longer needed in the company.

This was how Mr Joseph Tiong reacted when the sandblasting company he worked for informed him in 2003 that had to go. He was shocked, to say the least. He had been working as a safety supervisor for more than 10 years, and was well-respected.

"I was in denial, and went on holiday for three months," said Mr Tiong.

When he returned and reality set in, he panicked.

"I had a family to feed and no job."

That was when he called the National Trades Union Congress for help. He had been an NTUC member for 10 years, five years as a General Branch member. Mr Tiong was not disappointed. He was asked to call PTC Personnel Consultancy, an employment agency that persuades workers to sign up for union membership, and he has been there since. In fact, Mr Tiong is PTC's top recruiter.

His supervisor, Madam Karen Chng, 39, said: "He pushes for members and this is the kind of worker we want."

Mr Tiong's achievements are impressive. On the average, other recruiters sign up between 80 and 130 members a month. Mr Tiong recruits about 200. He recruits between 2,000 and 2,400 members yearly. Since he started work as a recruiter, he has signed up about 12,000



Hard At Work... Mr Joseph Tiong (left) patiently explains the benefits of NTUC membership.

members, far exceeding colleagues who have been in the business longer than he.

The company arranges for its recruiters to take part in roadshows where they work from booths set up outside NTUC FairPrice supermarkets and strategic areas in shopping malls.

Mr Tiong's success comes as no surprise. He is easy-going, persuasive, and, at all times, patient. At a recent recruitment drive in Punggol Plaza, I had the pleasure of witnessing the 1.7m tall man in action.

"Don't worry, I can let you have another," he told one woman who said she had misplaced her application form. "Shall I fill in the details for you?" he continued. "No trouble," he went on.

Mr Tiong does such a good job that his newly recruited members recommend their

friends to him. He entices them with healthcare benefits, booking of chalets in Perth, Genting Highlands and bond-free scholarships to selected institutions.

The man is meticulous to a fault. He proudly shows off his little black book in which he records details of his daily transactions.

"I have to work hard. I have to support my family," said Mr Tiong, who married in 1981, and has two children – one looking for employment and one at school.

On the average, he takes home between \$1,600 and \$1,800.

Mr Tiong concedes that the economic downturn could affect recruitment numbers but he is not one to give up.

"I've done it before, I can do it again," he said.

## Shoring On Institutional Memory

By Jansen Yeo

**W**hat does the acronym, "STS", mean in maritime lingo? Well, this question certainly floored everyone at the Singapore Maritime Officers' Union office.

Up stepped veteran SMOU Industrial Relations Consultant Kumaran s/o Kunjoo to save the day. He explained that "STS" referred to "Ship-to-Ship", a term unique to Eagle Shipmanagement Pte Ltd, and used only in its Collective Bargaining Agreement. Eagle Shipmanagement pays Fleet Allowance on all vessels, plus STS Allowance on US Lightering Vessels and Very Large Crude Carrier.

Mr Kumaran, 73, has been with SMOU for the last 36 years and is now a member of staff with the SMOU IR Department, where his institutional memory is well sought after.

His relationship with SMOU began in 1971 when he sailed onboard salvage vessels.



He served as the union's Assistant General Secretary from 1972 to 1975 and joined SMOU as full-time Industrial Relations Officer in 1982. NTUC presented Mr Kumaran with the Veteran of Labour Award on May Day 2008.

Mr Kumaran is one of several SMOU veterans who have been re-employed in the industry to share their experience and expertise with the younger generation.

## Quarterly CPF Interest Rate

From January to March 2009, the Central Provident Fund Board will continue to pay 2.5 per cent interest per annum for members' CPF savings in their ordinary account. This is the minimum provided for in the CPF Act.

The concessionary interest rate for HDB mortgage loans will be pegged at 0.1 percentage point above this at 2.6 per cent.

The interest rate for Special, Medisave and Retirement accounts will be announced next month when the average yield of the 10-year Singapore Government Security is computed.

The Board reviews the rate quarterly to help improve returns on CPF savings for members' retirement needs.

# Makeover Won Over

## Most ITE Union Members Happy With New Career Framework



By  
**Jansen Yeo**

The Institute of Technical Education has undergone a makeover in recent years. ITE colleges are sprawling campuses with state-of-the-art facilities. Many ITE alumni have gone on to carve out successful careers for themselves. And with ITE's new Compensation and Reward Framework, ITE will be able to attract, motivate and reward staff based on job levels, performance and potential.

"The existing salary schemes of ITE were mostly adapted from civil service schemes in the early 1980s, and last revised in 2001 and 2005 respectively. Many of these schemes are now outdated as they do not align with the objective of strengthening the link between performance and pay.

"The key principles of the new scheme are to broaden and enhance career development, increase responsiveness to market changes and strengthen pay-for-performance. This new career



The new Executive Council members that will lead UITS for the term 2008-2011. Seated in the centre is newly elected President, Jeffrey Koh, along with General Treasurer Law Chee Kheong (seated third from left) and General Secretary Edwin Low (seated fifth from left).

framework, while aimed at attracting talent from the industry, will also help retain good staff with a passion for education," said Union of ITE Training Staff General Secretary Edwin Low.

This new scheme will see a higher proportion of performance-based payments in terms of a higher performance bonus quantum and rates of merit increment. However, a point of contention is the conversion of the college vocation leave into an annual leave scheme of 28 days for staff in service before 1 November 2008. Staff will also work on a more regulated 42-hour work week. So as to get a greater buy-in from the ITE academic staff, UITS negotiated successfully with

The Union of ITE Training Staff was established in 1976 to represent the academic staff of the Institute of Technical Education. It currently has 1,140 members, all are Ordinary Branch members.

the management to dangle a bigger carrot: Staff opting into this new scheme will receive a one-off opt-in payment equivalent to one month's salary and a one-off 1.25 months' leave conversion payment.

With a more regulated working schedule, staff can be sent on courses for upgrading; keeping up with current industrial practices and providing more attention to the learning needs of students. This will be value-adding to ITE education system in return.

"Like all new schemes, there will always be members who may not find the trade-offs attractive, especially those who have been in the service for a long time. But by and large, the majority of our 1,140 members are expected to opt in for the new scheme. Hopefully, the younger and newer staff that have yet to become union members would appreciate the role of the union in securing this package and sign up for membership," said Mr Low.

**ntuc**  
National Trades Union Congress

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For more information on Uplus, visit [www.ntuc.org.sg/uplus](http://www.ntuc.org.sg/uplus)

\* Only NTUC members are eligible to apply for Uplus. Prevailing monthly NTUC membership fees still apply.  
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^ 5% station discount, 5% petrol discount (Valid only for VISA Signature-based transactions on your Uplus card) plus 3% rebates will be credited in your monthly OCBC statement subject to a minimum of \$180 nett petrol spending (previous \$300 nett) in a calendar month.  
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# Reduce, Reuse And Recycle

Let's cut waste and have some fun. All this happened at the Singapore industrial and Services Employees' Union's Family "Let's Go Green" Day held on 16 November 2008.

More than 1,000 SISEU members and their families gathered at the sprawling Bottle Tree Park to enjoy themselves and learn how to do their part to save Mother Earth.

Besides educational tour of the farms, the families gamely togged themselves in recyclable material to become eco-superheroes and answered questions related to the eco-friendly theme to win fabulous prizes.

The car boot flea market also drew a steady crowd to stock up on knick-knacks, secondhand books and used clothings at a fraction of the cost of brand new items. A



All hail the first Green Family.



Times are so bad, we have to build our houses using recycled materials.



most commonsensible thing to do during a downturn.

The Family Day ended with a lucky draw. Soon after, the sky opened up and started to rain. A timely reminder that nature can sustain as long as there is renewal and rejuvenation.



Young NTUC is going green. As one of the volunteerism structures to engage current and potential youth activists, it is embarking on the Green Movement initiative.

The changing environment such as rising sea-levels will hit Singapore hard, and when that happens, the livelihoods of all Singaporean workers will be affected. So being green also means taking a stand for our workers too!

Young NTUC Green Movement will line up many activities in the coming months to promote awareness, raise funds, and help to make our green pledge of planting the 100 trees a reality.

Show your support and join our youth activists at the inaugural activity - movie screening of "An Inconvenient Truth" - on 26 November 2008.

You can register at [www.youngntuc.org.sg](http://www.youngntuc.org.sg) or email to [andrea@littleRed.sg](mailto:andrea@littleRed.sg).

## Young NTUC Green Movement Movie screening "An Inconvenient Truth"

Date: 26 November 2008  
Time: 7 pm (registration starts at 6.30 pm)  
Place: NTUC Centre Auditorium

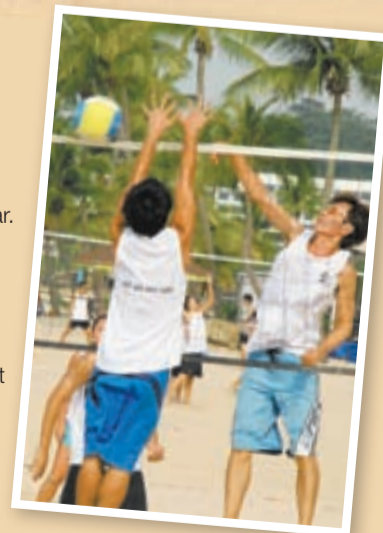
## U Games 08/09

brought to you by NTUC Club in partnership with Young NTUC



## Make a date with Beach Games 2008

As part of the U Games line-up, **Beach Games** will be held at **Tanjong Beach, Sentosa** on **Sunday, 30 November 2008** from **0900-1800 hrs.** Competition highlights include the inter-union Beach Volleyball, Beach Soccer and Tug-Of-War. nEbO, NTUC Club's youth club for the pre-workforce aged 12 to 21, will also have teams competing among themselves in a strong show of support for the U Games. 200 people are expected to turn up for a fun Sunday out together. All union members are warmly invited to join us for a good soak in the sun, sand and sea. Your presence and cheers matter to the teams you are rooting for. So make a date with us and see you there at the beach!



# 过难关



“ 环球金融风暴已经来到，世界经济正急转直下。在新加坡，我们的工运要U转逆势，就因为我们有能力，有信心，也信任我们的伙伴。

新加坡要乘势而上，要把劣势转为优势。这是每一个新加坡人的愿望，每一间在新加坡开设的公司的愿望。

撰文：成汉通 / 摄影：骆辉煌

## 工团保龄球赛



**新加坡全国合作社联合会**定在2008年12月7日，在义顺胡姬乡村俱乐部的保龄球场举办保龄球赛。比赛的宗旨是提供管道和机会让领袖和会员交流。

这项比赛只限36支队伍参加，每队的球员人数是四名，包括三名男性球员和一名女性球员。凡该会属下合作社的会员均可报名参加，唯那些目前是国手或前国手（2001年1月到2007年）以及被全国体育协会开除的球员例外。违例者不得参加比赛。

当天活动的嘉宾是新加坡全国合作社联合会的理事兼马林百列集选区国会议员谢健平。

### 比赛与报名

日期：2008年12月7日，星期日。

时间：早上9时30分到下午1时

报名费：每队4人100元。可开支票支付。支票抬头：

“SINGAPORE NATIONAL CO-OPERATIVE FEDERATION”。

参赛球员每人可以获得一件活动衫，并在颁奖礼后受邀参加宴会。

询问电话：662590077 转支线113

电邮：jasnijamil@sncf.org.sg

截止日期：2008年11月30日

**摆在我们面前**的是一个经济大难关。要过这个难关，或者任何的难关，需要的是能力、信心和信任。

星展银行裁员事件影响了人们对我国劳资双方互相信任的看法。如果我们把它当成反面教材，就应该提醒劳资政三方，从中吸取教训。在全国上下想方设法如何能“过关难过过关”时，这类事件不能再发生。

要一起渡过这个百年一遇的大难关，我们要加大能力，增强信心，并促进信任。

李显龙总理上星期日在行动党大会上宣布明年的预算案要提前公布，劳资政也将实施“技能提升及应变计划”，以保住工人的饭碗。这将在在加大了我们过难关的能力，也增强了国人的信心。

人力部代部长颜金勇也表示，人力部将实施一套指导原则，公司在裁员前应和工会磋商。这是促进劳资互信的保障。职工总会的立场是，裁员应该是到了公司别无他途才进行，否则公司应该和工会一起进行削减营运成本的安排，包括安排闲置工友再受训，以及较短的工作日等等。

职总已经为“过难关”做足准备，由副秘书长王志豪领导的工作组，正制定策略，以应付裁员上升的趋势。有了上几次的危机处理经验，加上工运领袖们的全力以赴，我们已加大了

过难关的能力。

职总附属的许多工会，尤其是电子业和服务业的工会领袖，目前正和公司的管理层探讨，如何共渡难关，包括怎样充分利用“技能提升及应变计划”，使受影响的工友们接受技能提升，并强化受雇条件。

职总的就业与职能培训中心也和许多工会领袖们讨论，如何协助受影响的工友转行转业，或在同行业内提升技术，或转到其他公司。同时，年长工友的重新雇佣也不会因为当前的形势而被忽略。

职总秘书长林瑞生认为，我们能渡过这个难关，工运2011的愿景就有望实现，关键就在于现在我们要认清工作，把它做对。

环球金融风暴已经来到，世界经济正急转直下。在新加坡，我们的工运要U转逆势，就因为我们有能力，有信心，也信任我们的伙伴。

新加坡要乘势而上，要把劣势转为优势。这是每一个新加坡人的愿望，每一间在新加坡开设的公司的愿望。

全世界都在看我们如何又一次渡过难关。

# 从被动到主动从事工运

**名字:** 李耀群  
**年龄:** 32岁  
**联合会职务:** 新加坡保险业雇员联合会青年团副主席、  
 分会代表(英国保诚集团)  
**职总青年团职务:** 委员、Black 8桌球团体副队长  
 (爱好团体)  
**爱好:** 玩桌球、打高尔夫球和旅行



**李耀群** (32岁) 在2000年加入英国保诚集团(新加坡)时, 从来没想过会涉足工会事务, 因为他认为没有必要。

他说: “我一直以为, 有劳资问题可直接找专门处理雇佣问题的人力部。”

目前担任系统工程主管的李耀群在2002年刚加入工会时, 仍然对工会的态度冷淡, 直到有一次他参加了青年团主办的Youth Campus露营活动后, 才开始思考工会的问题。

“我终于知道工会的工作是怎么回事。我对职总的一切更为了解, 也明白工会如新加坡保险业雇员联合会是隶属职总的工会组织。”

李耀群是在2007年赢得职总青年团主办的Black 8桌球选拔锦标赛的冠军, 此后引起了新加坡保险业雇员联合会的注意, 把他引进工会。今年3月李耀群还担任了青年团副主席。

他说: “在与工会领袖, 以及副秘书长谈过之后, 我对工会和工运有了更透彻的了解。”

去年, 李耀群开始积极参与工会活动, 活动内容包括与其他工会和外国工会的领袖及会员互相讨论和交换意见等。如今, 他更加意识到, 工会与管理层之间有必要加强劳资关系。虽然李耀群担任青年团副主席的时间不长, 但他已经先后筹办了多项活动。例如去年于裕廊飞禽公园举办《极速前进》(The Amazing Race)、今年5月到著名主题餐厅用餐: “ALPS Café Chill Out Nite”, 以及今年6月举办“卡拉OK之夜”等。

李耀群举办活动的目的只有一个:

招收会员以及发掘人才。他说: “想鼓励人们加入工会并不容易。即使他们口头上答应, 到最后还是不了了之。相对来说, 最好是招募年纪轻的人入会。”

为了招募新会员, 李耀群和青年团委员举办了一些学习课程。

“委员们与参加课程的人成群坐在一起聊天。这样便能发掘有潜力的年轻工会领袖, 进而引导他们加入青年团。”

然而更具挑战性的任务是, 如何维持会员人数, 减少退会率。李耀群说, 一个方法是培养会员的参与感。“越南人让会员参与许多义工活动, 如筹款、捐血、脱贫和抗疾病活动等; 蒙古人使用互联网为工具与年轻会员保持联系; 而泰国人则发动对抗毒品滥用的活动。”

这些都是李耀群在去年11月到吉隆坡参加国际工会网络亚太区青年会议(Union Network International Asia Pacific Regional Youth Conference Kuala Lumpur)后, 从他们主办的应用课程上得到的讯息。该应用课程共有60名来自蒙古、越南和日本等9个国家的青年团成员出席。

李耀群表示, 他已经把在应用课程上收集到的点子纳入了职总青年团2009的工作计划里。另外, 为了检讨明年的工作计划, 他也与其他年轻工会领袖在11月上旬前往香港和深圳造访香港工会联合会(Hong Kong Federation of Trade Unions)。这个为期4天的造访活动共有80名青年团员参加。

诸如此类的交流活动加强了李耀

群对工运的热忱, 促使他想要致力完成工会所定下的目标。

“工运是劳动队伍的支柱, 但许多人并不了解这一点, 因为他们没有

参与其中, 不了解工运包容各阶层、年龄与国籍的工友。工运强大对社会有很大的益处, 不但能使经济增长稳定, 也有利于国家的发展。”

## 永别了, 曼梭同志

**前工运议员曼梭** (Mansor Sukaimi) 于11月14日与世长辞。他遗下遗孀、一个儿子及两个女儿, 还有12个孙子。65岁的曼梭同志于今年8月发现患上血癌, 这是一种白血球过多取代正常血球的病症。

曼梭同志自1976年至1982年在甘榜景万岸当议员, 该区现在已划入阿裕尼集选区。当时, 他是职总中央委员会的委员, 在1976年至1982年期间, 他先后担任过教育秘书, 及青年与体育部秘书。在1977年至1987年期间, 他在职总服务, 负责人事与行政的工作。

曼梭同志协助成立回教社会

发展理事会, 它是一个自助团体, 提升并改善马来社群的教育水平。离开政坛以后, 曼梭同志继续推动少儿教育、种族和谐, 以及著书和写作。

在职总秘书长林瑞生及前秘书长林文兴致给曼梭儿子马里兹(Maritz Hassan)的信中, 称赞曼梭同志投身培育普通工友的领导能力及推动工友教育。

“他时常跳出框框做思考, 擅长开发与讲座和培训课程相关的教材。”

“曼梭献身工运, 为改善工友的生活努力不懈, 让他们的生活过得更加充实。我们怀念他。”

# 工会和资方参与社区活动

“因为STAMP计划，让我会和岛野新加坡私人有限公司共同合作，为社区做出贡献。我们将竭尽所能培育未来的工人。”

— 金属业工友联合会秘书长陈再坤



又是到了领取学校成绩册的时候了。这一次李恒吉和杨发睿充满期待。因为这两名同在裕廊中学就读普通工艺课程的同学发奋图强，用功读书，一心要升上中二的普通学术班。果然不负重望，他们俩都实现了愿望。

“四个月前，李恒吉和杨发睿不约而同参加爱心服务中心首次推出的“STAMP”计划（体育、补习和指导计划的简称），力求提升自己的课业成绩。”

李恒吉说：“我的活动时间是星期六。我喜欢去那里，因导师很有耐心，他们愿意听我讲话。”

杨发睿补充说：“导师和我们已经结为好朋友。导师不断鼓励我们，告诉我们千万不可放弃。”

“STAMP”计划于2008年11月15

日正式推出。该计划获得金属业工友联合会，以及岛野新加坡私人有限公司的支持。按计划，每一个星期金属业工友联合会将派出工作人员跟20名参与计划的学生交流，协助他们解决课业上所面对的难题，也教导他们一些沟通技术和生活技巧。

金属业工联的工业关系组主任黄子嘉说，参加计划的学生不只在学术方面有潜力，其他方面的表现也不错。她说：“李恒吉和杨发睿从一开始便展现出领袖素质。我们应该栽培他们。”

裕廊中学校长谭玉珍说：“金属业工联派来的导师非常关心学生。他们跟学生们建立了非常密切的关系。学生们从这项活动学习到团队工作和自力更生。此外，当学生们知道原来有很多人关心他们，因此激发了学习的

热情，努力争取考到优异的成绩。”

作为关心社会的商家，岛野新加坡私人有限公司捐献了4万元和50辆脚踏车给爱心服务中心推动“STAMP”计划，同时安排员工教导参与计划的学生骑脚踏车。

在爱心服务中心正式推出“STAMP”计划的当天，岛野新加坡私人有限公司及设在其公司的金属业工联分会，也认助裕廊东1巷大牌312的爱心青年中心。这个中心将为区内青年提供一个设有互联网服务的读书环境。

裕廊集选区议员兼总理公署部长林文兴和财政部长尚达曼出席了该项活动。

林文兴说：“我对于工会和公司管理层积极推动教育，以及他们支持的活动在孩子身上所起的涟漪效应感到高兴。一个人接受良好的教育，工作选择就比较多，也可以赚取更高的薪金。我希望见到更多像这样的社区活动。”

截至目前，已有150名来自六所学校的学生参加了“STAMP”计划。

## 善用U惠卡

**经济不景气**当然要想法子省钱。基于这个理念，布哈努丁（60岁）申请了许多卡。为了证明他的说法，他向我们亮出林林种种的食物折扣卡、百货公司折扣卡和信用卡。

布哈努丁在新航工作，他也是航空交通执行人员联合会副秘书长。

“哪里有折扣就去哪里。”他说。

布哈努丁认为，在他拥有的14种信用卡中，以职总的U惠卡用处最广。

“使用U惠卡可以将宏惠积分转换为现金存进华侨银行。”他说，“有了现金在手，要买什么都方便。”

正是因为这个优点，布哈努丁在U惠卡推出的那一刻，便申请换卡。

“既然拥卡有好处，为什么不充分利用呢？”他坦率地问。

U惠卡是由华侨银行发行的信用卡，原名为职总惠源卡，自今年9月26日起改为今称。华侨银行是职总的策略伙伴。

最近，布哈努丁将8970个宏惠积

分兑换为60元。“如果我依旧使用惠源卡，就不能这么做了。”是的，即使要把使用惠源卡所累积的积分兑换成礼券，也有所限制：必须累积到3000分才能兑换20元现金，而想要兑换60元必须累积到9000分。

为此，布哈努丁便向身边的亲友介绍U惠卡的优点。“别等待旧卡期满后去换新的，现在就去申请。”

为了说服身边的亲友，他还特别作了一个计算：“每一次累积10分。试想累积到10万分后我能换回多少现金？何况在平价购买自家品牌产品，可以得到5%折扣，而年长者在星期二消费还可额外得到2%折扣。”

非但如此，U惠卡用户凭卡在新加坡境内的古德士加油站添油，除了能得到10%折扣之外，还可额外节省3%。

“现在行情不好，与其感叹，不如充分利用U惠卡来节省金钱。”



“现在行情不好，与其感叹，不如充分利用U惠卡节省金钱来得实际。”

— 布哈努丁

# 新援助措施两重点： 解决就业 扶持商家



**在此经济难关**，政府的当务之急是保住工友的饭碗，协助失业的工友寻找工作，同时帮忙公司企业融资和贷款，以便他们继续营业。李显龙总理于11月16日在人民行动党常年大会上做出上述表示。

总理指出，这次经济风暴是七八十年来最严重的一次，而提升技能和培训工友是抵御裁员和失业的有效方法。为此，政府将与职总和雇主合作，为工友提供各种再训练和提升技能的机会，以加强他们的就业能力，使他们可以自立更生。同时他也呼吁那些目前出现人手剩余的公司趁机培训工友或提升工友的能力，为经济复苏做好准备，“而不是裁退员工，置他们于不顾。”

他透露，为了强化培训的工作，政府正在联合我国既有的继续教育和培训机构，例如就业与职能培训中心，以及职总、劳发局，发挥劳资政

合作的优点，共同推出“技能提升与应变计划”，提升工友的就业能力。他也指出：“虽然现在经济已经陷入衰退，但还是有好几项新的投资计划为我们带来就业机会，包括两间综合度假胜地。他们在不久之前已经开始聘请员工了。工作是有的，只要大家肯拚、肯做、肯学，就能找到工作。”

在维持商业生存方面，政府也着手解决中小企业的借贷问题。

“企业唯有融资和向银行贷款才能够继续营业。然而现在经济情况不稳定，小公司要向银行借款并不容易。所以政府打算推出一些计划，帮助小公司取得所需要的金融资源。”

“要是企业融资和贷款困难，一家原本是优质的公司也会变成困难重重的公司，而困难重重的公司最后将演变成劣质公司。到时我们就有麻烦了。”

“虽然现在经济已经陷入衰退，但还是有好几项新的投资计划为我们带来就业机会，包括两间综合度假胜地。他们在不久之前已经开始聘请员工了。工作是有的，只要大家肯拚、肯做、肯学，就能找到工作。”

— 李显龙总理

## 行动党与工会的共生关系

在大巴窑体育馆举行的人民行动党常年大会上，李显龙总理指出：“这次的金融海啸所造成的伤害不能单靠一贴药就能救治，它将持续一段时间，因此我们有必要留意事态的发展，随时因应局势和不断根据情况调整政策。”

他强调，在此困难时刻，人民行动党政府、工会和工友之间的劳资政关系必须紧密牢固，“而在劳资政三方之中，人民行动党与全国职总的共生关系最为关键。工会了解政府，与政府沟通交流，政府也了解工会遇到的难题，那么大家就可以携手渡过难关。”

# 雇佣法案跟进变化

为跟上时代的改变和不断变化的就业环境，我国国会于2008年11月18日通过了2008年雇佣（修正）法案。新法案是在劳资政三方伙伴经过广泛协商和讨论，并征询公众的意见之后提出辩论的。上一次国会通过修正雇佣法案是在1995年。

人力部代部长颜金勇在国会发言时指出：“现在是修正雇佣法案，使之跟上劳动市场的恰当时机。我们保护工友及部分弱势工友的利益。我们也有必要在维持劳动市场灵活性的前提之下，重新检讨雇佣标准，以及更好地反映雇佣准则。”

虽然工运议员都欢迎这些改变，但他们也希望当局经常检讨雇佣法案所规定的工资顶限，以便跟上快速发展的人口状况。

颜金勇指出，修正后的雇佣法案定于2009年1月1日起生效。新的雇佣法案有三项特点：

- 一、 法案的实施范围跟上劳动队伍的成分变化；
- 二、 更新雇佣标准和就业利益；
- 三、 加强执法的力度和惩罚的强度，并修正行政程序和过时的规定。

“重新定义部份时间工作有助于促进妇女重返工作和重新雇用年长员工。法案修正之后，雇主从此可以灵活地组织工作和安排工作时间。”

— 工运议员哈莉玛

“我们呼吁公司和工友从整体的角度来看待成本管理。公司应该善用所有的资源，并支持政府为提升员工技能而开展的计划。他们也必须借这次机会重新定位。”

— 工运官委委员詹惠凤

“我们必须从中长期检视修正案的合理性。人力部努力促成这次改变，同时采取持衡的协商态度。值得表扬。”

— 工运议员杨莉明

“我们经常说评定一个国家是否成功不在于它创造了多少个富翁，而是它到底帮助了多少个无法跟他人一起前进的公民。”

— 工运议员再努丁强调我们必须特别关注20万名散工、合约和底薪工友