

# "thisweek



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## THE CAREER ACTIVISTS

Is there career life after 40? A new programme will see mature PMEs getting more help to catch a second career wind. *Find out more inside...*



# RE-ACTIVATING CAREERS



The Career Activation Programme will render more assistance to mature PMEs beyond the age of 40 to re-enter the workforce.

By **Ryan Chan**

There's a new initiative in town to give mature Professionals, Managers and Executives (PMEs) aged 40 and above a boost in helping them re-enter the workforce. Launched on 16 July 2015, the initiative is called Career Reactivation Programme (CAP).

A team-up between NTUC PME Unit and local social enterprise GioCareers, CAP is a peer-to-peer support programme that trains volunteers to become Career Activists to help mature PMEs who have trouble looking for jobs after becoming unemployed past the age of 40. The Career Activists will work towards forming a close-knit community with other mature PMEs and provide counselling, coaching and opportunities to network.

"Our mature PMEs are corporate warriors with a wealth of experience, knowledge and perspectives. Together with the NTUC PME Unit, we designed and developed CAP according to their unique needs and characteristics, so that our mature PMEs feel comfortable, engaged and respected.

"As the programme name suggests, we aim to activate PMEs by instilling positivity, drive and confidence in them during difficult periods of their career journey," said GioCareers CEO Hector Lin.

## SUPPORT NETWORK

Results from the Ministry of Manpower's Labour Force Survey showed that the unemployment rate of PMEs has increased 0.2

percent from 2013 to 2.6 percent in 2014. The rate of re-entry into the workforce for PMETs is also only 48.6 percent, which is lower than the national average of 54.6 percent.

NTUC has also seen similar numbers at its U PME Centres. Of the 805 PMEs assisted from January 2014 to July 2015, sixty-nine percent were mature PMEs, with about more than half of them seeking job placements.

The importance of rendering support to PMEs who may have become disillusioned or discouraged has seen the need for a community-scale support network.

Two pilot sessions of the programme took place earlier this year, on 16 June and 14 July. Unemployed mature PMEs were given a platform to voice concerns and challenges of seeking employment after being made redundant.

Feedback from these sessions show PMEs see the value in receiving advice from the Career Activists as well as widening their network.

The programme has received the thumbs up from U Live @ Work Alignment Director James Tan.

"We are heartened to know that more is being done for our evergreen workers. We believe that with the launch of the programme, it will enable PMEs to make connections, and receive help when necessary. It also serves as a good platform to know the problems on the ground. We will work closely together to serve our PMEs better," he said.

## ENCOURAGEMENT AND SUPPORT

One person looking forward to the programme is Chong Kum Hong, a 53-year-old who attended the first pilot session in June.

The interviews he went for since becoming unemployed left him disheartened, especially when faced with age discrimination.

After attending the session, it left him encouraged and helped him to understand the situation better. An example, he shared, is the difference in employment practices and requirements for positions today.

"It has helped us to understand that it's not about not being good enough, but aligning our interests with potential employers.

"It is good to know we are not alone and that, as union members, we collectively have a stronger voice to potential employers on how mature PMEs like us can value-add to the organisation," said Mr Chong.

NTUC Assistant Secretary-General and PME Unit Director Patrick Tay added: "Mature PMEs, especially those who are unemployed, face particularly unique work-related challenges, and it takes more than just career advice to help them overcome their difficulties.

"With the encouragement, motivation and inspiration from Career Activists, mature PMEs will stand to benefit from a holistic network of support across volunteerism, career coaching, counselling and social services that CAP offers."

# MEET THE CAREER ACTIVISTS

*(See interview on next page)*

## **CASEY POON, 48**

Casey lost \$3 million at the age of 30 during the financial crisis and he had to say goodbye to his properties, assets and the life he once knew. But he rebuilt his life and career as a sales professional, thanks to his knack for sales.

Even though he was doing well as a sales person in the printing industry at the age of 40, he wondered if he was too comfortable with his current lifestyle and job. Always looking for new challenges, Casey quit his high-paying job to take on the role of a trainer in a local company for half his pay.

The career switch had many challenges but he persevered to become the head of the training organisation. Recently, Casey embarked on yet another journey by co-founding a training and consultancy firm that spanned three countries in just one year.



## **CARA CHEONG, 39**

Four years ago, Cara had to give up a career she was passionate about for the sake of her family's financial needs. A difficult switch was made tougher when she missed out on getting her degree when she was younger. But she is never afraid to learn new skills from people younger than her.

Today, she is an accomplished trainer and coach in customer service and executive training. She finally has stability in her full time job to resume and complete her degree.



## **KELVIN KWEK, 39**

Kelvin left the police force when he was 24 to start his own business but things were not meant to be when his two businesses failed and he had to sell them away. His lowest point was when he was left with less than \$10 in his bank with a family of four to feed.

He told himself that he is here to learn and he shall learn as much as he can. He promised himself that one day, he will be back to owning his own business again. Today, he is a successful training consultant.



# MOTIVATING MATURE PMES

Are you a mature PME looking for some career advice? Hear what the first three Career Activists in the Career Activation Programme have to offer, based on their very own experiences.

By **Shukry Rashid**

**T**he Career Activation Programme (CAP) brings together a group of Career Activists to support mature PMEs who may need help.

Through CAP, they will be able to encourage, motivate and inspire others by sharing their own career and personal experiences.

The pioneer group of Career Activists is made up of 39-year-old Kelvin Kwek, 39-year-old Cara Cheong and 48-year-old Casey Poon.

The programme also aims to create a close-knit community of mature PMEs, with access to a holistic network of support ranging from volunteerism to career coaching, counselling and social services.

## **NTUCtw: What made you all want to volunteer with CAP?**

**Kelvin Kwek:** I've been volunteering since 2000. That was when I found out that what gives meaning to life is how you help others. I always believe that when you help others, things just come around the other way.

For this programme, I joined because I feel that it is relevant. When I first left the police force as a police officer after seven years, I felt that I had lost the corporate touch. And during that first one year [after leaving the force], when I was in between jobs, my first job didn't fit and I moved on and on. Finally up to my third or fourth job, I got what I think was relevant for me. But during that period, I felt that I needed someone to talk to. At that juncture, I basically had nobody ... These are the things that I've gone through and managed to pull through. I felt that if I could pass the message to the rest, I could help others as well.

## **What are the pros and cons of career switching?**

**Cara Cheong:** For pros, there is freshness, you face new challenges. You open up your vision to a lot more because in your previous career, you could have had tunnel vision. When I switched my career, I realised that there is so much more out there. And I realised that there are a lot of things from my experiences in my past job, though used in a different context, the skills that I've acquired can be applied [to the new job] and can be honed and expanded. The self-discovery aspect is also quite interesting.



For cons, of course there is the fear of flunking the new career. Within the first year, you might lose the job and then where are you going to land? You have to pass through that first year plateau and you'll be fine. I think many people just don't push through it, especially now that if you stay in your job for more than three years, you are actually quite good. In the past, people stay in a job for life.

There is also the possibility of losing your direction in life, especially if you place a lot of emphasis that your identity is tied to your job. That is dangerous and there is a tendency of losing yourself.

## **How can mature PMEs know if they should take the plunge in a career switch?**

**Cara Cheong:** Passion aside, being a very pragmatic Singaporean, I think the job has to pay you enough to support your family. Even if it means a career switch that takes a pay cut, it has to be enough.

Also, if you can, consider a career switch while you still have a job. If you can't, then look around – it's survival first. You can land something and it may not be what you are passionate about but it's okay. Earn your keep and then move on later when there's the opportunity.

Managing expectations is also important. You need to know that a job is a job. No matter how passionate you are about that job, it is going to get tough. And are you ready for the tough times that's going to come?

## **What should PMEs always be ready for?**

**Casey Poon:** Employers feel that hard skills is important, but that is to a certain extent. What's more important is if you are able to do a variety of jobs because now a worker can be doing many roles.

Employers also look for a team player because no man is an island. A lot of times, mature PMEs have the skills but they do not have that personal touch and that's the soft skills aspect.

Another thing to ask yourself is if your network is big enough. How do you leverage on social media? You need to learn how to market and promote yourself, and to have your personal brand. You can use LinkedIn, Facebook to build up your brand as well.

**Kelvin Kwek:** You need to be constantly learning, learning is never-ending. You need to peak your learning according to what you want to do.

Interest is another one. Don't just get a degree for the sake of getting a degree. Is the degree relevant for the job? Personally, I have been withholding my degree for over a year. But if you ask me how many certificates I have, I have over 70.

Also don't have this 'I know it better than you' mindset. Feel free to learn from someone younger as they have new insights. We may be experts in our area, but they are also experts in theirs.

# More Help For You

We list down resources and services by the Labour Movement that mature PMEs can tap on.

By **Shukry Rashid**



**M**ature PMEs can look forward to more peer support with the recent announcement of the Career Activation Programme. However, there are a lot more on offer by the Labour Movement in the way of help and assistance.

## U PME CENTRE

Anchoring on its 4Ps proposition – Placement, Protection, Progression and Privileges – the U PME Centre provides an array of services for mature PMEs that includes workplace advisory, professional development and career coaching.

For more information, approach the U PME Centres at:

- ▶ One Marina Boulevard (OMB) NTUC Centre  
1 Marina Boulevard #B1-01 Singapore 018989
- ▶ Devan Nair Institute for Employment and Employability  
Career Services Centre (Level 2)  
80 Jurong East Street 21 Singapore 609607
- ▶ U PME Portal – [www.ntuc.org.sg/pme](http://www.ntuc.org.sg/pme)

HOTLINE: **6213 8008**

## NTUC'S E2I (EMPLOYMENT AND EMPLOYABILITY INSTITUTE)

e2i conducts training courses and interventions to assist specific skills gap for mature PMEs.

Some of the course are Executive Workshop to strengthen job search skills, Executive Coaching Workshop to strengthen PMEs' interviewing techniques and help them understand their strengths and competencies better, and Jobs Bank Connect that enables PMEs to learn how to navigate Jobs Bank and understand how to customise resumes.

For more information, visit [www.e2i.com.sg](http://www.e2i.com.sg).

## CENTRE FOR SENIORS (CFS)

CFS conducts talks and seminars on topics like savings, CPF and health. CFS also conducts training courses for mature PMEs to educate them on how to and why they should stay employed, managing money and preparing for retirement.

For more information on Centre For Seniors and its courses, visit [www.centreforseniors.org.sg](http://www.centreforseniors.org.sg).

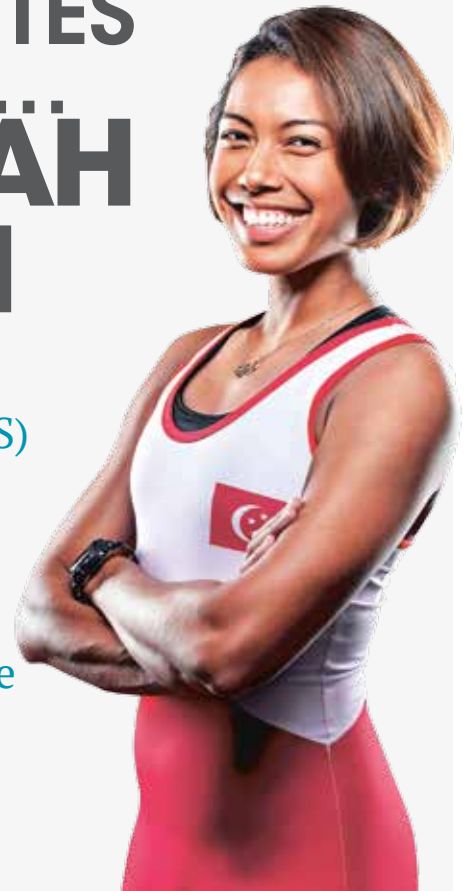
## NEXT U

NTUC LearningHub's executive training arm Next U conducts a variety of upgrading courses for PMEs that can be applied across various industries such as leadership and professional development. For more information on Next U, visit [www.nextu.com.sg](http://www.nextu.com.sg).

# 5 MINUTES WITH... SAIYIDAH AISYAH

With the Future Leaders' Summit (FLS) fast approaching, *NTUC This Week* catches up with one of the speakers at the event – Singapore Rowing Association Professional Athlete Saiyidah Aisyah

By **Shukry Rashid**



**S**aiyidah Aisyah will be one of the speakers under the inspiration track at this year's FLS come 24 July 2015. She first scored a Bronze Medal in the SEARF (Southeast Asian Rowing Federation) Championships in 2005, before hitting a high of bagging the Individual Rowing Gold Medal in the 2013 Southeast Asian Games, making it Singapore's first at the same time. Saiyidah is currently training hard to vie for a spot in the Rio Olympics in 2016.

## SAIYIDAH AISYAH'S 3 SIMPLE STEPS TO CAREER SUCCESS

- 1** Do what you love and love what you do. I believe that you should wake up every day doing the things you love. If you're not jumping out of bed to go to work, then you should work towards achieving that. Like what Steve Jobs once said: "If you haven't found it yet, keep looking. Don't settle." It is the best feeling in the world being able to do what you love every single day of your life.
- 2** Keep challenging yourself. Set small goals in your career that is a notch or two above what you believe you are capable of and go surprise yourself at what you are capable of doing.
- 3** What is more important than setting goals is knowing why you have set those goals. Find the reason behind why that goal is important to you. Only then will your goals have a purpose for its existence.



### Take Charge Today!

Want to learn more on how to take charge of your career with Saiyidah Aisyah? Then sign up for FLS 2015 today!

Date: **24 July 2015**

For enquiries, please visit [www.futureleaderssummit.sg](http://www.futureleaderssummit.sg). For corporate bulk purchases, please call **6213 8810** or email: [fls@ntuc.org.sg](mailto:fls@ntuc.org.sg).

# BRIDGING TWO SIDES

Migrant workers give back to society through volunteer work.

By **Fawwaz Baktee**

The Migrant Workers' Centre (MWC) collaborated with the Building Construction And Timber Industries Employees' Union (BATU) and Shipbuilding and Marine Engineering Employees' Union (SMEEU) to organise on 12 July 2015 a volunteer event at the Jamiyah Children's Home and Jamiyah Nursing Home.

Together with students from Raffles Institution and Republic Polytechnic, the event called 'Migrant Workers Hari Raya Give Back' saw 30 migrant workers, mainly from Bangladesh, volunteering their services to plant a garden at the children's home and to clean up the nursing home's common and activity areas.

## INTEGRATING WORKERS

The event was initiated by the Labour Movement to provide a platform to promote integration and understanding between locals and migrant workers.

NTUC Assistant Secretary-General Zainal Sapari said: "At the end of the day, we are hoping to encourage a deeper sense of integration. We



From left: NTUC Assistant Secretary-General Zainal Sapari, Jamiyah Children's Home Superintendant Janiff Yusof, and Migrant Workers' Centre Chairman Yeo Guat Kwang planting a Velvet Apple Tree that signifies hope for the future.



Migrant workers spent their Sunday volunteering to create a garden for the children at Jamiyah Children's Home.

want to acknowledge the role migrant workers have played in building Singapore, and I suppose this is one way they can thank Singapore for giving them the opportunity to earn a living here.

"We are living as a community and it is through such activities that we develop a sense of understanding and tolerance towards each other."

All the migrant worker volunteers were union members from either BATU or SMEEU. Bangladeshi worker Miah Sapan, 23, said that he volunteered as soon as he heard MWC and BATU were looking for workers to help at the children's home.

"I volunteered because I like helping people. This the first time I'm planting a garden. I've

"Migrant workers have contributed to the building of our country since the Singapore story began. In recent years, we have heard or seen them giving back to our society. We wanted to provide an opportunity to demonstrate this desire among migrant workers to give back to their adopted home by helping the less-privileged Singaporeans. We hope this grows the seeds of a virtuous cycle of 'paying it forward' as we celebrate Singapore's 50<sup>th</sup> birthday together."

– MWC Chairman Yeo Guat Kwang

never done it before. So it's good that I can do something different from my usual job and make the children happy at the same time," said Mr Miah.

The volunteers also bonded with the children and staff of the Home by breaking fast with them as part of the Ramadan period.

## CORRECTING STEREOTYPES

Naveen Gunasavaram, a student volunteer from Republic Polytechnic, said that such events can help to correct the public's general perception of migrant workers.

He said: "I would like to see a stop to the stereotyping of migrant workers. Migrant workers are human beings, with ambitions and emotions, just like you and me. It's wrong for people to be suspicious of them and label them as troublemakers just because they aren't local. Change must start from us. We have to accept migrant workers as a part of our society."

MWC said that it is encouraged by the increasing number of locals who volunteer to work with migrant workers and will continue its work to facilitate meaningful interactions between the two groups.

The 'Migrant Workers Hari Raya Give Back' was the first of a series of events to give migrant workers opportunities to give back to society. The next event in the series will be held in November.

# Clear Proof

MWC responds to the tabling of Employment Act revisions.

Responding to the Employment Act revision tabled in Parliament on 13 July 2015, Migrant Workers' Centre (MWC) said it was very encouraged that the revision will make mandatory the conveying of Key Employment Terms (KETs) to workers within 14 days of employment, and the issuing of itemised pay-slips.

"MWC is among the first to call for migrant workers to have key terms of employment clearly conveyed to them as soon as they commence employment in Singapore. We have experienced instances where migrant workers began their employment in Singapore without knowing their employment terms and conditions," said MWC Chairman Yeo Guat Kwang.

Mr Yeo mentioned that the centre has also been calling for issuing of itemised pay-slips to migrant workers.

"... There were many instances of arbitrary deductions to workers' salaries without proper justifications or documentation. And the affected workers were unable to recover the unauthorised deductions from their employers when they lodged their claims to the authorities because the workers do not have proof of documentation," he said.

Mr Yeo also urged all employers to comply with regulatory responsibilities and accede to migrant employees' request for salaries to be paid electronically into their bank accounts.

# TOWARDS SG100

The 'Dream Future' Envisioning Forum engages youths to seek out some answers on how to make the future Singapore a better homeland.

By **Fawwaz Baktee**

THE  
FUTURE  
DEPENDS  
ON  
what you do  
Today



NTUC Secretary-General Chan Chun Sing having a discussion with youth leaders on the things that should be done for Singapore to achieve SG100.

Chairing the closing dialogue of the 'Dream Future' Envisioning Forum on 4 July 2015, NTUC Secretary-General (SG) Chan Chun Sing had this message to share with over 400 youth leaders in order for Singapore to achieve SG100.

"Every society will have its fair share of imperfections and challenges. The question is if we will still want to be Singaporeans given our various imperfections. Will we stay and overcome our imperfections together and build a better home for our children and their children?"

"Our commitment to overcome our challenges together will define us as a nation. It is not just about how good our country is and therefore we stay. It is also about how great we want our country to be and how we contribute to realising that vision. If we can do that well, we can look forward to celebrating SG100 with pride and confidence," said SG Chan.

Held at the Singapore Polytechnic Convention Centre, the forum was organised by the Association of Public Affairs (APA) and Young NTUC to engage youth leaders from universities, junior colleges, polytechnics, Institutes of Technical Education (ITEs), youth organisations and young working adults.

## EDUCATION AND RESOURCES

The forum also saw SG Chan address issues raised by youth leaders such as the nation's

education system and the allocation of national resources.

"During the discussion on education, the youth leaders were asking about the purpose of education, and I wanted to encourage them to think of education as not just fulfilling an

economic purpose or inculcating values, but for each and every one of them to discover themselves, to understand their strengths and weaknesses and to do justice to the blessings they have been given," said SG Chan on the sidelines of the forum.

He also said that Singapore has more resources to tap on today, as compared to 50 years ago and this would bring about the challenge of forging consensus on the way Singaporeans share resources, encouraging those who are well-off to take care of those in need, and using resources to bring out the best in Singaporeans.

## ENGAGING YOUTH LEADERS

The forum is the first of a three-phased SG100 Compass (Youth Edition) project, giving youths a platform and an opportunity to take the lead in setting Singapore's journey towards SG100.

NTUC Youth Development Unit Director Desmond Choo said: "The project is about understanding youths' aspirations on a deeper level; and sharing national imperatives. This is important if the Labour Movement wants to develop programmes relevant to the next generation.

"We heard from the youths that they not only wanted a Singapore that continues to provide good jobs but also platforms for them to fulfil aspirations such as volunteerism and deepening our sense of identity. This is useful in designing our engagement. In the upcoming edition, we will deepen our discussion on the central role that LM can play in our youths' future."



Youth leaders listening attentively to issues such as the purpose of education and the way Singapore's resources should be allocated.



# Making Workplaces Safer

Tripartite partners pledge to further improve safety record in the construction sector to reduce fatality rate to less than 1.8 per 100,000 by 2018.

By **Ramesh Subbaraman**

**S**triving to achieve vision zero in the construction sector when it comes to workplace fatalities – that was the challenge Manpower Minister Lim Swee Say gave the industry and tripartite partners when speaking at the Construction WSH Leadership Summit on 7 July 2015.

## TOWARDS VISION ZERO

Minister Lim told the delegates that in 2010, the Workplace Safety and Health (WSH) Council had launched a sectoral plan to reduce construction sector workplace fatality rate to 1.8 per 100,000 employed persons by 2018.

The fatality rate saw a drop from 8.1 in 2010 to 5.5 per 100,000 workers or a total of 27 deaths in 2014.

Minister Lim explained: “We can do better, and we need to double our efforts. I know the construction leaders also share the same view. You have decided collectively to re-commit to reducing workplace fatality rate to less than 1.8 by 2018.

“This requires a reduction in fatality rate of at least 25 per cent every year for the next three years. This can only be achieved if we all strive for Vision Zero together. To me, Vision Zero simply means that ‘Together, every life lost could have been saved’”.

NTUC Vice President and Member of the WSH Council K Karthikeyan added: “All stake holders must take ownership. If you look at Singapore’s safety, the industries with very good record are the petroleum and petrochemical industry. Why? It is because we have a high safety culture permeated to all workers and it is pervasive.”

“Workers should not perform the job if it’s unsafe and they should voice their concerns. They should not take instructions to perform

unsafe work. Therefore, awareness and education in safety is paramount.”

## PLANS AHEAD

One key area which the industry will be focusing on is the Design for Safety (DfS) element, which will be gazetted by August this year.

DfS is the process of identifying and reducing safety and health risks through good designs at the conceptual and planning phases of a project.

For example, in designing a building with ‘green’ walls, architects should consider safe access for workers who will be maintaining the plants, such as rotating wall panels for easy pruning and watering. Some 1,000 professionals competent in DfS aspects will be trained by 2018.

## THE UNION’S ROLE

For the construction sector, one union which has been at the forefront of education and awareness of safety issues is the Building, Construction And Timber Industries Employees’ Union (BATU).

Its Executive Secretary and NTUC Assistant Secretary-General Zainal Sapari said that as part of the union’s efforts to promote workplace safety and to raise the safety standards in all BATU-represented industries, it has worked with Learning Hub (LHub) to organise a Certificate in Workplace Safety and Health course for its union officials.

The union is also focusing on three areas as part of its on-going action plan. These include providing professional WSH training for Branch Officials and foreign workers’ representatives, expanding outreach through onsite talks and working with the Migrant Workers’ Centre to publicise and communicate workplace safety and health issues.

“ This requires a reduction in fatality rate of at least 25 per cent every year for the next three years. This can only be achieved if we all strive for Vision Zero together. To me, Vision Zero simply means that ‘Together, every life lost could have been saved’” .

– Manpower Minister Lim Swee Say

# Snapshots

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

By **NTUC This Week Team**



NTUC Assistant Secretary-General Zainal Sapari (far right) gives the thumbs up to the cricket players.

## Ball Of A Time!

Building Construction And Timber Industries Employees' Union (BATU) organised the BATU Cricket Tournament 2015 on 26 April 2015 at Kovan Sports Centre. First held in 2009, the annual tournament has since established itself as a signature BATU event for its migrant workers.

The event was graced by NTUC Assistant Secretary-General and BATU Executive Secretary Zainal Sapari.

Twenty-six-year old Mamunur Rashid was one of the 120 participants from five unionised companies who took part in the tournament.

He said: "I am thankful that the union provided us an opportunity to enjoy our favourite pastime."

Recreational activities such as the cricket tournament also act as an outlet to help meet the social needs of migrant workers while showcasing their sporting talents at the same time.

The tournament created a festive atmosphere where 40 lucky draw prizes were given away, with an iPad as the top prize.

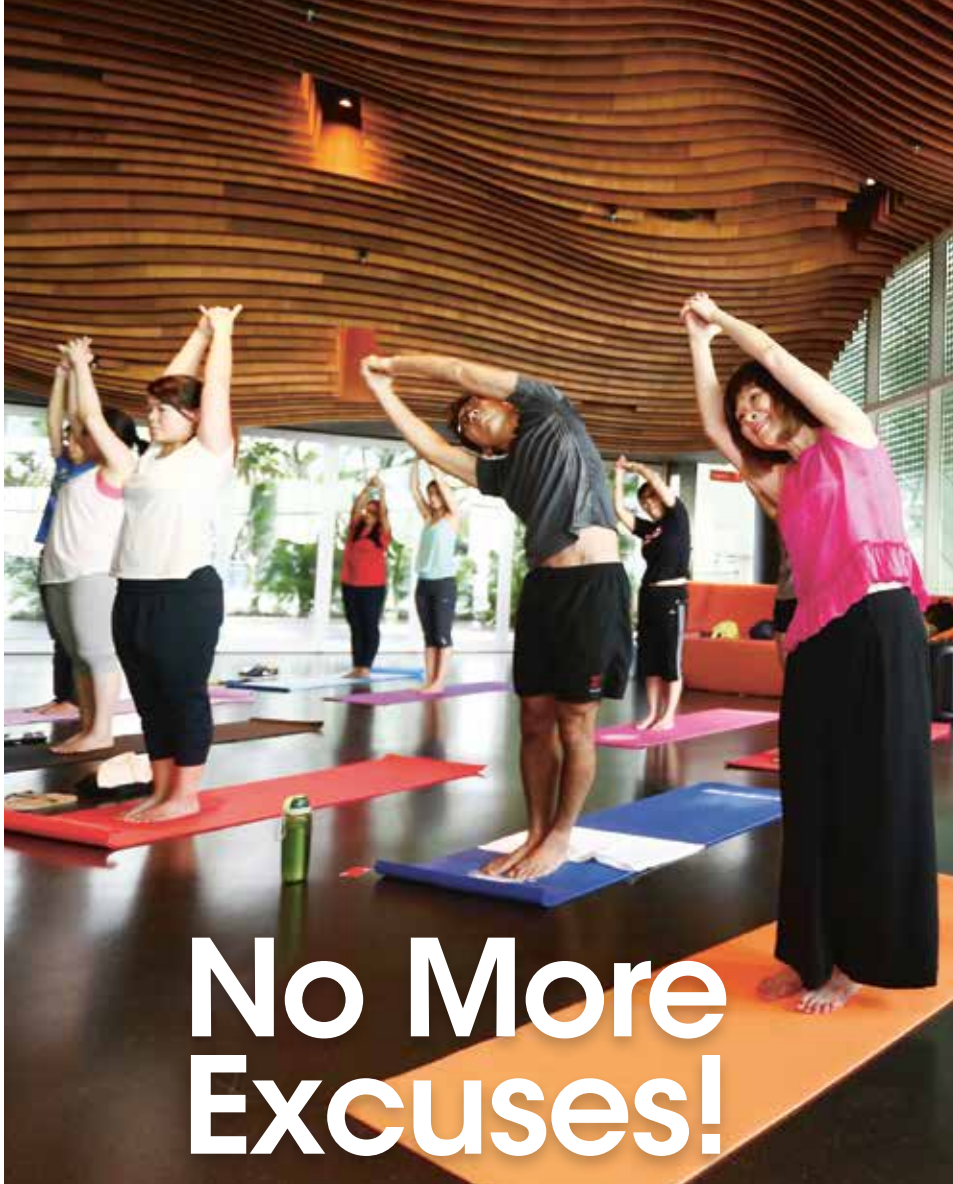


NTUC Secretary-General Chan Chun Sing (right) chatting with workers at Ang Mo Kio MRT Station.

NTUC Secretary-General Chan Chun Sing along with key National Transport Workers' Union (NTWU) leaders visited some 20 SMRT station staff and Train Captains at Ang Mo Kio Station on 11 July 2015. This was to appreciate the workers' efforts in directing commuters and handling their queries during the train disruptions on 7 July 2015.

A similar visit by Senior Minister of State for Finance and Transport Josephine Teo and key NTWU leaders was paid to the SMRT train workers from Raffles Place, Dhoby Ghaut and City Hall stations on 10 July.

"It was good to hear the ground staff at our MRT stations take the tough situations in their stride. In the recent breakdown, some of them were called back very soon after getting off their shifts. Still, they gave their best and I'm sure it was appreciated by commuters," she said.



## No More Excuses!

Tripartite Oversight Committee Chairman and Senior Minister of State for Manpower and Health Dr Amy Khor joins a lunchtime yoga class with one-north employees.

Too busy to go anywhere or do anything to get healthy? Then look out for plans that will bring options right to your workplace, to help you maintain a fit life.

By **Shukry Rashid**

**M**ore businesses and its employees are set to benefit from holistic and customised workplace health and wellness programmes under a new three-pronged framework announced on 24 June 2015 by the Tripartite Oversight Committee (TOC) on Workplace Health.

Chaired by Senior Minister of State for Health and Manpower Dr Amy Khor, the TOC – made up of representatives from the Government, unions, employers and developers – aims to reach out to 120,000 workers with its initiatives and 11,000 mature workers with industry-specific solutions and pilot interventions by the end of March 2016.

The three-pronged framework is: Innovative partnerships with developers and businesses to create more effective ways to deliver workplace health and safety programmes; reach out to mature workers who currently have limited access to health programmes; and holistic workplace health and safety through the Total Workplace Safety and Health approach.

Dr Khor said: "With more than 60 per cent of Singapore's population in the workforce, the workplace is a natural and important setting to reach out to Singaporeans to adopt healthy living at the workplace and beyond.

"As our population ages and as more Singaporeans remain in the workforce longer, it is even more important to promote health, well-being and safety at the workplace."

### HEALTHY WORKPLACE ECOSYSTEM

Also launched on 24 June 2015 was one-north's Healthy Workplace Ecosystem that has since reached out to 3,700 employees after its initial roll-out across the business park in November 2014.

Part of the ecosystem are healthier dining options where every stall in one-north's two food courts offer at least one 500kcal meal, organised physical activities such as weekly mass runs and aerobics sessions for one-north employees, and HPB's Healthy Living@SG app that entitles one-north employees to track physical activity and accumulate points and redeem prizes.

Healthy workplace ecosystems have also been rolled out at Mapletree Business City and at Ascendas' seven business clusters. The TOC plans to expand its initiatives out to industrial areas as well.



NTUC Secretary-General Chan Chun Sing (second from right) and SMOU General Secretary Mary Liew (in pink) at the event.

# Maritime Calling

Jobs in the maritime industry are set to take on a fresh new turn to make them more attractive.

By **Ramesh Subbaraman**

**T**he tripartite maritime taskforces for seafaring and shore-based sectors formed by the Maritime and Port Authority of Singapore (MPA) will be rolling out several initiatives to step up efforts to attract more Singaporeans into the industry.

These include increasing publicity and outreach efforts to profile the diverse job opportunities available, improving workplace learning and training, and facilitating upgrading opportunities.

These announcements were made on 16 July 2015 during the 8<sup>th</sup> Maritime Manpower Singapore 2015 Conference, opened by NTUC Secretary-General (SG) Chan Chun Sing.

## ATTRACTING AND RETAINING

Speaking at the event, SG Chan highlighted that manpower is Singapore's biggest challenge today when it comes to any economic sector, and the maritime sector has not been spared.

"We face an even greater challenge in the maritime industry. Jobs are aplenty, it is difficult to attract the young especially if the young continues to see the maritime industry with old lenses," he said.

SG Chan has three challenges for the sector to reach out to more to join the maritime industry through the tripartite way.

First, profile the job scope of the the industry in a better way to attract the new generation of young people.

"We need to go into the schools early because the numbers that we need are not so phenomenal that we need to do broad-based marketing. Instead we need to be highly focused on how we go about talking to the students, inspiring them to join us with the kind of challenges that they are able to confront and overcome," said SG Chan.

Next is to work on retaining people in the industry and in this regard, the Maritime Port Authority has agreed to work with the Singapore Maritime Officers' Union to help seafarers renew their vocational licenses to continue working.

The third challenge is living and working longer. SG Chan urged the industry to look at programmes to extend the work life of experienced seafarers.

## MPA'S ROLE

On its part, MPA will be exploring more structured on-the-job training, develop multiple progression pathways, as well as facilitate transitioning of local seafarers from sea-going to shore-based jobs.

These initiatives are in line with the national-level SkillsFuture effort aimed at providing Singaporeans with the opportunities to develop their fullest potential throughout life.

MPA will be announcing more details on these initiatives in the months ahead.

## CLARIFICATIONS

In the article "Time To Bond" published in the 5 July edition, it should be Parade Sergeant Major MWO Chua Wee Giap instead of Chief Parade Regimental Sergeant Major Chua Hock Guan. In addition, the ranks of the following SAF personnel should be as follows: SAF Chief Trainer 1WO Nagaratnam, Chairman of the Engagement P&C Committee ME5 Joseph Pereira.

In the article "Face 2 Face With Hasrul Passarebu" published in the 28 June edition, Mr Hasrul Passarebu continues to play an active role within Young NTUC although it is mentioned otherwise. He was also the Branch Chairman of the previous company under Chemical Industries Employees' Union (CIEU). Although the article mentions that Mr Hasrul was "tasked by my superiors to take care of workers", it is actually the duty of the respective CIEU Exco and CIEU staff to negotiate and uphold the rights and benefit of members, not his work superiors.

# Growing The HR Profession

The HR landscape is set to change with help at hand to make careers better and roles stronger.

By **Ramesh Subbaraman**

**T**he Labour Movement has reaffirmed its commitment to help Human Resource (HR) Professionals grow in their careers and take on larger responsibilities in their companies for regional and even global roles.

Speaking at the Global HR Summit, NTUC Secretary-General (SG) Chan Chun Sing added that the Labour Movement sees its role as taking care of all working people in the country and to grow a strong Singaporean core.

The Global HR Summit was organised by the Singapore Human Resources Institute (SHRI) on 10 July 2015.

## REACHING OUT

SG Chan noted that NTUC reaches out to all workers traditionally through the union mechanism. However, that is just one channel.

The other two channels to reach out to workers are through the U Associate programmes, whereby NTUC partners various professional organisations, and through the HR community, especially for Small and Medium Enterprises (SMEs).

SG Chan said: "What can NTUC do with the HR community? We have two very simple goals. First, HR professionals are also working people – your growth and your development are just as important to NTUC as the growth and development of the rest of our workers in the various sectors of the economy.

"The second and perhaps more important reason is this. Many people in the SME sectors are not unionised and many of them may



not have access to the services provided by the Labour Movement and this is where the partnership with the HR professionals come in useful."

"Whatever skills sets you think you need, whatever capability sets you need, we would like to equip you and partner you. Because when you are successful, you help us to better take care of the workers.

"Then we will be successful and we as a

Labour Movement will be able to better take care of our workers."

## A SECTORAL PLAN

Meanwhile, a sectoral manpower development plan is afoot for the HR Sector. Speaking at the SHRI's 50<sup>th</sup> anniversary dinner on 10 July 2015, Manpower Minister Lim Swee Say revealed that a Sectoral Tripartite Committee for the HR sector, comprising representatives from the tripartite partners, will be formed to develop the plan.

"A key initiative under the Human Resource Sectoral Masterplan is the development of a national professional certification framework for the HR profession. The framework will provide local practitioners access to global HR certifications and will create more career and professional development pathways for HR professionals. It will also support the upskilling of individuals," said Minister Lim.

He believes SHRI has a major role to play in the national SkillsFuture movement by mobilising the entire HR community to take better care and make better use of precious manpower resource as Singapore transits towards a more manpower-lean economy.



NTUC Secretary-General Chan Chun Sing (right) with SHRI President Erman Tan (centre) at the Summit.

## FACE 2 FACE WITH

# THANGAMANI SINNIAH

“I need to be free in my conscience that I am doing good for both the member and the management.”



By **Ramesh Subbaraman**

The Singapore port Workers Union (SPWU) represents 9,335 workers from various divisions of Singapore's port. According to SPWU Second Assistant General Secretary Thangamani Sinniah, the union has an important role to play in working hand-in-hand with the management to keep the flag of the world's best port flying high.

In the Executive Council of the SPWU for the past nine years, 47-year-old Thangamani talks to us about his work in the union's Membership Committee which he chairs.

### **NTUCtw: Why do people join your union?**

**Thangamani:** It boils down to representation and benefits. For PSA, we have many benefits. We also have annual tours and hospitalisation benefits and these engage us more with the members, more hand-in-hand than just emails and letters. These are still on-going but the personal touch is important. It brings us closer together, they feel better when they hear it from us in person, they can then put a face to the union leader.

### **How would you assess the union's ties with the PSA Management?**

SPWU is very strong with PSA management. The top man in PSA, the Chairman, joins us during our

“Awareness is number One, if you see anything that is wrong, do something about it. Every year, from the top down, we go for safety walkabouts.”

Annual Delegates Seminar. We brainstorm current issues and also give them feedback and reflect on some of the past challenges that we have faced. You can discuss issues openly. At the conference, when we represent the union, we give our views of our expectations and aspirations. After the delegates seminar, the messages and decisions are conveyed to all the union members. This network is very important for PSA Management.

### **How is the union pushing the safety message among its members and helping them adapt to changing technology?**

The global situation currently is not that good. So the manpower is being utilised to train on new equipment, cross training and multi-skilling. PSA is very specialised in its job scope and we need to do in-house training rather than external training. Safety is another focus area

and the union works hand-in-hand with the management. Awareness is number One, if you see anything that is wrong, do something about it. Every year, from the top down, we go for safety walkabouts. Like during bad weather, we broadcast to everybody, especially the prime-movers not to tailgate and drive slowly. We are working in a heavy machinery environment and such notifications are necessary.

### **What do you like about your union work?**

I came in because of representation and I can see members are affected in different ways at their workplace. I tend to surface the issues in a more clear-cut and vocal way. I would like to be a good mediator and I need to be free in my conscience that I am doing good for both the member and the management.

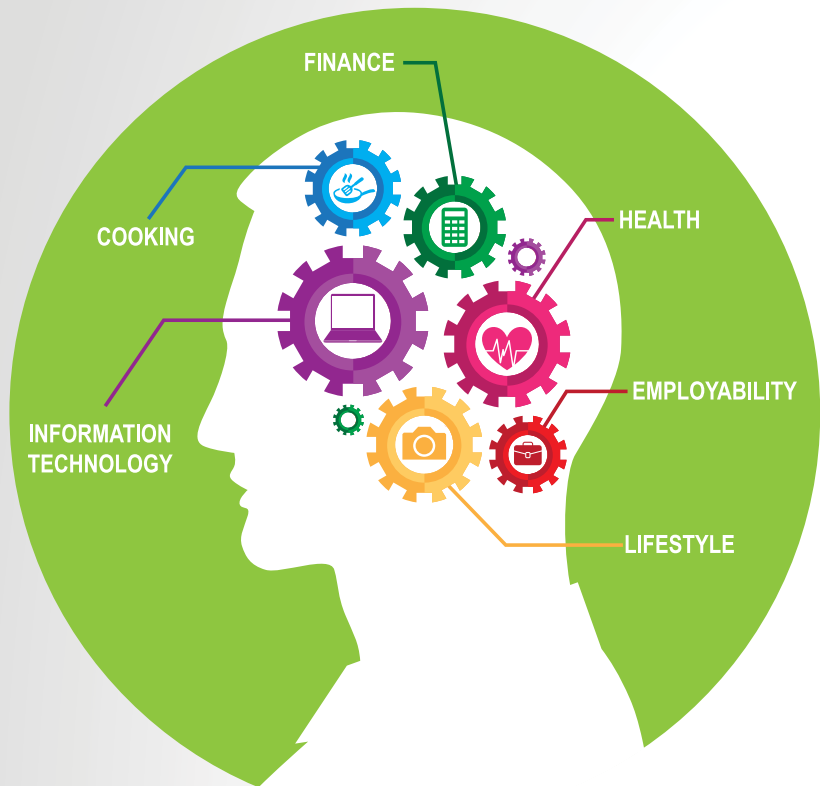


# Symposium 2015

## Active Minds, Fulfilling Lives

29 Aug 15 (Sat) • 9:00am – 5:00pm • Lifelong Learning Institute (LLI)

This event is for those aged 50 years old & above



### Other Additional Activities

- Mini talks by our ambassadors
- Zumba and other fitness workouts
- Personalised profiling to increase job opportunities
- Exclusive deals at partners' booths
- Active 55+ Introductory Workshop

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HEALTH	
Time	Workshop
12.30pm – 1.30pm	Understanding Dementia for Caregivers and Yourself
1.00pm – 2.00pm	Prevent Incontinence – Exercises to Strengthen Your Pelvic Floor Muscles and Improve Bladder Control
3.30pm – 5.00pm	Geriatrics: Medical Care of Older Adults <i>And More!</i>

COOKING	
Time	Workshop
11.00am – 12.00pm	Traditional Malay Cooking
2.00pm – 3.00pm	A Peranakan Journey
3.00pm – 4.00pm	Delectable Vegetarian Cuisine <i>And More!</i>

FINANCE	
Time	Workshop
11.00am – 12.30pm	Will Writing & Lasting Power of Attorney
11.00am – 12.00pm	CPF: Changes to the Scheme and How it Affects Your Retirement Plan
2.30pm – 3.30pm	Consumer Tips for Engaging Real Estate Salespersons <i>And More!</i>

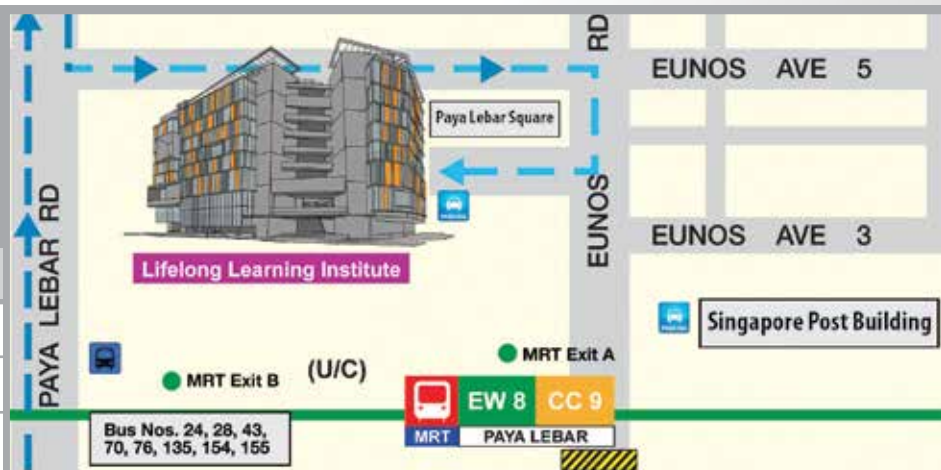
LIFESTYLE	
Time	Workshop
1.30pm – 3.00pm	Present with Confidence
3.30pm – 5.00pm	Winning Formula to Manage Generation Y Effectively <i>And More!</i>

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Workshop	NTUC Member	Public
Any 3 Workshops (Inclusive of Symposium Kit)	\$12	\$18
Per Workshop	\$6	\$6



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# Gaining Fresh Perspectives

CONFESSIONS  
OF AN  
INTERN

In this series, interns who have spent time working in the Labour Movement share their views, stories and experiences. Here, we talk to Ong Teng Cheong Labour Leadership Institute's (OTCi) intern Mohamed Salihin Subhan.

By **Geraldine Peters**

In his third year at the Singapore Management University taking Political Science, 23-year-old Mohamed Salihin Subhan decided to find out what the Labour Movement was all about, especially since he had family who had been with unions in the 60s and 90s. Currently doing a three-month stint with OTCi, Salihin is getting a chance to meet union leaders and learn about tripartism, among other things.

#### **NTUCtw: How did you find yourself here?**

**Salihin:** My grandfather and my dad were union leaders; my grandfather Mohamed Sulor was from AUPE (Amalgamated Union of Public Employees) and my dad Mohamed Aidil Subhan was in SMTU (Singapore Malay Teachers' Union) in the 90s. Even with this background, I did not know exactly what NTUC was. It is a very foreign concept if you are not within the space yourself. I did not know what I was getting myself into, but I knew this was what I wanted to do for my internship.

#### **What has stood out for you so far?**

I am now writing case studies on industrial relation cases. I interview union leaders to get their stories. The highlight is getting to meet them, as they are such a varied bunch. I have never actually met these people face to face before, so getting to pick their brains on their motivations is really interesting. A lot of people my age and in my academic position do not know the perspectives of these people, so it is all just a valuable insight for me.

#### **What has been your overall takeaway so far?**

I wanted to know what the Labour Movement was from the inside out. Tripartism, for one, is a weird word to many people. I also now know why events like the May Day Rally is such a big deal. So, it puts all that I have read in the newspapers into perspective.

#### **Do you see yourself in the LM in the future?**

I do, honestly, as I see similarities in me and the Industrial Relations Officers that I have been speaking to. There are many that are fresh graduates and to me, it seems to be more of a calling than a job. So, I can definitely see myself in their shoes. Even though the hours are irregular, it all sounds very interesting.



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ANDROID

# On With The March!

NTUC This Week talks to individuals that have spent close to 40 years being part of the National Day Parade through the NTUC NDP contingent.

By **Geraldine Peters**

## WHEN I FIRST STARTED...

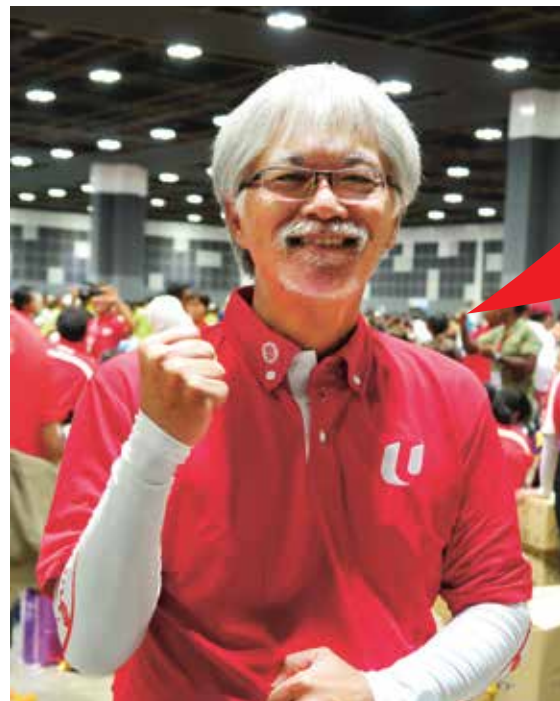
The parades were military-based, but slowly they introduced cultural and musical elements. Although marching has always been the same for me, it is the show itself that changes and keeps me captivated.

## THE FIRST YEAR THAT I MARCHED...

It was after the parade and we followed the soldiers marching through the estate. The sound of their boots crunching along the road made our hair stand on end and our hearts beat faster. It was that moment that I knew I had the spirit in me to do this.



**NAME:** MR LEO SEQUEIRA  
**AGE:** 71  
**OCCUPATION:** RETIRED. FORMERLY A PHYSICAL EDUCATION TEACHER  
**UNION:** MEMBER OF THE SINGAPORE TEACHERS' UNION (STU)  
**THE FIRST MARCH:** 1961  
**YEARS MARCHED WITH NTUC:** 1966 TO 2015 (NOT CONTINUOUSLY)



**NAME:** MR NG HEE SENG  
**AGE:** 59  
**OCCUPATION:** OFFICER AT IMMIGRATION AND CHECKPOINTS AUTHORITY  
**UNION:** VICE-PRESIDENT OF THE AMALGAMATED UNION OF PUBLIC EMPLOYEES (AUPE)  
**YEARS MARCHED WITH NTUC:** 1979 TO 2015, EXCLUDING 2004

## IN THE OLD DAYS...

we used to have decentralised parades spread all over Singapore to bring the parade closer to the people, so that was interesting. This year's organising committee will outdo the previous, bringing more fun and excitement to the people. And now with the Internet, all can see the parade from wherever they are.

## I STARTED MARCHING INITIALLY BECAUSE...

I am in the union and was a branch leader. But I did not foresee that I will continue for this long. I don't even keep track! It has become part and parcel of my life, an annual pilgrimage where I get to speak to my old friends.

## BEING PART OF THE SG50 PARADE...

makes me feel more proud of the country than for myself as there is a lot to say about Singapore. We are one of the few countries in the world that have achieved a lot and we have come a long way. I don't think I can join the SG100, but I do wish SG100 all the best, with peace and harmony for all.

## NDP Rehearsals: A Sneak Peek Into the NTUC Contingent



## Beach Games!

Calling all beach and sports lovers – come indulge in this perfect combination of sweating it out in a serene setting with the U Games Beach Games. Get your adrenaline pumping with events like beach dodgeball, beach volleyball and Ultimate Frisbee! Stand to win over \$10,000 in cash and prizes as you unleash your sporting DNA!

15 and 16 Aug 2015, 8am–6pm, Siloso Beach, Sentosa. Registrations close 31 July 2015. For more information, call 6213 8008 or email [clarissa.lim@ntucclub.com.sg](mailto:clarissa.lim@ntucclub.com.sg).



# What's Happening, Where



## National Day Fun Bowl

Inspired by the national bowling team's performance at the recent SEA Games? Come show your prowess at the National Day Fun Bowling event! Cash and lucky draw prizes up to \$3,000 are yours to grab. But do hurry – open to union members and the public, but there are only 136 slots available.

16 Aug 2015, 10.30am–2pm, Orchid Bowl@Orchid Country Club, \$50 (U Bowling member), \$80 (non-U Bowling member). For more information, visit [www.usports.com.sg/events/national-day-fun-bowling-2015](http://www.usports.com.sg/events/national-day-fun-bowling-2015).

## nEbO Appreciate Bazaar

nEbO shows heart to the less fortunate in Singapore with its Appreciate Bazaar. Plenty of merchandise and crafts for your home and personal use will be on sale, with all proceeds going to Living On The Very Edge (L.O.V.E.), a movement geared towards helping those less fortunate enjoy the simple pleasures in life.

25 July 2015, 11am–7pm, The Alley, Downtown East. For more information, visit [www.nebo.sg/community/entrepreneur/2015/7/appreciate-bazaar](http://www.nebo.sg/community/entrepreneur/2015/7/appreciate-bazaar).

## Career Fair For Infocomm Media

Always fancied a job in infocommunications media, but not sure where to start? Come on down to a career fair specially focused on this sector growing sector. Network with recruiters from leading tech organisations as they provide advice on how to get started in the industry. Representatives from companies like ST Electronics, Ubisoft Singapore and Microsoft will also be present.

25 July 2015, 9.30am–2pm, NTUC's e2i, 80 Jurong East Street 21. Registration closes 24 July 2015. For more information, visit <https://events.e2i.com.sg/event/46/Career-Fair-for-Infocomm-Media.html>.

