

## A Celebration Of Unity

Young NTUC Executive  
Secretary Steve Tan

“The theme of ‘Loving Singapore, Our Home’ gives our traditional candlelight moment ‘A Celebration of Unity’ special meaning this year. As we spread the flame from the stage to everyone here, we invoke a sense of inclusiveness and solidarity, where race, religion or language is secondary to celebrating the nation’s independence as one. As they keep the flames lit up, the participants will remember this as the greatest day of the year where they celebrated with their friends, family, colleagues and fellow Singaporeans, living up to the ‘gotong royong’ spirit that is still ever present within us.”

Young NTUC Executive Secretary Steve Tan

By **Naseema Banu Maideen and Joshua Joseph**

Photos by **Young NTUC 20/20 Photography Club**

It was a completely picturesque moment. As the luminance exuberated from every flame in the candles that lit up The Promontory@Marina Bay as Singapore celebrated her 47th birthday, there were lights of love and pride for the nation.

Now a heartfelt tradition of the Labour Movement, its youth arm, the Young NTUC gathered 9,000 participants in a ‘Celebration of Unity’, tying the celebrations to the theme of this

year’s National Day - Loving Singapore, Our Home. As always a partner in nation-building, the Labour Movement’s yearly celebratory platforms bring more Singaporeans together to bask in the nation’s birthday bash. This year’s party carried the same spirit.

Stage settings and dance performances and a medley of nostalgic national songs by Young NTUC’s very own p.L.a.Y! members (Performing with Love by Active Youth)

members were reflections of the celebrations going on at the Float@Marina Bay’s main parade.

Young NTUC Executive Secretary Steve Tan said that Young NTUC is pleased to organise this companion event to the main National Day Parade for the sixth time this year. This was first organised for more Singaporeans to get access to watching the parade ‘live’ and it has kept that tradition until today.

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## Five From Labour Movement Receive National Day Awards

Four union leaders were conferred the Pingat Bakti Masyarakat (PBM) or Public Service Medal at this year’s National Day Awards.

They are Brother Edwin Lye Teck Hee, General Secretary, Singapore Teachers’ Union; Brother Tan Hock Soon, General Secretary, Food, Drinks and Allied Workers’ Union; Brother Mahmood Idrose, Vice President, Healthcare Services Employees’ Union; and

Brother Thiagarajan s/o Subramaniam, Director, Ong Teng Cheong Labour Leadership Institute and Executive Secretary, Union of Power and Gas Employees.

In addition, Chairman of the NTUC Income Board of Directors Mr Ng Kee Choe has been awarded the Pingat Jasa Gemilang (Meritorious Service Medal).

PM Lee Hsien Loong’s National Day Message

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# Prime Minister Lee Hsien Loong's National Day Message 2012



My Fellow Singaporeans,

We celebrate National Day amidst an unsettled world. Europe and the US face serious economic problems. Asia is doing better than other regions, but China and India are slowing down and tensions are simmering in the South China Sea.

Against this backdrop, Singapore is doing quite well. Our economy grew 1.7 per cent in the first half of 2012 and we are on track for 1.5-2.5 per cent growth for the year. Internationally, Singapore's standing is high, whether with emerging countries like India and China or advanced nations like the US. Domestically, we are clearing the backlog of applicants for HDB flats, building more MRT lines and upgrading our bus services. Our GST Vouchers and U-Save rebates will help lower-income households cope with inflation.

Today Singapore is a success story, but the world is not standing still. The next two decades will be very different. The emerging economies in Asia are advancing rapidly. Breakthroughs in science and technology will transform our lives. Singapore will encounter many new challenges and opportunities.

We must ask ourselves some fundamental questions: What future do we see for Singapore? What kind of home do we want for our children?

I believe all of us want to be proud to be Singaporeans, and to live in a successful country that meets our aspirations. What does this mean?

## Hope Of A Better Future

First, Singapore must always offer hope of a better future. We must always be a fair and just society which creates opportunities for all. A nurturing and open environment which gives every citizen the chance to pursue his dreams. A forward-looking community where each generation improves on what they have inherited and hands a better Singapore over to their children. This is the way to root able and enterprising Singaporeans here, and inspire all of us to keep on improving Singapore.

Singaporeans all want the best education, to fulfill their potential and be better people. We will equip them with skills and knowledge to thrive in an uncertain world. We must work with parents to bring their children to more equal starting points for primary school, through good and affordable childcare and kindergartens. We will open up more pathways in our education system, to fulfill the diverse aspirations of our young. Let us prepare every child for the test of life, not just a life of tests.

## An Inclusive Society With A Heart

Second, Singapore must be an inclusive society with a heart. We uphold meritocracy, to motivate everyone to try their best. But individual achievement must be tempered with a mutual obligation. The successful ones have a duty to contribute back more to society. We need to treat one another with dignity and respect, and to share the fruits of success widely, so that no Singaporean is left out.

We have strived for such an inclusive Singapore for many years. Our home ownership programme gives every citizen, rich or poor, a stake in our nation. Our universal and almost free education system equips every child with the tools to succeed in life. Our healthcare system provides every Singaporean with good quality and affordable care.

But as new needs have emerged over time, we have enhanced our social safety nets. We introduced ComCare to help the needy, and Workfare for low-income workers. Low- and middle-income couples now get Additional Housing Grants to buy HDB flats. In schools, Opportunity Funds enable less well-off students to participate fully in enrichment programmes and study trips.





This year's Budget was a further major step. We introduced new programmes. The Silver Housing Bonus is benefiting our ageing population. Increased subsidies for home-based care are helping more families with elderly parents. These are not one-off gestures, but a carefully designed package which lays the basis for stronger safety nets for the future.

We will build on these initiatives in a sustainable way. The Government will do more but it cannot do everything. Every Singaporean must play his part in creating an inclusive Singapore. This is how we can nurture a united community, and do the best for ourselves and one another.

### A Home That All Of Us Love

Third, Singapore must be a home that all of us love. We have built a unique home on our little island, striking a balance between preserving the old and embracing the new. Let us make it even better. A beautiful home with green spaces, blue skies and clear waters, just like here in Bishan-Ang Mo Kio Park. A cherished home where we build treasured memories and lifelong friendships. A safe home which we will defend.

This feeling of belonging and identity is especially important for an open society in a globalised world. But it is also harder to nurture when we have new immigrants and foreign workers. We are managing the inflow to minimise the strains on our infrastructure and society. But Singaporeans must remain confident and open, and welcome those who will strengthen our team and help us and our children do better. For their part, new immigrants must make the effort to integrate into our community. They must acquire our social values, our cultural values, adopt our social norms and commit their loyalty and love to Singapore.

Even as we keep our society open to immigrants, we will bring up our own next generation. Singaporeans do want to grow their own families. Many couples do wish to have children, and we will do more to support their family life and parenthood. I am happy that we expect more Dragon babies this year, but our fertility trend is still declining. We must go beyond the Chinese zodiac and tackle the underlying causes of our low birth rates. If we can create more supportive social attitudes and work environments, and lighten the burdens of parenthood, we will help couples to have more kids.

Beyond specific issues like immigration and procreation, we need to review our policies more broadly, particularly social and education policies. To still be a shining red dot twenty years from now, we must rethink our approaches, and reinvent ourselves. We must anticipate changes and prepare for what lies ahead. Singaporeans will remain at the heart of all that we do, as we update our policies to best serve our people. Core values such as meritocracy, multi-racialism and financial prudence cannot change. But within these broad principles, we should review what needs to change and where we should act more boldly.

I have asked Minister Heng Swee Keat to chair a committee of younger ministers to take a fresh look at what we are doing. We will engage Singaporeans in this review, and build a broad consensus on the way forward. I ask for your support in this exercise.

Singapore is our shared home. What Singapore becomes depends on what we make of it. With our resources, our resolve, and our imagination, Singapore is well placed to thrive in a changing world. Let us all work together so that our children can always find here hope of a better future, an inclusive society with a heart, and the best home for ourselves and our families.

Happy National Day!

## Unemployment Declines As Job Creation Strengthens



Employment creation strengthened in the second quarter of 2012, while layoffs eased for the second successive quarter. Consequently, unemployment improved, reversing the slight increase a quarter ago. These are the key findings from the 'Employment Situation, Second Quarter 2012' report released by the Ministry of Manpower's Research and Statistics Department.

### Main Findings

Total employment is estimated to have grown by 29,200 in the second quarter of 2012, up from the increase of 24,800 in the same period last year and 27,200 in the first quarter of 2012. Construction and manufacturing registered strong employment increases of 9,500 and 4,500 respectively, up from recent quarters. On the other hand, growth in services employment eased to 15,500.

Layoffs declined for the second successive quarter. An estimated 2,300 workers were made redundant in the second quarter of 2012. This was lower than the 2,600 workers affected in the preceding quarter and 3,250 in the fourth quarter of 2011. The majority or 1,500 of the workers laid off during the quarter were from services, while manufacturing and construction displaced 600 and 200 workers respectively.

Amid the stronger employment creation, unemployment declined in June 2012, after the slight rise a quarter ago. The seasonally adjusted overall unemployment rate dipped over the quarter by 0.1 per cent-point to 2.0 per cent in June. The rate for residents declined by 0.2 per cent-point to 2.8 per cent, while that for citizens fell by 0.3 per cent-point to 2.9 per cent.

# With Love, Pride And Unity...



The Promontory@Marina Bay transformed into a vibrant sea of red while Young NTUC's 'Celebration of Unity' on 9 August 2012 saw families, friends, union members and communities celebrating the nation's birthday as Singaporeans.

“ It is great to see fellow union members and Singaporeans gathered here enjoying themselves with their families together. This is what National Day is all about - coming together and enjoying the fruits of our labour. This is being part of the nation, having a heart for one another, sharing the joy together.”

NTUC President Diana Chia

“ This is our daughter's first National Day and we wanted her to experience the atmosphere of the event. This comes only once a year whereby all Singaporeans get together and celebrate. And we all should enjoy this time and moment.”

Lecturer Lina Wong (middle)



“ We are here just to have quality time with the family and take the opportunity to celebrate National Day with friends. Singaporeans don't have much time to enjoy with their families, so this is the time and it's a nice place with good weather where this event is. We are thankful to NTUC for having this event.”

Senior Engineer Yuhana Sanoesi (left)

“ As the first social enterprise set up by the Labour Movement to benefit the people of Singapore, NTUC Income's development bears close parallels to the Singapore story. Both started in challenging circumstances and have made tremendous progress through prudence, resolve and hard work. Today, NTUC Income is very much a part of Singapore's fabric and we are proud to sponsor Young NTUC Celebrates! National Day 2012 to commemorate our nation's birthday with our fellow union members, their families and all Singaporeans.”

NTUC Income Chief Executive Officer Tan Suee Chieh

“ To me, this is significant as this year is the first time that I have participated, not as a Young NTUC Chairperson but as a young NTUC Central Committee member. Seeing how Young NTUC has progressed over the years as it celebrates the nation's birthday really brings joy to me.”

Port Officers' Union President Benjamin Tang



“ The main idea is to come here, feel the atmosphere and at the same time educate our young generation on our National Day. Most of the time, we're at home watching it on the television but this is the first time that we have come down to be part of it.”

Aircraft Engineer K .Thomas (right)

“ We want to celebrate together with the nation, that's why we are all here. The whole thing is initiated by my husband. He is very enthusiastic about watching the parade together with the nation, feeling the Singaporean spirit. We also want our kids to feel that we are all Singaporeans with different ethnic groups who are here together as one.”

Nurse Anna Purani (second from left)



“ We are here just to experience the birthday of Singapore and be part of the celebrations in a way that we can. Happy Birthday, Singapore!”

Flight Operation Executive Nigel Phua (left)

“ While we could not get an opportunity to be at the main parade, we are very happy that we can be close to it by being here with NTUC's celebrations. We really appreciate the efforts that have been put into making this happen for us.”

Singapore Industrial & Services Employees' Union (SISEU) member Alicia Chua (left)



“ It is heartwarming to see such a great turnout in support of our Labour Movement's celebrations. Young NTUC has done an excellent job, as it has done in the previous years and I am glad to be a part of this celebration together with the nation.”

Attractions, Resorts & Entertainment Union President Hassan Abdullah

“ I have been performing since 2006. I have learnt many new skills like singing with good diction, tones, and give polished up acting skills. Today, we will be dancing and singing at the same time, and a lot of time and efforts have been spent on this and we will give our best as we perform to celebrate Singapore's birthday.”

Young NTUC p.L.a.Y! member David Tay

“ I have been with p.L.a.Y! since 2008. And every year on National Day I have been performing at Young NTUC's events and it has been such a wonderful platform to participate in.”

Young NTUC p.L.a.Y! member Izyan Mellyna



# Celebrating The Place



NTUC Secretary-General Lim Swee Say soaking in the festivities.



Former Prime Minister Lee Kuan Yew (left) received a rousing welcome at the National Day Parade.

By **Muneerah Bee Mohamed Iqbal**  
 Pictures by **Chin Boon Lian**

Loving Singapore, Our Home. The sentiment resonated among the crowd at the The Float @ Marina Bay on 9 August 2012 as Singapore celebrated its 47th birthday with its annual National Day Parade (NDP). This year's Parade featured a special NS45 segment which paid tribute to past and present National Servicemen for their contributions and sacrifices, as well as their families, friends and employers who have supported them in their National Service (NS). The 'Salute to NS45' segment acknowledged the sacrifices of the NSmen in keeping the peace and security of Singapore throughout the 45 years since NS was introduced.

Just like previous years, the Labour Movement continued to be a part of the Parade and Ceremony segment. Decked out in pink shirts with the U hallmark and led by NTUC Central Committee member and SIA Engineering Company Engineers and Executives Union (SEEU) General Secretary Ong Hwee Liang, the NTUC NDP 2012 Contingent proudly marched across the venue representing an element of Singapore's Social Defence.

As they marched out of the Platform, the NTUC Contingent marched alongside the People's Action Party (PAP) Contingent led by Labour Member of Parliament Patrick Tay symbolising the symbiosis between the two bodies.

The staple favourites of the NDP also brought out cheers from the audience as the Red Lions landed in the venue and the sea display and aerial flypast wowed the spectators with their exhilarating showmanship and precision. The Show segment of the Parade was nothing less than a high energy extravaganza of visual and aural treat of colours, music and a blend of our favourite National Day sing-along songs, as Singaporeans from all walks of life celebrate Singapore's birthday with pride and reflect on what it means to be Loving Singapore, Our Home.



NTUC Central Committee member and Labour Member of Parliament Mary Liew enjoying the National Day Parade.



Labour Member of Parliament Seah Kian Peng capturing the atmosphere.



# We Call Home



President Tony Tan greeting Singaporeans at the NDP.



The NTUC NDP 2012 Contingent members proudly marching by.

“ This is my first time marching in the National Day Parade. It was my childhood dream and I’ve always wanted to do it so I’m happy I got to join this year and I’m out of words to describe how I feel. It was really great to be at the Parade with everyone watching and I really enjoyed myself. I’m very proud to represent NTUC at the Parade and I will definitely want to try and participate again next year.”

Kavi Kani, 31, NTUC NDP 2012 Contingent member and HSEU member

“ Many years back, I marched at the Padang as part of a uniform group for the NDP but this is my first time marching with the NTUC Contingent. When I received the notice from the union looking for volunteers, I wanted to try and march again. It feels great to be at the NDP 2012 and I feel like I’m doing something for Singapore. After the parade and after the city march, we had the chance to enjoy the fireworks and celebrate. We’ve put in a lot of time, effort and sacrifices to practice the drill every Saturday and it was a good experience for me.”

Mohd Darwis, 57, NTUC NDP 2012 Contingent member and NTWU member



# Babies Make History

By **Naseema Banu Maideen**

**B**abies are the key for national growth. And this translates into the importance of the overall well-being of working mothers in Singapore. Acknowledging this together with the nation, the Labour Movement's U Family threw a National Day bash for over 3,000 parents and their babies on 4 August 2012. It was at this celebratory platform that U Family urged more employers to support breastfeeding for mothers at the workplaces.

Companies can provide lactation rooms, provide flexible lactation breaks and they can also explore on other areas to provide these women when they return to work after their four-month maternity leave. Said NTUC Assistant Secretary-General Cham Hui Fong: "The challenge for women after giving birth when they come back to work, besides flexibility of time, is that they hope to be able to continue breastfeeding for the well-being of the baby. This will be an encouragement if employers accommodate this at the workplace."

ASG Cham, who is also NTUC's Champion for Women and Family reiterated the Labour Movement's call and recommendation for six-months maternity leave at this platform. She cited that many potential back-to-work mothers hesitate to return to the workforce when they lack support from the employers. And many others even do not fully take advantage of their entitled four months maternity leave, as they fear losing their job as employers may not be supportive of their valid absence. As a result of this, some women decide not to continue breastfeeding of their new-borns and are not able to provide them with the complete benefits of breastfeeding.

## Strong Support For New Mums

“ This year, our focus is on supporting new mothers in the community and at workplaces. The mother's breast milk is free and breast milk is the best gift a parent can give to her baby. Our community and workplaces must support these mothers for their babies' optimal growth and also for maternal health.”

U Family Director Toh Hwee Tin



Families with babies make history by forming largest national flag with more than 1,000 milk bottles.



NTUC is advocating for more support from employers for breastfeeding mothers.

## Setting Record With Little Ones

Adorned in a sea of white and red, families added vibrancy to The Lawn@Marina Bay as they also set out to make history in the Singapore Book of Records on the third Baby's Day Out. The record was set for the largest Singapore national flag made up of more than 1,000 milk bottles in a show of support to baby-friendly practices at the workplace at the event.

Said NTUC U Family Director Toh Hwee Tin: "U Family shares with these families the joys of parenthood, and the wonderful experience of having babies and children. This community of working families showcases that there is more to pursuing a career. It tells of the love, the laughter and the sense of purpose in life that every child brings to their family and the community. It is a timely reminder on Singapore's National Day that babies are important to the growth of our country."

A survey was also conducted by U Family on breastfeeding in April this year to have deeper insights on the sentiments amongst families in Singapore. 1,318 married women were respondents in this study. Based on the findings, U Family hopes more employers will provide flexible lactation breaks and nursing corners for these employees.

Shared Madam Jevic Salomon-Batalon, 36, a breast-feeding mother of two children: "It is heartwarming to see NTUC pushing for suggestions for better facilities for working mothers like me. At my office, I have an understanding boss who allows me about an hour off work to express milk in one of the rooms. My male colleagues also respect this and are accommodating. I hope more employers will change their mindsets."

## The Key Survey Findings

- 98 per cent were aware of the health benefits to mothers and babies if babies are breastfed for a minimum of six months
- 30 per cent wanted to wean off breastfeeding before their babies turned six months old when they returned to work.
- About 50 per cent did not breastfeed or planned not to breastfeed for at least six months as they felt that there was lack of support at the workplace
- Half of the respondents said employer support at the workplace was "most important" for them to continue breastfeeding after returning to work.
- Some 798 respondents said they would approach their direct reporting officer or human resource representative to request for support if their employer was not providing any.
- If their employer still did not provide support for breastfeeding after they had requested for it, nearly half (48 per cent) the respondents admitted they would stop breastfeeding or cut down on their pumping sessions altogether.

## What Working Mums Want

- 585 (44 per cent) - Lactation support such as functional lactation corners, lactation breaks and storage facilities.
- 309 (23 per cent) - Flexible work arrangements
- 276 (21 per cent) - Employers to be more understanding and accommodating towards breastfeeding mothers.

# Pursuing Job Creation, Training And Worklife Balance For Workers

By **Muneerah Bee Mohamed Iqbal**

**A**lthough the unemployment rate in Singapore is low, there are still over 50,000 people who are unemployed. At the Ministry of Manpower (MOMs)'s National Day Observance Ceremony (NDOC) on 8 August 2012 at the MOM Services Centre, Acting Minister for Manpower and Senior Minister of State for National Development Tan Chuan-Jin (pictured, third from right) said: "Every one of them will probably have a family to support, we should never forget. So even though it is good and the figures are improving, there are people that are affected."

He affirmed that the ministry will stay committed to job creation and play their part in restructuring the economy and contributing to Singapore's growth. He said: "Our responsibility is how do we, as policy makers and those who are administering the system, construct a labour framework which helps our people stay in jobs, to help create jobs along with other economy industries to make Singapore attractive so that you have an open diverse workforce but with a strong Singaporean core."

Continuing Education and Training (CET) will also continue to be important to the Singapore workforce. "We want to provide the



opportunities ...for individuals to continue to upgrade to improve themselves, not because he is a digit in the economy and he can contribute to the workforce, but because we want to provide platforms for people to pursue their respective strengths," Acting Minister Tan said.

As Singapore ranks very high in terms of the number of hours of work in a week, Acting Minister Tan hoped more can be done to improve work life balance and the quality of life

for workers. He said: "Volume of work is one thing, but I think there are a lot of poor work habits. So that's something that we have to figure out how we try to address this."

Among the guests at the NDOC were Minister of State for Manpower and Health Amy Khor (pictured, fifth from right) and tripartite leaders NTUC President Diana Chia (pictured, second from right) and Singapore National Employers Federation (SNEF) President Stephen Lee (pictured, fourth from right).

Happy National Day  
2012

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2012  
Loving Singapore,  
Our Home.

UTES  
representing post and telecom employees

Union of Telecoms Employees of Singapore

# Celebrating National Day The 'Orange' Way!



NTUC Income Chief Executive Officer Tan Suee Chieh leading the celebrations at the National Day Observance Ceremony 2012.

By **Joshua Joseph**

The National Day spirit was set alight as NTUC Income held its National Day Observance Ceremony on 8 August 2012. Some 300 people gathered at NTUC Income Centre on the eve of the nation's 47th birthday in what was a lively and energetically charged celebration.

Filled with creativity, imagination and passion, performances that were highly inspired by the 'Orange Revolution' were put up by staff amidst joyous celebration and laughter. NTUC Income's 'Orange Revolution' focuses on "doing things differently" bringing about

positive change and to differentiate themselves as an organisation where their business and philosophy is one that is built on the foundation of excellence with pillars of "value" and "honest insurance". The company believes that the revolution propels them from "Excellence" to "Extraordinary" for the good of the customers.

At the event, NTUC Income Chief Executive Officer Tan Suee Chieh shared: "At Income, there will always be ups and downs but one guarantee we can give to one another is that as 'Orange People' we will always give our best, focus on what is best for our customers. And if

we have that philosophy in our heart, I believe that Income will always continue to thrive."

He added: "Let us continue to work hard, to play hard, to enjoy one another's company in spite of our different origins, our differences in race, religion, culture. If we cannot hold things together in spite of our differences, we would not survive either as a company or as a nation.

"We are 'Orange People' and as 'Orange People' we must continue to be tenacious, continue to look for opportunities to create social impact to make a difference in the lives of all Singaporeans."

## A Singapore Celebration of Pride, Unity And Success



Celebrating Singapore's 47th birthday with a lively performance.

By **Khoo Woon Kung**  
Principal Industrial Relations Officer, National Transport Workers' Union

Together with the National Transport Workers' Union (NTWU), ComfortDelGro Corporation Limited held a National Day Observance Ceremony on 7 August 2012 which saw a 963 strong staff turnout, with special guests NTUC President Diana Chia (pictured, first row, third from right) and NTUC Deputy Secretary-

General and NTWU Executive Secretary Ong Ye Kung (pictured, first row, fourth from right).

The event celebrated our pride, unity and the success we share as one people with Singapore as our home.

# Happy Birthday Singapore!

Wishing all Singaporeans  
a Happy 47<sup>th</sup> National Day.



*ntuc*  
**income**  
made different

# Staying Ahead Of Competition

By **Joshua Joseph**

The future ahead may seem an uncertain one but Singapore can with its strong fundamentals and as one united nation with strong tripartism be confident that it can "sail through all the difficulties". This was one of the key messages shared by Guest-of-Honour MP for Ang Mo Kio GRC Yeo Guat Kwang in his opening address at the National Day Observance Ceremony at Singapore Technologies Electronics Limited on 3 August 2012.

Mr Yeo said: "No matter how challenging it will be, we will be able to make it and at the end of the day, more importantly, share the fruits of success with all the workers, with all stakeholders. It is with the spirit of Singapore that we ensure progress and prosperity and at the end of the day a happy life for all." Mr Yeo also shared on the Labour Movement's strive towards a 'Labour Movement for All', 'A Tripartism for All' and 'Better Jobs for All'.

With the Labour Movement having embarked on a progressive wage system for 12 industry clusters, Mr Yeo, who is Lead of the Hospitality and Consumer Business Cluster, explained: "What we are trying to do is with all efforts we can, not just only re-skilling but at the same time re-design, re-engineering, re-processing of all our work to ensure that we



Singapore Technologies Electronics Limited President Lee Fook Sun (left) with MP for Ang Mo Kio GRC Yeo Guat Kwang.

continue to progress, have economic growth and wages for our workers can continue to progress."

Also speaking at the event was Singapore Technologies Electronics Limited President Lee Fook Sun who highlighted the achievements of the company having been a strategic partner of the SAF and Home Team enhancing their capabilities as this year marks 45 years of National Service. Speaking on the uncertain future and the challenges that lie ahead, Mr Lee said that it was important to nurture the right mindset and "equip and re-equip our people with the right skills continuously so that we can all stay relevant".

“ Together with the tripartite partners, I think definitely we'll be able to get ourselves to become a stronger and better skilled workforce and a better Singapore ahead. As we celebrate National Day, definitely we will look forward to a progressive and a prosperous Singapore for all Singaporeans.”

MP for Ang Mo Kio GRC Yeo Guat Kwang

He added: "Towards this end, the company will invest in re-skilling and up-skilling our staff. Upgrading and acquiring new skills will also help us to increase our productivity... Productivity improvements will reduce the cost and keep our customers happy. Both of which will help the company to stay competitive."

In recognition of the hard work and contributions of staff, Mr Lee also announced that staff will receive their National Day bonus. He said: "Over the years, we have proven time and again that we could overcome the challenges that we faced. With the capable hardworking staff that we all have, we are confident that we will continue to be nimble and adapt and reinvent ourselves as often as it is needed, whenever it is needed and we will stay ahead of the competition."

**Happy National Day 2012**

**BETTER JOBS FOR ALL**

**Loving Singapore, Our Home.**

**Amalgamated Union of Public Employees**

**AUPE Multi-purpose Co-operative Ltd**

**AUPE Sports & Recreation Club**

# Flying High With Strong Partnerships

By **Muneerah Bee Mohamed Iqbal**

This National Day is extra special for five workers from Singapore Technologies Aerospace (ST Aerospace). At the National Day Observance Ceremony (NDOC) jointly organised by the Singapore Industrial & Services Employees' Union (SISEU) and ST Aerospace on 6 August 2012, these workers were awarded with the Model Employees Award for their work performance, productivity and team spirit among other criteria.

Among the winners is Senior Supervisor Kala Velosamy, who is also one of the SISEU Branch Leaders in the company, and she acknowledged that teamwork plays a big part in her winning the award. The award also serves as a motivation for workers to strive for excellence and give their best in their work at all times. As Service Engineer Chew Chang Soon attested: "I'm very honoured to win this award this year and it definitely acts as a recognition for the years of hard work. It makes me want to do more for the future."

Workers such as Ms Kala and Mr Chew have played their parts in contributing to the company's accomplishments and in his speech at the NDOC, ST Aerospace President Chang Cheow Teck affirmed that the company's achievements and the success of its new developments would not be possible without the efforts and commitment of all its staff globally.

He said: "In Singapore, we must also thank the strong support of SISEU and all union members who have worked tirelessly to foster a strong labour and management relationship over the years predicated on mutual trust and respect. Working hand-in-hand together, SISEU, union members and all staff at ST Aerospace have achieved much for the company and the Singapore aviation industry at large."

Guest-of-Honour Ministry of Education and Ministry of Law Senior Parliamentary Secretary (SPS) Sim Ann said that despite the global



Representing a strong sense of tripartism, guests at the NDOC recited the pledge together. From left: Mr Choo Han Khoon, Executive Vice President, Engine Total Support, ST Aerospace; SISEU General Secretary Mr Lim Kuang Beng; ST Aerospace President Mr Chang Cheow Teck; Ministry of Education and Ministry of Law Senior Parliamentary Secretary Sim Ann; SISEU Executive Secretary Mr Ong Ye Kung; ST Aerospace Chief Technology Officer Mr Lim Tau Fui; and SISEU Deputy President Mr Philip Lee.

economy's gloomy outlook, the silver lining for the civil aerospace industry comes in the form of projected growth for the Asia-Pacific region and the strong performance of Singapore's tourism industry.

She said: "With over 100 Maintenance, Repair and Overhaul (MRO)-related companies in Singapore, the competition for talent remains keen and companies must continue to seek new ways to raise their performance and competitiveness both locally and globally through productivity improvements and raising the skills level of their workforce."

To better support the manpower needs of the industry, the Singapore Workforce Development Agency (WDA) has launched the Manufacturing STEP Scholarship programme to build a pipeline of management talent for the long-term needs of the industry, where selected candidates can pursue a Master of Science in Aerospace Engineering with funding support from WDA for course fees and training stipends.

ST Aerospace is also evolving its businesses by acquiring and building new capabilities to move into the area of aircraft interior design.

“ST Aerospace has been playing an important role in Singapore's aerospace industry. With a local workforce of close to 5,000 workers and world-class MRO capabilities, the company has, over the years, firmly established itself as an important player in the local and global market. The success of ST Aerospace would not have been possible without the astute stewardship of the management team, the commitment of the workers and the strong labour-management relations with SISEU.”

Ministry of Education and Ministry of Law Senior Parliamentary Secretary Sim Ann

SPS Sim said: "Coupling this with the existing strengths in MRO services, the move will certainly help establish ST Aerospace as a true one-stop solution centre to better meet the rising challenges of the industry and the business needs of their global customers."

## 'Towards Building A World-Class Nation With A Heart'

N TUC FairPrice Co-operative Limited held its National Day Observance Ceremony on 2 August 2012 when over 200 staff from various departments joined in the celebration held at Fairprice HQ in Upper Thomson Road. During the NDOC, staff raised the National Flag, sang the National Anthem, recited the Pledge and sang National Day songs.

FairPrice Chief Executive Officer (Singapore) Seah Kian Peng graced the event and made a short speech: "FairPrice has grown alongside Singapore over the years. As we gather to celebrate our nation's birthday, let us also remember that we are here today as a nation, as a co-operative and as a social enterprise because of the values that have kept us grounded and allowed us to stay relevant and to thrive.

"Values like teamwork, professionalism and being customer-focused have seen us grow from one small supermarket in Toa Payoh to what we are today with over 250 supermarkets and convenience stores islandwide. We were founded



with the social mission to moderate the cost of living and we have continued to do so all through our 39-year history.

"As part of the Labour Movement, we are one of the largest employers and continue

to champion causes to better the welfare of workers. May we continue forging ahead as a nation, with a shared passion and commitment towards building a world-class nation with a heart."

# Striving For A Common Goal

There are lessons to be gleaned from the London Olympics 2012, noted NTUC Deputy Secretary-General Heng Chee How. When Singapore won its second individual Olympic medal after 52 years, the country showed that its spirit of never giving up the fight for excellence and always aiming to do better pays off.

When the Mexican team for Men's Synchronised Diving did well in the beginning but ended up nearer the bottom among the teams in the finals because they faltered, it highlighted the importance of maintaining focus and having strong teamwork throughout.

He was addressing the audience of about 1,100 workers, management partners and union leaders at the National Day Observance Ceremony of Panasonic Appliances Refrigeration Devices Singapore on 6 August 2012. The company is unionised under the United Workers of Electronics and Electrical Industries (UWEEI).

DSG Heng likened the Olympics to the tough global competition faced by the company



NTUC Deputy Secretary-General Heng Chee How (third from right) and Deputy Executive Secretary of UWEEI Ong Keau (right) recite the Pledge with Panasonic partners.

as highlighted by Managing Director Manabu Onishi, who shared how it must constantly improve its products and processes to stay ahead and that the co-operation of the workers and union is key to the company's success.

Agreeing with Mr Manabu on the important role played by workers and the union, DSG

Heng, who is also the Executive Secretary of UWEEI, assured him that the company will have strong and committed partners in UWEEI and the Government under Singapore's effective and tested tripartite model, as it forges ahead to build a better future for the company and its workers.

Happy  National Day 2012

BETTER  
JOBS  
FOR ALL 

ndp  
2012  
  
Loving Singapore,  
Our Home.



Singapore Insurance Employees' Union



# AUPE Café Gives NTUC Members 20% Off For Two Months

The Amalgamated Union of Public Employees (AUPE) has good news for NTUC members who love their food.

To commemorate her first anniversary operating the AUPE Café on the ground floor of AUPE at Wisma AUPE, 295 Upper Paya Lebar Road, Singapore 534929, Ms Sandie Lim is offering a 20 per cent discount to NTUC members for all items for two months from the anniversary date, 1 August 2012.

The offer is also to celebrate Singapore's 47th National Day on 9 August 2012, as well as AUPE's 53rd anniversary and AUPE Sports and Recreation Club's 25th anniversary.

AUPE Café serves a wide variety of local and western dishes from \$4.50 onwards and its opening hours are from 12 pm to 10.30 pm seven days a week. Ms Lim, whose motto is "come as a customer, leave as a friend" said the "all-time favourite" is the curry fish head set plus two more dishes at \$38.80.

Placing importance in customer satisfaction and serving guests well with delicious food, she added: "I always like to give each individual customer a customised menu. Personalised service and freshness of food is very important. It is a privilege to serve all friends, staff, management and guests."

AUPE Vice-President Ng Hee Seng, who is at the lounge almost every week, said: "My favourites are the smoked duck breast slices wrapped in lettuce leaves and the grilled shishamo, also known as capelin fish or pregnant fish. They go very well with my all-time favourite beer -Tiger!"

Mr Ng is this year's NTUC National Day



Checking out the food at AUPE Café... (from left) AUPE Vice-President Ng Hee Seng, AUPE Advisor Teo Yock Ngee, Mr Freddie Ong, Mr F.K. Wong, UWEI Advisor Cyrille Tan, MIWU Advisor Tan Chai Kun and Ms Sandie Lim.

Parade (NDP) Deputy Contingent Commander. Standing out with his white hair and beard, he has been the Contingent's Left Marker for many years and has been a part of the NTUC NDP Contingent for 33 years.

AUPE Café is part of the AUPE Sports and Recreation Club and its stable of facilities include a pub, lounge, karaoke room, tombola, pool room, video games corner, valet services, golf and other sporting and outdoor activities.

This is in addition to several AUPE co-operatives that help members in different ways. Said Ong Teng Cheong Labour Leadership Institute Fellow and AUPE Advisor Teo Yock Ngee: "We constantly seek ways to engage members and their families and to make their membership worthwhile."

Like NTUC Club, AUPE Sports and Recreation Club is also celebrating its 25th anniversary. Mr Teo added: "In conjunction with the AUPE Sports and Recreation Club 25th Anniversary this year, we organised an

Open House on 6 July 2012. It was well attended by some 250 guests including our regular customers, patrons, union officials and members.

"Besides the above event, the Club held an Anniversary Celebrations Dinner at M Hotel on 29 May 2012 to thank them for all their support. Other activities include family days at the Singapore Garden Festival in mid-July and a barbecue night for the U Games participants at NTUC Club's Downtown East in April.

"We also organised a community project in which the Young AUPE brought 25 children from the Salvation Army and Jamiyah Children Homes to watch the Aga-Boom performance and for a McDonald's dinner on 17 June 2012.

"Another upcoming event is the AUPE Oktoberfest on 28 September and this is the third time since the Club celebrated its 23rd Anniversary in 2010 and launched the new vision statement which has the new tag line: Engaging Members, Making Friends."

## FairPrice Foundation Gives \$1m To Help Lower-Income With Daily Essentials

More than 20,000 lower-income families and individuals can expect some welcome relief amidst this high inflation period. At a National Day dinner celebration organised by Taman Jurong Constituency for its residents on 3 August 2012, NTUC FairPrice Foundation, the philanthropic arm of NTUC Fairprice Co-operative Limited, donated FairPrice food vouchers amounting to \$1 million to provide assistance for their daily essential needs.

The donation was received by Mr Tharman Shanmugaratnam, Deputy Prime Minister, Minister for Finance, and Jurong GRC Grassroots Organisation Advisor. The vouchers, which will be distributed through 87 Citizens Consultative Committees and selected welfare organisations, aims to help these individuals and families cope with the rising cost of living, which was indicated by the consumer price index rising to 5.3 per cent year-on-year in June 2012.

This brings the ten-year tally for the FairPrice Food Vouchers scheme to \$10 million. Over 200,000 needy individuals and families have benefitted from this scheme since it was incepted in 2002.



NTUC FairPrice Foundation presents the donation of \$1 million worth of food vouchers to Jurong GRC Grassroots Organisation Advisor Tharman Shanmugaratnam.

"FairPrice Foundation continues to help lower-income families defray the cost of daily essential needs and has donated another million through the Food Vouchers scheme this year. Low-income families are especially vulnerable to inflation and we hope that our efforts will bring some relief to them."

Ng Ser Miang, NTUC FairPrice Foundation & NTUC Fairprice Co-operative Limited Chairman

# Sailing Towards Better Prospects



Tripartite partners have joined forces to build better careers for Singaporeans in the maritime industry.

By **Naseema Banu Maideen**

**T**wenty-two new cadets have embarked on their journey on board the Tripartite Nautical Training Award (TNTA). This makes them the fourth batch to pursue the 31-month seafaring training programme conducted by the Singapore Maritime Officers' Union (SMOU)'s Wavelink Maritime International (WMI) with efforts pulled together by NTUC's e2i (Employment and Employability Institute) and Singapore Workforce Development Agency (WDA) since 2009.

Now with an added boost of \$4.2 million in funds to train 80 Singaporean cadets in the next two years, the programme will navigate the route to build a Singaporean core in the maritime industry. At the TNTA opening ceremony for the new batch on 6 August 2012, NTUC Deputy Secretary-General and NTUC e2i's Chairman Ong Ye Kung pointed out that this sector was one which provided a sea of opportunities for young locals.

There are also now a total of 120 international shipping groups here in Singapore, a noteworthy increase from the 30 groups a decade ago, as DSG Ong further pointed out. This inevitably paints a healthy employment climate for the promising Nautical Officers who will be commissioned with Certificate of Competency (COC) 3 Certifications when they complete the training programme.

## Sea Of Opportunities

“In Singapore today, it is estimated that more than 170,000 people are employed in the maritime sector, of which about 75,000 of them - a minority - are locals. The need for maritime manpower has grown significantly and at a faster rate than what we can meet currently...Because of our geography and history, we will always be a maritime centre of the world. And this must be an industry with a strong Singaporean core.”

NTUC Deputy Secretary-General and NTUC e2i's Chairman Ong Ye Kung

## 'Sold Car To Captain The Ship'

Mr Amali Akmal Zainal, 26, a former driving instructor is one of them. Having tasted past careers centred on cars and aviation, he now has developed a love for the sea. Mr Amali was so serious about pursuing his passion that he sold his car to be financially ready to start on the programme. His determination landed him a job with PACC Ship Managers Private Limited. He shared: “There are so much more things to learn at sea. The career progression in this sector is what attracted me here. I hope to build a stable career once I begin my stint.”

These cadets have also impressed the companies that are employing them. DSG Ong noted that AP Moller Maersk Tankers has stringent Logical Index Assessment which is implemented for all employees whether they are working ashore or at sea. This is an ability test, with a cut-off score of 18 for all employees.

Across the Asia Pacific region, the average score for their employees range between scores of 20 to 22. The company was very impressed with the five TNTA applicants they had employed with scores way above the Asia Pacific average with the lowest score of 23 and the highest score of 27.

Said WDA Senior Director, Manufacturing and Construction Division, Julia Ng: “Maritime is a sector where the jobs are highly localised with good pay and structured progression. With the strong outcomes and success stories of the earlier three batches, we worked together with e2i to commit more funding to this initiative.”

Added Head of Global Talent Management at Neptune Orient Line and Chairman of the TNTA Advisory Committee Captain Yeow Kok Kean: “It is important that our young cadets continue to learn, how to learn. This is useful as you will be facing a future with fast changing technology.”

## A Dream That Came True

Singapore Maritime Officers' Union (SMOU) Executive Secretary Mary Liew recollected how DSG Ong's visit to the union office on 10 August 2009 planted the seeds for the TNTA programme. “We shared with him on SMOU's passion, and he actively engaged NTUC's e2i and WDA on this training programme for Singaporeans and within two months the initiative was rolled out in October that year. He made SMOU's dream come true,” she said at the event.

DSG Ong further explained that even with the already established traditional polytechnic path, the TNTA programme will make way “to embrace the passion of our young, and push the limits to admit those who want to try”, so that “we will truly be an island of opportunities.”

## Focus On Craft

“We must put more emphasis on craft. The difference between a job and a craft is that a craft always has passion. The more we can do that across sectors, the more these sectors will be more skilful, productive and have more pride.”

NTUC Deputy Secretary-General and NTUC e2i's Chairman Ong Ye Kung



Twenty-two young Singaporeans will be newly commissioned as nautical officers when they complete their 31 months of training.

# FairPrice Does More Than Its Fair Share To Promote Active Ageing

## Olympian Tan Howe Liang Leads The Charge



By **Marcus Lin**

When it comes to active ageing, who better a role model than Singapore's first Olympic medallist Tan Howe Liang? Mr Tan won an individual silver medal for weightlifting at the 1960 Rome Olympics. A remarkable feat, considering he did not get the kind of support and sponsorship that Singapore sportspeople now have and he had to overcome personal and financial hardships to make his mark.

For 52 long years, no Singaporean won an individual Olympic medal until woman table tennis player Feng Tianwei took the bronze medal at the current 2012 Olympics in London. Recognising Mr Tan's achievement, NTUC Fairprice Co-operative Limited appointed him Ambassador for Active Seniors in 2011 as part of its efforts to promote active ageing.

On 3 August 2012, FairPrice launched a new programme 'Celebrating Active Seniors' and appointed another seven senior Fairprice staff aged above 60 to join Mr Tan as Ambassadors for Active Seniors to encourage active living and healthy eating among staff and customers. They led a mass exercise event involving some 50 FairPrice staff and over 80 active agers from the U Live Community at City Square Mall.

FairPrice Chief Executive Officer (Singapore) Seah Kian Peng said they were chosen "because of their attitude, active lifestyle and drive. They are constantly involved in family and community activities, and also engage in lifelong learning to maintain a healthy, balanced and active lifestyle. Besides having a fulfilling job, it is just as important that seniors lead active and healthy lifestyles. We hope that they will be an inspiration and role model for both our senior staff and our shoppers."

He pointed to statistics showing that 9.3 per cent of Singapore's resident population is aged above 65 and this is expected to increase to 25 per cent by the year 2020. With better living conditions and medical care, life expectancy in Singapore has increased to nearly 82 years.

As "seniors are an integral part of our society and will continue to play an important role in the future of Singapore", Mr Seah said "encouraging active ageing is vital for seniors in Singapore to help them pursue and enjoy a better quality of life."

He added: "As a major employer in Singapore, FairPrice contributes significantly to the employment of mature workers. We hire more employees above the age of 50 compared to national demographics of our resident workforce."

"Statistics from the Ministry of Manpower in 2011 show that 30 per cent of the resident workforce are above the age of 50. At FairPrice, about 40 per cent of our employees are above the age of 50, of which over 450 employees are above 60 years old."

"We support and encourage the employment of mature workers as we believe that mature workers bring with them a wealth of experience, skills and wisdom to the workplace. As such, we believe that it is our responsibility and duty to do more to promote active ageing."



FairPrice Ambassadors... (from left) Mr Michael Ang (65 years, from FairPrice supermarket at Lot 1); Mr Lau Say Lian (64 years, from FairPrice supermarket at Yew Tee Point); Ms Ong Ho Kay (61 years, from FairPrice supermarket at Clementi A); Mr Tan Howe Liang (FairPrice's Ambassador for Active Seniors); Mr Seah Kian Peng (CEO, NTUC FairPrice); Mr George Tan (65 years, from FairPrice supermarket at HDB Hub); Mr Tan Thiam Chye (66 years, from FairPrice supermarket at Kang Kar Mall) and Mr Wong Meng Tuck (64 years, from FairPrice supermarket at Yishun). Absent: Ms Woo Mei Fang from FairPrice supermarket at Bedok North A.

Since 2002, FairPrice has introduced a number of initiatives to engage senior staff and senior customers.

This includes the Seniors Discount Scheme where shoppers aged 60 and above enjoy two per cent off their purchases on Tuesdays to encourage them to stay active by shopping with their families. Last year, FairPrice served about 4.5 million senior shoppers who saved over \$2.18 million through this scheme.

FairPrice also works with partners such as the U Live Community and the Health Promotion Board (HPB) on the National Healthy Lifestyle Programme to support and actively promote active ageing.

NTUC Club Chief Executive Officer Yeo Khee Leng said: "We see that more seniors are stepping forward to share their passion of leading a healthy and purposeful life with their peers, with Mr Tan Howe Liang as a good example. This is also why programmes like 'Celebrating Active Seniors' and U Live's Good Life Ambassador Mentoring (GLAM) Programme have been formulated to help these active agers share their experience and benefit other seniors so that they too can be engaged to lead a fruitful life."

# Aspiring For A Better Understanding Of BSI

By Muneerah Bee Mohamed Iqbal

As part of NTUC Membership Department's (MED) Competence Development Programme, the U Aspire series featured its latest talk on 20 July 2012 with a focus on Best Sourcing. NTUC's Unit for Contract and Casual Workers (UCCW) Consultant Toh Kai Wei took the participants on a journey to understand what the Best Sourcing Initiative (BSI) is essentially about and the staff from MED learned about BSI mechanics such as the 3Q approach and its components. They also got to engage in activities to apply their understanding of BSI from the presentation.

As MED engages in procurement for services, such as advertising agencies and



printers and products, BSI remains relevant to the department even if they do not have to directly deal with it in their scope of work compared to other departments within the Labour Movement.

UCCW's Assistant Director Tommy Lin explained to the participants that "the whole idea of best sourcing actually rests on one principle, which is the behaviour". One of the participants, Edmund Ng, found it to be a very meaningful session. He said: "I find that it reinforces our position. We adopt BSI anyway and we will continue to do that. This session gives us the tools and equips us to do that."

As the Deputy Director of the Service Quality department in MED dealing with call centres, email centre, digital counter as well as the physical counter presence, Mr Ng related how

MED has used the BSI thinking in their approach to procure for a new call centre. He is also confident that the session will help his team have a clearer understanding and carry out their roles from the BSI perspective.

Besides being able to help them in their day to day work when they buy products or services, NTUC Competency Director (Membership) Vivek Kumar said that it is also important for MED staff to understand BSI as they are a part of the Labour Movement at large. "I think it is a very good idea for us to understand what it is that we are advocating," he said.

Although some of this BSI advocacy may not be mainstream for MED, the U Aspire session has enabled them to know more about it, which will further add value in their service to the community of NTUC members.



NTUC Competency Director (Membership) Vivek Kumar (left) presenting a token of appreciation to NTUC's Unit for Contract and Casual Workers (UCCW) Consultant Toh Kai Wei.

## Refining Policies For Better Lives

By Naseema Banu Maideen

Every policy that is set in place comes with its set of challenges. As much as all policies aim to be "fair and good to as many as possible", this is not achieved all the time, and this is where strong union-management relations come into play. This was one of the key messages shared by NTUC Deputy Secretary-General Heng Chee How at this year's Public Sector Union Management Gathering.

Managing policies with challenging guidelines can be tackled when management partners and union leaders who have laid sound relationships work hand-in-hand. "Unions with credibility and the ability to find out what is going on on the ground, and with the ability to influence will be extremely helpful in these situations," said DSG Heng.

It was with this spirit that the close to 300 senior management representatives and union leaders gathered at Downtown East on 5 July 2012 discussed on refining policies for the employees in public service. One key issue on the top of the agenda was revisiting the practices towards the re-employment guidelines that were rolled out on 1 January 2012.

Union leaders raised concerns on the pay cuts that affected most employees upon re-employment as according to the guidelines.



They felt strongly that the public sector should play a good role model of advocating a "same job, same pay" policy if the employees re-employed were still performing the same job roles.

Said NTUC Assistant Secretary-General Cham Hui Fong: "If there is no change in the job scope and the value of the job remains intact, there is no reason as to why a re-employed person must have a pay cut unless there are reasons that affect productivity that justify the proposed cut." While she appreciated that the public sector had taken the lead in adopting the guidelines last year, she urged that the sector also review its approach towards initiating these pay cuts.

Key representative heads from the public sector division acknowledged union leaders' views and have made a commitment to review this practice. Public Service Division Permanent Secretary Yong Ying-I added that the close knit union-management ties will be strengthened

"for the betterment of the public service and its officers", and further said "I am happy to be able to work closely with the union leaders and fully appreciate what they have been able to achieve together."

### Making The Partnership Stronger

"We must tackle the challenges together; we must be involved in formulation of policies and must be treated as partners all throughout the system, and not just at the Human Resources (HR) level. Every one within the ministries must recognise the role of unions as partners."

Singapore Teachers' Union (STU) President Mike Thiruman

### Pooling Efforts On Core Matters

"There are two issues that are core to the interest of the Labour Movement and individual unions - membership and leadership. Public sector unions will work closely with management partners on refining and shaping up leadership as well as on enhancing membership in the sector."

NTUC Deputy Secretary-General Heng Chee How

# 'Be An Inspiration To Others'



Shipbuilding and Marine Engineering Employees' Union (SMEEU) President Wong Weng Ong (fifth from left) and Member of Parliament for Sengkang West and SMEEU Advisor Lam Pin Min (sixth from left) with some recipients of SMEEU's Education Grant and Scholarship awards.

By Nicolette Yeo

Every year, the Shipbuilding and Marine Engineering Employees' Union (SMEEU) tops its effort in supporting the educational needs of their members' children. This year, it has outdone itself. With the help of the NTUC U Care Fund, the union has nearly doubled its award recipients to 96 this year, up from 57 in 2011, to the tune of nearly \$20,000. In addition, the Education Grant has been extended to students in the tertiary level and its value upped from \$100 to \$150. The values of the Scholarships have also been raised across most educational levels as well.

This admirable achievement was praised by Member of Parliament for Sengkang West and SMEEU Advisor Lam Pin Min, who was Guest-of-Honour at the union's Scholarship and Education Grant Awards Presentation Ceremony on 14 July 2012.

Congratulating the parents in his address, he praised their efforts in inspiring their children to strive for higher learning. "I'm sure you have done your best to motivate your children to study hard, to teach them about the importance of a good education. It must be heartening to see your children do well and we celebrate together with you," he said.

"We strongly believe in the value of a good and sound education, and by investing in the education and training of our members' children we hope to benefit those who receive the awards to improve on their studies and to act as an inspiration to those around them."

Lam Pin Min, Shipbuilding and Marine Engineering Employees' Union Advisor

Mr Lam also congratulated the recipients and urged them to give thanks to the people who have helped them. He said: "I hope that the awards today will help to motivate you in your studies. I challenge you to do even better this year, be hungry for knowledge, strive harder to achieve your dreams and remember those who have helped you along your way. Be thankful to your teachers for their guidance and your parents for their unwavering support," he said.

He also encouraged the recipients to give back to society. "I also hope that you will give back to your community by helping out in various social and community activities in the future. It is through this symbiotic relationship

and mutual help that our society can grow and prosper as a whole," he shared.

This sentiment was echoed by SMEEU President Wong Weng Ong in his welcome speech. "We hope all the students here today will use the information and wisdom you gain from your education not just for personal gains but to improve society. You have been given a gift of a Scholarship or Education grant... after this you will have a gift to give to others," he said.

Mr Lam also urged the children of active union leaders to find out more about the union and consider joining the Labor Movement in the near future.



"I think it is good that the union is giving this award as it provides extra money for my children. I will spend it on my children's study items such as textbooks or extra reading materials."

Madam Yeh Hsueh Mei (pictured), wife of Foong Kam Fatt, a member of the Jurong Shipyard Pte Ltd branch. Their children, daughter Yu Xuan (pictured), a Secondary Four student, and son Yih Kae, a Secondary Two student, are recipients of Education Grants worth \$150 each.

"I'm very proud that my son is receiving this award a second time. It also helps with some of our financial needs, such as buying books and paying school fees. This Education Grant is really helping my son, and I do encourage him to study more and study hard, so he can go for more Grants and even get a Scholarship which will really help his studies."

Madam Suseela Somasundram (pictured), wife of M Somasundram, a member of the Jurong Shipyard Pte Ltd branch. The educational needs of their four children have been supported over the years by the union. This year, the union has awarded Education Grants worth \$150 each to his two youngest children - daughter Nanthanidevi, a Polytechnic student, and son Kamalraj (pictured), a Primary Four student.



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Phone 62360555 Fax 65381068

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KHL PRINTING CO PTE LTD

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# My First Skool Children ‘Stamp’ Their Way Into History



which saw the participation of over 2,000 children. The stamps used are limited edition commemorative stamps recently launched by SNCF, the apex body of the local co-operative movement, to celebrate IYC.



Commenting on the activities, Preman Komala, Principle Curriculum Specialist at My First Skool and the main person-in-charge of the programmes, said: “The whole exercise will be both rewarding and memorable to our preschool children as they will get to express their thoughts in words or drawings about their experience with the co-operative activities, as well as get to stick the specially-designed co-operative stamps on their postcards and to afterwards mail these.”

In this age of high tech communication, it is refreshing to find that the children of NTUC First Campus Co-operative Limited have tried out the almost forgotten art of snail mail in a fun and memorable way.

To commemorate the International Day of Co-operatives on 7 July 2012 as well as the International Year of Co-operatives (IYC) 2012, over 1,700 children from My First Skool mailed out postcards with stamps that depict the birth of NTUC co-operatives in 1969 as well as other milestones of the local co-operative movement.

The postcards contained their thoughts on their experiences from taking part in various IYC co-operative activities so far, including the mass reading of co-operative storybook ‘A Very Big Storm’ at the Singapore National Co-operative Federation’s (SNCF) recent Co-opaliciouz event,

In bringing to light the practice of using stamps, SNCF Chief Executive Officer Dolly Goh wishes to revive this diminishing habit in the era of e-mail and texting as “much information, stories and learning experience can be extracted from a single small stamp”. This, said Ms Goh, is why SNCF produced the stamps “to forever imprint the co-operative history in philatelic history”.

She also hoped that the “children will not lose touch with the experience of sticking a stamp, writing a postcard personally and the excitement of anticipating when the other party will receive their piece of handiwork in the mail”, noting that the children’s thoughts would enable SNCF to glean valuable insights into their learning experience.

Ms Goh also shared the upcoming activities for IYC, which include the third and fourth instalments of the storybooks.

## Playing The Game Of Bipartism

By **Michael Lim**

Industrial Relations Officer, NTUC Administration and Research Unit

Singapore’s unique blend of tripartism has always been the cornerstone behind the past success of our tiny island.

Working hand-in-hand with government agencies and employers, NTUC and its affiliated unions were able to introduce and successfully implement on the ground a myriad of initiatives such as skills upgrading, flexible wage system, productivity enhancement programmes, flexible working arrangements, re-employment for older workers etc.

Over at Singapore Industrial and Services Employees’ Union (SISEU), we recognise the importance of fostering good relationship with our management partners as often it is through such mutual understanding and respect that we are able to collectively make hard decisions when the occasion calls for it to support initiatives that will assist and benefit our workers.

The annual futsal tournament organised by Singapore Technologies (ST) Aerospace Limited on 14 July 2012 is one of such platforms where management representatives and union leaders bond by coming together for a friendly game of five-a-side futsal. In a match where the spirit of the game isn’t just about winning, it was great joy to see the friendly banter between both teams and how they played their hearts out to compete for the ‘bragging rights’ for the year to come.



Union leaders and management partners of Singapore Technologies (ST) Aerospace Limited came together for friendly futsal match on 14 July 2012.

“The management-union friendly game is an annual event organised to bring the management staff and union officials together for a game of futsal. This informal and friendly atmosphere helps to build better understanding through the game. There were light moments in the game where we laughed at one another and learn to help one another in difficulties too. Such are the moments that will always be cherished by all.”

ST Aerospace Limited Sports and Recreation Committee Chairman  
Loh Kwan Boh

“We have either five-a-side futsal or seven-a-side soccer as one of our annual events organised by the company’s Sports and Recreation Committee. As part of promoting good Labour-Management Relations with the management, we always look forward each year to this friendly match and try to send in our best team. Informal channels are just as good in helping us build rapport with one another.”

Singapore Industrial and Services Employees’ Union (SISEU) Deputy President  
Philip Lee

# He Engineered A Promising Career, So Can You...

By Naseema Banu Maideen

“I have a role in the making of almost every card that you carry in your wallet,” Mr Kyle Ong Wah-Loong, an Engineering Manager at Gemalto Private Limited, said as a matter-of-fact. The word ‘almost’ refers to the exception of the national identity card, he added. Mr Ong, 39, has climbed up the ladder of growth in the company where he started work as a Technician 14 years back.

Gemalto deals with creating digital security solutions which encompasses those for smart cards and banking cards. As he serves today in a management position with 60 other engineers under his care, Mr Ong’s decision to make a career in the manufacturing industry when he was a part-time student has made him taste success in every step he took.

He said: “I knew back then that manufacturing will always be relevant. From desks, phones and computers, everything has to be made.” The attractiveness of ‘glamorous’ industries like finance and services did nothing to deter him as Mr Ong remained clear-headed and continued pursuing his Diploma in Mechanical



Mr Kyle Ong, an Engineering Manager at Gemalto Private Limited is a fine example of an outstanding achiever in the manufacturing sector.

Engineering while he was employed in Gemalto.

Mr Ong is an encouragement to many young graduates of the manufacturing faculty from the Institutes of Technical Education (ITEs) and polytechnics. Spotting this, NTUC’s e2i (Employment and Employability Institute) invited him to inspire the graduates who attended its manufacturing networking job fair session this year.

## ‘They Came To Thank Me’

Mr Ong said that interacting with younger people always gives him an update of their view of the current manufacturing scene in Singapore. “There were also many parents who came to thank me for giving a real picture of what this field can actually offer to their children,” he said after the session. What was most eye-opening about his sharing was the promise of a sound career.

At Gemalto, a company unionised by the United Workers of Electronics and Electrical Industries (UWEEI), Mr Ong was given plenty of room for growth as he was exposed to job enlargement regularly. At every juncture, the motivated Mr Ong did his best and picked up as much knowledge on the diverse aspects of the production process.

So much so that he received a promotion slip once every 18 months - the Technician moved up to become a Team Leader, and later an Engineering Associate. His job scope expanded from beyond managing the technical know-hows to managing people, an aspect that Mr Ong grew to develop an interest in.

He added: “There were also chances to switch from maintenance to method engineering and I was contributing to improve work processes. That was when I had the exposure to corporate people and more learning grounds opened up for me.”

In a sector with evolving technologies, Mr Ong also shaped up his career as he moved on to become a Senior Engineer and escalated to the different levels, becoming now an Engineering Manager. And inevitably his journey will continue further in the company, he firmly believes.

## Synergy To Reach Out Further

“This event was a new initiative organised by NTUC’s e2i with support from ITE, as well as tripartite partners such as the Economic Development Board (EDB) and participating employers. e2i will be partnering the Electronics & Precision & Machinery Engineering and OPEC clusters to organise more of such networking events to outreach to graduates from ITEs, polytechnics and universities to create interest and greater awareness on career opportunities in manufacturing sectors spanning across electronics and semiconductor, precision engineering, biomedical sciences, petrochemical and oil and gas.”

NTUC’s e2i (Employment and Employability Institute) Acting Chief Executive Officer Gilbert Tan

# SUBE Having A Great Time At Half-Time

Earlier in June, SUBE (Singapore Union of Broadcasting Employees) organised a Members’ Night at NTUC Club’s Scarlet City. Joined by over 80 members, union leaders and employer representatives, SUBE celebrated the early success of their membership recruitment for the first half of this year. Key union leaders also took the opportunity to interact with their members amidst a night of great fun and laughter. Encouraged by the positive response from their members, SUBE will also be planning more of such engagement activities in the latter half of this year.



Sister Cham Hui Fong (Executive Secretary, SUBE) sharing a few words with the group before the night of fun began.

Members enjoying the performance put up by their Exco leaders.



# Young SBEU Bonds With Aerobics And Ice Cream



By **ySBEU Chairperson Herlina Abd Rahman and ySBEU Secretary Salinah A Sani**

**W**e, the ySBEU (Young Singapore Bank Employees' Union) team are very proud and excited with the completion of two events which were done back to back in the first half of 2012.

On 24 April 2012, we kicked off our first session on Zumba Aerobics where the venue was held at OCBC Recreation Club premises for all eight sessions supported by our General Secretary Brother Bobby Tay.

It was held every Tuesday with the last session ending on 19 June 2012. It was a vigorous and adrenalin pumping one-hour session every week. It was a healthy workout for all of us and our Celebrity Fitness Instructor Brother Khairi Supani made sure of that.

A total of 25 participants from the age of 23-years-old onwards to the oldest Brother Johnny Goh, 72 years of age, were present. All our participants enjoyed every minute of the session and we were planning to

do another session soon after the Hari Raya festival.

On Saturday, 9 June 2012, from 2-4 p.m. we had so much fun with our ySBEU- Udders Ice Cream Making Workshop cum buffet which was held at Udders Novena with 30 participants supported by our Deputy General Secretary Sister Susie Foo. We learnt how to make our very own ice cream with basic ingredients and utensils. The end product was simply delicious and sinful.

We learnt how to make Chocolate, Vanilla and Coconut Ice Cream and we also learnt that by adding fruits, we could give it a healthier boost and also we learnt how to make Gelato and Sherbet, depending on how much milk fat was added. We had a very funny and lively trainer from Udders which made the workshop a more pleasant experience.

After the workshop, we were treated to an All-U-Can Eat Ice Cream Buffet and we could eat whatever flavours of ice cream available with waffles and giant cones till our hearts content.

With these events held, we are able to bond with all our new and our existing young SBEU members as they had expressed interest in Zumba aerobics and Udders Ice Workshop. On this note, we wish to thank all our members for their support in making these two events a success.



## 'Hot Shots' Make Co-op Values Cool



**H**ow best to capture the spirit of co-operative values? Well, if a picture says a thousand words, then using pictures to highlight said values may well be the way to go. In this, the Singapore National Co-operative Federation (SNCF) created a uniquely co-operative way to let pictures do the talking - by inviting Singaporeans and people around the world to send in pictures that best depict well-known co-operative values such as co-operation, caring for the community, equality, mutual help and self-reliance.

The 'Co-op Hot Shots' photography competition, which ran from 1 March to 30 April this year, is a part of the year-long celebrations for the United Nations International Year of Co-operatives (IYC). A total of 12 local and international photographs made the cut, with merit prizes awarded to ten

entries in each of the categories of local print, local online and international online. In recognition of the efforts by these talented photographers, the award-winning photographs were exhibited during the recent Co-opaliciouz event on 9 June 2012.

The top print shot by a Singaporean came from Ng Lian Geok who bowled over the judges - comprising SAFRA PhotoClub's Bernard Teo, NUS Photography Society's Mervyn Sek, Blogger Leslie Tay, SNCF Chief Executive Officer Dolly Goh and SNCF Manager Harry Lee - with a candid shot of construction workers transporting construction materials. In the international print category, M. Yousof Tushar from Bangladesh impressed with his entry of two fisherman collecting fingerlings at dusk. For their efforts, each winner walked away with a cash prize of \$3,000.

“ We believe a photography competition of this kind has provided a platform for the general public, especially photography enthusiasts, to put their shooting skills to good use. As the participants were asked to interpret co-operative values and represent them through photographs, it has also helped to spread the messages that co-operatives promote values of self-help and doing social good.”

Singapore National Co-operative Federation Chief Executive Officer Dolly Goh

# Entertaining, Electrifying, Exhilarating

## U Fame 2012 Winners Bring Down The House

By Nicolette Yeo

Additional reporting by Andrea Ng

Senior Executive, Marketing & Communications NTUC Club

Picking up singing from karaoke and participating in countless talent quests. This seems to be the recipe for success for U Fame 2012 winners Farah Erfina and Muhammad Fairus Adam. Winner Farah, 21, a nEbO member, recalled picking up singing when her parents brought home a karaoke set during her primary school days. Second runner up Muhammad, 28, a Singapore Teachers' Union (STU) member, shared that his parents used to sing karaoke at home when he was in primary school and encouraged him to join in the fun.

Having both entered a number of singing and talent contests in Singapore; it was only natural that Ms Farah and Mr Muhammad have participated in the same one. Project Stardust, an annual nationwide talent-search competition organised by the National University of Singapore Student's Business Club, saw Ms Farah clinch second runner up in 2011 and Mr Muhammad crowned winner in 2009.

While small in stature, Ms Farah certainly makes up for it with a big voice and a maturity that belies her years - just like her idol Christina Aguilera. Pretty, sassy, and wearing a glamorous black dress, she even looked like the American pop star. But it was her riveting performance of the latter's 'Ain't No Other Man' that made her the clear choice to win the competition, which was held on 13 July 2012 at D'Marquee at Downtown East.

Having taken the advice of judges in the semi-finals, Ms Farah appealed to a wider audience with her soul stirring rendition of Mariah Carey's timeless classic 'Hero'. "I wasn't expecting it, I predicted someone else to win," said a flabbergasted Ms Farah, who started performing professionally two years ago. "It is a good platform for me to gain some exposure and an honour to hold the title."

Equally captivating was the affable Mr Muhammad, who put his talent and charm to good use. Decked in eye-popping black jacket and funky red spectacles, he made the audience



From left: U Fame 2012 first runner up Jeremaine Yeo, winner Farah Erfina and second runner up Muhammad Fairus Adam.

almost forget that 'Forget You' was originally done by Cee Lo Green, infusing his own unique style and personal touches. He also showed that he was a true balladeer with Beyonce's 'Listen', his stirring, uplifting vocals lent a breath of fresh air to the song.

"I felt a little overwhelmed by the whole contest" he exclaimed. "This is the first time I am in a contest where I have to sing with a band. The venue is quite good and winning top three was quite unexpected because there was good talent and most of them are experienced."

Further enhancing the performances was D' Marquee's brand new stage design. Extending outwards from the original stage in an 'X' shape, it brought the contestants closer to the audience and enabled them to make better use of their performance spaces.

The event also had a number of other high moments, not forgetting the star turn by first runner up Jeremaine Yeo of the Singapore Insurance Employees' Union. A Mandopop star

in the making, the 30-year-old's cool, confident performances of Gary Chaw's '起床歌' (Wake Up Song) and '刮目相看' (In Admiration) had the audience transfixed.

Also entertaining was Singapore Industrial & Services Employees' Union's Desmond Charles. In true pop star style, the 34-year-old donned outrageous costumes that would have made Lady Gaga proud. For Adam Lambert's 'Mad World', his costume was so outlandish it was nicknamed 'The Angry Bird' by fellow finalists. His follow up as a circus ringmaster drew inspiration from his song choice of 'Funhouse' by Pink. Keppel Employees Union's Mohammad Aslam, meanwhile, tickled in a different way. The 40-year-old may be Indian, but he effortlessly performed Chinese and Malay songs without missing a beat.

Also rocking the event were the activists from nEbO. Ms Jean Goh Sijia, Mr Muhammad Afiq Juraimi, Mr Mohammad Ridhwan Azman and Ms Toh Yifan did a commendable job performing 'Nobody Enjoys Being Ordinary' from nEbO's first-ever music album, which was launched at its fifth birthday bash on 21 July 2012.

The crowd also looked forward to the annual 'Ra-Ra' Award, and they were not disappointed. Besides the usual posters, banners and light sticks, supporters of the winning team Healthcare Services Employees' Union (HSEU) unleashed an arsenal of tin cans, jerry cans and lighted HSEU umbrellas to celebrate the victory.

Overall, the judges, comprising veteran local musicians Douglas O and Mel Ferdinands, actor Cavin Soh, vocal coach Ann Hussein and Shinya Liang were impressed by the high quality of the 12 finalists. Mr O found the performances interesting and felt that the contestants had put a lot of thought into the presentations and costumes while Mr Soh praised the high standard of the performances and costumes, saying they had 'superstar style'.



Supporters of 'Ra-Ra' Award winner Healthcare Services Employees' Union celebrating their victory at the U Fame 2012 awards.

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# 摄影比赛宣扬合作社理念

“我们相信这类摄影比赛能为公众，尤其是摄影爱好者提供一个发挥所长的良好平台。我们要求参加者运用镜头，诠释合作社的理念。举办这类比赛也有利于传达自力更生和关怀社会的信息。

— 新加坡全国合作社联合会总裁吴佳丽



**如何才能传达合作的精神价值？**如果照片胜过千言万语，那么，用照片来凸显价值观不失为一个好方法。因此，新加坡全国合作社联合会决定举办摄影比赛，广邀海内外人士寄来图片，表达合作社的核心理念，例如合作、社区关怀、平等、互助和自力更生等。

“影像合作社”摄影比赛自今年3月举行至4月30日，是庆祝联合国国际合作社年的其中一项活动。共有12份本地和国际摄影作品在这次比赛

中胜出，另有10份参赛作品获得优秀奖。比赛组别包括本地照片组、本地线上组和国际线上组。为了肯定参赛者的努力，合作社联合会于2012年6月9日将得奖作品在“合作社大联欢”(Co-opalicious)的活动中展出，供大众欣赏。

本地照片组首奖得主是Ng Lian Geok，其作品获得评审团的一致认可。作者以率真的手法拍摄建筑工人运输建筑材料的情景。国际照片组得奖者尤索夫来自孟加拉，他凭着两名

渔夫在黄昏时分捕获鱼苗的情景，博得评审的青睐。两位得奖者分别获得3000元现金奖。这次摄影比赛的评审包括新加坡战备军协摄影俱乐

部的Bernard Teo、国大摄影协会的Mervyn Sek、博客主Leslie Tay、新加坡全国合作社联合会总裁吴佳丽及经理Harry Lee等。

## 工会会员看诊费 只需15元

秉持着“健康就是财富”信念，几个月前工运组织与康威医疗集团签署合作备忘录，为工会会员提供高品质且负担得起的保健服务。康威医疗集团拥有新加坡最大的私人医疗中心和诊所网络。按合作计划，会员看诊费只需15元。最近，就有两名全国交通工友联合会会员在这项优惠下受惠。



资深巴士车长兼全国交通工联会员林先生在出示身份证和职总会员卡后，只需支付区区15元的看诊费。↑



“这项优惠让很多人受惠，尤其是能帮助工作忙碌的工友。工作忙碌不能作为忽略健康的借口，健康永远排第一……必须时时注意，特别是巴士司机和地铁工友，因为他们的工作是轮班制，时间不固定。有了这项保健优惠后，他们看医生就省多了。”

— 全国交联执行委员Nelson Sim (图左)

## 恭贺5名 工运人士 荣获国庆奖章

### 荣获公共服务奖章

- ★ 赖德熙  
新加坡教联秘书长
- ★ 陈福顺  
食品饮料及同行业工联秘书长
- ★ 马莫  
保健服务雇联副会长
- ★ 迪亚格  
王鼎昌领袖学院院长  
电力与煤气业雇联执行秘书

### 荣获公共服务奖章

- ★ 黄记祖  
职总英康董事部主席

# 石油业工联 落实职总特大的三项决议

**职总在去年的特别代表大会上**批准通过了三条重要的决议。职总助理秘书长詹惠凤在2012年7月11日举行的第七届石油业工友联合会总理事大会上表示,该工会一直积极响应职总特大的决议。

詹惠凤就第一个决议表示:“在推动整体薪金增长方面,石油业工联可以说已能确保工友获得实质薪金增长了。这不是靠运气,而是经过许多努力、合作,并与管理层密切合作才达到的成果。”

此外,石油业工联也致力于落实第二项决议,招募更多会员,以便代表所有阶层、年龄层和国籍的工友。詹惠凤指出,虽然石油业工联属分会于其所在的公司中,可议薪员工

的入会率蛮高,但人数只占了公司总劳动力的50%至55%。为了提高工会的代表性,最好还是招募更多工友入会。

石油业工联会长陈伟明(右图)希望,三年举行一次的总理事大会能促使工会承诺扩大工会的代表性。他说:“我希望听取代表们的意见,争取他们支持侧重招募专业人士、经理及执行人员入会。诚如秘书长卡迪卡炎所说的,我们有很大的潜力可以招收到这群工友。”石油业工联目前共有3578名会员,陈伟明相信,会员规模庞大,工会才有办法有效地独立开展各项计划。

石油业工联也积极推行领导层更新。这是本届职总特大通过的第三项



决议。詹惠凤表示:“石油业工联已经将更新领导层的意见传达至各个分会,并将与会员和代表们商讨如何遵循‘三接’模式引进新血。”

在本届总理事大会上,共有7名新领袖受推举为执行委员会委员。非但如此,基层也选出多名新领袖担任分会的工作。陈伟明解释,注入新血之后,就可以进一步“接棒”:“只要新人愿意服务人群,就有机会在石油业工联接手担任领导职务,为工会服务。”

石油业工联助理秘书长阿斯瓦迪便是一个“接棒”的新人。他坦言,担任新职务需要更多的承诺。对此,前任委员们指出,领导层更新是工会持续成长的必经过程。

## 学会与公司谈判

- ◆ 工会该根据什么财务指标来与公司谈判常年加薪和花红?
- ◆ 工会在与雇主谈判时如何联系经济状况、通货膨胀和生产率,来增加谈判优势?
- ◆ 在谈判薪金时,管理层通常怎么辩驳?工会该如何应对?
- ◆ 财务报表中的各项指标,例如投资回报率和股本回报率各有什么不同?
- ◆ 工会该从哪里取得公司业务表现的数据?如果管理层不打算提供这些数据,该怎么办?

**王鼎昌工运领袖学院**在最近举办的一日研讨会“强化薪金谈判技巧”中,与会者提出上述问题,而且得到了答案。这是一场特别为造船与海事工程雇员联合会及电子与电器业工友联合会举办的研讨会。

造船与海事工程雇联执行委员会成员出席了研讨会,而当局也为电子与电器业工联举办多场研讨会,确保各分会干事都有机会参加。为了与实际挂钩,主办者也在研讨会上分发真实的公司财务数据,当作练习材料。

研讨会主持人是曾就职于人力部及好几个跨国公司的Loh Oun Hean。而研讨会的目标是帮助参加

者了解各动态因素如何影响资方制定薪金额,以及了解一般财务、生产力和操作指标,从而较好地理解管理层寻求双赢的思维和需求,同时学习反思和审视影响谈判的内部及外部的因素和问题。

电子与电器业工联财务长法米阿布表示:“研讨会尤其对工会领袖非常有帮助。参加之后,我们更加了解什么是股本回报和其他关键财务指标,也知道工运领袖在谈判薪金前该到哪里查询关键数据,以及了解证据在谈判薪金时的必要性和重要性。活动主持人富有经验,他教会我们从多个方面准备好薪金谈判的资料。”



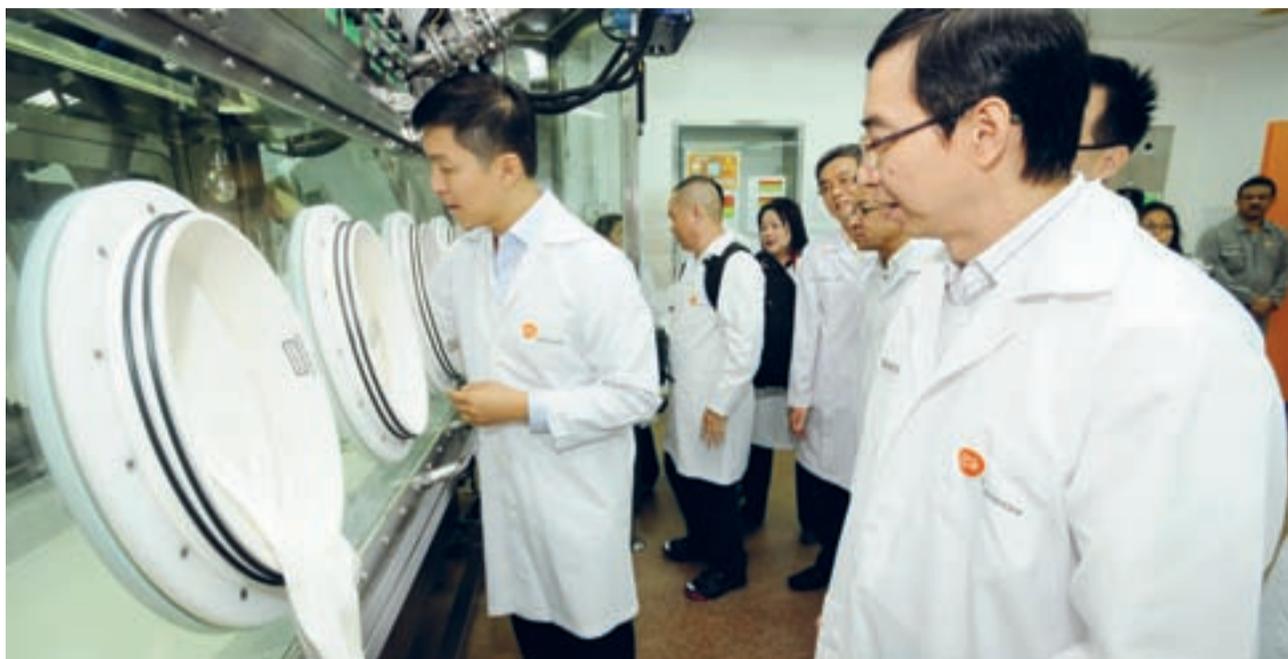
工会领袖透过研讨会,学习谈判的各项技巧和知识。

王鼎昌工运领袖学院可以根据工会和公众的需求设计不同的研讨会。该院除了主办上述研讨会,也推出其他三类研讨会,以支援工会谈判提高实质工资。这三类研讨会的主题分别是:薪金谈判须懂的财务报

表、生产力衡量和薪金谈判的策略及战略。

有意举办研讨会或想安排领袖参加公开研讨会的工会组织,请拨电联系Ronald Lee: 62138265,或电邮至:rleeml@ntuc.org.sg。

# 劳发局注资830万元 推动加工与生物医学业



人力部兼国家发展部政务部长陈川仁(左)在巡视葛兰素公司厂房时,尝试操作生产设备。

**新加坡劳动力发展局**为我国的加工与生物医学业注入一剂强心针,帮助该行业建立以新加坡人为核心的团队,以及提高从业人员的生产力。

劳发局的资助方式是拨款830万元,推行发展和学徒计划(Development and Apprenticeship,简称DNA),培养一批本地技术工友;并通过生产力专员计划(Productivity Specialists Programme),提高加工与生物医学业各层级工友,包括中高阶人员的操作效能。这是新加坡首开先河之举。

推广发展和学徒计划旨在奖励聘

请本地工友的公司,并协助本地工友快速学好相关的结构化课程,从而惠及380名工友。而生产力专员计划则是在未来三年,提高480名在跨国医疗保健公司葛兰素工作的工友的生产力。这项计划的试点课程学员为50名。

由葛兰素工友组建的工会归属于化学业雇员联合会。其他参加计划的化学业雇联属下分会包括视康和蚬壳石油分会等。

2012年7月13日,人力部及国家发展部政务部长陈川仁在葛兰素公司公布这项新计划。

陈川仁表示,他留意到加工与生物医学业在未来两三年需要大量的人手,因此指出:“我们有必要建立一套有效的机制,培养足够的熟练工友,支撑这个迅速发展的行业,并且在业内培养一支以本地工友为核心的劳动力。”如此必为国人创造就业机会。

他补充,两个计划除了协助工友逐步升职和接受更多培训,也将协助他们开拓事业前程,并获得“专业自豪感”。陈川仁也希望透过这两项由劳发局推出的生产力促进计划,能使在本地公司任职的本地人能升迁至较高的职位。

陈川仁说:“目前,加工与生物医学业的高阶职位大多由外来人才担任,在本行业贡献自己的专业经验。我们期待计划实施之后,涌现一批优秀的本地熟练技术专才加入领导的行列。”

## 工运助一臂之力

劳发局推出两项生产力促进计划之后,工运也助推一把力,将加工与生物医学业往正确的方向发展,惠及该行业的工友。接下来,化学业雇联及刚刚成立的石油能源和化工业集群将与职总就业与职能培训中心携手合作,在有关的公司落实新计划。

化学业雇联执行秘书及石油能源和化工业集群领导陈清珠表示:“化学业雇联感到欣慰,那些有组建工会的公司比如葛兰素等,承诺支持这两项计划。我们希望联系更多化学业雇联属下的分会和石油能源和化工业集群属下的分会,也加入实施新计划。”

“这两项计划肯定将帮助公司吸引更多人才,同时长期协助我们的会员提升技能和生产力,从而提高他们的价值,以及获得更高的工资。”

职总就业与职能培训中心代总裁陈财喜指出:“职总就业与职能培训中心将和石油能源和化工业集群及劳发局密切合作,将这两项计划推广至更多加工与生物医学业公司,以便更好地将新加坡工友的薪金和生产力与职业发展挂钩。”

## 更高的生产力,更强的自信心



这是葛兰素公司举办的活动,也是化学业雇联属下葛兰素分会20名员工获得加工技术高级劳力技术资格证书的结业典礼。

其中一名肄业生Tan Chee Tiong(48岁)是葛兰素分会主席。他在公司担任高级操作人员,原本只能操作一种设备,在完成培训后现在可操作三种设备。掌握新技术不但提高生产力,还令他产生自豪感和自信。

“我们在劳力技术资格证书培训班学到许多新知识,也让我们更明白这个行业的工作内容……学到新知识,掌握了新技能,我们就能在公司派我到别的厂房时胜任那里的工作,也因此提高了我们轮换工作的机会。在完成课程后,我更了解自己的工作,因为我现在到哪一个生产线都能适应。我现在感到更加自信,因为我拥有获得全国认可的劳力技术资格证书。”

# 薪火相传 爱在我们的家园



“薪火相传”烛光仪式的温馨时刻，温暖了现场公众的心，也象征职总团结互助的精神。

范思蕊报道

**全国职工总会青年团**在滨海湾中央岬举办的国庆活动中，最感动人心的时刻莫过于“薪火相承”烛光活动。

近万名国人在宣誓仪式的同时，一个接一个传递代表爱与希望的烛光，场面温馨感人。万盏点燃的烛光，象征职总秉持的团结互助精神将传承不息。

2012年8月9日职总青年团在国庆日当天，第六度举办庆祝活动。职总青年团执行秘书陈秉禾透露，今年的活动特点是比往年更加注重与观众的温馨互动。他表示：“这次来参加的国人多数都是携家带着，与亲朋好友一起来野餐，一同欢度国庆，在温情当中，反思和表达对国家的爱。这次活动同时呼应‘爱’、‘家园’等国庆日主题。”

今年新加坡的国庆主题是“爱在新加坡，我们的家”。首次参加这项庆祝活动的娜莎（16岁），认为和家人一起欢度国庆非常难得：“我和家人及表兄弟姐妹共10人一起参加这次活动，一起看表演、唱国歌。虽然是第一次参与，但能与现场1万多人一起表达对国家的爱，让我非常感



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— 职总青年团执行秘书陈秉禾

动。”此外，她也表示明年有机会的话将会继续支持这项活动。

就读于共和理工学院的杨雅婷（17岁），与8位朋友一起前来感染国庆日的欢乐气氛。这是她第二次参加，她表示平常与朋友难得有机会相聚，因此她很开心能和朋友一起祝新加坡生日快乐。她也认为职总青年团举办的这项庆祝活动，将吸引更多年轻人参与国庆。

除了烛光活动外，职总青年团属下的艺术表演团体职青博艺坊（p.L.a.y）还为观众带来精彩演出，并带领大家进行“新加坡万人卡拉OK”活动，让现场近万名国人齐声高唱爱国歌曲，缔造了最多人同时高唱爱国歌曲的纪录。亲临现场与国人同欢的职总会长谢秀慧表示，职总青年团非常用心准备，才让这次活动成功举办，并认为这些拥有热忱的年轻人将让新加坡的未来充满希望。

