

*Making a Difference
Touching Lives*

ANNUAL REPORT 2023

The NTUC-U Care Fund is the charity arm of the Labour Movement that aims to better the welfare of our lower-income union members and their families. Through various assistance programmes, the Fund has supported many lower-income families by defraying their cost of living and their children's school expenses as well as caring for the elderly.

NTUC-U Care Fund obtained the Charity and Institution of a Public Character (IPC) status on 1 Nov 2009.

For more information on the Fund's programmes, please visit www.ntuc.org.sg/ucare.

Contents

01

Vision, Mission and Purpose

02

Chairman's Message

03

NTUC-U Care Fund Board of Trustees

06

Corporate Governance

10

U Care Fundraising Highlights 2023

12

U Care Assistance Programmes 2023

16

Acknowledgements

IPC Number:	IPC 000681
UEN:	T09CC0008D
Registered Address:	NTUC Centre 1 Marina Boulevard, 10-01 One Marina Boulevard Singapore 018989
Banker:	DBS Bank Limited, Oversea-Chinese Banking Corporation Limited
External Auditor:	KPMG LLP
Internal Auditor:	RSM Risk Advisory Pte Ltd



The NTUC-U Care Fund's audited financial statements for Financial Year 2023 are available on www.ntuc.org.sg/ucare



Vision

A trusted and caring Labour Movement that makes a difference and touches lives.

Mission

To be a caring Labour Movement that helps improve the lives of our lower-income members and their families; supports needy children and youths in their pursuit of excellence; and provides assistance to the elderly in a meaningful way.

Purpose



Caring for Our Elderly

through supporting Health for Life.

Assisting Our Members

through assistance programme to support their living expenses in times of need.

Reaching Out to Our Community

through active engagement with stakeholders.

Empowering Our Children and Youth

by helping them to excel and level up their playing field.

Our Beneficiaries

Union Members

Ordinary Branch and General Branch union members who meet the eligibility criteria of the various programmes.

Children and Youth

Children and youth from low-income families who benefit from programmes like bursaries and Bright Horizons Fund.

The Elderly

Clients of NTUC Health from lower-income households who receive assistance from Health for Life to defray the cost of day care or nursing home services.

The Underprivileged

Beneficiaries from social service agencies or charitable organisations who receive support through community service projects undertaken by NTUC-affiliated unions/associations and Labour Movement communities.



Chairman's Message

Last year marked a significant milestone – our 14th year of unwavering dedication to supporting NTUC union members facing financial hardship. As we navigate an increasingly complex economic landscape, the need for support among our lower-income members remains ever-present. I am filled with immense gratitude for the extraordinary efforts and your unwavering support of our Charity. NTUC-U Care Fund has continued to make a positive impact in the lives of those we served, thanks to your generosity and commitment to the cause.

This annual report highlighted the milestones we have achieved and the stories of resilience and hope that inspired us.

In 2023, we remained steadfast in our commitment to our members. We recognised the evolving challenges and proactively responded by rolling out various targeted assistance programmes. Our dedicated team, alongside our generous donors, has worked tirelessly to expand our reach and deepen our impact.

To continue our assistance to help members cope with the escalating cost of living, we brought back the NTUC Care Fund (Special Assistance) in June last year. Around \$880,000 was disbursed to support close to 8,000 members. We have enhanced our support to school-going children with special needs under the NTUC Care Fund (e-Vouchers) by increasing our award payout to members with special needs children. We also expanded our assistance to provide stronger support and protection to the more vulnerable platform workers who were injured during the course of their work. Together, we have touched the lives of countless individuals, a testament to the collective strength of compassion and action to create lasting change.

On the fundraising front, we continued to innovate. We brought back the U Care Fund Charity Golf in 2023, which was graced by Guest of Honour, ESM Goh Chok Tong. The Charity Golf successfully brought in new donors and welcomed existing donors who rallied together to do good. We are filled with pride and deeply humbled by the spirit of giving and collaboration that defined us. Your generosity played a pivotal role in enabling us to raise \$8 million in 2023, empowering us to make a tangible difference in their lives. These events not only raised critical funds but also foster a strong sense of community and shared purpose.

Going forward, to sustain our fundraising efforts, we will embark on a campaign to better convey the impact of the NTUC-U Care Fund and to inspire support from individuals.

Additionally, we remain committed to enhance our programmes to ensure their relevance, streamline operations and maximise our impact. Our commitment is evident in the continuous enhancement of the OneCARE system, providing members with a seamless platform to access our assistance programmes. Upholding a user-centric approach, we prioritise enhancing the user experience and ensuring that accessing support is as seamless and stress-free as possible.

Lastly, we are committed to maintain transparency and accountability in managing funds, ensuring that every dollar donated was used effectively.

Looking ahead, we are confident that with your continued support, the NTUC-U Care Fund will remain a beacon of hope for our members in need. Together, we can make a positive impact on their lives and empower them to navigate challenging times. It is through your generosity that we can ensure no NTUC union member faces hardship alone.

Thank you for being a part of our journey.

Yours sincerely,
Jason Leow

NTUC-U Care Fund Board of Trustees

Board Renewal (Selection and Recruitment)

The appointment of the Board of Trustees shall be carried out by the Board of Trustees of the Fund in consultation with the NTUC Central Committee. The NTUC Central Committee may nominate any individuals it considers suitable for appointment to the Board of Trustees, provided always that the appointment of such individuals shall be subject to the independence requirement in the Charities (Institutions of a Public Character) Regulations.

The Board of Trustees of the Fund shall consist of no fewer than ten (10) members, including a Chairman, a Treasurer and at least eight (8) other trustees. The Board Term Limit is a maximum of three (3) terms, with three (3) years as the length of each term of office (i.e. maximum nine (9) years). At any point, any Board of Trustees can request to step down from the Board or decline re-appointment. The Treasurer shall be appointed for a maximum of three (3) consecutive years. There shall be a member of staff performing secretariat functions.

Any change to the composition of the Board of Trustees shall be done in consultation with the Central Committee prior to the change being effected. Any change to the Board of Trustees shall be notified to the Registrar of Trade Unions and the Commissioner of Charities within two (2) weeks of the changes.

The Board is conscious of the need for Board renewal from time to time and has been working on this continually and systematically to ensure that transition is smooth and without disruption. There is no Board member who has served on the Board for more than 10 years.

Board Performance

I) Induction of New Trustees and Training

NTUC has in place an induction briefing for all new Board of Trustees. Board of Trustees are also encouraged to undergo continual training through the various courses and webinars that are conducted by NCSS, NVPC, MCCY and other relevant organisations.

II) Code of Conduct

The Code of Conduct for its Board of Trustees is strictly adhered to. As members of the Charity, the Board of Trustees has an obligation to act in the best interest of the Charity. Hence, the Board of Trustees need to avoid situations where there may be real, potential or perceived conflicts of interest, which may arise where a member's personal or family interest conflicts with those of the Charity.

Whenever a member of the Board of Trustees is in any way, directly or indirectly, has an interest in a transaction or project or other matter to be discussed at a meeting, the member shall disclose the nature of his/her interest before the discussion on the matter begins. The member concerned shall not participate in the discussion or vote on the matter, and should also offer to withdraw from the meeting and the Board of Trustees shall decide if this should be accepted.

III) Strategic Planning

The Board of Trustees holds strategic planning sessions regularly with the Executive Management to review and set strategic directions for the organisation, to ensure that the programmes, services and activities are in line with its Fund's objects.

IV) Reserved Matters

In the various policies that are in place and in the regulations of the NTUC- U Care Fund, there are critical matters that cannot be undertaken by the Board of Trustees solely. The following matters are to be decided in consultation with the NTUC Central Committee i.e. Amendment of the Fund's objects, composition of the Board of Trustees and discontinuance of the Fund for whatsoever reason.

V) Board of Trustees' Committee Meeting

The Board of Trustees shall meet at least twice a year and whenever the Chairman deems necessary and expedient. No business shall be transacted at any meeting of the Board of Trustees unless there is quorum of at least one-third of the Board. All matters at a meeting of the Board of Trustees shall be decided by a simple majority of votes except for those under the Reserved Matters. Minutes of the meetings of the Board of Trustees shall be recorded by the staff performing secretariat functions and shall contain the number and the names of those present and a brief record of business done and decisions taken.

Board of Trustees

We are grateful to our Board of Trustees for volunteering their time to provide strategic direction and valuable guidance for NTUC-U Care Fund to grow and improve.



Jason Leow
Advisor, CapitaLand Group
Chairman since 1 June 2021
Member since 1 November 2018
2/2



Yeo Chun Fing
Advisor, Amalgamated Union
of Public Employees
Member since 3 April 2018
Chairman, Audit Committee
2/2; 1/1



Chak Kong Soon
Managing Partner, Stream
Global Pte Ltd
Member since 1 November 2018
Vice Chairman, Audit Committee
Vice Chairman, Fundraising
Committee
1/2; 1/1



Kho Choon Keng
Executive Chairman,
Lian Huat Group
Member since 1 November 2018
Chairman, Fundraising Committee
1/2; 1/1



Arasu Duraisamy
General Secretary, Singapore
Port Workers Union
Treasurer since 1 April 2021
1/2



Patrick Cheo
Co-Founder & Chief Executive
Officer, Adam Khoo Learning
Technologies Group
Member since 10 May 2021
Member, Fundraising Committee
2/2; 0/1



Jack Wang
Finance Director, CTH Group
Member since 10 May 2021
Member, Audit Committee
2/2; 1/1



Chia Hock Lai
Chief Executive Officer,
Switchnovate Pte Ltd
Member since 10 May 2021
Member, Audit Committee
1/2; 1/1



Hong Jiayi Ashley Faith
President, Union of ITE Training Staff
Member since 10 May 2021
Member, Audit Committee
Member, Fundraising Committee
2/2; 1/1; 1/1



Tan Mee Ling Aileen
Group Chief People and
Sustainability Officer,
Singapore Telecommunications
Limited
Member since 10 May 2022
1/2



Michael Teo
Partner, Co-Chief Executive Officer
and Chief Operating Officer,
Avanda Investment Management
Member since 10 May 2022
1/2; 0/1



Kenneth Goi Kok Ming
Chief Operating Officer and
Executive Director, GSH
Corporation Limited
Member since 10 May 2022
2/2; 1/1



Ong Chee Keong
Chief Executive Officer,
Singapore Global Trust
Member since 10 May 2022
2/2; 1/1



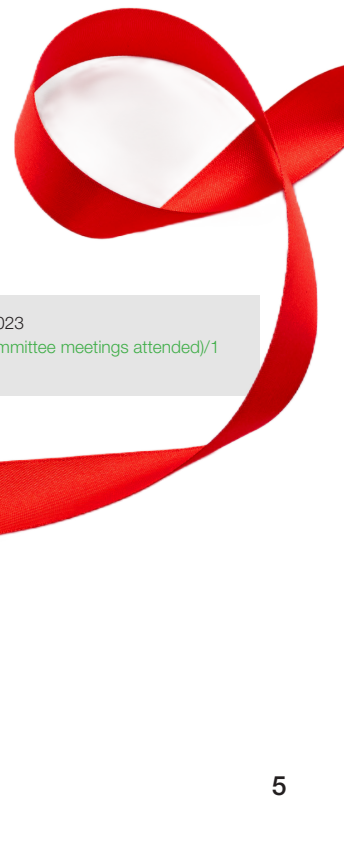
April Tan
President, Singapore Urban
Redevelopment Authority
Workers' Union
Member since 10 May 2022
1/2



**Julie Cheong
(Cheong Ai Hung)**
President, Food, Drinks and
Allied Workers Union
Member since 10 May 2022
1/2; 1/1



**Kesavan s/o Vasudran
Munikannu**
President, Building Construction
and Timber Industries Employees'
Union
Member since 10 May 2022
0/2



Board Meetings Held: 3 May 2023 and 2 November 2023 | Audit Committee Meeting: 13 April 2023 | Fundraising Committee Meeting: 29 August 2023
Board of Trustees attendance is denoted as (no. of Board meetings attended)/2; (no of Audit Committee meetings attended)/1; (no of Fundraising Committee meetings attended)/1
Quorum was observed in all the meetings.

Executive Management



Melvin Yong
Director, Care Division



Ho Lee Ping
Director, Finance

Admin & Governance of NTUC-U Care Fund

The Board of Trustees in consultation with the Central Committee shall approve the overall policies and regulations for the use of the Fund. The Board of Trustees shall execute these policies through the Care & Share Department. The NTUC Care & Share Department is led by Care Director, Mr Melvin Yong.

The functions of the Care and Share Department shall be to:

- Process, consider and approve applications for aid, assistance or sponsorship by the Fund in accordance with the guidelines decided from time to time by the Board of Trustees in consultation with the Central Committee;
- Report on its activities to the Board of Trustees three times a year or whenever required by the Board of Trustees; and
- Report on its activities to the Central Committee once a year or whenever required by the Central Committee.

The Director of Finance, Ms Ho Lee Ping is accountable for the management of tax-deductible donations collected and acts as the contact point with the Commissioner of Charities.

Financial Management and Controls

The administration and control of the Fund is managed by appointed staff of the NTUC Administration and Research Unit's (ARU) Finance Department, who will ensure full compliance for all disbursements and collections. The NTUC Director of Finance provides financial oversight and control of all financial records of the Fund.

Human Resource Management

There is no staff employed by NTUC-U Care Fund. The executive and secretariat staff are full-time employees of NTUC-ARU who oversee the operations of the Fund's activities and programmes.

Marketing and Administration

The Director of NTUC Care and Share Department supports the Board of Trustees in strategic planning and oversight. NTUC Care and Share Department staff provide administrative and secretariat support in the operations of the Fund's programmes and activities.

Reserve Policy

Unutilised allocation of funds from the preceding year or surplus arising from the current year's fundraising efforts shall be added to the Fund's reserves. The reserves are funds set aside for future unforeseen needs. NTUC-U Care Fund seeks to maintain reserves for at least one year of its operational expenditure for financial stability. NTUC-U Care Fund's reserves stood at 18 years of operating expenditure as of 31 December 2023.

Investment Policy

Funds not required for working capital and set aside for future needs may be invested in suitable Funds managed by the appointed Fund Manager approved by the Board of Trustees. The Board of Trustees shall consult the NTUC Investment Committee before deciding and executing any investment decision. NTUC Finance shall provide regular updates and submit quarterly reports on the investment activity and results of the Fund to the Board of Trustees. This policy shall be reviewed on an annual basis to ensure that it remains relevant to NTUC-U Care Fund's purpose and objects.

Whistle-blowing Policy

Whistle-blowing channels have been put in place to reinforce the Fund's commitment to uphold good transparency and disclosure practices. More information on the Code of Conduct and Whistle-blowing Policy are available on www.ntuc.org.sg/ucare

Conflict of Interest Policy

For purpose of better governance, accountability and transparency, all Board members are required to make an annual declaration of any potential conflicts of interest on a regular, need-to and earliest opportunity basis. Conflicts of interest are also managed through excluding staff and Board members from discussions and decision-making where there is a potential for such conflicts to arise. All decision-making processes, declarations and conflicts of interest handled according to the procedures outlined in the policy will be documented in the minutes of meetings.

More information on the Conflict of Interest Policy is available on www.ntuc.org.sg/ucare

Board Committee - Audit

The Audit Committee facilitates the external and internal audit of the Fund and assists the Board to obtain independent information about the Fund's activities. The Treasurer shall not concurrently chair the Audit Committee.

The Audit Committee's responsibilities include the following:

- a) Overseeing the financial reporting and disclosure process, as well as monitoring the choice of accounting policies and principles;
- b) Reviewing the audit plans and reports of external and internal auditors and consider the effectiveness of the actions taken by management based on auditors' recommendations; and
- c) Reporting to the Board any financial irregularities, concerns and opportunities.

Board Committee – Fundraising

The Fundraising Committee oversees the Fund's overall fundraising policies, plans and efforts.

The Fundraising Committee's responsibilities include the following:

- a) Assess and review the Fund's fundraising policies and procedures, and that they comply with the Charities Act in respect to fundraising practices;
- b) Develop fundraising plans and programmes that benefit the Fund;
- c) Monitor fundraising efforts to ensure that ethical practices are in place.



NTUC-U Care Fund Regulations (Extract)

In exercise of the powers conferred by Article 3(ii)(i) and Article 14(ix) of the Constitution of the National Trades Union Congress, the Central Committee of the National Trades Union Congress set up an NTUC-U Care Fund on the clear understanding that the corpus and income to the said Fund shall be administered by the National Trades Union Congress and the Board of Trustees in consultation with the Central Committee for such purpose as are defined in the NTUC-U Care Fund Regulations.

The objects of the Fund shall be to promote the welfare of the members of the trade union movement in Singapore and of the families of the members. In furtherance of the above objects but not otherwise, and provided that nothing is done for commercial reasons or solely for profit, the Fund may exercise the following powers:

- a) Participate, aid and assist in social, economic or educational programmes and undertakings relating to the development of the trade union movement in Singapore;
- b) Assist members of the trade union movement in Singapore and of the families of the members by way of grants, vouchers or otherwise;
- c) Provide bursaries, scholarships and / or fellowships for the children of members of trade unions affiliated to the National Trades Union Congress and of members of other organisations that are associate affiliates of the National Trades Union Congress;
- d) Assist by way of grants, donations or otherwise such charitable, educational or other work, object or endeavour in Singapore as the Board considers desirable in the interests of, or for the furtherance of, the trade union or co-operative movement in Singapore; and
- e) Make grants for the purchase of text books, equipment, other education materials and training aids as are necessary so as to promote the welfare of members and their families.

Governance Evaluation Checklist

1 Jan – 31 Dec 2023

S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if the Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied	
	Are there governing Board members holding staff* appointments?		No	
4	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g Finance Committee Chairman or person on Board responsible for overseeing the finances of the charity). Should the charity not have an appointed Board member, it will be taken that the Chairman oversees the finances.	1.1.7	Complied	
5	All Board members submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	Complied	
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter	1.1.12	Complied	
	Is there any governing board member who has served for more than 10 consecutive years?		No	
8	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	Complied	
CONFLICT OF INTEREST				
9	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
10	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	
HUMAN RESOURCE AND VOLUNTEER MANAGEMENT				
12	The Board approves documented human resource policies for staff.	5.1	Complied	There is no paid staff employed by NTUC-U Care Fund. The staff that administer the Fund are employees of NTUC Administration & Research Unit (ARU). The policies are documented by NTUC Human Resource Department.
13	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	
14	There are processes for regular provision, appraisal and professional development of staff.	5.5	Complied	As per number 12.
	Are there volunteers* serving in the charity?		Yes	
15	There are volunteer management policies in place for volunteers*.	5.7	Complied	

S/N	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if the Code guideline is not complied with)
FINANCIAL MANAGEMENT AND CONTROLS				
16	There is a documented policy to seek Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of its core charitable programmes.	6.1.1	Complied	
17	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied	
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	
19	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied	
20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	
	Does the charity invest its reserves, including fixed deposits?		Yes	
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied	
FUNDRAISING PRACTICES				
	Did the charity receive cash donations (solicited or unsolicited) during the year?		Yes	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
	Did the charity receive donations-in-kind during the year?		No	
23	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied	
DISCLOSURE AND TRANSPARENCY				
24	The charity discloses in its annual report: a. Number of Board meetings in the financial year; and b. The attendance of every governing board member at those meetings.	8.2	Complied	
	Are Board members remunerated for their Board services?		No	
25	No Board member is involved in setting his or her own remuneration.	2.2		
26	The charity discloses the exact remuneration and benefits received by each Board member in its annual report. OR The charity discloses that no Board members are remunerated	8.3		
	Does the charity employ paid staff?		No	
27	No staff is involved in setting his or her own remuneration.	2.2		
28	The charity discloses in its annual report: i. The total annual remuneration (including any remuneration received in its subsidiaries), for each its three highest paid staff, who each receives remuneration exceeding \$100,000 in bands of \$100,000; and ii. If any of the 3 highest paid staff also serves on the Board of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its staff receives more than \$100,000 in annual remuneration each.	8.4		
29	The charity discloses the number of paid staff who are close members of the family of the Executive Head or Board Members, who each receives remuneration exceeding \$50,000 during the year, in bands of \$100,000. OR The charity discloses that there is no paid staff who are close members of the family of the Executive Head or Board Member who receives more than \$50,000 during the year.	8.5		
PUBLIC IMAGE				
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied	

U Care Fundraising Highlights 2023

NTUC-U Care Fund was started in 2009 to help NTUC union members affected by the economic downturn then. More than 14 years on, we remain committed to help our members through various challenges brought about by retrenchments and rising costs of living today.

To ensure that we continue to support our lower-income members, we rolled out various assistance programmes to help them tide through difficult times and alleviate the rising costs of daily essentials.

With the strong support of donors like Singapore Labour Foundation, NTUC Social Enterprises, NTUC-affiliated unions and associations, corporates and individuals, we were able to raise \$8 million by December 2023. All donations received by NTUC-U Care Fund went towards funding the various assistance programmes. All staff, operational and marketing-related costs are fully borne by NTUC.



U Care Fund Charity Golf 2023

U Care Fund brought back the Charity Golf to rally avid golfers to do good and raise funds on 10 October 2023 at Orchid Country Club. The Charity Golf was graced by Guest of Honour, Emeritus Senior Minister Goh Chok Tong. The event brought together close to 200 golfers and dinner guests.

U Care Fund Charity Golf: (from left to right) Mr Gwee Guo Duan, Assistant General-Secretary of Singapore Maritime Officers' Union; Mr Ong Chee Keong, Board of Trustees Member; Emeritus Senior Minister, Mr Goh Chok Tong; and Ms Vicky Yuan, Speedy Energy Pte Ltd.



Digital Fundraising

U Care Fund continued to run fundraising digitally. We formed a new partnership with Shopee to be onboard their #ShopeeGivesBack which was held from 1 April 2023 to 30 June 2023. We also held the "Season of Giving" campaign on Giving.sg which was held from 26 December 2023 to 29 February 2024.





U Care From the Heart

Despite the challenging year, U Care Fund raised close to \$8 million, where 100 per cent of donations went towards supporting our various U Care assistance programmes. This was made possible by the donations from donors and partners. To acknowledge and appreciate their kind support, U Care Fund organised U Care from the Heart on 8 November 2023. Close to 400 donors and partners attended the appreciation dinner and received tokens of appreciation for their contributions to U Care Fund.

U Care from the Heart 2023: (from left to right) Mr Melvin Yong, Director of Care Division; Ms Lim Li Ying Deputy Chief Executive Officer, Singapore Labour Foundation; Mr Ng Chee Meng, NTUC Secretary-General, and Mr Jason Leow, Board of Trustees Chairman, presenting tokens to valued donors at the event.

OneCARE System

The OneCARE system – a one-stop system for members to apply for U Care Fund’s assistance programmes continues to progress in 2023 with the launch of two other assistance programmes in the first half of the year – U Care Hardship Grant and CAP+Ure.

The system will progressively go through enhancements to ensure that end-to-end process is seamless.



TOTAL CONTRIBUTIONS GARNERED AS AT DEC 2023

DONATIONS	AMOUNT
Fundraising 2023 –Social Enterprises and Unions	\$7,182,759.59
Fundraising 2023 – Corporates & Foundations	\$203,000.00
Partnerships & Individuals	\$156,145.03
Events	\$730,100.00
Total Contributions Garnered in 2023	\$8,272,004.62

The NTUC-U Care Fund financial statements* for FY2023 have been audited by KPMG Singapore, and are available on www.ntuc.org.sg/ucare

U Care Assistance Programmes 2023



Supporting close to
10,000
 lower-income union members and
 their children through these programmes



Caring for the Elderly

Health for Life Fund

U Care Fund contributed **\$100,000** to the Health for Life Fund to support the needs of seniors in their nursing homes and other elderly facilities.



Reaching Out to Our Community

U Care Caring • Sharing • Reaching Out (U Care CSR) Grant
U Care CSR Grant aims to showcase that the Labour Movement (LM) goes beyond helping our members and workers and reaches out to care for the underprivileged in our society. U Care Fund disbursed \$37,000 supporting 22 community service projects and benefitted over 1,700 beneficiaries.



Assisting our Members

NTUC Care Fund (Special Assistance)

The NTUC Care Fund (Special Assistance) was first launched in August 2022 as a one-off assistance programme to help lower income members cope with the rising cost of living. Eligible members received up to \$150 in cash assistance for daily essentials and groceries. To continue to help lower-income members cope with the rising cost of living, U Care Fund brought back the programme for its second tranche on 5 June 2023. Over \$883,000 was disbursed to close to 7,600 members.



Family Fun Fiesta

The Family Fun Fiesta @ Downtown East is organised and sponsored by NTUC Club, in support of the Labour Movement's U Care initiative. The event brought together 596 members and their families together for a day at Wild Wild Wet.

Collaboration for Greater Convenience to Members

U Care Fund continued its collaboration with Pacific Bookstores, by organising its annual NTUC Back To School (BTS) e-Fair to provide greater convenience to parents who could purchase school supplies virtually amidst COVID-19. The BTS e-Fair was held in June 2023 and offered our members up to 58 per cent savings on school essentials. Over 9,000 members benefited from the BTS e-Fair. Members could also use their NTUC Care Fund (e-Vouchers) during the year end e-Fair to purchase school supplies.



Empowering Our Children and Youth

U Care Education Co-Funding Scheme

In 2023, the U Care Education Co-funding scheme reached out to 3,224 children and disbursed \$282,250. This is to support the bursary and education awards of NTUC affiliated unions and associations.

The scheme provides 50 per cent co-funding support for NTUC-affiliated unions and associations' education awards of up to \$50,000 per calendar year. It aims to enable unions and associations to reach out to lower-income union members' school-going children and motivate them to excel in their studies and pursue academic excellence.



Bright Horizons Fund

To help lower-income families defray the cost of childcare fees or embark on enrichment programmes, a donation of \$50,000 was made to the Bright Horizons Fund.

CapitaLand-U Care Resilience and Enablement Fund (CAP+Ure)

The CAP+Ure Fund provides interim support for members impacted by total and sudden (unexpected) loss of income, to help support their children's daily necessities and schooling needs. Each eligible child will receive a one-time disbursement of \$250 NTUC FairPrice vouchers. To date, over 356 union members had received the funding, benefitting 736 children.



Acknowledgements

We wish to express our sincere gratitude and appreciation to our donors for their generous support and contributions to the NTUC-U Care Fund in 2023.

All contributions collected go towards funding U Care Assistance programmes. All staff, operational and marketing, as well as event-related costs are fully borne by NTUC Administration and Research Unit.

Platinum Donors

\$1 million and above

NTUC Foundation
Singapore Labour Foundation

\$100,000 to \$999,999

Income Insurance Limited
NTUC Fairprice Foundation Limited
Mercatus Co-operative Limited
ComfortDelGro Corporation Limited
NTUC First Campus
Singapore Telecommunications Limited
Wing Tai Holdings Limited
United Workers of Electronics & Electrical Industries

Gold Donors

\$50,000 to \$99,999

Healthcare Services Employees' Union
Food, Drinks and Allied Workers Union
NTUC Enterprise Co-operative Limited
Amalgamated Union of Public Employees
Avanda Investment Management
Sea Ltd
Singapore Maritime Officers' Union
Speedy Energy Pte Ltd

Silver Donors

\$20,000 to \$49,999

National Transport Workers' Union
Building Construction And Timber Industries Employees' Union
PSA CORPORATION LIMITED
Union of Telecoms Employees of Singapore
Attractions, Resorts & Entertainment Union
The Singapore Manual & Mercantile Workers' Union
DBS Staff Union
Education Services Union
Lee Foundation
OUE Limited
Singapore Industrial and Services Employees' Union
Singapore Pools (Private) Limited
SP Group
Singapore Organisation of Seamen
TEHC INTERNATIONAL PTE LTD



Bronze Donors

\$10,000 to \$19,999

Advanced Manufacturing Employees' Union
HyperLive Entertainment
Loyang Tua Pek Kong
NatSteel Holdings Pte Ltd
Neo Group Ltd
Pacific Bookstores Pte Ltd
RESORTS WORLD AT SENTOSA PTE. LTD.
ROCKSTEAD CAPITAL PTE LTD
SATS Ltd
SBS Transit Ltd
Singapore National Employers Federation
Tower Transit Singapore Pte Ltd
Zhang Hao

\$5,000 to \$9,999

NTUC CLUB
Creative Media and Publishing Union
Tan Hwee Bin
Housing and Development Board Staff Union
Dr Robert Yap
Inland Revenue Authority of Singapore Staff Union
Keppel Employees' Union
Longjie Chen
Qianyi Chen

Below \$5,000

Chye Thiam Maintenance Pte Ltd
Shipbuilding and Marine Engineering Employees' Union
Singapore Teachers' Union
YTL PowerSeraya Pte. Limited
D-TEAM Engineering Pte Ltd
Kenneth Goi
Edwin Ng Yeow Leong
ExxonMobil Singapore Employees Union
Go Ahead Singapore Pte Ltd
Jurong Port Pte. Ltd.
NAM LEONG CO PTE LTD
QE Elemech Engineering Pte Ltd
Jason Lee Ho Fan
Prosegur Singapore Pte Ltd, Focal Investigation & Security Agency Pte Ltd
dnata Singapore
Port Officers' Union
Air Transport Executive Staff Union
NetLink Management Pte Ltd (As Trustee Of NetLink Trust)
SIA Engineering Company Engineers and Executives Union
Singapore Urban Redevelopment Authority Workers' Union
Union of ITE Training Staff
Staff Union of NTUC-ARU
Penanshin Shipping Pte Ltd
NatSteel Employees' Union
Ngee Ann Polytechnic Academic Staff Union
Public Utilities Board Employees' Union
Singapore Post Limited
Singapore Union of Broadcasting Employees
Supply Chain Employees' Union
Loh Joo Shia, Daniel
ST Engineering Staff Union
Tan Lee Yeow
Union of Power and Gas Employees
Woon Tai Yong



All efforts have been made to ensure the accuracy of this annual report.
For all enquiries relating to the NTUC-U Care Fund, please email ucare@ntuc.org.sg.

All rights reserved. National Trades Union Congress 2023.

ntuc

National Trades Union Congress

**#EVERY
WORKER
MATTERS**

**MEMBERSFIRST
WORKERSALWAYS**