

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **PLAQUE OF COMMENDATION**

### **Health Sciences Authority**

*Nominated by the Amalgamated Union of Statutory Board Employees.*

Health Sciences Authority (HSA), in consultation with the Amalgamated Union of Statutory Board Employees (AUSBE), ensures a robust and competitive salary structure to recruit and retain officers while enhancing their capabilities to achieve the company's mission. Periodic salary benchmarking exercises are conducted to assess salary competitiveness against established salary databases. In August 2022, the HSP scheme of service was reviewed, resulting in a proposal for a one-off salary adjustment for all eligible officers. This proposal was approved by the HSA Board and supported by the Public Service Division and the Ministry of Health. The enhanced salaries were rolled out in 2022.

HSA is committed to improving staff welfare and upskilling and reskilling employees. AUSBE's annual grant of \$5,000 increased to \$6,000 in 2019 to support welfare activities for all staff. In line with HSA's vision of ensuring a "Safe, Healthy Working Life for People", the grant has been used to organise bimonthly fruit bazaars, offering discounted fruits to HSA staff. Management also collaborates with the union on key initiatives, such as festive season bazaars, durian feasts, and movie nights. Furthermore, the union was consulted on the new guidelines to support female Muslim staff wearing *hijabs* or headscarves, ensuring patient care standards, staff safety, and impartiality while addressing employees' needs. The union ensured that employees were actively engaged in the specific changes and implementation of the new guidelines.

In 2022, HSA collaborated with the union and the NTUC Industry Training and Transformation Department to conduct an Operation & Technology Roadmap (OTR) exercise, which concluded on 16 November 2021. For BSM lab technicians, the eight workshop sessions identified potential blind spots impacting automation projects and new job functions arising from the automation to help them embrace change and be future-ready. Additionally, HSA management engages AUSBE regarding new initiatives or restructuring plans that may affect workers, providing full support to ensure employee welfare and job security. This includes sourcing alternative job placements for displaced workers and offering time-off for existing staff to attend training.