

COMRADE OF LABOUR

Tham Hanrong

Assistant General Treasurer
Singapore Teachers' Union (STU)

Nominated by the Singapore Teachers' Union.

Tham Hanrong has been a firm advocate for increasing the remuneration packages of education officers, providing more competitive rates for casual employees such as relief teachers and adjunct teachers, and providing more transparency regarding salary revisions across the different substantive grades of education officers.

He has raised these concerns at union events to clarify what more can be done to iron out existing wage differentials and prevent income inequalities from spiralling. With rising costs of living in mind and its impact on workers and their families, he has engaged NTUC Deputy Secretary-General Heng Chee How and other union advisors to ask for employers to be more transparent in the sharing of salary information across the various profiles of workers, and to be more progressive in rewarding older workers with a more ample disbursement of the Connect Plan.

Brother Hanrong proactively recruits members at both the branch and union levels. He participates in Singapore Teachers' Union (STU) events and speaks openly and passionately about the value of union membership in all teachers' profiles. As the assistant general treasurer of STU, he contributes ideas for the union's recruitment drives and takes the lead in reaching out to delegates and members alike.

He is always prepared for meetings and continues to champion initiatives that speak to the spirit of the Labour Movement. On his own accord, he has also spoken out at union events involving political officeholders about workplace harassment, workload, mental health and workplace safety for teachers.

Brother Hanrong explores strategic solutions with union staff so that STU initiatives such as the teacher wellness counselling programme and the legal clinic may come to fruition. These are methods by which STU has diversified and grown its services to retain and attract members.

He ardently supports the Company Training Committee (CTC) initiative. He also encourages members to participate in the union's Adaptive Skills for Teachers Webinar Series. The webinar has been specifically curated to help teachers grow lifelong workplace skills and to be future-ready.

In 2020 and 2021, he co-organised the Cross Level Deployment webinars to advise members considering cross-level deployments and Professional Development Leave (PDL) webinars for members planning to take PDL to pursue other professional interests.

Brother Hanrong is an active contributor. He proposes ideas to help teachers better manage their workload and health. As a lifelong learner, he is a role model for all union members.