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Re-employment Is A Win-Win-Win

Rolls-Royce, e2i & WDA Link Up p6

By **Marcus Lin**

With about nine months before the Retirement and Re-employment Act (RRA) requiring employers to re-employ eligible employees beyond the statutory minimum retirement age of 62 up to age 65 takes effect in January 2012, more employers are taking re-employment seriously.

At the Singapore Tripartism Forum Re-employment Seminar on 14 March 2011, Manpower Minister Gan Kim Yong said that businesses are realising that retaining and re-employing older workers gives them a competitive edge as it enables them to harness the experience and skills of an older workforce.

"Today's tight labour market makes retaining and re-employing older workers even more critical for employers. To remain competitive and moderate the need for foreign manpower, employers should tap on the pool of mature workers to supplement their workforce. The numbers show that many are indeed doing so. The employment rate of workers aged 55 to 64 has reached a new high of 59.0 per cent in 2010, up from 57.2 per cent in 2009.

"Re-employment is a key part of the equation. Re-employment gives both employers and employees the flexibility to make necessary adjustments to employment terms and conditions to meet their respective needs."

He added: "Based on preliminary findings from MOM's 2010 Survey on Retirement and Re-employment Practices, the proportion of companies that allowed their employees to work past 62 has increased significantly from 64 per cent in 2009 to 77 per cent in 2010. 85 per cent of private sector local employees worked in establishments that offered them opportunities to work past 62, up from 77 per cent in 2009.

> "Companies win - as they get to retain their valued older workers and remain competitive. Older employees win - as they have the opportunity to work longer, earn a regular income and build up their retirement savings. Singapore's economy wins as we can better utilise our limited manpower resources and reduce our reliance on foreign workers."
>
> **Manpower Minister Gan Kim Yong**

"Among the companies surveyed, 94 per cent of the employees reaching the age of 62 were allowed to work further, up from 92 per cent a year ago. I am heartened by these findings which indicate that more employers recognise the benefits that experienced and mature employees bring to their organisations and are taking steps to keep them beyond 62."

Pointing out that this is possible because of the strong tripartite partnership and effort that benefits all stakeholders, Mr Gan stressed: "Everyone has a part to play in making re-employment a success. Employers should exercise fairness in implementing re-employment; where necessary, re-designing jobs or adjusting remuneration and benefits for re-employment based on reasonable factors.

"Employees should be flexible and ready to accept possible adjustments and be open to training opportunities, so that they can take on new job roles and responsibilities. I urge employers, employees and unions to be flexible and adopt a collaborative approach in re-employment discussions to establish an arrangement that best meets the needs of all parties for win-win outcomes."

See **Page 2**

Re-employment Early Birds Shine

Manpower Minister Gan Kim Yong highlighted three companies who have benefitted from re-employment efforts. The Singapore Manual & Mercantile Workers' Union (SMMWU)-affiliated Nestle Singapore "re-employed their Trade Relations Coordinator Mr Joseph Tan when he turned 62 eight years ago. He is now 70 and continues to make significant contributions to the company." Mr Tan is also a Membership Consultant with SMMWU.

Joseph Tan

Also mentioned were On Cheong Jewellery and Tien Wah Press: "On Cheong Jewellery is a good example of an SME that made deliberate efforts to prepare its employees for re-employment through training and counselling. The company has implemented a Senior Employment Guidance (SEG) programme to help workers assess their financial circumstances, strengths and skills and, at the same time, explore their employment options. In addition to putting in place policies and practices to re-employ their older workers, On Cheong took a step further by re-designing their work processes, making their workplace more age-friendly."

Singapore Industrial & Services Employees' Union-affiliated Tien Wah Press has to date re-employed about 40 employees: "As a result, Tien Wah is able to tap on the accumulated technical knowledge of its older workers. They are now making further efforts to invest in user-friendly press and binding machines to automate processes. They also customise their on-the-job-training to cater to the literacy level of their older employees through pictorial instructions and videos."

Tien Wah Press demonstrates good re-employment practices.

ACCELERETE To Speed Up Re-employment Curve

By **Marcus Lin**

If the 1,000 or so participants who showed up at the Singapore Tripartism Forum Re-employment Seminar on 14 March 2011 is anything to go by, re-employment beyond the current statutory minimum retirement age of 62 is taking on an added urgency.

To facilitate this, Manpower Minister Gan Kim Yong reminded employers that there are already in place several resources to help them implement re-employment: "The first is the set of Tripartite Guidelines, which I urge all employers to adopt even ahead of the legislation.

"The second is the ADVANTAGE! Scheme which provides a financial grant of up to $400,000 to support companies in their implementation of re-employment. The Scheme also includes a Capability Development Grant of up to $10,000 per company specifically targeted to help the SMEs develop proper HR systems to implement re-employment. The tripartite partners have published a re-employment guide for employers containing useful information on re-employment."

Mr Gan also announced that customised assistance will be made available for companies who have more difficulties implementing re-employment: "The tripartite partners will be leading an `ACCELERETE' (ACCELErating Re-Employment through Tripartite Efforts) programme to offer targeted assistance to help employers align their HR policies and re-employment practices to the Tripartite Guidelines."

Then there is the Special Employment Credit (SEC) introduced by Finance Minister Tharman Shanmugaratnam at this year's Budget for older Singaporean workers covered by the Workfare scheme earning $1,700 and below. Costing the Government about $100 million, it is to encourage employers to attract and keep older workers. Employers will receive up to 50 per cent of employer CPF contributions for workers aged 55 to 59, and up to 80 per cent of employer CPF contributions for workers aged 60 and above.

(From left) SNEF Vice-President Alexander Melchers, Minister of State for Manpower Lee Yi Shyan, NTUC President John De Payva, ASME President and SBF Council Deputy Honorary Secretary Lawrence Leow and NTUC Deputy Secretary-General Heng Chee How at the STF dialogue.

Elaborating on the ACCELERETE programme, NTUC Deputy Secretary-General Heng Chee How said that the amount and type of help each company needs to implement re-employment would depend on the scale and complexity as some need more help than others. He used a tuition analogy:

"Why do we have tuition schools or tuition classes? It is not to say that everybody needs tuition, but it is to say that there might be those who need it or might want to do better with some guidance and we should not deny them that."

Calling on businesses and employers to seize the re-employment legislation as an opportunity and not an obligation, he urged: ***"From a business perspective, it is much better if you look at it and see how you can gear yourself up to not only re-employ but re-employ competitively and for that there is a lot of assistance."***

DSG Heng also emphasised that it is insufficient to just rely on Government assistance: "You cannot get business success by getting subsidies from Government. You can only get business success by being competitive and productive. For that, you should incorporate your older workers, your re-employed workers, as part of your competitive strategy when you ready your system and human resources so that they can perform for you."

NTUC Plus! Visa Card Makes Waves In Singapore

Story and picture by **Vanessa Teo**

The Labour Movement has once again made waves in Singapore, and won over the hearts of fellow Singaporeans with their 'Do Good' efforts to help Singaporeans stretch their dollar. On 9 March 2011, the NTUC Plus! Visa card was voted as one of the top three winners in the best credit/debit card category at the AsiaOne People's Choice 2010 Awards, truly reaffirming the Labour Movement's standing as a renowned brand.

Said NTUC Link Private Limited Chief Executive Officer Tony Tan: "We are very pleased that NTUC Plus! Visa card has been voted one of the winners in the credit/debit card category. Plus! is the programme of the Labour Movement to help Singapore's working families 'stretch their dollar' on everyday spending. This award recognises the contribution Plus! is making through our strategic partnership with OCBC, to accelerate benefits to working families."

NTUC Link Private Limited Chief Executive Officer Tony Tan (second from left), together with OCBC Bank Vice President of Credit Cards Michael Zdraski (left) and Head of Group Corporate Communications Koh Ching Ching (third from left), receives the honour of having one of the best credit/debit card in Singapore.

The fact that the AsiaOne People's Choice Awards 2010 was purely based on readers voting of the shortlisted candidates also shows the impact the Labour Movement has made in the lives of Singaporeans, thus explaining the NTUC brand in the top three positions. Back for the third year, the award also recongises the popularity and acceptance of the nominated brand names and products.

The world class card is a collaboration between NTUC Link Private Limited and OCBC Bank, and is offered free for life to all NTUC members, giving members more NTUC LinkPoints and enriching their lives through meaningful rewards, discounts and more. Currently, there are about 380,000 NTUC Plus! Visa cards in circulation, making it one of the largest credit/debit cards in Singapore. The total Plus! membership, with members holding on to either the Visa and/or non-payment membership cards, have also exceeded one million members.

> "We will continue to work hard enhancing the benefits and visibility of Plus! Visa, so that more people can enjoy even more benefits from our OCBC-NTUC partnership."
>
> **Tony Tan, NTUC Link Private Limited Chief Executive Officer**

Doing Good Does FairPrice Well

nex Has Something Xtra

By **Vanessa Teo**

It was a double celebration for NTUC FairPrice Co-operative Limited on 15 March 2011 as it saw the official opening of its fourth NTUC FairPrice Xtra store at nex Shopping Mall in Serangoon Central, and its 'doing well to do good' mantra succeed.

Since the opening of its first NTUC FairPrice Xtra in 2006, sales have been growing 10 per cent per year and have become a significant contributor to NTUC FairPrice's growth. As it succeeded in doing well, NTUC FairPrice also remembered to serve its social mission to 'do good', and the FairPrice Foundation donated $800,000 to the Community Chest that will be used to support the Lion Befrienders and the five family service centres.

Said NTUC FairPrice Chairman Ng Ser Miang: "As a Social Enterprise, NTUC FairPrice is driven by our end objective to 'do good' for our customers and give back to the community. We are happy that our customers also support our social cause. It is because of their strong patronage that we can continue to help our customers to cope with inflation through our 'Stretch Your Dollar Programme' and work with community partners such as the Community Chest to help the less fortunate in the society."

> "I am confident that with the strong support of our customers, NTUC FairPrice will continue to do well and contribute even more to the community."
>
> **Ng Ser Miang, NTUC FairPrice Co-operative Limited Chairman**

From left: NTUC FairPrice Chairman Ng Ser Miang, Group Chief Executive Officer Tan Kian Chew, Minister in Prime Minister's Office Lim Boon Heng, NTUC FairPrice Chief Executive Officer (Singapore) Seah Kian Peng and National Council of Social Service Chief Executive Officer Ang Bee Lian.

A NTUC FairPrice volunteer assists a Lions Befriender beneficiary in completing his grocery shopping along with distinguished guests.

The new store's design with wider aisles, trolleys fitted with baby seats, dedicated baby lanes offering baby-related products, rest areas, snack corners and more, indeed served its purpose as a one-stop shopping mall for families. And to continue its expansion plans to increase accessibility for its customers, Mr Ng said that there are "plans to have six NTUC FairPrice Xtra hypermarts in Singapore by 2013".

To add on to the celebrative mood, a group of 20 seniors from Lion Befrienders were also treated to a complimentary grocery shopping trip, with $50 worth of NTUC FairPrice vouchers to spend accompanied by Guest-of-Honour Minister in Prime Minister's Office Lim Boon Heng and other distinguished guests on their special shopping treat.

With the donations from NTUC FairPrice, the FairPrice Foundation to-date has given out $26 million to the community since 2008.

> "... FairPrice Foundation's latest donation of $800,000 to the charities that Community Chest supports, namely Lions' Befrienders and Family Service Centres, will go a long way towards dignifying the lives of frail and lonely elderly and keeping families together."
>
> **Ang Bee Lian, National Council of Social Service Chief Executive Officer**

AREU And RWS Hit Milestone With MOA

By **Gwen Sin**

At the 2011 Labour Movement Workplan Seminar, NTUC Secretary-General Lim Swee Say announced that Resorts World Sentosa (RWS) and NTUC have reached an agreement to convert 7,000 of its eligible rank-and-file employees to become members of Attractions, Resorts and Entertainment Union (AREU). Both AREU and RWS hit a new milestone by signing its first Memorandum of Agreement (MOA) on 8 March 2011.

The ceremony was made possible after months of discussions between both parties, with the common objective to ensure constructive and positive employee-management relations, enhancing employees' well-being and strengthening business competitiveness.

Ms Seah-Khoo Ee Boon, RWS Senior Vice President of Human Resources and Training, said: "Although this is a very simple ceremony, it is a new milestone for us. We look forward to working with AREU very closely, because we believe a very harmonious relationship is very important to the business."

It's A Deal…(from left): AREU Executive Secretary Danny Tan, AREU General Secretary Charles Khng, AREU President Abdullah Abdul Talib with Ms Seah-Khoo Ee Boon, RWS Senior Vice President of Human Resources and Training (first on right).

AREU's Executive Secretary Mr Danny Tan commented: "The signing of this MOA is very important to AREU, because it lays out the foundation of this partnership. In this agreement, it clearly stipulates how AREU and RWS are committed on two areas - firstly, strengthening union-management relations; secondly, how we can value-add to workers' lives, in the areas of work, live and play."

AREU's General Secretary Mr Charles Khng added: "Another key aspect of this agreement outlines the roles and responsibilities of a (Bipartite Joint Working) Committee which is made up of employee representatives covered under this Agreement."

Both AREU and RWS will jointly appoint employees who demonstrate leadership capabilities and are able to offer constructive feedback or intentions among their peers. Some areas of focus include the strengthening of labour-management relations; promoting welfare and well-being of workers; providing workplace advice to workers; and training and skills upgrading provided by NTUC to help boost work productivity and raise service levels. The Committee will also look into driving membership growth.

They will also work closely with RWS' recreation club to extend social and recreational activities organised by NTUC or AREU to its members. All these will be held through regular dialogue or focus group sessions in identifying and addressing challenges that AREU and RWS can adopt in a proactive approach.

Ms Seah concluded: "The Committee will help to pre-empt any rising issues, even though there are no burning matters currently. It is more of a strategic move, and with a lot of foresight on the collaboration between AREU and RWS, that would enable us to resolve in an expeditious manner."

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Information is correct as of 12 Jan 2011.

PMETs DRIVE On For Productivity And Innovation

By
Muneerah Bee Mohamed Iqbal

From left: WDA Deputy Chief Executive Goh Eng Ghee, Keynote Speaker Steve Wozniak, NTUC Assistant Secretary-General Josephine Teo and NTUC LearningHub Private Limited and Next U™ CEO Zee Yoong Kang at the 'Innovation And Creativity In The 21st Century: Thoughts From Steve Wozniak' event.

PMETs (Professionals, Managers, Executives and Technical people) in Singapore can now look forward to new initiatives to raise productivity and stimulate innovation. In the latest collaboration between the Singapore Workforce Development Agency (WDA) and Next U™, the DRIVE (DRiving InnoVation Excellence) series was launched on 8 March 2011. Guest-of-Honour NTUC Assistant Secretary-General Josephine Teo explained that the series is created to "bring about a greater awareness of innovation tools and what kind of things people can do to uplift innovation and productivity in their own businesses, professions and enterprises."

As a knowledge-sharing platform on the best innovation practices, DRIVE features a renowned line-up of leaders and practitioners who will share their knowledge and experiences on innovation solutions and applications to build a more productive work environment.

WDA Senior Director, Industry Skills and Planning Office, Anil Das shared: "DRIVE represents a complimentary approach to the programme-based initiatives that we have. It is an opportunity for PMETs to learn from best-in-class institutions as well as top leaders in their field." The London College of Fashion is among the providers WDA is working with for the series. In addition, two new Workforce Skills Qualifications (WSQ) training programmes were also launched on the same day.

The WSQ Certified Associate Operations Executive programme (AOE) encompasses an enterprise development component which will allow trainees to address productivity gaps in their companies. It will also help upgrade PMETs' 'T-shape' competencies in managing quality, people, processes and projects. The programme will train and upgrade about 300 PMETs over a period of two years.

Workers on the operational level can benefit from the WSQ Certified Productivity and Innovation Specialist (CPIS) which will equip them with productivity tools and critical skills to foster an innovation culture in their companies. At least 450 workers are expected to participate in this programme yearly.

> "Next U™ will continue working very closely with WDA over the upcoming quarters to offer more training programmes that support the national plan for innovation and productivity. We will introduce innovation-themed seminars, keynote presentations and other training courses to equip our trainees with the tools that spur innovation and productivity in their workplace."
>
> **Zee Yoong Kang, NTUC LearningHub Private Limited and Next U™ Chief Executive Officer**

Apple Man Spills The Beans On Productivity

Kicking off the DRIVE (DRiving InnoVation Excellence) series on 8 March 2011 was a motivational talk by Steve Wozniak, co-founder of Apple Computer Inc (now Apple Inc). 200 participants attended the `Innovation And Creativity In The 21st Century: Thoughts From Steve Wozniak' seminar to hear from the man who made significant contributions to the invention of the Personal Computer (PC).

To encourage innovation and creativity in companies, Mr Wozniak suggested: "Leave a lot of room for people to have their own projects outside the company. Give them not only just time to work on them, but some amount of (company) resources; a little bit of money for components, computers and tools to test things."

Mr Wozniak also said that embracing creativity and innovation would drive productivity as it will give employees a sense of ownership of their work. "It's so exciting and motivating that it causes you to work better and harder. Like whenever I was working on something, it was in my head all the time. …I work harder than I ever would have if it was kind of just an assigned job," he shared.

UWEEI's Adopted Charity Gets A Spirit Boost

By **Rasheedah Mahfuz**

Since 1992, members of the United Workers of Electronic and Electrical Industries (UWEEI) have been organising annual visits to its adopted charity, the Moral Home for the Aged Sick located at 1 Jalan Bilal, during Chinese New Year. This year was no different. UWEEI's Exco members along with NTUC Deputy Secretary-General and UWEEI Executive Secretary Halimah Yacob and UWEEI General Secretary Cyrille Tan visited the home to lift the spirits of the old folks by spreading the festivities.

Kicking off the event, DSG Halimah conveyed the union's best wishes to some 118 residents of the home. The old folks were greatly entertained by performances by the union members including U Fame finalist Susan Tang.

As a symbol of good luck, the residents were each presented with the customary oranges and red packet (Hong Bao) by Mr Tan and DSG Halimah who were accompanied by some of UWEEI's members clad in the Chinese 'God of Fortune' costumes.

Belinda Teng, Chairman of the Women's Development Committee in UWEEI, the organiser of the annual visits, said: "No doubt this is a yearly routine event, somehow I felt the spirit of involving, participating, giving, a sense of sharing, is very meaningful and enjoyable. I sincerely wish more volunteers would come forward and organise more activities to keep the old folks alert and active."

The Women's Development Committee organises visits to the home every Lunar New Year and during the Mid-Autumn Festival.

NTUC Deputy Secretary-General and UWEEI Executive Secretary Halimah Yacob handing out Hong Baos to the old folks.

> "No doubt this is a yearly routine event, somehow I felt the spirit of involving, participating, giving, a sense of sharing, is very meaningful and enjoyable. I sincerely wish more volunteers would come forward and organise more activities to keep the old folks alert and active."
>
> **Belinda Teng, Chairman of the Women's Development Committee in UWEEI**

Rolls-Royce, e2i & WDA To Roll Out 300 Local Technicians

An artist impression of Rolls Royce's facility at Seletar Aerospace Park when completed.

By
Rasheedah Mahfuz

UK global power systems company Rolls Royce has entered into a partnership with NTUC's e2i (Employment and Employability Institute) and the Singapore Workforce Development Agency (WDA) to train 300 local technicians who will be deployed to Rolls Royce's state-of-the-art facility at Seletar Aerospace Park.

The training programme will be structured around new and existing WSQ Aerospace and Precision Engineering Modules that will equip the trainees with the skills required by Rolls Royce in the manufacture of the wide chord fan blade as well as engine assembly and testing. Rolls Royce said the trainees will have the opportunity to work closely with Trent 900 and Trent 1000 engines and this would ensure that the training mirrors the activity that they will eventually undertake on the shop floor.

Rolls Royce's Regional Director for Southeast Asia Jonathan Asherson said: "The Seletar Campus will house some of the group's most sophisticated research and advanced manufacturing technologies. As the first engine manufacturer to be assembling and testing large civil engines in Singapore, this partnership with e2i and WDA will play a vital role in helping to meet our skills need. It will equip local talent with new, specialist skills and knowledge and help broaden the capabilities of Singapore's already vibrant aerospace industry."

> "It is a key priority to have more of such collaborations. We have to reach out to more and more partners. And I hope we will have the support of WDA not just in terms of funding, but in terms of the flexibility in them recognising the skills training, giving them the right accreditation so that the workers will have certification."
>
> **Ong Ye Kung, NTUC Assistant Secretary-General & e2i Chairman**

At the media briefing held on 2 March 2011 at Rolls Royce's training facility in Seletar - the first training facility outside of UK - the group announced that they have been granted a total of $3.35 million funding by WDA to help support the group's $15 million Place-and-Train Programme, which will take place between March 2011 and December 2014. The company explained that 160 out of the 300 technicians will undergo nine months of training and will specialise in Trent aero-engine assembly and testing while the remaining 140 technicians specialising in the manufacture of the wide chord fan blade and will have to complete a 26-month training course.

Explaining in greater detail, Rolls Royce said that the nine-month course will include three months of basic skills training, two months of in-house training followed by four months of on-the-job training. Technicians sitting through the 26-month course will have to complete WSQ Aerospace modules in two months and will undergo 24 months of on-the-job training.

When asked about Rolls Royce's hiring policy, the company answered that there will be "no discrimination in terms of age, gender or anything else." The company will be hiring 'O' level and NITEC graduates as well as those with relevant working experience. Technicians can look forward to a starting salary of at least $1,200 while a "reasonably competent technician could earn up to $3,000." The Seletar facility, when fully operational, will create approximately 500 new jobs and Rolls Royce said it expects most of its hires to come from the local market.

NTUC Assistant Secretary-General and Chairman of e2i Ong Ye Kung said: "Singapore is moving towards higher value-add activities. For Singaporeans to benefit from such investments, we must be prepared to invest in the training and development of Singaporean workers, so that they can take up the jobs. This process of education and training has to go beyond the schools, polytechnics and universities. It must happen at the workplace,

> "WDA is happy to collaborate with and support Rolls-Royce in the training of its new workers. The commitment by Rolls-Royce to fully adopt WSQ as the company's total training strategy is highly commendable. This will facilitate technology transfer and at the same time equip our workers with cutting edge skills which will enhance their employability and the competitiveness of our economy."
>
> **Julia Ng, WDA Director of Manufacturing and Construction Division**

involving the employers and equipment manufacturers. I hope this project opens a new chapter in adult education and training, and strengthen our effort to move towards productivity-driven growth."

Rolls-Royce has been a strong supporter of adult education and training. In July 2010, the group collaborated with SIA Engineering Company and the WDA to introduce three new WSQ modules for Singapore's aerospace industry, and last October the UK company signed two agreements with Singapore's Institute of Technical Education (ITE) to roll out a series of new, specialist courses which will equip future engineers with the technical skills needed by the aerospace and marine industries.

Rolls Royce said that the new training programmes will help support the group's continued development in Singapore where it is investing significantly for future growth. Research conducted by independent Singapore-based research company Blackbox Research in association with Professor Li Zhi-Feng from Nanyang Technological University (NTU) revealed that Rolls Royce's activities in Singapore will be able to sustain nearly 25,000 local jobs and contribute more than S$1.5 billion - approximately 0.5 per cent - to Singapore's economy by 2015.

Bringing The Best To Educators

By **Muneerah Bee Mohamed Iqbal**

ESU members at the 'Jamboree 2011 - Passport to a Professional U' on 22 January 2011, as part of the first anniversary celebration for ESU's Professional Chapter for early childhood educators.

Education, at any level or age, is an important facet of Singapore living. As a union representing educators, the Education Services Union (ESU) plays a role in ensuring that the educators themselves embody the culture of lifelong learning.

For example, the union champions for pre-school educators to have access to training to raise their English language standards. ESU President Michael Tan shared: "The union is also focused on strengthening the soft skills of educators with its initiative to introduce a contextualised Employability Skills System (ESS) Customer Relationship and Management course for the sector."

Serving an All CAN (All Collars, Ages and Nationalities) membership base, the union has targeted activities to meet the specific needs of a particular group of members. Its Bread and Butter Workshops focus on employment-related issues concerning a certain group of workers, such as those nearing retirement age and will be affected by change in the re-employment legislation.

In hopes to interest more Professionals, Managers and Executives (PMEs) to be part of ESU, the National University of Singapore and Nanyang Technological University branch committees are working on forming PMEs communities to engage members in this category such as researchers and managers. ESU will also continue to collaborate with partners such as NTUC's e2i (Employment and Employability Institute), Singapore Workforce Development Agency and Ministry of Community Development, Youth and Sports to promote the sector to new entrants, such as mid-career PMEs intending a career-switch to the Early Childhood Care and Education industry.

With the recent change in the registration framework and more stringent criteria to attain EduTrust certification, the union is expected to play a greater role in the area of private schools. Mr Tan said: "Workers in these private schools may face job uncertainties with expectations that schools may merge or wind up. Another challenge for the union is in value-adding to the employability of a large pool of adult educators working in the private education industry. Many of these adult educators are employed on project basis on contract for service."

"ESU also intends to form a community for adult educators as this is a group which cuts across all segments of private education. Similar to the Chapter for early childhood educators, the union hopes to offer adult educators networking platforms and a unique value proposition through this community," Mr Tan added.

ESU

The Education Services Union represents 12,871 Ordinary Branch and 3,554 General Branch members as of end January 2011. ESU's Professional Chapter for early childhood educators has more than 9,000 members. The Chapter focuses on professional development opportunities for educators as well as strengthening their soft skills to raise the professionalism of educators.

Job Matters, But Other Things Do Too

By **Vanessa Teo**

NTUC's e2i Senior Employability Coach Ong Mei Ling (in denim vest) with a group of ITE Ride Technician Training trainees in October 2009.

It will definitely be the Labour Movement's joy to help all workers get jobs, but besides that, there's help in other ways that matter too. And NTUC's e2i (Employment and Employability Institute) Senior Employability Coach Ong Mei Ling is one who can attest to that. Ms Ong, in one instance, was heartened even though the jobseeker didn't manage to get her dream job ultimately, but was glad that she had provided the support the jobseeker needed.

"There is this very young girl who just graduated from the Tourism Diploma course, and was looking for a front-line job related to Tourism. During the initial screening with her, I found out that she sets a lot of limitations on herself. I advised her to apply for part-time positions to gain experience, and also recommended her to attend the Attitude Skills and Knowledge (ASK) Workshop and Certified Service Professional (CSP) course. We provided many rounds of coaching and advice, but she still wasn't successful in her job search for nearly two years since graduation.

"But since then, she had worked in several part-time and temporary job assignments which has helped her gain experience and regain her confidence as she was getting quite despondent. Though we were not able to help her get a job, we helped by listening to her problems, pointing out her weaknesses and mindset issues and how she can overcome them," said Ms Ong.

Since her journey began with the Labour Movement in April 2005, Ms Ong has been much involved in helping workers find jobs. Today in NTUC's e2i, Ms Ong supports the Preschool and Healthcare Industry in areas of recruitment support, Professional Development and Inclusive Growth Programmes, and does her best to help workers remain employable. One such programme to help workers remain employable is the IELTS Preparatory Courses.

"To help pre-school teachers meet the new English requirement set by the Ministry of Community Development, Youth and Sports (MCYS) and Ministry Of Education (MOE) before the year 2013, we will continue to organise training previews to outreach to the affected pre-school teachers so that they are aware that NTUC's e2i is helping them to meet the new English requirement through the course, where they can tap on very good funding support from NTUC e2i," said Ms Ong.

Despite facing the challenges, such as not having enough time to do everything she wants to do, Ms Ong continues to find great satisfaction in her job as she knows what she does has a direct and positive impact on the people around her. Moving forward, Ms Ong hopes to continue to be able to help the people who need her help.

Training To Enhance Employability Of PWDs

By **Gwen Sin**

The pioneering cohort of trainees at the Centres of Training and Integration (CTIs) in the hospitality and call centres sectors graduated in January 2011. Six have completed their training at Holiday Inn Singapore Orchard City Centre and another three trainees will graduate from Eureka Call Centre Systems in March. The intakes for the first batch of trainees were seven each for Holiday Inn and Eureka.

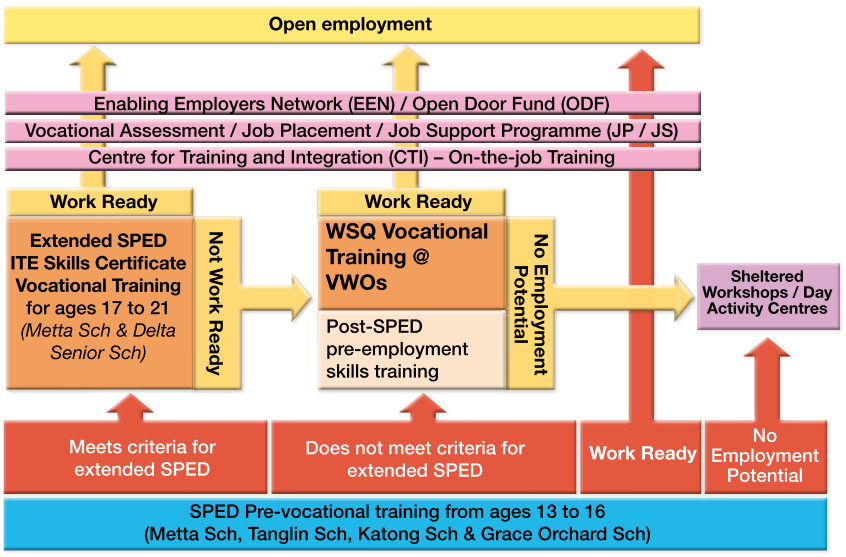
This is a boost to Singapore's Labour Movement in its constant efforts to embrace all Singaporeans to be part of its inclusive workforce. Key recommendations were followed from the Enabling Masterplan for 2007 to 2011, which had earlier envisioned the "Value Chain" Employment Framework in 2008 where Persons with Disabilities (PWDs) can better achieve self-reliance through employability. Since then, various government ministries and agencies have been making concerted efforts to leverage on each other's strengths and expertise.

One workgroup, chaired by the Ministry of Education (MOE), looked into establishing prototype vocational training in Special Education (SPED) Schools to prepare the students for employment upon graduation. The other workgroup, chaired by NCSS (National Council of Social Services), looked into enhancing employment opportunities through training and upgrading.

The CTIs, for one, were launched by NCSS in July 2010 as the unique training institute set up by private companies to train and find employment for PWDs. The training is supported by the Ministry of Community Development, Youth and Sports (MCYS), which funds $2,800 per person for the six-month training.

NTUC LearningHub (LHUB®) also embarked on Environmental Cleaning WSQ class for students at Delta Senior School. LHUB® Director of Employability & Industry Skills Mr Suresh H Punjabi said: "LHUB® offers a wide range of training courses that cater to everyone. We are happy to partner with Delta Senior School to increase better career opportunities not only in the cleaning industry, but also in other industries. The feedback gathered from our trainers so far has been positive – the students show good attitude in picking up new skills."

Overview of the National Disability Employment Network



Source: MCYS

The Singapore National Employers Federation (SNEF) is another agency that administers the Open Door Fund (ODF) to enhance employment accessibility for PWDs. ODF allows grants of up to $100,000 per company for job redesign and job support (e.g. job coaches) when hiring PWDs, as well as an apprenticeship training scheme. Singapore Workforce Development Agency (WDA) provides the funding to companies and MCYS funds SNEF for the administration of ODF, which includes serving as the Enabling Employers Network's (EEN) secretariat in advancing employment opportunities for PWDs. 163 PWDs attained full-time employment or apprenticeship in the open market through the ODF as of 2010.

MCYS also funds Job Placement and Job Support (JP/JS) services to enhance accessibility to work opportunities for PWDs. The three appointed JP/JS agencies are Bizlink, The Movement for the Intellectually Disabled in Singapore and Society for the Physically Disabled. In the same year, the Job Placement & Job Support Agencies combine to place out 201 PWDs.

The first two CTIs are still in the pilot phase. This initiative may be extended subsequently to other industries in the future.

New Programme Gives Seafarers New Opportunities

By
Joshua Joseph

The future is much brighter for aspiring seafarers in Singapore looking for more career opportunities. New doors of opportunity opened with the new Certificate of Competency (CoC) (Special Limits) programme launched by the Maritime and Port Authority of Singapore (MPA), in collaboration with NTUC's e2i (Employment and Employability Institute) and the Singapore Workforce Development Agency (WDA).

The CoC (Special Limits) programme has been developed in close consultation with industry players like the Singapore Shipping Association (SSA) and the Singapore Marimitime Officers' Union (SMOU), to help create awareness and increase the skill and manpower needed within the maritime industry. The new programme will see 60 trainees over the next two years.

This programme will not only allow seafarers to perform the required tasks on board ships, but also help them secure placement with potential employers even before they embark on training. At the same time, the CoC (Special Limits) programme will also allow seafarers to minimise having to engage in long international voyages, thereby reducing the time spent apart from their family.

"The new CoC (Special Limits) allows seafarers to enjoy the flexibility of serving shorter voyages while addressing the industry needs for more Singaporeans and PRs to join the harbour craft industry," said Mr Lam Yi Young, Chief Executive of MPA.

Captain M Segar, Group Director of Hub Port MPA explained the advantages of the programme. He said : "The existing seafaring programmes may not be so attractive to some people because they would need to be attached onboard ships plying in ocean going voyages, resulting in a longer period away from home."

With this new Special Limits programme, seafarers will serve on ships that ply near Singapore and hence, they will not be too far away from home. On 15 March 2011, MPA and e2i organised a visit on board a bunker tanker at Marina South Pier for a group of interested applicants who have applied for the programme to help them gain better insight and understanding of tasks they will be handling. The 21-month programme that the qualified applicants will undergo covers hands-on training for practical seamanship, boat handling and survival techniques.

Applicants for the programme all smiles while on board.

A good career progression also awaits with this programme. Trainees will start off as deck cadets on board Port Limited Vessels which operate within the Special Limits. Upon obtaining the CoC (Special Limits) certificate, the cadets can work on board bunker tankers as Chief Mate (Special Limits). After serving 24 to 36 months of sea time with continued good performance, a Chief Mate may attend further upgrading and take examiniations to qualify as Master (Special Limits).

Among the 11 applicants on board the bunker tanker visit was Nuur Hidayah, 19, who was the only female applicant shortlisted. She felt great honour for being shortlisted for the programme and spoke of her passion for seafaring: "The reason why I go into this line is that it is something I really want to do. This is a more challenging job because you face challenges everyday and it is also something very international. You work with a lot of people on the ship and the bonding comes from the teamwork. Working in this line, I can apply teamwork together with my team and participate in all there is to do."

All ears and paying close attention to the details.

Applicants getting a briefing from the captain in the vessel.

> "...The new programme also offers good career-progression. After the cadets graduate from the programme and qualify as Chief Mate-Special Limits, they can still pursue additional training and experience to become a Master- Special Limits or take on a management role in the shipping company's office."
>
> **Captain M Segar, Group Director (Hub Port) MPA**

She also expressed her delight in being able to secure a job in the training programme: "First of all, it is being fully subsidised and I feel so honoured we are being paid to study… Furthermore, this can put us in a secure company to work in after graduating."

The Singapore Maritime Academy will be the inaugural training provider for this programme and the first intake will commence in April 2011. MPA in partnership with e2i, WDA and SSA's affiliated bunkering companies will collectively contribute over $2.3 million in support for the CoC (Special Limits) programme. The funds will support the course fees and training allowances of the candidates.

nEbO Leaps Into Book Of Records

By
Vanessa Teo

Pictures by **nEbO**

It was a record breaking feat. 413 participants were sent into the air on a reverse bungy, and set a new record on 12 March 2011. So what was this event that created history? It was none other than a bungy jump event organised by the Labour Movement's junior membership arm nEbO and the Bucket List Club, which entered the Singapore Book of Records for having the 'Largest Group Of People Doing Reverse Bungy Jumps In One Day'.

Titled 'Leap of Dreams', the event aimed to encourage youths to live their dreams and make them happen, where participants were required to face their fear of heights and speed and challenge themselves. This is in line with nEbO's goal to create a community of life-ready youths who are resilient, self-confident and have a 'never say die' attitude.

Said NTUC Alignment Director (12-21) Lim Eng Lee: "Both nEbO and the Bucket List Club believe that youths should be encouraged to step out of their comfort zones and face their fears. We hope that our partnership will help spread this message to more youths to live life to the fullest."

Having worked with nEbO previously for the Youth Entrepreneurship Symposium (YES), the Bucket List Club Head Mr Soon Loo, who is also Singapore Management University Adjunct Faculty, also saw this other collaboration as a positive experience.

"The working experience has been very positive… When we decided to organise 'Leap of Dreams', we realised there is no way we can pull off something this big by ourselves… so we right away gave them (nEbO) a call and the rest is settled," said Mr Soon Loo.

The event lasted from 8am in the morning up till 11pm at night, where the youths and the public alike pushed their limits and challenged themselves to become life-ready individuals.

nEbO Executive Ng Shan Jun (left) joins Singapore Management University Adjunct Faculty Soon Loo (centre) to receive the honour from Singapore Book of Records President Ong Eng Huat (right).

"nEbO is indeed an extraordinary club, because for a Singapore Book of Records event, it is uncommon for it to be subsidised as opposed to other clubs who maybe work for charities or organisations. I will be joining as a member of nEbO today, and knowing what this club is about is a great way to engage youths."

Maxine Lam, 19, Student

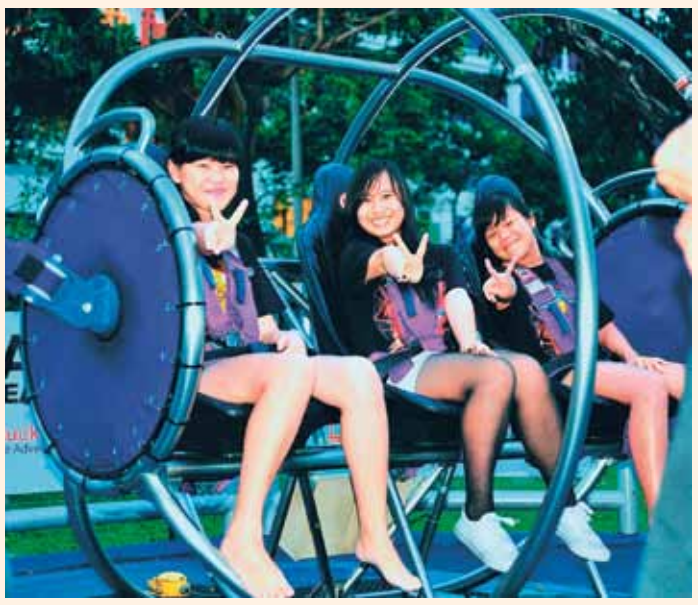
"nEbO partners many tertiary institutions in our events and projects because there can be greater synergy when two groups that share similar goals come together. We welcome more working opportunities with other institutions and schools."

Lim Eng Lee, NTUC Alignment Director (12-21)

nEbO Gives The Best To U!

Always on a quest to find the best deals for its members, nEbO successfully engaged the bungy jump operator, G-MAX, in Clarke Quay to offer it's ride at a very attractive price to participants, truly living up to its tagline, 'not the usual club'.

Usual Price	$45
Event Day Price (for all participants who are not within the age range of 12 to 21)	$30
Event Day Price (for all participants who are within the age range of 12 to 21, and who sign up as nEbO members on the day)	$20
nEbO members	$10



nEbO members Low Kai Ling (left) and Joycelyn Kwok (right) prepares to leap for their dreams!

"I got attracted to nEbO because there are actually a lot of benefits like cheaper movie tickets, F&B benefits and more. For today, getting this privilege to jump at a discounted price made me want to come and participate, and I am glad that I am a nEbO member."

Joycelyn Kwok, 19, nEbO member

"I am privileged to be a nEbO member, because I get to enjoy special benefits which my non-nEbO friends cannot enjoy,like the subsidy I am getting today. I have always wanted to try this ride, but the cost made me reconsider. Since it's $10 for nEbO members today, why not?"

Low Kai Ling, 20, nEbO member

A Dancing Delight For Young NTUC

By **Joshua Joseph**
Additional Reporting by **Nur Farahin**

So you think you can dance? NUS Malay dance group 'Ilsa Tari' might just take you on a whole new different and captivating journey with their challenging traditional pieces. On an early Saturday morning of 5 March 2011, some Young NTUC members were ready to step up to the plate to master some nimble footwork taught by Ilsa Tari in Young NTUC's first ever dance workshop held at NTUC Centre.

The workshop was a joint effort put together by Young NTUC and NUS Centre of the Arts. The collaboration was seen as a great platform for members of both organisations to engage in each others' activities and exchange ideas especially through performing arts.

Young NTUC Executive Secretary Steve Tan spoke of the collaboration with NUS Centre of the Arts. He said: "Young NTUC's performing arts group pLaY! was set up in 2006, making it one of our earliest Team Young NTUC affinity groups. Music and dance have reverberated within and across cultures and civilisations since time eternal. We hope to harness this power and use it to help youths understand us a bit better, and in so doing, contribute to the Labour Movement by carrying our messages a bit further. It is with this in mind that we started our collaboration with NUS Centre for the Arts, since the undergraduates today are the workforce of tomorrow. This is aligned to our 3-Generation membership concept under the Labour Movement 2011 vision."

Ilsa Tari dance group together with some Young NTUC members and other participants of the workshop.

NUS Ilsa Tari is no stranger to the traditional dance scene in Singapore. Armed with a new identity since its establishment in 1988, the group aims to make its mark with staging more challenging pieces under the guidance of tutor and choreographer Osman Abdul Hamid who was previously crowned Singapore's Young Artist Award winner. The group blends traditional dances with contemporary dance forms.

The workshop for Young NTUC members was conducted by five dancers from Ilsa Tari. NUS Ilsa Tari President Nur Farahin explained the programme for the workshop: "Basically, we are doing an introduction to Malay dance. We are introducing the basic steps of this dance. We have basically five different types of Malay dance forms. We will be doing 'zapin' which is the fastest version and a more exciting one and 'inang' which is slower but it depends on the music and the beats."

Carefully executing the steps to the dance at the workshop.

She also elaborated on Ilsa Tari's strong willingness to work with Young NTUC: "Young NTUC is currently collaborating with NUS Centre of the Arts. We are part of the Centre of the Arts which has 23 groups inside. And because they provided us with sponsorships for our previous event, in return for their kindness, we want to provide workshops for their youths."

Nur Farahin also hopes that the workshop will allow people to understand Malay dance better as well as appreciate it. Janis Ong and Sherine Ho, two Young NTUC members who participated in the workshop certainly did appreciate the time they spent at the workshop. They described the dance they learned as 'graceful' and 'elegant' and were already looking forward for more dancing workshops in the future. "We hope that Young NTUC will organise more dances, more other types of dance such as the belly dance, line dance or even hip hop that will be interesting!"

Dancing To The Golden Era Of Malay Films

Held October last year at the University Cultural Centre, Imbas... Ampas - Kenangan Bersamamu (Reminiscing... Ampas - Memories Of You) by NUS Ilsa Tari attracted a 644 audience over two days. From its relatively big budget to massive logistics and manpower, Imbas was an ambitious project from the start. It combined dance with theatre and music reminiscent of the glory days of the Malay film industry. In the end, it was NUS Ilsa Tari's faith in their artistic ability and hard work that saw them rise to the challenge of paying tribute to the stars of yesteryear.

Not content to be just another dance group, NUS Ilsa Tari has always envisioned themselves as providers of thought-provoking performances held in tandem with current community issues. With the demise of Malay film art in this contemporary era, Imbas... Ampas recalls the legendary movies in Singapore during the early 1950s while reminding today's young about the history of filmmaking in Singapore, Imbas... Ampas also encourages them to create better works of art, timeless landmarks in today's global world.

The dancers' efforts were rewarded when both shows ran smoothly to a near full house. Reviewer Hanim Mohd Salleh found it "refreshing how the films were brought back and staged artistically" (Berita Harian, 21 October 2010).

Valuable leverage came from a grant by Young NTUC to help NUS Ilsa Tari realise the unique dance-theatre experience they had envisioned for their audience. The triple collaboration between the professional artists, NUS Ilsa Tari and their Resident Choreographer, Young Artist Award winner (1994) Osman Abdul Hamid, created an exhilarating evening for both the dancers and their audience.

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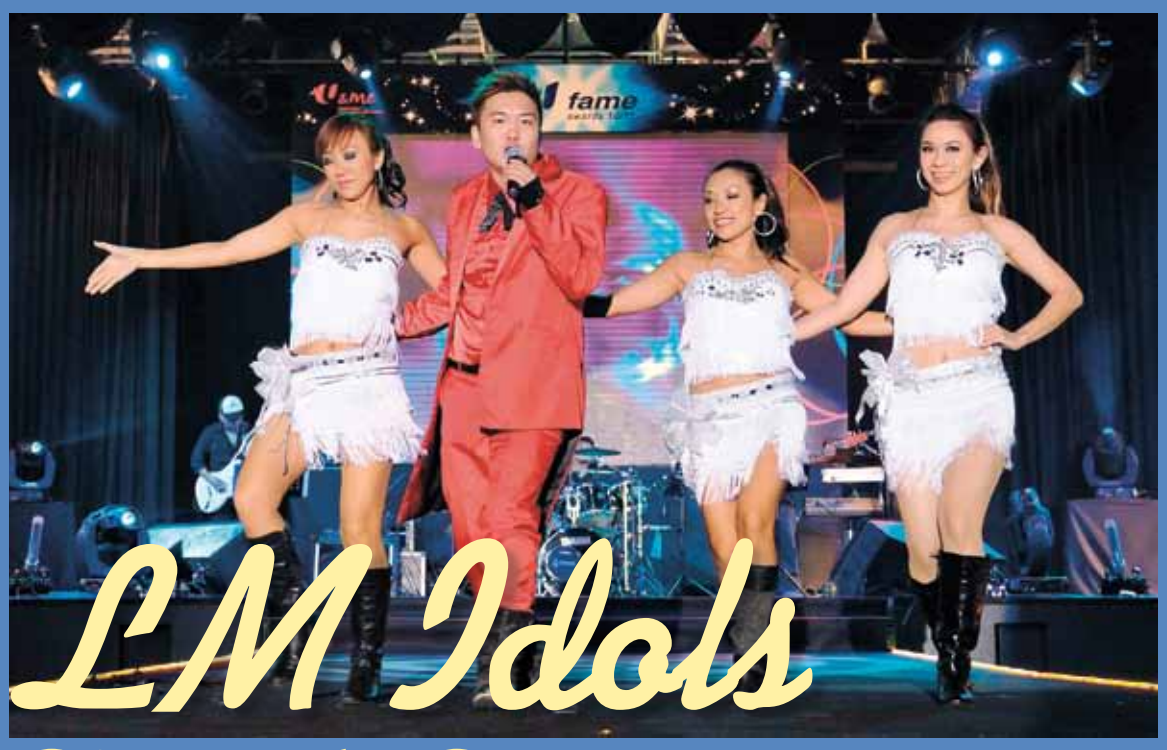
By
Nicolette Yeo



LM Idols Sing A Song Of Inclusiveness

What are the chances of songs by American pop star Katy Perry, Mandopop King Jacky Cheung and Malay pop-rock artiste Shamrin Abdul Samad sharing the same stage? Well, that's exactly what happened at the Labour Movement U Fame 2010/2011 Finals on 22 January 2011. The finalists of All Collars, All Ages, and All Nationalities belted out `All Songs', ranging from current English hits to Mandarin evergreens to Malay classics, showcasing a truly inclusive performance

In fact, winner Christopher Ang Chee Tiong of The Singapore Manual & Mercantile Workers' Union (SMMWU) is the first to snag the U Fame crown for singing solely Mandarin songs. His heartfelt rendition of 'You Are My Eyes' by blind Taiwanese Mandopop artiste Ricky Hsiao Huang-Chi had the audience transfixed. His second number, a rock twist on Hong Kong superstar Jacky Cheung's 'Kiss Goodbye' clearly touched a chord with the crowd - and the judges - and sealed his win.

Mr Ang, 33, who has been following U Fame since it started four years ago and counts past winners as friends, was exhilarated by his victory. "It feels very great to have won. It wasn't just my own people who praised me, other people praised me as well," he chimed. For Mr Ang, it was also a case of like father, like son. His father, Ang Geok Eng, a taxi driver for over 20 years, represented NTUC Comfort in the early 1990s in a union singing event which preceded U Fame and also went home with the top title.

Other standout performances came from second runner up, Sany Supait Rohman, 45, of the Singapore Technologies Electronics Employees' Union (STEEU) and third placed Namira Jamil, 25, of the Food, Drinks and Allied Workers' Union (FDAWU) . You can't help but feel for Mr Sany's poignant tribute to his own idol, Shamrin Abdul Samad, the late lead singer of popular Malay pop-rock group fotograf, with one of their biggest hits, 'Di Alam Fana Cinta'. Ms Namira did a wonderful job of channeling another idol - American R&B diva Whitney Houston - with an updated version of the classic 'I Will Always Love You'.

And the finalists didn't just sing well, they jazzed up their performances with striking outfits and sizzling backup dance routines, and engaged the frenzied crowd with the poise of seasoned music artistes.

Regular judge and veteran local music artiste Ann Hussein was truly impressed by this year's crop of talents from SMMWU; FDAWU; STEEU; Healthcare Services Employees' Union; United Workers of Electronics and Electrical Industries; Singapore Teachers' Union; Sembawang Shipyard Employees' Union; and Union of Telecoms Employees of Singapore.

"This year we have - as usual for the past four years - a bunch of talented singers. But what I find most encouraging is that we have younger people and musicians now, and that's great," she said.

Setting the stage - literally - for the event was the D'Marquee at Downtown East which was spectacularly transformed with a spotlight flooded stage, mesmerising disco lights and dazzling catwalk, which Ms Hussein likened to the setting of Singapore Idol.

Another highlight of the night was the Ra-Ra Award, which recognises the most creative, energetic and supportive union that has done its best to cheer on its representative. With thunderous sounds silencing the D'Marquee every time their representative appeared, it was no surprise that the winner was HSEU.

"Everyone uses cards so we wanted something to make noise," exclaimed Mahmood Idrose, the union's President. "We brought Malay drums and home-made shakers. We also co-ordinated our outfits and got everyone to wear black because it will be reflected under the light. We also used flashcards to co-ordinate the big group; when we put up the card, everyone would scream and dance, with the drums in the background."

Correction

We refer to the article 'Burning Concerns Of The Future' in page 4 of the 4 March 2011 issue of NTUC This Week. In the reply to the question under the heading 'Singles' Needs', the words "A budget for caretaker allowances has been proposed by many ministers" were not said. In addition, "day care elderly centres" should be "nursing homes" and "this 'lousy' low-paying and tough job" should read instead "such low-paying and tough jobs".

更多措施惠及工友

人力部于2011年3月9日在国会拨款委员会辩论回应国会议员的疑问时，宣布了好几项惠及各阶层和各行业工友的新措施。

加强PMETs的培训

人力部将为专业人士、经理、执行人员和技工（PMETs）推出新的专业提升计划（STEP），在未来三年内惠及6万名PMETs。

这项总值1亿5000万元的计划，旨在帮助PMETs深化、拓广及更新技能，让不同行业深具潜质的PMETs形成一个人才库及领导核心。STEP计划包括文凭课程、单元课程、业界奖学金、大师班、研讨会及业界技能发展咨询服务。参加此计划的PMETs可享有高达70%的津贴。

奖励完成培训的学员

为了鼓励新加坡籍工友完成文凭课程，而不是单单修读延续教育与培训单元课程，人力部将引进延续教育与培训成就奖（CQA）。

从2011年3月1日起，获颁第一个劳动力技能资格认证专业文凭或首次以部分时间完成理工学院文凭的新加坡人，将获得1000元的奖励。成功获颁劳动力技能资格认证/高级证书或首次以部分时间完成工艺学院证书/高级证书的新加坡人，则可获得200元。

提升延续教育与培训品质

为了提升劳动力技能资格认证课程的专业性，新加坡劳动力发展局强制规定，从2011年4月1日起，所有培训人员、评估人员和课程设计人员都必须获得认证，以确保他们持续满足雇主和工友的要求，提供正面的培训成果。

修订工资底薪

从今年7月开始，聘请本地兼职工人的底薪将从650元调高至850元，以确保雇主不是为了取得雇用外籍劳工的权利而以低薪聘请本地工友。

调高S准证和就业准证的底薪

从2011年7月1日起，S准证申请者的规定底薪将从1800元调高至2000元；Q1、P2和P1准证申请者的规定底薪也分别调高至2800元、4000元和8000元。

人力部部长颜金勇说："我们必须调高就业准证和S准证申请者的底薪，以配合本地PMET劳动力市场的步伐，鼓励企业提高对外来人才的要求，确保他们能为我国经济做出贡献。"

谨慎聘请外劳

人力部也将为企业提供咨询，教育他们在聘用外劳时应采取负责任的雇佣做法。人力部政务部长李奕贤说："采纳这些雇佣做法的雇主，更可能聘请到高素质的员工。这些员工所背负的债务较少，因此不易引起劳资纠纷，工作时也更有推动力。"

特别设计的英语课程

雇主可通过新的"职场英语"计划，聘请延续教育与培训中心为员工定制英语课程，以进行内部培训。这类培训将允许更多工友参与，课程内容也将更切合工作所需。

按此计划，除了劳动力发展局低薪工友就业培训补助等原有的计划外，企业将获得额外的发展津贴，以抵消培训、研发课程、采纳创新设计与教学法而增加的成本。

重新雇用年长员工

颜金勇说："劳资政协作的努力已取得成果，55岁至64岁国人的就业率在2005年至2008年之间取得稳健增长，停滞两年后于2010年达到59%的新高。"

为了弥补在经济衰退期失去的势头，颜金勇宣布，到了2015年，要将55岁至64岁国人的就业率提高到65%。

为了达到此目标，政府引进特别就业补贴计划，凡是聘用55岁以上、工资在1700元以下的年长工友，雇主将获得资助。预计，这项为期三年的计划将惠及4万3000名雇用12万5000名低薪年长工友的雇主。之后，有关单位将进行检讨，以评估是否应延长此计划。

工作场所安全与卫生

在2010年，人力部和工作场所安全与卫生理事会为建筑业制定了业界工作场所安全与卫生目标：到了2013年，将每10万名工友的致命意外减少至3.4起；到了2018年则减少至1.8起。

工作场所多元化

人力部高级政务次长贺华吉说："去年，工作场所国民融合小组开展了一项包括性别、年龄和国籍的工作场所多元化管理研究。90%企业认为，工作场所的包容性与和谐对业务成果非常重要，27%企业表示他们在管理多元化工作队伍时面临挑战。"

人力部已为雇主提供工作场所多元化管理工具包，协助他们评估工作场所中的包容性与和谐状态，并建议可采纳的做法。

取缔违法雇主

从2011年4月起，人力部将在互联网公布在劳工法令和工作场所安全与卫生法令下被定罪的雇主名单。今后，所有违反雇佣相关法令（如公积金法令）的雇主也将列在此名单上。

明智投资之道：了解风险，谨慎理财

世界各地的金融市场从2010年中开始复苏发展，新的投资产品通过各种管道进入市场。我们在投资辛苦赚来的金钱时，该注意什么呢？

例如：逐渐受到投资者追捧的挂牌基金（ETFs）是否真的安全？有哪些风险？挂牌基金有多少种？是否真的适合我们投资？

无论是希望做出明智决定的投资者、希望建立多元化投资组合的投资者、或是希望了解持久授权书如何保障个人利益的投资者，只要有兴趣多了解什么才是明智投资之道，不妨出席于2011年3月26日举行的My Money座谈会，向来自新加坡银行公会和MoneySENSE的金融业专家学习挂牌基金的特征及其风险。此外，新加坡证券投资者协会将与您分享在投资挂牌基金前该提出的问题；新加坡管理大学李光前商学院经济研究所的曹夏平助理教授也将分享评估和选择挂牌基金的诀窍。

座谈会详情：

日期：2011年3月26日

时间：早上9时至中午1时

（登记与早餐从上午8时30分开始，讲座于上午9时开始）

地点：全国职工总会中心大礼堂7楼

One Marina Boulevard

有兴趣出席My Money系列座谈会，可拨电62272683、电邮至admin@sias.org.sg或通过网址www.webropol.com/P.aspx?id=531765&cid=136851198报名。

职总平价Xtra 为更多顾客带来便利

黄秀嫱报道

职总平价合作社第4家平价Xtra于2011年3月15日正式开幕，活动嘉宾为总理公署部长林文兴。这家占地6万平方公尺的霸级超级市场位于实龙岗Nex购物中心三楼。除了24小时营业，为更多顾客带来便利外，与其他平价超市相比，这里还拥有最多的活海鲜选择。

职总平价合作社兼职总平价基金会主席黄思绵说："我们于2006年12月在宏茂桥中心开设第一家平价Xtra，目前已有4家霸级超级市场了。到了2013年，职总平价希望能拥有6家平价Xtra，为顾客提供更大的方便。我们希望在新加坡东、南、西、北区，都能至少有一家平价Xtra。"

目前，另3家平价Xtra分别位于宏茂桥中心、后港坊及裕廊坊。预计，职总平价将在未来两年内，开设至少多两家平价Xtra。

一站式超级市场

平价Xtra每个星期的客流量平均为28万人次，霸级超级市场内不但货品琳琅满目，设计也非常贴心，是个亲家庭的一站式超级市场。

平价Xtra的卖场不仅过道更宽敞，手推车装置婴儿座位，还有专门售卖婴儿产品的婴儿区。此外，超级市场内还有休息角落、卖小吃的地方、家庭装用品优惠区，而且这里的环境不会对孩童造成危险，适合一家大小齐来购物。

为善最乐

为了帮助弱势团体，职总平价于2008年设立了职总平价基金会。职总平价零售店取得的成功，促使该合作社得以更好地回馈社会。

因此，在平价Xtra@Nex的开幕典礼上，职总平价基金会也将一笔80万元的款项捐给公益金，资助狮子乐龄之友协会及五个家庭服务中心：甘榜加卜家庭服务中心、湖畔家庭服务中心（裕廊东）、麦波申家庭服务中心、扶轮家庭服务中心及传希家庭服务中心（武吉知马）。约20名受惠乐龄人士也应邀出席开幕仪式，他们每人获赠50元平价礼券购买日常用品。

国家福利理事会执行理事长汪美莲说："在援助弱势团体方面，职总平价是公益金的长期伙伴。这笔80万元的捐款，将为体弱孤独的老人带来温暖，也有助于维系家庭。"

到了2018年，职总平价希望能捐出5000万元给职总平价基金会。迄今，该基金会已拨出2600万元惠及社会。

在职总平价总裁谢健平（左一）、林文兴（第二排中间者）、黄思绵（第二排右一）及职总职员的陪同下，其中一名乐龄受惠者（右一）在新开张的平价Xtra购买日常用品。

建立和谐的职场关系

人力部新推出的"社区参与计划"雇主实施指南，旨在协助企业在职场落实"社区参与计划"，为可能影响员工和业务的紧急事故做好应对准备。企业若能预见这些风险，就能更好地应对可能严重影响职场和谐的状况。

这本56页的指南，内容还包括如何加强职场凝聚力的建议，以及如何制定或加强企业的防备方案。同时，指南也提供检查清单和样板等有用的参考资料，帮助企业制定更全面的计划。

人力部部长兼劳资政职场社区参与计划小组主席颜金勇于2011年2月23日出席该指南的推介会时宣布，为了让关键协作伙伴掌握在职场落实社区参与计划的相关技能，新加坡工商联合会将在2011年下半年开办社区参与计划培训课程。

在王鼎昌工运领袖学院修读工业关系初级文凭课程的职工运动和工会领袖，也将深入了解他们在推广职场劳资政协作方面扮演的角色。每一年都有400多名新晋工会领袖修读此项课程。

此外，劳资政协作伙伴也将在酒店、保安、金融和运输等特定行业，成立社区参与计划工业网络，就行业的需要进行定期的经验交流。

颜金勇说："新加坡之所以能充满活力、快速转型，关键因素之一就是我们拥有牢固的劳资政协作关系。我们共同努力，在多元种族、多元文化和多元宗教的劳动队伍中建立和谐的职场关系，以劳动队伍和国家经济的共同利益为中心。至关重要的是，我们继续加强这方面的合作，以维护和促进新加坡的社会和谐。"

颜金勇（左四）与劳资政协作伙伴出席"社区参与计划"雇主实施指南的推介会。

个案：Han's（餐饮）有限公司

Han's（餐饮）有限公司的21个销售点除了聘用本地员工，也聘用外籍员工。在本地员工当中，40%是年长工友，10%则受雇于灵活工作制计划。由于工作团队的多元化，该公司已积极通过定期交流及劳动力技能资格认证课程等培训计划，确保职场环境的包容性与和谐。这些举措提高了员工的士气和生产力，从而最大限度地减少业务受到干扰的情况发生。

新课程与讲座：促进创新和生产力

黄秀嫱报道／图片 **Next U™**

为提升新加坡劳动队伍的生产力，新加坡劳动力发展局于2011年3月9日推出两个新课程：助理营运执行员劳动力技能资格认证课程（WSQ AOE）及生产力与创新专员劳动力技能资格认证课程（WSQ CSIP）。

在这两个课程中，WSQ AOE课程包含T-型技能的培训内容，对于提升专业人士、经理、执行人员及技工（简称PMETs）的办事能力和解决问题的能力大有帮助。

全国职工总会助理秘书长杨莉明以嘉宾身份出席课程推介仪式时指出，我国正努力培育具备T-型技能的PMETs。

她所谓的T-型技能包含纵向技能和横向技能两个方面，前者指深入掌握技能，以最佳方法做事，从而提高竞争力；后者指加强适应力，可游走于不同行业。具体来说，T-型技能的培训内容包含质量管理、人事管理、工作流程等，学员一旦掌握这方面的能力，即懂得如何有效缩小生产力差距。预计，WSQ AOE课程将在两年内培训约300名PMETs。

劳发局推出的WSQ CSIP课程，其目标则是提升学员的生产力，以及掌握创新的关键技能。完成课程后，学员将能在以生产力及质量为主导的工作环境中，做出更多贡献。预计，该课程每年将惠及至少450名运作级别的工友。

系列讲座鼓励创新

新加坡劳动力发展局和职总恒习私人有限公司Next U™也在3月9日举行第一场DRIVE（DRiving InnoVation Excellence）讲座。苹果电脑公司的联合创办人史蒂夫·沃兹尼克（Steve Wozniak）是该讲座的演讲者，共吸引了约200名PMETs出席。

DRIVE系列讲座是为PMETs提供的一站式的知识共享平台，让他们学习业界最佳做法，建立一个更具生产力、更高性能的工作环境。演讲者都是全球杰出名人，他们将分享各自在创新方案、竞争优势和卓越商业方面的经验与知识。

史蒂夫·沃兹尼克的讲座吸引了约200名PMETs。

职总恒习兼Next U™总裁徐永刚说："Next U™将继续与劳发局密切合作，提供更多支持全国创新与生产力计划的培训课程。我们将引进以创新为主题的研讨会、主题演讲及其他培训课程，让我们的学员具备在职场促进创新和生产力的技能。"

启迪雇主，改善工友生活

不清楚自己享有的法定权益，雇主没有缴交公积金，就业技能不高，在一家工厂当包装员赚取微薄的500元工资。这就是郑铁福（61岁）过去的生活写照。

如今，郑铁福的生活好转了。他具备更好的技能，拥有更好的工作，英语对话能力也提高了。在2009年5月，他找到一份合约校工的工作，工资650元。2010年10月，郑铁福获得职总合约工友及散工单位的转介，到Succedo维修和服务私人有限公司当全职清洁工人，工资750元。

Succedo维修与服务私人有限公司与工会和合约工友及散工单位合作关系密切。在工会的提点下，公司纠正其雇佣程序，并为员工提供更好的福利。在2008年，合约工友及散工单位协助Succedo处理不定期缴交员工公积金的问题，并和建筑与木业工联合作，协助该公司于2009年组建工会。

Succedo的董事经理杨保德说："身为一名受华文教育的商人，我不太了解人力资源和行政课题，也不清楚劳工法令涉及的多个问题。我很感激建筑与木业工联和合约工友及散工单位，他们帮助我纠正了公司的人力资源管理。我很高兴，有了适当的法令和福利，员工更加努力工作了，因为他们知道在公司能有所发展。"

目前，该公司员工承包各职总平价合作社销售处的清洁工作。杨保德还为这些员工提供培训机会。例如：郑铁福已完成了职场语言和计算能力（初级英语）课程，以及两项环境清洁的劳动力技能资格认证课程。只要多完成另两项课程，郑铁福将成为一名合格的清洁工人，以更好的技能和更高的生产力，享有800元的工资。

他说："通过合约工友及散工单位加入工会，让我获益不浅。如今，我具备许多清洁业相关的知识，能应用在工作上。同时，我也享有就业入息补助，而雇主为我承担每月的工会会员费更是一项额外的福利。"

杨保德（左）不仅纠正公司的雇佣程序，还为郑铁福等工友提供更好的福利。

优包计划（BSI）、持续为员工提供有系统的培训，都是良好的业界做法。杨保德只是其中一名受到启迪的雇主。合约工友及散工单位将继续与各工会合作，向更多管理层伙伴伸出触角，教育他们，为低收入工友建立更好的事业。

U&me
Celebrating 50 years of the Labour Movement

售价60c I MICA (P) 142/09/2010
2011年3月18日

ntuc
职总周报

重新雇佣是个三赢政策

> **公司赢了，因为他们能够保留有价值的年长工友，继续保持竞争力。年长工友赢了，因为他们有机会继续工作，赚取固定收入，积累退休储蓄。新加坡经济赢了，因为我们能更好地利用有限的人力资源，减少对外国劳工的依赖。**
>
> **— 人力部长颜金勇**

退休与重新雇佣法令将在9个月后正式生效，越来越多雇主开始正视这个课题，认真探讨在员工达到62岁的法定最低退休年龄后，重新雇用合适人选直到他们达65岁为止。

人力部部长颜金勇于2011年3月14日在新加坡劳资政协作伙伴有关重新雇佣的研讨会上说，各企业已意识到，保留及重新雇用年长工友，将让他们得以善用这些工友的经验与技能，从而使公司更具竞争力。

他说："目前的劳动力市场紧张，更突显保留和重新雇用年长工友的重要性。要保持竞争力及舒缓对外劳的依赖，雇主应借助年长工友填补劳动力。数据显示，有许多雇主已这么做。55岁至64岁工友的就业率，已从2009年的57.2%增加至2010年59%的新高。"

颜金勇表示，重新雇佣是重要的元素，给予雇主和工友灵活度，根据各自的需求在雇佣条件上做出必要的调整。

他补充说："根据人力部2010年退休与重新雇佣做法的初步调查结果，允许员工在62岁后继续工作的公司，已从2009年的64%显著增加至2010年的77%。在私人机构获得重新雇佣机会的本地员工，也从2009年的77%增加至85%。"

"受访企业中，94%年龄将达62岁的员工将能继续工作，比一年前的92%来得高。数据显示更多雇主肯定经验丰富、成熟的员工为公司带来的利益，并采取行动在他们达62岁后，继续雇用他们。这让我深感鼓舞。"

颜金勇指出，重新雇佣要取得成功，所有人都必须尽一份力。雇主在实施重新雇佣时必须公正，若有必要，应重新设计工作，或合理地调整薪酬或福利；雇员应更灵活，做好心理准备接受调整，并对培训持正面心态。

他说："我呼吁雇主、雇员和工会更灵活，以合作方式进行重新雇佣讨论，达致满足各方需求的双赢最佳安排。"

第15页

新课程与讲座：促进创新和生产力