

PARTNER OF LABOUR MOVEMENT

Joanne Quek

Director

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Nominated by the Amalgamated Union of Public Employees

Joanne Quek works closely with AUPE in her stint at the Ministry of Finance (MOF) and in her previous role in the Ministry of Social and Family Development in 2004 (then known as the Ministry of Community Development and Sports). She partnered with the Amalgamated Union of Public Employees (AUPE) to enhance outreach for membership growth. She also facilitates the annual Union-Management Steering Committee Meeting. The meeting is where the MOF family, comprising MOF, the Accounting and Corporate Regulatory Authority, Singapore Customs, VITAL and the Inland Revenue Authority of Singapore, shared and discussed strategies and initiatives with the union to enhance officers' welfare and upskilling.

MOF firmly believes that a resilient and engaged workforce is key to an organisation's success. Thus, the ministry implemented several wellness initiatives to support mental, physical and social health. For instance, there was an appointment of wellness ambassadors and psychological first aid training for middle managers.

Sister Joanne and her HR team developed a structured training framework to help officers build functional competencies and enhance their longevity of productivity. The MOF's Career and Competency Guide was enhanced with updated competency frameworks. A new career conversation guide was developed to guide career planning, and conversations and career stories were shared to inspire officers.

MOF also refined plans under the productive longevity framework, comprising three areas – learning, work and welfare – encouraging officers to take greater ownership of their careers. Examples of initiatives under the framework include Life Course Transition Programme, job re-designing and flexible work options.