

# HSEU

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## HSEU Membership Launch 2009



HSEU held its annual Membership Launch for 2009 on 17 January 2009 at DXO (Esplanade Colours By The Bay). Under the theme "Celebrations!", the event was filled with fun-filled activities such as live-band performance, magic show, stage games, lucky draw and many more.

NTUC Deputy Secretary-General and Member of Parliament for Jurong GRC Madam Halimah Yacob, was present to witness the launch. For the first time,

management partners also joined in the union's membership celebrations. From 1 February 2008 to 30 November 2008, a \$5 NTUC Voucher is given for each new HSEU member who joins during this period, with successful GIRO.

When asked about what HSEU will be embarking on to develop its membership base for 2009, HSEU Deputy General Secretary Janet Khoo, who heads the Union's membership committee, said: "Healthcare Services Employees' Union already has 13 branches with 13,800 members, and aims to bring in another 3,000 members this year. We will be approaching private healthcare institutions, community hospitals, nursing homes and clinics."

The Union will also extend its reach to educational institutions like Nanyang Polytechnic and Ngee Ann Polytechnic – both strong in nursing courses, to invite graduating students to join the Union as soon as they start work. Strong Labour-Management Relations have made it possible for HSEU's recruitment drives to run alongside with orientation programmes for new hires in the hospitals.

"The opening of the Khoo Teck Puat Hospital in early 2010 also promises some membership boost for us," said HSEU General Secretary Diana Chia. HSEU aims to reach 20,000 members by 2011.

HSEU will up its Care and Share efforts this year to help members and their families cope with the financial crisis. Beyond current welfare schemes, it will also administer hardship grants for needy families which need that extra assistance.



"Healthcare jobs may not be at stake, but behind every healthcare worker, there is a family. Family members may be affected by job loss or wage cuts and this is where union membership will come in useful, with Care and Share initiatives that will help them tide over," added Miss Chia.

Madam Mastan Nachiyal Mohd, 45, is one of HSEU's certified recruiters who underwent a one-day in-house course. Training and her passion for serving people had her recruiting 176 new members in 2008 and emerging as top recruiter. Top Recruiters Awards and Best Recruiting Branch Awards for 2008 were given out at the HSEU Membership Launch on 17 January 2009.



## WORDS FROM GENERAL SECRETARY



Dear Members,

xxxx

## MOU Signing Between IHIS and HSEU



HSEU and the Integrated Health Information Systems (IHIS) Pte Ltd inked a Memorandum of Understanding (MOU) on 1 April 2009.

The signing signifies the move by both the Union and IHIS to harmonise the terms for IHIS staff based on two existing collective agreements covering the restructured healthcare institutions in Singapore.

This new entity is a consolidated one combining all the restructured healthcare institutions' IT staff. The IT function of all restructured hospitals and public health institutions were merged in September 2008 and IHIS comprises of 500 employees; some of whom are already loyal HSEU members.

# HSEU Congratulates Our Management Partners

Two key individuals from our management partners were up on stage during the May Day Rally dinner on 29 April 2009. Professor Ivy Ng and Mr Neo Hock Bin were conferred the Medal of Commendation and Veteran of Labour Awards respectively.

Below are excerpts of their citations.



## Veteran of Labour Award

### Neo Hock Bin

Nominated by Healthcare Services Employees' Union

Comrade Neo Hock Bin joined the Amalgamated Union of Public Employees (AUPE) as a young nurse in the 1960s, where his contributions led to him being elected to the Singapore General Hospital (SGH) branch committee.

He faced his biggest challenge as a unionist in 1989 when the restructuring of the healthcare industry resulted in the formation of Health Corporation of Singapore Staff Union (HCSSU). Putting his personal concerns aside, Comrade Neo exercised great care in communicating the options and implications of the restructuring

to the affected members in order to help them come to a decision.

In recognition of his long-standing commitment and contributions, the National Trades

Union Congress is pleased to present Neo Hock Bin with the Veteran of Labour Award.

**“An effective unionist must not be afraid to speak up for what he or she thinks is in the best interest of the members.”**

– Neo Hock Bin

## Medal of Commendation Award

### Professor Ivy Ng

KK Women's and Children's Hospital

Nominated by Healthcare Services Employees' Union



Professor Ng is a passionate advocate of age-friendly employment practices, having spearheaded initiatives like the recruitment of employees aged 40 years and above as well as re-engineering equipment and work processes to assist mature employees in carrying out their work.

The hospital garnered the Family Firm Awards in 2000 and 2002 as well as the Best Work-Life Balance Practices Award in 2004, in recognition of its early adoption of family-friendly work practices.

For her positive contributions to the Labour Movement and in promoting

harmonious labour-management relations, the National Trades Union Congress is pleased to confer on Professor Ivy Ng the Medal of Commendation.

**“Having staff that are passionate about their work is the cornerstone of providing the best medical care possible, and as such, our HR policies focus on developing fulfilling careers to help them reach their potential.”** – Professor Ivy Ng



# HSEU Shines at U Fame Awards 2009 Grand Final



Organised by the NTUC Club, the U Fame Awards is in its second year running, with some 250 contestants from 34 unions battling it out to be the Labour Movement's top crooner.

The U Fame Awards 2009 Grand Finals was held at the Downtown East on 10 January 2009. Thirteen finalists from various unions were all ready

and prepared to clinch the top position that day. Fuelled by HSEU supporters' whistling and cheers, HSEU's own idols, Brenda Ann Philips of AH, and Halim Bin Papok of KKH, belted out one hit after another for two hours as they sang the economic blues away.

This year's event saw a stronger field of contestants. The stronger talent pool gave

the seven judges, all talented musicians in their own right, and the audience, a headache in picking a winner. The judges' scores made up 60 per cent of the overall score, while the audience votes' contributed to the remaining 40 per cent. At the end, Brenda and Halim did the Union proud by winning the 1st Runner-up and consolation prize respectively.



# MAY DAY RESOLUTION 2009

**On this May Day 2009, we, in the Labour Movement, recognizing that Singapore is in the midst of a severe global economic crisis, hereby commit to:**

**Work** with employers to cut costs, save jobs and avoid massive retrenchment;

**Support** workers who are unemployed to adapt, acquire new skills, and find new jobs;

**Collaborate** with businesses to restructure and upgrade their capabilities, so that the economy can recover faster, and generate more jobs for Singaporeans.

## We resolve to:

**Be the most pro-business economy**, so that businesses remain viable, emerge stronger from the downturn, and continue to provide good jobs;

**Be the most pro-worker nation**, by championing fair treatment at the workplace and improving skills and employability for all workers, including helping:

- Low-skilled workers to re-skill and up-skill for better jobs
- Women to return to the workforce through flexi-work arrangements
- Older workers to continue to be re-employed
- Contract and casual workers to benefit from better pay and benefits through best sourcing
- Professionals, Managers, Executives and Technicians to upgrade or acquire new skills to take advantage of new opportunities
- New job entrants to link up to opportunities to kick-start their careers;

**Be the most caring Labour Movement**, by rallying our affiliated unions and associations, social enterprises and corporate partners, to do more to help union members in financial difficulties and to stretch their hard-earned dollar;

**Be the most united in tripartism**, by achieving win-win outcomes for the benefit of the economy, businesses and workers, and further strengthening trust in the process.

Employers to continue to be socially responsible and lead by example;

Government to continue moderating business and living costs, investing in upgrading the workforce and creating jobs.

**Re-affirm** our solidarity with the international labour movement;

And **renew** our strong symbiotic relationship with the People's Action Party.

## We call upon:

## We further resolve to:

**On this May Day, working closely with our tripartite partners, we pledge to Upturn the Downturn as one united economy, one united workforce, and one united people.**



## Spurring Members' Children On at the HSEU Bursary Award 2008

Every child's education is important and those who need help must be given assistance to bring out every child's potential to the fullest.

The Union recognises this importance and that is why bursary grants were presented at the HSEU Bursary Award 2008, to encourage our members' children and highlight their academic excellence. HSEU, SingHealth and National Healthcare Group made generous contributions to support this bursary.

The Guest-of Honour (GOH) was Mr Lim Swee Say, NTUC Secretary-General and Minister, Prime Minister's Office. During his speech, Mr Lim Swee Say mentioned that the Labour Movement will set up a U Care Fund to help needy and retrenched workers this year. He said that despite cost-cutting measures among many organisations, the Labour Movement and its unions, social enterprises and partners will work closely to raise \$20 million for the new U Care Fund by the first half of this year, as compared to \$13 million and \$7 million raised in 2008 and 2007 respectively for Care and Share purposes.



The GOH also shared that the U Care Fund could be used to help needy families cope with expenses like utilities and education, and assist retrenched workers who may not get any retrenchment benefits when their companies folded up.



**"The bursary grants are a joint commitment between HSEU, SingHealth and National Healthcare Group to encourage children of our union members to excel in their studies. This year, we have done well to serve and help more members by increasing the number of awards from about 440 in 2007 to 530 in 2008,"** said HSEU Welfare Subcommittee Chairperson, Madam Choo Hin Chan.



## HSEU sends farewell to Ms Yeo No Lk

TMs Yeo No Lk, HSEU's Assistant General Treasurer and HSEU Executive Council (Exco) Member had formally announced her retirement early this year. In recognition of her long-time and valuable contribution to the union, she was given a farewell dinner attended by fellow members of the Exco on 6th February 2009. The Union wishes her all the best in her future endeavours.



## Gold Collar Outreach

HSEU has been actively reaching out to Gold Collar workers in the healthcare industry. This group includes senior management staff. Most recently, SingHealth Group Chief Operating Officer (COO), Mr Foo Hee Jug, joined HSEU in March 2008.





# Youth Volunteerism - Mega KidzQuest

The KidzQuest Programme, organised by Young NTUC, is a project that aims to inculcate a community service culture in young members by providing them with an opportunity for volunteerism.

On 21 March 2009, the programme held its official launch, called Mega KidzQuest, at the Singapore Zoological Gardens. The event was graced by Mrs Josephine Teo, NTUC Assistant Secretary- General and Young NTUC Advisor. The trip to the zoo was a treat for 180 pre-school children from seven centres of My First Skool and involved volunteers from various unions.

Twenty HSEU youth volunteers were paired up with pre-school children from NTUC Tampines Childcare Centre. As the children enjoyed learning, volunteers from HSEU who accompanied them on the trip learnt a fair share of life lessons too.



**“As a KidzQuest volunteer mentor, all you have to do is to partner with a pre-school kid, interact with him and help to enrich his learning experiences beyond the classroom of the outside world,”**

said Ms Catherine Loke, Chairperson for Young HSEU .



**“The children’s natural curiosity has taught me an important lesson on the need to constantly discover and venture into new areas.”**

said Mr Charles Kong, a union official from IMH.

## Upcoming Activities

**CPF Changes and You  
28 May 2009**

**Outram Campus Mega Bazaar  
29 June 2009**

**HSEU Movie Screening  
(Harry Potter and the Half  
Blood Prince)  
16 July 2009**

**Rundezvous (Outram Campus)  
25 July 2009**