

THIS COLLECTIVE AGREEMENT is made pursuant to the Industrial Relations Act on this **26th day of March 2025** between the

- (1) **NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD (“NUHS”)**, a company registered under the Companies Act and having its registered office at 1E Kent Ridge Road #13-00, Singapore 119228;
- (2) **NATIONAL UNIVERSITY HOSPITAL (SINGAPORE) PTE LTD (“NUH”)**, a company registered under the Companies Act and having its registered office at 5 Lower Kent Ridge Road, Singapore 119074;
- (3) **NATIONAL UNIVERSITY HEALTH SERVICES GROUP PTE LTD (“NUHSG”)**, a company registered under the Companies Act and having its registered office at 1 Jurong East Street 21, Singapore 609606, and all businesses registered under it including Ng Teng Fong General Hospital (“NTFGH”), Jurong Community Hospital (“JCH”), Jurong Medical Centre (“JMC”), Alexandra Hospital (“AH”) and National University Polyclinics (“NUP”), (hereinafter collectively called the “Institution”) of the one part, and the

HEALTHCARE SERVICES EMPLOYEES’ UNION of **No. 3 Bukit Pasoh Road, #02-00, Singapore 089817** being a trade union of staff registered pursuant to the Trade Unions Act (hereinafter called the “Union”) of the other part.

NOW IT IS HEREBY AGREED AND DECLARED between the parties hereto as follows:

PART I GENERAL PROVISIONS

1. TITLE

This Agreement shall be known as the “**NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD COLLECTIVE AGREEMENT OF 2025**”.

2. SCOPE

(1) This Agreement shall cover all staff of NUHS, NUH and NUHSG with the exception of the following categories of staff:

- (a) Managerial and Executive staff* (including Non-Nursing Staff of Grade JG15, AH15, P15 or equivalent and above and Assistant Director of Nursing and above);
- (b) Probationary staff (except that EN II to ANC who have completed at least 3 months' service out of their probation of 6 months shall be given full representation); and
- (c) Medical staff

*Not inclusive of Executives, Senior Executives and Assistant Managers whom the parties to this Agreement have consented to be covered by this Agreement because their designations are for operational purposes only.

(2) Staff who are already enjoying benefits that are more favourable than that provided for in this Agreement shall continue to enjoy them on a personal-to-holder (PTH) basis.

(3) Limited Representation

The Institution and the Union agree to represent the following staff with limited scope, as governed by Section 30(A) of the Industrial Relations Act:

- (a) Non-Nursing Staff – JG15, AH15, P15
- (b) Fixed term contract staff on 6 years tenure
- (c) Contract Staff as defined in sub-clause (4)

Limited representation refers to representation on:

- (i) appeals to Minister under Section 35 (3) of the Industrial Relations Act;
- (ii) retrenchment benefit;
- (iii) breach of contract;
- (iv) dismissal; and

HSEU members who wish to view the remainder of the National University Health System (NUHS) Collective Agreement 2025 may reach out to HSEU at HSEU@ntuc.org.sg for the full version.

Thank you.