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MAY DAY

AWARDS

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FRIEND OF LABOUR

Mimi Choong May Ling

Former Chief Executive Officer
Health Sciences Authority

Nominated by the Amalgamated Union of Statutory Board Employees

Dr Mimi Choong May Ling, former Chief Executive Officer (CEO) of the Health Sciences Authority (HSA), has been a strong advocate for a robust and competitive salary structure aimed at recruiting and retaining talented officers while enhancing their capabilities to fulfill HSA's mission. Under her leadership, HSA management conducts periodic salary benchmarking exercises in consultation with the Amalgamated Union of Statutory Board Employees (AUSBE). In August 2022, the HSA's Health Services Personnel (HSP) scheme of service was reviewed, leading to a proposal for a one-off salary adjustment for all eligible officers under the scheme. This proposal received approval from the HSA Board and support from the Public Service Division (PSD) and the Ministry of Health (MOH). The enhanced salaries were implemented in 2022 to benefit staff.

Sister Mimi has also been a strong supporter of the union's efforts to protect and advance the welfare and interests of HSA staff. Under her leadership, a sum of \$6,000 was provided annually to the AUSBE-HSA Branch Committee for organising events and initiatives. Additionally, she played a key role in implementing important policy changes for Muslim staff. Female Muslim employees were consulted about wearing *hijabs* or headscarves while on duty. With her guidance, management was able to balance patient care standards with the needs of these staff. Furthermore, a prayer room was designated for Muslim staff in the new HSA building based on the union's recommendation.

Improvements to staff benefits at HSA are documented every three years during Collective Agreement negotiations between HSA management and the union. Since its establishment in 2001, HSA has successfully concluded these negotiations under Sister Mimi's leadership.

Sister Mimi has also strengthened corporate governance and fostered a culture of innovation, transformation, digitalisation, and automation at HSA. She fully supported the Union's proposal for an Operation and Technology Roadmap (OTR) to facilitate the transformation of HSA's Blood Services Group. This initiative identified new job functions arising from automation and provided the training for staff to prepare for future challenges. A 40-hour training policy was implemented for each officer, ensuring that sufficient time is allocated to participate in courses for upskilling and reskilling and enhancing employability.

Sister Mimi has been a dedicated CEO and a valued partner to AUSBE. The union greatly appreciates her active involvement to uplift HSA employees.