

"thisweek

12 JUNE 2016

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SUMMER LOVIN'

NTUC This Week presents the top shopping, dining, activity and travel specials to bring the family together this June holidays.



TOP STORIES



9 More Family-Friendly Practices

Ho Shiong Yee won a May Day Partnership Awards this year for her efforts in implementing more family-friendly practices at the workplace. Find out how good labour-management relations saw her hard work come to fruition.



12 STU Turns 70

The Singapore Teacher's Union (STU) celebrates its 70th anniversary in 2016 and kicks off a series of activities with a symposium on Philosophy For Children.



13 More Than Just Lab Work

The medical science field in Singapore is poised to grow even further, opening up more opportunities for research fellows, engineers and clinical research associates.



14 A Caring and Fair Leader

BATU President Nasordin Mohamad Hashim shares his journey in the Labour Movement and discusses the issues workers are facing in the 42,000-member strong union.



THE HOLIDAY LIST

The school holidays are in full swing, so we've put together a jam-packed June list of things the family can do with the kids and friends without having to travel far.

By Jonathan Tan



TASTY TREATS

Give the kitchen a break and head out to a cosy dining outlet for some relaxation over more affordable servings.



Brizo Restaurant & Bar

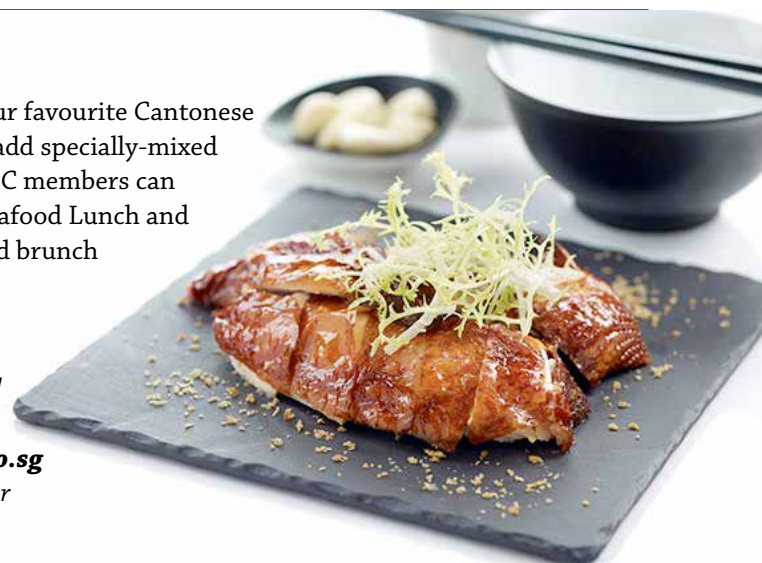
Named after the Greek goddess of the sea, this all-day dining establishment has a sumptuous selection of seafood and local delights for NTUC members every weekend from Thursday to Sunday. Every fourth diner enjoys 55% off the regular \$55++ for the Viva Seafood Fiesta Dinner Buffet.

i Brizo Restaurant & Bar, Park Hotel Clarke Quay, 1 Unity Street, Singapore 237983. Secure your reservation at www.parkhotelgroup.com/clarkequay/dining-en.html.

Mitzo

Live it up a little and experience your favourite Cantonese fare with a contemporary twist, or add specially-mixed artisanal cocktails. For \$55++, NTUC members can enjoy the four-course Cantonese Seafood Lunch and Dinner sets, or 55% off the weekend brunch special (for the second diner).

i Mitzo Restaurant & Bar, Level 4 Grand Park Orchard, 270 Orchard Road, Singapore 238857. Call **6603-8855** or email rsvn@mitzo.sg for reservations. Visit mitzo.sg for more information.





Manhattan Fish Market

Casual seafood meals just got better for families looking to dine out. Flash your NTUC card when ordering to enjoy 55% off your second main course, excluding platters.

- i** Offer valid for dine-in only at all outlets. Visit www.manhattanfishmarket.com for outlet information.

Foodpanda.sg

Perfect for when you need to host last-minute family get-togethers, **Foodpanda.sg**'s delivery service lets you order in food from your favourite restaurant with a few clicks of the mouse. Quote **'NTUCFOODPANDA25'** when placing your order to enjoy 25% off the sub-total bill.

- i** A minimum order of \$25 applies and promotion is valid for online and Paypal payments only. Promotion runs from now till 30 June 2017. Visit www.foodpanda.sg to order.



Greg's Seafood Shack

The only thing better than eating together as a family is enjoying the day's freshest catch brought right to you at the table. And with every order of a Seafood Boil, NTUC members get to tuck into appetisers or desserts at just \$5.50.

- i** Greg's Seafood Shack, Grand Park City Hall, 10 Coleman Street, Singapore 179809. Secure your reservation at www.parkhotelgroup.com/cityhall/dining-en.html.

The Carvery

Those with epicurean tastes and hearty appetites will delight in the fine selection of premium roasts and delicacies on the buffet line at The Carvery in Park Hotel Alexandra. Better still, every second diner gets to enjoy 55% off when a minimum of four adults have dinner, with presentation of an NTUC card.

- i** The Carvery, Park Hotel Alexandra, 323 Alexandra Road, Singapore 159972. Secure your reservation at <http://www.parkhotelgroup.com/alexandra/dining-en.html>.





BONDING TIME

Here are a few ways you can make the June month fun for all with perfect spots to chill out at.



Polliwogs

Kids love role playing, especially when they're in a place where cartoon characters come to life. To make this even more enticing, NTUC members get to enjoy 10% off regular entry during school holidays, or enjoy a free second visit worth \$25 with purchase of a Value Play Pass.

- Valid at all outlets from now till 31 December 2016. Find out more at www.thepolliwogs.com. Terms and conditions apply.



MOSH!

Embark on a whole new family experience that makes use of digital technology to spur the imagination. Perfect for families, MOSH! is offering NTUC members 55% off family bundle tickets.

- MOSH!, #03-01 of the Palawan Kidz City at Sentosa's Palawan Beach. For enquires, email enquiries@mosh.com.sg or visit www.mosh.com.sg. Terms and conditions apply.

Sentosa Fun Pass

Families looking for a super day out need not look further than the myriad of attractions available just a stone's throw away on Sentosa. And with NTUC members entitled to 10% off on both the Day and Premium Fun Passes, it's the best way to see and experience the fun on offer.

- For details on how to purchase your Fun Passes, visit www.sentosa.com.sg/state-specials/sentosa-fun-pass.



Madame Tussauds Singapore

Hang out and take photographs with your favourite dignitaries and celebrities at Madame Tussauds Singapore, the local edition of the world's most famous wax museum. As a special treat, NTUC members are entitled to 50% off each second ticket.

- Madame Tussauds Singapore, 40 Imbiah Road, Imbiah Lookout, Sentosa, Singapore 099700. For more information, visit www2.madametussauds.com/singapore/en/.



Gogreen Segway Eco Adventure

Fancy a different perspective of Sentosa's sandy beaches? Consider taking a ride on a Segway for an unforgettable experience. NTUC members get a little something special – enjoy 15% off programmes such as the Gogreen Bicycle Rental, Segway Fun Ride, Eco Adventure and Eco Adventure Plus.

- Gogreen Segway, 50 Beach View, Sentosa, Singapore 098604. For more details, visit www.segwaytours.com.sg.



Shaolin

Marvel at the physical prowess of martial arts exponents from Shaolin Temple showing their skills on stage at the Sands Theatre in Marina Bay Sands. NTUC members get to enjoy 15% off regular ticket prices for category A and B Reserve seats.

- Offer valid till 24 July 2016 and excludes shows on Friday and Saturday evenings. The Sands Theatre, MasterCard Theatres at Marina Bay Sands, 10 Bayfront Ave, Singapore 018956. Make bookings at **entertainment.marinabaysands.com/events/shaolin0716**.

Sentosa 4D AdventureLand

This four-dimensional multi-sensory adventure park promises to thrill both adults and children with its array of experiential journey screenings. NTUC members get to enjoy 15% off one-day Adventure passes and special 1-for-1 admission during their birthday month.

- Sentosa 4D AdventureLand, 51B Imbiah Road, Sentosa, Singapore 099708. For more information, visit **4dadventureland.com.sg**.



Wave House Singapore

Beat the heat with a splashing good time in the water at Wave House Sentosa on Siloso Beach. The experience becomes sweeter with a 1-for-1 offer for NTUC members to ride the waves on the FlowRider. A special Wave and Food promotion at \$50 per person even offers an hour of wave time with a choice of pizza or burger. A 'lighter' Catch-a-Wave Promo at \$30 per person offers one attempt on the FlowRider with a choice of pizza or burger.

- Wave House Sentosa, 36 Siloso Beach Walk, Sentosa, Singapore 099007. For more information, visit **www.wavehousesentosa.com**.



Siloso Beach Resort

Families looking to get closer to nature can opt for a rustic natural experience and enjoy the peace and tranquility of Sentosa's green space at the Siloso Beach Resort. NTUC members get 10% off room rates.

- Siloso Beach Resort, 51 Imbiah Walk, Sentosa, Singapore 099538. Make your booking at **silosobeachresort.com**.

Gardens by the Bay

Step into a magical space at Gardens by the Bay to soak in sights of beautiful blooming flowers and natural rainforest landscapes. A little help to make the experience a little lighter on your wallet – NTUC members get 25% off admission tickets while early birds enjoy 1-for-1 admissions for the first 55 tickets each day.

- Gardens by the Bay, 18 Marina Gardens Drive, Singapore 018953. Offer is only valid for physical purchases with presentation of NTUC card. Limited to four tickets per member. For more venue information, visit **www.gardensbythebay.com.sg**. Other terms and conditions apply.



D'Resort Great Singapore Sale

Take some time off work and retreat to D'Resort's new Rainforest Wing at Downtown East. Book now and stay anytime from now to 15 August 2016 and enjoy 12% off prevailing rates for Rainforest Executive or Rainforest (Triple and Quad) rooms. Residents also get to enjoy entry to Wild Wild Wet at a special discounted price of \$10 per ticket (usual \$24).

- D'Resort, Downtown East, 1 Pasir Ris Close, Singapore 519599. Make your booking at **www.dresort.com.sg/offers-packages**.



Sentosa Merlion

Get up close and personal with the story behind one of the most well-loved creatures in local folklore and enjoy the commanding view of mainland Singapore from 60-metres up. A special treat for NTUC members with 20% off the regular entry rate of \$10, and 1-for-1 admission during their birthday month.

- The Sentosa Merlion, 30 Beach View, Sentosa, Singapore 099958. For more information, visit **http://merlion.sentosa.com.sg**.





FAMILY ADVENTURES

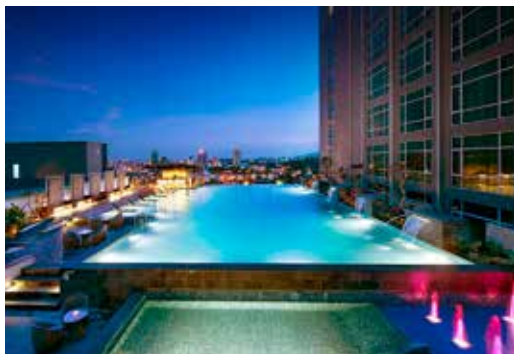
Pack the family bags and head out of the heartlands to a spot where relaxation beckons.



Hatten Hotel, Melaka

A road trip up North to culturally- and gastronomically-rich Malacca becomes hard to look away from when a great hotel deal such as the one at Hatten Hotel is available. Live it up a little and stay in one of the hotel's suite rooms with rates that start from RM\$267 (S\$89) per room with complimentary breakfast for two.

i To book, email reservation1@hattenhotel.com or reservation3@hattenhotel.com and quote 'NTUC preferred rates 2016, Hatten Hotel Melaka' for a maximum booking of three rooms per arrival. NTUC card must be presented on arrival. For hotel information, visit www.hattenhotel.com. Terms, conditions and possible peak-season surcharges apply.



Tigerair Special



As you're planning that overseas trip this holiday to get your family away from Singapore's hustle and bustle, don't forget to make use of this special NTUC member privilege: Members flying on Tigerair get to enjoy free priority boarding (Board-Me-First) and \$5 off check-in luggage for each passenger!

i Bookings are to be made online only at www.tigerair.com/promo/ntuc. Terms and conditions may apply.

NTUC Income Travel Insurance

Don't forget to protect both yourself and your loved ones with a travel insurance plan while travelling away from Singapore. This June, insure your holiday with NTUC Income and stand a chance to win a pair of Singapore Airlines tickets to Bangkok, Thailand as part of its 'Wanderlust Made Different' promotion.

i Promotion is applicable with a minimum spend of \$80 in a single transaction. For more information and to insure with NTUC Income, visit www.income.com.sg. Other terms and conditions apply.



Durian Feast Tour

Fire up the family's appetite with an overnighter to Tanjung Pinang, Bintan over the National Day weekend. Besides shopping opportunities, a special durian feast awaits to let you indulge in the king of fruits.

i Registration closes 23 July. Trip dates are 6 and 7 August. Union members pay \$195 (\$175 for children) while guests pay \$200 (\$180 for children). For trip itinerary and details, visit the Sports and Recreation page on www.arandaclub.org.sg. For enquiries and registration, call 6584-6811 (Ext 30).



SHOPPING DELIGHTS

The Great Singapore Sale may be the most anticipated, but these amazing offers should be reason enough to start scouring the best shopping picks.



Zalora

Too troublesome to get out and about to pick some new threads or accessories? Go online to check out Zalora offerings with discounts of up to 55% for 'Amazing Steals' items, and 10% discounts for regular-priced items with the promotion code **'ZALNTUC55'**.

i Offer valid only at www.zalora.com/ntuc. Brand exclusions and other terms and conditions apply.

Plus! x Caltex Millionaire Draw

This one is for drivers. The next time you're refuelling your car, consider doing it at Caltex, where you'll stand a chance to win up to a million LinkPoints or approximately \$6,666 in credit that can be used to offset your purchases at selected merchants. NTUC Plus! members get to double their chances with every fuel purchase.

i For more details, visit the Promotions page on plus.com.sg. Terms and conditions apply.



Qoolmart.com

Complement your family's healthy lifestyle with some new kit from Qoolmart.com and enjoy 20% off your total bill by using the **'NTUCQoolmart2016'** promotional code during checkout.

i Promo code is not valid for products that are classified as 'New' or 'Sales'. Purchases can be made at www.qoolmart.com. Terms and conditions apply.



Downtown East Peel 'n Win

Get rewarded for spending the day out shopping at Downtown East! Every \$50 spent at participating merchants entitles shoppers to a sure-win Peel 'n Win card. NTUC members also get extra chances to win when presenting their Plus! card during redemption.

i Downtown East, 1 Pasir Ris Close, Singapore 519599. For more details, visit www.downtowneast.com.sg/promotions. Promotion terms and conditions apply.





FATHER'S DAY SPECIAL

We definitely have not forgotten the dads in the midst of all the holiday fun. Here are a few things you can do to let him know he's special, with a little help through members' discounts.



Switch by Timbre

Conditions apply – strictly for kids 18 and above to chill out with dad over a few beers, conversation and a live band performance. Switch by Timbre is offering NTUC members a special deal of \$55 for a Heineken bucket of five bottles.

i Present NTUC card to enjoy offer. Price excludes service charge and GST. Not valid on the eve of public holidays and public holidays. Switch by Timbre, 73 Bras Basah Road, #01-01/02, Singapore 189556. For more venue information, visit www.switchmusic.sg.



Suite Special

Steal away some family time with a focus on dad like this one – Aranda Country Club is offering a two-night stay in their Executive Suite rooms for just \$480+.

i Valid till 23 June. Aranda Country Club, 60 Pasir Ris Drive 3, Singapore 519497. For reservations, call 6584-6811. For more information, please visit the Executive Suite page on www.arandaclub.org.sg.



Shaw Theatres

Catch the latest blockbuster with dad with this sweet deal: Shaw Theatres is offering NTUC members movie vouchers at a special rate of just \$8 per ticket, valid for use with any movie, any day, any time.

i Purchase of movie vouchers applicable only at NTUC Member Services Centre at One Marina Boulevard and iHelp at Downtown East. For information on cinema locations, visit www.shaw.sg. Terms and conditions apply.



Rejuvenate at Orchid Country Club

There's no better reason to get dad to take some time off his busy schedule and pamper himself with Rejuvenate@Orchid Lodge. With prices starting from \$230++, the package includes a night's stay at the Orchid Lodge and a one-hour Asian Fusion Massage for two at the Healing Touch Spa at Orchid Country Club. Other treats include a complimentary bottle of sparkling juice and use of the swimming pool, gym and sauna.

i Orchid Lodge, 1 Orchid Club Rd, Singapore 769162. For bookings, email roomsales@orchidclub.com. For more venue information, visit www.orchidclub.com. Terms and conditions apply.

Creating Family-Friendly Workplaces

“TPC is like my second family, and I will do whatever I can to make it a better work environment for my colleagues and members. Hopefully, our efforts will put in place a strong foundation, so these policies can continue to benefit future workers that come on board, even after we flow on.”

*UWPI Assistant General Secretary
Ho Shiong Yee*



“... I hope my passion for my union work can leave behind a legacy upon which future generations can continue to build on,” says May Day Partnership Award recipient Ho Shiong Yee.

By **Ryan Chan**

The Polyolefin Company (Singapore) Pte Ltd (TPC) has staggered work timings for employees, plus three lactation rooms at the company’s office on Jurong Island.

The varied working hours give employees more flexibility, especially those with family commitments, and the lactation rooms provide privacy and ease of mind for breastfeeding mothers who need to pump milk to bring home to their babies after work.

All these would not have been possible had it not been for the hard work of one Ho Shiong Yee, a 52-year-old office administrator who has been with TPC for more than 33 years.

“The petroleum industry is typically male-dominated, but with more females joining, there is a growing demand for these facilities to be put in place,” explained Shiong Yee, who is also the assistant general secretary of the United

Workers of Petroleum Industry (UWPI). For her efforts, she received a May Day Partnership Award this year.

WORKPRO

She first mooted the idea of lactation rooms at the start of 2014 to address an increasing demand from female employees within the company.

Through discussions with her management, NTUC’s U Family and the Women’s Development Secretariat (now merged to form the Women and Family Unit), TPC was able to tap on the WorkPro scheme to implement these ideas quickly, with the lactation rooms ready by the end of the same year.

The WorkPro scheme is a grant to encourage employers to implement work-life and age-friendly practices at the workplace.

SETTING A FOUNDATION

Shiong Yee’s happiness at the successful implementation of these family-friendly practices is clearly derived from seeing how other workers benefit. One such worker is Seah Wei Fen, a mother and senior safety and technical engineer at TPC.

Ms Seah said: “It is a good initiative by the company. The lactation rooms are conducive, comfortable and it is something that will motivate all new mothers to continue their nursing journey even after coming back to the workforce.”

This year, TPC began a staggered work timing arrangement to give employees more flexibility to allow them to fulfil family obligations. The company is also currently

looking to install lactation rooms at its HQ office at Beach Road.

Shiong Yee said: “TPC is like my second family, and I will do whatever I can to make it a better work environment for my colleagues and members. Hopefully, our efforts will put in place a strong foundation, so these policies can continue to benefit future workers that come on board, even after we flow on.”

“Just like how parents want to leave a legacy for their children, I hope my passion for my union work can leave behind a legacy upon which future generations can continue to build on.”

GOOD TO KNOW

What is WorkPro?

Employers can receive funding support under WorkPro to enhance work-life harmony and implement age-friendly workplaces. It is jointly developed by the Ministry of Manpower and Singapore Workforce Development Agency, in consultation with the Singapore National Employers Federation (SNEF) and NTUC.

For more information on WorkPro, visit www.mom.gov.sg/workpro and www.wda.gov.sg/workpro.

Contact details:

SNEF
6290 7694
workpro@snef.org.sg

NTUC
6213 8383
workpro@ntuc.org.sg



Report on Wage Practices 2015

Manpower Ministry's Manpower Research and Statistics Department releases its Report on Wage Practices 2015.

By **Fawwaz Baktee**

Amid softer economic conditions in 2015, fewer firms were profitable, fewer companies gave wage increases and wage increases moderated compared to 2014. These were the key findings from the *Report on Wage Practices 2015* released by the Manpower Ministry's Manpower Research and Statistics Department on 2 June 2016.

On wage growth, nominal wages in the private sector grew at a slower pace of 4 per cent in 2015, a drop from 4.9 per cent in 2014. Real total wages, including employer CPF contribution, on the other hand rose by 5.4 per cent in 2015, amid a negative Consumer Price Index inflation of -0.5 per cent.

FEWER COMPANIES PROFITABLE

About 79 per cent of private companies reported that they were profitable in 2015, which was a 3 per cent drop from the 82 per cent in 2014.

At the same time, the number of companies that were profitable but did not do as well as the previous year or had incurred losses rose by 6 per cent and 3 per cent respectively.

WAGES OF EMPLOYEES

The report also stated that 90 per cent of private sector employees were under some form of

flexible and performance-based wage system in 2015, the highest since 2004.

The most common wage recommendation adopted by private sector employers was having a narrower maximum-minimum salary ratio, which stood at 66 per cent and covered two in three private sector employees. This was followed by linking variable bonus to Key Performance Indicators (KPIs) and having the Monthly Variable Component in the wage structure.

Additionally, the number of companies that raised the total wages of their employees in 2015 fell to 64 per cent from 72 per cent in 2014.

UNIONS' RESPONSE

Commenting on the report, NTUC Assistant Secretary-General (ASG) Cham Hui Fong said: "Unions are fully aware that the built-in wage increases and variable payments are closely linked to company's profitability and individual performance.

"Hence it is important for unions to work closely with companies to embrace changes and work on new methods, processes for better business opportunities and improve productivity."

She also noted that some sectors such as manufacturing, finance and insurance have shown good productivity growth over the last

few years, outweighing the wage growth.

"We need to ensure that these sectors continue with that momentum while other sectors ... must continue to strive for higher productivity to ensure sustainable wage growth in the long run," added ASG Cham.

“Unions are fully aware that the built-in wage increases and variable payments are closely linked to company's profitability and individual performance. Hence it is important for unions to work closely with companies to embrace changes and work on new methods, processes for better business opportunities and improve productivity.”

NTUC Assistant Secretary-General Cham Hui Fong

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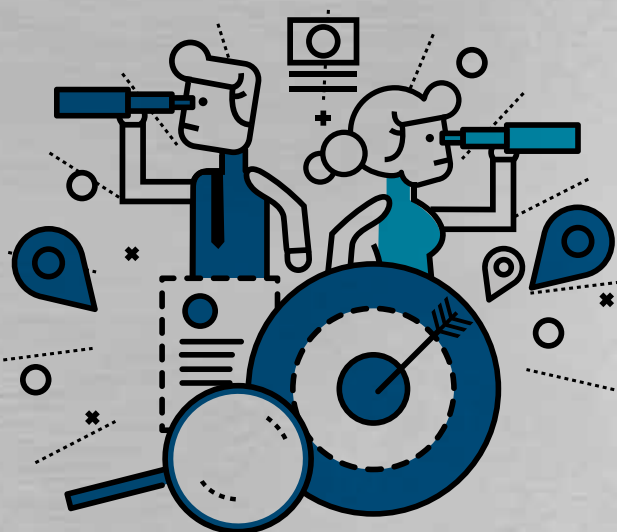
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ANDROID



It Takes Two to Tango

Human Capital (Singapore) CEO Ho Geok Choo shares tips on getting the employer-employee formula right.

By Shukry Rashid



When JobStreet.com recently unveiled the top 10 companies Singaporeans aspire to work for, Google, Apple Inc and Singapore Airlines ranked high in that order.

The survey also revealed that work environment and culture were the key factors when candidates reviewed a potential company, followed by benefits and incentives. Salary, it turns out, was only the third most important.

Concurring with the findings, Human Capital (Singapore) CEO Ho Geok Choo (left) shared that aside from the lowest income earners, “most Singaporeans are now at a level where money is not everything.”

“The economy has progressed to a stage where generally our employers (in Singapore) pay a decent commencing salary. So, salary does not become the main issue,” she added.

WHAT MAKES A ‘GOOD’ COMPANY

Work-Life Balance

“This can be attributed to the fact that many young workers – when entering a stage where they decide to settle down, coupled with the stressful environment in Singapore – are looking for more work-life balance to start a family,” said Mdm Ho.

“Companies need to have some flexibility within the work environment to accommodate some of these needs,” she added.

Leadership

“Leadership in an organisation is very important in attracting

and keeping employees. Workers want to know they have something to learn to excel in a job and ultimately progress as an individual. These are attributes that you can’t pick up from a textbook. The best way to learn is from a mentor who is there with you,” she stressed.

LANDING THAT DREAM JOB

Commitment And Loyalty

“If you want employers to provide flexibility (and an open culture), they must have a committed core workforce who can appreciate the fact that they have been given these opportunities. It takes two to tango,” highlighted Mdm Ho.

Relevance

As economic cycles are shortening, skills are getting obsolete fast. To remain relevant, you have to reskill yourself.

“Jobseekers must have a willing mindset to continue learning, and be flexible to adjust and adapt to jobs that will evolve. Only then, they can make themselves useful to the organisation,” she shared.

i Human Capital (Singapore), an NTUC U Associate, offers training opportunities for working people keen on upgrading themselves. To find out more, and to explore other opportunities to grow in your career, visit hcs.com.sg and ntuc.org.sg/uassociate/.

“Leadership in an organisation is very important in attracting and keeping employees. Workers want to know they have something to learn to excel in a job and ultimately progress as an individual.”

Human Capital (Singapore) CEO Ho Geok Choo



STU Turns 70



Acting Minister Ng (centre) and STU President Mike Thiruman (sixth from left) meet participants from schools and overseas delegates at the symposium.

The Singapore Teachers' Union (STU) celebrates 70 years with a look back at their achievements.

By **Ramesh Subbaraman**

STU has lined up several events to celebrate its 70th anniversary which began in March this year. Kicking off the series was a two day symposium on Philosophy for Children (P4C) held on 6 and 7 June.

The symposium was opened by Acting Minister for Education (Schools) Ng Chee Meng.

CHANGING MINDSETS

The P4C programme began 10 years ago with the aim of encouraging discourse in the classroom.

"We realise that we are very exam focused, and we wanted to change the classroom learning environment to have more discussions and conversations. After all, learning is a social activity. The target groups are both primary and secondary school teachers," said Mr Mike Thiruman, president of STU.

STU'S ACHIEVEMENTS

One of the major achievements for STU in the last 70 years has been the streamlining of the schemes of service for the teaching profession.

"There were many schemes of service in place, now they are all aligned. Even the graduate and non-graduate schemes of service have been merged," added Mr Thiruman.

Acting Minister Ng said that STU has an important role in the education landscape where teachers and principals are important ingredients.

"STU's work to promote the welfare and well-being of the learning journeys of teachers will remain fundamental to drive teachers forward.

"When we have good teachers, we have good students and when we have good students, we have a bright future," he said.

Coming Soon

The Future Leaders Summit

Find out what you can do today to prepare yourself for tomorrow at the upcoming U Future Leaders Summit.

By **Jonathan Tan**

Co-organised by NTUC's Membership Department and Singapore Press Holdings (SPH), the U Future Leaders Summit, themed 'Future-Ready Careers amid Global Transformation', will address the accelerated pace of change in the global economy, the emergence of disruptive changes and the impact these will have on our jobs today.

GET FUTURE-READY

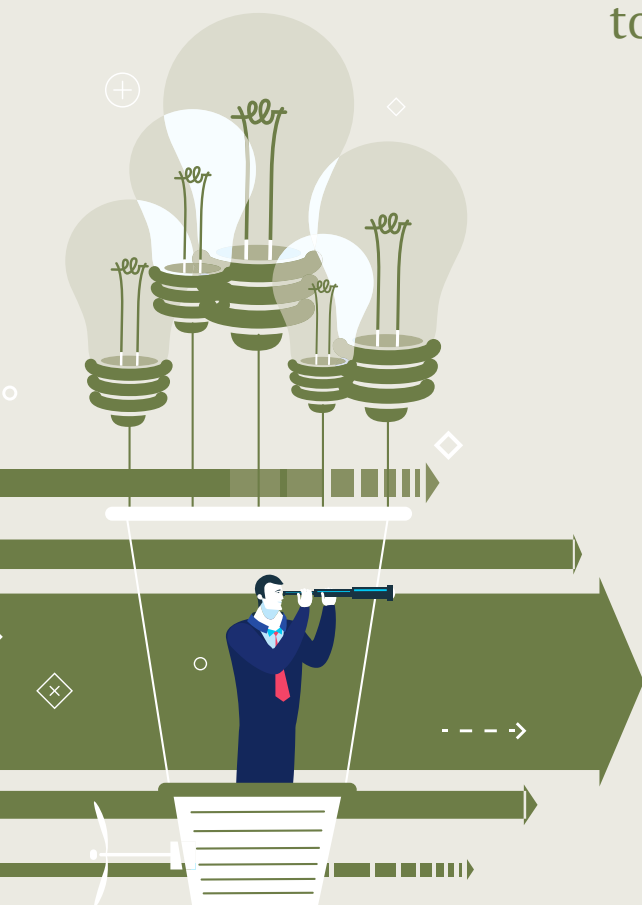
Taking place from 2-3 July 2016 at the Marina Bay Sands Convention Centre, the forum will see industry leaders such as Andrew How, managing director of Korn Ferry Hay Group, and Jennifer Ng, vice-president of Human Resources at SAP Global Customer Operations in Asia Pacific and Japan, share their insights on what readying ourselves for the future entails.

Participants will also get an opportunity to engage with Guest-of-Honour NTUC Secretary-General Chan Chun Sing in a dialogue session.

"The Summit will focus on thought-provoking discussions with exclusive insights to inspire and inculcate leadership skills in PMEs (professionals, managers and executives) to give them an edge in tackling complex challenges within the workplace and in one's career.

"PME delegates can also leverage this platform for prime networking opportunities with dynamic and influential leaders of various domains and like-minded peers for exchanges on future workforce trends, progressive perspectives and prospects," shared Vivek Kumar, director of U Future Leaders.

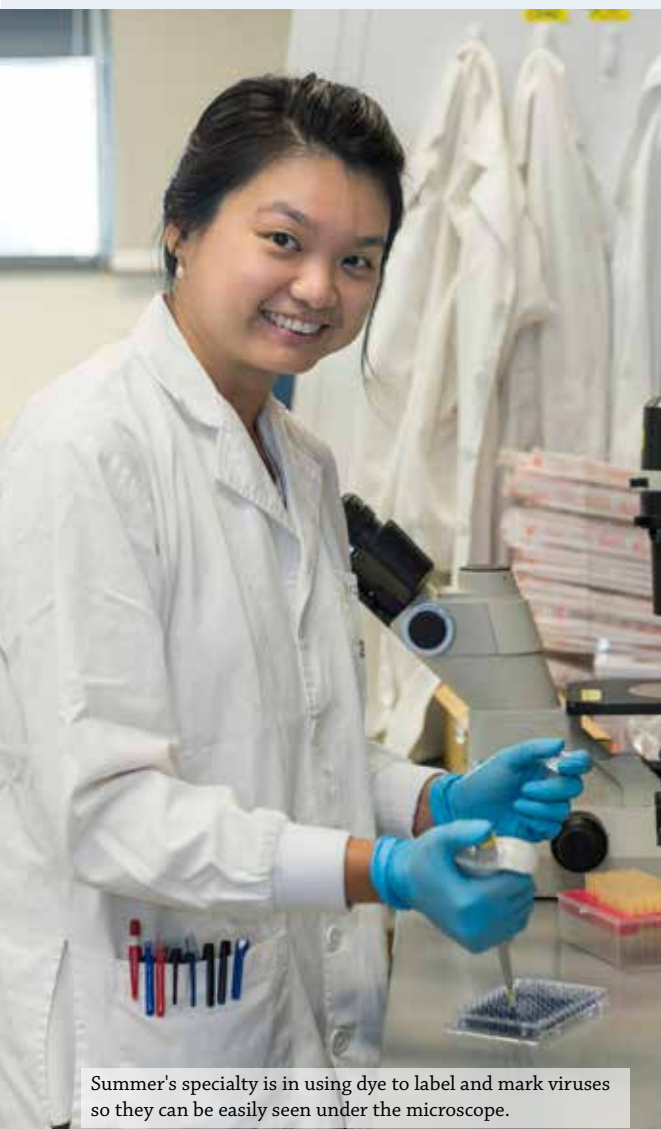
Event Date: 2 and 3 July 2016. **Venue:** Marina Bay Sands Convention Centre. **Ticket prices:** \$60 for NTUC member (2 days)/\$100 for general public (2 days). For more details and to register, visit ntuc.org.sg/ufutureleaders.



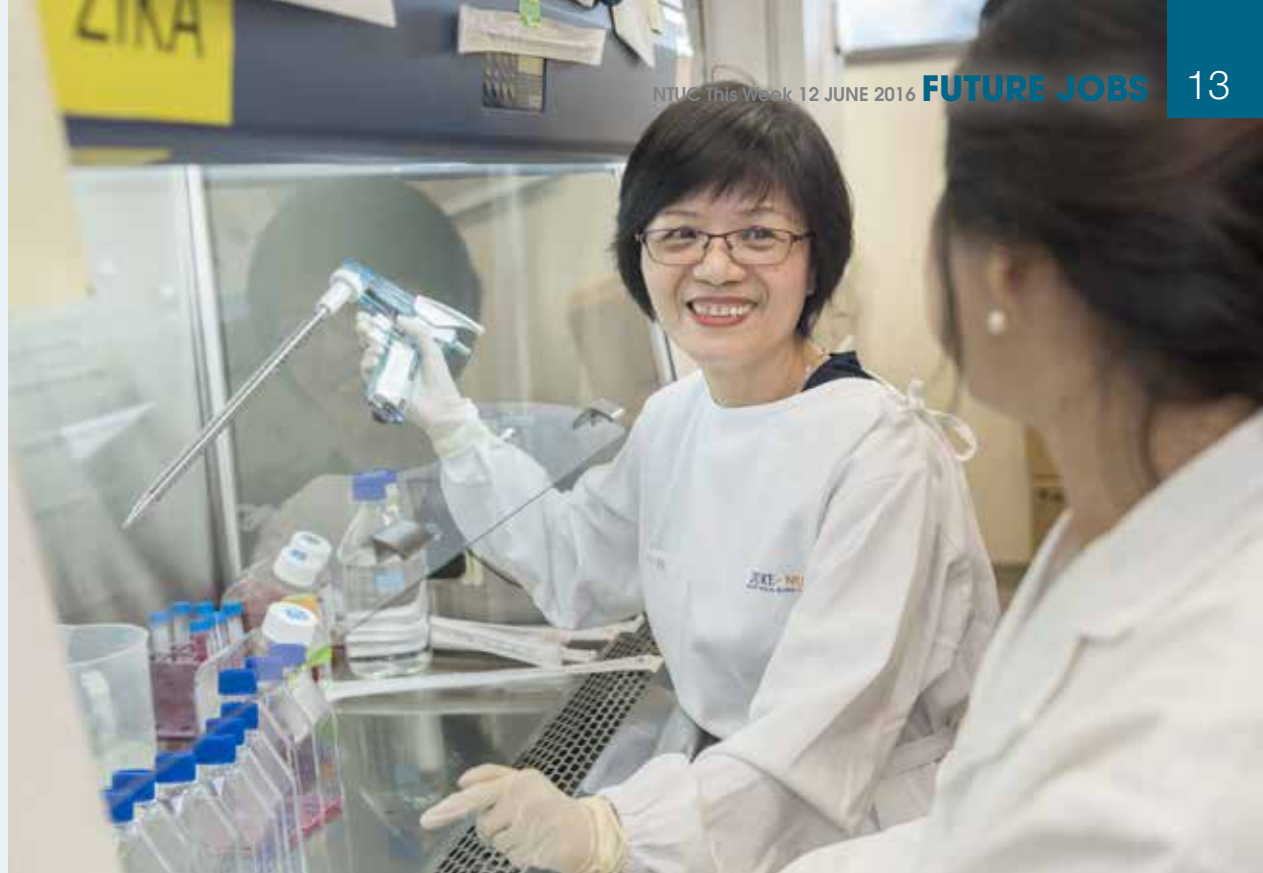
More Than Just Lab Work

As the field of medical research continues to grow in Singapore, research associates Summer Zhang and Tan Hwee Cheng share what it is like working in the laboratory.

By **Jonathan Tan**



Summer's specialty is in using dye to label and mark viruses so they can be easily seen under the microscope.



"We may work with viruses, but here in the lab, it's actually cleaner and safer, with no mosquitoes too," says Hwee Cheng.

As part of Singapore's \$19 billion Research, Innovation and Enterprise 2020 plan announced by Prime Minister Lee Hsien Loong on 8 January 2016, the health and biomedical sciences sector is poised to receive some \$4 billion in funding over the next five years.

The field of medical science is expected to grow even further as more funding gets channelled into research projects, opening up more positions for research fellows, engineers, research coordinators and clinical research associates.

Far from a regular desk-bound job, a career in medical research can entail being at the forefront of trending topics. In the case of research associates Tan Hwee Cheng, 57, and Summer Zhang, 33, their work in the Laboratory of Dengue Virology, Immunity & Pathogenesis at the Duke-NUS Medical School involves better understanding the mosquito-borne Dengue and Zika viruses.

JOB SCOPE

"The technical term for our work is research associate, but it is like managing a household and ensuring that everything runs smoothly, with enough inventory and having a watchful eye in ensuring that everyone follows the rules in the lab," said Hwee Cheng, who's been working with the laboratory's principal investigator, Professor Ooi Eng Eong, for 16 years.

"We will do everything from conducting the experiment to tabulating the results as well. The information will go towards the writing of research papers, which can be applied to processes such as vaccine development," detailed Summer, who has been working in the laboratory for slightly over two years.

GOOD DAYS AND BAD DAYS

The job is interesting, but it does come with its own unique challenges doing things over and over and tight deadlines.

"Sometimes, you don't always get the results you want, and you don't know why even after repeating the experiments. It can be very frustrating," shared Hwee Cheng.

Summer also added that when reviewers of the research papers come back with comments,

they have to address them within a very short time, with the time limit pressure making the situation stressful.

Eureka moments, though, do make up for the angst and frustrations. Hwee Cheng and Summer both agreed that the most satisfying days are when the research papers they've been a part of get accepted by journals and medical boards and when there are breakthroughs in their research, especially when their ideas are proven to work after months of running experiments.

GETTING THE JOB

For Summer, it was an interest in the practical aspect of science that saw her take up a career in research after she graduated from the National University of Singapore with a Bachelor of Science (Life Sciences) degree.

Hwee Cheng, though, worked her way up through the ranks since she joined the National University of Singapore as a laboratory technician back in 1981. She is now a senior research associate.

Highlighting how laboratories are always on the lookout for research assistants (a cursory search on a notable job portal threw up close to 400 openings for such roles), both Hwee Cheng and Summer shared that while fundamental knowledge in science will help, it's more about the attitude and the willingness to learn and work hard.

"An average person will be able to pick up the necessary skills on-the-job in a year or two. What determines how good you are in the laboratory is how consistent your work is in replicating the same results," said Summer.

GOOD TO KNOW

Keen on embarking on a career in the Health and Biomedical Sciences sector?

Visit NTUC's e2i (Employment and Employability Institute) to find out more.

Address:

80 Jurong East St 21, Singapore 609607

Website: **e2i.com.sg**

Telephone: **6474-0606**

“My personal wish is for the outsourced low wage worker to enjoy better wages because they don't get increments and bonuses.”

FACE 2 FACE WITH

NASORDIN

By Ramesh Subbaraman

It's a union which has a mix of rank-and-file, low wage workers and professionals, managers and executives. Welcome to the Building Construction and Timber Industries Employees' Union (BATU), which boasts some 42,000 members.

We catch up with Nasordin Mohamad Hashim, 55, who has been its president since 2008, to hear issues faced and lessons learnt along his union journey.

NTUC This Week: When did you start your union work and how has the experience been?

Nasordin Mohamad Hashim: I became a branch official by accident because when it was formed, the members wanted me to be their leader as I was voicing up their welfare matters to the manager. Sometimes I was quite vocal in my views. I was elected to BATU Executive Committee in 1999 and became the Assistant General Secretary in 2001. After I was elected as General Secretary in 2002, we had to deal with a case of a company facing serious financial problems. It owed workers salary for at least two months. To reduce the members' burden at the beginning of that year, our Executive Committee decided to provide \$200 to each member. I was really touched by the members' gesture, especially the foreign workers who came forward to share a part of what they had been given with their non-unionised colleagues.

What do you like about your union work?

It can be stressful but the important thing is when do you do something good for the members, they will come and thank you. Sometimes, when you take up their cases and when you manage to get something for them, they personally will appreciate your efforts. In one case, a company in the facilities management industry had lost a contract and the workers became redundant. After negotiations, the union managed to get the workers a good compensation package. The issues that pop up from time to time include cases of companies that are unwilling to negotiate collective agreements, annual increments and bonuses. In the beginning we take the soft approach, but if they refuse to negotiate, we will not hesitate to bring them to the Ministry of Manpower or the Industrial Arbitration Court.

What are some of the issues faced by your members which you have dealt with?

Some of the common issues faced by our members with their employers include annual increments and appraisals, or appeals when issued with a warning letter. When such things happen, we will arrange for a meeting with the management and the union member and go through the case. In the case of a staff appraisal matter, we will urge the company to look at the member's performance for two or three years and not just one year. But we will not condone

non-performers, and in such cases we would request the company to give the worker three months to show improvements. If you don't perform, then even the union cannot help you.

What are some of the activities in BATU that are close to your heart?

The activities close to my heart in BATU are 'Fair' and 'Care'. 'Fair' is to get better benefits for our members in collective agreements for them to be paid fairly with a company's progression. My personal wish is for the outsourced low wage worker to enjoy better wages because they don't get increments and bonuses. BATU has a bigger pool of low wage workers, especially in the cleaning sector. For 'Care', I would hope for the union to provide scholarships and bursaries to our members' children and those facing hardship. Over the years, our study grants to tertiary students of union members have increased. In 2016, more than 90 study grants were given to them.

What would you consider some key takeaways from your union work?

Firstly, I have become wiser. Next, it is important that we listen carefully because at times members don't open up fully with their cases or complaints. We need to get down to the actual situation bothering them. Then, we can take up the case with the management and come to a solution.

Snapshots

A quick round-up of what went on in and around the Labour Movement recently.

Compiled by **Fawwaz Baktee**

Appreciating Our Cleaners

About 70 cleaners working at One Marina Boulevard (OMB) were treated to a luncheon as part of the Labour Movement's annual initiative of appreciating low-wage workers under its U Care initiative.

The luncheon organised by NTUC Care and Share Department saw a total of \$4,940 raised by NTUC-ARU staff given out to 38 cleaners working at NTUC Centre.

The remaining cleaners were given cash or vouchers through funds raised by OMB tenants Allen & Gledhill, Microsoft and Singapore Workforce Development Agency.

NTUC Assistant Secretary-General and Care and Share Department Director Zainal Sapari shared: "I know many of the cleaners look forward to this yearly event. More importantly, we want to send a very clear message that these cleaners are a part of our family and the work they do is important as they make a difference in keeping our work environment clean."



Partnership Agreement Renewal

Singapore and the International Labour Organization (ILO) have strengthened their commitment to promote decent work in Southeast Asia with a renewed partnership agreement signed on 6 June 2016 at the 105th International Labour Conference held in Geneva.

The agreement was signed between ILO Assistant Director-General and Asia and the Pacific Regional Director Tomoko Nashimoto and Singapore Ministry of Manpower (MOM) Permanent Secretary Aubeck Kam.

Under the agreement, ILO and MOM will work together on activities related to occupational safety and health, tripartism and social dialogue.

The agreement also includes preparation and development of statistics and new data collection methods for occupational safety and health (OSH), an OSH workshop, social dialogue and the organising of the XXI World Congress on Safety scheduled to be held in September 2017.

Singapore first signed the partnership agreement with ILO in 2011 and last had it renewed in 2014.

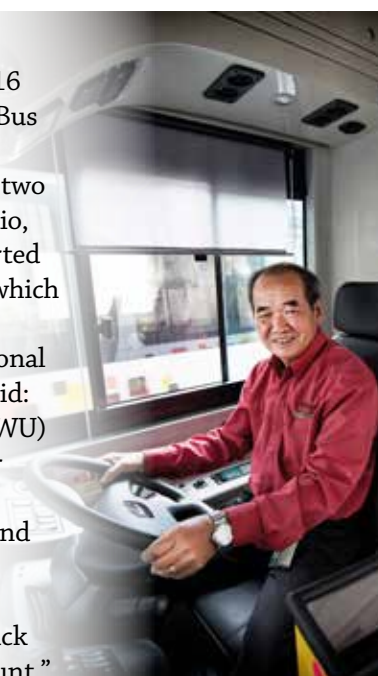
Third Bus Package

The Land Transport Authority (LTA) announced on 7 June 2016 that a third bus package has been put up for tender under the Bus Contracting Model.

The Seletar bus package comprises 24 existing services and two new services. The bus services will be operated from Ang Mo Kio, Yio Chu Kang and Yishun bus interchanges, and will be supported by the new Seletar Bus Depot located off Yio Chu Kang Road, which is scheduled to be completed by the third quarter of 2017.

Responding to the announcement in a Facebook post, National Transport Workers' Union Executive Secretary Melvin Yong said: "In recent weeks, the National Transport Workers' Union (NTWU) together with LTA, SBS Transit and SMRT, had conducted over 10 engagement sessions with the affected staff. Through these sessions, we addressed their concerns, clarified their queries, and sought their feedback regarding the latest changes.

"We have been working closely with the Public Transport Tripartite Committee to ensure that the concerns and feedback from our affected bus captains are heard and taken into account."



CIEU: The Union That Cares

The Chemical Industries Employees' Union (CIEU) gave out a total of \$52,450 to 261 of its members' children at its annual Scholarship, Education Grant and Book Prize Awards Ceremony held on 4 June 2016 at the NTUC Centre.

"As we know, the economic growth for Singapore last year has reported a slowdown to levels last seen during the financial crisis in 2009. Unfortunately, the slowdown has also impacted many other countries such as China and Europe. It is a global phenomenon.

"This means that CIEU will likely encounter greater difficulties in raising funds for the awards next year. However, we pledge to not let this affect the continuity of our efforts as the union that cares. We are not only a union that cares, but also a union that cares even more when times are bad," said CIEU President Effendy Mohd Shariff in his speech.

Into its eighth year, the awards were co-funded by the U Care Education Co-funding Scheme.

不止是搞实验罢了

医学研究在新加坡方兴未艾，实验室研究助理员张立欣和陈慧青二位分享他们在实验室的具体工作。

正如李显龙总理于2016年1月宣布政府将拨款190亿元推动研究、创新与企业2020年计划时所说的，在这项计划之中，生物医药行业将在未来五年内获得40亿元的经费。

在此项目下，医学行业预计将会大幅度成长，投入的项目经费也必然水涨船高，而其所聘请的研究员、工程师、研究协调员和临床研究助理员人数也将随之增多。

与伏案工作不同的是，从事医学研究意味着必须投身热门题目的前线。以研究助理员陈慧青（57岁）和张立欣（33岁）来说，他们在杜克-国大医学院的登革热病毒、免疫力与病理实验室工作，职责是深入了解由蚊子传播的骨痛热症和兹卡病毒。

工作范畴

与实验室首席研究员黄英勇教授一起工作了16年的陈慧青表示：“我们的工作职称是研究助理员，实际上我们就像管家一样，必须确保工作流程的顺畅，库存足够，并要好好监督每一个人都严格遵守实验室的工作规程。”

在实验室工作两年出头的张立欣补充：“我们的工作涉及研究的每一个过程，从展开实验到记录实验成果都包含在内；而我们的研究发现最终将形成论文，应用于疫苗开发等用途。”

工作的酸甜苦辣

“我们的工作固然有趣，但也有着自己独特的挑战，就是必须反复的做着同样的试验为取试验数据并且在紧迫的时限内完成工作。”

陈慧青说：“有时候，实验结果不如人意，即便经过多遍实验也不知其然，真是令人心烦和沮丧。”

张立欣补充说，当上头批注论文之后，研究员就得在很短的时间内按意见解决问题，压力可谓不小。

工作顺利固然可以弥补焦虑与挫折引起的不快，陈慧青和张立欣两位都同意，最让他们感到满足的却是研究论文得到学术期刊和医学委员会的认可，以及研究取得突破，尤其是想法经数月实验证实可行的时刻。

踏上科研之路

对于张立欣而言，是她对应用科学的一份浓厚兴趣与热忱让她自考获国大理学士学位（生命科学方向）之后踏上了研究工作之路。

陈慧青则是在1981年起在国大担任实验室技术员后便一路在科研领域发展。如今她已经是一名高级研究助理员了。

两位着重指出，实验室研究助理员职位一直有空缺。本报记者只须轻点鼠标，便在著名的求职网站上找到近400个实验室研究助理员的招聘信息。陈慧青和张立欣还指出，申请这份工作，除了需要有科学基础知识，更重要的是工作态度要好，肯学习和勤劳苦干。

张立欣说：“一般人在一两年内便能在工作中学会所需的技能，而判断一名实验室研究助理员到底有多好则是要看他如何保持一致地复制相同的结果。”

