

PARTNER OF LABOUR MOVEMENT

Hua Cheng Education Centre Pte Ltd

Nominated by NTUC U SME.

Hua Cheng Education Centre Pte Ltd has been a Labour Movement Partner since November 2021. Hua Cheng sponsored their employees with NTUC Membership as part of its flexible employee benefits.

In April 2023, Hua Cheng Education Centre formed the Company Training Committee (CTC) and embarked on a fruitful Operation & Technology Roadmap (OTR) journey to engage key staff to collectively plot its five-year strategic growth plan. This resulted in its collaboration with the NTUC U SME to launch the EduTech web-based Learning eXperience Platform (LXP).

Through the CTC Grant, the LXP will provide innovative, tech-empowered immersive courses based on the Ministry of Education's syllabuses for primary school students. Upon the successful implementation of the CTC, more than 20 of their workers will benefit from wage increment.

As Hua Cheng Education Centre undertakes its digital transformation initiative and gears up for the new LXP, it has proactively ensured that all staff are digitally prepared. This includes enrolling non-academic staff in web-based and leadership training programmes.

Hua Cheng Education Centre rewards its employees fairly by constantly reviewing their performances. For example, besides granting annual increments and performance bonuses, the company also gives monthly recognition and quarterly achievement awards to deserving teachers, customer relationship staff, and backroom personnel, encouraging them to keep up with continued good performances.

Through the NTUC In Your Workplace (NIYW) Programme, Hua Cheng Education Centre has consistently achieved 100 per cent of the 3Bs Checklist, aiming to cultivate a Better Workplace, Better Worker and Better Work. The company organises yearly overseas teambuilding retreats in November after the school term to foster staff alignment, bonding and morale. During each Chinese New Year festive season, the company will host an annual staff dinner to celebrate the auspicious occasion and reward their staff with a sumptuous meal to thank them for their dedication, hard work, and support towards the company.

Of the 10 Tripartite standards, Hua Cheng Education Centre has adopted six. Hua Cheng Education Centre is also one of the 12 companies that affirmed its commitment to fostering age-friendly workplace environments with NTUC and People's Action Party Seniors Group during the International Day of Older Persons 2023. Additionally, it has fostered a supportive environment for women, demonstrated through their approval of a pregnant employee's request to work remotely during the month leading up to childbirth. Hua Cheng Education Centre has also achieved NTUC U Women and Family's Better Workplace programme in 2023.