

Year 2018 (113th Issue)



THE ASSURED

A Quarterly Publication of The Singapore Insurance Employees' Union

SIEU

with
You



The Assureds is published by
Singapore Insurance Employees' Union
MCI (P) 152/04/2016

190 Middle Road #10-07
Fortune Centre, Singapore 188979
Tel: 6337 0273 Fax: 6336 2008

www.sieu.org.sg

Education & Publicity Committee



Luke Hee
Editor



Muhd Azmi Bin Abdul Aziz
Chairman



Roslina Ya'cob
Vice Chairwoman



Hasif Rosol
Secretary



Priscilla Tan
Member



Ng Siow Ling
Member



Jerry He
Member

Contents

SIEU Exco	1
SIEU EXCO Seminar 2017	2
5th UNI APRO Commerce & Finance Joint Conference	4
SIEU 23rd Annual Goodwill Bowling Tournament 2017	6
2 Days 1 Night Batam Getaway	8
A Movement with a Smile	9
SIEU Scholarship & Bursary Award 2017	10
Guest of the Hour	12
NTUC Ordinary Delegates Conference 2017	14
Tripartite Advisory on Mandatory Retrenchment Notification	15
Winners Only	16



Please tell us the changes in your contact details. You may return this slip to SIEU,
190 Middle Road, #10-07, Fortune Centre, Singapore 188979 or email us at sieu@ntuc.org.sg

Name: Mr/Mrs/Miss/Mdm _____ NRIC: _____

Company: _____ Office Tel: _____ Mobile No: _____

New Address: _____ Postal Code: _____

Email: _____



Singapore Insurance Employees' Union
EXECUTIVE COUNCIL COMMITTEE
FOR TERM 2017 - 2020

Advisors



Patrick Tay
Teck Guan



Dr Teo Ho Pin



Jessica Tan
Soon Neo

The Executive Council



President
Christine Lim Li Han



General Secretary
Luke Hee Wing Wai



Treasurer
Lee Moi Cheng



First
Vice-President
Yacob Mohamed Yusoff



Second
Vice-President
Tan Poh Lay



Deputy General
Secretary
Noor Hasman Haron



Assistant Secretary
Christopher Seow
Yan Weng



First Assistant
Treasurer
Debby Lim Chui Kiow



Second Assistant
Treasurer
Simmy Ng Wai Leng



Member
Jerry He
Zhengxian



Member
Jeslyn Low
Hwee Choo



Member
Nurwati Mohamed
Rabani



Member
Tony Kow
Chai Heng



Member
Roslina Ya'cof



Member
Jennifer Yip
Lai See



Member
Johnny Ngan
Eng Seng



Member
Gimmy Yeo
Siok Thiam



Member
Annie Chua



Member
Michelle Lim
Poh Hoon



Member
Nor Hasikin Idris



Member
Noormala
Lasiman



Member
Muhammad Azmi
Abdul Aziz



Member
Elizabeth Lock
Mai Leng



Observer
Winnie Koh
Lai Peng



Observer
Lucy Wong
Kit Peng



Observer
Alfred Toh
Hock San



Observer
Juliet Lee
Loi Nah



Observer
Tan Kai Hock



Observer
Corinne Tan



Observer
Dennis Ng



Observer
Loo Puay Eng



Observer
Eric Lim

Internal Auditor



Internal Auditor
Alice Loh Mei Lan

Trustees



Trustee
Irene Phua Siew Ngo



Trustee
Mary Goh Lee Hoon



Trustee
Goh Chwee Hoon

Staff



Admin Officer
Terry Lee Kok Hua



Admin Secretary
Wendy Wong



“I am back to basics”

- Sis Ng Siaw Ling

It was a grey morning with a dull sky on 4 November 2017 in Taipei, the capital city of Taiwan.

The telephone by my bed rang. I picked it up and said 'Hello!' A friendly voice greeted "Good morning, this is your wake-up call! Thank you!" I replied back and went back to sleep. It was 7am. Suddenly, I realised that there would be a seminar at 9 am. My head was pounding from a migraine and my lungs were bursting from a bad cough the night before. I was about to boil over. I had to pacify myself and hoped my cough would improve. But it didn't. Unwillingly, I jumped out of the bed and started to do my morning chores. After breakfast, I headed to the meeting room in the hotel with Sister Suguna, a delegate from India International Insurance Pte Ltd.

Despite the weather, everyone was ready for the seminar. The room consisted of 6 tables and the seats were allocated in groups. I was seated in Group 1 together with unfamiliar faces. I have not been very active in the union except collating information and photographs for SIEU events, and published them in our quarterly magazine, The Assureds. So, this seminar gave me an opportunity to stay connected with people I met in the meeting room.



Like all seminars, it started off with a brief introduction about trade unions and their roles. It also talked about SIEU's health condition like revenue, social well-being etc. The union conducted a survey and compiled these responses and presented them during the seminar – presence of SIEU, awareness of the union's benefit, activities, etc. Not easy tasks I must say! The world is moving fast and we have to step out of that comfort zone and embrace technology.



The seminar also highlighted the importance of the leaders' willingness, competency and commitments. The seminar on identifying these qualities served as a guide for us to assess if we possess all the mentioned qualities. I folded my arms and pondered on the famous quote by David McNally - "Commitment is the enemy of resistance, for it is the serious promise to press on, to get up, no matter how many times you are knocked down." Are we willing to be competent and committed in what we are doing? And, do we persevere on? Are those qualities evident in us? We need to reflect and constantly ask ourselves.



In the late afternoon, the groups had in-depth discussions. The topics discussed were about reviewing the union's policy, recruitment of new members, how to engage and retain them. What I learned from it was how well each member of the group cooperated and were very much engaged in the discussions. This motivated us to participate and contribute more ideas. A representative from each group had to present their findings at a later stage. I must say every group presented very well with the written points on flip paper board. I enjoyed listening to their ideas and opinions. Having missed SIEU's seminar for many years, I would think this is like a beginner's course where I get reminded of the core purpose of the union.

As Sister Suguna was my roommate, I asked her how she felt since this was her first overseas seminar. "It was an eye-opener for me. It is important to have union's protection and learn the meaning of leadership and commitment. What matters most, is full co-operation and working hand-in hand with each other", she said. I simply could not agree more with Sister Suguna on the importance of full co-operation and teamwork amongst the union members.

As a whole, the seminar was interesting and great fun. I am thankful to SIEU for the great and enriching experience I got from this seminar.





UNI APRO CONFERENCE

Insights from a Young Unionist



Bro Kai with the international translator

By Bro Tan Kai Hock (Bro Kai)

At the age of 29, I am delighted to be given the opportunity by my brothers and sisters from Manulife to represent them as the Branch Chairman. Being the youngest Branch Chairman in SIEU is not only an honour and privilege for me, but it also reflects the robust and forward-thinking attitude of the union and its current leadership in grooming future leaders as part of its 3F plan – Flow In, Flow Up and Flow On.

The union's values of enhancing their members' lives is evident in the Executive Committee (EXCO) meetings I attended where the EXCO does more than just listen but also discuss the matters brought up. This, together with the trust placed on me by my members, motivates me to speak up more for my members who may face problems at work, life and adapting to the current economic condition.

On 21 November 2017, I was given the opportunity to attend a 3-days UNI-Apro Finance Sector Conference in Jakarta. The quadrennial event gathers trade unionists from the Asia Pacific region to share on their countries' financial sector's landscape. I am grateful to SIEU for letting me be part of this eye-opening experience.

Prior to attending this conference, it never occur to me that we are currently living through the 4th industrial revolution – a world of digital and technology. I was born during the 3rd industrial revolution where automation and information technology disrupted the world's economy. Today, the 4th industrial revolution is disrupting businesses and economies through Cyber Physical Systems or CPS. CPS are the integration of computation, networking, and physical processes. In short, it is like an intelligent ecosystem to do more than just automate manual processes but also provides models and solutions based on gathered data.

As an employee, I must admit that this advancement makes me uncomfortable, but I know it is unavoidable. As a consumer, I applaud this advancement as I prefer engaging service providers who adapt the latest technology. When I make a request, I expect to be attended to at the shortest time or even instantly. From experience, I know that service providers who have less manual processes and adopt intelligent technology to speed up processes have a higher chance of meeting my expectations.

As an activist in the labour movement, my concern and priority are always on employees' welfare and a speaker from Japan demonstrated how the financial technology, or Fintech, benefits us as employees at the end of the work chain. For example, the partially automated claims processing technology increases efficiency and reduce working hours, leaving more time for our families. The technologically-assisted processes also minimises human error and increases customer satisfaction.



The conference has broadened my perspectives as a trade unionist and exposed me to the labour movement on an international level. It also reinforced the importance of my duty in encouraging and helping employees to shift their skills set to match new or enhanced tasks for a smooth transition between employees and employers. Upgrading of skills also ensures that we are not controlled or replaced by technology but use technology to enhance our work processes and labour conditions.

When it comes to opportunities to upgrade, I am thankful that Singapore surpasses the other countries represented at the conference in providing plenty of avenues and incentives such as the Skills Future credits from our government and UTAP training fund for union members. I have personally benefitted from both these initiatives and I hope that our brothers and sisters will also take advantage of these opportunities.



Sis Christine with her presentation on 4th Industrial Revolution – The future of work



SIEU delegates with UNI's Deputy General Secretary, Christy Hoffman



SIEU 23rd

Annual Goodwill Bowling Tournament 2017

Men Individual Category



BRO IVAN LIAN
AVIVA LTD
TEAM C



BRO EDMUND TAN
NTUC INCOME INSURANCE
CO-OPERATIVE LTD
TEAM A



BRO YACOB MOHD YUSOOF
TOKIO MARINE INSURANCE
SINGAPORE LTD
TEAM A

Ladies Individual Category



SIS TAN LI XUAN CALISTA
INDIVIDUAL



SIS MARIANAH MAHFUD
INDIVIDUAL (GB)



SIS DOROTHY SAW
AIA SINGAPORE PTE LTD
TEAM B

Congratulations To All Winners!

16 September 2017 @ Orchid Bowl, Orchid Country Club

Teams Category



NTUC INCOME INSURANCE
CO-OPERATIVE LTD
TEAM A



AVIVA LTD
TEAM C



AIA SINGAPORE PTE LTD
TEAM A

SIEU Sports & Recreation Committee



2 Days 1 Night Batam Getaway



By Sis Simmy Ng

SIEU does not only look after the interest of its members at the workplace but also takes great interest on their social wellbeing. As Singapore's ageing population continues to grow, so does the silver generation members of SIEU. Hence, promoting active ageing and healthy living amongst them is important. With that in mind, SIEU U Live committee organised a short trip on 5 August 2017 to Batam, a small nearby Indonesian island that is well known for its beaches, eateries and a popular destination for weekend getaways.

They visited places of interests and also savoured the local delicacies. A lot of preparation was done by the U Live committee to ensure that the trip was enjoyable, fun but yet meaningful. It was an opportunity for like-minded people to meet, interact and strengthen the camaraderie.

The SIEU U Live committee organises various activities for U Live members throughout the year which are broadcasted through the Company Branch Chairman.

About SIEU U Live

For who? Members who turn 55 years old and above.

How to join? One month before your 55th birthday, you will receive a welcome pack from NTUC. Inside, you will find a sticker and instructions on where to paste it on your Union Card.

Benefits? U Live members will enjoy all existing benefits that Union members are entitled to. In addition, members of U Live will also be given age-specific enhanced benefits. To find out more about the additional benefits, please visit www.ulive.sg/

You can also email sieu@ntuc.org.sg if you have any query.

A Movement with a Smile



By Bro Jerry He

On 3 September 2017, SIEU Women and Youth Committees co-organised a visit to the Moral Home for the Aged Sick. The visit, now in its second year, is a collaborative effort between the two committees to not only foster stronger relations amongst us but to also give back to the community.

The residents of the home were treated to fun activities such as simple morning exercises, games, sing-a-long session and even a mini party to celebrate the birthdays of residents who were born in September.

As a volunteer for the second time, I was pleasantly surprised by the warm reception from the residents, many of whom remembered me. The residents shared excitedly stories of their life in the past year as they held onto my hand. The warmth of their touch, the sparkle in their eyes and the joy in their laughter throughout our conversations brought smiles to my face and gave me a sense of fulfilment and enlightenment.

As I looked back at the experience, I realised that volunteering at the Home is similar to union work. It is all about the people and the relationships we foster through our interactions. It is about how we take the time to hold each other's hands and move forward together. It is about the support we provide and the smile we put on our members' faces as we build a stronger and more positive working environment.



SIEU Scholarship &

SIEU has been giving out the Scholarship & Bursary Award to members' children for over 20 years. The objective of this Award is to help members with the costs of their children's education.

This year, a total of 48 applicants were successful after going through a rigorous selection process. With the concerted effort and co-funding from NTUC U Care, SIEU was able to provide more awards to benefit members' children. This amounted to a total of \$14,760.



Primary School

S/No	Company	Member's Name	Child's Name
1	INCOME	ONG CHWEE LING	LAI WEI QII
2	INCOME	CHAN MEOW KHOON	TEE CHEE WEE
3	AIG	JUMAAT BIN RETUEN	TIRMIZI BIN JUMAAT
4	INCOME	TEO BEE HWA	TAN QIHAO CADEN
5	AIG	HO BIN HUA	HO YI XUAN
6	INCOME	AZMAN BIN ABDUL RAHMAN	SITI NAMEERAH BINTE AZMAN
7	AWAC	TAN WOAN LING	LOO YI HONG JAYDEN
8	INCOME	AZLIN BINTE RANI	MUHAMMAD RIFQI BIN AZMIE
9	INCOME	QUEK MUI KHENG	TAN TIAN XIN DILYS
10	SOMPO INSURANCE	TAN YEN THENG JESLYN	ONG EN NING GENEVE
11	INDIA INT'L INSURANCE	ZAINAL BIN MOHAMMED	ZATASHA BINTE ZAINAL
12	INCOME	ZUBAIDAH BINTE BASRI	MUHAMMAD IRYAN ANAQI BIN IRWAN
13	TOKIO MARINE LIFE INSURANCE	LAU MEI LAN GLORIA	KOH ZHAN MING CLAVIS
14	INCOME	YAU SOON TIN JOHN	YAU KAI TING COLLEEN
15	INCOME	YEO MEEI TZE	JZVAN LIM YI RUI
16	INCOME	ONG HUAY CHIN	CRYSTAL KWOK CAI JING
17	INCOME	YEO LINDA	CAYDEN ONG KANG WEI
18	INCOME	QUEK MUI KHENG	TAN TIAN LE DARYL
19	INCOME	YAU SOON TIN JOHN	YAU YUAN QING HESPER
20	INCOME	YAP CHEE LING	LOY LIANG JUN DARREN

Bursary Award 2017

21	INCOME	JURAIDAH BINTE ABBAS	MUHAMMAD HAZIQ ARYAN BIN MASRUDIN
22	AVIVA	KAVITHA D/O SATHIAMOORTHY	RISHITA PRIYA D/O SARAVANAN
23	INCOME	JEHAN FARINAH BINTE JAFFAR	HILMAN FAIZ BIN MOHAMED NURFITHRI
24	AVIVA	YEO AI LING	PHILAINE LIEW EN XI
25	SOMPO INSURANCE	TAN LEE LEE	NG SHI YIN
26	AIG	MARHAINI BTE ZAINAL	NUR INSYIRAH BINTE ROSMAN
27	UOI	LOKE KIT YOOI	AUSTIN CHIA YI SEN
28	INCOME	TAN LIN CHENG	CHAN YEJIE WAYNE
29	INCOME	YAP CHEE LING	LOY LIANG YI VANNISTEL
30	INCOME	AZLIN BINTE RANI	MUHAMMAD IRFAN BIN AZMIE
31	INCOME	ZUBAIDAH BINTE BASRI	MUHAMMAD IQMAL AQASHA BIN IRWAN

Secondary School

S/No	Company	Member's Name	Child's Name
1	FCI	LUTFAH BTE HALID	MUHAMMAD FATHI BIN RAFIE
2	INCOME	TAY BEE LING DIANA	ANNABEL PHANG SHENG WEI
3	MSIG	SALINAH BTE HUSSEIN	NUR SABIRAH BTE MOHD ARIF
4	UOI	LOKE KIT YOOI	JUSTIN CHIA YI ZHONG
5	INCOME	AZLIN BINTE RANI	NURUL IZZATI BINTE AZMIE
6	FCI	NG SIOH HONG	GOH FANG LIN BEVERLINE
7	INCOME	NG HOCK HUAT	ZHUANG SHOU HE
8	INCOME	TAY BEE LING DIANA	SEAN PHANG SHENG CHENG
9	ALLIANZ	CHAI SOO LAN	DARREN LIAW QI XIANG
10	INCOME	ZURAIMEE BIN MANTAU	NADHIRAH BINTE ZURAIMEE
11	INCOME	TAY BEE LING DIANA	RACHEL PHANG SHENG TING
12	MSIG	SALINAH BTE HUSSEIN	MOHD NOR ASLAM BIN MOHD ARIF

Post Secondary School

S/No	Company	Member's Name	Child's Name
1	INCOME	LIM SENG HOE	LIM HUI SHAN ANGELA
2	ALLIANZ	JASMINE CHONG YOCK CHIN	LIM ZI JIAU
3	TOKIO MARINE	PEH PECK GOON	CHONG NIAN KAI
4	MSIG	TAN HOO HOON	ANDRE ERNEST WONG YE JUN
5	INCOME	SURIYATI BINTE YA'AKUB	MOHAMMAD SYAFIUDDIN BIN SAWALLUDIN



Guest of the Hour



In the recent SIEU EXCO meeting in September, Brother Heng Chee How, Deputy Secretary-General of NTUC and MP for Jalan Besar GRC (Whampoa), dropped by to talk about the evolving labour landscape.

In the conversations, Brother Heng highlighted the shift of the workforce towards a more project-based landscape as evident by the increase in the number of self-employed and freelancers. This increase is set to continue as the world moves towards digitalization and changes its business models and operations.



While this evolution is expected to pose a myriad of challenges to workers, Brother Heng feels that it will also bring about vast opportunities which can only be fully taken advantage of through an optimistic attitude and the willingness to upgrade one's skills set.

The upgrading of the workers' skills would also mean a shift of the workforce towards Professionals, Managers and Executives (PMEs). This trend has led our union leaders to discuss the need for this segment of the workforce to be represented and protected through a collective agreement especially with the recent retrenchment trends seen in many industries. This is an area that SIEU will pursue without reservation.



NTUC Ordinary Delegates Conference 2017



On 15 Nov 2017, NTUC affiliated unions gathered at the NTUC Ordinary Delegates Conference (ODC) 2017 and voted to update NTUC's constitution to expand its network to serve all working people in Singapore.

The delegates also endorsed a set of nine papers that outlines the Labour Movement's (LM) direction and future efforts. These include leveraging on the network of industry expertise of U Associates for PMEs to expand their professional network and acquire better competencies to stay competitive, updating NTUC Social Enterprises' (SEs) products and services through the use of gathered data to meet the changing needs of workers and strengthening the U Career Network for timely and relevant trainings and insights for our workers, amongst other things.



With the enhanced initiatives from NTUC and the continued commitment of SIEU, being a member of the union has many benefits. Apart from updated products and services, there will be more avenues and opportunities for workers to stay competitive in this robust yet uncertain economy. For PMEs, an increasing demographic in the workforce, this means better and more relevant support for their careers and well-being.

As a union, there is plenty to gain from these plans and efforts too. The expansion of NTUC's network enables us to value-add our commitment to our members and supplement our efforts in moving our scope of representation up to include the PMEs. The support from NTUC also means that SIEU can tap on a wider pool of resources and expertise to alleviate our competencies and bring the union to the next level.



Tripartite Advisory on Mandatory Retrenchment Notifications

FROM 1 JANUARY 2017

Employers with at least



10 employees
must notify Ministry of Manpower
if



5 or more employees
are retrenched
within a

6 - month period.

Notification
must be
submitted
within



after the
employee is
notified of
his/her
retrenchment.

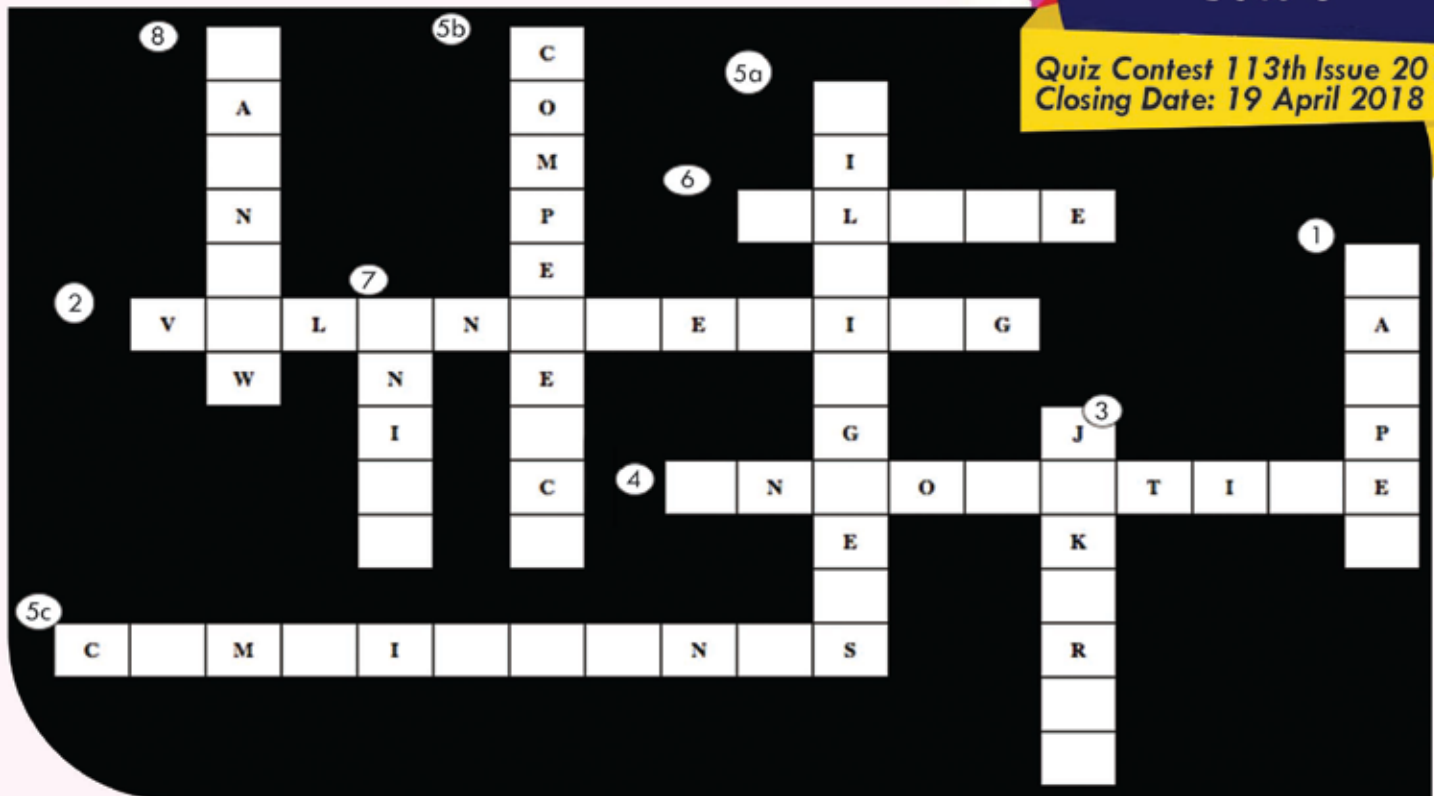


NTUC and e2i
can provide
timely job
placement
assistance to
affected workers.

READ THE ADVISORY AT [HTTP://WWW.MOM.GOV.SG/NOTIFY-RETRENCHMENT](http://www.mom.gov.sg/notify-retrenchment)

WINNERS ONLY

Quiz Contest 113th Issue 2018
Closing Date: 19 April 2018



Name: _____ NRIC No: _____

Co's Name: _____ Email: _____



Questions:

- SIEU Exco Seminar 2017 was held in this city.
- Complete this sentence: _____ at the Home is similar to Union work.
- Uni-Apro Finance Sector conference was held in this city.
- One word to describe "Very creative".
- SIEU Seminar 2017 highlighted the quality of leaders. What are they?
a)
b)
c)
- This committee organised a 2 day 1 night trip to Batam in August 2017.
- Another word for cooperation.
- You see me in seven colours in the sky after the storm has fled. What am I?

Rules:

- The contest is open to all members excepts Officials and Executive Council Members (Branch Chairman) of the Union.
- Only ONE (1) entry per person. Any attempt or suspected attempt to enter more than once per person, shall be deemed as tampering and will void all of your entries.
- The first 20 correct entries drawn by the Executive Council will each receive \$30 FairPrice Gift Voucher from the Union.
- Closing date for contest is 19 April 2018

Winners for the 112th Issue 2017. Each winner will receive NTUC FairPrice Voucher worth \$30. Congratulations!

1. Yap En Haw Christopher (Income)	8. Chan Chee Peng (First Capital)	15. Lim Bee Hong, Wendy (Liberty)
2. Allard Seah (Income)	9. Norizah Asaad (First Capital)	16. Ho Swee Yan (Liberty)
3. Neo Hock Ping (Income)	10. Ng Sioh Hong (First Capital)	17. Sin Yeah Pin Alicia (Liberty)
4. Soh Siew Hong (Income)	11. Luah Li Li, Serene (AIG)	18. Ruslan Bin Marsuki (MSIG)
5. Fiona Shen (Income)	12. Chia Teng Chew (AIG)	19. Chris Tang Yim Muay (Lonpac)
6. Mohammad Mohsin Bin Kamarudin (Income)	13. Chua Siang Lan, Christine (Aviva)	20. Teo Yian Kuon Maria (Tokio Marine Life)
7. Kong Lin Ooi, Angeline (First Capital)	14. Cindy Tan (Aviva)	

Answers to the Quiz Contest 112th Issue, 2017

1. Christine Lim 2. Bilateral 3. Four 4. Trust 5. Dole 6. Collaboration 7. Churchill 8. LMR 9. Mission 10. Vietnam



"CHEEKY LITTLE ONE"
Child of Ting Siew Ling
NTUC Income



"KUNG FU STAR"
Child of Matthew Pan Tau Juan
AIA Pte Ltd



STRIKE

A

POSE



**"INTRODUCING ASHE - MY
PILLOW LOVING CUTIE"**
Child of Phoa Shei Ting Eleanor
AXA Insurance Pte Ltd



"DADDY'S PRINCESS"
Child of Nur Shahira Binte Hassan
NTUC Income



"MY AMAZING GEM IN LIFE"
Child of Lai Ching Ching
Aviva Ltd

Send in your child's photo (5 years old and below) or your recent wedding photo
and if it gets printed, you will walk away with a
\$30 NTUC FairPrice Voucher!

The Executive Council of the Singapore Insurance
Employees' Union wishes all Chinese Members
“A Happy & Prosperous New Year”



Gong Xi Fa Cai