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International Women's Day
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INTERNATIONAL WOMEN'S

NTUC Downtown

Guest-of-Honour: Ms Diana Chia, President of NTUC



8 Mar



DAY CELEBRATIONS 2014


East at D'Marquee

Special Guest: Mr Lim Swee Say, Secretary-General of NTUC



UNI-APRO P&MS Conference

Kuala Lumpur, Malaysia

By Bro Willie Tan 

The Singapore delegation of 32 members from the 9 unions attended the Professionals & Managers Staff Conference in Kuala Lumpur, Malaysia, from 2 to 3 December 2013.

The conference was attended by 113 unionists from the Asia-Pacific region.

UNI-Singapore Liaison Council President John De Payva as the President of UNI-APRO P&MS Committee, tabled a proposal to rename "Professionals & Managers Staff" to "Professionals & Managers Group". The proposal was endorsed by the conference. He shared with delegates on the demographic changes of Singapore's workforce and the Singapore unions' outreach initiatives to P&MS. He also discussed the changes in our Employment Act and Industrial Relations Act that have been formulated in response to such workforce profile changes.

At the conference, Dr Pavinder Kler from Griffith University in Australia presented his report. He argued that unions still have a relevant role to play in improving the workplace security of P&M talent, both in their home countries as well as in overseas bases where they are increasingly being located. This would require union action to be both locally based and internationally focused, so as to ensure a set of shared standards that can be applied globally. The report opined that organized labour needs to make progress on the following areas in order to integrate P&M talent successfully with the unions :-

1. Build trust and empathy with P&M talent
2. Build cordial relationships with employers, governments and educational centres
3. Ensure unions have a greater say in setting shared international standards by encouraging a bottom-up approach in order to complement the current top-down approach preferred by governments
4. React quickly to changing events so as to be always at the forefront of policy-making
5. Ensure that unions which may not seem to share many commonalities with each other are active members of union umbrella bodies such as the UNI.

At the conference, the following unionists were elected into the UNI-APRO P&M Committee :-

East Asia:

Member: Akira Yoda, Director NWJ **Substitute Member:** To Be Advised

South East Asia:

Member: John De Payva, SG SMMWU **Substitute Member:** A female representative from UNI SLC
Member: Ng Choo Seng, GS ABOM **Substitute Member:** Ng Peng Ho, GS UEC

South Asia:

Member: Karthik Shekar, GS UNITES **Substitute Member:** To Be Advised

One Reserved Seat for Women, To be nominated by UNI-APRO Women's Committee

Ex-Officio Members:

Christopher Ng, Regional Secretary UNI-APRO
Pav Akhtar, Director of UNI P&M
Jayasri Priyalal, Director of UNI-APRO P&M



Leadership Development Initiatives Gather Pace

By Bro K S Thomas

SIEU's 3F initiatives notched up another milestone on 19th and 21st February when 31 budding leaders of the Union attended a 2-day session on Employment Laws.

It was conducted by Mr Loh Oun Hean who had spent 30 years in the Ministry of Manpower, Maybank Singapore, Singapore Airlines and Deloitte Southeast Asia. His extensive experience covered human resource, industrial relations, corporate planning, consumer banking and banking operations.

The focus was on issues pertaining to prevailing Employment Laws. Particular attention was paid to the latest amendments to the Employment Act as well as the impending changes to the Industrial Relations Act. Of great interest were changes that will have bearing on SMEs who constitute a growing segment of the Insurance industry.

SIEU's 3F initiatives are part of a systematic **3A plan** for budding leaders to:

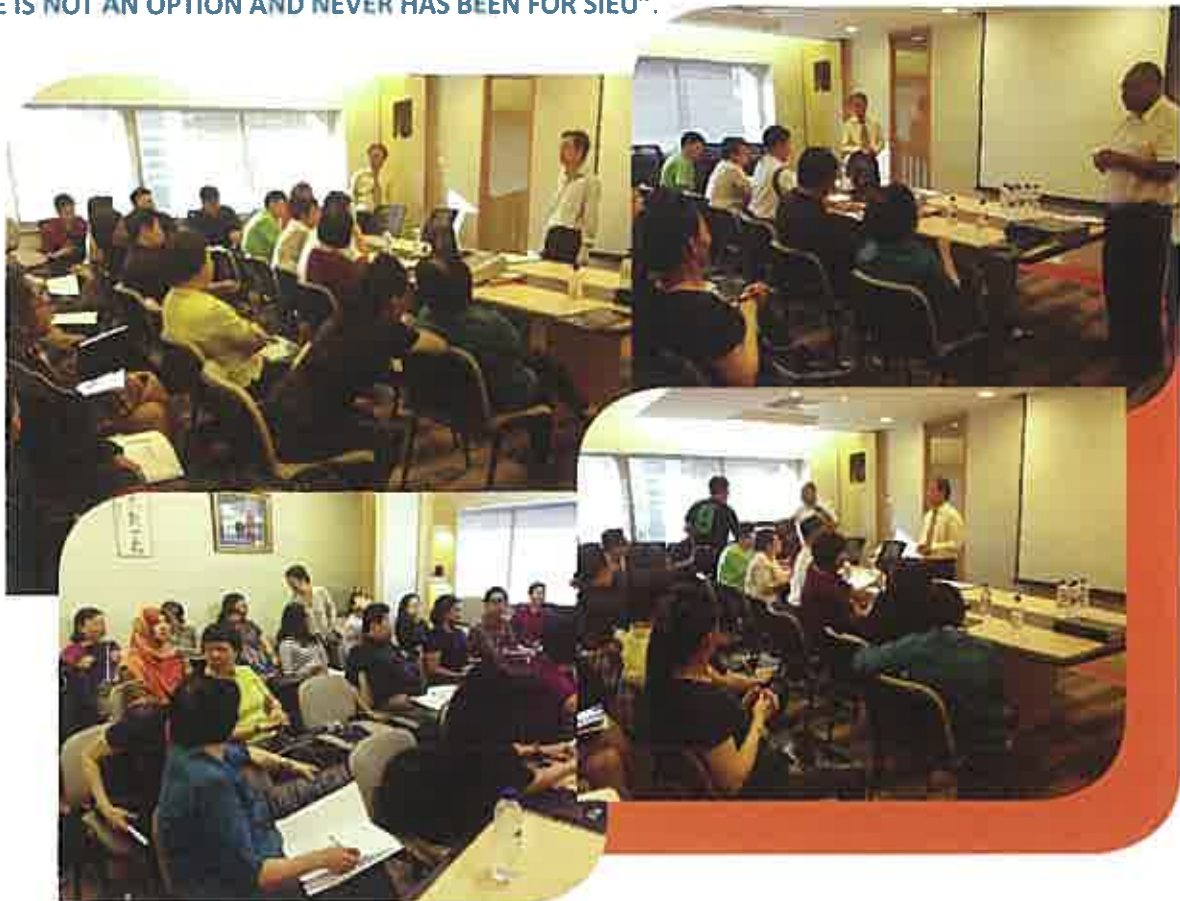
1. **APPRECIATE** the past; strengths and challenges; relationships (both bipartite and tripartite); etc;
2. **ANALYZE** for themselves all the intricacies of these elements and formulate an action plan (outcome / output);
3. **ADVANCE** towards the future with **competence, confidence and cohesiveness**.

There will be 6 more days of training this year on these topics:

- | | |
|-----------------------------------|---|
| 16 May (Friday) & 23 May (Friday) | - "Wage negotiations" |
| 15 Aug (Friday) & 22 Aug (Friday) | - "Grievance handling, discipline, termination and dismissal" |
| 14 Nov (Friday) & 21 Nov (Friday) | - "Counselling skills for union leaders" |

The next step in preparing for SIEU's future will be a Membership Workshop to plan for growth strategies.

SIEU will be turning 60 in 2015. SIEU has come this far because it has been endowed with visionary and dedicated leaders at all levels of the Union. We are confident of overcoming challenges in the horizon with gumption and fortitude. **"FAILURE IS NOT AN OPTION AND NEVER HAS BEEN FOR SIEU"**.





SIEU Seminar 2013

The annual SIEU seminar is not only a get-together for Branch Chairpersons from the various Insurance Companies and members of the Executive Council, but it is also an opportunity for their families and friends to be acquainted with the people whom their spouse, parent or children work closely with throughout the year.

For year 2013, SIEU broke away from tradition and held its annual seminar on the Seas with the Royal Caribbean Cruise from 2nd to 6th December 2013.

During the seminar, participants had lively and interactive discussions. They also re-visited and re-affirmed SIEU's Mission and Vision as well as addressed future challenges which SIEU's leaders might face.

No seminar is complete without some R&R. Other than the exciting cruise and tours onboard the Mariner of The Seas[®], there were also ports of call at Penang and Phuket. We were fortunate that the weather was fine throughout the days.

We thank all Officials, Branch Chairpersons, Delegates and those whose participation and contribution made the 2013 seminar a success.

We look forward to another exciting and fruitful seminar in 2014!

*From all of us,
Seminar Committee 2013*





"SIEU & YOU" Quiz Contest

Closing Date 15 May 2014

Winners Only



A N E W T W F T S D J U
S W F L A J A R R D E E
I R F L E R A A O T A L
A K A N S P P G A G Y B
P M A L A Y S I A E P A
A A D V A N C E C A A D
C S G L D E C E M B E R
I O L E R E A T H T R O
F G U P N V A P H U O F
I U P C D I N R W O T F
C A N A L Y Z E E L G A
Q D E M O G R A P H I C

- As part of SIEU's 3F initiatives, name the systematic 3A plan for budding leaders?
(a) _____
(b) _____
(c) _____
- UTAP makes your training more _____.
- The SIEU seminar 2013 was held in month of _____.
- The UNI-APRO P&MS conference was attended by 113 unionists from the _____ region.
- President John De Payva shared with delegates on the _____ changes of Singapore's workforce.
- The Professionals & Managers Staff Conference was held in _____.

Name: _____

NRIC: _____

Company: _____

Email: _____

Rules :

- The words appear straight across, back-word, up & down and diagonally.
- WordSearch puzzle must be completed in order to be eligible for the contest.
- The contest is open to all members except 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 - 15 May 2014.



Congratulations!

Winners for 101st Issue 2013

Leow Lee Lee	Sxxx7862D	AIG Asia Pacific Insurance
Ting Siew Ling	Sxxx7876B	NTUC Income
Fang Mei Yun	Gxxx5498P	Liberty Insurance
Hasna Buang	Sxxx5127Z	UOI
Loke Kit Yooi Janet	Sxxx3992I	UOI
Sharifah Yasmin Arfah	Sxxx5921F	Tokio Marine Insurance
Yap Lucy	Sxxx6500H	Manulife
Tan Chin Hock Vincent	Sxxx6951A	NTUC Income
Yuen Kam Yee	Sxxx3246H	NTUC Income
Chua Siew Ling Vivien	Sxxx9729C	Liberty Insurance

Tan Kwee Eng Emily	Sxxx8730A	NTUC Income
Chew Gee Soon	Sxxx4045C	First Capital Insurance
Koh Shu Chen	Sxxx6656D	AIG Asia Pacific Insurance
Ho Seng Lian	Sxxx2615H	Aviva Ltd
Hwang Gek Hong	Sxxx7478E	AIG Asia Pacific Insurance
Koh Siew Eng	Sxxx1768D	Liberty Insurance
Yeo Puay Wah Jennifer	Sxxx8705I	Liberty Insurance
Teng Phek Tin	Sxxx0909E	AIG Asia Pacific Insurance
Cheung Shuk Chee Amy	Sxxx3910E	NTUC Income
Ong Huay Chin Sandy	Sxxx0530F	NTUC Income

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Answers for "SIEU
& You" Quiz Contest
101st Issue 2013

- | | | |
|---------------|---------------|------------|
| 1. Devan Nair | 6. Brainstorm | 11. Diary |
| 2. Greeting | 7. ODC | 12. Young |
| 3. Bangkok | 8. Teamwork | 13. Towel |
| 4. Unionists | 9. Smile | 14. Stamps |
| 5. Vietnam | 10. Nose | 15. Soak |



Please tell us the changes in your contact details. You may return this slip to 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: _____



Strike a Pose

I'm standing Mommy!



Baby of Ng Mei Hui
NTUC Income



Is my dinner ready?

Baby of Belle Teo
Manulife



I am a Happy Baby!

Baby of Joanne Soh
RSA



Hi, I am Princess Reiko. Welcome to my castle... Follow me... muack!

Baby of Johnny Ngan @ Jones Tyan
MSIG Insurance



Mom, can I have a cookie please? Hehe...

Baby of Chen Xiuzhi
NTUC Income

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

Congratulations...



Julie Lim Ru Yi
NTUC Income

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