

THIS COLLECTIVE AGREEMENT is made pursuant to the Industrial Relations Act 1960 on this 30th day of March 2026 between the **ALPS PTE LTD** (“ALPS”), a company registered under the Companies Act 1967 and having its place of business at 167 Jalan Bukit Merah, #20-10 Connection One Tower 5, Singapore 150167, (hereinafter called the “Company”) of the one part, and the **HEALTHCARE SERVICES EMPLOYEES’ UNION**, a trade union registered under the Trade Unions Act 1940 and having its registered office at 1 Coleman St, #10-07 The Adelphi, Singapore 179803 (hereinafter called the “Union”) of the other part.

NOW IT IS HEREBY AGREED AND DECLARED between the parties hereto as follows:

(I) GENERAL PROVISIONS

1. TITLE

This Agreement shall be known as the “**ALPS STAFF AGREEMENT OF 2026**”.

2. SCOPE

(1) This Agreement shall cover all staff of the Company with the exception of the following categories of staff (herein referred to as “Excluded Categories”):

(a) Managerial & Executive Staff -

- (i) Non-Nursing job grades NN15 and above;
- (ii) Allied Health Professional job grades AH15 and above;
- (iii) Pharmacist job grades PH04 and above;
- (iv) Nursing job grades N10 and above.

(b) Confidential Staff -

- (i) Executive Secretary and Secretary handling confidential matters (excluding CGH); and confidential clerk;
- (ii) Confidential Human Resource Department Staff;

- (iii) Payroll Staff;
 - (iv) IS Staff supporting Payroll / Human Resource;
 - (v) All Management Audit Staff.
 - (c) Probationary Staff -
 - (i) New hires in job grades NN03 to NN10 and N01 to N04 on three-month probation;
 - (ii) New hires in job grades NN11 / AH11 / PH01 / N06 and above including Staff Nurses without relevant nursing experience on six-month probation.
 - (d) Part-Time Staff (excluding CGH);
 - (e) Medical Staff;
 - (f) Staff on fixed contract with less than one year of contractual period;
 - (g) Foreign Staff on first contract;
 - (h) Post-retirement staff re-employed under the Retirement and Re-employment Act 1993 ("RRA") on fixed term contract for specific project jobs where the expectation is that employment will cease when the project ends (including external / research grant funded projects). The Institution and Union jointly agree that the Union can represent these staff on an individual basis on workplace grievances not relating to the terms and conditions of the staff's individual contract, for example on disciplinary matters, representation at the Institution Committee of Inquiry, and the individual appraisal process. In the event there is no resolution, the individual grievance can be surfaced to the Ministry of Manpower for conciliation.
- (2) Notwithstanding sub-clause (1)(a), staff in Non-Nursing job grade NN15, Allied Health Professional job grade AH15 and Pharmacist job grade PH04 shall enjoy limited representation as governed by Section 30A of the Industrial Relations Act 1960.
- (3) Staff who are already enjoying benefits that are more favourable

HSEU members who wish to view the remainder of the ALPS Staff Collective Agreement 2026 may reach out to HSEU at HSEU@ntuc.org.sg for the full version.

Thank you.