

MEDAL OF COMMENDATION

Professor Aymeric Lim Yu Tang

Chief Executive Officer
National University Hospital

Nominated by the Healthcare Services Employees' Union

Professor Aymeric Lim is a leader who believes that quality care for patients begins with well-cared-for staff.

The 9,000-strong workforce in the 1,200-bed hospital enjoys comprehensive health and wellness programmes designed to keep them in the pink of health. A one-stop, in-house staff clinic manned by NUH doctors and nurses offers its employees access to basic medical care for common ailments, as well as vaccinations and health screenings. In addition to a newly refurbished gym which comes complete with an instructor, guided group exercise classes such as yoga and brisk walking are organised on a regular basis. Employees with unhealthy BMI can sign up for weight management programme developed by the hospital's own dietitians. The programme goes beyond helping participants lose weight – it also reduces their risk of developing chronic diseases. A study on 80 participants enrolled with the programme has shown that after six months, the average weight loss was between 4kg and 7kg. More importantly, participants have reported better control over their chronic conditions such as diabetes and hypertension.

A strong advocate for employee well-being, Brother Aymeric is personable and down-to-earth. He treats employees of all ranks with respect and compassion, and looks out for those in need. In 2021, a staff canteen offering reasonably-priced meals opened. At the height of the COVID-19 pandemic, dedicated areas were created so the employees could continue having their meals and rest in a conducive environment despite safe distancing measures. Like his predecessors, Brother Aymeric is deeply committed to supporting the Healthcare Services Employees' Union's (HSEU) annual bursary award which benefits children of lower-wage workers.

Brother Aymeric is a champion for employee training and development. In 2022, NUH rolled out a signature leadership programme for all its nurse leaders. The programme is designed to enhance their leadership skills and enable them to be more effective mentors. It has since been extended to employees from all job groups. In another initiative, section heads across departments are appointed, allowing those with leadership potential the opportunity to strengthen their skillsets and enable them to be more effective at work.

NUH successfully attained Accredited Training Organisation status in 2022. Highly customised Workforce Skills Qualification certification programmes have been designed and developed in-house. These programmes are primarily focused on helping frontline colleagues such as patient service associates, nursing and allied health professionals enhance their job skills competencies. In addition, NUH has put in place formal academic training opportunities for those who wish to upskill. More than 1,500 staff have benefitted from both initiatives since 2022.

Brother Aymeric is deeply committed to maintaining and nurturing a strong partnership with the HSEU. He holds regular labour-management meetings with the HSEU, to gather feedback and consults the Union on compensation matters. As the former Group Chief Human Resources Officer of the National University Health System (NUHS), of which the NUH is a key member hospital, Brother Aymeric was instrumental in the signing of the first NUHS collective agreement with the HSEU in November 2018. This resulted in the harmonisation of the terms and benefits, including performance management and bonuses, for all staff across the NUHS.

One who recognises the importance of HSEU leadership for healthy labour-management relations, Brother Aymeric provides the team with autonomy to advance its causes. He takes a keen interest in union leadership succession planning, offering support where it is needed. His trust in the Union and its leadership has been key in the strong labour-management relations at NUH.