

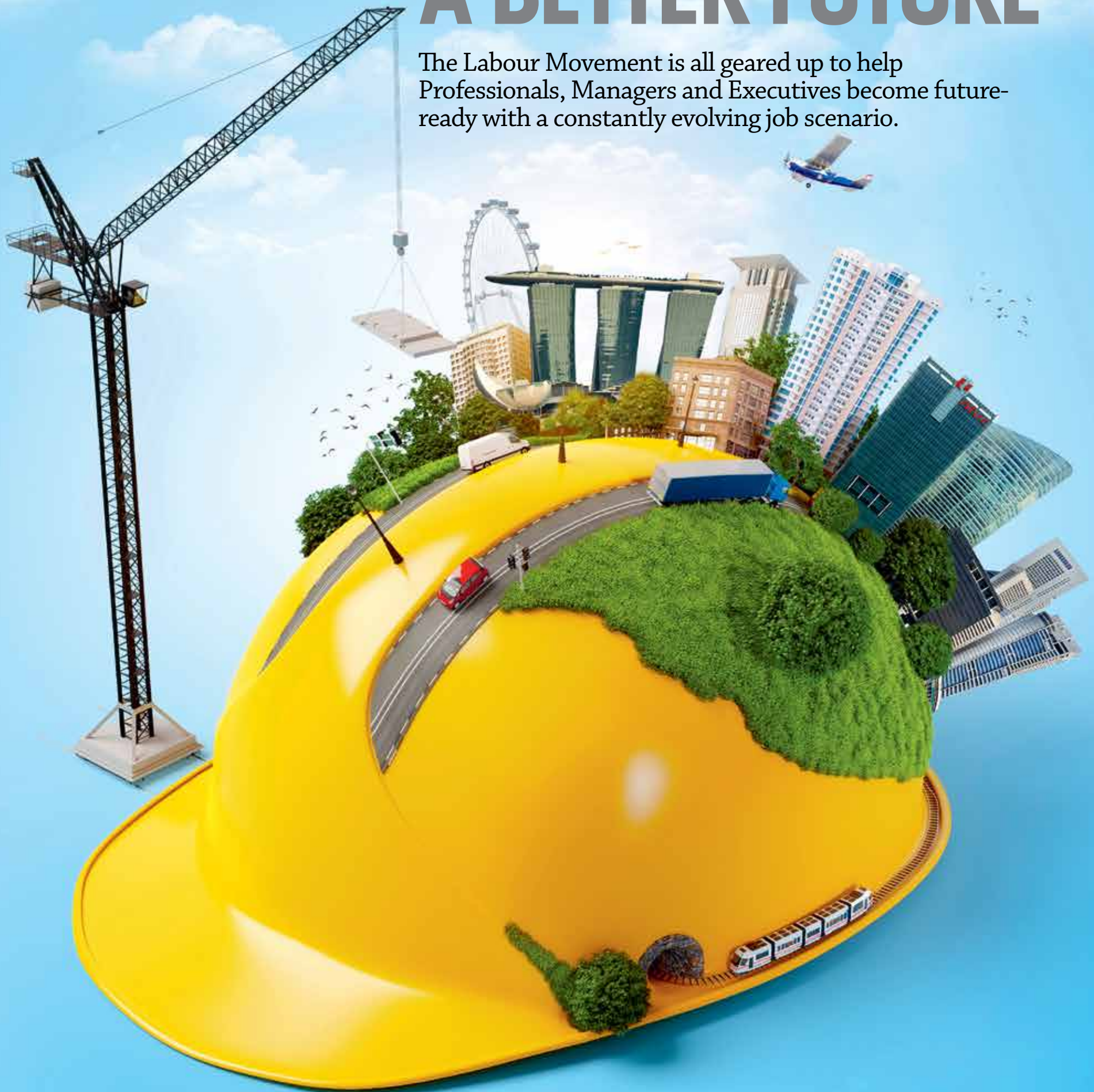
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ENGINEERING A BETTER FUTURE

The Labour Movement is all geared up to help Professionals, Managers and Executives become future-ready with a constantly evolving job scenario.



Gearing Up For Tomorrow

Kick-starting with a career progression plan for engineers, NTUC hopes to set Singapore's PMEs on the path towards building a better Singapore.

By **Geraldine Peters** and **Ryan Chan**

Building the physical landscape of tomorrow's Singapore in a land scarce nation is a big challenge, but NTUC Secretary-General (SG) Chan Chun Sing is confident that the engineers of Singapore will rise to the challenge.

Speaking as Guest-Of-Honour at the Engineers and Sustainable Development Forum 2015, SG Chan shared that one of the major tasks of the Labour Movement beyond upping workers' technical skills is to put programmes in place to help them rise up to the highest leadership positions possible in their respective organisations.

Attended by some 400 people on 4 June 2015 at the NTUC Centre, the Forum saw the unveiling of the Progression Pathways scheme (see diagram on right page), geared at nurturing young talent as well as mid-career and senior engineers for leadership roles.

The scheme is jointly developed by NTUC and U Associate partner The Institution of Engineers, Singapore (IES).

ENGINEERS PROGRESSION PATHWAY

Aimed at all engineers at different stages of their careers, the scheme will provide a three-tier career progression pathway comprising the Young Engineers Leadership Programme (YEL), the Advanced Engineering Leadership Programme (AEL) and the Global Engineering Leadership Programme (GEL).

YEL is targetted at nurturing young talents in the Engineering Industry through career development platforms as well as providing continuous engagement and networking opportunities. Launched in August last year, the year-long programme has proved successful for some 250 Engineers to date.

AEL will equip mid-career engineers with a customised programme of the soft skills required for career advancement while GEL will allow senior engineers the opportunity to attain C-Suite positions in the industry.

CHALLENGES AHEAD

SG Chan noted that leadership skills are important in helping these engineers stay future-ready for the challenges ahead.

"We have our engineers to thank for where we are at today. It is why we must not only continue to do well, but also inspire a new generation of engineers to come forward to work towards SG100.



AT A GLANCE: ENGINEERS PROGRESSION PATHWAY

“NTUC will work very closely with IES to make sure that we continue to attract young, bright students to come into the engineering faculty so we can continue to have a new generation of engineers who dare to dream and bring us to even greater heights when we get there,” he said.

DOING MORE FOR PMES

With an estimated 1.2 million Professionals, Managers and Executives (PMEs) in Singapore expected to become the majority of the entire workforce in less than 20 years, there are plans to focus on PMEs in other sectors such as Financial Planning and Workplace Safety and Health.

NTUC will continue to leverage on the technical expertise of its U Associate partners like the Institute of Advertising, Singapore (IAS) and Singapore Human Resources Institute (SHRI) to do more for PMEs.

Mr Vivek Kumar, Director of NTUC U Associate and Future Leaders Programme, said: “This is a crucial step in the right direction on our journey to equip Singapore’s PMEs in all sectors with the necessary skills to ensure their future-readiness to take on the ever-changing challenges in the global economy.”

3 Global Engineering Leadership Programme

Targets to groom senior engineers to take on leadership positions and to ensure the cultivation of a thriving community of engineers.

3



C-Suite Executives
(eg CEOs, CTOs)

2

2 Advanced Engineering Leadership Programme

Customised programme aimed at Professional and Chartered engineers.



Mid-Career Engineers

1

1 Young Engineers Leadership Programme

Aims to groom young aspiring engineers into exceptional leaders in their respective fields of expertise.



Entry-Level Engineers



Creative Endeavours

NTUC initiates the U Creative Programme as a platform for PMEs to grow in the Creative and Media Industry.

By **Shukry Rashid**

In yet another NTUC initiative, the U Creative Programme aims to reach out to Professionals, Managers and Executives (PMEs) working in the Creative and Media Industry and help them become future-ready.

“U Creative welcomes all partners and stakeholders such as media companies and tertiary institutions to join us in this effort to grow our professionals in the creative industry. We look forward to working with like-minded organisations with similar passion to deepen the skills and knowledge of the creative industry professionals and keep them future-ready,” said NTUC Director for U Associate and Future Leaders Programme Vivek Kumar.

EVER-CHANGING INDUSTRY

The Labour Movement believes that the Creative and Media Industry is a challenging and emerging sector where professionals often find themselves needing to upgrade to keep up with the latest technology, and industry trends and developments.

Singapore’s role as a regional and global media hub is growing, and opportunities for growth and leadership for PMEs in the sector is now opening up.

U CREATIVE PROGRAMME

The U Creative Programme is part of NTUC’s broader efforts to prepare Singaporean PMEs for tomorrow’s challenges.

Mr Kumar said: “In order to be future-ready and to compete on a global stage, our PMEs need to be at the forefront of the developments in the industry, keeping their fingers on the pulse.

“The U Creative Programme not only provides business networking opportunities for creative professionals, it is also a bridging platform for the creative industry to tap into NTUC’s professional ecosystem in expertise areas such as information technology, human resources, project management, and leadership.”



PROGRAMME SPIN-OFFS

As part of the **U Creative Programme**, the inaugural **U Creative Summit** was held on 3 June 2015, and drew some 500 PMEs and students from the Media, Design and Creative Industry.

The U Creative Summit was led by concept artist and illustrator Jake Parker (pictured below). The event was made possible by NTUC’s partnership with LASALLE College of the Arts. Mr Parker, renowned for his works with Marvel, Blue Sky Studios, Disney Animation and Warner Brothers Animation, shared insights about his career in art and living a creative life.

Another initiative under the U Creative Programme is the **U Creative Mentorship**. It provides an opportunity for participants to connect with trailblazers and industry veterans in an intimate small-group setting.

Also under the U Creative Programme, the **U Creative Series** comprises dialogues that allow participants to network, share knowledge and exchange ideas.



PROGRESSIVE PARTNERS

The Labour Movement continues to grow as it welcomes two new U Associate Partners, bringing the total number to 13.

By **Ryan Chan** and **Fawwaz Baktee**

SINGAPORE INSTITUTION OF SAFETY OFFICERS

The Singapore Institution of Safety Officers (SISO) is officially NTUC's 12th U Associate partner after a Memorandum of Understanding (MOU) was signed on 25 May 2015 by Mr Andrew Tan, Honorary Secretary of SISO, and Mr Vivek Kumar, Director of NTUC U Associate and the Future Leaders Programme.

Established in 1975, SISO's 1,000 Workplace Safety and Health (WSH) professionals represent about a third of the total safety officer workforce in Singapore.

MORE OPPORTUNITIES

The WSH industry is one that Mr Kumar sees as a growing area of opportunity for Professionals, Managers and Executives (PMEs).

"I am pleased that SISO has decided to partner the Labour Movement as a U Associate. We plan to work together to help our WSH



professionals chart progressive careers in Singapore, and even at regional and global levels," he said.

Mr Seet Chon San, President of SISO, also believes the collaboration will allow members to continue growing and learning in their careers.

He said: "SISO and NTUC are moving in the

same direction to secure better jobs and careers for our workers.

With the globalisation of markets, WSH professionals need to upgrade our skillsets and broaden our competencies. This partnership is a strong platform for us to progress."

INSTITUTE OF ADVERTISING, SINGAPORE



This partnership was sealed in a form of a Memorandum of Understanding (MOU) signed on 4 June 2015 by NTUC U Associate and Future Leaders Director Vivek Kumar and IAS President Goh Shufen.

"Talents in the marketing sector are becoming increasingly hard to find as companies compete to retain [talent] and headhunt from each other.

"What we hope to do is to help Professionals, Managers and Executives (PMEs) progress up the career ladder, so that they can be groomed to take on more

strategic and complex marketing roles, and be even able to compete on a global platform with professionals in the same field," said Mr Kumar.

REACHING OUT TO PMES

According to NTUC, the Marketing and Communications Industry is a key service sector, consisting of a large pool of PMEs, and IAS is the first professional association NTUC is working with in this field.

"With a synergy of resources from both IAS and NTUC, we will be able to impact more PMEs in the Marketing and Communications Industry through our talent development programmes to help fuel growth and make Singapore the marketing capital of Asia," said Ms Goh.

The Labour Movement has shown its commitment to support the growth of the Marketing and Communications Industry amidst a talent crunch by welcoming aboard the Institute of Advertising, Singapore (IAS) as its 13th U Associate Partner.

Fostering Partnerships

The Labour Movement is joining hands with Human Resource professionals to develop a future-ready workforce.

By **Fawwaz Baktee**

The Labour Movement is looking to strengthen the bipartite relationship at the workplace between Human Resource (HR) practitioners and unions on the ground in order to foster a culture of lifelong learning and development to better both workers and workplaces.

Delivering his address to over 400 attendees at the inaugural HR Leadership Summit on 2 June 2015, NTUC Secretary-General (SG) Chan Chun Sing said the relationship will help Singapore achieve a competitive global advantage.

"This [bipartite and tripartite] relationship must not only be executed on the national level, but also practiced at the management level. This is what we hope to achieve.

For every HR practitioner

here today, we would like to see you, as our partner, help take care of the workers in your respective companies.

"... I hope that together, we will work in partnership to create a strong Labour Movement for workers not only in the unionised companies but also in those that have yet to be unionised," said SG Chan.

Jointly organised by NTUC and U Associate Partner Singapore Human Resources Institute (SHRI), the summit saw keynote speakers touch on topics such as the productivity crunch faced by companies, ideas on facilitating innovation at workplaces and tips on how to create a future-ready HR culture.

COMMON GOAL

SHRI President Erman Tan said that both SHRI and NTUC have a common aim to raise the HR standards in Singapore, particularly for Small and Medium Enterprises, and establish Singapore as a human capital hub in the global market.



"As such, strengthening the bipartite relationship between HR professionals and the Labour Movement is a critical step to reaching this goal," said Mr Tan.

CUSTOMISED PROGRAMMES

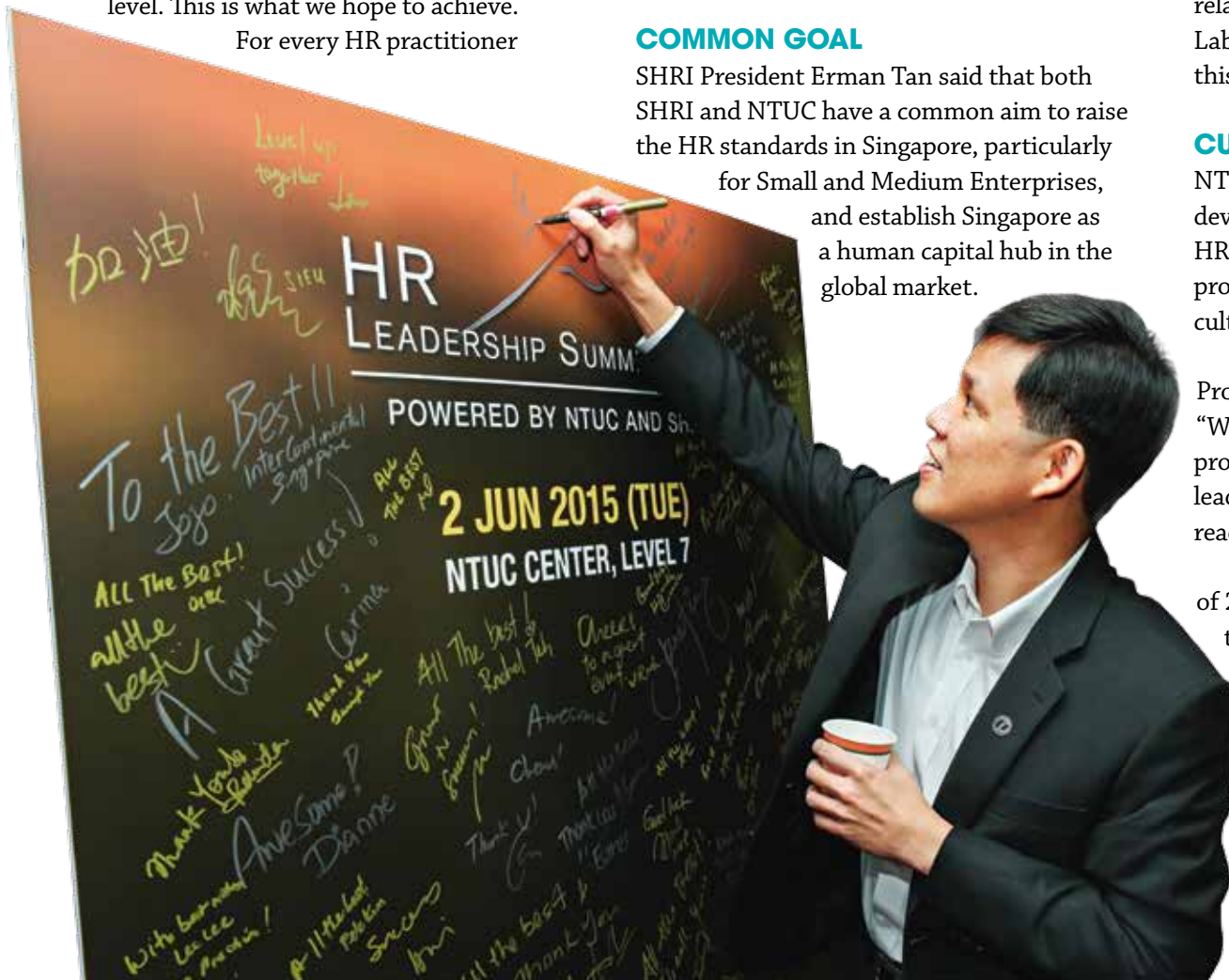
NTUC and SHRI will also work together to develop customised programmes such as the HR Leadership Workshop to support the professional development and leadership cultivation of HR practitioners.

NTUC U Associate and Future Leaders Programme Director Vivek Kumar said: "We are prepared to collaborate with HR professionals and create practitioner-led leadership programmes to develop future-ready HR leaders."

Slated to be rolled out in the third quarter of 2015, the HR Leadership Workshop aims to provide participants with foundational knowledge in recruiting talents for SMEs by understanding their operating environment.

Left: NTUC Secretary-General Chan Chun Sing makes his mark at the inaugural HR Leadership Summit 2015.

Top: Delivering his opening address, SHRI President Erman Tan emphasises the importance of bipartite relations.



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Sporting Heroes



U Sports celebrated the efforts of special people at the U Sports Awards Night 2015.

It's sports season and we bring you highlights of the extraordinary achievements of the ordinary sportsmen and sportswomen for the U Games 14/15.

Compiled by **Ryan Chan** and **Shukry Rashid**

They have everyday jobs, yet they take the time to train and compete in the inter-union U Games. With a theme of 'Real People – All Sports', NTUC's sporting community U Sports celebrated the efforts of these special people on 26 May 2015 at the U Sports Awards Night 2015.

Graced by Guests-of-Honour NTUC President Diana Chia and NTUC Secretary-General (SG) Chan Chun Sing, the event was the perfect lead up to the Southeast Asian (SEA) Games, with which U Sports has collaborated to secure tickets for members to support the national athletes.

NTUC Club Chief Executive Officer (CEO) Yeo Khee Leng said: "Sports is a common ground that brings people together. Our everyday sporting heroes have accomplished much more than just winning matches and scoring goals – everyone is a champion in their own right. I want to encourage more members to join our U Games and find passion in sports."

NEW CHALLENGES AHEAD

U Sports has introduced a new trophy this year for the Top Union Award.

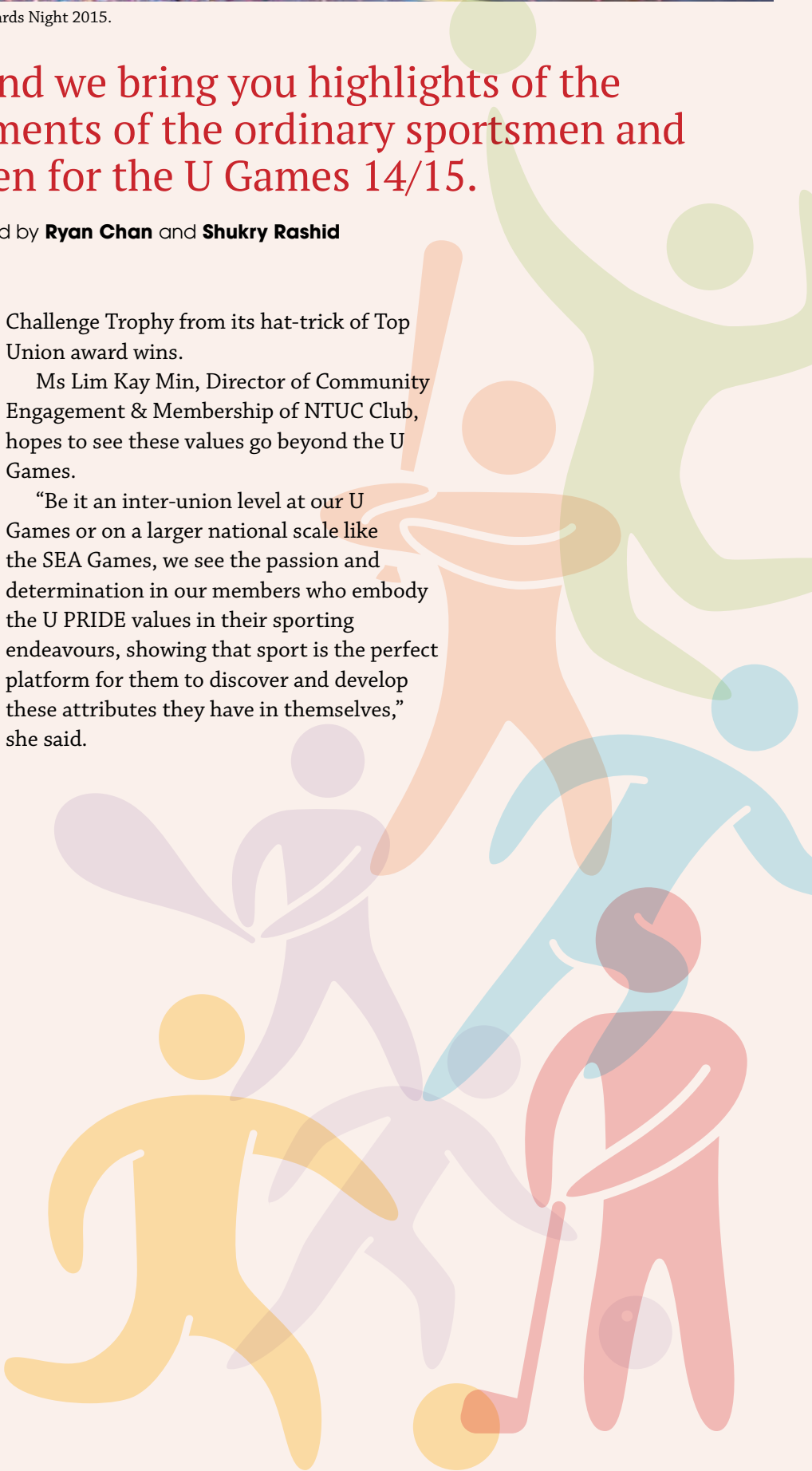
Called the 'U PRIDE' Challenge Trophy, it embodies the values of Unity, Passion, Respect, Inspiration, Determination and Excellence.

The new silverware will replace the existing trophy after the Singapore Manual & Mercantile Workers' Union (SMMWU) became the first union to keep the U Games

Challenge Trophy from its hat-trick of Top Union award wins.

Ms Lim Kay Min, Director of Community Engagement & Membership of NTUC Club, hopes to see these values go beyond the U Games.

"Be it an inter-union level at our U Games or on a larger national scale like the SEA Games, we see the passion and determination in our members who embody the U PRIDE values in their sporting endeavours, showing that sport is the perfect platform for them to discover and develop these attributes they have in themselves," she said.



Our sports special

Spotlight On The Champions

NTUC This Week speaks to winners of the U Sports Awards, a few who will also be stepping up and into the Southeast Asian (SEA) Games this month.

U GAMES NEBO MOST ACTIVE SPORTSGIRL/BOY OF THE YEAR – NATALIA CLARE WEE

Although it is an individual award, 21-year-old Natalia Clare Wee (pictured left below) is keen to emphasise that floorball is a team sport, and that she wouldn't be where she is today without the help of her teammates.

"All my peers work hard, encouraging everyone on and off the court. I'm very honoured to receive this, especially when there were other nominees who were also deserving of this

award," a beaming Natalia said.

She will be one of the record 748-strong contingent doing Singapore proud at the SEA Games this month.

It is an honour, she said, but there are sacrifices for time spent with friends and family to be made.

"I train thrice a week, and study during any free time I have," the Singapore Institute of Management (SIM) student said.

"But it is an opportunity that is once in a lifetime not to be missed."

U GAMES SPORTSMAN OF THE YEAR – TUMADI KASMANY

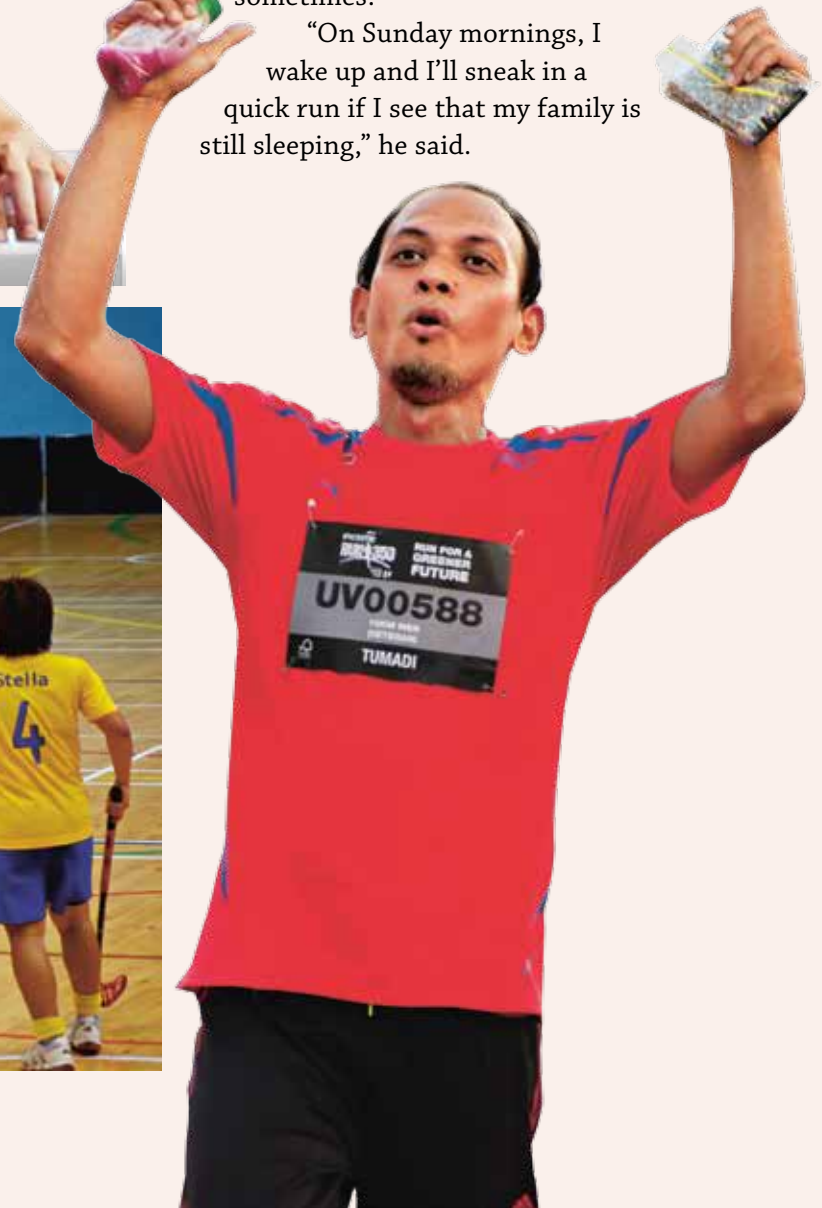
Imagine Tumadi Kasmany's surprise when his name was announced as the winner for this award. The other nominees, as he pointed out, were notably younger than him.

The 47-year-old operates on a motto: every day is a good day if I run. While he is active playing other sports like soccer with his friends, running is his preferred form of exercise. Despite his many sporting commitments, Tumadi is still a family man at the end of the day.

"I seldom commit too much, and will only join my friends for activities if my family doesn't need me foremost," he said.

Approaching 48 years of age now, his wife has been telling him to slow down. But the sportsman in him cannot help himself sometimes.

"On Sunday mornings, I wake up and I'll sneak in a quick run if I see that my family is still sleeping," he said.





U LIVE GAMES MOST ACTIVE AGER OF THE YEAR - PHUA CHENG SAY

He may be 65 years old, but Phua Cheng Say (left, above) is showing no sign of taking a break just yet. Apart from being a coach of both the men's and women's volleyball team for the Housing and Development Board Staff Union (HDBSU), he also plays for the union's basketball team.

Juggling work and sports is difficult, but he believes that it is possible if one is really passionate about it.

"For me, life is about sports. It is my hope that other mature people can continue exercising and keeping fit to lead a healthy life," he said.

Mr Phua may not have the youthful exuberance to be part of the Singapore contingent for this year's SEA Games, but he will nevertheless play a key role in it. He is a Logistics Officer, overseeing all the responsibilities for all 28 sports of the Games.

Instead of resting on his laurels, this award will also push him further as he looks to work harder for next season's U Games.

"I'm very happy and feel happy I was nominated. We are already starting training for the start of the next U Games season in September," he said.

U GAMES TOP UNION AWARD - SINGAPORE MANUAL & MERCANTILE WORKERS' UNION

It seems there is just no stopping the powerhouse that is The Singapore Manual & Mercantile Workers' Union (SMMWU).

Having already retained the previous trophy after winning the Top Union Award for three consecutive years, the union has emerged triumphant again. Their dominance is such that it has led NTUC Club CEO Yeo Khee Leng to urge the others to "give them some fight".

SMMWU Executive Committee Member Koh Ching Chuan has put it down to the joint effort between respective employers and the participants.

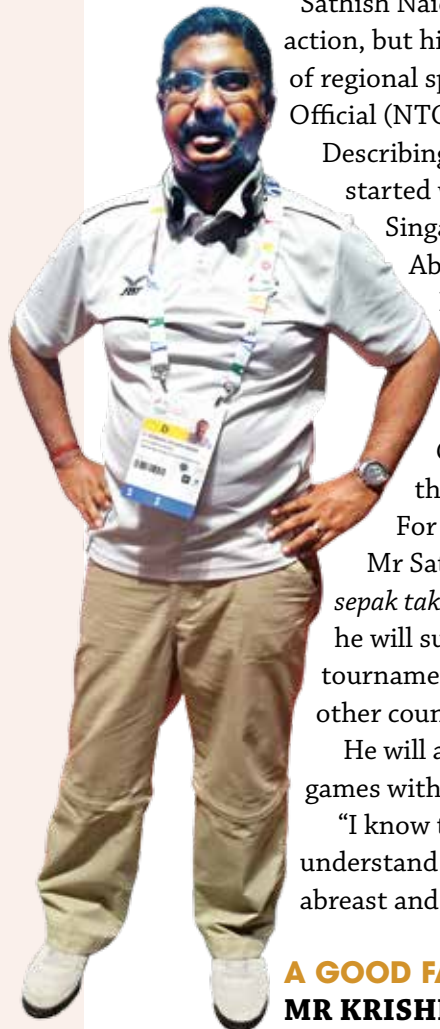
"We must credit the workers for giving it their all to continue maintaining our winning run, but we must not forget the employers who have done their part by allowing these participants to leave work on time for training sessions and actual games," he said.

Off To The SEA Games!

A number of union members are donning on their sports attire to get all fitted out for the SEA Games in various roles. Find out who...

SPECIALLY SELECTED

MR SATHISH NAIDU, 47, First Non-Malay National Technical Official For Sepak Takraw



Sathish Naidu is not only going to be in the midst of the SEA Games action, but his involvement marks a significant moment in the history of regional sports as he will be the first non-Malay National Technical Official (NTO) for the *sepak takraw* competitions.

Describing himself "a very people's person", his foray in *sepak takraw* started with his close partnership seven years ago with the current Singapore Sepaktakraw Federation (PERSES) President Dato Abdul Halim Kader. As the Manager of U Sport's Community Engagement & Membership Department, he works closely with Dato Halim when the department organises the annual *sepak takraw* U Games for unions.

Mr Sathish is also the only non-Malay Executive Committee member of PERSES. Together with Dato Halim, they strive to expand *sepak takraw* to more non-Malays.

For his proficiency in *sepak takraw* and his position in PERSES, Mr Sathish was selected by Dato Halim to head Singapore's *sepak takraw* NTO team for the SEA Games. During the games, he will supervise and coordinate the running of the *sepak takraw* tournament with the SEA Games Committee, together with NTOs of other countries.

He will also be on the Jury of Appeals for *sepak takraw* during the games with regard to protests and disputes.

"I know the sport well enough to hold a conversation, to understand how it runs... I know the rules and regulations, and I keep abreast and update myself," he said.

A GOOD FACILITATOR

MR KRISHNASAMY RAJARAM, 63, Team Manager For Billiard/Snooker

Another union member who will be involved in the SEA Games is Mr Krishnasamy Rajaram. Formerly Vice-President of the Singapore Port Workers Union, he is the Team Manager for Singapore's billiard/snooker team.

This will be his first time managing a billiard/snooker team in a competition as large as the SEA Games.

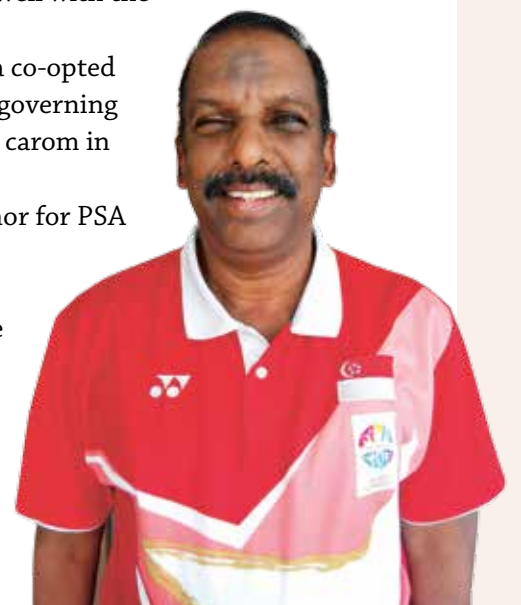
"For the last six months, I have been bonding well with the team," said Mr Rajaram.

He has been active since 2012 in the scene as a co-opted board member of Cuesports Singapore – the sole governing body for the games of billiards, snooker, pool and carom in Singapore.

At the same time, he is also the billiard convenor for PSA Club.

Besides managing 11 players – nine males and two females, he will also have under his fold three coaches and an assistant.

"The most important [task] is to facilitate the players, like transport, training and food, and make sure they will be in the right frame of mind for the games," said Mr Rajaram.



And The Score Is...



Congratulations to The Singapore Manual & Mercantile Workers' Union (SMMWU) for being crowned Top Union for the fourth year running! Other unions were not left too far behind, with United Workers of Electronics & Electrical Industries (UWEEI) and Singapore Port Workers Union (SPWU) having a close fight for second and third places respectively. Here's a quick look who's where on the score board, with numbers reflecting points collected through the various games.



BEST SHOTS OF THE SPORTS 14/15



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Voices From The Ground

NTUC This Week catches up with several unionists to hear their views on the recently released National Wages Council's (NWC) recommendations.



"On the SG50 Bonuses, we notice that our unionised companies want to do something for the workers but find it difficult due to the current low profit margin in the industry. We therefore urge service buyers to work together with their service providers to reward the workers and share in the joy of SG50."

*Union of Security Employees (USE)
President Hareenderpal Singh*

"I am particularly pleased with the emphasis on SkillsFuture initiatives. I hope that all employers can put aside their reservations and train their workers to the fullest potential. This is the only way we can have a highly-skilled workforce for all companies to tap on."

*Port Officers' Union (POU)
President Benjamin Tang*



"We believe that the extra \$60 can be very useful for our low-wage workers, and I commend NWC for increasing the salary threshold from \$1,000 to \$1,100. However, the cost of living in Singapore is ever increasing. Therefore, we urge the Government to help keep in check the cost of living in Singapore and continue to raise the wages of our workers."

*Amalgamated Union of Public Daily
Rated Workers (AUPDRW) General
Secretary G Muthukumarasamy*



"NWC mentioned the MediShield Life (MSHL) that will cover all Singaporeans and PRs at the end of this year. The Portable Medical Benefit Scheme aspect of it is not a new term as we have heard about this many years ago. This is probably a good opportunity for tripartite partners to work out a good plan to help both companies and employees to reduce medical expense and coverage to achieve a win-win outcome."

*Metal Industries Workers' Union (MIWU)
General Secretary Lim Teck Chuan*



FairPrice's SG50 Bonus

FairPrice will give an SG50 bonus to all employees as part of Singapore's 50th National Day celebrations.

NTUC FairPrice announced on 29 May 2015 that all its employees will be receiving an SG50 bonus this year. Non-executive and executive staff of the co-operative will receive \$200 and \$100 worth of vouchers respectively in August.

The \$1.9 million initiative is to reward staff for their dedication, hard work and for making a difference in the community.

On the same day, NTUC also announced that it is encouraging employers to provide workers with an SG50 bonus.

"We are supportive of NTUC's proposal to provide a special bonus to their staff to commemorate National Day this year. As a major retailer with almost 10,000 employees, we want to share the joy of the occasion and show our appreciation to our staff, some of whom have been with us since we were established 40 years ago," said NTUC FairPrice CEO Seah Kian Peng.

Ear To The Ground

In his regular visits, SG Chan Chun Sing shares challenges faced by unions and companies in Singapore.

By **Ramesh Subbaraman**



NTUC Secretary-General Chan Chun Sing (second from left) dropping by FairPrice Hub and praising its staff for taking care of Singaporeans' daily needs.

Staying in touch with unions, management companies and Social Enterprises within the Labour Movement comes part and parcel with the job of a Secretary-General (SG) of the NTUC and Mr Chan Chun Sing continues with these visits on a weekly basis.

SG Chan has kept Singaporeans updated on these visits on his Facebook Page.

NTUC FAIRPRICE

The focus during the visit to FairPrice Hub was to see how they used technology to reduce reliance on manpower and improve supply chain resilience to keep prices of basic goods affordable for the public.

SG Chan said he learnt a few things like how the products from local and overseas suppliers reached supermarket shelves.

He noted that the competition was constantly evolving and the challenges were many but it was good to see the FairPrice team striving hard to take care of Singaporeans' daily needs.

SMRT VISIT WITH PM

SG Chan also recently accompanied Prime Minister (PM) Lee Hsien Loong to visit engineers and technicians at SMRT Corporation Ltd.

PM Lee wrote on Facebook: "Work on MRT trains does not stop when the last passengers alight and the stations close. I paid a midnight visit to the SMRT Bishan Depot. The night crew were busy maintaining and upgrading the trains and the tracks, while the rest of Singapore slept."

PM Lee thanked the engineers and technicians for keeping the trains running smoothly.

Also at the visit was National Transport Workers' Union Executive Secretary Ong Chin Ang who noted that workers were happy with the visit.

"I personally met PM Lee 30 years ago when I was serving my National Service. I was very surprised to be able to meet him in person again during his visit to Bishan Depot. I am very happy and honoured that PM Lee came all the way down to our workplace to thank all of us for our hard work," said 50-year-old Technical Officer Kamal Latip.



Prime Minister Lee Hsien Loong greeting Technical Officer Kamal Latip at the visit to the workers of SMRT Corporation Ltd. On his left is Madam Ho Ching.

UNION OF SECURITY EMPLOYEES

During his dialogue with the Union of Security Employees, SG Chan noted that there is much to do to help improve the pay and working conditions of security officers as well as encourage security companies to treat them fairly.

Another area which needs attention –

encouraging buyers of security services to be progressive in their contracts management rather than just using price as the yardstick.

"We can also do our part to show our respect and appreciation for their work behind the scene to keep our environment safe," wrote SG Chan.



More To Benefit

The Labour Movement announces revisions to its voucher programmes' income criteria to help more members.

By **Geraldine Peters**

Some 11,000 more beneficiaries, in addition to the 50,000 in 2014, stand to benefit with the Labour Movement's recent revisions to its voucher programmes.

The good news was shared with some 9,000 low-income members and their families who came over to Downtown East on 31 May 2015 for the launch of the Family Recreation & Fun (FRF) Carnival 2015.

ELIGIBILITY CRITERIA

The voucher programmes, comprising U Stretch and Back to School, can now be utilised by families with dependants and with a gross household income of \$3000, up from \$2800 previously.

Families without dependents and with a gross personal income of \$1,450 can now enjoy the programmes as well, after a \$50 hike from before.

Speaking at the event, Special Guest NTUC Secretary-General Chan Chun Sing reaffirmed NTUC's commitment in providing more benefits to more members.

"NTUC will make sure that through our various initiatives, including the U Care Fund, we will best take care of our workers and their families in need," he said.

NTUC-U CARE FUND FUNDRAISING

Also at the launch, the Labour Movement announced it will be starting fundraising efforts towards its U Care Fund, with a target set at \$10.5 million. The fund is geared towards helping low-income members.

The five runs of the FRF Carnival alone will amount to \$1.5 million in sponsorship and provides a promising head start to NTUC's fundraising efforts.

Donations made to the NTUC-U Care

Fund will be distributed to low-income members and their families through voucher programmes and the U Care Education Co-funding Scheme, as well as donations to the Eldercare trust and the Bright Horizons Fund.

CELEBRATIONS ALL AROUND

As part of SG50 celebrations at the launch, SG Chan joined members and their families to place specially designed blocks forming an installation in the shape of Singapore.

Participants were treated to an array of carnival games, admission to the Wild Wild Wet waterpark and a lucky draw, all part of a recreation package worth \$150 given to each family of four.

A total of 40,000 participants are expected to turn up for all runs happening in the months of June, July, November and December this year.

"I am here almost every year as the games are really fun and my kids really enjoy it even though they are six, 12 and 16. It gives my girls a reason to bond."

*Ms Sabrina,
Patient
Service
Assistant, 40*

"It is my first time coming down as I had just become a taxi driver last year and my union, the National Taxi Association, referred me to this event. It is really nice to enjoy a family gathering with my wife and two children."

Mr Lee Yew Sin, Taxi Driver, 40

"I am here with my two nieces for a good old family time. I will definitely recommend this event as it engages people of all ages and gets the whole family to have fun together."

*Ms Maria,
Customer
Service Officer,
56*



Through The Tripartite Way

New Manpower Minister Lim Swee Say shares his priority areas of work as he settles into his role.

By **Ramesh Subbaraman**



It has been just over a month for Manpower Minister Lim Swee Say at his Havelock Road Office and he has already been busy dealing with a range of requests from employers, business associations and Small and Medium Enterprises.

Some of these include calls for more foreign workers, a review of the foreign worker levy and more opportunities for training and upgrading of workers.

Armed with marker pens and flip charts, Minister Lim met the local media on 2 June 2015 at his Ministry to share his priority areas of work.

These were –Making the Singapore economy more manpower-lean both in the manufacturing and services sector; having a strong Singaporean core in the workforce by creating good careers for Singaporeans; and ensuring quality foreign manpower through upgrading of skills.

Minister Lim shares his thoughts on various issues.

ON STRENGTHENING THE SINGAPOREAN CORE



“I am outcome driven, policy is never static, policy is to support the outcome. After one month, I am trying to forge some consensus with some of the business bodies. Please don’t keep asking me to relax our foreign worker policy, that is not part of the outcome.

But if you want to talk about how to enhance our competitiveness, how can we make our workplace more manpower lean, a stronger Singaporean core, all this Yes.”

ON STAYING COMPETITIVE



“Our consensus is as we go for a manpower-lean and stronger Singaporean core and using the foreign workforce to complement the Singaporean core, all these must lead to Singapore becoming more competitive and not less. The best way to do it is through the tripartite way. MOM [Ministry of

Manpower], together with the other economic agencies and the unions, if we work together, we believe a lot more can be done and in a much faster way.”

ON FOREIGN MANPOWER ISSUES



“There is a greater need to explain to the business community why there is no easy way out of this present tight labour market. We cannot afford as MOM to adopt the liberal policy towards taking in more foreign manpower. If we continue to do so, then the ratio of local workers to foreign workers will continue to decline and in the near future if we continue this path, one day Singaporeans will wake up to find ourselves as a minority in our Singapore workforce. That is not sustainable, not desirable.”

ON TRIPARTITE PARTNERSHIP



“I will look at things differently from previous Ministers because we go through different stages of development. I am more than a 100 per cent strong believer in tripartism. So on the “how”, you will see that everything we do, I will do it through tripartite partnership.”



Family Cook-Off

Here's your chance to stir up some fantastic flavours in the kitchen with the family in a competitive setting. Cut, cook and plate a dish in 15 minutes while facing off another family to create delicious dishes at this cook-off. The winning family walks away with FairPrice Vouchers.

The cook-off will be held at selected FairPrice Xtra stores. To participate, simply spend a minimum of \$30 on a single receipt. Please visit www.fairprice.com.sg for more information.



The Little Pianist

Is your kid too stressed up with books all the time? Break the routine by introducing piano lessons for the little one. Aranda Country Club is offering a 'Little Pianist Course', where your child will learn the piano in a fun and engaging way. Course highlights include foundation basic note reading, rhythm counting and melody playing. With proper guidance from an experienced tutor, your child will be able to play the piano within eight to 10 weeks.

*27 June 2015, 1pm-2pm, Aranda Country Club Tulip Boardroom, \$2 (Club Member's Child), \$4 (Union Member's Child), \$6 (Guest's Child). Registration closes on 20 June 2015. To register, please call **6584 6811 (Ext 30)**. Please visit www.arandaclub.org.sg for more information.*

What's Happening, Where

Hatha Yoga

The benefits of yoga are endless – It provides instant gratification and a lasting transformation on the mind and body. Achieve peace and tranquillity as you glide through core yoga postures, guided by an experienced yoga instructor at this weekly session.

*Every Mon, 7pm-8.30pm, Aranda Country Club Pool Pavilion, \$120 (Club Member), \$125 (Union Member), \$130 (Public). Fees are for 10 sessions. Please call **6584 6811 (Ext 30)** to register. For more information, visit www.arandaclub.org.sg.*



August Ball 2015

Shine up your dancing shoes to waltz, twirl and sway the evening away with your partner at Orchid Country Club's August Ball 2015! Book your tickets early to avoid disappointment.

*22 Aug 2015, 6.30pm-1am, OCC Grand Ballroom, \$68 (OCC Member), \$78 (Union Member), \$88 (Public). For enquiries call **6750 2121** or email social@orchidclub.com.*