

THIS COLLECTIVE AGREEMENT is made pursuant to the Industrial Relations Act on this **23rd day of June 2016** between the **NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD**, a company registered under the Companies Act and having its place of business at 80 Robinson Road #02-00, Singapore 068898 for and on behalf of its subsidiaries namely, **NATIONAL UNIVERSITY HOSPITAL** and **NATIONAL UNIVERSITY HEALTH SYSTEM CORPORATE OFFICE** (hereinafter called the “NUHS”) of the one part, and the **HEALTHCARE SERVICES EMPLOYEES’ UNION of No. 3 Bukit Pasoh Road, #02-00, Singapore 089817** being a trade union of staff registered pursuant to the Trade Unions Act (hereinafter called the “Union”) of the other part.

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

PART I GENERAL PROVISIONS

1. TITLE

This Agreement shall be known as the “**NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD COLLECTIVE AGREEMENT OF 2016**”.

2. SCOPE

- (1) This Agreement shall cover all staff of NUHS with the exception of the following categories of staff:
 - (a) Managerial and Executive staff* (including Non-Nursing Staff of Grade M4, S14, AH4, PH4 or equivalent and above and Senior Nursing Officer and above);

(b) Probationary staff (except that AN II to ANC who have completed at least 3 months service out of their probation of 6 months shall be given full representation); and

(c) Medical staff

*Not inclusive of Executives, Senior Executives and Assistant Managers whom the parties to this Agreement have consented to be covered by this Agreement because their designations are for operational purposes only.

(2) Staff who are already enjoying benefits that are more favourable than that provided for in this Agreement shall continue to enjoy them on a personal-to-holder basis.

(3) Limited Representation

NUHS and the Union agree to represent the following staff with limited scope:

(a) Non-Nursing Staff - M4, S14, AH4, PH4

(b) Nursing Staff - Senior Nursing Officer

(c) Fixed term contract staff on 6 years tenure

(d) Contract Staff as defined in sub-clause (4)

Limited representation refers to representation on:

- (i) appeals to Minister under Section 35(3) of the Industrial Relations Act;
- (ii) retrenchment benefit;
- (iii) breach of contract; and
- (iv) dismissal.

The staff in (a) and (b) above

- (i) must not be employed in a senior management position or perform or exercise any function, duty or power of a person employed in a senior management position, including the control and supervision of major business operations, accountability for operational performance, formulation of business policies, plans and strategies and provision of leadership to other employees;

- (ii) must not perform or exercise any function, duty or power which includes decision making, or the power to substantially influence decision making on any industrial relation matters, including the employment, termination, promotion, transfer, performance appraisal or discipline of other employees;
- (iii) must not perform any function or duty which includes representing the employer in any negotiations relating to any industrial relation matters;
- (iv) must not have access to confidential information relating to the budget and finances of the employer, any industrial relation matters, the salaries and personal records of other employees or the password of employee's computers;
- (v) must not perform or exercise any other function, duty or power which may give rise to a real or potential conflict of interest if he or she is represented by the trade union.

(4) Representation of Contract Staff

NUHS recognises the Union's limited representation of fixed term contract staff individually and not as a class.

There should not be any representation on matters other than those provided by Law and in this Collective Agreement.

To qualify for Union representation, the fixed term contract staff

- (a) must not be under the categories of staff listed in Clause 2 part (1);
- (b) must not be employed on fixed term tenure of less than one (1) year and must not be a foreigner still employed on first contract with NUHS;
- (c) must not be employed in a senior management position or perform or exercise any function, duty or power of a person employed in a senior management position, including the control and supervision of major business operations,

accountability for operational performance, formulation of business policies, plans and strategies and provision of leadership to other employees;

- (d) must not perform or exercise any function, duty or power which includes decision making, or the power to substantially influence decision making on any industrial relation matters, including the employment, termination, promotion, transfer, performance appraisal or discipline of other employees;
- (e) must not perform any function or duty which includes representing the employer in any negotiations relating to any industrial relation matters;
- (f) must not perform or exercise any other function, duty or power which may give rise to a real or potential conflict of interest if he or she is represented by the trade union.

NUHS shall provide the Union with a list of contract staff who qualify for limited representation by the Union.

3. RECOGNITION AND UNION-MANAGEMENT PARTNERSHIP

- (1) NUHS recognises the Union as the sole collective negotiating body relating to pay and all other terms and conditions of service of all bargainable staff coming within the scope of this Agreement.
- (2) NUHS and the Union hereby undertake to fully co-operate in maintaining harmonious industrial relations and in creating an environment which will enhance NUHS's image and business prospects and at the same time promote the interests and future growth of all staff. NUHS and the Union agree to further strengthen this bipartite relationship through joint union-management initiatives to foster a strong and supportive culture of cooperation for all levels of staff.
- (3) NUHS and the Union shall agree before any changes in terms and conditions of employment within the scope of this Agreement are put into effect.

4. DURATION

- (1) This Agreement is effective on 1st April 2015 till 31st March 2018.
- (2) Negotiations for a new collective agreement may commence not earlier than 6 months before the expiry of this Agreement.
- (3) During the duration of this Agreement, neither NUHS nor the Union shall seek to vary, modify or annul any of its terms in any way whatsoever, save as is provided herein or by operation of the law.
- (4) Should any new legislation affects the terms of this Agreement, the terms of this Agreement shall be changed to provide at least the minimum benefits provided by such new legislation, if the said legislation is more generous than the existing provisions, and this will be effected from the date of enactment of the law until the expiry of this Agreement.
- (5) In the event that the existing provisions in this Agreement are more generous than the new legislation, the existing provisions in this Agreement will take precedence over the new legislation from the start date of this Agreement till its expiry.
- (6) The above clauses do not preclude consultations on such provisions between NUHS and the Union.

5. INTERPRETATION

In this Agreement, unless the context otherwise requires, words importing the feminine gender shall include the masculine gender, and words in the singular shall include the plural.

6. NON-UNION MEMBERS

Non-union members belonging to categories within the scope of this Agreement shall not receive or enjoy terms and conditions of service more favourable than those conferred on the union members under this Agreement.

7. GRIEVANCE PROCEDURE

- (1) Recognising the value and importance of a full discussion in clearing up any misunderstanding and in preserving harmonious industrial relations, every reasonable effort shall be made by both NUHS and the Union to expeditiously look into or deal with any suggestions, enquiries or complaints from staff at the lowest possible level.
- (2) The grievance procedure shall be as follows:
 - (a) Step 1

Any staff having a grievance and/or complaint shall, if she so wishes, refer the matter within 7 working days of its arising to her immediate superior, Section Head or Department Head.
 - (b) Step 2

If the staff concerned feels that the grievance has not been properly dealt with, the matter shall be taken up by the Union and the Human Resource Department of NUHS for further discussion.
 - (c) Step 3

If the matter is still unresolved, it shall be referred to the Ministry of Manpower for conciliation in accordance with the relevant provision of the Industrial Relations Act.

8. REFEREE

Any dispute between the parties to this Agreement while it is in force and arising out of its operation shall be referred to the President of the Industrial Arbitration Court who shall have the discretion to select a referee appointed in accordance with the provisions of the Industrial Relations Act to determine the dispute.

**PART II GENERAL TERMS AND CONDITIONS
OF EMPLOYMENT**

9. PROBATION AND NOTICE PERIOD

- (1) A new staff shall on her appointment serve a probationary period as specified in sub-clause (4) of this clause.
- (2) NUHS shall inform the staff, in writing, either of her confirmation of appointment or the extension of her probationary period before the expiry date. Failing which, the staff shall be deemed to be confirmed in the appointment on the expiry of the probationary period.
- (3) The probationary period shall form part of the staff's length of service.
- (4) The probationary period shall be as follows:

Category	Duration
<i>Nursing Staff</i>	
NO II and above	6 months
AN II to ANC (fresh graduates and those without minimum 6 months clinical experience)	6 months
AN II to ANC (those with minimum 6 months clinical experience)	3 months
D1 to D6	3 months
<i>Non-Nursing Staff</i>	
AH1, PH2 and above M1 and above S11 and above	6 months
T1 to T7 A1 to A6 S1 to S10	3 months

- (5) The probationary period of a staff may be extended for a period of up to 3 months if the performance during the probationary period is not satisfactory. However, the staff must be informed of her extension and the reasons thereof in writing.
- (6) Subject to exceptional work performance, a staff may be confirmed before the expiry of the probationary period.

- (7) The termination notice of a staff shall be as follows or the corresponding period of gross salary in lieu of notice:

Category	During Probation	Upon Confirmation
Nursing Staff		
NO II and above	1 month	1 month
AN II to ANC	2 weeks	1 month
D1 to D6	2 weeks	1 month
Non-Nursing Staff		
M1 and above AH1, PH2 and above S11 and above	1 month	1 month
A1 to A6 T1 to T7 S1 to S10	2 weeks	1 month

- (8) Staff who joined service with NUHS before 1st January 2002 shall follow the following termination notice periods or corresponding period of gross salary in lieu of notice:

Category	Termination Notice Period
Nursing Staff	
SN I and above	3 months
AN II to SN II	1 month
D5 to D6	3 months
D1 to D4	1 month
Non-Nursing Staff	
A6 and above T7 and above S10 and above AH1, PH2 and above M1 and above	3 months
A1 to A5 T1 to T6 S1 to S9	1 month

10. HOURS OF WORK

- (1) The working hours shall be regulated in accordance with the present practice on the basis of a maximum of 42 hours per week.

- (2) Staff shall be adequately notified of any changes in the working hours and the Union consulted prior to any change to the working hours.

11. SHIFT WORK

- (1) All shift staff shall work the following hours excluding meal breaks:
 - (a) Permanent night shift - 40 hours per week.
 - (b) Rotating shifts - 40 hours per week, averaged over a 2 or 3-week cycle.
 - (c) Regular hours - 42 hours per week.
- (2) The shift pattern may differ for different groups of staff due to the nature of their work. However, staff shall be notified in advance of their respective shift patterns/schedules prior to implementation.

12. OVERTIME

- (1) Work performed in excess of 8 hours a day or a total of 42 hours a week for a regular full time staff shall be deemed as overtime work. For shift staff, work performed in excess of the hours specified in clause 11(1) of this Agreement shall be deemed as overtime work.
- (2) Staff shall be paid one and a half times the hourly basic rate of pay for overtime work in accordance with the Employment Act.
- (3) In computing the hourly basic rate of pay, where the staff's total monthly salary exceeds \$3,000 and the staff is not covered by Part IV of the Employment Act, the hourly basic rate of pay shall be based on a total monthly salary of \$3,000.

13. REST DAY

- (1) Every staff shall be entitled to 1 rest day which is without pay per week.
- (2) The weekly rest day for a staff engaged in shift work shall be determined by the duty roster drawn up in accordance with the

operational needs of NUHS. Staff shall be informed of the roster in advance.

- (3) A staff who works on her rest day at the request of NUHS shall be paid in accordance to the Employment Act as follows:
 - (a) If the period of work does not exceed half her normal hours of work, a sum at the basic rate of pay for 1 day's work;
 - (b) If the period of work is more than half but does not exceed her normal hours of work, a sum at the basic rate of pay for 2 days' work;
 - (c) If the period of work exceeds her normal hours of work for 1 day:
 - (i) A sum at the basic rate of pay for 2 days' work, and
 - (ii) A sum at the rate of not less than 1.5 times her hourly basic rate of pay, for each hour or part thereof that the period of work exceeds her normal hours of work for 1 day.
- (4) In computing the basic rate of pay, where the staff's total monthly salary exceeds \$3,000 and she is not covered by Part IV of the Employment Act, the basic rate of pay shall be based on a total monthly salary of \$3,000.

14. PUBLIC HOLIDAYS

- (1) Staff shall be entitled to paid gazetted Public Holiday in accordance with the provisions of the Employment Act.
- (2) Based on the exigencies of service, NUHS may substitute another working day for a Public Holiday or pay staff who worked on a Public Holiday an extra day's salary at basic rate of pay.
- (3) If any of the gazetted public holidays falls on a rest day, the working day immediately thereafter the rest day shall be a paid holiday in substitution under sub-clause (2) above.
- (4) If a staff is required to work on her off-day or a rest day which is a public holiday, she shall be paid the relevant rate of pay in

accordance with the Employment Act. She shall also be entitled to another substituted public holiday.

15. FLEXIBLE WORK ARRANGEMENTS

- (1) Work-life strategies are important to allow staff to harmonise their family and work commitments, while maintaining operational efficiency and work force productivity.
- (2) NUHS as a progressive employer will endeavour to provide flexible work arrangements to attract and retain staff, taking into consideration the operational requirements of the respective work areas or teams.

PART III TERMS AND BENEFITS ON TERMINATION OF EMPLOYMENT

16. RETIREMENT AND RE-EMPLOYMENT

Retirement Age

- (1) Staff shall be retired not earlier than the statutory retirement age in accordance with the Retirement and Re-employment Act.
- (2) For the purpose of retirement, the birth date of the staff shall be taken as that stated in her national registration identity card. If the date is in dispute, then her birth date shall be based on her Central Provident Fund record.

Post-retirement Re-employment

- (3) NUHS supports post-retirement re-employment and shall endeavour to re-employ eligible retired staff up to the age of 67 from 1st July 2016. Re-employed staff on post retirement re-employment contract shall be covered by the existing Collective Agreement.
- (4) The terms and conditions of a post-retirement re-employment contract may vary from the pre-retirement contract subject to

mutual agreement, in accordance to the Retirement and Re-employment Act and the Tripartite Guidelines on the Re-employment of Older Employees.

- (5) If NUHS is unable to offer or continue to offer re-employment opportunity to an eligible retired staff up to her age 67, NUHS shall pay her a one-off Employment Assistance Payment in accordance with the gazetted Tripartite Guidelines on Re-employment of Older Employees as full and final settlement.

17. RETRENCHMENT BENEFITS

- (1) In the event of redundancy, NUHS shall inform the Union in writing of any impending retrenchment at least 1 month in advance before the notice of termination is served on the affected staff.
- (2) The notice on termination of service on grounds of redundancy to the affected staff shall be 1 month's notice or 1 month's gross salary in lieu thereof in accordance with the definition of gross rate of pay in the Employment Act.
- (3) NUHS shall consult and negotiate with the Union on the amount of retrenchment benefit in line with the tripartite recommendation.
- (4) For the purpose of this clause, termination by reason of reorganisation/restructuring, liquidation or obsolescence of Job of NUHS shall be treated as redundancy and therefore staff will be eligible for retrenchment benefits.

PART IV SALARY AND OTHER MONETARY ITEMS

18. SALARY RANGES

The salary ranges to take effect from 1st July 2016 are shown in Appendix 1 of this Agreement.

19. ANNUAL INCREMENT

- (1) Staff shall be entitled to an annual increment which shall be negotiated with the Union annually.
- (2) The annual increment shall be paid with effect from every year on 1st July.
- (3) New staff who have completed 12 months of service as at 1st July shall receive their first annual increment in full. The annual increment shall be pro-rated based on the number of eligible calendar days of service for new staff with less than 12 months of service as at 1st July. Staff who join after 30th June are not eligible for the annual increment for that year.

20. MONTHLY VARIABLE COMPONENT

- (1) The monthly variable component (MVC) shall form part of the total monthly salary for the purpose of computing CPF payment, annual increment, overtime payment and bonuses and shall count towards the staff's salary range.
- (2) NUHS and the Union will continue with the practice of setting aside 10% of the total monthly salary as MVC. Any changes or trigger to the MVC portion will be subjected to negotiation and mutual agreement with the Union.

21. ANNUAL WAGE SUPPLEMENT

- (1) An annual wage supplement (AWS) shall be paid to all staff in December of each calendar year.
- (2) For a staff who has served NUHS for not less than 12 months at the time when the AWS is paid out, the AWS shall be equivalent to 1 month of the staff's last drawn total monthly salary as at 30th November of the year.
- (3) Staff who have not completed 12 months of service shall have their AWS pro-rated according to the number of eligible calendar days of service.

- (4) Proportionate AWS shall be paid to staff whose services are terminated due to retrenchment, retirement, medical boarding out or death.
- (5) Staff who have resigned or who have served notice of resignation or have been served notice of termination on or before 31st December shall not be eligible for AWS.
- (6) Staff who join on or before 31st December are eligible for AWS for that year.

22. VARIABLE BONUS

The variable bonus which includes the Performance Bonus (PB) shall be determined on a yearly basis. The quantum will be based on the performance of NUHS, the Singapore economy, the staff and in consultation with the Union.

23. SHIFT ALLOWANCE

- (1) All NUHS staff who are scheduled to work afternoon and night shift shall be paid the following shift allowance/premiums:

- (a) For Nursing Staff on Afternoon and/or Night Shift

Job Title/ Job Grade	Afternoon Shift (Weekday) * Including Meal Allowance	Afternoon Shift (Weekend/ PH) * Including Meal Allowance	Night Shift (Weekday) * Including Meal Allowance	Night Shift (Weekend/ PH) * Including Meal Allowance
<i>Nursing Staff</i>				
NOs & above	\$13	\$21	\$51	\$76
Assistant Nurse Clinician (ANC)	\$11	\$18	\$47	\$68
Snr Staff Nurse (SSN)	\$11	\$18	\$47	\$68

Staff Nurse (SN)	\$9	\$15	\$43	\$64
Snr Assistant Nurse (SAN)	\$9	\$15	\$43	\$64
Assistant Nurse (AN)	\$7	\$12	\$33	\$48

(b) For Non-Nursing Staff on Afternoon and/or Night Shift

Job Title/ Job Grade	Afternoon Shift (Weekday) * Including Meal Allowance	Afternoon Shift (Weekend / PH) * Including Meal Allowance	Night Shift (Weekday) * Including Meal Allowance	Night Shift (Weekend/ PH) * Including Meal Allowance
<i>Non-Nursing Staff</i>				
S11 & above M1 & above AH1 & above PH2 & above	\$13	\$21	\$42	\$72
S8 – S10 A4 – A6 T5 – T7	\$10	\$15	\$30	\$52
S1 – S7 A1 – A3 T1 – T4	\$8	\$10	\$25	\$42

The above shift allowance will not be applicable to staff who are eligible for permanent night shift premium, except as provided under clause 24.

(c) For Non-Nursing Staff on Permanent Night Shift

Permanent Night Shift Premium	Premium Per Month	Additional Night Rate for Night Shift performed on Weekend or Public Holiday
<i>Non-Nursing Staff</i>		
Pharmacy Technician	\$280	\$22
Laboratory Technician Assistant Technician Healthcare Assistant (Ward) Senior Healthcare Assistant (Ward)	\$190	\$17

- (2) NUHS shall pay a daily shift allowance to a shift staff on authorised paid leave (except for outpatient sick leave and unpaid leave) as follows:

Job Title/ Job Grade	2-rotating	3-rotating	Permanent Night
<i>Nursing Staff</i>			
NOs & above	\$7	\$22	\$58
Assistant Nurse Clinician (ANC)	\$6	\$20	\$52
Snr Staff Nurse (SSN)	\$6	\$20	\$52
Staff Nurse (SN)	\$5	\$18	\$48
Snr Assistant Nurse (SAN)	\$5	\$18	\$48
Assistant Nurse (AN)	\$4	\$14	\$37
<i>Non-Nursing Staff</i>			
S11 & above	\$7	\$15	\$40
AH1 & above			
M1 & above			
PH2 and above	\$5	\$11	\$29
S8-S10			
T5-T7			
A4-A6	\$4	\$9	\$24
S1-S7			
T1-T4			
A1-A3			

24. ON-CALL / STANDBY ALLOWANCE

A staff scheduled on standby status during off-duty hours shall be paid an amount equivalent to 50% of the night shift allowance pertinent to her job grade.

25. CALL-BACK ALLOWANCE

- (1) NUHS staff may claim call-back allowance when called back for duty in an emergency (other than national disaster and mass casualty) whilst off-duty outside NUHS;
- (2) All staff who are called back are eligible for overtime payment in accordance with clause 12, 13 and 14 with an exception that staff who are not eligible for overtime payment shall be paid Call-Back Allowance at the rate of 1.5 times the hourly basic rate of pay computed from the total monthly salary (no cap) based on the actual hours worked.
- (3) NUHS staff may claim reimbursement for transport / mileage expenses for travel between NUHS and residence in accordance with the prevailing Transport Reimbursement Policy.

26. WARD ALLOWANCE

NUHS shall pay ward allowance to staff who perform ward duty as follows:

Job Title	2 Rotating Shift	3 Rotating / Permanent Night Shift
<i>Nursing Staff</i> Staff Nurse and above Assistant Nurse and Midwife	\$125 per month \$70 per month	\$250 per month \$140 per month
<i>Non-Nursing Staff</i> Healthcare Assistant (Ward) Senior Healthcare Assistant (Ward) PSA (Wards/OT/DSOT/EMD)	\$50 per month	\$100 per month

Patient Service Associates / Senior Patient Service Associates in inpatient wards will be entitled to 2 rotating shifts ward allowance regardless of their working schedule.

27. COUNTER ALLOWANCE

A staff who handles at least 50% of cashiering duties in the department will be eligible for \$50 counter allowance per month.

28. NURSES' AND ALLIED HEALTH POST BASIC DIPLOMA/ CERTIFICATE ALLOWANCE

NUHS shall pay a monthly allowance of \$150 which shall not form part of the staff's total monthly salary, for Allied Health Professionals who have completed the Certified Pharmacy Technician Course. For any recognised postgraduate diploma / certificate obtained by Nurses, up to a maximum of 2 certificates, they will be paid a monthly allowance of \$150 to \$300, which shall not form part of the staff's total monthly salary.

29. RETENTION FEE

NUHS shall pay the renewal fee charged by the Singapore Nursing Board for all registered nurses, midwives, the Singapore Pharmacy Board for all registered pharmacists and any other allied health professionals as required by the Singapore Allied Health Bill. NUHS shall also pay the retention fee charged by the Singapore Police Force for all registered security personnel (customer support associate staff).

PART V LEAVE ITEMS

30. ANNUAL LEAVE

(1) The purpose of annual leave is for staff to recreate and rest. Thus, as far as possible, work scheduled should be such that it would allow the staff to go on annual leave when it is due.

Nursing

Years of Service	NO II and above	ANC	SAN SN II and SN I SSN II and SSN I D3 and above	AN II and AN I D1 and D2
Less than 5	24 days	21 days	21 days	15 days
5 to less than 10	26 days	23 days	23 days	18 days
10 and above	28 days	25 days	25 days	21 days

Non-Nursing

Years of Service	M1 and above S11 and above AH1, PH2 and above	A1 to A6 S1 to S10 T1 to T7
Less than 5	21 days	15 days
5 to less than 10	23 days	18 days
10 and above	25 days	21 days

- (2) Staff with less than 12 months' service shall have their annual leave pro-rated according to the completed months of service, in accordance with the Employment Act.
- (3) Except in cases of dismissal for misconduct, when either NUHS terminates the service of a staff or a staff resigns from service, NUHS shall pay for any unconsumed leave computed up to the date of the termination or resignation.
- (4) Staff are permitted to carry forward the annual leave to the following year up to one year's entitlement.
- (5) Annual leave taken on a Saturday shall be considered as half day for non-shift staff.
- (6) If a staff who is on annual leave falls ill during the period of such leave, she shall be deemed not to be on annual leave on the days she is duly certified to be sick but such period shall be treated as medical leave in accordance with the provisions of clause 31 of this Agreement.

- (7) Staff who joined service with NUHS before 1st January 2002 shall be entitled to paid annual leave as follows on a personal-to-holder basis.

Nursing

Years of Service	SN I and above D5 and above	AN II to SN II D1 to D4
Less than 5	24 days	21 days
5 to less than 10	26 days	23 days
10 and above	28 days	25 days

Non-Nursing

Years of Service	M1 and above S11 and above AH1, PH2 and above	A2 - A5 S6 - S9 T3 - T7	A1 S1 – S5 T1 – T2
Less than 5	24 days	21 days	15 days
5 to less than 10	26 days	23 days	18 days
10 and above	28 days	25 days	21 days

- (8) NUHS nursing staff who are on 12-hour shift pattern as at 1st March 2004 shall be entitled to paid pro-rated annual leave based on the agreed computation formula and 2 days of ex-gratia special leave.
- (9) In order to avoid operational problems and the adverse effect on the morale of co-workers, employees should minimise unplanned leave. On the other hand, in order to avoid upsetting the annual leave plans of employees, supervisors should duly inform the employee of unapproved leave in advance.

31. MEDICAL LEAVE

- (1) A staff with at least 3 months of service shall be entitled to paid medical leave in the aggregate of 14 working days in one calendar year if no hospitalisation is necessary, or in the aggregate of 60 working days in one calendar year if hospitalisation is needed, provided that such medical leave is based on the recommendation

of any medical practitioner registered with the Singapore Medical Council.

- (2) A staff who is sick shall report her absence from work to her supervisor on the same day within working hours.
- (3) Medical certificates issued by any registered dentist shall be recognised as medical leave.

32. MATERNITY LEAVE

- (1) Subject to section 76(4) of the Employment Act, every female staff shall be entitled to 8 weeks of paid maternity leave. The leave may be taken any time before and/or upon the delivery of the child.
- (2) Subject to the eligibility criteria as set out under the Child Development Co-Savings Act, every female staff shall be entitled to a further 8 weeks of paid maternity leave funded by the Ministry of Social and Family Development after the expiry of the initial 8 weeks of paid maternity leave for the 1st and 2nd child.
- (3) Subject to the eligibility criteria as set out under the Child Development Co-Savings Act, every female shall be entitled to 16 weeks of paid maternity leave funded by the Ministry of Social and Family Development for the 3rd and subsequent child.
- (4) An application for maternity leave shall be supported by a medical certificate from a registered medical practitioner or a Government maternity hospital.
- (5) If at the expiry of the maternity leave period, the staff is certified as medically unfit for duty, her absence shall be treated as medical leave in accordance with clause 31 of this Agreement.
- (6) The Maternity Leave comprises 2 blocks:
 - (a) initial 8 calendar weeks for resting and recuperation immediately before/after childbirth; and
 - (b) extended 8 calendar weeks for care of new born baby.
- (7) Criteria for Female employee to be granted Full-Pay Maternity Leave:

	1st or 2nd Child	3rd Child onwards
Initial 8 calendar weeks	<u>Leave is paid by Employer</u> <ul style="list-style-type: none"> • must have at least 90 days of continuous service before childbirth 	<u>Leave is paid by Employer</u> As the 16 weeks leave is funded by Government, the female employee must satisfy these criteria set out under the Child Development Co-Savings Act:
Extended 8 calendar weeks	<u>Leave is paid by Government</u> As the 8 weeks leave is funded by Government, the female employee must satisfy these criteria set out under the Child Development Co-Savings Act: <ul style="list-style-type: none"> • must have at least 90 days of continuous service before childbirth; • must be lawfully married to the child's natural father at the time of childbirth; • the child must be a Singapore citizen; • the child must be born on/after 17th August 2008 	<ul style="list-style-type: none"> • must have at least 90 days of continuous service before childbirth • must be lawfully married to the child's natural father at the time of childbirth; • the child must be a Singapore citizen; • the child must be born on/after 17 August 2008.

33. PATERNITY LEAVE

- (1) A male staff who meets all the qualifying conditions for paternity leave under the Child Development Co-Savings Act (CDCA) may apply to take up to two weeks of paid paternity leave. The

meaning of “week” relates to the “work week” of the respective staff. By default, the staff is to take the leave as a block within 16 weeks of the birth of his child. If there is mutual agreement between NUHS and staff, he may alternatively take the leave flexibly, but not more than the number of work days in his two “work weeks”, and complete the leave within 12 months of the birth of his child.

- (2) A male staff who does not fulfill the qualifying conditions of the CDCA but has at least 3 months of service with NUHS may apply to take up to 3 work days of paid paternity leave on the birth of his legal child. The leave is to be completed within 1 month of the birth of his child.
- (3) Any leave which is not taken by the respective deadlines will be forfeited without compensation.

34. SHARED PARENTAL LEAVE

Male staff shall be entitled to take shared parental leave in accordance to the Child Development Co-Savings Act.

35. MARRIAGE LEAVE

A confirmed staff shall be granted 5 working days of paid marriage leave on the occasion of her first legal marriage. The leave has to be consumed within 1 year of her legal marriage.

36. CHILDCARE LEAVE/EXTENDED CHILDCARE LEAVE/FAMILY CARE LEAVE

- (1) Staff with at least 3 months of service are entitled to leave benefits under this clause as follows:

Eligibility Criteria	Childcare/ Extended Childcare Leave per calendar year	Family Care Leave per Calendar year
Staff with child who is below the age of 7 years and qualify for childcare leave under the Child Development Co-Savings Act	6 working days	Nil
Staff with child who is of or above the age of 7 years but below the age of 13 years and qualify for extended childcare leave under the Child Development Co-Savings Act	2 working days	3 working days
Staff with child who is below the age of 7 years and qualify for childcare leave under the Employment Act	2 working days	1 working day
Staff who do not qualify for any statutory childcare leave	Nil	3 working days

- (2) Family care leave is granted to a staff with at least 3 months of service to spend time with their family members. For the purpose of this clause, “family members” are defined as children (include natural, legally adopted and step relations) below the age of 18 years old, spouse, parents, parents-in-law, siblings, grandparents, grandparents-in-law and grandchildren. Staff who

are above 62 years old on post-retirement contract are eligible to claim family care leave for their grandchildren.

- (3) If the staff has more than one child e.g. one below the age of 7 years and another above the age of 7 years but below the age of 13 years, the total childcare leave entitlement is still 6 working days in the calendar year. This is in accordance with the CDCA.
- (4) For non-shift staff, leave can be taken on a half day basis. Leave not taken by the end of the calendar year shall be forfeited without compensation.

37. UNPAID INFANT CARE LEAVE

Subject to the eligibility criteria as set out under the Child Development Co-Savings Act, a staff with new-born children below 2 years of age shall be entitled to apply for 6 working days of unpaid infant care leave per calendar year.

38. SOCIAL DEVELOPMENT UNIT (LOVEBYTE)/ SOCIAL DEVELOPMENT SECTION LEAVE

Unmarried confirmed NUHS staff shall be entitled to 5 days' paid Social Development Unit / Social Development Section Leave per calendar year.

39. COMPASSIONATE LEAVE

- (1) A staff shall upon application, be granted compassionate leave as follows:
 - (a) Critical illness of an immediate family member (spouse, child, parent, parent-in-law, sibling, grandparent and grandparent-in-law). Critical illness refers to a patient on a hospital's dangerously ill list
- 3 working days
 - (b) Death of an immediate family member (spouse, child, parent, parent-in-law, sibling, grandparent, grandparent-in-law)
- 3 working days within 2 weeks of the date of death.

- (2) Application for compassionate leave must be supported by documentary proof.

40. PROLONGED ILLNESS LEAVE

- (1) A confirmed staff with at least 1 year of service shall be eligible for the benefit under this clause if she has contracted tuberculosis, cancer, leprosy, mental illness, cardiac ailments, or any other chronic disease which is verified by a Medical Board (include the physician as one of the panel member) as a long term illness. Acquired Immune Deficiency Syndrome (AIDS) not contracted during work is also covered under this clause. AIDS contracted in the course of work shall be in accordance with the provisions of the Work Injury Compensation Act (WICA), subject that where the provisions of the WICA are less favourable than this clause, the staff shall be entitled to the benefit under this clause.
- (2) Subject to sub-clause (1) above, the leave entitlement is as follows:
 - (a) First six months - Full Pay.
 - (b) Second six months - Half Pay.
 - (c) Third six months - Without Pay.
- (3) Thereafter, if the staff is still unfit for duty, she may be medically boarded out.

41. MEDICAL BOARD-OUT

A staff who is medically boarded out will be accorded a further 12 months medical benefits from the date of the medical boarding out provided that:

- (a) she has at least 10 years of service before commencement of prolonged illness leave. Pro-rated medical board out benefits may be extended to staff with less than 10 years of service who are deemed to be deserving or facing financial hardship on a case-by-case basis;

- (b) she is not receiving any other medical benefits from the other employers either as staff or dependant;
- (c) she seeks medical treatment from government restructured hospitals / institutions.
- (d) the medical benefits shall be the same entitlements for a staff under clauses 42(3), 42(4) or 44 (depending on the staff medical benefit option), and also clause 46 of this Agreement;
- (e) the medical benefits shall only be applicable to treatment in relation to the specific medical condition(s) that led to the medical boarding out. Any claim for treatment of other associated medical conditions shall be considered on a case-by-case basis.

PART VI MEDICAL BENEFITS AND INSURANCE

42. MEDICAL BENEFITS

- (1) A staff with at least 3 months of service and her dependents combined shall be entitled to a maximum of \$400 per calendar year for non-specialist medical treatment received at a Government polyclinic or private medical practitioner.
- (2) The maximum bill claimable per visit for treatment by any government polyclinic or registered private medical practitioner shall be \$30. All claims for expenses incurred, other than those incurred in NUHS where the staff is employed, shall be paid upon presentation of the relevant receipts.
- (3) A staff with at least 3 months of service shall be entitled to a maximum of \$550 per calendar year for specialist treatment and consultation. Her dependents combined, shall be entitled to another \$550 per calendar year. The balance of the amount for non-specialist medical treatment can be used for specialist treatment and consultation at any Government restructured institution.

- (4) Single staff who joined service with NUHS before 1st January 2002 shall be eligible, on a personal-to-holder basis, to a maximum of \$1,000 per calendar year for specialist treatment and consultation at NUHS where she is employed.
- (5) A staff and her dependents may be reimbursed for acupuncture treatment under the entitlement for specialist treatment, where the acupuncture treatment is prescribed by a doctor and where the acupuncture service is operated and owned by any Government restructured healthcare institutions.
- (6) Notwithstanding sub-clauses (1) to (4) above, a staff shall co-pay 10% and 30% of the total claimable medical expenses incurred by herself and her dependents respectively.
- (7) For the purpose of this clause, “dependents” are defined as:
 - (a) a spouse who is unemployed and does not enjoy medical benefits provided by her past employer, or if employed, is not entitled to medical benefits provided by her current employer;
 - (b) a dependent unmarried child, including a stepchild and legally adopted child, under the age of 18 years, and who is not provided medical benefits by the current employer of the staff’s spouse;
 - (c) an unmarried child of a staff who is a single parent, including a stepchild and legally adopted child, under the age of 18 years, and who is not provided medical benefits by the current employer of the staff’s ex-spouse (if any).
- (8) NUHS and the Union recognise the importance of the Wellness Programme for the well-being of the staff. NUHS and the Union will conscientiously embark on activities and programmes to promote staff well-being and health, in line with the national emphasis on healthy lifestyle, family life and social interaction/cohesiveness.

43. HEALTHCHOICE

- (1) A confirmed staff shall be eligible for Healthchoice benefit (which includes dental benefit) of up to \$130 per calendar year as set out in Appendix 2.
- (2) This benefit shall apply to these categories of staff:
 - (a) full-time staff on regular employment;
 - (b) full-time on contract employment;
 - (c) part-time staff on regular or contract employment
(pro-rated according to working hours)
- (3) From 1st January 2013, for staff who chooses to remain on the existing outpatient medical benefits as stated in Clause 42, the Healthchoice benefit will remain unchanged as stated in Clause 43(1).

44. FLEXIBLE BENEFITS

- (1) With effect from 1st January 2013, the outpatient non-specialist, outpatient specialist and Healthchoice benefits will be bundled under the Flexible Benefits. The items claimable under the Flexible Benefits are listed in Appendix 3. With the introduction of Flexible Benefits with effect from 1st January 2013, the benefits as stated in clause 42(1), 42(3) and 43 will lapse for staff who has opted for the Flexible Benefits.
- (2) With effect from 1st January 2013, under the Flexible Benefits, a staff who has no dependents is entitled to a maximum cap of \$650 per calendar year while a staff with dependents shall be entitled to a combined maximum of \$850 per calendar year.

Category	Entitlement (per calendar year)
Staff with no dependents	\$650
Staff with dependents	\$850

*Dependents refer to clause 42 (7).

- (3) For staff who chooses to remain on the existing medical benefits, the entitlement will remain unchanged as stated in clause 42.

45. SPECIALIST OUTPATIENT MATERNITY BENEFIT

After completing a ninety (90) days' of service with NUHS, a female employee and in the case of a male employee, his spouse, will be entitled to pre-natal and post-natal consultation and treatment at a government restructured hospital in Singapore, up to a maximum of S\$800 per pregnancy. The ward accommodation and hospitalisation expenses are capped under the hospitalisation benefits limit per annum. This benefit is applicable in relation to the first two (2) child births.

46. HOSPITALISATION

(1) Subject to the availability of beds in the wards, NUHS staff are eligible for the following types of ward accommodation (at any Government restructured healthcare institution), up to 60 days per calendar year. Staff shall be eligible for hospitalisation fees per calendar year as follows:

Nursing Staff	Ward	Hospitalisation
NO II and above	A	\$12,000
AN II to ANC D1 to D6	B1	\$8,500
Non-Nursing Staff	Ward	Hospitalisation
M1 and above S11 and above AH1, PH2 and above	A	\$12,000
A3 - A6 S7 - S10 T4 - T7	B1	\$8,500
A1 – A2 S1 – S6 T1 – T3	B2	\$5,000

- (2) Staff who joined service with NUHS before 1 January 2002 shall be eligible, on a personal-to-holder basis, hospitalisation fees per calendar year as follows:

Non-Nursing Staff Hospitalisation Fees

A1 – A2	\$5,600
S1 – S6	
T1 – T3	

- (3) A staff dependents shall be eligible to enjoy the same ward accommodation as the staff, subject to 50% of the public ward charges. Only the remaining 50% of ward charges shall be claimable under NUHS's ward accommodation benefit, subject to the co-payment rates of 30% required from the staff. In addition, the family (excluding the staff) shall be eligible for the same amount of hospitalisation fees per calendar year as the staff subjected to the staff entitlement stated in clause 46. However, a staff who is warded in NUHS will have her ward charges waived. A staff will need to co-pay 10% of the remaining hospitalisation fee.
- (4) A staff and her dependents may upgrade her ward accommodation, if she so chooses, but she shall have to pay the difference in ward charges and hospitalisation fees between their entitlement and the higher ward.
- (5) Where a staff is abroad and requires hospitalisation, NUHS shall reimburse hospitalisation fees (including ward charges) provided the hospitalisation is at a Government hospital in the country overseas. The ward accommodation must be equivalent to her ward class eligibility. The maximum hospitalisation eligibility is as specified in sub-clauses (1) and (2) above.
- (6) For the purpose of this clause, the definition of a dependent is as per clause 42(7) of this agreement.

47. WORK INJURY COMPENSATION/GROUP STAFF INSURANCE

- (1) Staff who come within the scope of the Work Injury Compensation Act shall be insured.
- (2) NUHS shall continue to insure staff under its Group Term Life and Group Personal Accident insurance policies, subject to the respective exclusions and acceptance by the insurers.

PART VII MISCELLANEOUS ITEMS

48. STAFF TRAINING

- (1) NUHS may sponsor a staff for courses or training approved by NUHS to upgrade the staff's skills and knowledge. It shall provide exam leave for the staff to sit for examinations for such sponsored or approved courses/training relevant to the job.
- (2) NUHS shall grant Union officials paid leave of absence to attend training, courses and seminars organised by the Union or NTUC.

49. CAREER DEVELOPMENT AND PROGRESSIVE WAGES

- (1) NUHS and the Union jointly encourage staff to take the initiative to enhance their current and future skills, knowledge, employability and job value through opportunities provided by NUHS.
- (2) Staff who perform competently with up-to-date knowledge, skills mastery and consistently with the right work attitude may look forward to career and wage progression that commensurate with higher job worth.

50. VEHICLE LOAN SCHEME

- (1) A confirmed staff is eligible to apply for vehicle loan up to a maximum of \$65,000 or 12 times the total monthly salary, whichever is lower.

- (2) NUHS shall subsidise interest rate above 3%, subject to a maximum of 1%. The repayment period is up to 7 years or the retirement age, whichever is earlier.

51. HOUSING/RENOVATION LOAN SCHEME

- (1) A confirmed staff is eligible to apply for housing and/or renovation loan as follows:

House ownership : \$400,000 or 60 x total monthly salary, whichever is lower.

House renovation : 6 x total monthly salary or renovation cost, whichever is lower, subject to a maximum of \$30,000.

- (2) NUHS shall subsidise interest rates above 5%, up to a maximum of 2%. The repayment periods for housing loan and renovation loan are up to 25 years and 5 years respectively or the retirement age, whichever is earlier.

52. TRANSPORT

Where a staff is required to travel out of NUHS's premises on NUHS's business and where NUHS transport is not available, reimbursement shall be based on taxi-fare incurred or mileage claimed.

53. UNIFORMS

Staff who are required by NUHS to wear uniform shall be provided with 3 sets of uniforms annually, replaceable on a normal wear and tear basis.

54. SHOES

All uniformed staff shall be eligible for shoes subsidy of \$80 per year. The subsidy shall not attract CPF contribution.

55. MEAL SUBSIDY

NUHS shall pay meal subsidy of \$5.00 per working day to NUHS staff who work staggered working hours ending at or after 8pm. This subsidy qualifies for CPF contribution.

56. LONG SERVICE AWARD

In recognition of the dedication and service of its staff, NUHS shall grant long service award to staff as follows:

Years of Service	Award of equivalent cash value (\$)
5	100
10	200
15	300
20	500
25	1,000
30	1,000
35	1,000
40	1,200
45	1,200
50	1,600

57. NATIONAL SERVICE

Staff who join NUHS directly after completing their National Service shall be granted a higher commencing salary in recognition of their service to the nation.

58. CHILDCARE CENTRE SUBSIDY

NUHS and the Union recognise the need to encourage more women to join the labour force. To encourage women to join NUHS services, NUHS shall provide staff with a childcare centre if feasible or provide subsidy for approved childcare centres, if feasible.

59. HOLIDAY CHALET

NUHS shall allocate funds to provide for staff recreational/leisure activities, which may include the provision of holiday bungalows or chalets or a chalet reimbursement scheme for staff's use or any other form of alternative arrangements for the purpose of staff recreation/leisure.

60. EXCLUSIVE SERVICE

NUHS staff shall not, without the prior written permission of NUHS, be employed in any capacity by any person in a government department, statutory board, firm, company or organisation in the government and/or private sector other than NUHS. Permission for such activity shall not be unreasonably withheld if this does not affect the staff's work or conflict with NUHS's interest. Involvement in NTUC activities as a committee and/or organiser shall not be considered as employment outside NUHS.

61. EXISTING TERMS

All other existing terms of employment and conditions of service not mentioned in this Agreement shall remain as before.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands on the date and year first hereinbefore mentioned.

Signed for and on behalf of:

**NATIONAL UNIVERSITY
HEALTH SYSTEM PTE LTD**

**HEALTHCARE SERVICES
EMPLOYEES' UNION**

PROF JOHN EU-LI WONG
Chief Executive

MS K.THANALETCHIMI
President

MR STEPHEN CHONG
Group Chief Human Resource Officer

MS DIANA CHIA SIEW FUI
General Secretary

MS YUE LAI THENG
Branch Secretary, NUH Branch

In the presence of:

MR JEREMY LEE
Acting Director, Human Resource

MR CHARLES NG
Executive Secretary

**NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD
COLLECTIVE AGREEMENT OF 2016**

NURSING SALARY RANGES

Band	Job Grade	Minimum	Maximum
3	Nursing Manager I / Nurse Clinician I / Nurse Educator I	\$5,430	\$9,230
	Nursing Manager II / Nurse Clinician II / Nurse Educator II	\$4,560	\$7,690
	Assistant Nurse Clinician	\$4,060	\$6,860
	Sr Staff Nurse I	\$3,700	\$6,300
	Sr Staff Nurse II	\$3,100	\$5,530
2	Staff Nurse I	\$2,600	\$4,540
	Staff Nurse II	\$2,200	\$3,880
	Principal Assistant Nurse	\$2,590	\$4,400
	Sr Assistant Nurse I / Sr Midwife	\$2,310	\$3,920
	Sr Assistant Nurse II	\$1,960	\$3,360
	Assistant Nurse I / Midwife I	\$1,810	\$3,050
	Assistant Nurse II / Midwife II	\$1,700	\$2,800

DENTAL SURGERY ASSISTANT SALARY RANGES (NURSING)

Band	Job Grade	Minimum	Maximum
3	SSN II (Senior Clinic Executive)	\$3,100	\$5,530
	SN I (Senior Clinic Supervisor / Clinic Supervisor)	\$2,600	\$4,540
2	SN II (Clinic Supervisor / Senior Dental Surgery Assistant)	\$2,455	\$4,230
	SAN I (Senior Dental Surgery Assistant)	\$2,310	\$3,920
	AN I (Dental Surgery Assistant)	\$1,810	\$3,050
	AN II (Dental Surgery Assistant)	\$1,700	\$2,800

**TABLE 1A – ADMIN SALARY RANGES (NON-NURSING)
(FROM 1 APRIL 2015 TO 30 JUNE 2016)**

Band	Job Grade	Minimum	Maximum
3b	M3	\$3,240	\$5,550
3a	M2	\$2,800	\$4,760
	M1	\$2,400	\$4,330
2	A6	\$2,200	\$3,840
	A5	\$1,920	\$3,360
	A4	\$1,710	\$3,000
	A3	\$1,550	\$2,640
1	A2	\$1,340	\$2,280
	A1	\$1,140	\$1,950

**TABLE 1B – ADMIN SALARY RANGES (NON-NURSING)
(WITH EFFECT FROM 1 JULY 2016)**

Band	Job Grade	Minimum	Maximum
3b	M3	\$3,940	\$6,490
3a	M2	\$3,100	\$5,480
	M1	\$2,550	\$4,630
2	A6	\$2,450	\$4,270
	A5	\$2,310	\$3,810
	A4	\$2,000	\$3,350
	A3	\$1,790	\$2,950
1	A2	\$1,580	\$2,610
	A1	\$1,390	\$2,290

**TABLE 1A – ANCILLARY SALARY RANGES (NON-NURSING)
(FROM 1 APRIL 2015 TO 30 JUNE 2016))**

Band	Job Grade	Min	Max
3b	S13	\$3,240	\$5,500
3a	S12	\$2,800	\$4,760
	S11	\$2,400	\$4,330
2	S10	\$2,200	\$3,840
	S9	\$1,920	\$3,360
	S8	\$1,710	\$3,000
	S7	\$1,550	\$2,640
1	S6	\$1,340	\$2,280
	S5	\$1,140	\$1,950
	S4	\$1,040	\$1,780
	S3	\$970	\$1,650
	S2	\$920	\$1,430
	S1	\$870	\$1,350

**TABLE 1B – ANCILLARY SALARY RANGES (NON-NURSING)
(WITH EFFECT FROM 1 JULY 2016)**

Band	Job Grade	Min	Max
3b	S13	\$3,940	\$6,490
3a	S12	\$3,100	\$5,480
	S11	\$2,550	\$4,630
2	S10	\$2,450	\$4,270
	S9	\$2,310	\$3,810
	S8	\$2,000	\$3,350
	S7	\$1,790	\$2,950
1	S6	\$1,580	\$2,610
	S5	\$1,390	\$2,290
	S4	\$1,200	\$1,950
	S3	\$1,160	\$1,740
	S2	\$1,040	\$1,560
	S1	\$1,000	\$1,470

**TABLE 1A – ALLIED HEALTH SALARY RANGES (NON-NURSING)
(FROM 1 APRIL 2015 TO 30 JUNE 2016)**

Band	Job Grade	Minimum	Maximum
3	AH3	\$3,300	\$5,550
	AH2	\$2,600	\$4,800
	AH1	\$2,300	\$4,400
2	T7	\$2,200	\$3,840
	T6	\$1,920	\$3,360
	T5	\$1,710	\$3,000
	T4	\$1,550	\$2,640
1	T3	\$1,340	\$2,280
	T2	\$1,140	\$1,950
	T1	\$1,040	\$1,780

**TABLE 1B – ALLIED HEALTH RANGES (NON-NURSING)
(WITH EFFECT FROM 1 JULY 2016)**

Band	Job Grade	Minimum	Maximum
3	AH3	\$4,040	\$6,660
	AH2	\$3,100	\$5,620
	AH1	\$2,300	\$4,740
2	T7	\$2,450	\$4,270
	T6	\$2,310	\$3,810
	T5	\$2,000	\$3,350
	T4	\$1,790	\$2,950
1	T3	\$1,580	\$2,610
	T2	\$1,390	\$2,290
	T1	\$1,200	\$1,950

TABLE 1A - PHARMACIST SALARY RANGES (NON-NURSING)
(WITH EFFECT FROM 1 APRIL 2015 TO 30 JUNE 2016)

Band	Job Grade	Minimum	Maximum
3	PH3	\$3,650	\$6,200
	PH2	\$3,100	\$5,250

TABLE 1B - PHARMACIST SALARY RANGES (NON-NURSING)
(WITH EFFECT FROM 1 JULY 2016)

Band	Job Grade	Minimum	Maximum
3	PH3	\$4,050	\$6,680
	PH2	\$3,300	\$5,620

**NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD
COLLECTIVE AGREEMENT OF 2016**

HEALTHCHOICE*

S/N	Basket of Benefits and Claimable Items
1	Health Screening
2	Dental Care <ul style="list-style-type: none"> • Include Dental treatment (including prescribed medication)
3	Traditional Chinese Medicine (TCM) Expenses
4	Optical Expenses <ul style="list-style-type: none"> • Include spectacles and contact lens
5	Chalet/Rest and Recreation Activities <ul style="list-style-type: none"> • Tour Package • Hotel/chalet accommodation (Singapore/overseas) • Airfare/Train tickets/taxi fares/car rental (overseas only) • Admission tickets to places of interest (overseas only)
6	Wellness/Personal Development <ul style="list-style-type: none"> • Vitamins supplement • Gym membership • Sports equipment • Purchase of books
7	Family Benefits <ul style="list-style-type: none"> • Infant/Child care centre fees
8	Others <ul style="list-style-type: none"> • Union Membership Fees • NTUC Thrift savings • Purchase of Insurance

*Applicable for staff who opted to remain on the existing outpatient medical benefits as stated in Clause 42. The Healthchoice benefit will remain unchanged as stated in Clause 43(1).

**NATIONAL UNIVERSITY HEALTH SYSTEM PTE LTD
COLLECTIVE AGREEMENT OF 2016**

FLEXIBLE BENEFITS*
(With effect from 1st January 2013)

Category	Entitlement (per calendar year)	Basket of Benefits and Claimable Items
Staff with no dependents	\$650	1) Chalet/Rest and Recreation Activities <ul style="list-style-type: none"> • Tour Package • Hotel / chalet accommodation (Singapore / overseas) • Airfare / Train tickets / taxi fares / car rental (overseas only) • Admission tickets to places of interest (overseas only) 2) Wellness/Personal Development <ul style="list-style-type: none"> • Vitamins supplement • Gym membership • Sports equipment • Purchase of books 3) Family Benefits <ul style="list-style-type: none"> • Infant / Child care centre fees 4) Others <ul style="list-style-type: none"> • Union membership fees • NTUC Thrift savings • Purchase of insurance 5) Outpatient non-specialist claims 6) Outpatient specialist claims 7) Traditional Chinese Medicine (TCM) claims
Staff with dependents	\$850	

*Applicable for staff who opted for the new flexible benefits which bundle the outpatient non-specialist, outpatient specialist and healthchoice benefits together as stated in clause 44. The benefits as stated in clause 42(1), 42(3) and 43 will lapse for staff who has opted for the Flexible Benefits.