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MAY DAY

AWARDS

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PLAQUE OF COMMENDATION

HomeTeamNS

Nominated by the Attractions, Resorts & Entertainment Union.

HomeTeamNS (HTNS) actively adopts the National Wage Council guidelines and the Progressive Wage Model to uplift the wages of its lower-wage workers. During the COVID-19 pandemic, HTNS ensured that workers received full pay to minimise hardship and collaborated with the Attractions, Resorts & Entertainment Union (AREU) and NTUC LearningHub to facilitate e-training opportunities. To promote continuous upskilling and personal development, HTNS subscribed to e-learning platforms like LinkedIn Learning, granting employees access to a variety of courses. In 2021, HTNS paid a special bonus to employees in appreciation of their hard work and dedication during the pandemic. Talent retention and acquisition are core priorities for HTNS, which regularly conducts salary benchmarking to maintain competitive salaries.

As a supportive partner, HTNS collaborates closely with AREU, assisting in union activities and membership recruitment. HTNS provides regular updates to the union on changes affecting workers, such as HR policy revisions. This strong labour-management relationship facilitated the successful renewal of the Collective Agreement (CA) in 2024, which includes new clauses for prolonged illness leave and the establishment of a Workplace Safety Committee. HTNS takes a progressive approach in its HR policies, having been an early adopter of raising the retirement age to 65 and implementing four weeks of mandatory government-paid paternity leave. Additionally, HTNS offers employees a two-day well-being leave within the 14 days of medical leave. HTNS values its employees and enhances their benefits. This belief is exemplified by the Long Service Awards (LSA), which grant block leave every 10 years of service, encouraging employees to pursue personal interests or spend time with loved ones.

HTNS continuously seeks to improve business prospects and enhance employee productivity. The Company Training Committee, established with AREU, focuses on training needs and technological solutions to improve HR management and bolster employees' cybersecurity knowledge. Committed to upskilling and lifelong learning, HTNS collaborates with the union to identify skills gaps and introduce core skills training in areas, such as marketing and service excellence. HTNS is also in discussions with institutes of higher learning to develop structured training plans for employees specialising in high-demand areas.