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60 CENTS

MCI (P) 183/12/2013

Dads Get It Too!

The Labour Movement push for Flexible Work Arrangements is not just for mums.

<<p06

Aviation Industry Gets A Lift

MOU inked between NTUC and various parties to develop manpower in the sector.

<<p09

Raising The Age Ceiling

Extending the re-employment age till 67 is win-win for both employers and workers.

<<p10

LIFE IN FULL BLOOM

The elderly in Singapore can look forward to enjoying better all-round care in their golden years with the opening of NTUC Health's new nursing home next year.



NTUC Health: First Nursing Home By 2015

The Labour Movement is stepping into new grounds with the opening of a nursing home that will offer a holistic range of care for the elderly.

By **Naseema Banu Maideen**

It has been 17 years since the Labour Movement's NTUC Eldercare started running facilities for the elderly in different parts of Singapore. Now, the newly-integrated NTUC Health is going one step further by opening up its first nursing home in the third quarter of 2015.

Bringing together the expertise and experience of NTUC Eldercare and NTUC Unity Healthcare into a single organisation, NTUC Health offers an integrated suite of services to meet the growing needs of families and their dependents.

NTUC Health's nine-storey nursing home at Jurong West, Street 93, will be able to accommodate up to 290 residents, while a senior care centre on the premises will cater for up to 60 seniors.

NTUC Health is prepared to invest in operating an additional five nursing homes in the next three to five years, reaching out to serve Singaporeans and their families.

This was unveiled at NTUC Enterprise's (a holding body of NTUC's social enterprises) first media conference by its Chairman and NTUC's immediate past Secretary-General Lim Boon Heng on 23 July 2014.

Artisit impression of NTUC Health's new Nursing Home at Jurong West Street 93.



REALISED AFTER 17 YEARS

Said Mr Lim: "When we set up NTUC Eldercare 17 years ago, my objective was to operate a nursing home. This experience would be useful because we have not wasted 17 years, we have learnt about what it means to look after seniors and we have learnt about what we think seniors really need and want.

"The nursing home that we would like to operate is one where you and I would be happy to use if we should need it... So our focus would be on the rehabilitation of the sick, and we believe that the social component is equally important part and not just looking at the medical aspects of rehabilitation, and our target is to make them recover well enough to return back home".

The nursing home plans to tap on NTUC Health's team of professionals like pharmacists, dentists and doctors as well as its established network of Home Care and Day Care services.

CHALLENGES AHEAD

When asked on how NTUC Health will handle residents with the 'not-in-my-backyard syndrome', Mr Lim said there will be early engagements through various talks with them on how these homes will be beneficial for the community.

Added NTUC Health Chief Executive Officer Chua Song Khim: "We will be able to tap on the experiences that we have gained over the years in providing a holistic range of care. In the healthcare sector, as a whole, there is the challenge of manpower.

"We are looking at recruiting more back-to-work women, retirees to take on some of the jobs in the new nursing home. We will work with various partners to hold job fairs for these positions."

“The aim is to care for them (the elderly) and enable them to rehabilitate and recover, and return to home and community care, as far as possible. This is because the elderly are generally more comfortable and happier when they are with their family and within the community.”

NTUC Enterprise Chairman and NTUC's immediate past Secretary-General Lim Boon Heng

Report Card: NTUC Social Enterprises

NTUC Social Enterprises remain a “compelling, cohesive and extraordinary social force to ‘Do Good’ to meet the needs of our time.”

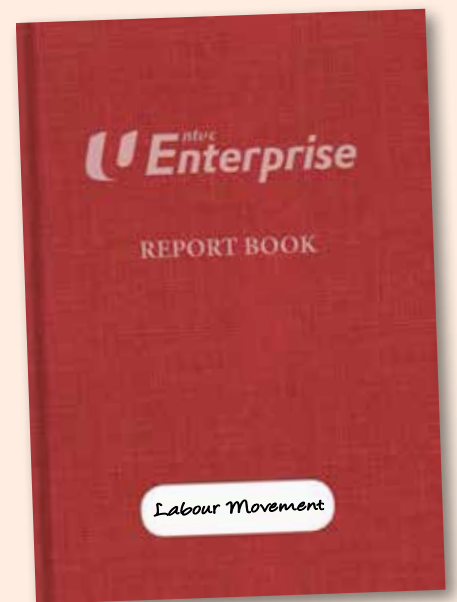
By **Ramesh Subbaraman**

As Singapore continues to change, NTUC's Social Enterprises would need to re-think, re-invent and re-imagine what they can do collectively for the country and its citizens, said NTUC Enterprise Group CEO Tan Suee Chieh.

He was speaking at a news conference on 23 July 2014 to share NTUC Enterprise's work over the past year, and also to begin the process of creating a 10-year vision and strategic plan for its group of social enterprises.

Mr Tan added: "This will enable us as a group to continue to drive social outcomes and be the compelling, cohesive and extraordinary social force to 'Do Good' to meet the needs of our time."

Here's a quick look at how NTUC Social Enterprises helped Singaporeans from all walks of life in 2013.



NTUC First Campus provided affordable and quality pre-school education to more than 13,000 children across 125 child care centres –three times as many places offered in 2009.



My First Skool set aside 15% of its places for children from low income families forming the lowest 20% of the income bracket.



NTUC LearningHub trains 550 people a day and that's 180,000 persons a year. Since it started in 2004, it has trained nearly 1.6 million workers, becoming one of the largest private Continuing Education Training schools in Singapore.



The number of **Foodfare's Rice Garden** stalls will grow to 40 by end 2015 and by September 2015, **NTUC Foodfare's** Bukit Panjang Hawker Centre will start operating.



In 2013 alone, \$40 million dollars in **LinkPoints and discounts** were given out to customers.

NTUC Social Enterprises under NTUC Enterprise: NTUC Foodfare; NTUC Income; NTUC LearningHub; NTUC FairPrice; NTUC First Campus; NTUC Choice Homes; NTUC Health; and NTUC Link.

Snapshots

A quick round up of what went on in and around the Labour Movement recently.

By **NTUC This Week Team**

Building Strong Bonds

To thank union members for their strong support over the years, the Housing and Development Board Staff Union (HDBSU) organised a series of Union Membership Engagement Programmes. NTUC Deputy Secretary-General (DSG) Heng Chee How graced the engagement sessions on 19 June and 27 June 2014 respectively. Staff from the Housing Management Group's Customer Service Section and Sims Drive Branch had the opportunity to hold an informal conversation with DSG Heng where they spoke at length on a variety of topics such as MediShield Life, work-life balance and re-employment of older workers. They also shared their observations on wages and employment progression.



Supporting The Elderly

On 25 June 2014, NTUC Fairprice Foundation, the philanthropic arm of NTUC FairPrice, announced a donation of two vans to NTUC Health Co-operative Limited to help support transportation needs for the elderly. These vans will aid in the shuttling of the elderly between their homes and NTUC Health's day or senior care centres when their caregivers or families are at work.

The vans are worth about \$85,000 each and will be specially-equipped with wheelchair lifters.

The announcement was shared at the re-opening of the newly revamped NTUC FairPrice supermarket at Dawson Place.



Majulah NTUC!

It was a boost in spirits for the NTUC National Day Marching Contingent when NTUC President Diana Chia and several members of the NTUC Central Committee visited them on 19 July 2014 at the F1 Pit Building. The contingent received praises as well as words of appreciation and encouragement for devoting their time to participate in the nation's birthday celebrations.

Come 9 August 2014, be sure to look out and cheer on the purple-licious NTUC Marching Contingent!



Rock On!

U Live band The Rovers held a session to search for suitable candidates to join them as a singer, lead guitarist and bass guitarist on 12 July 2014. A number of talented

U Live members turned up for the session facilitated by the band and partner Faith Music Centre. At the end of the session, the band had found their new members! Next up, they will be gearing up for rehearsals and be performance-ready for future gigs. Do keep a lookout for them!

A Safer Ride

Motorcyclists, handle roads better with NTUC Income's latest 'Do Good' offering of a free defensive riding course and enjoy a 10% discount off annual premiums.



Participants who complete the course will enjoy a 10% discount off their annual premium when they renew their policy with NTUC Income.

By **Nicholas Lee**

Singapore's leading insurer NTUC Income announced on 1 July 2014 that it will provide a free defensive riding course to all its motorcycle insurance policyholders.

Over two years, NTUC Income will invest \$500,000 in OrangeSafe, which is all geared up to inculcate safer riding habits among motorcyclists to reduce the number of casualties on the road.

Participants can choose to attend the course at either the Bukit Batok Driving Centre or ComfortDelGro Driving Centre. The first lesson commenced on 5 July 2014.

PRECIOUS LIVES

The half-day course involves a 90-minute theory lesson and a two-and-a-half hour outdoor practical session at the circuit.

Participants who complete the course will enjoy a 10% discount off their annual premium when they renew their policy with NTUC Income, on top of any other applicable discounts.

"Every single life is precious and every single injury we help prevent will make a significant difference to motorcyclists and their loved ones," said Mr Marcus Chew, NTUC Income's Vice-President of Strategic Marketing.

QUICK LOOK

Enjoy 10% off your Motorcycle Insurance premium* when you complete the **OrangeSafe Riding Course**, a defensive riding course exclusive to NTUC Income Motor Insurance policyholders. Professional trainers from the Bukit Batok Driving Centre and ComfortDelGro Driving Centre will impart skills of safe riding for motorcyclists over this course. To register, log on to <http://orangesafe.com.sg>. *Terms & Conditions apply.

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Dads Get It Too!

NTUC is pushing for Flexible Work Arrangements (FWAs) on many fronts and hopes to get more companies on board.

By **Naseema Banu Maideen**

The fact that the Labour Movement has been advocating Flexible Work Arrangements (FWAs) for working families actively is not new. NTUC U Family and NTUC Women's Development Secretariat have championed various initiatives in this cause.

Their recent efforts have now seen a bigger advocacy for implementing FWAs for all – working fathers included.

Several companies have embraced FWAs for both working parents, giving them a fair share of parenting while strengthening family bonds.

NTUC Women's Development Secretariat (WDS) is encouraging this trend as this will complement their calls to bring more women back to work.



NTUC Secretary-General Lim Swee Say getting one of the kids ready for a group shot with employers, employees and children at the 'Best Companies for Mums' event.

FWAS FOR BOTH

Said NTUC WDS Director Sylvia Choo: "We understand that there could be fear and apprehension from employees and employers on requesting for and implementing FWAs. Yet the lack of FWAs has consistently ranked as the top factor in many surveys why many of our women, including the PMEs (Professionals, Managers and Employees), left the workforce or have reservations about coming back.

"FWA is not only for women. For men who are on FWA, it also offers more leeway to manage the family with their spouses and help more women to remain or re-join the workforce."

U Family is also all in full support of these arrangements at the workplace.

Added NTUC U Family Director Toh Hwee Tin: "Caregiving is a trend that is unavoidable. It has and will continue to affect the stability of the family and the productivity of workforce. These

consequences are significant yet not visible. Many employers are not aware of their employees' caregiving responsibilities, and have not engaged their employees sufficiently on the matter."

She urged more companies to work out FWAs that are suited to individual and business needs.

THE CHANGE AGENTS

The 'Best Companies for Mums' event held on 4 July 2014 recognised change agents who design programmes to enable working caregivers deliver their dual responsibilities.

NTUC WDS also holds regular FWAs workshops known as 'See Why, Know How, Try Know' to share with employers how they can embark on FWAs successfully and sustainably, starting with pilot programmes.

The U Flex Family Friendly Grant also encourages companies to step up its efforts in family care leave and employee support scheme.



Working from home allows Mr Eric Wong to spend more quality time with his family while providing for them at the same time.

Working From Home

Polycom Asia Pacific Private Limited – Winner in 'Best Companies For Dads' category.

Mr Eric Wong, 35, Head, Talent Acquisition (Learning and Development) at Polycom Asia Pacific Private Limited said he could not have asked for more when his employer allowed him to work from home when his second baby arrived in June this year.

"I decided to opt to work from home the entire time of four months that my wife will be on maternity leave as she suffered from depression immediately after her first pregnancy. I did not want her to manage the family alone at this time again," he said.

Mr Wong largely conducts web conferences with his colleagues based in other parts of the world, hence, his company has set up the necessary facilities in his laptop to ease working from home. He attends meetings in the office occasionally.

There are other male employees like Mr Wong who have enjoyed Flexible Work Arrangements (FWAs) as their family needs demand.

To top this up, the company also gives \$3,500 for medical bills to both male and female staff.

His company clinched an award under the 'Best Companies For Dads' category.

Happy Working Parents

CGG Services (Singapore) Private Limited – Best Companies For Dads.

With four young children, Mr Mohamed Sophian Rafai (pictured below with his boss Ms Jane Cha, Vice President, Human Resources APAC Hub) and his wife Madam Siti Zarina Jamil are both doing their part as working parents to run the family. Mr Sophian, 35, is a Resource Coordinator, Resource Team Asia Pacific at CGG Services (Singapore) Private Limited.

His company has played a huge role in giving him peace of mind at work. One of the benefits that helped to balance work and family was the introduction of an additional three days of family care

leave. This leave is on top of the six days child care leave given by the government to employees with children who are Singaporean.

“Being a father of four kids who are still very young, they require a lot of attention that can be quite challenging for any working parent. Furthermore, my wife is also working to help support the family.

“While the six days of childcare leave provided by the government may be adequate at times, having an additional three days allow me to play my part as a father by giving me the additional opportunity to care for my children,” he said.

HELPING OUT

Last year for instance, he had nearly finished up using his child care leave for the year to attend parent-teacher meetings, vaccination appointments and looking after his sometimes unwell children.

And by the time his wife gave birth, she had to go through another Caesarian operation

and was very weak post-delivery.

Mr Sophian added: “I was very glad to have the additional family care leave on top of my paternity leave to help care for her and my children.”

His company clinched an award under the ‘Best Companies For Dads’ category.

SUPPORTIVE BOSS

His spouse, Madam Siti, has had similar experiences at work. The couple had their fourth child in October 2013.

“At that time, it was a fairly stressful period for me as I was also looking after my other children aged six, four and two. We finally got a helper in January 2014 to look after the children before I went back to work in February 2014,” she said.

Three weeks before the Administrative Executive at CapitaMalls Asia Limited returned to office, she called her immediate supervisor to catch up with her expectations once she returned to work.

SHOWING CONCERN

What her supervisor, Ms Tan Pei Ching said moved Madam Siti a lot. Throughout the conversation, instead of talking to her about work, she was more concerned that all was well at her home.

“I still remember feeling very grateful to her for wanting to ensure that I will have peace of mind once I go back to work. Even after I went back to work, she made sure she engaged me regularly to ensure that all was well and I was settled down well,” she added.

Ms Tan Pei Ching Her supervisor was honoured with the ‘Most Supportive Supervisor’ award.



Mr Mohamed Sophian Rafai with his boss Ms Jane Cha, Vice President, Human Resources APAC Hub.

NTUC THIS WEEK

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ANDROID

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Savouring Sake For Work

Industry professionals get into the Japanese spirit with tastings and tips in the first Sake Professional Course in Singapore brought in by NTUC's e2i.

By **Florina Oo**

Some 50 participants signed up for the three-day Certified Sake Professional Course, held at the Devan Nair Institute for Employment and Employability on 21 July 2014.

The objective of the course was to ensure trade professionals from the local food and beverage industry have the necessary competence and be a positive force in disseminating information about sake. The course is a joint initiative of e2i (Employment and Employability Institute) and IVGS Group Pte Ltd.

With renowned sake professional John Gaunter leading the course, participants got a chance to learn about the styles of premium sake on the market as well as the basics of sake production. A tasting session also helped them better understand the terminology associated with the beverage.

Amongst those who attended the course was 28-year-old John Chen, a sake sommelier from a local Japanese restaurant.

"I've been working with sake for almost two years and this course has further improved my knowledge about the beverage. When I complete this course, it will boost my confidence when replying queries from customers," said Mr Chen.

Local restaurant owner Gwen Lim has also recommended the course to her staff. Ms Lim shared that she attended the course in Japan and was heartened to hear that it was being taught in Singapore.

"I benefitted much from the course. Therefore, I'm sending a few of my staff to attend so that they can be equipped with the necessary skills to serve clients, and progress further in the industry," she said.

QUICK LOOK

Sharpen your skills with e2i's comprehensive Professional Development Programmes. Visit <http://e2i.com.sg/individuals/professional-development-programme/> to find out more.

Keeping It Spick And Span

"e2i will continue to work with companies to tap on technology, skills training and job re-design to make housekeeping jobs Easier, Safer and Smarter (ESS)," says NTUC's e2i CEO Gilbert Tan on the annual Hotel Housekeeping Challenge.



By **Florina Oo**

Held at ITE College West on 23 July 2014, the best in the local housekeeping industry pitted their skills in teams at the Hotel Housekeeping Challenge 2014.

Co-organised by the Association of Singapore Housekeepers, NTUC's e2i (Employment and Employability Institute) and ITE (Institute of Technical Education), this year's challenge attracted 30 hotel establishments and five educational institutions.

This year, participants were required to perform bed-making, glass cleaning and towel origami. Professionals and students competed in teams of four in the Hotel and Institution categories respectively.

Introduced in 2011, the challenge is a first in the industry and aims to create awareness and uphold a professional image of the career.

BEST PRACTICES

Taking part in the challenge was Su Li Ling, a Higher Nitec student studying Hospitality Operations at ITE College West. She shared that the challenge has exposed her to the industry's expectations and primed her for the upcoming industry attachment.

NTUC's e2i Chief Executive Officer Gilbert Tan emphasised the event is a good avenue for students and industry participants to showcase their skills and pick up best practices from the trade professionals.



The teams pulled out all the stops to impress the judges during the challenge.



Photos courtesy of Civil Aviation Authority of Singapore.

The MOU signing will provide the aviation and aerospace sector with a one-stop shop in manpower development.

Aviation Industry Gets A Lift

Manpower development efforts for the Singapore's aviation industry take off to a better future with the signing of a recent MOU.

By **Nicholas Lee**

A Memorandum of Understanding (MOU) has been signed between NTUC, Singapore Workforce Development Agency (WDA), NTUC's e2i (Employment and Employability Institute) and the Civil Aviation Authority of Singapore to strengthen manpower development efforts in the aviation industry.

The MOU was signed at the annual Aviation Community Reception organised by the Civil Aviation Authority of Singapore (CAAS) on 18 July 2014.

STRENGTHENING COLLABORATION

Guest-of-Honour Minister for Transport Lui Tuck Yew shared that the MOU will provide the sector "with a one-stop shop in manpower development solutions such as attracting, developing and retaining talent, as well as programmes for workforce training and development."

NTUC Assistant Secretary-General (ASG) Cham Hui Fong, who was one of the signatories, shared: "The Labour Movement being a partner of the cluster that brings

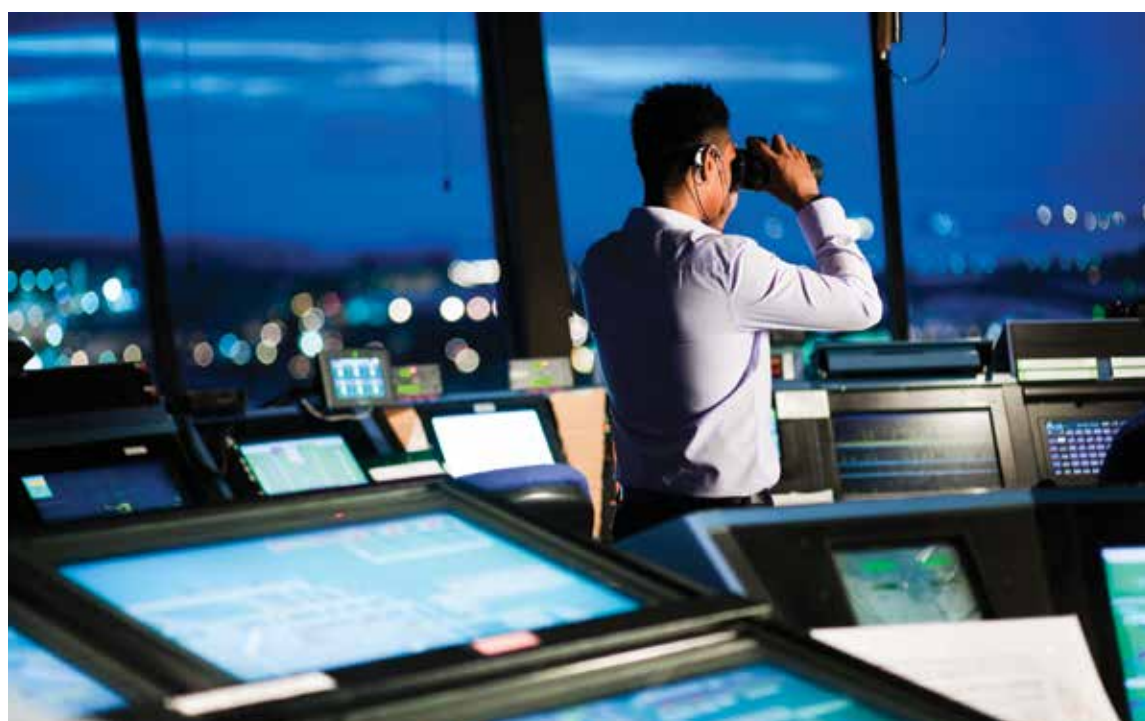
the employers, economic and government agencies and unions together will work closely with all players to identify skills training and productivity improvements. We will also work with companies and unions to incorporate progressive wage models for all workers."

One of the unions that will see its members benefit from the MOU is the SIA Engineering Company Engineers and Executive Union (SEEU).

"Current (and future) pools of workers in the industry would be able to seize and make use of better training, career upgrading and placement opportunities to keep our skills current and relevant," said SEEU General Secretary Ong Hwee Liang.



Aircraft technician working on the engine of an aircraft.



The MOU signing signifies the commitment of tripartite partners to upskill and implement progressive wages for the workers.

Currently the re-employment age ceiling is 65, with plans to see it reach 67 – that is something the tripartite partners are now working on.

In an interview with *NTUC This Week*, NTUC's Deputy Secretary-General (DSG) Heng Chee How said many unionised companies are already selectively re-employing workers beyond the age of 65.

AGE CEILING

Companies like ComfortDelgro and Prima Ltd have even made it part of their Human Resource policy.

Over at Wildlife Reserve Singapore, a member of The Singapore Manual & Mercantile Workers' Union, each case is reviewed at least seven months prior to the retirement date of the staff. Employees are also engaged three months prior to their retirement date.

According to Wildlife Reserve, staff may be re-hired in the same job or with modifications to the existing job, or in a different job, taking into consideration the staff's skills, competencies and suitable opportunities available, as well as the company's business needs.

"Our older employees take on roles as buddies and mentors to our younger and newer team members. This ensures continuity and the transfer of knowledge, experience and expertise," said a company spokesman.

WORKING LONGER

One such employee who has benefitted from Wildlife Reserve's re-employment policy is 70-year-old Mr Lee Kue Pak, a technician

Raising The Age Ceiling

Extending the re-employment age: A win-win situation for both employers and mature workers who wish to continue working.

By **Ramesh Subbaraman**

in the Estate Management division of Singapore Zoo.

Mr Lee said: "My job scope remains the same, I take care of the civil works in both Singapore Zoo and Night Safari. Of course, in the early years it was a lot simpler, I only needed my tools to work. Now, there's more technology involved so I have to understand the technical aspects of the job better."

ADDRESSING CONCERNS

DSG Heng acknowledged that there are companies who still have concerns about the re-employment policy.

"For those who have concerns, some refer to potential concerns in healthcare cost, in adaptability to new technology, in complicating renewal of the ranks, etc. These concerns can be addressed. They are not,

and should not be misconstrued as show-stoppers," he said

DSG Heng explained that the labour market is very tight and therefore there is pressure on nominal wages to go up when supply is hard to come by.

MAKING THE MOVE

He cautioned: "If employers don't move when they can to expand their local manpower pool, they will end up paying more in wage cost just to retain workers. This will damage their competitiveness."

If the cost is passed through to consumers, DSG Heng said this would lead to higher inflation, intensifying the cost of living concerns among the population.

He added that it would be wiser for the tripartite partners to move on the issue of extending the re-employment age earlier rather than later.

WIN-WIN SOLUTION

"In relative terms, raising the re-employment age ceiling is the lowest hanging fruit that is win-win for both employers and mature workers who wish to continue working. This is practical problem-solving" said DSG Heng.

Also, if the re-employment age ceiling is raised from 65 to 67, the Labour Movement feels there will be greater assurance for most workers reaching 65 of another two years of pay. The additional pay also attracts CPF savings.

"In short, it adds to the lifetime earnings of the worker. Hence, it directly strengthens retirement adequacy," emphasised DSG Heng.



Membership Coverage

Sometimes when all hope seems lost, assistance can come from unexpected sources. *NTUC This Week* listens in on how union membership can help out in times of misfortune and sadness.

By **Nicholas Lee**

The Labour Movement came to the aid of two families who lost their loved ones in separate accidents. At the very least, because those who passed away were union members, the families were given a little help to lighten their financial load through the NTUC Gift Group Insurance pay-out.

HELP AWAY FROM HOME

Madam A lost her husband, who was a union member and working as a bus captain, in an accident on his way back home on 30 January 2014.

She was left to fend for herself and her two young children aged six and 10. Both Madam A and her husband had no relatives in Singapore as both of them were from Sri Lanka.

On 26 May 2014, Madam A. received an NTUC Gift Cheque of \$20,000 from the National Transport Workers' Union (NTWU) President Rosmani Juraini and NTUC Care and Share Department Deputy Director Phyllis Lim.

A very grateful Madam A shared that she will not be using the pay-out till her children are slightly older.



Madam S (left) together with KEU President Razali Maulod (middle) and NTUC ASG Zainal Sapari.

FINANCIAL RELIEF

The Keppel Employees Union (KEU) came to the aid of Madam S on 19 June 2014, after her son Mr Muhammad Subri passed away in an accident in Malaysia earlier in the year.

Together with NTUC Assistant Secretary-General (ASG) and Care and Share Department Director Zainal Sapari, KEU President Razali Maulod presented Madam S with an NTUC Gift Cheque of \$20,000.

Madam S shared that the gift cheque came as a surprise to her because she did not know that being a union member had such coverage.

"This gift cheque will come in useful in easing my family's financial difficulties because my family relied on my late son for financial support," said Madam S.

Mr Razali shared that the NTUC Gift Cheque will give peace of mind to union members should they not be able to work. NTUC GIFT, a group insurance exclusively for NTUC members, covers members for up to \$30,000 against death and total and permanent disability due to natural causes and accidents.

According to ASG Zainal, the NTUC Gift will help individual unions to supplement what they can give to members who are in need.

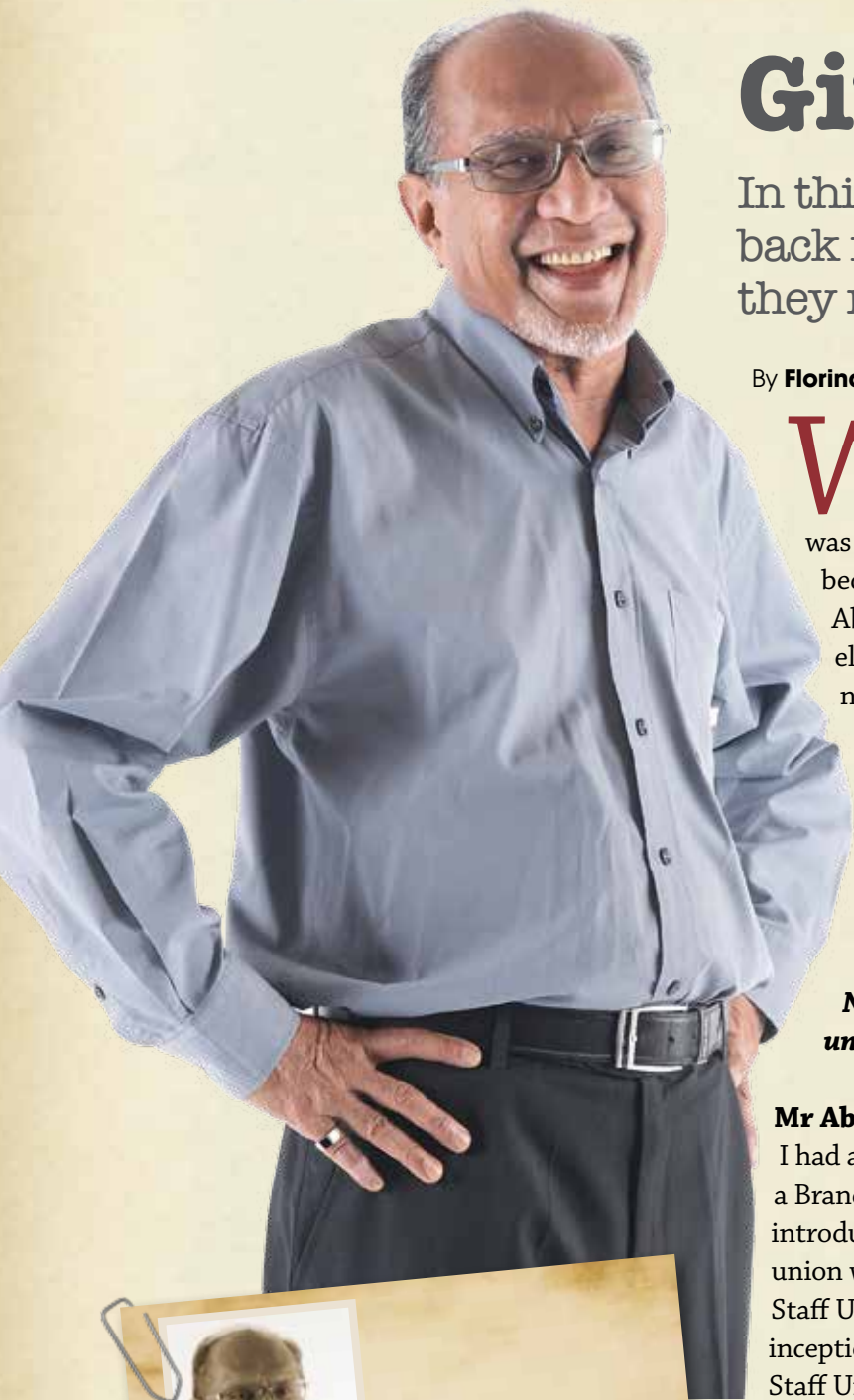
"At the union level, they do have very limited resources. When the help they offer is supplemented by the NTUC Gift, it will make a difference to the lives of the beneficiaries," said ASG Zainal.



Madam A (middle) receiving the NTUC Gift from NTUC Care and Share Deputy Director Phyllis Lim (right). With them is NTWU President Rosmani Juraini.



NTUC GIFT, a group insurance exclusively for NTUC members, covers members for up to \$30,000 against Death and Total and Permanent Disability due to natural causes and accidents. For more information and the latest NTUC GIFT claim form (with PDPA clause), please visit www.ntuc.org.sg/ucare



Give And Take

In this regular column, *NTUC This Week* steps back in time to catch up with pioneer unionists as they recount their compelling experiences.

By **Florina Oo**

When the Public Utilities Board's (PUB) Electricity and Gas Department was corporatised in 1995 to become Singapore Power, Mr Abdul Rahman Mahbob was elected as President of the newly formed Union of Power and Gas Employees (UPAGE). Overseeing technology and restructuring challenges, Mr Rahman retired in 2007 after a stellar 47-year long union career.

NTUCtw: Why did you join the union?

Mr Abdul Rahman Mahbob:

I had a fellow colleague, who was a Branch Secretary in a union. He introduced me to the works of the union where I joined the City Council Staff Union in 1960. After the inception of the Public Utilities Board Staff Union (PUBSU) in 1963, I rose steadily to become the Vice President of PUBSU in 1989 to 1995. And, the rest is history.

Comparing the yesteryears of unions to present day, what has changed?

Back then, unions would always want to win in any situation and the unionists presented themselves in an outspoken manner – almost forceful. But that has changed since the formation of the National Trades Union Congress (NTUC).

At the start, we were sceptical about positive relations with the management. Later, we found that it was helpful to create

healthy industrial relations with the union and the management. NTUC played a key role in this and today, most management are more enlightened in this aspect.

You speak about overcoming barriers to create positive labour-management relations. How did you handle it?

When UPAGE first started, we approached members to explain the benefits of working closely with the management.

There were times when we walked out of meetings, but we must understand that both parties have responsibilities on the negotiation table. There is no need to attack them. We have to give and take; it is part and parcel of the discussion.

So when we heard of technology advances and companies doing automation, we spoke with the management to arrange upskilling courses for the workers.

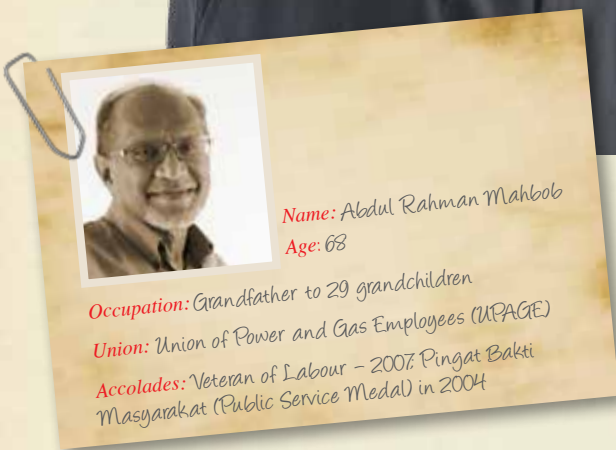
Did the workers embrace the idea of upskilling?

They were worried about how to cope with new technologies. But we convinced them to upgrade to stay relevant in the workforce. Furthermore, the classes were subsidised by the union.

For those who couldn't understand English, we requested vocational tutors to teach in a suitable language. They passed the certification and were adequately equipped with theory and practical skills.

Share your union experience...

I had the privilege to work with many, especially UPAGE Adviser Sin Boon Ann. I always remind all to treat members with respect, so when they raise their disagreements, they also voice it with respect.



Mr Rahman speaking at the Inaugural Delegates Conference of UPAGE in August 1996.



A grand farewell dinner for Mr Rahman was held in November 2007.

What's Happening, Where

1 nEbO's Xiang Dang Nian 《想当年》

To bridge the generation gap between youth of today and our pioneer citizens, six youths from the nEbO Care community will be taking up the challenge to organise and perform Chinese Opera for elderly beneficiaries.

nEbO is also recruiting volunteers as befrienders and helpers to assist the elderly beneficiaries. For more information, email Liang Yi at liangyi@nebo.com.sg.
2 Aug, 1 to 5pm, Tampines Changkat Community Club, 13 Tampines Street 11.



2 Wavelink Maritime Simulation Centre Open House

Make a date with Singapore's state-of-the-art simulation centre to experience on-board vessel operation scenarios and environments. This is an opportunity for you to learn more about the maritime industry and the career opportunities.

2 & 16 Aug, 9am to 1pm, Wavelink Maritime Simulation Centre, #06-04, Devan Nair Institute for Employment and Employability, 80 Jurong East Street 21
To register, email your name and contact number to delphine@wavelink.com.sg.



3 4D 3N Bangkok/Pattaya Trip

With the chance to shop till you drop at the unique railway market and floating market, indulge in the sun, sand and sea at the famous Coral Island, feast on mouth-watering Thai food, you'll have plenty to smile about in the land of smiles.



6 to 9 Sep, Meet at Changi Airport at 8am on 6 Sep, \$790 (Aranda Country Club Member)/\$638* (Child), \$795 (Union Member)/\$645* (Child), \$800 (Guest)/\$650 Child*(Child), Closing Date: 30 Aug. *Child is between 3 to 12 years old. For enquiries and reservations, please contact Linda Yeo at **6584 6811 ext 30** or email linda_yeo@arandaclub.org.sg.

4 Cyber Gaming



Battle it out with your friends at Colosseum at Downtown East to see who the superior cyber-warrior is! With its extensive and high-speed network, Colosseum is ideal for hosting local and international gaming competitions, educational courses for school students and adult learners alike. So whether you are in it for the biggest gaming tournaments, or product launches of the latest must-haves, Colosseum is the place to be!

11am to 11pm (Sun to Thurs); 11am to 1am (Fri, Sat, Eve of Public Holiday), \$6.50 per hour per pax, (console), \$2.50 per hour (LAN), Elhub, #04-102 Downtown East, 1 Pasir Ris Close. For more information, contact **6581 0126**.

5 eXplorerkid's Baby & Junior Race 2014



Question: What could be cuter than watching a baby crawl? Watching many babies crawl towards a finish

line! So if you think your little one has the chops to out-crawl and out-toddle the competition, sign them up for the 10th edition of this race which promises to be bigger and better! The whole family can also get in on the action with game booths, free craft workshops and free sweet treats such as gelato, popcorn and candy floss.

27 Sep: Category A (8-12 months); Category B (13-18 months); Category C (19-24 months).

28 Sep: Category D (25-30 months); Category E (31 months-4 years, plus 1 parent); Category F (5-8 years, plus 1 parent).

	Registration Fees*	
	Early Bird Special (Till 31 July)	Normal (1 Aug to 14 Sep)
eXplorerkid Member	\$11	\$16
NTUC Union / Life / nEbO Member	\$22	\$27
Public	\$32	\$37



To register, visit eXplorerkid at Elhub Downtown East (3rd Floor, 1 Pasir Ris Close) or AMK Hub (#04-02, 53 Ang Mo Kio Ave 3) or drop by TicketBooth outlets and website www.ticketbooth.com.sg. For enquiries, contact **6589 1668** or email bbjr@explorerkid.com. *Each registered participant will also receive a goodie bag worth more than \$50.

This Week In History



NTUC This Week turns 50 this year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC*. *Perjuangan* means struggle in Malay, and the title captured the spirit of the times.

From our 3 January 2014 issue onwards, *NTUC This Week* will pull out excerpts of main stories from past issues, starting with the very first until the present. This week, we look at October 1973.

By **Marcus Lin**

A Tribute to Comrade Lee

October 1973: Then Prime Minister Lee Kuan Yew's 50th birthday on 16 September 1973 was celebrated with a dinner given by the NTUC at the Mandarin Court.

Present were the Republic's President Benjamin Sheares and the First Lady, Cabinet Ministers, Judiciary members, executives, civil servants, professional men, leading educators, Armed Forces heads, management and trade union representatives – in fact, the very cream of the country. More than 500 gathered under one roof to honour the one man who so richly deserves the enduring gratitude of all Singaporeans for what we have achieved.

The highlight of the dinner was the presentation of the book *Towards Tomorrow*, a 165-page special volume of essays on the development and social transformation of Singapore, dedicated to PM Lee on his 50th birthday.

NTUC also gave him a birthday gift of a gold statuette of the island of Singapore with four flowers representing the four main races, set in the centre of a gold plate with fifty concentric circles.



A Birthday memento to our Prime Minister



Champaign as well as smiles bubbled at the trim.



An occasion to remember.



A toast to Comrade Lee Kuan Yew on his 50th birthday

A man who Personifies Singapore



Paying the much deserved tribute to Comrade Lee

In his address, then NTUC Secretary-General Devan Nair said PM Lee does not represent only himself: "While his personal qualities, capacities and accomplishments are certainly considerable, and have

earned national and international recognition which are their due, what is of special relevance and significance to Singaporeans is that he has so utilised these personal qualities and capacities as to come to personify, in the minds of his fellow citizens and of the world at large, Singapore's emergence from political chaos, social disorder and indiscipline into a sense of distinct nationhood and as a stable, ordered and development-oriented society.

"And he has come to be identified with the values of personal integrity, fairness and incorruptibility which form the basis of our public administration, and with the principles of secularism and multi-racialism which inform the Republic's constitution and all our political and social policies. He has come to personify these things by reason of the personal example he has set and the leadership he has provided."

Our development efforts should not hamper similar efforts by our neighbours

In his address, PM Lee said: "This trust and confidence between the leadership and the people, grown out of common travail, is one of our most precious assets. We must nurture it and pass as much of it as is possible to our successors.

"With every passing year, a generation is growing up that takes for granted what were only dreams two decades ago. However, all the wonders and marvels of modern technology notwithstanding, I doubt if full employment, rising real wages and higher consumption in a better environment can be sustained without real

effort and social discipline."

He added: "There are many unexpected problems ahead, as there were in the past. Those who are prepared to face their problems, those who educate and train their people to meet unexpected hardships with quiet courage and resolution, they are the people who deserve to thrive and prosper."



爸爸也可以灵活工作了!

全国职工总会大力推动灵活工作制，争取更多公司企业加入这个行列。

工运倡导灵活工作制已非新鲜事，职总U家族和职总妇女发展秘书处早已在这方面展开了很多有益的工作。

他们最近更大力主推全面灵活工作制，实施对象包括已为人父的工作人士。

有好多公司企业响应号召，为有家庭的男女职员安排灵活工作，好让他们都能照顾子女，增强其家庭凝聚力。

职总妇女发展秘书处对此趋势深受鼓舞，因为这对于他们呼吁妇女重返工作起到助推的作用。

双亲灵活工作

职总妇女发展秘书处处长朱素秋表示：“我们知道雇主对于执行灵活工作制存有疑虑和恐惧心态。然而，正是因为职场缺乏灵活工作制，导致许多调查显示，很多妇女，包括专业人士、经理和执行级人员无奈放弃了工作，或者对于重返工作持有保留的态度。”

“其实，灵活工作制不仅是为了妇女，也让男性方便安排时间和他们的配偶一起照顾家庭。如此，就能创造条件使妇女继续工作或重返工作岗位。”

职总U家族也全力支持这样的职场安排。

U家族署长杜惠珍表示：“人人都须照顾家庭，这是无可避免的趋势。家庭照顾得好与不好，影响家庭的稳定性和一个人在职场的生产力。这种无形的影响力所造成的后果非常显著。很多雇主就是忽略雇员肩负照顾家庭的责任，因而对这种需求没有引起足够的重视。”

她呼吁更多雇主根据公司和雇员的情况设计适当可行的灵活工作制。

支持改变

为推动灵活工作制，职总妇女发展秘书处于2014年7月4日颁发“最支持母亲的公司”奖，肯定那些设计恰当的灵活工作制，方便其属下雇员照顾好家庭和工作的公司。

此外，职总妇女发展秘书处也定期举办“知行”讲座，与雇主分享如何踏出第一步，试行可持续和成功的灵活工作制。

由职总U家族和职总妇女发展秘书处负责实施的“U灵活亲家庭职场津贴”对于鼓励公司给予其雇员顾家假和施行支持雇员计划大有帮助。

在家工作

最支持父亲的公司—Polycom Asia Pacific Private Limited

Eric Wong (35岁)是争取人才(学习与发展)部的主管。自今年6月他的第二个宝宝出世之后，公司便允许他在家工作。对于公司的照顾，他心存感激，不会提出什么别的要求了。

“我的太太自怀孕后便患上忧郁症，我决定在她的4个月产假期间在家工作，一边协助她照顾我们的宝宝。我不想再让她独自照顾家庭了。”

Eric Wong的日常任务是主持网络会议，与分布在各国的同事开会。为此，公司派人在他的手提电脑上安装了所需的装备，方便他在家工作。偶尔，他也须要回到公司开会。

Eric Wong不是公司里唯一在家工作的男性员工，另有一位同事因为家庭需要，公司为他做了灵活工作安排。

公司在执行灵活工作制之余，还给予男女员工每人3500元的医药费。

这么照顾员工的公司，难怪会获颁“最支持父亲的公司”奖了。

愉快的工作家长

最支持父亲的公司—CGG Services (Singapore) Private Limited

苏菲安 (35岁)和他的夫人扎丽娜育有4名子女，两口子分工合作，共同担负起照顾家庭的责任。

苏菲安在CGG Services (Singapore) Private Limited上班，职务是资源统筹。公司对他关照备至，让他安心工作。其中一项福利是给予6天育儿假之外的三天家庭事务假，以实现工作和家庭平衡。

“我的4个孩子还小，须要细心看顾，这对于有职业的父母来说是一项好大的挑战。何况我的太太也须要出外工作。”

“一年6天的育儿假有时候是足够的，但享有额外3天的假期，更允许我尽起为人父的责任，有较多时间照顾孩子。”

例如去年，他带领孩子出席家长与老师的交流会、接种疫苗，以及孩子生病须要请假回家，很快地假期便用尽了。

恰巧这个时候他的太太剖腹生产，身体虚弱，需要疗养。

苏菲安表示：“这个时候我很感激公司在我的陪产假之外，还额外给予我家庭事务假照顾我的太太和孩子。”

为此，他服务的公司获颁“最支持父亲的公司”奖。

苏菲安 (右)
和他的上司
Jane Cha
(左)



职总保健： 2015年之前建好首家疗养院

工运更上一层楼，计划开设提供全面护理的疗养院，照顾区内年长者。



职总保健疗养院设计效果图

工运属下职总安老合作社从17年前起便陆续在我国各区开设乐龄护理中心。现在工运的职总保健合作社进一步将职总安老及职总仁益整合成一个机构，在2015年之前建好第一座疗养院，提供综合护理服务，满足相关家庭和乐龄人士的需求。

建设中的职总保健疗养院楼高9层，地点在裕廊西第93街，可容纳290名疗养者，而疗养院的乐龄护理中心则可为60名年长者服务。

职总保健打算在未来3至5年内另外设立5座疗养院，为更多国人及其家庭服务。

2014年7月23日，职总创优企业合作社主席林文兴在该合作社举行的记者会上披露建立疗养院的消息。

17年后实现愿望

林文兴说：“17年前成立职总安老合作社的时候，我的目标便是开办疗养院。这些年来的护理经验并没有白费，我们学会怎样照顾乐龄人士，也懂得了他们的实际需求。”

“我们心目中的疗养院是，人们乐于使用，能满足你我的需要…为此，我们将侧重年长者的疾病护理，而我们也深信社会因素同等重要，否则将造成偏颇。我们的目标是让病人充分复原，然后出院，回到温暖的家。”

职总保健疗养院计划建立一支由医生、牙医和药剂师组成的医疗团队，并结合经已成功运作的家庭护理和日间托老服务，为广大的家庭及乐龄人士服务。

前方的挑战

当询及如何处理疗养院附近居民的“邻避”态度时，林文兴表示将在事前以各种方式和居民对谈，向他们解释疗养院如何能助益社区。

职总保健合作社总裁蔡松钦补充：“我们将借助这些年来所累积的经验，向居民提供综合护理服务。对于保健业者来说，我们所面对的最大的挑战是人手不足。”

“我们正在招募更多重返工作的妇女、退休人士担任新建疗养院的工作，也将和多个伙伴合作举行职业展，招募相关的人员。”

“我们的目标是尽快把年长者护理好，以便他们早日康复回家，并在社区进行后续护理。因为，年长者一般上比较喜欢和家人在一起，也比较乐意在他们熟悉的社区活动。”

— 职总创优企业合作社主席林文兴

更正
市报于7月11日封面中误将“外籍劳工中心”写成“外籍劳工中心”，特此更正并致歉。