



# "thisweek

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## UNDER COVER

The Tripartite Family is all set to welcome even more PMEs into its fold with positive changes taking place in the Industrial Relations Act.



# Being Future-Ready

## Proposed changes to the Industrial Relations Act – a positive move that will bring even more PMEs into the Tripartite fold.

By **Florina Oo**

One-third of the Singaporean workforce consists of PMEs (Professionals, Managers and Executives) and this proportion is likely to increase in the coming years.

To keep in tandem with the changing workforce profile, the Industrial Relations (Amendment) Bill was tabled in Parliament on 3 November 2014.

It seeks to allow rank-and-file unions to represent PMEs collectively. In addition, the Bill also allows unions to represent PMEs individually on re-employment matters.

Currently, rank-and-file unions are not allowed to represent PMEs as a group due to potential conflicts of interest.

### TIMELY MOVE

The Labour Movement has welcomed the proposed amendments as it has been lobbying this move over the last two years.

Speaking at a media briefing on 5 November 2014 (see box story on PME Week on right), NTUC Assistant Secretary-General (ASG) and NTUC PME Unit Director Patrick Tay called it timely as the number of PMEs continues to grow in the workforce.

### RE-EMPLOYMENT MATTERS

ASG Tay noted that re-employment has been added to the scope of limited representation, as it can be a potential problem faced by mature PMEs.

“We are changing things in anticipation (of more PMEs in our workforce), to be

future-ready, future-proof ourselves. The tripartite partners want to be proactive and be ready for our growing PME workforce,” said ASG Tay.

A set of tripartite guidelines will be announced in the coming weeks to help companies understand the changes.

“This is a positive development as this change will bring even more PMEs within the tripartite framework and ensure that tripartism in Singapore stays relevant and future-ready.”



*Assistant Secretary-General (ASG) and NTUC PME Unit Director Patrick Tay*



# Industrial Relations Act

## **CURRENT** representation for SMEs in rank-and-file unions

### Limited Representation (Individual basis)

- ☂ Salary arrears
- ☂ Payment of retrenchment benefits
- ☂ Victimization
- ☂ Breach of employment contract

## **PROPOSED** representation for SMEs in rank-and-file unions

### Limited Representation (Individual basis)

- ☂ Salary arrears
- ☂ Payment of retrenchment benefits
- ☂ Victimization
- ☂ Breach of employment contract
- ☂ Re-employment **NEW**

### **COLLECTIVE BARGAINING** **NEW**

Rank-and-file unions can collectively represent SMEs like they do for rank-and-file workers.



### What is collective bargaining?

The power to bargain collectively is an important function of a union.

During the process of collective bargaining, trade union representatives will negotiate with the company's management on matters such as salaries, working hours, working conditions and medical benefits.

When an agreement is reached with the management, the conditions will be spelt out in a legal and binding document known as a Collective Agreement.



## PME Week

By **Fawwaz Baktee**

To reach out more effectively to SMEs, the inaugural SME Week by NTUC's SME Unit was launched at a media briefing on 5 November 2014.

Running from 10 to 15 November 2014 at NTUC Centre, SME Week will consist of lunchtime and evening events focussed on helping SMEs equip themselves with relevant skills and knowledge in order for them to realise their aspirations.

Talks are free of charge and meals are provided. SMEs can check out the list of events and register at [www.ntuc.org.sg/PMEWEEK](http://www.ntuc.org.sg/PMEWEEK).

**“We welcome the change. We welcome SMEs to be part of the tripartite family. As you know, the profile of the workforce is changing.”**

*United Workers of Electronic & Electrical Industries (UWEEI) General Secretary Tan Richard*



**“Whilst the amended law allows rank-and-file unions to represent SMEs collectively, it retains the feature of limited representation and this gives unions more flexibility.”**

*The Singapore Manual & Mercantile Workers' Union (SMMWU) Secretary-General David Yeo*



# Tagging The Timeline

To reflect the changing workforce profile, the Industrial Relations Act has been amended several times over the years to ensure that PME (Professionals, Managers and Executives) are recognised for their contributions.

By Florina Oo



# Snapshots

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

By **NTUC This Week Team**

## Happy Family, Happiest Worker

Some 5,000 union members and their families unwound at the United Workers Of Electronics & Electrical Industries (UWEEI) Family Day 2014 on 1 November 2014 at the Singapore Zoo.

Families were given goody bags and delighted by an array of family-oriented activities like face painting, board games and colouring competitions.

Guest-of-Honour NTUC Secretary-General Lim Swee Say stressed the importance of keeping close ties with one's family.

He said: "A worker with a good job is a happy worker. A worker with a good career is a happier worker. A worker with a happy family must be the happiest worker."

Member Ms Alidah Abdulrashid, 46, called it a big and joyous occasion where she managed to meet many other UWEEI friends she had not met in a very long time.



## Fish, Floss, Football

High spirits were not dampened despite heavy rainfall in the morning for more than 1,700 people who attended the Fish, Floss & Football carnival on 1 November 2014 at Resorts World Sentosa (RWS).

Organised by NTUC Membership and supported by RWS, the carnival began with a visit to Sentosa's SEA Aquarium, where members and their families had an opportunity to get up-close to more than over 800 species of marine animals in 49 habitats.

Members were then treated to an afternoon of fun and games, and fabulous discounts on items sold at booths set up by NTUC membership partners such as Pearlie White, KinderGolf, The Polliwogs, and Growing Fun.

With the setting of the sun, the joyous laughter of children and aroma of sweetened popcorn were replaced by a frenzy of cheers from football fans enjoying free flow of beer as they watched Liverpool FC against Newcastle United.



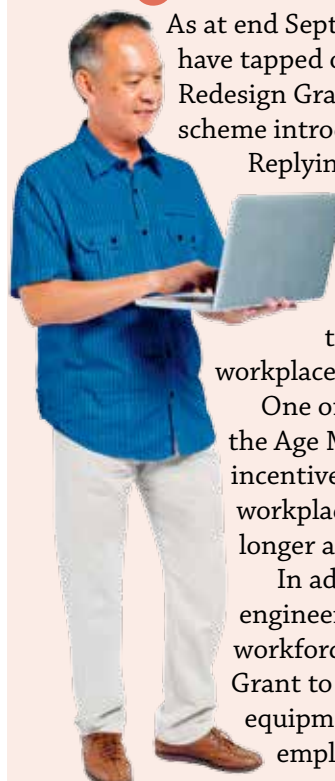
## Age-Friendly Workplaces

As at end September 2014, more than 1,300 employers have tapped on the Age Management and Job Redesign Grants under the Government's WorkPro scheme introduced in April 2013.

Replying to a question in Parliament on 3 November 2014, Manpower Minister Tan Chuan-Jin said the Government and tripartite partners will continue to promote and provide strong support to employers to implement age-friendly workplace practices for an ageing workforce.

One of the components under WorkPro is the Age Management Grant, which provides incentives to employers to adopt progressive workplace practices to help older workers to work longer and more productively.

In addition, employers who wish to re-engineer their workplaces for an ageing workforce can tap on WorkPro's Job Redesign Grant to enhance their work processes or acquire equipment and systems to support their mature employees.



## MEMBERS' CORNER



### The King Louis Grill & Bar

1-FOR-1 Main Course\* (Monday - Thursday\*)

Valid till 31 December 2014. Present NTUC Card before ordering.

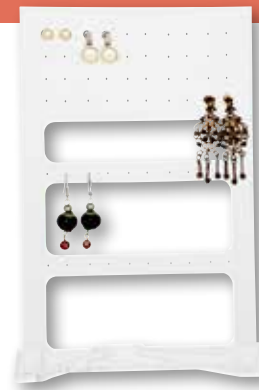
VivoCity #03-07A, Tel: **6276 0862**

\*Main Course refers to Chicken Skewer with Oriental Herbs and Spices, All Star Crispy Cheesy Chicken, Moroccan Boneless Chicken Leg, BBQ Chicken Pullet and All Pastas. \*Excluding Public Holiday and Eve of Public Holiday.

### Howards Storage World

FREE Allure Earring Organiser (worth \$25.95) with minimum spend of \$50.

Valid till 31 December 2014. Present NTUC Card before payment to enjoy the promotion. Offer is valid while stock lasts. Limited to one redemption per member, per day. Other terms and conditions apply. For more information, email [hsbcc@singnet.com.sg](mailto:hsbcc@singnet.com.sg). For outlet locations, visit <http://www.hsw.com.sg/contact.html>.



# Finding The Balance

NTUC Women's Development Secretariat (WDS) Director Sylvia Choo shares her thoughts on the Flexible Work Arrangements (FWAs) culture.

By **Nicholas Lee**

**N**TUC WDS launched the U Flex Movement in March 2014 to encourage employers and employees alike to exercise flexibility at the workplace.

The Movement advocates for employers to offer FWAs so as to empower their employees to excel at work and in their roles. This in turn enables employers to retain good employees and increase their companies' competitiveness.

## THE JOURNEY SO FAR

In a special interview with *NTUC This Week*, WDS Director Sylvia Choo shared about the U Flex Movement and the journey of encouraging FWAs amongst companies in Singapore.

In a survey done by the Ministry of Manpower (MOM) in 2013 on the number of companies offering FWAs to their employees, it was revealed that about 43.3% of companies have some form of FWAs in place.

These come in the form of staggered working hours, telecommuting and a

compressed work week, amongst others.

Ms Choo shared that by the end of 2015, the Labour Movement hopes to see at least 50% of companies on board the FWAs journey.

For FWAs to work, Ms Choo said that it must be a culture embedded in the company.

"Starting from the Chief Executive Officer to the supervisors and employees, everybody should understand the framework, so that the whole policy can be sustained.

"What we hope for is that companies can have a framework that is visible and transparent so that employees can know and understand how to request for FWAs when they need it," she added.

## MISCONCEPTIONS

Ms Choo said there are a few misconceptions that some companies and employees have of the implementation of FWAs. The misconceptions will be addressed at a FWA Job Fair to be held on 13 November 2014 at the Devan

Nair Institute for Employment and Employability.

"We will push for more companies and workers to share their best practices. We also want to establish some resource materials, so that employers and employees can tap on these resources," said Ms Choo.

On companies that say that they will not want to introduce FWAs because their business is not doing well, Ms Choo said: "It is because you are not doing well that you may want to offer FWAs, otherwise you might not be able to retain your

workers.

"So if you don't want to learn or embrace FWAs, then you may not be able to attract and retain workers," she added.

**"We are not saying that every company must offer FWAs, because operationally, certain companies cannot. Where possible, please have it. We need to think of progressive workplace practices to attract and retain workers."**

*NTUC Women's Development Secretariat Director Sylvia Choo*



## QUICK LOOK

**Work-life Week 2014 will take place on 10 to 14 November 2014.** In support of the event, NTUC Women's Development Secretariat is organising a Flexible Work Arrangement (FWA) Job Fair to facilitate employment opportunities for women. Visit <http://worklifeweek.sg/> to view the line-up of events or to sign up.



# Grants available to help build a holistic family-friendly workplace environment!

**WORKPRO  
WORK-LIFE  
GRANT**

*(Up to S\$160,000)*

**DEVELOPMENTAL  
GRANT**

*(Up to S\$40,000)*

**FWA  
INCENTIVE**

*(Up to S\$120,000)*

WorkPro Work-Life Grant helps employers to defray the costs of implementing flexible work arrangements (FWAs) and to better support work-life harmony.



Organisations that have successfully claimed under the WorkPro Work-Life Grant are eligible for the **NEW U FLEX FAMILY-FRIENDLY GRANT!**

*Application Period: 1 August 2014 – 31 July 2015*

**S\$10,000 per company to IMPLEMENT and/or ENHANCE**

**FAMILY CARE LEAVE (FCL)**

At least one day of paid leave over and above legislated leave given to all employees for family caregiving needs

**AND**

**FAMILY SUPPORT SCHEME (FSS)**

Selected FSS offered to employees to help ease their family care responsibilities

**BRIEFING DATES FOR THE GRANTS**

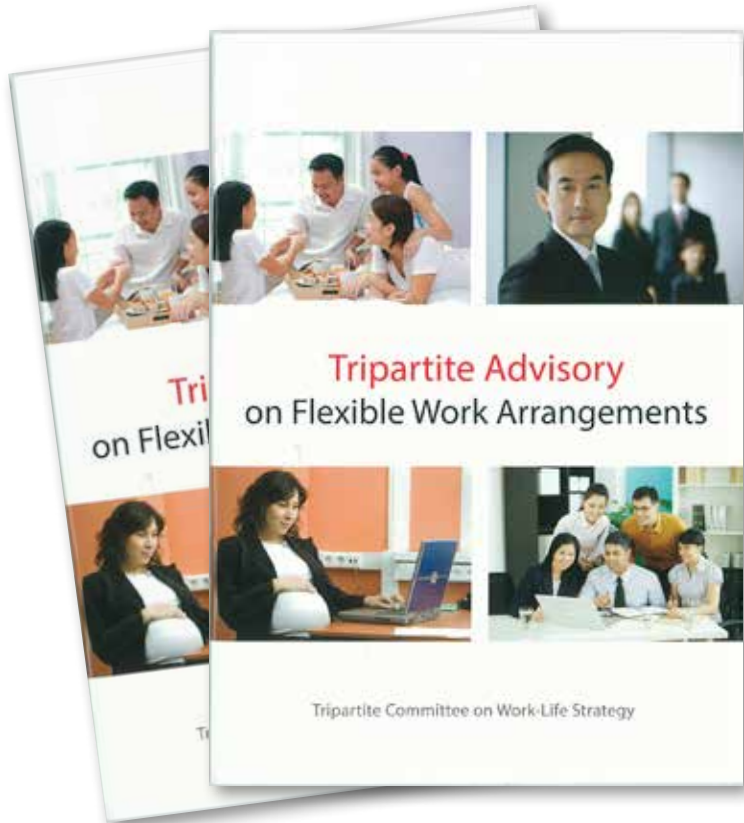
26 Nov (Wed), 9,30am  
NTUC Centre,  
Level 7 (Room 701)

11 Dec (Thurs), 2pm  
NTUC Centre,  
Level 8 (Room 801)

7 Jan (Wed), 2pm  
NTUC Centre,  
Level 9 (Room 903)

21 Jan (Wed), 2pm  
NTUC Centre,  
Level 9 (Room 903)

Please email to [workpro@ntuc.org.sg](mailto:workpro@ntuc.org.sg) on your preferred briefing date



## Thumbs Up For FWA!

The Labour Movement welcomes the Tripartite Advisory on Flexible Work Arrangements as a positive step towards a sustainable workforce.

By **Nicholas Lee**

**E**mployers, supervisors and employees can now take cue from a newly-launched Advisory to implement flexible work arrangements (FWA) at the workplace.

Formulated by the Tripartite Committee (TriCom) on Work-Life Strategy, the Tripartite Advisory on Flexible Work Arrangements was officially unveiled at the Work-Life Excellence Awards Gala Dinner on 7 November 2014 by Manpower Minister Tan Chuan-Jin.

The Advisory aims to inform both employees and supervisors on the FWA and its benefits, touching on various topics such as success factors and steps for effective FWA implementation, and getting ready for FWA requests, among others.

In response to the launch, NTUC Assistant Secretary-General Cham Hui Fong said: "We see this as a positive step forward in creating a sustainable workforce where employees' work-life needs can be taken care of if they have access to alternative work arrangements."

She added that the TriCom has been working closely with tripartite partners (the Labour Movement, the Government and employers) to ensure the Advisory takes into account the needs of employers and employees.

"This advisory will serve as a useful guide for employers and employees to make flexibility a regular feature at the workplace," said ASG Cham.

### QUICK LOOK

To download an e-copy of the advisory, please visit: [www.mom.gov.sg/fwa-advisory](http://www.mom.gov.sg/fwa-advisory).

## Wage Adjustment?

NTUC Deputy Secretary-General (DSG) Heng Chee How responds to an article in *The Straits Times*.

By **Nicholas Lee**



DSG Heng (right) pictured here handing out a goodie bag to a security officer at the recent 'Appreciating U - Our Security Officers' initiative. He responded to a *Straits Times* article on the launch of the Progressive Wage Model for the security industry.

**I**n a Facebook posting on 31 October 2014, DSG Heng Chee How made certain clarifications to an article in *The Straits Times* that mentioned some security officers had thought that making the Progressive Wage Model (PWM) a licensing requirement from September 2016 meant there was not going to be wage adjustment in the meantime. But DSG Heng said that this was not so.

He said: "Indeed, security firms interviewed in the article say that the tight labour market is already causing them to pay more to attract and keep better security officers. The requirement to strictly adopt the PWM as part of licensing from September 2016 will clearly help focus action in this area."

He added that the Security Tripartite Cluster (STC) will urge security agencies to:

**1** Take into account the PWM recommendations henceforth when bidding for new contracts or when renewing existing contracts.

**2** Send officers for the required training specified by the PWM's skills ladders as soon as possible to avoid a last minute rush when the licensing deadline draws near. Those who leave it till the last moment will find themselves caught without adequate supply of qualified officers and put their licenses at risk of non-renewal.

**3** Don't just think about passing the cost between buyers and service providers, but proactively introduce technology and other productivity enhancing improvements to achieve the same or superior security outcomes that are more manpower-efficient. NTUC's e2i has a technology fund to help security agencies do this, and a Progressive Wage Incentive (PWI) to help Service Buyers cope better in this transition. In this way, the industry will cope better with the effects of the labour crunch.



The construction industry can look forward to an uplift in skills profile.

## Quality Over Quantity

The construction sector is set to undergo a positive transformation with newly-announced initiatives.

By **Ramesh Subbaraman**

Deputy Prime Minister (DPM) and Finance Minister Tharman Shanmugaratnam announced new measures (see box on right) on 30 October 2014 to raise the quality and productivity of the construction workforce so as to boost the nation's competitiveness.

“ We are encouraged by DPM Tharman's announcements to improve the skills profile of the construction workforce. We are especially happy that measures will be introduced to bring in skilled new migrant workers and retain only skilled and experienced migrant workers through the prospect of staying on under a different employer.”

*Migrant Workers' Centre's Chairman Yeo Guat Kwang*

### Here's A Quick Look At The New Measures

- ✓ Firms are required to have a minimum portion of higher skilled workers or those in the **R1\* work permit category**. This number will be **10% of their workforce from 1 January 2015**.
- ✓ Firms can **upgrade their R2\* workers to R1 category via three pathways** – CoreTrade and Multi-skilling scheme, the market-based skills Recognition Framework and the new direct R1 pathway.
- ✓ Construction companies will be required to **upgrade up to 10% of basic skilled or R2 category workers** between 1 January 2015 and 31 December 2016.
- ✓ **Experienced construction workers with work permits to be retained and firms allowed to hire them** at the end of their work permit period without having to leave Singapore – effective from 1 June 2015.

\*There are no unskilled construction workers in Singapore. It is mandatory for all construction Work Permit Holders (WPHs) to pass a test before they are allowed to work in Singapore. This is to ensure that they at least meet the basic construction trade skill standards. Construction WPHs are classified into "Higher Skilled" R1 and "Basic Skilled" R2 workers. R1 workers are more experienced, skillful, and are generally paid higher salaries compared to R2 workers. – Building & Construction Authority

## Housing Foreign Employees

A new Bill aims to provide better living conditions and self-contained facilities for migrant workers.

By **Ramesh Subbaraman**

Singapore's Manpower Ministry introduced the Foreign Employee Dormitories Bill in Parliament on 4 November 2014, a legislation which encompasses additional regulations for larger dormitories housing foreign workers here.

Parliament will debate the Bill during its January 2015 sitting.

The regulations will affect dormitories with 1,000 or more beds, and each licence will be valid for up to three years.



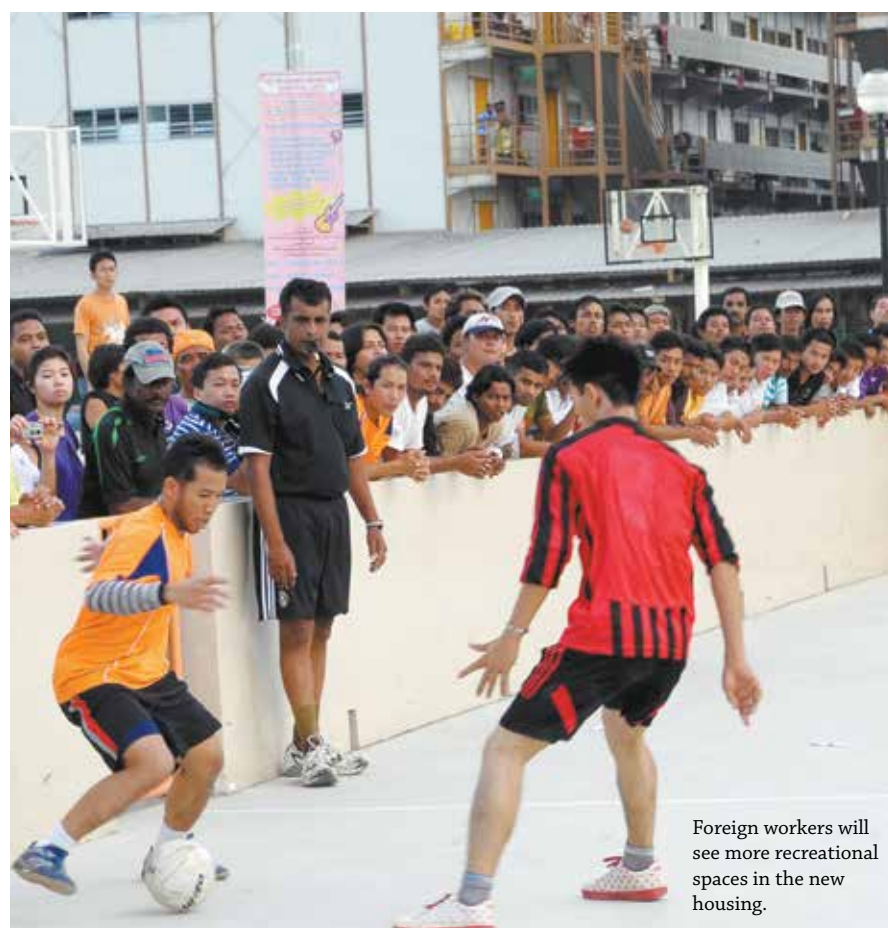
**QUICK LOOK**  
The new licensing framework will mandate the:

- ✓ Management of **public health and safety issues**.
- ✓ Management of **security and public order issues**.
- ✓ Provision and maintenance of **social and commercial facilities and services**.

### THE WAY TO GO

Under the Bill, large purpose-built dormitories for foreign workers will need to be licensed by the second half of next year.

Operators or proprietors must obtain a licence to run the dormitories, on top of existing regulatory standards.



Foreign workers will see more recreational spaces in the new housing.

“ While we scrutinise these conditions for purpose-built dormitories as the 'favoured' migrant worker housing solution for the future, we urge authorities not to overlook smaller dormitories in the interim.”

*Yeo Guat Kwang, Chairman, Migrant Workers' Centre*

# Better-Informed Career Choices

NTUC's e2i and ITE have come together to steer graduating students towards the right career decision.

By **Ramesh Subbaraman**

**N**TUC's e2i (Employment and Employability Institute) and Institute of Technical Education (ITE) recently signed a Memorandum of Understanding (MOU) to help students get into jobs they are trained in, and excel in the careers they choose to pursue.

This will be done through a series of career-related events, career preparation seminars/workshops and career advisory services.

The MOU took place at the opening ceremony of the ITE Career Fair 2014, held on 30 and 31 October 2014. The Fair attracted 88 organisations offering 4,000 job vacancies from seven sectors and close to 10,000 students from various ITE colleges.

## CAREER GUIDANCE

e2i's Chief Executive Officer Gilbert Tan explained: "This MOU signifies three

things. One, we work with ITE on better career guidance for the students. We start them early, we guide them early... a lot of downstream issues like going to the wrong course can be avoided.

"Number two, there is better access to Place and Train programmes. Today, we have got close to 100 Place and train programmes. Thirdly, we will be working with ITE and the industries to provide the pathways."

## CAREER COACHING

For the first time, students also had the opportunity to tap on e2i's career coaches' expertise at the Career Fair, and will be able to do so subsequently at ITE campuses. This will allow students to have ready access to personalised coaching advice and resources for job search, skills development and career decisions.



Muhd Mamun Rosman was one of several thousand students who turned up for the Fair.

# The Right Path

More focussed help is at hand to guide graduating ITE students in career choices.

By **Shukry Rashid**

**L**ike many of his peers, 23-year-old ITE student Muhd Mahmud Rosman was not sure of the road ahead post-graduation. In his second year studying the Higher Nitec in Electrical Engineering course, he was glad for the ITE Career Fair 2014 as it uncovered more career possibilities for his future.

"You are studying Engineering and you think there's only one career path... You'll realise that there are more career opportunities for you other than Engineering," he shared.

## CAREER OPTIONS

NTUC's e2i career coaches were present at the Fair to guide students on the various career options open to them.

Eighteen-year-old Peh Hui Xin, who is currently in her second year of the Nitec in Interactive Design course, added: "We may want to take up a job but we don't know who to talk to."



The Fair attracted 88 organisations offering 4,000 job vacancies from seven sectors and close to 10,000 students from various ITE colleges.

# Fair Dues

## Union Case Files: SISEU goes all out to help 16 members who were retrenched when their company shut down.

Contributed by the **Singapore Industrial & Services Employees' Union (SISEU)**

In October 2013, the Singapore Industrial & Services Employees' Union (SISEU) received news that one of its branches had to cease its operations in Singapore and retrench all its workers. Fortunately, the Collective Agreement (CA) had a retrenchment clause that provided for benefits for the workers in the event of a retrenchment or company under receivership.

### MAKING A STAND

During the initial stages of the negotiations, there was much uncertainty over the company's ability to pay the benefits in view of their financial difficulties. In December 2013, the management had proposed to terminate the services of majority of its employees with a promissory note that their retrenchment benefits will be paid when management was able to sell its assets over time.

SISEU Industrial Relations Officer Delfine Heng strongly disagreed and was unwavering in its stand that its 16 members must receive their retrenchment benefits upon termination. The case was also escalated to the Ministry of Manpower.

Mr Wilfred Tan is one of the last SISEU members in the company to receive his fair dues.



Mr Asrul Zainudin (right), one of the retrenched members, has since found employment with a new company. He is thankful to SISEU for helping him get back his retrenchment benefit.

### STRONG SUPPORT

Over the year, Ms Heng closely monitored company's situation. Each time management was able to raise funds from selling their assets, the union would work with the management to see how many union members could be released and paid their retrenchment benefits.

Ms Heng was also present every time members were released to help those who needed jobs and allay the fears of the remaining members' concerns that they may end up with no retrenchment benefits or a lower package.

The most difficult period was during the last few months when the remaining nine members were left in the company. At times, it looked like the management was not able to raise sufficient funds to even pay their salaries.

### SILVER LINING

The final wave of retrenchments happened on 28 August 2014 where all SISEU members were paid their retrenchment benefits. These

**“ I am happy to receive the good news that we will finally be getting our retrenchment benefit and everything is settled now. Thank you SISEU for helping me.”**

*Asrul Zainudin, retrenched SISEU Member*

ranged from four to 10 months' worth of salaries, depending on the years of service. In comparison, non-union members received only a maximum of two and a half months.

A number of union members were also offered employment. The union reassured the remaining members who had not found employment that they would keep a look out for suitable employment opportunities and refer them to the NTUC's e2i (Employment and Employability Institute) for job placement assistance.

**“ I am so relieved to be able to receive my retrenchment benefit and I am really thankful for the co-operation between the union and the management. We are mere workers, and sometimes we feel vulnerable as we do not have the ability to defend ourselves. I am happy to be able to get employed with the same job scope and salary.”**

*Wilfred Tan, one of the last nine SISEU members to be retrenched*

# Engineering Improvements

In this two-parter, *NTUC This Week* profiles individuals who have benefitted from the Singapore Workforce Skills Qualifications (WSQ) training for the Wafer Fabrication sector.

**M**ore than 12,500 workers have benefitted from the Singapore Workforce Skills Qualifications Framework for the Wafer Fabrication Industry (Wafer Fabrication WSQ) since it was started in August 2009.

The Wafer Fabrication WSQ is a collaborative tripartite effort between Singapore Workforce Development Agency (WDA), NTUC's e2i (Employment and Employability Institute), United Workers of Electronic and Electrical Industries (UWEEI), Singapore Economic Development Board (EDB), and major Wafer Fabrication companies which include GLOBALFOUNDRIES Singapore Pte Ltd, Micron Semiconductor Asia Pte Ltd, STMicroelectronics Pte Ltd, Systems on Silicon Manufacturing Co. Pte Ltd and United Microelectronics Corporation (Singapore Branch).

"Through the concerted efforts of the industry leaders, NTUC and unions, and with the strong support of WDA, EDB and government agencies, we now have in place a system that will enable us to upgrade and update the skills and competency of our workforce in the wafer fabrication industry.

"We must keep building on this strong foundation made possible by our strong tripartite partnership. This is our best bet to stay ahead in the global race towards Future Manufacturing," said NTUC Secretary-General Lim Swee Say.



## Continuous Learning

**Ms Leong Pei Shan, 30, works at Systems on Silicon Manufacturing Co. Pte Ltd.** She began her career as an Engineer in 2010 and has progressed to become Senior Engineer (Industrial Engineering) today.

**NTUCtw: Why did you decide to take up the WSQ course?**

**Ms Leong:** While I have a Bachelor's degree in Mechanical Engineering, I feel that continuous learning and upgrading is very important. As such, in April 2013, I took up in-house WSQ courses which included modules on WSQ Manage Problem Solving and WSQ Implement Statistical Process Control (SPC).

**How have the WSQ courses helped you in your work?**

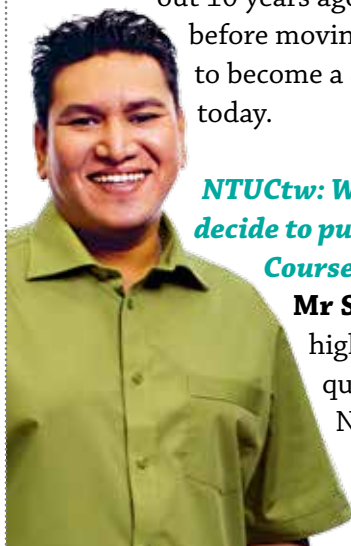
After completing the courses, I feel that I have strengthened my data analytical skills and problem solving skills. I am also able to perform risk assessment through failure mode and effect analysis. I feel more motivated and confident in my current job role. The project management skill helped me to lead my team better and to manage cross-functional projects.

**Can you share specific examples of how the courses have benefitted you?**

One of the projects has helped the company improve efficiency by eliminating manual tasks and improving the speed of data maintenance.

## Acquiring New Skills

**Mr Sher Mohamed, 35, works at Micron Semiconductor Asia Pte Ltd.** He started out 10 years ago as a Technician before moving up the ranks to become a Senior Engineer today.



**NTUCtw: Why did you decide to pursue the WSQ Courses?**

**Mr Sher:** My highest education qualification is National Technical Certificate and I wanted

to upgrade my skills to be able to progress in the industry.

**What courses did you take up?**

I have taken courses such as WSQ Manage Personal and Team Effectiveness, WSQ Manage Problem Solving and WSQ Manage Failure Mode and Effect Analysis.

**How have these courses helped you?**

The skills and knowledge which I acquired helped in my career progression. I am able to better manage personal and team effectiveness, as well as solve problems. This has helped me a lot in my current role as I am in charge of projects for productivity improvements.

### NTUC THIS WEEK

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# Clear Vision

A multi-organisation effort will target to bring eye care programmes to some 18,000 taxi drivers.

By **Nicholas Lee**

The second phase of a Taxi Drivers Eye Care Ambassador programme targeted at 2,000 members of the National Taxi Association (NTA) will run from 20 October till 6 December 2014. Minister of State for Health Dr Lam Pin Min was Guest-of-Honour for the launch event at the Singapore Polytechnic on 20 October 2014.

The first phase ran from 30 June to 7 July 2013 and impacted some 200 members.

## EYE HEALTH

The programme aims to encourage taxi drivers to adopt a healthy lifestyle and to go for annual eye tests to assess their vision and overall eye health. It also empowers taxi drivers to become Eye Care Ambassadors who can educate the public on the importance of conducting annual eye tests.

The second phase was launched by NTA together with Essilor Singapore, Health Promotion Board, Singapore Optometric Association (SOA), Singapore Polytechnic and Ngee Ann Polytechnic. The third phase of the programme will take place from April 2015 onwards and target the remaining 16,000 NTA members.

Sixty-nine-year-old Ng Hong Wee shared that it was through the programme that he was recently diagnosed with Glaucoma.



A NTA member undergoing eye checks.

"I was surprised that I had the eye condition because I thought I could see clearly," said Mr Ng, who has since been referred to a medical practitioner for further treatment.

## FREE EYE CHECKS

To book eye examinations, taxi drivers can log on to [www.openyoureyes.com.sg](http://www.openyoureyes.com.sg). Each booking will entitle them to a \$100 voucher to purchase a spectacle frame or Essilor lenses. The eye checks will be conducted at participating optical shops listed on the website.

# Creating Dynamic Workplaces

A newly-launched handbook aims to help organisations build socially-sustainable workplaces.

By **Florina Oo**

Besides bringing new business opportunities for companies, globalisation has brought about a new set of challenges – which is managing a diverse workforce of different nationalities, religions and cultures.

This was the issue Senior Minister of State for Health and Manpower Dr Amy Khor highlighted to some 100 business representatives who attended the 'Inclusive Practices for Sustainable Businesses' seminar on 15 October 2014 at the Lifelong Learning Institute.

## BEING PREPARED

Dr Khor, who is also Chairperson for the Tripartite Panel on Community Engagement at Workplaces, said it is crucial that human resource practitioners, managers and union leaders are better prepared to handle workplace incidents which are related to race and religion.

The event was organised by the Singapore National Employers Federation (SNEF), in collaboration with the Ministry of Manpower Community Engagement Programme (CEP) for the Business and Union Cluster.

## HANDBOOK HELP

A handbook titled 'Inclusive Practices for Sustainable Businesses' was also launched at the seminar. Jointly developed by the Manpower Ministry and CEP partners, the handbook aims to equip organisations with tools and tips on how to build a socially-resilient workplace.

The handbook contains various practical examples, best practices and case studies of how CEP values can be woven into a company's policies and processes, through the employee lifecycle of recruitment and selection, training and development, and talent retention.



## QUICK LOOK

The handbook 'Inclusive Practices for Sustainable Businesses' can also be downloaded online at <http://mom.gov.sg/employment-practices/community-engagement-at-workplaces/Pages/resources.aspx>

## HIP HOP DANCE WORKSHOP

Bring on the bling, sweatpants and attitude as **dance instructor Xiao Hei, member of Da' Street Soulz and O Crew (O School)**, shows you how to get jiggy with it. 15 Nov, 4pm - 6pm, Dance on Us @ Claymore Hill, Claymore Point, \$10.

To register, log on to <http://www.nebo.sg/> and click on the event to find out how.

# What's Happening, Where

## SEOULFUL OF SURPRISES @ DOWNTOWN EAST

Downtown East, Singapore's premiere one-stop leisure and lifestyle destination, just got better. With a new Costa Sands Resort in the works and the thrilling new rides at water park Wild Wild Wet, family getaways just got a whole lot more fun!

### Shop, Eat, Win!

Spend \$20 and win a **year's worth of tasty barbecued food** at Seoul Garden!

1 Nov 2014 to 28 Feb 2015, 4 chances (NTUC and nEbO Plus! Members), 2 chances (Plus! Member), 1 chance (Public). Spending at the Seoul Garden outlet at Downtown East will earn an additional chance. Top spender each month will win themselves 1 Wild Wild Wet annual pass, the Wet Pass, and a \$100 Downtown East voucher.



## OCC'S CLUB MAD DAY - CARNIVAL & FUN FAIR

Get a hoot out of **Orchid Country Club's very first Club Mad Day!** Apart from soaking in the atmosphere of the spectacular Christmas Light-up, get a sneak peek into the latest activities and programmes and inter-club sports competitions. Other highlights include:

- Telematch for teens/young adults
- Sports, Game and Food Stalls
- Product and Service Road Shows by OCC's various departments

30 Nov, 8am to 8pm, Driving Range and Social & Recreation Clubhouse, Orchid Country Club, 1 Orchid Club Close.

For enquiries and registration, contact Sports Counter at **6750 2122** or email [sports@orchidclub.com](mailto:sports@orchidclub.com).



## SINGKIDS® PLAYSYSTEM

School's out! Time to find something to do with the kids for the year end hols! SingKids® PlaySystem is unique and a brand new concept in indoor playgrounds that is innovative, imaginative and promises truly interactive play for kids and parents.

### NTUC Members Special!

- FREE 2 hours of playtime with every purchase of 2 hours (Off-peak)
- FREE 1 hour of playtime with every purchase of 1 hour (Peak)

Valid till 31 Dec 2014.

Present NTUC card to enjoy these privileges. FREE playtime is valid for one adult and one child only. Other terms and conditions apply.

For more information, e-mail [Singkids@email.com](mailto:Singkids@email.com) or call **6832 8002**. For outlet locations and peak period timings, visit <http://www.singkids.com.sg/>.



## PME CAREER FAIR

Valuable insights and attractive job opportunities – a career fair doesn't get better than this! **NTUC's e2i (Employment and Employability Institute) is collaborating with Premium Staffing**

to bring to you a Career Fair with attractive positions in Commerce, Corporate & Financial Services, and Healthcare industries. You might also be privy to a preview of the employment outlook for 2015.

20 Nov, 9am - 1pm, Devan Nair Institute for Employment & Employability, Level 1, Registration Hub.

To register for these events, log on to [e2i.com.sg](http://e2i.com.sg) and look under "Events".



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# “职总周报”

2014年11月9日

售价 60c

MCI (P) 183/12/2013

## 修正劳资关系法 扩大工会代表权

劳资关系（修正）法案提得及时，一旦通过将把更多专业人士、经理和执行级人员纳入劳资政框架。

在我国劳动队伍中，专业人士、经理和执行人员（简称专经执人员）占了三分之一，而接下来这个比例将会逐年加大。

为了跟上劳动队伍“白领化”的趋势，国会在2014年11月3日提出劳资关系（修正）法案，目的是允许蓝领工友占多数的工会也能集体代表专经执人员与资方协商和谈判。此外，提议中的劳资关系（修正）法案还允许工会代表个别的专经执人员处理重新雇佣的问题。

按现行法案，代表蓝领工友的工会无权集体代表专经执人员，理由是可能存在利益冲突。

### 及时行动

对于国会提出劳资关系（修正）法案一读，工运表示欢迎。实际上，过去两年来工运便不断争取修正相关法案。

2014年11月5日全国职工总会助理秘书长兼职总专经执人员署署长郑德源（右图）在记者会上形容修正案的提出“来得及时”，因为劳动队伍中的专经执人员成分与日俱增。



### 重新雇佣问题

郑德源指出，修正案中加进工会有限度代表专经执人员处理重新雇佣的条款，是因为年长的专经执人员有可能会遇到相关的纠纷。

他说：“提出修正案是未雨绸缪的举措。未来的劳动队伍中将涌现大批的专经执人员，这么做是为了做好准备适应未来的变化，免得到时出现脱节的状况。”

在未来数周，劳资政小组将公布相关的指导原则，以便协助公司了解变更的详情。

“这是积极、可喜的发展。修正案通过之后，后将把更多专经执人员纳入劳资政框架，并确保劳资政协作在未来的岁月中与时俱进，不致于和现实脱节。”



### 劳资关系法

#### 现行法案

#### 蓝领工会代表专经执人员的权限

#### 有限代表权 (代表个人与资方谈判)

- 拖欠薪金
- 支付裁员利益
- 遭受迫害
- 违反雇佣合约

#### 修正法案

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- 支付裁员利益
- 遭受迫害
- 违反雇佣合约
- 新** 重新雇佣

#### **新** 集体谈判

蓝领工会也可以像他们代表蓝领工友—集体代表专经执人员与资方进行集体谈判。