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Festive Flavours

Food, fun and more mark the Migrant Workers’ Centre’s annual Deepavali Celebrations.

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Changing Gear

NTUC Secretary-General Lim Swee Say urges Singapore to switch towards quality growth.

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Shining Through

Flexible work arrangements help a working mum cope with a difficult period in her life.

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AN EYE ON SECURITY

The Progressive Wage Model zooms in to uplift the lives and careers of Security Officers.

Firing Up Progression

Progressive Wage Model for the security industry launched to help better the lives of officers.

By **Nicholas Lee**

Some 33,000 security officers (SO) will stand to benefit from the launch of the Progressive Wage Model (PWM) for the security industry by the Security Tripartite Cluster (STC).

Led by the Labour Movement, the PWM was launched on 29 October 2014 at the NTUC Centre by NTUC Deputy Secretary-General Heng Chee How, who chairs the STC.

DSG Heng shared that besides wage recommendations, the STC has also agreed on "skills specifications, training requirements as well as support for improved productivity, use of equipment and better technology."

LEVELLING THE PLAYING FIELD

As recommended by the STC, the PWM will consist of five levels with different job functions and level of responsibilities of SOs. The recommended starting monthly basic wage for SOs is $1,100, up from the current $800. This increases as the SO becomes better skilled, more productive and takes on more responsibilities.

From 1 September 2016, PWM for the security industry will be included as a mandatory licensing condition under the security agency licenses issued by the Singapore Police Force, so that changes are implemented consistently across the industry to achieve a level playing field for all security agencies (SAs).

NTUC Assistant Secretary-General and U Care Centre Director Zainal Sapari shared that there is no need for a separate legislation of the security PWM as the STC identified the licensing requirement by the PLRD (Police Licensing & Regulatory Department) for SAs as a "practical and easier way to ensure enforcement of the PWM".

KEY RECOMMENDATIONS

To combat current long working hours and manpower shortage, the STC recommends that the industry adopts progressive practices to reduce overtime hours clocked by SOs. The STC commends SAs who have taken steps to reduce the excessive working hours of SOs from a six-day to a five/six-day week and from some 95 overtime hours monthly to 72 hours.

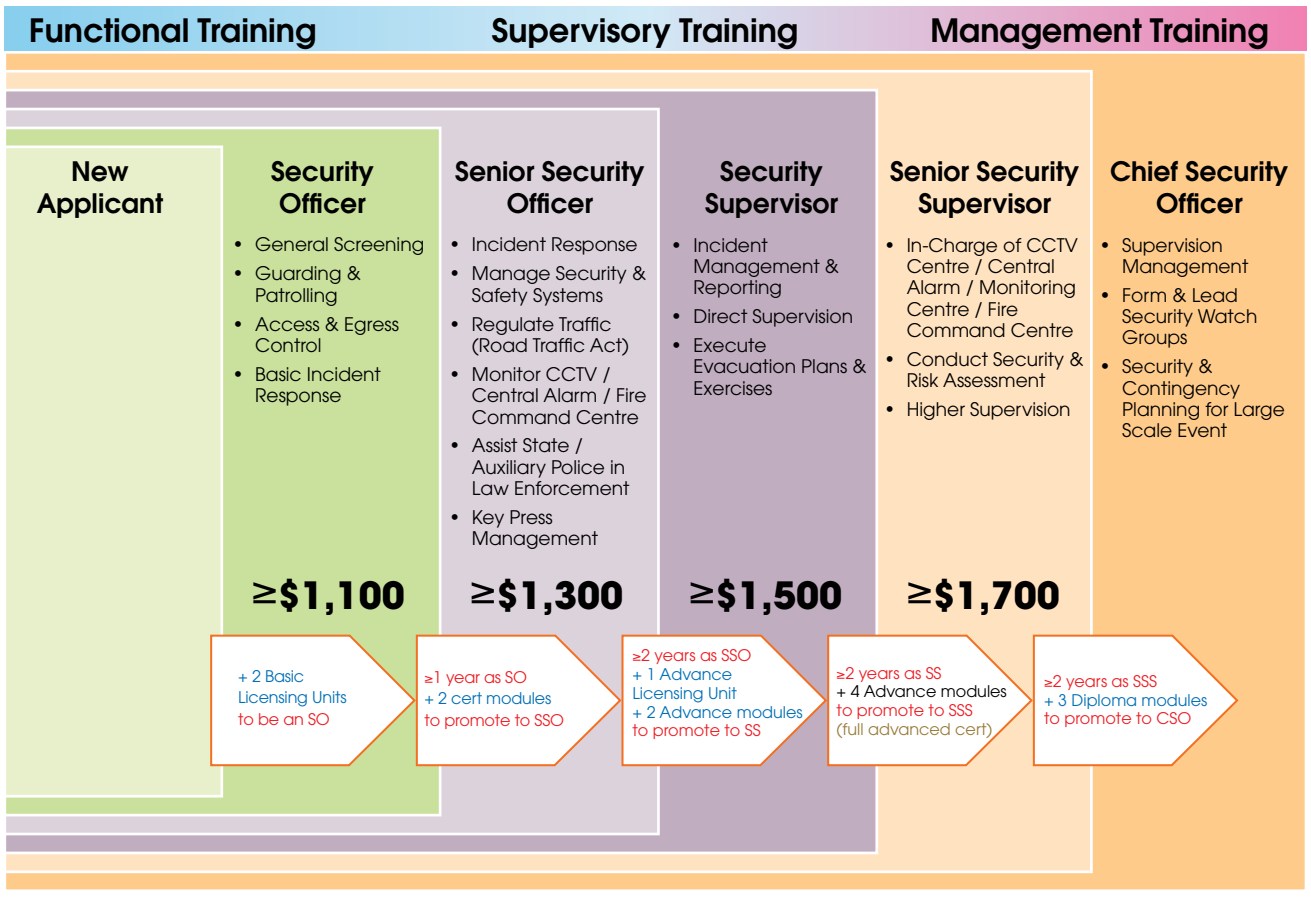
The STC will consider recommending an end to overtime exemption for the industry in 2017 after carefully monitoring industry movements, changes in shift patterns and streamlining of manpower requirements that may take place in the next two to three years.

BETTER DEAL FOR WORKERS

The industry stakeholders were urged to make full use of the schemes offered by the Government, NTUC and NTUC's e2i (Employment and Employability Institute) to adopt the PWM and embark on productivity improvements.

All in, the PWM will help SOs receive higher basic wages that commensurate with training, better skill sets, enhanced service standards and higher productivity.

"The PWM will enable me to have more skills so I can do my job better," shared security officer Sarojini Sethuram, 61 (pictured below).



Government Accepts Recommendations

In a joint statement, the Ministry of Home Affairs (MHA), Ministry of Manpower (MOM), Singapore Workforce Development Agency (WDA) and the Singapore Police Force (SPF) said that the Government has accepted the recommendations by the STC.

According to the statement, "The PWM provides a clearer pathway for security officers to progress to higher wages as they become better skilled, more productive and take on higher job responsibilities."

The Government will provide a lead time of two years for the industry to comply with the PWM training and wages requirement. SAs that do not comply with the stipulated requirements may not have their licences renewed.

"This is the first step to ensure that our security officers get better basic salaries which will lead to a better gross salary."

Hareenderpal Singh, President, Union of Security Employees

"The six to eight hours work day has allowed my workers to have more time to upgrade themselves and get more experience… it also brings them a 3% to 5% increase in salary. I think this will help attract locals into the industry."

Kevin Koo, Operations Executive, Aexis Security Management Pte Ltd

QUICK LOOK

IGP For Security Sector

To encourage SAs to enhance their productivity and be early adopters of the PWM, a **$5 million Inclusive Growth Programme (IGP)** for the security sector was also launched. SAs may find out more about this funding scheme by contacting NTUC's e2i at **igp@e2i.com.sg**.

Securing The Future

A Security Officer can look forward to providing better financial support for his family with the Progressive Wage Model.

By **Fawwaz Baktee**

(From Left) General Manger Kelvin Goh and his colleague Operations Manager Samuel Shen demonstrate the use of CCTV at Sevorus Security Solutions.

Security officer Wong Seow Eng wants to work harder and upgrade his skills further in order to better financially provide for his family of six.

Like many of his colleagues, he supports the Progressive Wage Model (PWM) for the security industry.

"If working hard and upgrading myself lets me earn more for my family, I will do so," said the 61-year-old Security Officer at Soverus Security Solutions.

SALARY INCREASE

After taking a course on using a handheld metal detector, Mr Wong has seen his pay increase to $1950, up from $1750 previously. According to Mr Wong, the $200 increase "eases the strain on his daily expenses."

Mr Wong not only lives with his wife and 17-year-old son, but also his 90-year-old father and two siblings – one of whom is mentally handicapped while the other paralysed from the waist down due to illness. His wife who works as an Assistant Cook also helps with the household expenses.

BOOSTING SKILLS

The company will formally be implementing the PWM, and has selected Mr Wong to attend more upgrading courses to ensure he benefits fully from it. He will soon attend a course that will train him to project a positive and professional image.

Additionally, Mr Wong and the other Security Officers in the company will also be offered Singapore Workforce Skills Qualifications (WSQ) modules in first aid and quality service training.

FAIRER COMPETITION

On how the PWM will benefit the company, Soverus Security Solutions General Manager Kelvin Goh said that they hope to see fairer competition among security agencies in Singapore.

"The PWM will increase the basic salary for all Security Officers across the security industry as all agencies will have to ensure a competitive starting basic salary for officers. This will prevent security agencies from undercutting their competition by charging very low rates for services. It will also ensure proper agencies continue to pay employees good salaries without the fear of losing contracts to unscrupulous companies," he explained.

"I am very thankful for what the company has done for me and my family. Since they have helped me, I will continue to work hard and help them succeed."

Mr Wong Seow Eng, Security Officer at Soverus Security Solutions

Mr Wong Seow Eng and his wife Mdm Shen Bing spending some quality time together.

Appreciating U *Better*

Representatives of NTUC U Care Centre and USE showing their appreciation to security officers from AcePro Security Consultancy.

Employees take centrestage at the Labour Movement's 'Appreciating U – Our Security Officers' initiative.

By **Fawwaz Baktee**

The NTUC U Care Centre and the Union of Security Employees (USE) honoured the men and women in the security industry as part of the Labour Movement's 'Appreciating U – Our Security Officers' initiative on 29 October 2014.

The initiative involved NTUC U Care Centre and USE representatives visiting security officers at One Marina Boulevard (OMB), Raffles City Shopping Centre, and The ESTA condominium, with each location showcasing 'better working hours', 'better conditions', and 'better wages' respectively.

BETTER WORKING HOURS

"We are very happy to be able to receive recognition for our work. We are paid well and the facilities here are also good," said Mr Chan Yeow Meng, a Security Officer at OMB.

The 57-year-old and his colleagues have the option of working six- or eight-hour shifts, instead of the common industry practice of 12 hours, thus enabling them to have better work-life balance.

BETTER CONDITIONS

Over at Raffles City Shopping Centre, Security Officers can take a break in a furnished, air-conditioned rest area.

"Raffles City Shopping Centre is a very big place, so I get very tired after doing one patrol. It is good that there is a comfortable place for me to rest for an hour or two before I start my rounds again," said Mr Saim Kadir, a 71-year-old Security Officer.

BETTER WAGES

As for Security Officers at the ESTA condominium, all full-time employees of AcePro Security Consultancy receive a basic monthly salary of at least $1,000, which is higher than the industry average.

"I am glad that we are being recognised and appreciated for our work as the security line is not as an easy job as many people would like to believe," said Mr Sarjit Singh, a 63-year-old former policeman who now works to ensure the security of the condominium.

> **"Our officers are the first line of defence in the case of an emergency. For instance, if there is a fire in a building, security officers are the ones we would seek help from. We therefore came up with the 'Appreciating U – Our Security Officers' initiative as a way to appreciate them for all the hard work they are doing."**
>
> *USE President Hareenderpal Singh*

Ex-policeman Mr Sarjit Singh is on a second career as a Security Officer.

A Jolly Good Time

It was a joyous evening of entertainment and bonding as families gathered at West Coast Park for the annual U Picnic in October.

By **Florina Oo**

Back for a third year running and organised by NTUC U Family, the theme of 'Food. Fun. Experience' was certainly evident from the participants' faces at the event. *NTUC This Week* brings you highlights from the event.

Smiles and laughter echoed through the 7,000 strong-crowd as all of them celebrated family bonds and kinship.

Multiple fringe activities happened on site and the children were captivated by the various dazzling performances.

NTUC Secretary-General (SG) Lim Swee Say and President Diana Chia graced the occasion and took time to speak with some of the families as well as the young guests.

QUICK LOOK

U Family (www.ufamily.org.sg) is an NTUC initiative and the voice for working families. U Family advocates the cultivation of close-knit families by championing work-life harmony and pro-family initiatives.

FESTIVE FLAVOURS

The Migrant Workers' Centre Deepavali celebrations dish up more than just tasty food.

By **Nicholas Lee**

Many migrant workers' problems start way before they reach our shores. For some, the amount of money paid to agents and middle-men can be quite costly, while others come to Singapore without knowing the terms and conditions of their employment.

To curb this, the Migrant Workers Centre (MWC) produced a new pre-departure video which contains important work-related information such as workers' rights, illegal employment practices and local employment laws that will be screened to the workers prior to their arrival to Singapore.

The video was launched by NTUC Assistant Secretary-General (ASG) and MWC Chairman Yeo Guat Kwang at a Deepavali celebration at the Sri Srinivasa Perumal Temple on 26 October 2014.

At the event, jointly organised by MWC and the Hindu Endowments Board (HEB), Guest-of-Honour NTUC Secretary-General Lim Swee Say together with HEB Chairman Rangareddy Jayachandran and ASG Yeo served Indian vegetarian meals to almost 5,000 migrant workers.

TACKLING ROOT PROBLEM

ASG Yeo shared that the MWC is now targeting the root problem, which is the malpractices found in the workers' home countries.

"It is important now that we put in place this pre-departure video to let them understand more about what to expect when they come to Singapore," said ASG Yeo.

EDUCATIONAL VIDEO

The 15 minute pre-departure video was put together with the support of the Ministry of Manpower and will be produced in the workers' native languages of Tamil, Bengali and Mandarin.

The video will be made available in the home countries of workers at places such as the Construction Skills Testing Centre.

Here in Singapore, the video will be played at the workers' dormitories and on board buses that ferry workers to and from their dormitories and their work places.

NTUC Secretary-General Lim Swee Say serving up and sitting down to a meal with guests at the Deepavali gathering.

CELEBRATORY VOICES

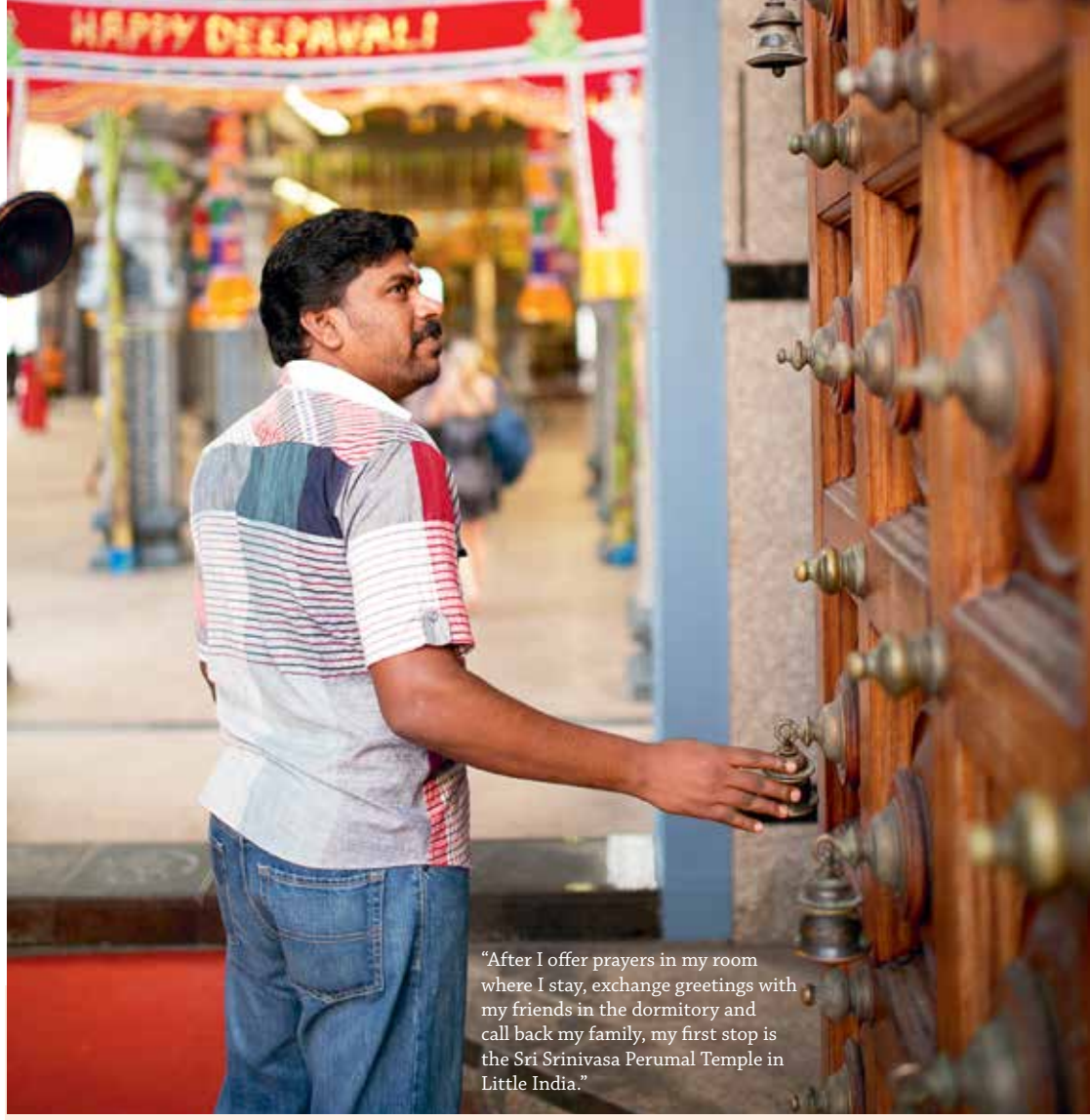
Find out how migrant workers feel about celebrating Deepavali in a foreign land.

“Although I’m far away from my family, I have my ‘brothers’ (fellow workers) here with me to celebrate, so I don’t feel so lonely.”

Mr P. Pradap (waving)

“The way we celebrate Deepavali in India and in Singapore are slightly similar. So I don’t really feel apart from my family.”

Mr Krishnamoorthy



“After I offer prayers in my room where I stay, exchange greetings with my friends in the dormitory and call back my family, my first stop is the Sri Srinivasa Perumal Temple in Little India.”

MY DEEPAVALI *JOURNEY*

Ramesh Subbarraman tags along with 30-year-old Balakrishnan Govindaraj, a marketing executive from Tamil Nadu, to get a peek into his preparations for Deepavali.

The Migrant Workers’ Centre (MWC) and the Hindu Endowments Board joined hands together for the first time to organise a grand Deepavali celebration for migrant workers on 26 October 2014 at the Sri Srinivasa Perumal Temple. Mr Balakrishnan is one of the 5,000 workers who enjoyed the festivities.

(Top) “It is here at the Temple that I also get to meet more of my countrymen from Tamil Nadu, and it is an occasion to share with one another how our families are celebrating Deepavali back at home. The mood in Singapore for Deepavali celebrations is fantastic! Everything that takes place back in our hometown for Deepavali is observed and celebrated here also in Singapore.”

(Right) “The only thing I miss here is my family. On Deepavali day, we would all go to the temple together and pray for everybody’s well-being. In the last three years, Deepavali day prayers are offered with friends from my home town.”

Clear Winners

Workers across sectors have seen their lives and livelihoods improve since the advent of the Inclusive Growth Programme in 2010. *NTUC This Week* showcases more outstanding projects here.

HEALTHCARE

Institute Of Mental Health

Challenge

- In the psycho-geriatric wards, Healthcare Assistants (HCAs) and Healthcare Attendants (HAs) are manually lifting of dependent patients and physically assisting the semi-ambulant patients to and from the toilet, which often result in backaches and possible workplace injuries.
- Falls among elderly patients are common when they are transferred from bed to chair/commode.

Solution

- The "Calypso" Lift Hygiene Chair is used to lift and move semi-dependent patients and can also be utilised as a shower chair and for toileting. Staff no longer have to manually lift patients off the bed as the chair's adjustable height helps elevate the patient to the correct working position. This helps to reduce risks of back injury to staff during the showering and toileting of patients.

LANDSCAPE

Prince's Landscape & Construction Pte Ltd

Challenge

- Construction site projects are labour intensive and typically require 11 workers and two-way transportation for a one-day operation.

Solution

- The company purchased a mini excavator with an auger drive machine. The auger drive can replace the mini excavator to drill holes for planting works, especially useful for long distances along the expressway and large areas of landscaping projects.

Productivity Improvement

- Workers required reduced from 11 to five.
- Costs incurred also dropped by 45%.

Workers' Outcome

- 4 local low-wage workers received wage increment.

INCLUSIVE GROWTH PROGRAMME (IGP)

Numbers At A Glance

Number of projects to date: Over **1,500**

projects from **30** sectors.

Total number of workers impacted: Approximately **77,000**

Total amount disbursed to date: **$62** million out of **$100** million

Top 5 sectors that tapped on IGP (by number of workers impacted)

- Food & Beverage
- Cleaning
- Accommodation (Hotels/Resorts)
- Logistics
- Security

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ANDROID

Snapshots

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

By ***NTUC This Week*** **Team**

Draw To Dream

Some 29 children of NTUC U Care Fund beneficiaries discovered a unique of way of expressing their life aspirations and life goals during the recent September school holidays.

They attended the 'Draw out the Best in U - Discovering Your True Aspirations' conducted by Mr Johnny Lau, the well-known comic artist and creator of the Mr. Kiasu and Jump Class《跳班》 comic series who taught them to visualise and affirm their dreams through a four-box drawing process.

NTUC Care and Share Department Director Zainal Sapari pointed out that the workshop was to help the children discover their true career aspirations.

"NTUC Care and Share is taking a new approach to help the children of our U Care Fund beneficiaries have hope for a better future. We believe that by having greater clarity on their goals, our young participants will be motivated to achieve their dreams. We are encouraged by their positive feedback and are glad that they found the workshop interesting and useful. Besides Doing Good, we also want to Do More to reach out to our beneficiaries so as to help them realise their potential," he said.

Discovering Your Child's Potential

The recent Future Leaders Series 'Empower Your Child To Success In The 21st Century' workshop on 28 September 2014 drew a strong crowd of some 220 attendees.

During the four-hour workshop, parents and students were taught techniques to study better as well as develop mindsets and habits to achieve success in school.

Parents also heard about how to nurture a high level of confidence and motivation in children.

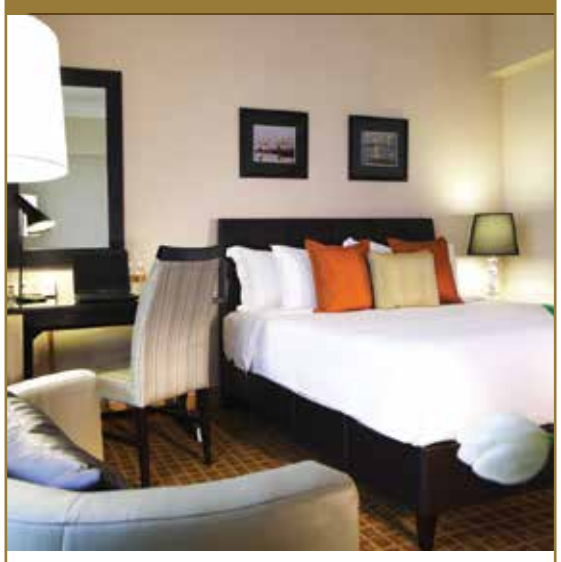
Participant Monica Ramirez (pictured left with her two children) opined that the step-by-step approach shared in the session has made learning easier for both the parents and children.

"I have learnt different study skills and strategies that can help my child learn much faster and effectively, and acquiring the right mindset is important for success too."

QUICK LOOK

The next workshop in the series will be coming to the **U Care Back to School Fair 2014** in December! Visit **www.ntuc.org.sg/btsfair** in November for more updates.

MEMBERS' CORNER



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Changing Gear

From healthy growth driven by higher workforce expansion and lower productivity gain, Singapore must complete the transition towards quality growth, says NTUC Secretary-General Lim Swee Say.

By **Ramesh Subbaraman**

After more than a decade of healthy growth driven by higher workforce expansion and lower productivity gains, Singapore has switched gear towards quality growth.

NTUC Secretary-General (SG) Lim Swee Say emphasised that this growth should be driven by a slower workforce expansion and higher productivity gains.

DETERMINATION TO SUCCEED

Speaking at the 6th Business Excellence Global Conference organised by SPRING Singapore on 29 October 2014, SG Lim said this is a major shift and the country is determined to succeed.

This, he said is a more sustainable way for businesses to grow profitably, workers to have better jobs, better pay and better careers, and for the Singapore economy to remain competitive and attractive in the globalised economy.

SG Lim explained: "As we go through this economic transition, there are twin challenges and they go hand in hand. One is to slow down the expansion of our workforce from higher workforce growth to lower workforce growth. In the last three years, we are more or less there in tightening the labour market.

"At the same time, as we slow down workforce expansion, we have to improve on our productivity gains. In that regard, we are making some progress but we are not quite there yet because our target is to achieve a 2% to 3% overall annual productivity gain."

PRODUCTIVITY IMPROVEMENTS

The challenge in the years ahead is to place greater focus on increasing productivity gains.

He elaborated: "On the whole we know what needs to be done; we know that every sector has to find ways to improve its productivity, sectors with lower productivity levels have to reduce the labour intensiveness.

"At the same time, we have to find ways to position our businesses and industry towards the future. Our challenge is to continue to bring in more early adopters and then multiply their success so that over time we can spread this process of innovation to more sectors and companies."

EMULATE EARLY ADOPTERS

SG Lim said the successes scored by the early adopters are very important as they give the confidence to improve productivity gains.

With the support of the various government agencies and the Labour Movement, SG Lim is confident that more companies will embark on the journey of innovation and productivity.

For companies to speed up innovation and sustain productivity gains, SG Lim suggested finding ways to strengthen customer satisfaction and enhancing employee engagement.

By doing so, companies can grow more profitably and workers can enjoy wage increases more sustainably.

Shining Through

In this regular column, *NTUC This Week* checks in with working mums to check out how their offices have made it easier for them to balance family with work.

By **Florina Oo**

Flexible work arrangements certainly made all the difference when 39-year-old Thiruselvi Subramaniam discovered her second child, Shini, was diagnosed with brain tumour.

To further complicate matters, Ms Selvi was eight months pregnant with her third child when she received the distressing news in 2008.

The Corporate Services Manager from PEC Ltd. was distraught, but mustered the courage to confide in her superior and colleagues.

"From the start, they were supportive and understanding. Closer to my delivery date, another colleague began to take over my duties. I was also granted advanced maternity leave so that I could accompany Shini for her treatment. During this period, I also telecommuted from home and supported the office on other administrative duties."

- Ms Selvi

Ms Selvi returned to work briefly after the birth of her third child, but Shini's health continued to deteriorate and she was hospitalised. The company gave her an additional month of maternity leave to attend to Shini's treatments. Shini passed away in April 2009. She was two years old.

BOUNCING BACK

To cope with the loss, Ms Selvi knew that she had to pull herself together and not fall into depression.

"I reminded myself that I still have two children to care for and they are waiting for me," Ms Selvi confided.

Having been asked many times to attend a Chartered Secretarial Course by her superior, Ms Selvi felt studying was the right way to get back on her feet. To facilitate her studies and travelling time to classes, she was granted time-off and permitted to leave the office early. Ms Selvi has since graduated from the course.

Following the death of her daughter, Ms Selvi arranged a photography session for the family and had Shini's image (girl in purple top) added in to complete the family photo.

"For Ms Selvi, the arrangement provided flexibility for her to attend to urgent matters at home. We believe in bringing out the best in our staff and that includes providing them the assistance when they need it most," said Mr Wong Peng, Managing Director of PEC Ltd.

CARING VALUES

Looking back, Ms Selvi is filled with gratitude that her company, superiors and colleagues provided her vital support during her darkest days.

"Without them, I probably would not be in this office now. One of our company's values is 'caring', and this value definitely shines in all of them," she said.

*Ms Thiruselvi Subramaniam's company, PEC Ltd., was named one of the **'Best Companies for Mums' by NTUC Women's Development Secretariat (WDS).** Through the **U Flex Movement**, NTUC WDS advocates flexible working arrangements that allow employees like Ms Selvi to excel in both family and career.*

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 Arrangements (FWAs) Job Fair** to facilitate employment opportunities for women. Visit **http://worklifeweek.sg/** to view the line-up of events or to sign up.

PROJECT BAKEOFF 2014

Want to be the next Donna Hay or Buddy Valastro (aka Cake Boss)? Then be sure to sign up for this competition for youths with a passion for baking. This year's Bakeoff will require participants to start off with tarts, followed by something that they wish to make for their loved ones.

*15 Nov (Preliminary Round) & 22 Nov (Final Round), 9am - 6pm, $5 (nEbO members), $15 (non-nEbO members, includes two years nEbO membership). To register, log on to **http://www.nebo.sg/community/entrepreneur/2014/11/project-bakeoff-2014**. Registration is compulsory.*

Photo by **Shona Tan**

What's Happening, Where

MAKEUP TIPS FOR WORK

Project a more professional image with the right makeup. Popular makeup artiste Sakinah Sharip will show you how. Join the Managing Director of LASH at this PME Lunch Talk where she will reveal the tricks and tips gleaned from her diverse career in high fashion, runway, magazines, stage and TV.

14 Nov, 12:30-1:30pm, NTUC Centre, One Marina Boulevard, Level 9, Room 903, Free for the first 100 registrants, Closing date: 12 Nov 2014. To register and for more information, log on to **www.ntuc.org.sg/PMEWEEK.** *Complimentary lunch included.*

READING LABELS AND EATING ORGANIC

What's not to love about eating organic? You're healthier and help to save the environment too. Join Angeline Lee, Director of Superlative Foods Pte Ltd who will touch on nutrition, reading of food labels and what it means to be on an organic diet.

10 Nov, 12.30-1.30pm, NTUC Centre, One Marina *Boulevard, Level 9, Room 903. Free for the first 100 registrants. To register and for more information, log on to **www.ntuc.org.sg/PMEWEEK**. *Complimentary lunch included.*

CIN-E-MATICS

Unleash your inner Anthony Chen and get a shot at directing your own film in this Short Film Competition organised by nEbO! Simply form a team of three, produce your own comedic short film, and you're on your way to exclusive mentorships by industry professionals and attractive prizes worth up to $1,000!

*22 Nov (Mentorship), 20 Dec (Finals), M2 Academy at Orchard Gateway @ Emerald, 218 Orchard Road, Closing date: 15 Nov. For more information, email Wendy Neo at **wendy.neo@nebo.com.sg**.*

Want to list your upcoming event? Drop us an email at lilian_chan@ntuc.org.sg.

This Week In History

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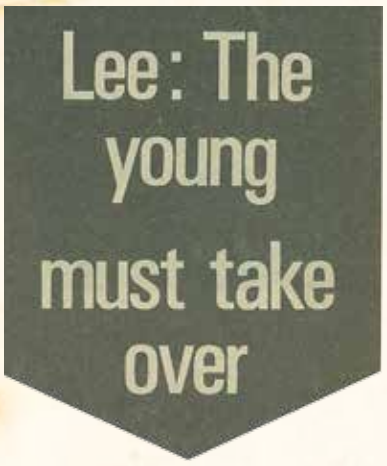
***NTUC This Week* turns 50 this year. It was first published in November 1964 as a monthly titled *Perjuangan NTUC* until May 1980 when it became a fortnightly renamed *The Singaporean*.**

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 May 1980.

By **Marcus Lin**



May 1980: Then Prime Minister Lee Kuan Yew in a May Day message stressed the need for grassroots trade union leaders with strong characters, extra drive, extra commitment to fellow workers and strong sense of fair play.

Young men with potential to give the NTUC a fresh burst of vitality at all levels of leadership were being fielded by then new NTUC Secretary-General Lim Chee Onn with Mr Devan Nair's support. PM Lee said it was being done with a sense of urgency.

Prime Minister Lee flanked by Mr Devan Nair (left) and Mr Lim Chee Onn.

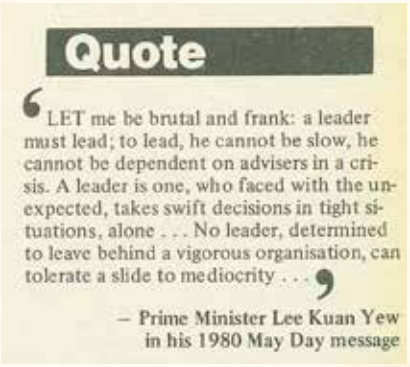
"If Devan or I believed that senior second-line leaders could hold the organisation together whilst the younger men gain experience, neither of us would feel this sense of urgency," he said. "It is this urgency which has made us thrust responsibilities upon these young men. We are stretching them at the risk of unfairly pushing them beyond their limits."

PM Lee added: "I am aware that some senior second-line leaders had hoped to succeed to top positions. They have put in long years of loyal service; they have considerable experience. It is natural that they are less than enthusiastic over this process of self-renewal.

"Able younger men from outside the union hierarchy have been brought in and placed above them. The same is true of the PAP. What I find remarkable is that these old guards have such short memories.

"They seem to have forgotten the anxiety that seized all of us in those fearful years when the future looked so bleak, so threatening. Everyone and everything looked like going down under the weight of overwhelming assaults and pressures by ruthless and evil opponents.

"Then no one volunteered to be the leader man. I remember many trusted lieutenants ready to leave the decisions to Devan and me, whilst the Lim Chin Siongs, Fong Swee Suans and Woodhulls were mounting their fiery attacks. Now that the crucial battles have been fought and won, and all appears quiet, they believe they can run the show."


Quote

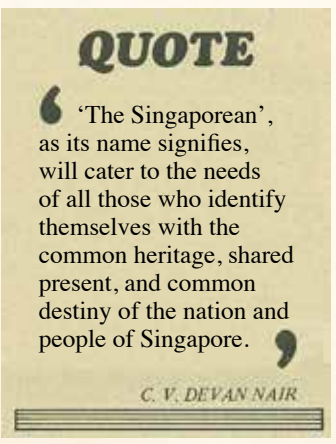
"LET me be brutal and frank: a leader must lead; to lead, he cannot be slow, he cannot be dependent on advisers in a crisis. A leader is one, who faced with the unexpected, takes swift decisions in tight situations, alone . . . No leader, determined to leave behind a vigorous organisation, can tolerate a slide to mediocrity . . ."

– Prime Minister Lee Kuan Yew in his 1980 May Day message

May 1980: 'The Singaporean' is launched on May Day 1980, a birthday easy to remember. The real birthday of the Republic of Singapore, of course, is 9 August 1965. 'The Singaporean' incorporates the former NTUC Labour News and Forward, the former organ of SILO, PIEU and SATU.

Publishing a worthwhile fortnightly journal - eventually a weekly one - requires adequate capital; qualified and reliable manpower; interesting, lively and informative material covering news and subjects of interest to Singaporeans and a steadily expanding market for sales.

Trade union members will no doubt form the core of the readership. But we should extend our coverage to non-trade union Singaporeans as well if, like our NTUC co-operatives WELCOME and INCOME, we hope to fulfil a larger and more useful social role.


QUOTE

"'The Singaporean', as its name signifies, will cater to the needs of all those who identify themselves with the common heritage, shared present, and common destiny of the nation and people of Singapore."

C. V. DEVAN NAIR

The average Singaporean is a worker, whether by hand or brain. He may not be a trade union member, but he is either a salary or wage earner. Then there are the self-employed workers like hawkers and taxi drivers. Count their families and we can appreciate that `The Singaporean', provided it is able to live up to certain standards and to cover a variety of subjects of general interest, has a considerable potential readership.

跨前一步 造福保安人员

保安业实施渐进式薪金制，以改善保安人员的生活。

保安业劳资政工作小组组长王志豪（全国职工总会副秘书长）于2014年10月29日在职总大厦宣布推出保安业渐进式薪金制，估计获益人员约达3万3000名。

由工运领导的保安业劳资政工作小组除了建议提高保安业人员的薪金，也认为业者应“制定技术规范、培训员工，以及运用适当的器材和更好的科技来提高生产力。”

贯彻全行业　惠及每个人

保安业劳资政工作小组建议在保安业渐进式薪金制中规划5个职责各异的薪金级别，并且将初级保安人员的起薪从现行的800元提高至1100元。而随着保安人员在技术上及生产力上的提升，接受培训增加职责后，他们也可通过渐进式薪金制，得到更高的起薪。

从2016年9月1日起，新加坡警察部队也规定保安业者必须实施保安业劳资政工作小组所推荐的渐进式薪金制才能取得营业执照。如此，渐进式薪金制就能在整个保安业界持续地付诸实施，让每一个人都从中获益。

职总助理秘书长及U关怀中心主任再纳表示，无须另外立法实施保安业渐进式薪金制，因为保安业劳资政工作小组认为，目前警察执照及监管局把关，审查业者的执照申请是否合规的做法，是“确保业者执行保安业渐进式薪金制的实用和便捷的途径。”

> **这是确保保安人员获得更优渥的基本薪金，进而获得更高的总薪金的第一个步骤。**
>
> **— 保安业雇员联合会会长哈仁德巴**

主要建议

为了应对当前人手不足和工时较长的问题，保安业劳资政工作小组建议业者采纳渐进措施逐步缩短保安人员的加班时间，并赞赏那些将每周6天制改为5或6天制，从而使保安人员的工时从每月95个小时减少为72小时的保安公司。

保安业劳资政工作小组也考虑在仔细研究未来两三年的行业走势、轮班模式和精简人力的需求条件后，向当局建议在2017年撤销给予保安公司的免守加班条例优待。

保安业增长与同惠计划

为鼓励保安公司提高生产力和及早采纳渐进式薪金制，工运也宣布发放500万元，用以资助在保安公司实施增长与同惠计划。欲知详情，欢迎联系职总职能与就业培训中心，电子邮箱：igp@e2i.com.sg

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我的屠妖节活动

外籍劳工中心与印度教基金管理局于2014年10月26日首次联合在实里尼维沙伯鲁玛印度庙为外籍劳工工友举办屠妖节庆祝会。

附图的中心人物巴拉克里斯南（30岁）为参与此次节庆活动的5000名外劳之一。

他说：“当天我在睡房祈祷之后，便向舍友们互致问候，然后便给家里打电话，而接下来的第一个去处是小印度的实里尼维沙伯鲁玛印度庙。在那里，我和好多淡米尔纳德邦的同乡们会面，彼此互道节日愉快，场面和家里一样。在新加坡庆祝屠妖节的气氛非常热闹，所有的庆祝传统和仪式和家乡的完全一致。”

在庆祝会现场，外劳中心也推出一套外劳权益须知短片，提供外籍劳工权益、中介公司的违规行为和本地雇佣法律等重要的就业资讯，为协助外劳免于为了来新加坡工作而错付一笔昂贵的中介费，以及免于忽略雇佣条款和条件而吃亏。

时长15分钟的短片制作和放映获得人力部的支持，并且分别录有英语、淡米尔语 、孟加拉语及华语等四种语言版本，供不同来源地的外劳观看。

这部短片将在外劳生活地的建筑技能考核中心等处播放，而在新加坡，短片将在外劳宿舍及接送外劳往返宿舍和工地的巴士上放映。