

THIS COLLECTIVE AGREEMENT is made pursuant to the Industrial Relations Act on this 26th of March 2025 between the **NATIONAL HEALTHCARE GROUP PTE LTD (“NHG”)**, a company registered under the Companies Act and having its place of business at 3 Fusionopolis Link, #03-08, Nexus@one-north, South Lobby, Singapore 138543, for NHG and all businesses registered under it including Institute of Mental Health (“IMH”), NHG Polyclinics (“NHGP”), NHG Pharmacy (“NHGPh”) and NHG Diagnostics (“NHGD”), and for and on behalf of its subsidiaries namely, Tan Tock Seng Hospital Pte Ltd (“TTSH”), National Skin Centre (Singapore) Pte Ltd (“NSC”), Alexandra Health Pte Ltd/Khoo Teck Puat Hospital (“KTPH”), Yishun Community Hospital Pte Ltd (“YCH”), WoodlandsHealth Pte Ltd (“WHPL”) and Admiralty Medical Centre Pte Ltd (“AdMC”) (hereinafter collectively called the “Institution”) of the one part and the **HEALTHCARE SERVICES EMPLOYEES’ UNION** of No 3, Bukit Pasoh Road, #02-00, Singapore 089817 being a trade union of staff registered pursuant to the Trade Unions Act (hereinafter called the “Union”) of the other part.

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

PART I GENERAL PROVISIONS

1. TITLE

This Agreement shall be known as the “**NATIONAL HEALTHCARE GROUP STAFF AGREEMENT OF 2025**”.

2. SCOPE

(1) This Agreement shall cover all staff of the Institution with the exception of the following categories of staff (herein referred to as “excluded categories”):

- (a) Managerial and Executive staff
 - (i) Non-Nursing - Grade 15 and above, PH04 and above
 - (ii) Nursing - Assistant Director of Nursing and above
 - (b) Confidential staff as defined by the provisions of the Industrial Relations Act
 - (i) Secretary handling confidential information
 - (ii) Confidential Human Resource staff
 - (iii) All Management Audit staff
 - (c) Probationary staff (except that Nursing staff in ANII to ANC grades who have completed at least 3 months of service out of their probation period of 6 months shall be given full representation)
 - (d) Medical staff
 - (e) Fixed-term contract staff (except they may be provided with representation to the extent stated in this agreement)
 - (f) Post-retirement staff re-employed under the Retirement and Re-employment Act ("RRA") on fixed term contract for specific project jobs where the expectation is that employment will cease when the project ends (including external / research grant funded projects). The Institution and Union jointly agree that the Union can represent these staff on an individual basis on workplace grievances not relating to the terms and conditions of the staff's individual contract, for example on disciplinary matters, representation at the Institution Board of Inquiry, and the individual appraisal process. In the event there is no resolution, the individual grievance can be surfaced to the Ministry of Manpower for conciliation.
- Allied Health/Admin/Ancillary Staff: JG10 & below

HSEU members who wish to view the remainder of the National Healthcare Group (NHG) Staff Collective Agreement 2025 may reach out to HSEU at HSEU@ntuc.org.sg for the full version.

Thank you.