

"thisweek

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Let the
Show
Begin! 

The Labour Movement's May Day Awards returns this year all dressed up in fresh new colours and an inclusive theme to honour 145 individuals, companies and associations.

TOP STORIES



4 Celebrating Inclusiveness
The May Day Awards 2017 embraces a new format as the Labour Movement becomes more representative and relevant.



8 Migrant Workers, Thank You!
We catch up with a few volunteers who are in the midst of preparing for the May Day Migrant Workers Celebration 2017.



12 Forging Relations
Hard work, trust and transparency. These are just some of the key ingredients for good labour-management relations between ST Aerospace and SISEU.

Coming Soon!

The May Day Wrap Up
In our next issue, look out for all the highlights from the recently concluded May Day festivities in an exclusive photo-spread.



SPOTLIGHT MAY DAY AWARDS

Touted as the Oscars of the Labour Movement, NTUC May Day Awards 2017 delivers all the glitz and glamour associated with an awards ceremony, and a whole lot more. We bring you the best moments.

Orchid Country Club's Grand Ballroom took on an enchanting look on 13 May 2017, complete with an elevated stage and catwalk podium awash in stunning lights. The area outside the ballroom was also given the special treatment; pillars adorned with stylised photos of awardees encircled a majestic blue-green diamond heart centrepiece, the symbol of this year's May Day theme. The afternoon belonged to the real diamonds of the event – the recipients of the May Day Awards. The celebratory mood was evident as 145 individuals, organisation and association representatives took to the stage in their awards best; gentlemen looked dapper with suits and ties while ladies illuminated the ballroom with divine dresses.

The Labour Movement thanks each and every one of the recipients for helping to advance the welfare and well-being of our working people... plus, everyone who took the time to be part of the May Day Awards celebration.







Celebrating Inclusiveness

This year's May Day Awards returns in a fresh format to mark the Labour Movement's commitment to remain relevant and representative of all working people.

By **Ramesh Subbaraman**



The Labour Movement's May Day Awards this year saw 145 awards being presented to individuals, unionists and companies. Topping the honours list was Deputy Prime Minister (DPM) and Coordinating Minister for Economic and Social Policies Tharman Shanmugaratnam.

He received the Medal of Honour, the Labour Movement's highest award, for his distinguished service to the Labour Movement.

Present at the event were NTUC President Mary Liew, Secretary-General Chan Chun Sing, NTUC Central Committee members and tripartite partners. The ceremony, which began at 3.30pm, was held at the Orchid Country Club on 13 May 2017. It was attended by nearly 1,200 people, among them award recipients and their family members, team members of the Partners Awardees, Cabinet Ministers, Members of Parliament and the Labour Movement family.

REFRESHED FORMAT

According to President Liew, the previous years' May Day awards were presented during the May Day Dinner.

For this year, the event returned with a refreshed format to showcase the inclusiveness of the growing Labour Movement network.

"This new format is to symbolise our Labour Movement's commitment to continue to be representative of our working people and be relevant to their diverse and changing needs," she explained.

This year also saw the introduction of a new category – the Partners Award. The award recognises individuals and companies within NTUC's U Network for their efforts to further the Labour Movement's vision to serve and help all working people navigate through economic transformation and rapid digitalisation.

The award also honours partners who have made contributions towards uplifting working people's jobs and welfare, including their efforts to prepare them for future growth, jobs and skills.

“The journey of reinventing ourselves to meet tomorrow's challenges will continue to be an arduous, albeit a fulfilling one. Thus, we are extremely grateful to our union leaders, management partners and everyone else in our U Network for helping and supporting us along the way to reach out to our working people. The NTUC May Day Awards is our way of showing appreciation and we hope that we can continue to work closely with them for the betterment of our working people, our businesses and our economy.”

NTUC Secretary-General Chan Chun Sing in a Facebook posting.

May Day Awardees 2017

We bring you the first of the series to shine the spotlight on our exemplary May Day award recipients. Congratulations!

Look out for more awardees stories in the upcoming weeks.



DISTINGUISHED SERVICE AWARD

John Lim Kok Min

John joined the NTUC Club Management Council as a founder member nominee in 2008 and has since played pivotal roles in various aspects of the club's businesses. With over 50 years of experience in business management and 30 years of service on various boards, John's counsel has no doubt been effective and positive.

MERITORIOUS SERVICE AWARD

Bobby Chin

Bobby has been on the Board of the Singapore Labour Foundation (SLF) since December 2007. He is currently the chairman of the SLF Establishment Committee, and was also the chairman of the SLF Audit and Risk Committee from 2007 to 2016. He has been the deputy chairman of the Board of NTUC Enterprise (NE) Co-operative Limited since its inception in 2012. He is currently the chairman of the NE Audit and Risk Committee, and was also a member of the Nominating Committee from July 2012 to June 2016. Bobby was appointed to the NTUC Fairprice Co-operative Limited Board in September 2013 and took over the chairmanship role in June 2014. He has also been helming the NTUC FairPrice Foundation as chairman since June 2014.

As chairman of the SLF Audit and Risk Committee, Bobby led the SLF Group in adopting good corporate governance practices through raising standards in accounting and financial reporting and establishing a robust enterprise risk management framework to identify and address risks effectively. This has enhanced the integrity of the SLF Group financial and risk management processes and governance. In chairing the SLF Establishment Committee, he provided guidance on the setting up of SLF's compensation and benefits framework, which is important for attracting and retaining talents. He also helped SLF achieve its mission of supporting the Labour Movement.



VETERAN OF LABOUR

Sasidaran Raghavan Pillai

Sasidaran believes in leadership succession and renewal. He supported Singapore Technologies Electronics Employees’ Union’s 3-Flow Resolution when it was first proposed, even though he would be one of the first to be affected.

During his 33 years in the executive committee, he held positions of assistant general secretary and assistant general treasurer. His other contributions include serving in the union’s Social and Welfare Committee, and various organising committees for the union’s events and activities.



Vincent Koh Sheng Yong

Vincent was elected as a felegate of Sembawang Shipyard Employees’ Union in 1969. He was elected as an internal auditor in 1989. He was elected as general treasurer in 1995. He became the vice-president in 2005 until the union was dissolved on 15 January 2017.

Over the past 47 years, he has dedicated his working life to helping members in areas such as grievance handling, promoting workplace safety and health and skills upgrading. He also served in many different NTUC Committees such as Care & Share, Employment and Employability and U Live.

Congratulations to All Our Winners

MEDAL OF HONOUR AWARD

Tharman Shanmugaratnam

DISTINGUISHED SERVICE AWARD

John Lim Kok Min

MERITORIOUS SERVICE AWARD

Bobby Chin

COMRADE OF LABOUR (STAR) AWARD

Fido Chung Chee Tong

Ho Shiong Yee

Noor Shyma A Latiff

MEDAL OF COMMENDATION (GOLD) AWARD

Gan Seow Kee

PLAQUE OF COMMENDATION (GOLD) AWARD

Hitachi Chemical (Singapore) Pte Ltd

JTC Corporation

Sembcorp Marine Ltd

Tetra Pak Jurong Pte Ltd

COMRADE OF LABOUR AWARD

Abdul Azis Ahmad

Abdul Razak Abdul Ali

Andrew Wang Wey Shian

Atan Enjah

Chia Jee Kwang

Elmy Iryanti Mohamed Jaim

Gan Yoke Lan

Gary Wah Yunn Harn

Hareendepal Singh

Harry Ng Kim Hock

Koh Ching Chuan

Loganathan Pasupthy

Low Chow Wah

Mary Louis Rajanayagam

Marzuki Munawar

Mastan Nachiyal Mohd

Mohammad Emran Hamid

Mok Chan Seng

Munirman Abd Manaf

N. Thiruchelvan

Nurhazimah Abdul Halim

Ong Lay Jing

Roslee Mustafa

S. Nalluraj

Sapuan Haji Abdul Karim

Sarah Liew Ngat San

Sim Beng Soon

Sim Teck Chua

Soh Ai Leen

Tan Beng Soon

Tan Eng Whee

Tan Hung Tat

Tan Lai Wan

Thiruselve Govindarajoo

Wang Mui Sin

Won Wai Kim

VETERAN OF LABOUR AWARD

Sasidaran Raghavan Pillai

Vincent Koh Sheng Yong

FRIEND OF LABOUR AWARD

Abdul Wahab Mohamed Yusoff

Noriyuki Suzuki

Philip Su Poon Ghee

Richard Shermon

Sung Cheng Chih

Prof Tan Sze Wee

MEDAL OF COMMENDATION AWARD

Alec Lim Swee Chong

Andrew Chong

Caroline Lim

Charlton Ong Lii Hee

Chua San Lye

Clarence Ti Boon Wee

Clarence Yeo

Denis S. K. Marie

Eugene Fidelis Soh

Farrock Ebrahim

Lee Seow Hiang

Ong Khiaw Hong

Ooi Boon Hoe

Ronnie Tay

Sabrina Loi

Tan Hock Guan

Teo Siong Seng

Terence Tan

Yeo Keng Soon

Yeo Swee Har

PLAQUE OF COMMENDATION AWARD

30 Bencoolen

Asian Lift Pte Ltd

Carrier Transicold Pte Ltd

Caterpillar Energy Solutions Asia Pacific Pte Ltd

First Security & Private Investigation (S) Pte Ltd

Health Promotion Board

International Enterprise Singapore

Kaneka Singapore Co. (Pte) Ltd

KONE Pte Ltd

NTUC Health Co-operative Limited

The American Club

Weishen Industrial Services Pte Ltd

PARTNERS AWARD

WORKING PEOPLE'S ADVOCATE

Chen Sina Rossana

Edmund Toh

Justin Teh

Leong Wai Kit

Lim Hwee Peng

Mohammad Hasrul Passarebu Daud

Noor Irdawaty Jamaruddin

UPLIFTING WORKING PEOPLE'S JOBS AND WELFARE

Changi Airport Group

Healthier Workers, Happier Workers' Project

Institute of Mental Health

Johong Hardware & Paints Pte Ltd

OJ Events Pte Ltd

Security Progressive Wage Model

Singapore Bus Academy

Tripartite Cluster for Cleaners

SUPPORTING LABOUR MOVEMENT'S

NETWORK AND INITIATIVES

Association of Psychotherapists and

Counsellors (Singapore)

CPA Australia

Financial Sector Tripartite Committee

Greendot Gourmet Pte Ltd

ISACA, Singapore Chapter

Singapore School Transport Association

Supply Chain Asia

NTUC Membership Top Five Merchant

Partners (2016)

Tung Lok Millennium

FUTURE GROWTH, JOBS AND SKILLS

Jurong Port Ltd

Kidzania Singapore

Partners of U Future Global Leaders

Programme

Singapore Computer Society

PARTNERS AWARD



Singapore Bus Academy

With the public bus industry's transition into the Bus Contracting Model, there was a need to standardise foundational training for bus captains and also expand and deepen their capabilities to raise their professionalism in the industry. This saw the Land Transport Authority, National Transport Workers' Union (NTWU), NTUC's e2i (Employment and Employability Institute) and the four major public bus operators come together to establish the Singapore Bus Academy.

The academy, launched on 17 October 2017, combines the industry's best practices to train bus captains from all of Singapore's public bus operators. These courses are conducted by both in-house trainers as well as those from NTWU, SBS Transit and SMRT.

Tripartite Cluster for Cleaners

Imagine you are a cleaner surviving on a paycheck of \$700 to fend for yourself, a bed-ridden husband, and a mentally disabled child, all while doing a tiring job nobody appreciates. It is not a pleasant situation in life but thanks to the Progressive Wage Model (PWM) developed by the Tripartite Cluster for Cleaners (TCC) and implemented in 2015, the cleaner is now better off with a monthly salary of \$1,000.

The TCC comprises members from the Ministry of Manpower, Workforce Singapore, National Environment Agency, Building Construction And Timber Industries Employees' Union, Singapore National Employers Federation, Environmental Management Association of Singapore, NTUC U Care Centre, and e2i.



NTUC Membership Top Five Merchant Partners (2016)

Now who wouldn't want priority boarding for flights and discounted ferry tickets to Bintan and Batam? And how great is it when you save on your monthly mobile subscription plans, entry to the zoo and milk tea? Thanks to the generous support of NTUC Membership Department's partner merchants Tigerair, M1, Sindo Ferry, Wildlife Reserves Singapore and Gong Cha, NTUC members have enjoyed these attractive offers over the past year.

These top five merchant partners have stood out as stellar partners who deserve special mention for offering exceptional value to NTUC members. They alone have accounted for over a million redemptions amounting to \$13 million in savings, a large proportion of the total savings of over \$15 million for some 900,000 members in 2016.



Chen Sina Rossana

Rosanna may be a newbie in the Labour Movement, but she has achieved many things in the past three years. Her footprint spans the Healthcare Services Employees' Union, Young NTUC, NTUC's Women and Family Unit, U PME and International Affairs Department. From helping to organise and facilitate events to advocating issues faced by working people and volunteering as a career coach with U PME, Rossana has touched many lives with her dedication and commitment.



Stock photo

Migrant Workers, A Big Thank You!

It takes a special heart to make strangers in our midst feel welcome. At the May Day Migrant Workers Celebration 2017 on 21 May at Sungei Tengah Lodge, 220 volunteers will be doing just that as they get to know our foreign friends a little better. We meet up with a few of them.

Story and Photos by **Jonathan Tan**

KATHERINE SEAH, 37, BUSINESS DEVELOPMENT MANAGER

In the three years that Katherine has worked with DBS Bank, she has been active in the bank's staff volunteer programme 'People of Purpose', helping to organise projects for her department as a meaningful form of team building.

This year, Katherine and her team will be mingling among and getting to know migrant workers.

"Working with migrant workers is a meaningful cause to embark on as they are a group in society that is quite neglected. Migrant workers do not have obvious needs for help. It is about helping them better integrate into our society.

"We do not have to do a lot, or need special skills to help them; it is about being welcoming, interacting with them, having some fun and through engagement, allow them to integrate, mix around and feel accepted," shared the DBS Staff Union member.

Katherine has learnt more about migrant workers over the course of planning the programme for the group of 70 volunteers from DBS.

She was surprised to find out that there are a lot of efforts to help migrant workers through organisations like NTUC's Migrant Workers' Centre. And through volunteerism, she hopes to raise awareness and recognition for them in Singapore.

"These migrant workers contribute to our society by building our offices and homes. But not much has been said about this and not much recognition has been given to them for their work... I think the key to bridging this social gap is through education as a lot of us have very limited opportunity to interact with them.

"This may be a one-off event, but it gives our volunteers an opportunity to interact with migrant workers and this can help change their perspectives. They are people just like us who want to be socially accepted. Through this positivity, we can share the experience with others," she added.



VICTORIA JUNIOR COLLEGE'S INTERACT CLUB

Having previously worked with people from various segments of society such as the elderly, a group of Year 2 students from Victoria Junior College's Interact Club wanted to reach out to migrant workers as well before stepping down from their club to focus on their upcoming GCE A Level examinations.

"Migrant workers make up a really big part of our society that we do not always interact with. Having helped people with special needs and the elderly, we should also focus on a group that has helped build society up with their own blood, sweat and tears," shared Hanan Huang, who is one of six members of the club coordinating the volunteerism effort.

Together with NTUC's Migrant Worker's Centre (MWC), the students organised a week-long campaign that included a presentation on migrant workers, talks by representatives from MWC and a booth manned by club members to offer a peek into a day-in-the-life of migrant workers in Singapore. Fellow students were also invited to pen notes of appreciation to be presented to the workers.

"Our main highlight is during the celebration event. Besides serving dinner to the migrant workers, we will get to interact with them. We also plan to make friendship bracelets together with the migrant workers as a gesture to immortalise the moment," said Didymus Ne, who led the coordination between MWC and the school.

"Some of the stories that we've heard of the migrant workers from MWC struck a chord within us. These workers have families too which they sacrifice to help us build up our country, and they should have some sort of recognition for that," she shared.

Didymus added that the group was doing it not out of sympathy, but with empathy and to recognise them as equal counterparts in our society.

The volunteerism effort by Victoria Junior College was led by students from the school's Interact Club. From left: Charlotte Seethor, Hanan Huang, Kenwi Seah and Didymus Ne.



GOOD TO KNOW



Individuals and organisations keen on lending a hand and volunteering with NTUC's Migrant Workers' Centre can visit www.giving.sg/organisation/mwccsg.

Embrace Changes Brought about by Technology

Be the evangelist to help awaken all of us in our organisation as to how fast the world is changing, says SG Chan in a message to chief information officers on the effects of technology.

By **Ramesh Subbaraman**



A workshop for chief information officers (CIO) in public and private sector organisations brought together nearly 300 experts to discuss the theme ‘Technology For People’.

Opening the 30th session of the workshop on 16 May 2017, NTUC Secretary-General (SG) Chan Chun Sing urged CIOs to work closely with their human resource (HR) counterparts to improve company operations and train and reskill workers facing the possibility of being displaced.

CIOs take care of an organisation’s information technology (IT) strategy and the computer systems.

PREPARE FOR CHANGE

SG Chan explained that globalisation and technology will see many jobs being displaced while creating new jobs elsewhere.

His message to the CIOs: “Be the evangelist to help awaken all of us in our organisation as to how fast the world is changing. I worry because there are still many people in our society who don’t realise how fast the world is changing.

“We need to approach this with a sense of optimism as to where the jobs are going and where the new jobs are. And we need your help to work with the HR people to prepare workers for the future.”

He added that in Singapore, it is not about a shortage of jobs but a shortage of skills.

“How do we help those who are displaced to move on to those jobs which are being created. That is the biggest challenge,” cautioned SG Chan.

The workshop had two segments, with the second part in Shanghai. NTUC’s CIO Kwong Yuk Wah who joined the Shanghai leg said: “The speed of change by technology is very fast, we must take this opportunity to create new products and services for our members and to support our partners.

“The CIOs visited a startup in Shanghai. They have created a digital platform for merchants to sell their products and services online as well as do the delivery for the merchants. The brick-and-mortar companies now can leverage innovation and data analytics to gain market shares and interact with their customers digitally.”

The workshop was organised by Accenture and the Information Technology Management Association (ITMA), a U Associate.



Giving Sports Coaching a Boost

NTUC’s e2i partners Sport Singapore to roll out continuing coach education programmes.

By **Ramesh Subbaraman**

Sport Singapore has launched CoachSG, a Vision 2030 Masterplan, to support and boost coaching standards here. NTUC’s e2i (Employment and Employability Institute) will be a key partner in this effort, working closely with Sport Singapore to support the training programmes under the new CoachSG framework.

The details were announced by Parliamentary Secretary for Culture, Community and Youth Baey Yam Keng at the CoachSG Conference on 11 May 2017.

ROLE OF e2i

e2i’s partnership will enable local coaches to enjoy 50 per cent off course fees for coaching programmes such as the Basic Sports Science Course and the introductory Para Sports Coaching Programme.

These courses will be conducted by both Sport Singapore and Republic Polytechnic. A few of the courses are slated to begin in June 2017.

“Most of the coaches are self-employed and do not receive enough training support, therefore, in partnership with Sport Singapore and U FSE [Freelancers and Self-Employed], we want to provide more assistance and easy access for these self-employed coaches to acquire new skills and develop their capabilities.

“Moving forward, we will be working closely with Sport Singapore and Republic Polytechnic to support more professional development courses under the CoachSG framework for coaches,” explained e2i’s CEO Gilbert Tan.

HELP FROM U FSE

NTUC’s U FSE has also been involved in helping coaches get organised, resulting in the formation of the Sports Coaches Association of Singapore (SCA).

NTUC Assistant Director-General and U FSE Director Ang Hin Kee said the department has been helping coaches address some of their concerns.

“They have been raising very pragmatic issues, one of which is how to secure a reliable stream of revenue for the coaches and that involves structuring their contracts.

“There is always a peak and trough period during a calendar year. The other concern is collecting payments from clients on time,” shared Mr Ang.

It may not be a big union in Singapore but in the 67 years of its existence, the Singapore Tamil Teachers' Union (STTU) has achieved good growth, according to its 61-year-old General Secretary S. Nalluraj. He has been holding this position for 11 years.

Almost 70 per cent of Tamil language teachers in Singapore are members of STTU.

Mr Nalluraj was a recipient of the Comrade of Labour Award for May Day 2017.

NTUC This Week: Tell us about your union journey with STTU.

S. Nalluraj: I joined STTU in 1985 as an ordinary member, immediately after graduating from the National Institute of Education (NIE). I was invited to take up the position of deputy general secretary of STTU in early 2006 and was appointed general secretary in late 2006. I have been devoting most of my attention to areas such as representing members' concerns to the Ministry of Education (MOE) HR Division and coordinating professional upgrading programmes for members.

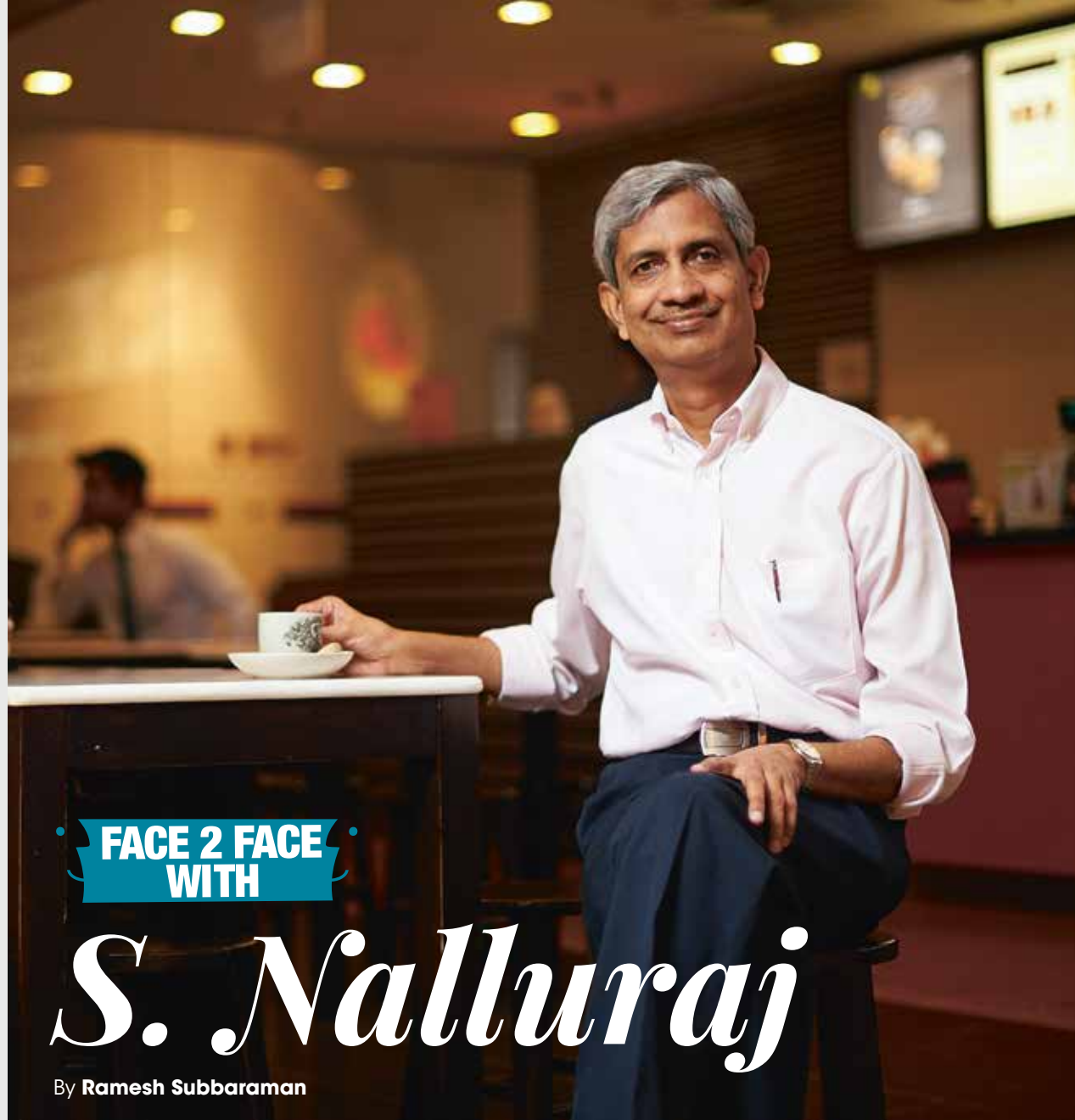
What are some of the experiences you remember most?

I remember two instances. I assisted a member who was suffering from a medical problem that made travelling long distances difficult. I worked with MOE's HR officers to get the member a school nearer her home.

In another case, I assisted a member who was not offered an extension of employment when she reached the retirement age of 62. I managed to convince MOE's HR division that the teacher was capable of carrying on with her teaching duties effectively as a Flexi-Adjunct Teacher. They are very thankful and appreciate the help deeply. This is the most satisfying and fulfilling aspect of union work. Some of them tell their friends about the help they have received and this has enhanced the reputation of the union.

What are some of the new skills you personally want to acquire and how do you plan to do it?

I would like to improve my counselling skills so that I can counsel and provide proper guidance to STTU members who are facing problems in their working environment. I hope to do that by reading up and attending courses.



FACE 2 FACE WITH

S. Nalluraj

By Ramesh Subbaraman

What are your concerns for the future of STTU?

It is becoming increasingly challenging to attract young people with leadership qualities to join the STTU executive committee so that they can be trained to take on key positions in the next 10 years. We have been scouting around for promising young officers who are making good progress in their careers and involving them in some of our projects like conferences, symposiums and producing educational resources. Through these efforts, we have managed to bring in some younger members and we are grooming them to take on the top three positions in STTU in the next three years.

What does the Comrade of Labour award mean to you personally?

I see this award as the Labour Movement's recognition of STTU's contribution to the development and progress of its members.

I hope this will encourage existing members to take up union leadership and also make non-members appreciate the role of STTU in promoting the welfare and progress of the Tamil Language teaching community.

INSIDER'S GUIDE



Singapore Tamil Teachers' Union

Date of Registration: 6 March 1951

Date of Affiliation to NTUC: 1962

Membership: 510 members

History: STTU was established in 1951. It was the first teachers' union to become an affiliate of NTUC.

NTUC THIS WEEK

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ANDROID

Union to Reach Out to Nursing Homes

Healthcare Services Employees' Union inks first MOU with a nursing home that allows staff to become union members.

Story and Photo by **Ramesh Subbaraman**

The Healthcare Services Employees' Union (HSEU) has taken the first step to reach out to nursing homes in Singapore that employ close to 7,000 workers. According to the Health Ministry, there are currently 69 nursing homes here.

HSEU signed a memorandum of understanding (MOU) with Soo's Nursing Home (SNH) Pte Ltd, which currently has 10 staff.

The signatories were HSEU's President K Thanalethimi, General Secretary Diana Chia, Executive Secretary Charles Ng and SNH Director Andrew Soo Chieng Wern.

THE MOU

Under the MOU, signed earlier this month SNH will pay the annual union subscription for its current and future employees.

The MOU also states that HSEU will not initiate any collective agreement negotiations. A collective agreement regulates the terms and



Memorandum of understanding inked between HSEU and Soo's Nursing Home.

conditions of employees in their workplace, their duties and the duties of the employer.

However, HSEU may raise employees' grievances and work towards settling them amicably with management through a newly-set up branch committee.

"A lot of times the thinking is that a union means collective agreement, asking for high bonuses and that would jack up the employer's costs.

"There are many other areas we can add value to. Today we are focusing on future jobs and future skills, and HSEU has the network to help

the small players like nursing homes help their staff upskill," assured Ms Thanalethimi.

THE OUTREACH

The Intermediate and Long Term Care (ILTC) Services sector is set to expand with a growing ageing population in Singapore. Workers in this sector will play a pivotal role in ensuring Singaporeans stay healthy and live fruitfully, added Ms Thanalethimi.

HSEU hopes to bring on board more nursing homes to enrol their employees as union members.



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(Sat & Sun, inclusive of Eves and PHs)



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To enquire and book your next event, please contact Ms Jenny Ong at 6750 2166 or email s&m@orchidclub.com

Forging Relationships

Years of hard work, empathy, trust and transparency. These are some of the ingredients that have helped a company and union sustain a good labour-management relationship.

By **Fawwaz Baktee**

In 1986, when he was posted overseas as a young engineer, ST Aerospace President Lim Serh Ghee (*pictured, on right*) experienced his first picket line where hundreds of workers went on strike for days.

"It was disruptive and unproductive. I remember thinking to myself that back in Singapore, the Government, management and unions value our strong relationship through tripartism. Things could have been different if they had the same type of relationship as we did.

"This made me treasure the good relationship that management has with the unions in Singapore. Therefore, I do all I can to preserve this relationship and not let it deteriorate," said Mr Lim Serh Ghee, who became ST Aerospace's president in 2014.

ST Aerospace is a leading maintenance, repair and overhaul company in the aerospace industry and has eight subsidiaries unionised under the Singapore Industrial & Services Employees' Union (SISEU); a relationship that dates back to 1976. Collectively, the subsidiaries employ more than 5,000 workers.

BUILDING STRONG RELATIONSHIPS

It is because of the hard work of not only the management but also the union leaders that a strong relationship is possible, said Mr Lim Serh Ghee. And to him, good labour-management relations is something that cannot be built overnight.

"It takes years of hard work and people empathising with one another and willing to work hand-in-hand to forge a better future and workplace for everyone. We must all care for one another like we are a family and treat everyone equitably and fairly. That was my predecessors' philosophy and it is what I try to sustain today," he said.

Trust and transparency between management and union leaders are other important ingredients in forging a strong labour-management relationship, according to SISEU's former-General Secretary and veteran ST Aerospace Engineering branch official Lim Kuang Beng (*pictured, on left*).

Mr Lim Kuang Beng added that all levels, from management to workers, must understand the importance of having a good labour-management relationship.

"We cannot depend on only the top boss or the branch chair or any one individual to sustain the relationship. It has to be the effort of all levels from the bosses to the human resource to the supervisors and workers. So when new people come in, no matter from which level or job, they will understand the kind of industrial environment and culture the company has," he said.



WORKING TOGETHER

Being a progressive company, ST Aerospace worked with SISEU to pioneer a flexitime initiative for workers in the 1990s. More recently, the company has supported the SkillsFuture initiative by giving eligible employees a \$100 incentive to encourage them to take up courses.

Back in 2015, ST Aerospace formed a taskforce with the help of union leaders to look into redesigning jobs and reskilling mature workers.

Working with NTUC U Live @ Work, the taskforce implemented 15 projects to help make work for over 300 mature workers easier and more productive. These included procuring cranes, electric pallet trucks and automatic cleaning equipment.

ST Aerospace also worked with SISEU to organise briefings for mature employees to prepare them for re-employment and retirement.

Formalising this good relationship, SISEU and ST Aerospace renewed the collective agreements (CAs) last month for six subsidiaries under the company. They included ST Aerospace Engineering, ST Aerospace Engines, ST Aerospace Services Co., ST Aerospace Supplies, ST Aerospace Systems and Singapore Precision Repair & Overhaul.

In the span of a mere six months, SISEU and ST Aerospace came to an agreement with

“It takes years of hard work and people empathising with one another and willing to work hand-in-hand to forge a better future and workplace for everyone. We must all care for one another like we are a family and treat everyone equitably and fairly. That was my predecessors' philosophy and it is what I try to sustain today.”

ST Aerospace President Lim Serh Ghee

the clauses within the CAs, impacting over 4,000 workers.

Mr Lim Serh Ghee said that ST Aerospace is committed to working hand-in-hand with union leaders to prepare the company and its employees for the future aerospace industry.

"We must start now. We can't wait for the eleventh hour to start preparing for the future," he said.



Tech In Asia and NTUC U Associate sign a memorandum of understanding to enable and serve the startup community.

Enabling Startups

Today's startups are tomorrow's multinational companies. The Labour Movement urges them to take advantage of its extensive network to succeed in the future.

By **Shukry Rashid**

The mission of the Labour Movement is to take care of all workers, including those working in startups. Apart from taking care of workers, the Labour Movement can also help startups through its social enterprise network.

This was said by NTUC Secretary-General (SG) Chan Chun Sing during the second day of the Tech In Asia (TIA) Singapore 2017 conference on 18 May 2017 at Suntec City. The two-day conference attracted some 4,500 people from the tech community comprising startups, corporations, investors and developers.

SG Chan said that as Singapore aspires to be a startup capital, there are four things that Singapore must do right: rules and regulatory environment, connectivity, focus and training for workers.

RIGHT REGULATORY ENVIRONMENT

While most government rules and regulations were made as a defensive measure to prevent "bad and wrong things from happening," SG Chan said that our rules should also enable innovation and promote evolution.

The Government acknowledges this issue and is working to address it. On 13 March 2017, for a start, the Monetary Authority of Singapore introduced the FinTech Regulatory Sandbox to enable financial institutions to experiment with innovative solutions within a more relaxed regulatory environment.

RIGHT CONNECTIVITY

SG Chan said that while Singapore's connectivity has a head start compared to many other countries, Singapore must further build on it. He added that today's environment is rarely based in one place as most products and services in the world are made through constant innovation and

collaboration – in both the physical form and the cyber realm.

"Ideas get cross-pollinated across boundaries, flow around the world; different parts are produced by different people and organisations, and they come together as a final product. Even for startups, I'm confident that none of your ideas will be able to germinate alone in a single place," explained SG Chan.

RIGHT FOCUS

Singapore must also build on its unique strengths and advantages to focus its efforts on helping startups, instead of aiming to be a copy of another startup capital such as Silicon Valley and Tel Aviv.

Two examples of Singapore's strengths are its urban solutions to limited resources and brand of trust.

RIGHT TRAINING FOR WORKERS

In the fast-paced startup environment, SG Chan said that workers need to have the right skills and training.

"In most parts of the world today, it is not the lack of capital or ideas. Very often, for a startup, beyond the idea germination stage, the greatest inadequacy is the availability of trained workers – workers that can carry the startup to the next lap."

He added that even though the conventional education system has provided workers with a good skills foundation, Singapore must complement that with a continuing education training system that significantly shortens the "time-to-market" cycle for learning of new skills.

The Labour Movement, through the NTUC-Education and Training Fund, has already addressed this issue by working with institutes of higher learning. This will allow workers to learn and be equipped with skills that are current.

LM PARTNERSHIP

SG Chan said that thanks to tripartism, the Labour Movement can help startups by being the bridge between them and the Government. Based on feedback from the Labour Movement, the Government may be able to tweak policies quickly to adapt to the rapidly evolving startup environment.

Startups can also leverage NTUC social enterprises as partners to take their ideas forward. This way, the Labour Movement can also understand their needs, and train the next generation of workers.

U ASSOCIATE

TIA, a media, events, and jobs platform for the tech and startup community, also signed a memorandum of understanding with NTUC U Associate on the same day.

NTUC Assistant Director-General (ADG) Vivek Kumar, who is also director of NTUC U Associate and U Startup, reiterated that the partnership with TIA enables the Labour Movement to pull the startup community together and serve them.

This will allow TIA and startups to be equipped with the right networks, have skilled talents available, be advised specifically at different stages in their startup journey, and gain access to funding. Mr Vivek added that these will help startups succeed and look after its workers.

However, he emphasised that even though the Labour Movement network is extensive and available to startups as potential business connections, the partnership should be done in a structurally relevant way, rather than on an ad-hoc basis.

Snapshots

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

Compiled by **Ramesh Subbaraman** and **Shukry Rashid**

Children Artists

NTUC First Campus' My First Skool (MFS) is partnering the National Arts Council to develop a high quality and affordable arts education programme for preschoolers. This was announced during the official opening of the MFS centre at 119 Edgefield Plains earlier this month.



The 'Holistic Education through the ARTS' (heARTS) programme, which piloted at the new centre in July last year, offers children varied opportunities to learn through the arts at the preschool level. The centre, which can take in 240 children, is one of a growing number of large childcare centres managed by NTUC First Campus.

Art Jamming to Spur Creativity

NCI Golf, which manages Marina Bay Golf Course (MBGC), arranged an 'Art Jamming' session for its employees recently to encourage interaction, cohesiveness and expression in a relaxed setting.



More sessions are in the pipeline to help staff be creative, something which could potentially lead to real-life applications at the workplace.

NCI Golf hopes to display its employees' art pieces in MBGC. To contribute to a social cause, selected art pieces from the sessions will be put up for sale and the proceeds donated to charity.

Maritime Apprenticeship Scheme

If you are keen on a seafaring job, here is a new scheme you can tap on - the Maritime Apprenticeship Scheme familiarises and matches jobseekers with potential employers.

It was launched on 27 April 2017 by several agencies that include the Maritime and Port Authority of Singapore (MPA) and NTUC's e2i (Employment and Employability Institute).

The scheme is yet another avenue for Singaporeans to pick up vocational skills. At the same time, it allows companies and jobseekers to find a better job fit before long-term employment.

Under this scheme, jobseekers will be placed on a month-long shipboard work trial with local harbourcraft employers.

A three-day foundational maritime training course will also help jobseekers assimilate themselves with basic shipboard safety and seamanship. Upon completion and if found suitable, the candidates can be formally employed to undergo further training and certification.

e2i CEO Gilbert Tan explained: "Maritime careers and employers have always prized vocational skills, and this programme by e2i and tripartite partners has been developed to prepare new entrants keen to embark on a career with a good progression pathway."



i Those interested can attend the briefing about the scheme on 30 May 2017 at Devan Nair Institute for Employment and Employability, Hall 1, from 10am to 2pm. They can register at <http://event.e2i.com.sg/harbourcraft>.

Future Outlook: Start Imagining Today!

Controlling air traffic with holograms, surgical training through virtual reality and phone calls on the fingertip, literally! The future of incredible things is not so far away. *Look out for more in this regular column.*

By **Fawwaz Baktee**

Operating Through Virtual Reality

Virtual reality is coming into the medical training room to prep professionals so they get as close as possible to what is real. A number of aspiring surgeons in the United States have already got their hands and minds deep into the experience.

A state-of-the-art simulator, the LAP Mentor Operation Room uses virtual reality and precise controllers to train and test future surgeons' skills in an operating theatre.

Surgical opinion leaders, medical societies and educators put their heads together to come up with the simulator to open up students' eyes and experience realistic surgical situations. The simulator comes equipped with flexibility – it can be adjusted for learners of various proficiencies.



Hello on your Fingertips?

We want one of these! No more fumbling or digging out the handphone from your pocket or bag. Can you imagine how cool, smart and serious you will look when you place a finger to your ear to say hello on an incoming call?

Introducing tech company Innomdle Lab's Sgnl, a smart strap that takes the humble wristband attached to your watch into the future.

Vibration and Bluetooth from the strap echo the voice from your wrist to your fingertips to amplify the sound within your ear.

We heard that the nifty strap comes with a microphone so that you get the whole phone on your fingertip!



Holographic Tech in Aviation

These may soon be a thing of the past if holograms come into play in the aviation industry – bulky computers and multiple screens to monitor incoming and outgoing air traffic. With Hungarian tech company 360World's Clairity Holotower visor, air traffic controllers will see their jobs transformed for good.

The visor displays crucial information like the weather and aircraft call sign, speed and altitude in the form of 3D holograms without interfering with the real-world view.

Controllers will see data and information related to objects they are looking at around the airport's control tower.

If there is low visibility due to rain or heavy fog, controllers can switch modes to view the full-scale 3D holograms of the runways and terrain surrounding them.

Why do we suddenly feel working as a controller is going to be so much serious fun?



What's Happening Where

Compiled by **Avelyn Ng**



Virtual Edutainment

Add some educational value to the fun this June holidays by bringing your kids to MOSH!, Singapore's first interactive digital edutainment park. With every purchase of a full-priced child admission ticket, adults get theirs at 50 per cent off. Why wait to create imaginary worlds together as a family? Using state-of-the-art multimedia technology, MOSH! delivers a unique and immersive experience to visitors of all ages.

i Valid till 30 June 2017. Present NTUC Card and printed or electronic coupon at MOSH! ticketing counter to enjoy the privilege. Other terms and conditions may apply. Learn more at www.mosh.com.sg.



Cake Cost-Cut

Father's Day is arriving in about a month's time! Here's an idea for the cake – Cat & Fiddle is offering its Naughty and Nice Devil's Chocolate Cheesecake at 50 per cent off! The two-in-one masterpiece marries a devilishly decadent chocolate cake with the most luscious cream cheese. Layered with rich premium mousse and topped off with pillows of fluffy sponge, it is a dream come true for all chocolate lovers.

i Valid till 30 June 2017. For NTUC members only. To redeem, register at www.catandthefiddle.com/mayday.



Incentive to Stay In

nEbO members who book in June enjoy 30 per cent off their D'Resort staycations in July and August 2017! Choose to throw a party with your friends at one of these room types – Beach Cove, Mangrove Walk and Park View. Guests can bond over a barbeque or knock themselves out at Wild Wild Wet with the complimentary passes.

i Booking must be made via www.dresort.com.sg using promotional code: **DRNEBO10W**. Minimum two nights booking is required during Fri, Sat, school holidays, eve of PH and PH. Guest has to be at least 18 years old to register and check-in for a room. Valid nEbO Membership Card has to be presented upon check-in.

nEbOation Giveaways

In celebration of nEbO's 10th birthday on 7 July 2017, it is rewarding current and future nEbOians! From June onwards, members can present their nEbO card to redeem a surprise gift when they spend a minimum \$10 at eligible Downtown East outlets.

For those who do not want to miss out, you can renew or sign up a three-year membership at just \$24 and \$39 respectively. There is no better time to do so as they are now giving out Downtown East vouchers! Besides enjoying exclusive benefits at Wild Wild Wet and D'Resort, members can also enjoy benefits at more than 200 participating outlets across Singapore. Also, there are lots of events and workshops to attend.

i Find out more at nEbOation counters, E!Hub Level 4, 12pm-9pm daily except public holidays. Offers are while stocks last and will end on 31 July 2017. The three-year nEbO membership promotion is only applicable to non-working individuals aged 12 - 22. Other terms and conditions apply.

Website: www.nebo.sg.



NEW SERVICES
FOR MORE
WORKING PEOPLE

U SME CORPORATE
MEMBERSHIP

U STARTUP

U CREATIVE

NTUC EDUCATION
AND TRAINING FUND

New models to reach out to more working people include the **U STARTUP** programme for entrepreneurs and **U SME CORPORATE MEMBERSHIP** where SME bosses pay \$120 per year, per worker, for their workers to enjoy Labour Movement privileges and services.

ENHANCED TRAINING AND UPGRADING

NTUC's partnerships with institutes of higher learning (IHLs), e2i and NTUC LearningHub will see the development of **TRAINING PROGRAMMES** that can quickly bridge skills gaps and enable working people to undergo training and pick up new knowledge while working. The **NTUC EDUCATION AND TRAINING FUND** will support these initiatives.

NTUC's Future Jobs, Skills and Training (FJST) capability will help in **IDENTIFYING FUTURE JOB OPPORTUNITIES, SKILLS AND TRAINING NEEDS**.

FJST

OTC
OFFICE TRAINING CENTRE

IHLs
INSTITUTE OF HIGHER LEARNING

NTUC SOCIAL ENTERPRISES

SOMETHING FOR EVERYONE AT EVERY
LIFE STAGE TO HELP PEOPLE
STRETCH THEIR DOLLAR. New concepts
and ideas will be pioneered, particularly in
the areas of healthcare and eldercare.



Representative & Relevant: *unusual* our labour movement

#LMByUrSide

*Serving the needs of the working people in Singapore and advancing
their interests remains at the heart of our Labour Movement's mission.
We want to be representative with relevant services to meet their
needs throughout their lifecycle.*

By Jonathan Tan

REPRESENTING THE WORKFORCE

The Labour Movement has grown from one limb to five different ones. These limbs collectively represent **RANK-AND-FILE WORKERS, PMES, BUSINESS OWNERS, FREELANGERS, the SELF-EMPLOYED** as well as **MIGRANT WORKERS** and **DOMESTIC EMPLOYEES**.

U CAREER NETWORK

PIVOT

TODD
TODD

COMMUNITY
PARTNERS



Cultivating a relationship with working people by linking them up with professional and industrial networks that can help them in their career transitions and career development. This is done through a more robust **CAREER SUPPORT AND COACHING FRAMEWORK**.

8 NEW SECTORAL
PROGRAMMES

ntuc

National Trades Union Congress

