

SPWU HARDSHIP ASSISTANCE SCHEME

The Executive Council of the Singapore Port Workers Union in the exercise of its power under Rule 24(XVII) of the Union's Constitution hereby establishes a Hardship Assistance Scheme and adopts these regulations to govern the operations of the Hardship Assistance Scheme.

This Scheme serves to complement the existing Union Benefits Scheme but nothing provided hereunder shall be interpreted as creating any right or entitlement for any member to any benefit to be provided under this Scheme. Any such benefits shall be provided at the absolute discretion of the Executive Council and no member shall be required to make compulsory contribution to the Scheme which shall be financed out of the general funds of the Union and donations received.

1 NAME

This Scheme shall be known as the "SPWU Hardship Assistance Scheme" (hereinafter called "the Scheme").

2 OBJECTS

The objects of the Scheme is to provide assistance in cash or in kind to a member or his family who suffers hardship as a result of:-

(a) death of the member or temporary loss or reduction in the earnings of the member; or

(b) any other hardship which the Executive Council considers, at its absolute discretion, deserving of assistance

3 FINANCE

The benefits under the Scheme shall be financed out of the general funds of the Union and donations received.

4 ELIGIBILITY

A member who has been a member of the Union for at least six months and has paid his entrance fees in full may apply for assistance under the Scheme. In the case of death of the member, the dependants may apply for assistance under the Scheme.

5 ADMINISTRATION

- (a) A Management Committee of not more than eight persons including the President, the Deputy/Assistant Executive Secretary, the General Secretary and the General Treasurer shall administer the Scheme.
- (b) The amount and type of assistance, whether financial or otherwise that should be provided shall be determined by the Management Committee, depending on the merits of each case and the availability of funds.
- (c) All payments under the Scheme, whether in cash or by cheque, must be authorised by the Executive Secretary or the Deputy/Assistant Executive Secretary of the Union and all cheques drawn against the Fund under the Scheme shall be signed in accordance to Rule 31 of the Union's Constitution.
- (d) The General Secretary shall report to the Executive Council quarterly or when required, on the details of financial assistance disbursed under the Scheme.

6 AMENDMENTS

These Regulations are subject to amendments at any time by the Executive Council of the Union provided that these regulations and any amendments thereof shall not take effect before registration with the Registrar of Trade Unions.

7 DISCONTINUATION OF SCHEME

The Executive Council may at its absolute discretion and with effect from such date it deems fit discontinue the Scheme. Any balance of monies standing to the credit of the Scheme after settlement of all debts and liabilities shall be transferred to the general funds of the Union.

No member shall have any claims whatsoever from the Union with regards to the discontinuation of the Scheme.