

Annex

NTUC and HSEU support associations in enhancing career development and progression for healthcare workers

Singapore Optometric Association: Vision for the future to benefit workers in partnership with HSEU

1 Working closely with NTUC U SME since 2020, the Singapore Optometric Association (SOA) completed its sectoral OTR in October 2021. This allowed SOA to chart clear and strategic plans for the optometric community on a larger scale than before. One such plan is the Community Eye Health project, which aims to expand the role of optometrists in supporting good clinical outcomes of eye patients in the community setting.

2 Two SOA members – Eyesight.sg and KJ Optometrists – are taking the lead in enhancing benefits for their workers. Eyesight.sg and KJ Optometrists signed MOUs with NTUC U SME in 2021 and 2020 respectively. Under the MOUs, both companies committed to adopt the Labour Movement’s programmes and privileges to enhance the welfare of their workers, as well as improve their job security through job redesign, training and placement as part of NTUC’s Training and Placement ecosystem.

3 Recognising the benefits it could bring to their companies and workers, Eyesight.sg and KJ Optometrists subsequently accorded recognition to HSEU. Through HSEU, both companies embarked on company-level Operation and Technology Roadmap (OTRs) to transform their eye care and optical businesses.

4 Eyesight.sg will be tapping on the NTUC Company Training Committee (CTC) Grant to acquire new equipment to provide more comprehensive eye care services for their customers. The project is estimated to lead to a six per cent wage increase for 18 workers. This long-term strategy would allow Eyesight.sg to elevate its position in the eye care value chain by delivering service-oriented and vision-focused eye care to its customers, which would subsequently enable the company to provide better wages for their workers.

5 Being supportive and progressive employers, Eyesight.sg and KJ Optometrists have been sponsoring union membership for their employees. As union members, workers will benefit from workplace protection, membership privileges, support for career progression and job placement assistance, and more.

6 Eyesight.sg and KJ Optometrists also contributed their services to the union members under HSEU. Facilitated by HSEU, members received complimentary lunchtime educational seminars, complimentary upgrades to blue light lenses and transition lenses, as well as discounted comprehensive eye examinations. Both companies are currently working closely with NTUC to explore providing optometric benefits to all NTUC union members.

Singapore Nurses Association: Caring for our caregivers' continuous learning and progression

7 The Singapore Nurses Association (SNA) has partnered with the Healthcare Academy (HCA) to elevate the nursing profession through continuous learning and innovative initiatives.

8 SNA and HCA are now working on adapting the accelerated industry-centric pathway for the healthcare sector, which would allow experienced nurses to be trained as healthcare trainers more quickly. Nurses that have completed this accelerated training programme will be recognised to train SkillsFuture-approved certifiable programmes. The programme would allow the nursing sector to better tap on the experience and knowledge of experienced nurses, and also allow nurses themselves to pick up a valuable skill in imparting their know-how in a structured approach.

9 Through such initiatives, SNA and HCA continue to play a pivotal role in enhancing the skills and career prospects of nurses, ultimately contributing to the ongoing excellence of Singapore's healthcare system.

Association for Oral Health Therapists: Career development and fulfilment for dental healthcare professionals

10 HSEU has partnered the Association for Oral Health Therapists (AOHT), as well as key industry stakeholders in both the public and private dental healthcare sectors, to develop a career progression pathway for dental assistants and dental surgery assistants. This initiative would enhance career progression opportunities and professional development within the industry.

11 Under the career progression pathway, HSEU and AOHT aim to establish structured training programmes and certification frameworks to equip dental healthcare professionals with the skills and expertise needed to thrive in their roles. This effort underscores the two parties' commitment to supporting the growth and sustainability of Singapore's dental healthcare industry, ensuring a skilled and competent workforce for the future.