



Making A Difference Touching Lives



ANNUAL REPORT 2016



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NTUC-U Care Fund obtained Charity Status and Institution of a Public Character (IPC) on 1 November 2009.

IPC Number:	IPC 000681
UEN:	T09CC0008D
Registered Address:	NTUC Centre 1 Marina Boulevard, 10-01 One Marina Boulevard Singapore 018989
Banker:	Oversea-Chinese Banking Corporation Limited
External Auditor:	Deloitte & Touche LLP
Internal Auditor:	BDO LLP

The NTUC-U Care Fund audited financial statements for FY2016 are available on NTUC's website, www.ntuc.org.sg/ucare

Vision

A trusted and caring Labour Movement that makes a difference and touches lives.



Mission

To be a Caring Labour Movement that helps improve the lives of our low-income members and their families; supports needy children and youths in their pursuit of excellence; and provides assistance to the elderly in a meaningful way.

Purpose



Supporting Low-Income Members

through assistance programmes to support their living expenses in times of need



Champion for Children & Youth

by helping them to excel and levelling up their playing field



Caring for the Elderly

through supporting Eldercare Trust



Cultivating Spirit of Giving and Volunteerism

through active engagement with stakeholders in community service projects

Chairman's Message

Making a Difference Touching Lives

NTUC-U Care Fund geared up and prepared for a challenging 2016. A big thank you to our donors and sponsors for their support to help raise \$10.8 million. All in the Labour Movement once again, displayed the strength of solidarity. We are very thankful that despite a slower economy, the Singapore Labour Foundation, NTUC social enterprises, all our unions, tripartite and management partners, corporate and individual donors rose to the challenge and donated generously.

With the generous donations and sponsorship, NTUC-U Care Fund was able to disburse over \$8.5 million worth of assistance to low-income union members and their families, needy children, the elderly and the underprivileged community.

To further its mission to make a difference, NTUC-U Care Fund took another step forward to go beyond financial assistance. With the support of the Care & Share Matching Grant, the U Care Fund soft-launched a new initiative LIFT-UP, a social mobility programme to help low-income members and their families progress and 'uplift'. Working together with the unions and associations, LIFT-UP will provide members and their children opportunities to learn, supplement and enhance their knowledge through workshops/talks so that they can compete positively in their quest to achieve. We hope to minimise...even remove, any psychological disadvantage they may otherwise feel in their endeavours. This initiative will be further developed in the coming years, to reach out to more of our members and their families.

I am also pleased to share that NTUC-U Care Fund was named one of the winners of the inaugural Charity Transparency Awards 2016, organised by the Charity Council. As a relatively young charity, we are very happy to be recognised for our efforts in upholding good disclosure practices and governance. This award encourages us to strive even harder, as we carry out our primary mission of improving the lives of our low-income union members and their families.

We hope for our donors' continuous support in the next year. Every dollar raised will go towards improving the lives of our beneficiaries. My fellow Board of Trustees and I will do our duty to provide oversight and governance to ensure the effective use of our funds.

I would like to take this opportunity to welcome four new board members on board and thank all other nine members who readily accepted their reappointments, to contribute their time and expertise on a pro-bono basis.

With your support, we will continue to make a difference and touch the lives of many in the years to come. Thank you for believing in our cause.

Yours sincerely,
David Wong Chin Huat



NTUC-U Care Fund Board Of Trustees



David Wong Chin Huat
Chairman since 1 Nov 2011
Member since 1 Nov 2009
2/2



Teo Yock Ngee
Treasurer since 1 Nov 2013
Member since 1 Nov 2009
2/2



Othman Haron Eusofe
Member since 1 Nov 2009
Chairman of Audit Committee
2/2; 1/1



Terry Lee
Member since 1 Nov 2009
Deputy Chairman of Audit Committee
2/2; 1/1



Tong Chong Heong
Member since 6 Dec 2010
Member of Audit Committee
2/2; 1/1



David Ong
Member since 6 Dec 2010
Member of Audit Committee
2/2; 0/1



Douglas Foo
Member since 6 Dec 2010
1/2



Michael Tan
Member since 6 Dec 2010
2/2



Tong Kok Yeo
Member since 6 Dec 2010
1/2



Tan Hup Foi
Member since 24 Nov 2011
Member of Audit Committee
2/2; 1/1



Hawazi Daipi
Member since 1 Jul 2016
1/2



Dr Intan Azura Binte Mokhtar
Member since 1 Jul 2016
1/2



Karthikeyan s/o R. Krishnamurthy
Member since 18 Jul 2016
Member of Audit Committee
1/2



K.Thanaletchimi
Member since 18 Jul 2016
Member of Audit Committee
1/2

Board Meetings Held: 1 Jun and 16 Nov 2016
Audit Committee Meetings Held: 5 May 2016
Board of Trustees attendance is denoted as
(no. of Board meetings attended) /2 ; (no. of Audit Committee meeting attended) /1

Administration And Governance of NTUC-U Care Fund

The NTUC Central Committee shall approve the overall policies and regulations for the use of the Fund and shall delegate the executive functions to the Board of Trustees. The Board of Trustees shall execute these policies through the Care and Share Department.

The functions of the Care and Share Department shall be to:

- Process, consider and approve applications for aid, assistance or sponsorship by the Fund in accordance with the guidelines decided from time to time by the Central Committee and the Board of Trustees;
- Report on its activities to the Board of Trustees three times a year and whenever required by the Board of Trustees; and
- Report on its activities to the Central Committee once a year and whenever required by the Central Committee.

The Director of Finance of the Congress is accountable for the management of tax deductible donations collected and will also act as the contact point with the Commissioner of Charities.

Financial Management and Controls

The administration and control of the Fund is managed by appointed staff of the NTUC-Administration & Research Unit (ARU)'s Finance Department who will ensure full compliance of disbursement and collection of the Fund. The NTUC-ARU Finance Director provides financial oversight and control of all financial records of the Fund.

Human Resource Management

There is no staff employed by NTUC-U Care Fund. The executive and secretariat staff are full-time employees of NTUC-ARU who oversee the operations of the Fund's activities and programmes.

Marketing and Administration

The Director of NTUC Care and Share Department supports the Board of Trustees in strategic planning and oversight. NTUC-ARU Care and Share Department staff provides administrative and secretariat support in the operations of the Fund's programmes and activities.

Reserve Policy

Unutilised allocation of funds from the preceding year or surplus arising from the current year's fundraising efforts shall be added to the Fund's Reserves.

Investment Policy

Funds not required for working capital during the financial year are invested in AAA rated Singapore Government bonds or Singapore Statutory Board bonds. This is guided by the NTUC Investment Committee.

Board Committee - Audit

The Audit Committee facilitates the external and internal audit of the Fund and assists the Board to obtain independent information about the Fund's activities. The Treasurer shall not concurrently chair the Audit Committee.

The Audit Committee's responsibilities include the following:

- a) To oversee the financial reporting and disclosure process, and monitor the choice of accounting policies and principles
- b) To review the audit plans and reports of the external auditors and internal auditors, and considers the effectiveness of the actions taken by management on the auditors' recommendations
- c) To report to the Board of any financial irregularities, concerns and opportunities

NTUC-U Care Fund Regulations (Extract)

In exercise of the powers conferred by Article 3(ii)(i) and Article 14(ix) of the Constitution of the National Trades Union Congress, the Central Committee of the National Trades Union Congress set up an NTUC-U Care Fund on the clear understanding that the corpus and income to the said Fund shall be administered by the National Trades Union Congress for such purpose as are defined in the NTUC-U Care Fund Regulations.

The objects of the Fund shall be to:

- a) Promote the welfare of the members and of the trade union movement in Singapore and of the families of the members;
- b) Participate, aid and assist in social, economic or educational programmes and undertakings relating to the development of the trade union movement in Singapore;
- c) Assist members of the trade union movement in Singapore and of the families of the members by way of grants, vouchers or otherwise;
- d) Provide bursaries, scholarships and / or fellowships for the children of members of trade unions affiliated to the National Trades Union Congress and of members of other organisations that are associate affiliates of the National Trades Union Congress;
- e) Assist by way of grants, donations or otherwise such charitable, educational or other work, object or endeavour in Singapore or elsewhere as the Board considers desirable in the interests of, or for the furtherance of, the trade union or co-operative movement in Singapore or elsewhere; and
- f) Make grants for the purchase of text books, equipment, other education materials and training aids as are necessary so as to promote the welfare of members and their families.

Our Beneficiaries

The beneficiaries of the NTUC-U Care Fund are:

Union Members

Ordinary and General Branch union members who meet the eligibility criteria of the various programmes.

Children and Youth

Children and youth from low-income families who benefit from programmes like U Care Back to School vouchers, bursaries and Bright Horizons Fund.

Elderly

Clients of NTUC Health who are from lower-income households receive assistance from the Eldercare Trust to help them defray the cost of day care services.

Underprivileged

Beneficiaries from voluntary welfare organisations or charitable organisations who receive support through community service projects undertaken by NTUC affiliated unions/associations and Labour Movement communities.

Governance Evaluation Checklist

1 Jan - 31 Dec 2016

S/N	Code Description	Code ID	Compliance	Explanation <i>(if the Code guideline is not complied to or not applicable)</i>
BOARD GOVERNANCE				
1	Are there Board members holding staff appointments?		No	
4	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied	
5	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied	
6	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied	
CONFLICT OF INTEREST				
7	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied	
8	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied	
STRATEGIC PLANNING				
9	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied	
10	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied	
HUMAN RESOURCE MANAGEMENT				
11	The Board approves documented human resource policies for staff.	5.1	Complied	There is no paid staff employed by NTUC-U Care Fund. The staff that administer the Fund are employees of NTUC Administration & Research Unit (ARU). The policies are documented by NTUC Human Resource Department.
12	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied	As per s/no 11.

S/N	Code Description	Code ID	Compliance	Explanation <i>(if the Code guideline is not complied to or not applicable)</i>
FINANCIAL MANAGEMENT AND CONTROLS				
13	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied	
14	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied	
15	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied	
16	The charity discloses its reserves policy in the annual report.	6.4.1	Complied	
17	Does the charity invest its reserves?		Yes	
18	The charity invests its reserves in accordance with an investment policy approved by the Board. It obtains advice from qualified professional advisors, if deemed necessary by the Board.	6.4.4	Complied	
FUNDRAISING PRACTICES				
19	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied	
DISCLOSURE AND TRANSPARENCY				
20	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied	
21	Are Board members remunerated for their Board services?		No	
24	Does the charity employ paid staff?		No	
PUBLIC IMAGE				
27	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied	

Charity Transparency Awards 2016

NTUC-U Care Fund was one of the winners of the inaugural Charity Transparency Awards 2016, which recognised charities with exemplary transparency and disclosure practices. Thank you to the Charity Council for giving us this recognition. We would also like to thank our donors for their support and trust.

NTUC This Week, 2 October 2016



A Fund that is Big on Transparency

Seven-year-old NTUC-U Care Fund scores big on "being a responsible and responsive charity, fully accountable to all stakeholders." Congratulations on receiving the Charity Transparency Award 2016!

By Shukry Rashid

The NTUC-U Care Fund has been named a winner of the Charity Transparency Award 2016 for its exemplary transparency and disclosure practices. The inaugural award was presented to NTUC-U Care Fund at an awards ceremony organised by the Charity Council on 28 September 2016.

The award is a huge confidence boost, considering the fund is only seven years old.

NTUC-U Care Fund Chairman David Wong said: "As a relatively young charity, the NTUC-U Care Fund is very pleased to be recognised for our efforts in upholding good transparency and disclosure practices. We strongly believe in being a responsible and responsive charity, fully accountable to all stakeholders."

The NTUC-U Care Fund is one of 37 charities to receive the award. Over 700 charities in Singapore were assessed on financial statements, annual reports and governance evaluation for this award.

HELPING WORKERS

One of the beneficiaries of the NTUC-U Care Fund is 50-year-old Khairudin Salim, who is the sole breadwinner of his family. A union member since 2001, Mr Khairudin is grateful for the assistance from the fund and other U Care assistance programmes. These helped to alleviate the financial burden of supporting his family of five, including his wife and mother-in-law who just underwent surgeries this year.

Through this difficult time, his union's bursary was also an additional source of help for his three school-going children.

"My children feel motivated knowing that their hard work in school is being recognised. It is not easy to get the bursary award and I am very grateful that my three children managed to get it each year," he said.

GOOD TO KNOW

The NTUC-U Care Fund was established in 2009 to better the welfare of low-income union members and their families. NTUC-U Care Fund supports various assistance programmes such as discount vouchers for groceries, Back To School vouchers and funding support for bursaries and scholarships.

For more information, visit www.ntuc.org.sg/ucare

"We welcome the strong affirmation given to the NTUC-U Care Fund for our governance to ensure the funds raised are properly managed. We hope our donors and beneficiaries will continue to support us in the coming years to enable us to make a positive difference in helping our low-income union members, their families and those who are less fortunate."

*Mr Zainal Sapari
NTUC Assistant Secretary-General
and Director of Care and Share Department*



Ms Phyllis Lim, Deputy Director of NTUC Care & Share Department, receiving the award from Mr Gerard Ee, Charity Council Chairman on 28 September 2016



U Care Fundraising 2016

NTUC-U Care Fund achieved its fundraising target of \$10.5 million in 2016, to continue providing the support and assistance to low-income members and their families.

Over \$10.8 million was raised with the support from all our 62 affiliated unions and associations, Singapore Labour Foundation, NTUC Social Enterprises (comprising NTUC FairPrice Foundation, NTUC Club, NTUC Income and Mercatus), Tote Board and Singapore Pools, our tripartite and management partners, corporate and individual donors.

100% of donations received went towards funding various U Care assistance programmes. All staff, operational and marketing related costs are fully borne by NTUC-Administration and Research Unit and not NTUC-U Care Fund.



IN-KIND SPONSORSHIP FROM NTUC CLUB

In support of the U Care initiative, NTUC Club sponsored three runs of the Family Fun Fiesta (previously known as Family Recreation and Fun Carnivals), worth a total of \$1.5 million. The Family Fun Fiesta aimed to provide 10,000 low-income union members and their families the opportunity to spend quality time together at Downtown East, all at no cost.

WE CARE FOR FAMILIES B'COZ U CARE

A community initiative jointly organised by NTUC-U Care Fund and NTUC FairPrice and titled, 'We Care for families b'coz U Care', called for union members and members of the public to show their support for low-income workers. In the month of August, for every purchase of FairPrice housebrand products, NTUC FairPrice Foundation donated \$1 to the NTUC-U Care Fund. At the end of the campaign, a total of \$2.6 million was raised to help U Care beneficiaries.



U CARE CHARITY DINNER

Held on 6 September, the U Care Charity Dinner was the main fundraiser of the year for the NTUC-U Care Fund. Some 850 donors and guests, together with invited U Care beneficiaries and their families, joined Special Guests, NTUC President, Ms Mary Liew and NTUC Secretary-General, Mr Chan Chun Sing, to witness the NTUC-U Care Fund surpassing its fundraising target of \$10.5 million.



Thank you to all donors for the support in garnering \$10,838,748!



Presentation of tokens of appreciation to donors and sponsors

Beneficiary's daughter was co-emcee at the Dinner

AMK HUB'S FUNDRAISING DRIVE FOR NTUC-U CARE FUND

In celebration of its 9th anniversary, AMK Hub organised a fundraising drive from 2 September to 16 October to raise funds for the NTUC-U Care Fund. The mall encouraged its shoppers to pledge a donation of \$2 to the NTUC-U Care Fund, and receive a vacuum flask with a minimum spending of \$50.

The campaign raised more than \$16,000.



TOTAL CONTRIBUTIONS GARNERED IN 2016

Donations / Sponsorship	Amount
NTUC Club's in-kind sponsorship of Family Fun Fiesta	\$1,500,000
Donation from NTUC FairPrice Foundation through 'We Care for families b'coz U Care'	\$2,600,000
U Care Charity Dinner	\$6,666,348
AMK Hub's Fundraising Drive	\$16,669.45
Others	\$1,896,016.39
Total	\$12,679,033.84

The NTUC-U Care Fund financial statements* for FY2016 have been audited by Deloitte & Touche LLP and are available on NTUC's website, www.ntuc.org.sg/ucare.

*The financial statements exclude in-kind sponsorship.

U Care Assistance Programmes 2016

Over \$8.48 million worth of assistance was disbursed to make a difference to the U Care beneficiaries.

50.9% CHAMPION FOR CHILDREN & YOUTHS

U Care Back To School Vouchers

- \$3,042,375
- 24,339 children

U Care Education Co-Funding

- \$753,945
- 6,993 children

Donation to Bright Horizons Fund

- \$520,000
- 1,564 pre-school children

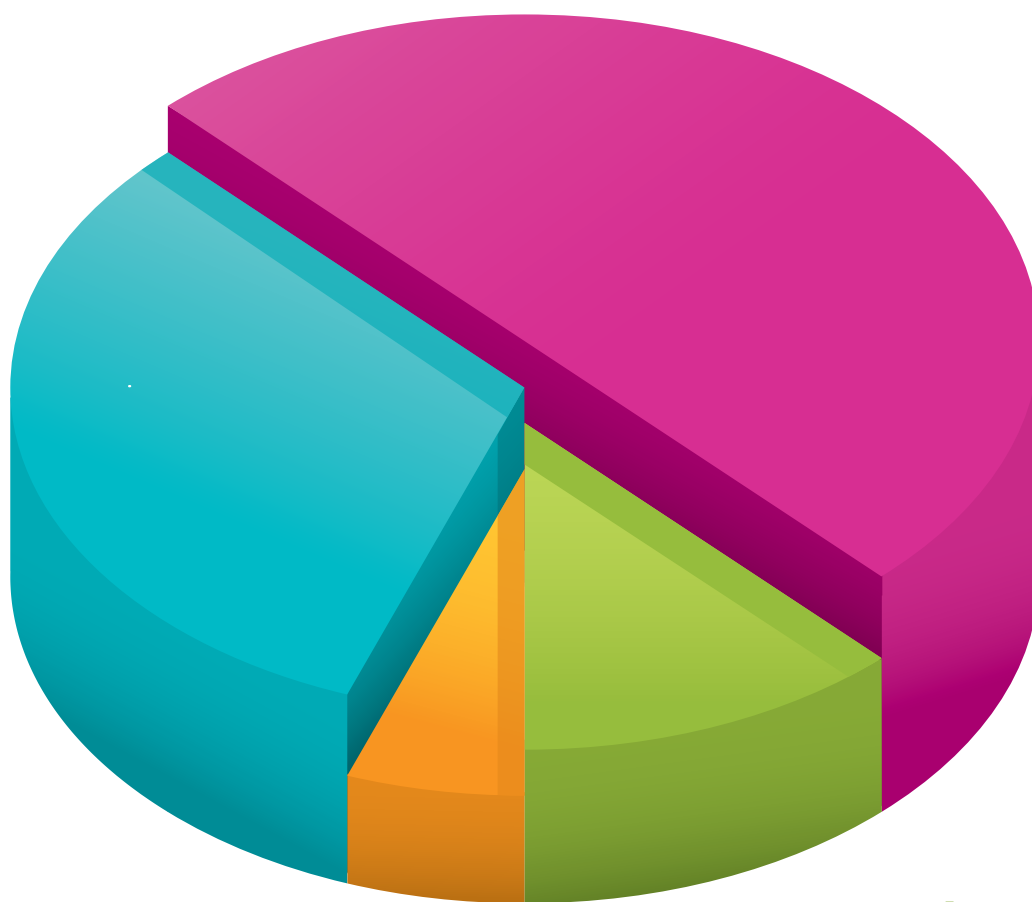
36.8% CARING FOR LOW-INCOME FAMILIES

U Stretch Vouchers

- \$1,928,700
- 21,839 recipients

Family Fun Fiesta

- \$1,191,150
- 7,941 families



0.5% REACHING OUT TO THE COMMUNITY

U Care CSR Grant

- \$41,547.94
- 22 projects
- 2,055 beneficiaries

Care & Share Committee Gotong Royong Project

- \$6,582.60

11.8% CARING FOR THE ELDERLY

Donation to Eldercare Trust

- \$1,000,000
- 14 senior care centres
- 1 nursing home and Home Care Services

Note: Figures are as at 20 April 2017



Supporting Low-Income Families

U STRETCH VOUCHERS

One of NTUC-U Care Fund's core assistance programmes, the U Stretch Voucher Programme disbursed over \$1.92 million to assist some 21,800 union members.

It aims to provide some relief to low-income members by helping them stretch their dollar on daily basic necessities. Every eligible member with dependents in Singapore received \$100 worth of vouchers, and those with no dependents in Singapore received \$50 worth of vouchers. Each voucher provides a \$2.50 discount with every \$5 purchase at participating NTUC Social Enterprises.



FAMILY FUN FIESTA (F³) @ DOWNTOWN EAST

Family Fun Fiesta (F³) @ Downtown East is an annual programme sponsored and organised by NTUC Club. F³ aims to strengthen family bonding, promote greater work-life balance and better well-being.

Attended by 7,941 families over 3 runs, each family received a recreation package comprising admission tickets to Wild Wild Wet, bowling and food vouchers, lucky draw and free access to unlimited play of games and activities, all at no cost.



A family filling in colours for the drawings from the 'Little Red Dot', a colouring book by local artiste, Mr Edmund Chen. All 31 pieces were put together to form a complete picture on a huge photo frame.



Families enjoying themselves at the various activities and attractions



Champion For Children And Youth

U CARE BACK TO SCHOOL VOUCHERS

The U Care Back to School Voucher Programme is also a core assistance programme of the NTUC-U Care Fund, with over \$3 million worth of vouchers distributed to some 24,300 children.

Each eligible school-going child received \$125 worth of vouchers, to purchase school-related items for the new school year.



To help members stretch their dollar further, NTUC partnered Pacific Bookstores to organise the 2-Day Member Exclusive Sale on 10 and 11 December. The sale offered exclusive discounts on school-related merchandise such as assessment books, stationery, school bags and IT accessories.

U CARE EDUCATION CO-FUNDING SCHEME

To support affiliated unions and associations with their education awards to students from low-income families, the NTUC-U Care Fund disbursed some \$753,000 worth of co-funding to 35 unions/associations. The funding benefitted close to 7,000 members' children and encouraged them to pursue academic excellence.

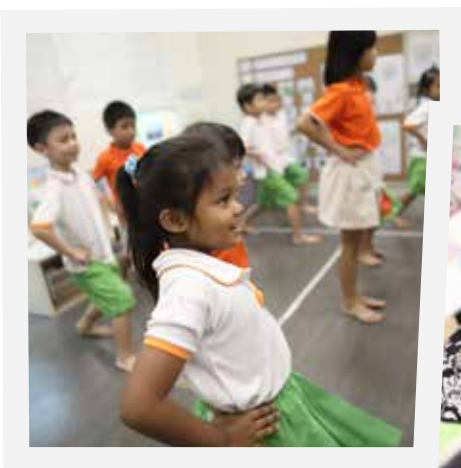
Unions received a 50 percent co-funding for every eligible awardee, capped at \$50,000 per union per calendar year, to allow them to reach out to more members' children.



DONATION TO BRIGHT HORIZONS FUND

Early childhood education plays an important role in giving an equal start in life for children from less privileged backgrounds. To support this, NTUC-U Care Fund makes a yearly donation to the Bright Horizons Fund to make child care services more accessible to low-income families. The donation of \$520,000 benefitted a total of 1,564 children.

Beyond financial subsidy, the donation also supported other programmes like literacy programme (Read-to-REACH), learning intervention (Classroom Support Programme to help children with developmental needs), resource pack for graduating K2 students (My Schoolbag Project), birthday celebrations (You are Special), outreach to children from low-income families, provide opportunities for family bonding (Family And School Together), and a programme to expose children to sports and art activities (You've Got Talent).





Caring For The Elderly

DONATION TO ELDERCARE TRUST

NTUC-U Care Fund made a donation of \$1 million to the Eldercare Trust to help the elderly from low to middle income families defray the cost of senior care expenses.

Besides financial assistance, the donation also supported conversion of day care centres to senior care centres for more comprehensive services, which include dementia care and active rehabilitation; and purchase of new nursing home's facilities.



Caring For The Community

U CARE CARING • SHARING • REACHING OUT GRANT

With the aim to cultivate and strengthen the spirit of Caring & Sharing, the U Care Caring•Sharing•Reaching out (CSR) Co-Funding Scheme was enhanced in 2016 to encourage unions and associations to spread cheer and joy to the less privileged in the society.

Renamed as U Care CSR Grant, the funding provided support to the unions/ associations of up to \$3,000 capped at \$60 per beneficiary for CSR projects in the calendar year. 22 community service projects were organised by 21 unions and the Labour Movement community, reaching out to 2,055 beneficiaries.



CARE & SHARE COMMITTEE GOTONG ROYONG PROJECT

The NTUC Care & Share Committee brought over 30 elderly from PERTAPIS Senior Citizen's Fellowship Home and Bo Tien Home for the Aged out for a day of fun on 3 December.

The elderly were treated to a sumptuous lunch and karaoke. After the lunch, the elderly were brought on a "duck tour", a first time for many of them and experienced riding a vehicle that moves from land to water.

At the end of the day, the elderly were each given a goodie bag containing daily necessities like bedsheets, water bottle, towels and medicated oil.



Acknowledgements

We wish to express our sincere gratitude to our donors and sponsors for their generous support and contributions to the NTUC-U Care Fund in 2016.

All contributions collected go towards funding the U Care assistance programmes. All staff, operational and marketing related costs are fully borne by NTUC Administration and Research Unit.

\$1 million and above

Singapore Labour Foundation	NTUC Club (sponsorship of three runs of Family Fun Fiesta @ Downtown East)
NTUC Fairprice Foundation Limited	NTUC Income Insurance Co-operative Limited

\$100,000 to \$999,999

National Trades Union Congress	ComfortDelGro Corporation Limited
Mercatus Co-operative Limited	Singapore Telecommunications Limited

\$50,000 to \$99,999

Singapore Maritime Officers' Union	Tote Board and Singapore Pools
New Creation Church	United Workers of Electronics & Electrical Industries

\$20,000 to \$49,999

Building Construction And Timber Industries Employees' Union	NTUC Enterprise Co-operative Limited
Food, Drinks and Allied Workers Union	SATS Ltd.
Healthcare Services Employees' Union	Singapore Airlines Limited
Reuter Local Employees Union, Singapore	Singapore Industrial & Services Employees' Union
PSA Corporation Limited	The Singapore Manual & Mercantile Workers' Union

\$10,000 to \$19,999

Amalgamated Union of Public Employees	Union of Security Employees
PUB Employees' Union	Union of Telecoms Employees of Singapore
CapitalLand Hope Foundation	United Overseas Bank Limited
DBS Staff Union	DBS Bank Ltd
Lee Foundation	Keppel Care Foundation
Maritime and Port Authority of Singapore	NTUC First Campus Co-operative Limited
National Taxi Association	OCBC Bank
National Transport Workers' Union	Shaw Foundation
Neo Group Limited	SIA Engineering Company
Sembcorp Marine Admiralty Yard	Singapore National Employers Federation
Singapore Power Group	

\$6,000 to \$9,999

Chemical Industries Employees' Union
City Gas Pte Ltd (as Trustee)
Education Services Union
Loyang Tua Pek Kong
NTUC LearningHub Pte Ltd
Prudential Assurance Company Singapore (Pte) Ltd
Sembawang Shipyard Employees' Union
Sembcorp Industries Ltd - SUT

Senoko Energy Pte Ltd
Singapore Airlines Staff Union
Singapore Airport Terminal Services Workers' Union
Singapore Post Limited
Singapore Technologies Engineering Ltd
SMRT Corporation Ltd
Soverus Pte Ltd
YTL PowerSeraya Pte. Limited

\$4,000 to \$5,999

Amalgamated Union of Statutory Board Employees
Attractions, Resorts & Entertainment Union
Cheung Woh Technologies Ltd
HDB Staff Union
Inland Revenue Authority of Singapore Staff Union
Keppel Employees Union
Metal Industries Workers' Union
NatSteel Employees' Union
NTUC Foodfare Co-operative Limited
NTUC Health Co-operative Limited
NTUC Link Private Limited
Shipbuilding and Marine Engineering Employees' Union

Singapore Bank Officers' Association
Singapore Insurance Employees' Union
Singapore Organisation of Seamen
Singapore Port Workers Union
Singapore Union of Broadcasting Employees
Singapore Urban Redevelopment Authority Workers' Union
Tan Hwee Bin
The Singapore Bank Employees' Union
Union of ITE Training Staff
Union of Power and Gas Employees
United Workers of Petroleum Industry

Below \$4,000

AcePro Security Consultancy Pte Ltd
Air-Transport Executive Staff Union
Allen & Gledhill LLP
Amalgamated Union of Public Daily Rated Workers
CBM Security Pte Ltd
Creative Media and Publishing Union
dnata Singapore Staff Union
ExxonMobil Singapore Employees Union
First Security & Private Investigation(s) Pte Ltd
Jurong Port Pte Ltd
Keppel FELS Employees Union
Kwan Im Thong Hood Cho Temple
Metropolis Security Systems Pte Ltd
National Private Hire Vehicles Association
Ngee Ann Polytechnic Academic Staff Union
Ong Ye Kung
Pacific Bookstores Pte Ltd
Port Officers' Union

PSA Marine (Pte) Ltd
Scoot Staff Union
SIA Engineering Company Engineers and Executives Union
Singapore Chinese Teachers' Union
Singapore Interpreters' and Translators' Union
Singapore LNG Corporation Pte Ltd
Singapore Malay Teachers' Union
Singapore Refining Company Employees' Union
Singapore Shell Employees' Union
Singapore Stevedores Union
Singapore Tamil Teachers' Union
Singapore Teachers' Union
Singapore Technologies Electronics Employees' Union
SPRING Singapore Staff Union
Staff Union of NTUC-ARU
Tigerair Staff Union of Singapore
Times Publishing Group Employees' Union

*All efforts have been made to ensure the accuracy of this annual report.
For enquiries, please contact NTUC Care & Share Department at csd@ntuc.org.sg.
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A movement supported by over 200 voluntary welfare organisations

Supported by:

