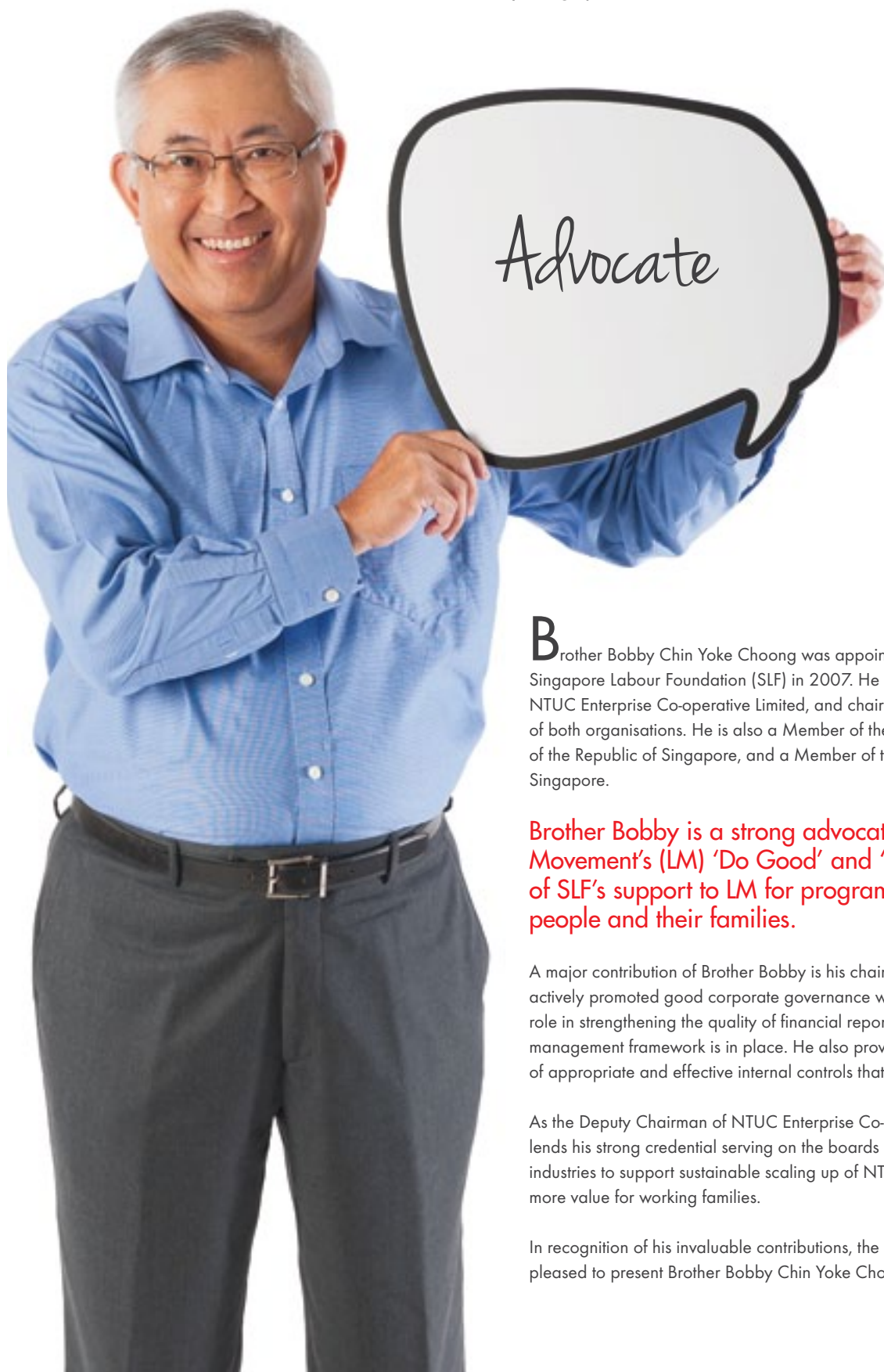




FRIEND OF LABOUR AWARD

BOBBY CHIN YOKE CHOONG

Nominated by Singapore Labour Foundation



Brother Bobby Chin Yoke Choong was appointed to the Board of Directors of the Singapore Labour Foundation (SLF) in 2007. He is also the Deputy Chairman of the NTUC Enterprise Co-operative Limited, and chairs the Audit and Risk Committee (ARC) of both organisations. He is also a Member of the Council of Presidential Advisors of the Republic of Singapore, and a Member of the Competition Commission of Singapore.

Brother Bobby is a strong advocate of the Labour Movement's (LM) 'Do Good' and 'Do Well' objectives, and of SLF's support to LM for programmes that benefit working people and their families.

A major contribution of Brother Bobby is his chairmanship of the SLF ARC where he actively promoted good corporate governance within SLF. He played an important role in strengthening the quality of financial reporting, and ensuring that a robust risk management framework is in place. He also provided guidance on the implementation of appropriate and effective internal controls that address business risks.

As the Deputy Chairman of NTUC Enterprise Co-operative Limited, Brother Bobby lends his strong credential serving on the boards of many public companies in various industries to support sustainable scaling up of NTUC's social enterprises to create even more value for working families.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Brother Bobby Chin Yoke Choong with the Friend of Labour Award.

HEE THENG FONG

Nominated by NTUC Fairprice Co-operative Limited

Brother Hee Theng Fong was elected to the Board of NTUC Fairprice Co-operative Limited (NTUC FairPrice) by institutional members in 2006. He is not new to the Labour Movement, having previously served as a Director of FairPrice International Pte Ltd, a wholly-owned subsidiary of NTUC FairPrice, from 1993 to 1995.

In addition to his role as the Board Director, Brother Theng Fong serves in the board's sub-committees and contributes in various specific areas. He is the Chairman of the Risk Committee, and a Member of the Nominating & Remuneration Committee.

As the Chairman of the Risk Committee, Brother Theng Fong plays a crucial role in working with the management in identifying and overseeing the co-operative's risk management policies, framework and practices.

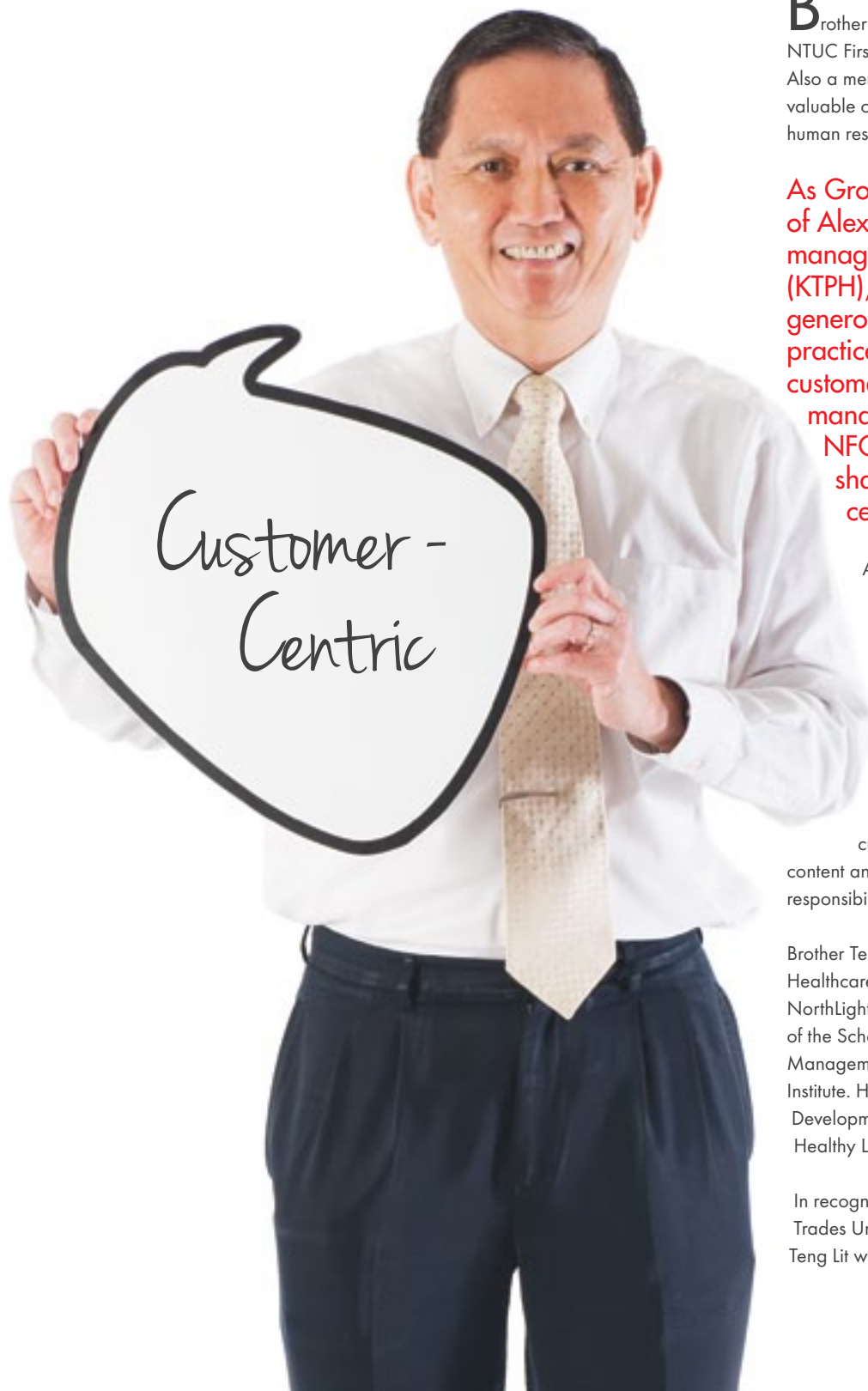
Sitting in the Nominating & Remuneration Committee, Brother Theng Fong works with the management to ensure that the co-operative's succession plan for senior management is in place. He also ensures that the remuneration package is competitive so that the co-operative is able to attract the right people to the right job, and he actively reviews the various incentive packages so that they are effective.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Brother Hee Theng Fong with the Friend of Labour Award.



LIAK TENG LIT

Nominated by NTUC First Campus Co-operative Limited



Brother Liak Teng Lit has been a Board Member of the NTUC First Campus Co-operative Limited (NFC) since 2004. Also a member of the Establishment Committee, he made valuable contributions and provided insightful guidance to human resource policies and strategies.

As Group Chief Executive Officer of Alexandra Health System which manages Khoo Teck Puat Hospital (KTPH), Brother Teng Lit has been generous in sharing KTPH's management practices, particularly in the areas of customer service and human resource management. This has benefitted NFC tremendously in fostering and shaping the organisation's customer-centric culture.

As a keen advocate of the value of quality early childhood education, Brother Teng Lit plays an active role in several Board committees to chart the long term direction of NFC and the SEED Institute (which trains pre-school teachers for the industry).

On the education front, Brother Teng Lit also encourages the management to embrace environmental awareness as part of NFC's curriculum, both enriching the educational content and keeping NFC on track in its corporate social responsibility efforts.

Brother Teng Lit also serves on the Board of NTUC Unity Healthcare Co-operative Limited, Pathlight School and NorthLight School. He also sits on the Advisory Panel of the School of Information Systems at the Singapore Management University, and Singapore Human Resources Institute. He is the Councillor in the South West Community Development Council (CDC) and Chairman of the CDC's Healthy Lifestyle Functional Committee.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Brother Liak Teng Lit with the Friend of Labour Award.

PAULINE GOH

Nominated by NTUC Unity Healthcare Co-operative Limited

Sister Pauline Goh was nominated by the Founder Member and elected to the Board of NTUC Unity Healthcare Co-operative Limited (NTUC Unity) in 2005. In addition to the role of Board Director, Sister Pauline also serves on the Board's various committees, as a Member of the Executive Committee and Chairman of the Establishment Committee.

As an Executive Committee member, Sister Pauline dedicates a considerable amount of time and effort to participate in the monthly meetings and provides guidance to the senior management team. With her vast experience, Sister Pauline has been very generous in sharing real estate developments in Singapore, which are critical insights for NTUC Unity's expansion.

As Chairman of the Establishment Committee, she ensures that there is a clear and proper structure in the compensation and remuneration system. Sister Pauline supported the job grade structure for better staff retention. A strong believer in employees' welfare, especially the low-wage workers', she recommended a minimum salary for low-wage workers in 2012.

Sister Pauline shows great passion in her duty and is an exemplary leader. Well-respected by fellow Board members and the senior management team, she has played a significant role in the growth and development of NTUC Unity.

In recognition of her invaluable contributions, the National Trades Union Congress is pleased to present Sister Pauline Goh with the Friend of Labour Award.



PROFESSOR TAN CHENG HAN

Nominated by NTUC Income Insurance Co-operative Limited



Professor Tan Cheng Han's appointment as Director of NTUC Income Insurance Co-operative Limited (NTUC Income) in 2005 saw him bringing to the Board more than 15 years of experience both as a legal counsel, as well as a tutor and lecturer at the Faculty of Law of the National University of Singapore. He was Dean of the Faculty of Law until 2012, and currently teaches there.

Brother Cheng Han has served as a Director of NTUC Income for more than seven years. He has also served in the Audit Committee since 2005, and is the Chairman of both the Nominating Committee, and Human Resource & Remuneration Committee (HRRC).

Under his able leadership, both committees discharge their duties and responsibilities effectively, in full compliance with the relevant regulations and guidelines.

As the only Director with legal expertise, Brother Cheng Han provides valuable guidance and advice in the interpretation of relevant laws. He also provides the legal perspective to issues discussed at Board meetings which has helped the Board in its decision-making. As a member of the By-Laws Review Committee, Brother Cheng Han played an active role in guiding the co-operative in its major By-Laws review exercise conducted in 2010.

Brother Cheng Han is also the Chairman of the Advisory Committee on Move-On and Film Orders, a Commissioner of the Competition Commission of Singapore, and a Board Member of several listed companies.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Professor Tan Cheng Han with the Friend of Labour Award.

TAN KIAN HUAY

Nominated by NTUC Choice Homes Co-operative Limited

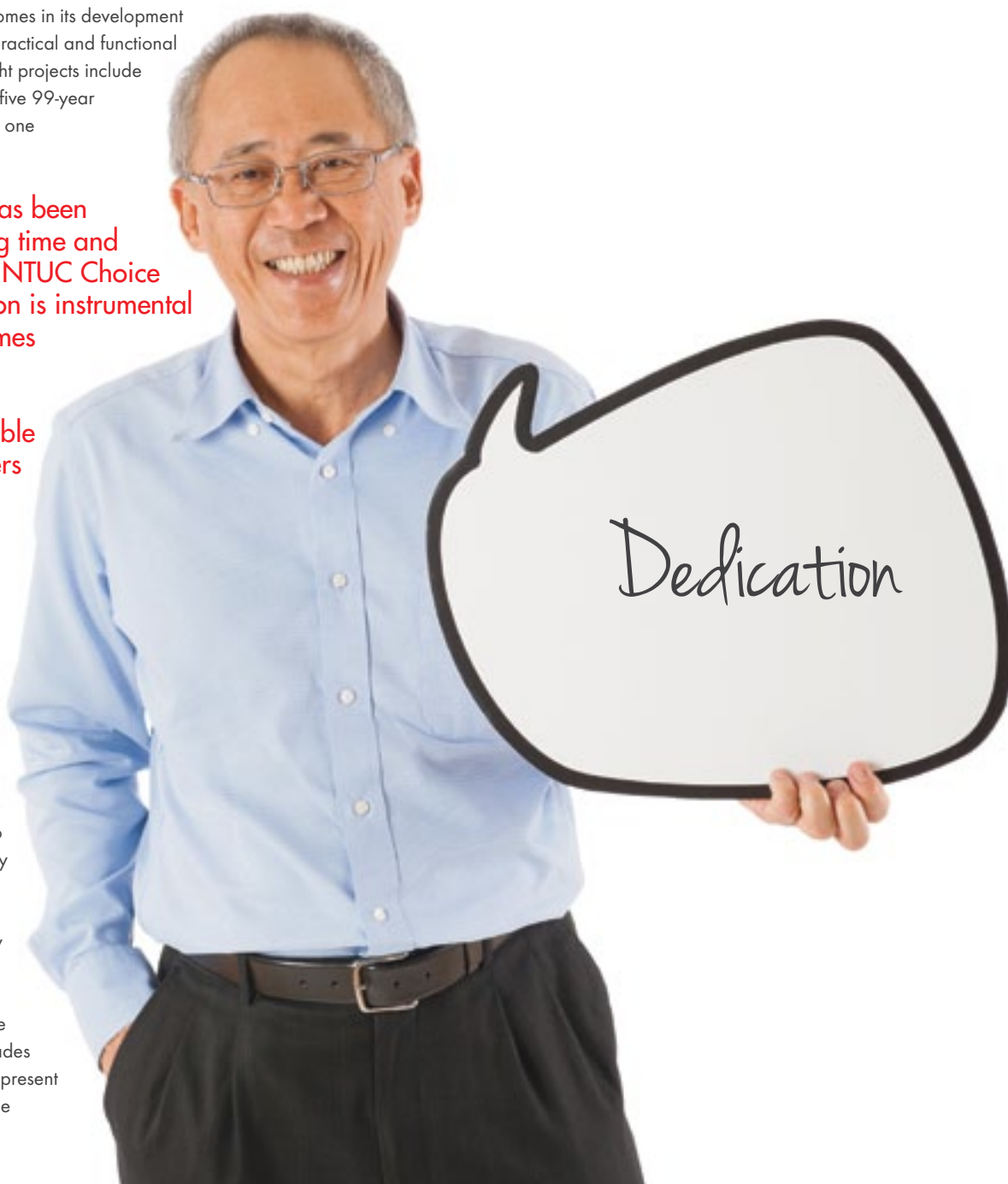
Brother Tan Kian Huay has been a Director of NTUC Choice Homes Co-operative Limited (NTUC Choice Homes) since 2005. He serves on the Executive Committee and leads in several subsidiaries of NTUC Choice Homes. Brother Kian Huay is also a Director of NTUC Fairprice Co-operative Limited (NTUC FairPrice) since 2011.

Drawing on his extensive knowledge and experience in the construction industry, Brother Kian Huay provides invaluable guidance to NTUC Choice Homes in its development of eight projects which have practical and functional architectural designs. The eight projects include two executive condominiums, five 99-year leasehold condominiums, and one freehold condominium.

Brother Kian Huay has been generous in spending time and sharing resources at NTUC Choice Homes. His dedication is instrumental in NTUC Choice Homes being widely viewed and accepted as a trustworthy and reliable developer that delivers quality housing at affordable prices.

Brother Kian Huay also chairs the Property Development Committee of NTUC FairPrice and provides guidance in the development of a \$350 million FairPrice Hub that comprises its headquarters, a fully-automated distribution centre and a commercial retail block. He also helped to establish a development policy and working framework that enable the development to proceed with higher efficiency and greater effectiveness.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Brother Tan Kian Huay with the Friend of Labour Award.



TAN SUEE CHIEH

Nominated by NTUC Income Insurance Co-operative Limited

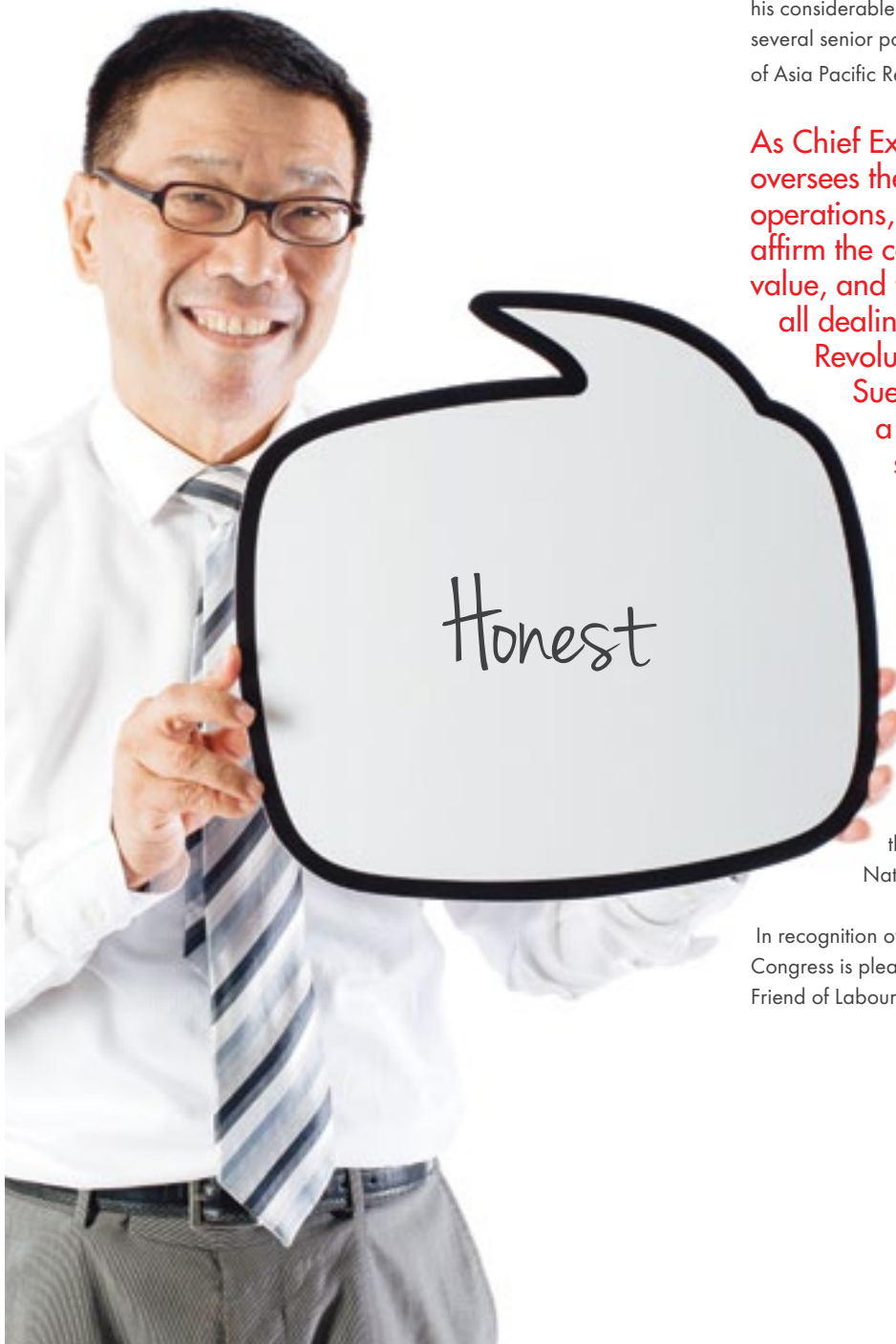
Brother Tan Suee Chieh was appointed Director of NTUC Income Insurance Co-operative Limited (NTUC Income) in 2003 and Chief Executive Officer in 2007.

Brother Suee Chieh contributes to the Board's Risk Management and Investment Committee by substantially strengthening the corporate governance framework and investment strategy. This achievement reflects his considerable experience in the commercial sector where he held several senior positions within the Prudential Group and was the President of Asia Pacific Region at SHL Group PLC.

As Chief Executive Officer, Brother Suee Chieh oversees the execution of corporate strategy and operations, and ensures that all business decisions affirm the co-operative's mandate to maximise value, and to be honest, fair, and transparent in all dealings with customers. Under the "Orange Revolution" banner conceived by Brother Suee Chieh, NTUC Income embarked on a systematic programme to identify and solve the pains and unfairness felt by customers.

He has led the co-operative through an extensive process of change, under the "Cultural Revolution" banner, which culminated in NTUC Income posting unprecedented business results and maintaining leadership positions across all the major lines of business. In tandem with this achievement, NTUC Income increased its contributions to the community. It sets aside more than \$4.5 million for NTUC, its affiliated unions and the community. NTUC Income is the main sponsor of NTUC's Run 350 and Young NTUC's National Day celebrations.

In recognition of his invaluable contributions, the National Trades Union Congress is pleased to present Brother Tan Suee Chieh with the Friend of Labour Award.





COMRADE OF LABOUR AWARD

ABDUL JALIL ANWARI

Nominated by Inland Revenue Authority of Singapore Staff Union

Brother Abdul Jalil Anwari joined the Inland Revenue Authority of Singapore Staff Union (IRASSU) in 1995 as an ordinary Executive Committee member. He took up the position of Assistant General Secretary (AGS) from 1996 to 1999, and Deputy General Secretary (DGS) from 1999 to 2008. During his tenure as AGS and DGS, he was an alternate member of IRASSU Industrial Relations Committee and helped to bring members' workfare and welfare concerns to IRAS' Human Resource Department.



Contributes

Brother Jalil has served in several IRASSU's committees, such as Welfare, Membership, Sports and more. Amongst his contributions include forging a good relationship with Pertapis Halfway House; generating awareness of the union movement and increasing membership by working with NTUC Media and Berita Harian to publish IRASSU's activities; organising activities such as visits to homes and telematches; and supporting NTUC activities.

As Vice Chairman of the IRASSU Training Committee, Brother Jalil oversees the Lifelong Employability Training Grant Scheme (LETGS) since its inception in 2009. Through LETGS, IRASSU members may attend courses, subsidised by IRAS and IRASSU, which are outside their current job scope if it enhances their employability.

Beyond IRASSU, Brother Jalil also dedicates his time to various NTUC committees such as the Employment Development Committee (renamed Employment and Employability Committee) from 2008 to 2012, and the Workplace Safety & Health Committee since 2012.

In recognition of his positive contributions to IRASSU and fellow workers, the National Trades Union Congress is pleased to present Brother Abdul Jalil Anwari with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

ABDULLAH SHAFIIE MOHAMED SIDIK

Nominated by Singapore Airport Terminal Services Workers' Union

Brother Abdullah Shafiie Mohamed Sidik joined the Singapore Air Transport Workers' Union (SATU) in 1980, serving as a Youth Committee member and Union Shop Steward in the Maintenance Division.

As one of the founding members of the Pro-tem Committee set up in 1984, Brother Shafiie was later elected Assistant General Secretary when the house union was formed in 1985, a position he continues to hold today. He ensured the smooth transfer of members from SATU to the Singapore Airport Terminal Services Workers' Union (SATSU), set the direction of the new union, and contributed to the growth in membership.

Approachable and sincere, he has helped to establish close communication with members, as well as mobilise them to participate in activities organised by NTUC.

Respected by both the management and union members, Brother Shafiie has played a vital role in developing good labour-management relations. He ensures that workers are treated fairly in the workplace, and fairly rewarded when the company performs well.

Brother Shafiie has contributed in various SATSU's committees, such as Welfare, Education and Training, Collective Agreement Negotiations, Dinner & Dance, Scholarship, and Care and Share. He was involved in the NTUC Welfare Committee for eight years, and is currently an alternate member in the NTUC International Relations Committee.

In recognition of his positive contributions to SATSU and fellow workers, the National Trades Union Congress is pleased to present Brother Abdullah Shafiie Mohamed Sidik with the Comrade of Labour Award.



ALBERT ONG HIAN TECK

Nominated by National Taxi Association

Brother Albert Ong Hian Teck has served the TransCab Operators' Association (TCOA) Branch of the National Taxi Association (NTA) since it was formed in 2003. He played a key role in the setting up of NTA as TCOA Executive Committee Member, and subsequently as the Chairman of TransCab Branch, a position he holds today.

When NTA was formed in 2010, Brother Albert was unanimously voted by fellow leaders from all the six taxi associations to be the General Secretary of NTA. He also readily accepted the appointment by NTA and NTUC to serve in the NTUC Membership Committee, and the NTUC Transport and Logistics Cluster to help raise concerns and issues related to taxi drivers.

With more than nine years of service, Brother Albert has played a major role in pushing through key initiatives to deal with challenges such as the Severe Acute Respiratory Syndrome epidemic in 2003, the introduction of Central Business District rules in 2008, and Medisave contribution under the Tripartite Drive and Save Scheme in 2010.

Brother Albert has served as an important link between the management and drivers, reflecting ground sentiments towards policies on behalf of members. In bi-monthly and tripartite meetings with the Land Transport Authority, Traffic Police and other Government agencies, Brother Albert has raised operational and pertinent issues to ensure that it is resolved at ground level.

In recognition of his positive contributions to NTA and fellow workers, the National Trades Union Congress is pleased to present Brother Albert Ong Hian Teck with the Comrade of Labour Award.



COMRADE OF LABOUR AWARD

ANG KIM CHYE

Nominated by Port Officers' Union

Brother Ang Kim Chye joined the Port Officers' Union (POU) in 1989. He was elected to the Executive Committee in 2004, and to the position of Assistant Treasurer in 2010, in which he continues to serve to date.

As a veteran engineering professional, Brother Kim Chye brings a practical perspective to the union, representing the cohort of his generation.

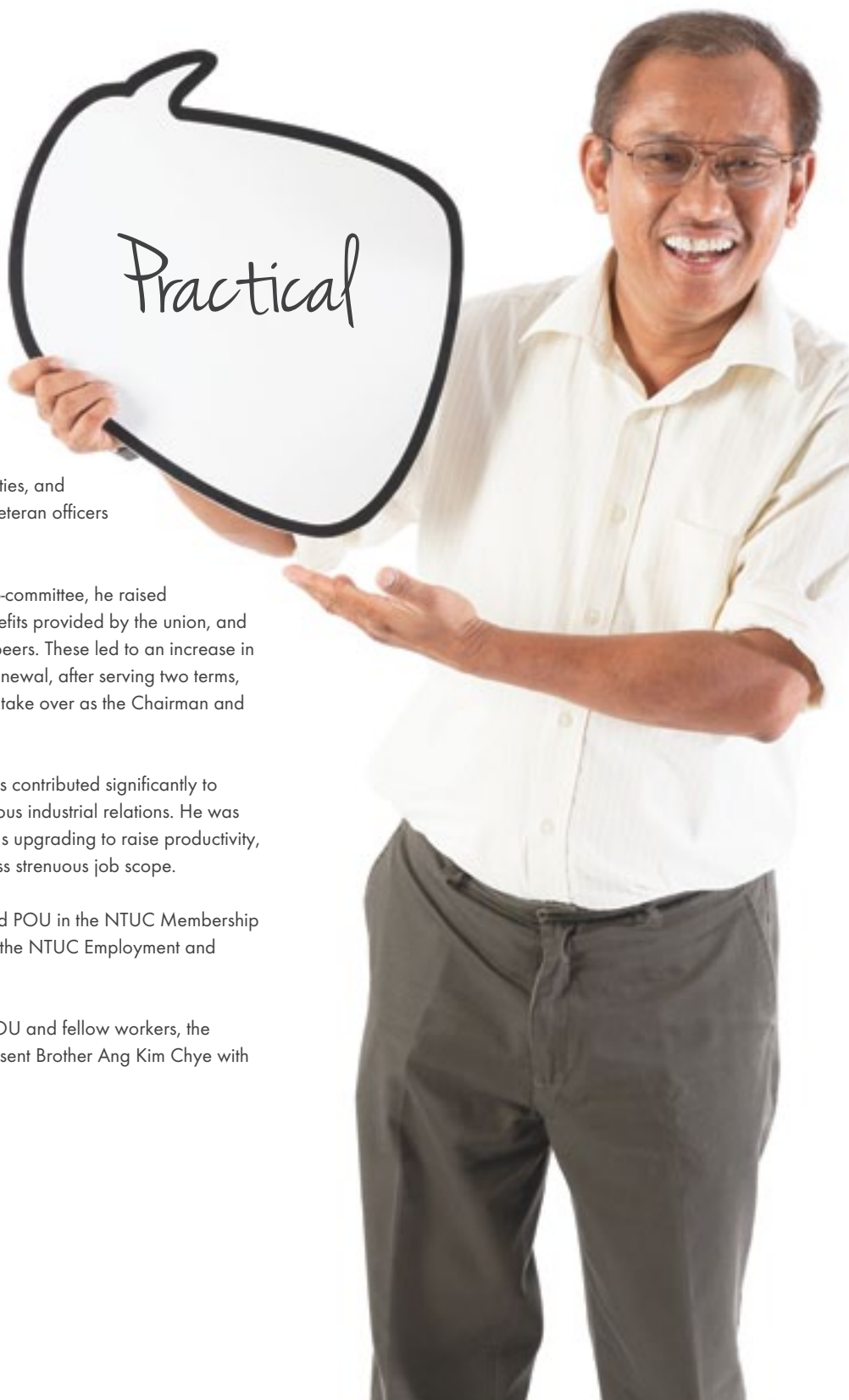
He participated and contributed actively in the Executive Committee, organised more social activities, and helmed the U Live Sub-committee to attract more veteran officers to join the union.

As the Chairman of the Engineering Divisional Sub-committee, he raised awareness of union representation and social benefits provided by the union, and resolved ground issues unique to his engineering peers. These led to an increase in union membership. A firm believer in leadership renewal, after serving two terms, Brother Kim Chye groomed a younger member to take over as the Chairman and continues to mentor his successor.

At PSA Singapore Terminals, Brother Kim Chye has contributed significantly to improving and maintaining the climate of harmonious industrial relations. He was pivotal in persuading union members to go for skills upgrading to raise productivity, and lobbied for veteran members to be given a less strenuous job scope.

At the national level, Brother Kim Chye represented POU in the NTUC Membership Committee from 2007 to 2010, and has been on the NTUC Employment and Employability Committee since 2012.

In recognition of his positive contributions to the POU and fellow workers, the National Trades Union Congress is pleased to present Brother Ang Kim Chye with the Comrade of Labour Award.



ARZAMI SALIM

Nominated by Singapore Malay Teachers' Union

Brother Arzami Salim joined the Singapore Malay Teachers' Union (SMTU) in 2007, and was appointed Assistant General Secretary in the Executive Committee. Within two and half years, he was elected Treasurer, and subsequently Vice-President in 2012.

Brother Arzami has been very helpful towards fellow teachers in assisting them with their grievances, gaining the confidence of his colleagues in the union. He has proven himself to be outspoken and unafraid in voicing the concerns of union members.

This was illustrated in the closed-door dialogue with Prime Minister Lee Hsien Loong when Brother Arzami raised several questions on the role of public service union in representing members on work-related issues. In collaboration with NTUC, Brother Arzami chairs the SMTU Study Award, which offers financial incentives to the children of deserving members who

excel in their studies from Primary School Leaving Examination (PSLE) to General Certificate of Education (GCE) "A" Levels.

Internationally, Brother Arzami has been involved in the ACT Convention (ASEAN Council of Teachers), and the PGN (meeting of Malay teachers from unions in ASEAN countries). In 2010, he chaired the Arif Budiman Teacher Award, which recognises the contributions of Malay Language Teachers in the teaching and learning of the Malay language.

In recognition of his positive contributions to SMTU and fellow workers, the National Trades Union Congress is pleased to present Brother Arzami Salim with the Comrade of Labour Award.



COMRADE OF LABOUR AWARD

BOB CHUNG SEONG TUCK

Nominated by Singapore Bank Employees' Union

Brother Bob Chung Seong Tuck's involvement with the Singapore Bank Employees' Union (SBEU) began in 1973 when he joined the Overseas Union Bank (OUB) and became a union member in the same year. Brother Bob actively participated in the trade union movement through its various programmes from the onset; and in 1984, he was elected to the OUB Branch Committee. He proceeded to hold various key appointments, such as Branch Treasurer and Branch Secretary.

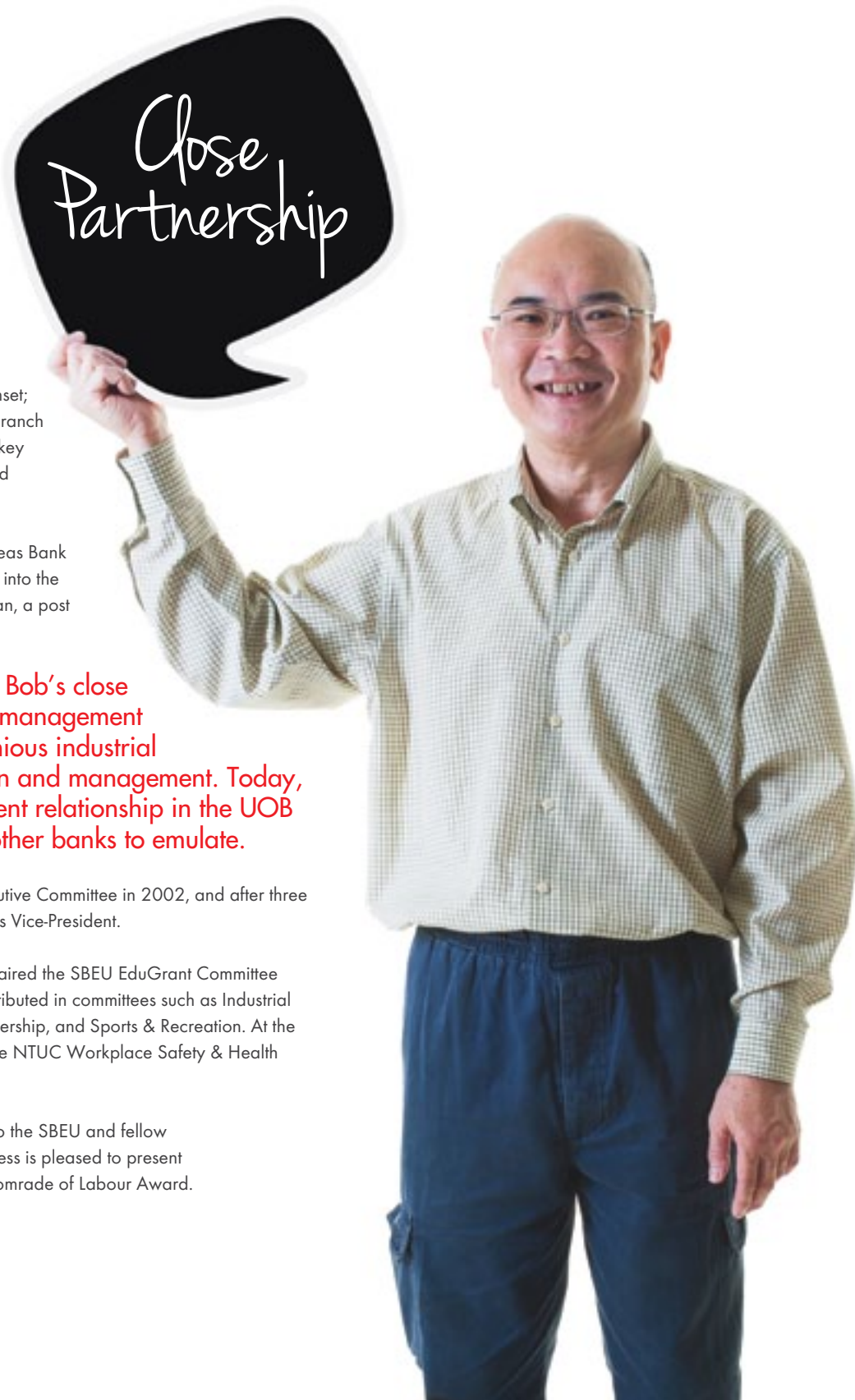
When OUB merged with the United Overseas Bank (UOB) in 2002, Brother Bob was co-opted into the SBEU-UOB Branch as Branch Vice-Chairman, a post he continues to hold today.

At the company level, Brother Bob's close working relationship with the management has contributed to the harmonious industrial relationship between the union and management. Today, the positive labour-management relationship in the UOB Branch sets the standard for other banks to emulate.

Brother Bob was elected to the SBEU Executive Committee in 2002, and after three consecutive terms, he is currently the union's Vice-President.

At the union headquarters' level, he has chaired the SBEU EduGrant Committee and Grievance Committee, as well as contributed in committees such as Industrial Relations, Finance, Administration & Membership, and Sports & Recreation. At the national level, Brother Bob has served in the NTUC Workplace Safety & Health Committee since 2006.

In recognition of his positive contributions to the SBEU and fellow workers, the National Trades Union Congress is pleased to present Brother Bob Chung Seong Tuck with the Comrade of Labour Award.



CALISTA GERALDINE ROCH

Nominated by Education Services Union



Sister Calista Geraldine Roch was elected the Chairman of the United World College South-East Asia Dover Branch under The Singapore Manual & Mercantile Workers' Union in 2005. She served in the Pro-tem Committee at the formation of the Education Services Union (ESU) and became Assistant Treasurer in the Executive Council from 2006 to 2010. She was then elected Vice-President of ESU in 2010, a post she holds to date.

Working tirelessly to ensure win-win outcomes for the college and union members, Sister Calista led the branch committee in the negotiation of progressive collective agreements (CA) such as the latest CA that has an extended scope to include professionals, managers and executives; as well as fair National Wages Council settlements which benefitted lower income members.

A role model for lifelong learning, Sister Calista completed her Diploma in Employment Relations, followed by a UniSIM Degree in Counselling. She encourages colleagues and members to upgrade and contribute towards the college's growth.

Dedicated to championing the interests of members, Sister Calista often goes the extra mile to ensure that the lower income members benefit from the union's assistance programmes. Under her leadership, members are assured that their workplace concerns are properly addressed.

Sister Calista has served the NTUC Women's Committee and is currently in the NTUC Employment and Employability Committee. She chaired the ESU 5th Anniversary Dinner in 2011, and co-chaired a high-key appreciation movement for private education workers in 2012.

In recognition of her positive contributions to ESU and fellow workers, the National Trades Union Congress is pleased to present Sister Calista Geraldine Roch with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

CATHERINE CHIA CHENG KIW

Nominated by United Workers of Electronics & Electrical Industries

Sister Catherine Chia Cheng Kiow is a long time and dedicated union leader. She was inducted into the big family of the United Workers of Electronics & Electrical Industries (UWEEI) as a branch official of Renesas Semiconductor Singapore 25 years ago.

Starting out as a committee member in 1987, Sister Catherine has actively served UWEEI and its members, rising through the ranks to become the Branch Secretary in 1996. She was appointed the Internal Auditor of UWEEI in 2004, and was made a member of UWEEI Executive Council in 2005.

As the Vice-Chairman of UWEEI's Quality Worklife Committee, Sister Catherine has been proactive in organising events that enhance the well-being of members. As an alternate UWEEI representative in NTUC Care and Share Committee, she provides vital feedback on issues concerning low-income families to ensure that they receive assistance.

Due to Sister Catherine's efforts in forging a harmonious relationship between the union and management, Renesas Semiconductor Singapore is a strong supporter of UWEEI's initiatives and activities, contributing towards its Annual Dinner & Dance, and Family Day events.

In recognition of her positive contributions to UWEEI and fellow workers, the National Trades Union Congress is pleased to present Sister Catherine Chia Cheng Kiow with the Comrade of Labour Award.



CATHERINE LIM POH ENG

Nominated by Singapore Teachers' Union



Sister Catherine Lim Poh Eng joined the Singapore Teachers' Union (STU) in 1986, and was elected to the Central Council in 1997. She has been serving STU's members for more than 27 years.

Passionate about her union work and well-connected to the ground, Sister Catherine is in a strong position to provide timely feedback and highlight concerns on the ground to the management.

Sister Catherine has always taken the lead in rallying members to participate in events organised by the union, many of which she organised or was involved in. She is ever willing to help in the operations of the union, and provide feedback to improve the union's activities and initiatives.

Sister Catherine also serves in the NTUC Women's Committee. With her zeal for reaching out to women members to join in activities organised by the Women's Committee and improving their welfare, Sister Catherine is a vital link between the Women's Committee and the union.

In recognition of her positive contributions to STU and fellow workers, the National Trades Union Congress is pleased to present Sister Catherine Lim Poh Eng with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

CHANDRASEKER SUNDARAJOO SHUNMUGAM

Nominated by Building Construction And Timber Industries Employees' Union



Brother Chandraseker Sundarajoo Shunmugam joined the Building Construction And Timber Industries Employees' Union (BATU) in 1997. Elected to the BATU Executive Council as a member in 1999, he was appointed as the Second Assistant General Secretary in 2002 to 2005, and Second Vice-President in 2005. In his current fourth term in the BATU Executive Committee, Brother Chandra has assumed the role of member in order to groom younger leaders.

Brother Chandra is the Branch Chairman of Suntec Singapore International Convention and Exhibition Centre (Suntec Singapore). Through his close working relations with the management, coupled with his efforts in pushing NTUC initiatives, Suntec Singapore has signed the Tripartite Agreement on Fair Employment Practices, adopted the ADVANTAGE! scheme, and is committed to the re-employment of older workers.

Brother Chandra's sincere and down-to-earth approach has earned him the respect of the management and members alike. As such, he has been entrusted with other leadership roles within BATU, including Chairman of the Membership Committee, and Vice-Chairman of the Activity Committee.

At the NTUC level, Brother Chandra has served as a member of the NTUC Youth Committee, the NTUC Membership Committee (Industrial Sector), and as an alternate member in the NTUC Workplace Safety & Health Committee. He is currently a member of the NTUC Industrial Workers Education and Training Fund (IWETF) Committee.

In recognition of his positive contributions to BATU and fellow workers, the National Trades Union Congress is pleased to present Brother Chandraseker Sundarajoo Shunmugam with the Comrade of Labour Award.



CHEW FAH SAN

Nominated by Singapore Teachers' Union

Brother Chew Fah San joined the Singapore Teachers' Union (STU) in 1982 and has been serving STU members for more than 30 years. He was elected to the Central Council in 2001 and became the Vice-President in 2009, a position he continues to hold to date.

Brother Fah San is a dedicated unionist who believes in assisting members and ensuring that members' needs are adequately addressed. He has been a great asset to the union, providing guidance and direction, and contributing immensely through his active participation in various activities.

In his role as the Chairman of STU's Finance Committee, Brother Fah San has been instrumental in shaping the union's investment framework and remunerations.

He is a member of the union's Industrial Relations Council and was involved in various projects, such as advocating for the re-employment of teachers and skills upgrading of members through training and professional upgrading through NTUC's e2i (Employment and Employability Institute).

Aside from the STU, Brother Fah San is also serving in the NTUC Employment and Employability Committee.

In recognition of his positive contributions to STU and fellow workers, the National Trades Union Congress is pleased to present Brother Chew Fah San with the Comrade of Labour Award.



COMRADE OF LABOUR AWARD

FOO CHI YONG

Nominated by National Taxi Association

Brother Foo Chi Yong began his union work in his early days at Premier Taxi where he played a key role in the initial set-up of the Premier Taxi Operators' Association (PTOA) in 2004. He played an active role in various capacities as the Executive Committee member and Chairman of PTOA.

When the National Taxi Association (NTA) was formed in 2010, Brother Chi Yong helped manage the transition by serving as NTA's Assistant General Treasurer. His years of experience and intimate knowledge of the industry assisted younger leaders in coping with NTA's formation.

Brother Chi Yong has played a major role in pushing through key initiatives to deal with challenges, such as the Severe Acute Respiratory Syndrome epidemic, the introduction of Central Business District rules in 2008, and Medisave contribution under the Tripartite Drive and Save Scheme in 2010.

As one of the company's pioneer drivers, Brother Chi Yong serves as an important link between the management and drivers, raising issues and policies on behalf of his colleagues.

He also contributed to the monthly Land Transport Authority and tripartite meetings with Government agencies, raising operational and pertinent issues with the authorities to ensure that it is resolved on the ground.

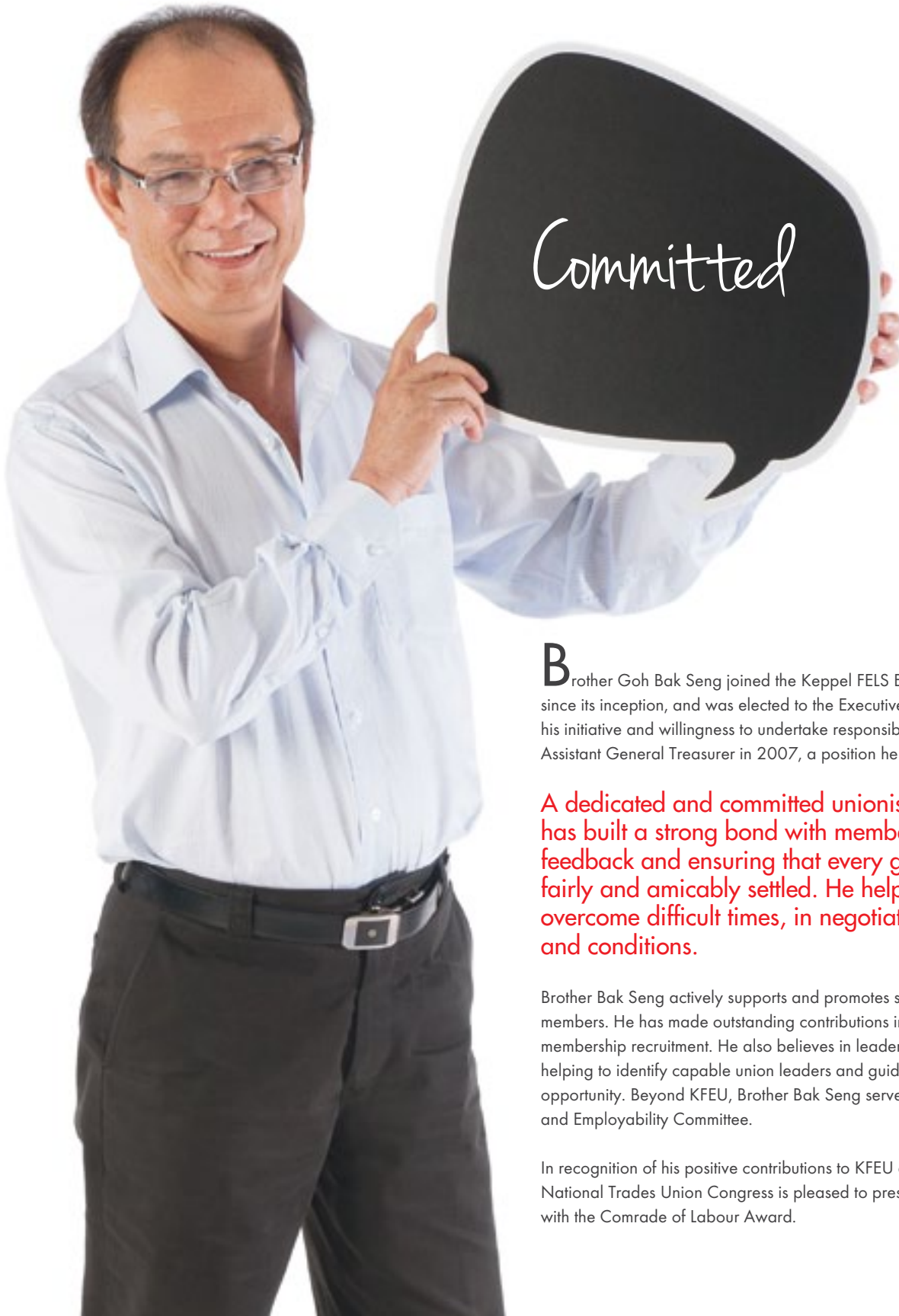
Given his profound knowledge of the taxi industry, Brother Chi Yong also serves in the NTUC Workplace Safety & Health Committee.

In recognition of his positive contributions to NTA and fellow workers, the National Trades Union Congress is pleased to present Brother Foo Chi Yong with the Comrade of Labour Award.



GOH BAK SENG

Nominated by Keppel FELS Employees' Union



Brother Goh Bak Seng joined the Keppel FELS Employees' Union (KFEU) since its inception, and was elected to the Executive Committee in 2004. Due to his initiative and willingness to undertake responsibilities, he was elected as the Assistant General Treasurer in 2007, a position he holds today.

A dedicated and committed unionist, Brother Bak Seng has built a strong bond with members, listening to their feedback and ensuring that every grievance raised is fairly and amicably settled. He helped union members overcome difficult times, in negotiating for better terms and conditions.

Brother Bak Seng actively supports and promotes skills upgrading among members. He has made outstanding contributions in the areas of welfare, and membership recruitment. He also believes in leadership renewal and succession, helping to identify capable union leaders and guiding them at every available opportunity. Beyond KFEU, Brother Bak Seng serves on the NTUC Employment and Employability Committee.

In recognition of his positive contributions to KFEU and fellow workers, the National Trades Union Congress is pleased to present Brother Goh Bak Seng with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

HO HWEE SIANG

Nominated by Singapore Industrial and Services Employees' Union

Sister Ho Hwee Siang's involvement in the Labour Movement started as early as 1993 when she was elected as the Branch Chairman of the G2000 branch under the Textile Industrial Workers' Union (TIWU).

When TIWU merged with the Singapore Industrial and Services Employees' Union (SISEU) in 2002, Sister Hwee Siang played a pivotal role in garnering support on the ground by explaining to members and assuring them that the merger was necessary for long term benefit of the members.

Sister Hwee Siang was subsequently elected to the Executive Committee of SISEU as a Committee Member in 2005, and continues to serve in this position.

Sister Hwee Siang shows dedication and passion in her role as the Branch Chairman, and has helped to advocate for better workplace benefits for many members. Due to her continuous efforts in maintaining an open communication and consultative approach towards deriving a win-win solution for both union and management, Sister Hwee Siang has helped the union build a strong bipartite relationship with the management.

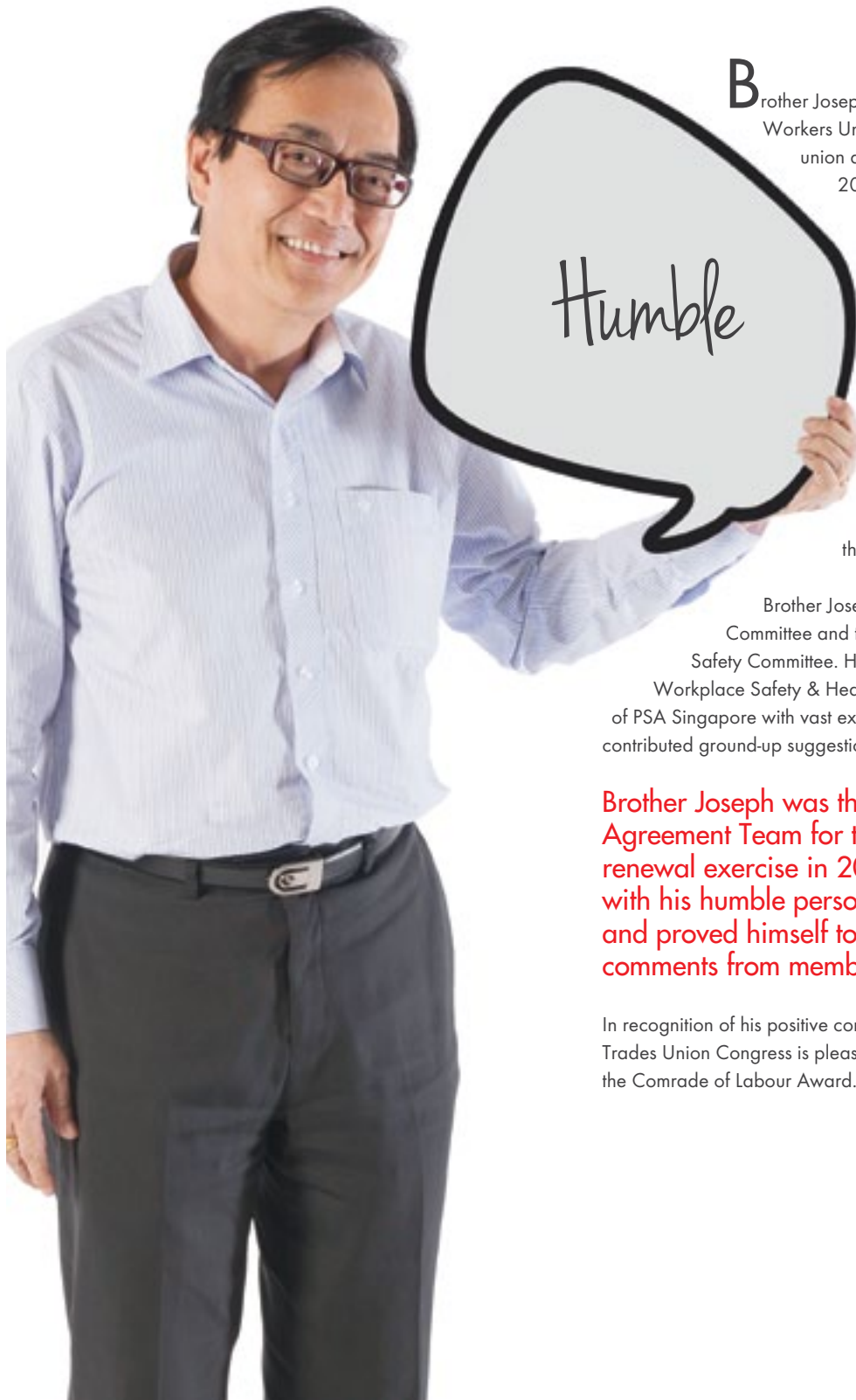
SISEU flowed in several new and young union leaders at the recent Quadrennial Delegates' Conference. As an experienced union leader, Sister Hwee Siang guided these new union leaders and helped them transit into union work.

In recognition of her positive contributions to SISEU and fellow workers, the National Trades Union Congress is pleased to present Sister Ho Hwee Siang with the Comrade of Labour Award.



JOSEPH WANG KAY HUAT

Nominated by Singapore Port Workers Union



Brother Joseph Wang Kay Huat joined the Singapore Port Workers Union (SPWU) as a member in 1984. Elected as a union delegate in 1994, an Executive Council member in 2000, and First Assistant General Secretary in 2010, he then stepped up to be the Second Deputy General Secretary in 2012, a position he has held to date.

His commitment to work and the Labour Movement earns him the respect of both colleagues and superiors.

As the Chairman of the Tanjong Pagar Terminal Division, Brother Joseph has led his team of delegates in highlighting workplace issues faced by fellow workers and works tirelessly to resolve them one at a time.

Brother Joseph is a member of the union's Industrial Relations Committee and the Chairman of the union's Industrial Health & Safety Committee. He also served as an alternate member of the NTUC Workplace Safety & Health Committee. As the Senior Operations Supervisor of PSA Singapore with vast experience in port operations, Brother Joseph contributed ground-up suggestions in raising the safety standard within the port.

Brother Joseph was the Chairman of the Collective Agreement Team for the PSA-SPWU collective agreement renewal exercise in 2012. He won the hearts of members with his humble personality and consultative approach, and proved himself to be a good listener who takes in comments from members positively.

In recognition of his positive contributions to SPWU and fellow workers, the National Trades Union Congress is pleased to present Brother Joseph Wang Kay Huat with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

JOSHUA BENJAMIN

Nominated by Union of Telecoms Employees of Singapore

Brother Joshua Benjamin joined the Union of Telecoms Employees of Singapore (UTES) in 1989 as a union member. In 1999, when the SingTel Aeradio Branch was formed, Brother Joshua came forward to serve and was nominated the Branch Secretary.

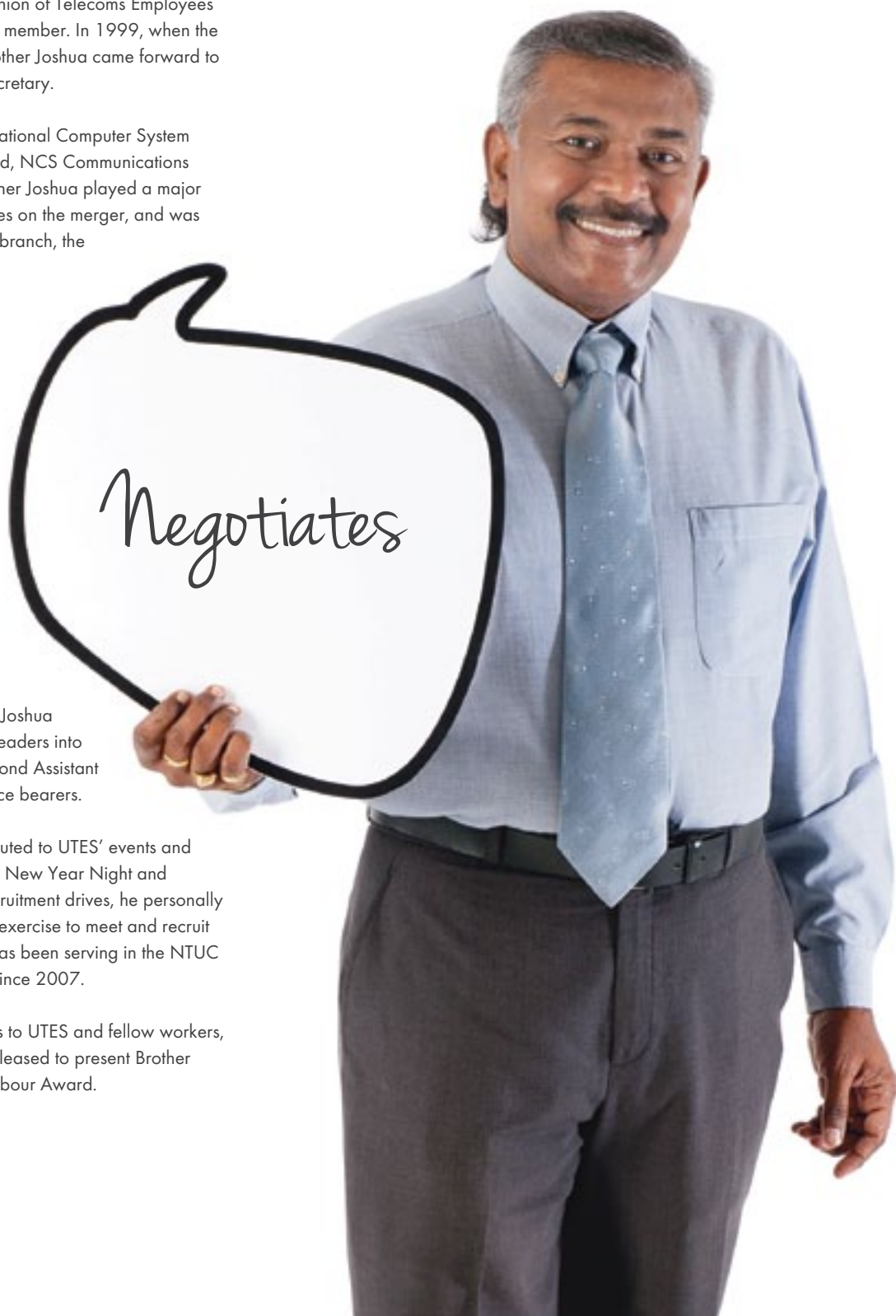
In 2002, following a merger between National Computer System Pte Ltd (NCS) and SingTel Aeradio Pte Ltd, NCS Communications Engineering (NCS CE) was formed. Brother Joshua played a major role in assisting members with their queries on the merger, and was elected the Branch Secretary of the new branch, the NCS CE Branch.

In 2007, Brother Joshua was nominated into the Executive Council and was unanimously elected as the First Assistant General Treasurer. He played a key role in major negotiations, such as annual increment, variable bonus, collective agreements and medical benefit reviews.

During his second term in 2010, Brother Joshua recognised the need to groom younger leaders into positions and took on the role as the Second Assistant General Treasurer to guide potential office bearers.

At the union level, Brother Joshua contributed to UTES' events and activities such as Dinner & Dance, Indian New Year Night and Deepavali celebrations. In support of recruitment drives, he personally helped out at every souvenir distribution exercise to meet and recruit new members. At the national level, he has been serving in the NTUC Workplace Safety & Health Committee since 2007.

In recognition of his positive contributions to UTES and fellow workers, the National Trades Union Congress is pleased to present Brother Joshua Benjamin with the Comrade of Labour Award.



KANG KWANG SOONG

Nominated by Building Construction And Timber Industries Employees' Union



Brother Kwang Soong was the Branch Secretary in the Mega Stone Branch in 2000. Displaying leadership quality, he was co-opted into the Executive Committee of the Building Construction And Timber Industries Employees' Union (BATU) in 2002 as an Internal Auditor. In 2005, he was elected as an Executive Committee member and has served in this capacity since.

Together with other branch leaders, Brother Kwang Soong pushed for re-employment through collective agreement negotiation since 2010. As a result, his company adopted the tripartite guidelines for re-employment in 2011, benefiting older workers one year before the enactment of the Retirement and Re-employment Act.

A strong advocate of the NTUC 3-Flow leadership initiative, Brother Kwang Soong played a key role in helping BATU to successfully pass the Flow On initiative into its constitution in 2011 with an overwhelming 99 per cent of delegates approving the change.

Brother Kwang Soong has served as the Chairman of the BATU Workplace Safety and Health (WSH) Committee, and Vice-Chairman of the BATU Care and Share Committee. In the latter, he initiated a Special Assistance Fund, which supplements existing financial assistance schemes, to help low-wage members.

Brother Kwang Soong is a member of the NTUC WSH Committee, and was an alternate member from 2008 to 2012. He has also represented BATU and NTUC internationally, attending seminars such as the Building and Wood Workers International (BWI) Regional Train-the-Trainer programme, and WSH Learning Journey.

In recognition of his positive contributions to BATU and fellow workers, the National Trades Union Congress is pleased to present Brother Kang Kwang Soong with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

KOH CHENG KWANG

Nominated by Singapore Urban Redevelopment Authority Workers' Union

Brother Koh Cheng Kwang joined the Singapore Urban Redevelopment Authority Workers' Union (SURAWU) in 1975. He was elected as a member of the Executive Council in 2006, and currently serves in this position.

A dedicated and active unionist, Brother Cheng Kwang continuously looked out for better welfare and more benefits for members. Under his able leadership, grievances and issues have been resolved amicably.

As a Senior Technical Officer attached to site offices, Brother Cheng Kwang conscientiously connects members at work sites to the union. He constantly brings up issues concerning members, especially those deployed at construction sites, to the management.

Recently, due to his feedback of site staff's concerns on contract employment, the management agreed to place them on permanent employment. This has helped to raise staff morale and strengthen the union's role in safeguarding the interests of its members.

Brother Cheng Kwang has also done much for membership recruitment, always looking out for new staff and personally approaching them to join the union.

A believer of leadership renewal and succession, Brother Cheng Kwang has, over the years, helped to identify potential and capable union leaders. He has patiently guided and mentored them at every opportunity to be office bearers.

In recognition of his positive contributions to SURAWU and fellow workers, the National Trades Union Congress is pleased to present Brother Koh Cheng Kwang with the Comrade of Labour Award.



LIM CHEE KHIAN

Nominated by Shipbuilding and Marine Engineering Employees' Union



Brother Lim Chee Khian joined the Shipbuilding and Marine Engineering Employees' Union (SMEEU) as the Chairman of DDW PaxOcean Shipyard Branch in 2004. He moved up to become a member of the Executive Committee in 2005.

In his first term, Brother Chee Khian sat on both the Membership Sub-committee and Activities Sub-committee where he actively helped in recruitment and organisation of activities for members. He was appointed a member of the Industrial Relations Sub-committee in 2009, and continues to serve in this position to date.

As a strong advocate of workers' rights, Brother Chee Khian has led the negotiation team for his branch's collective agreements and annual increments. He has also successfully represented members on grievances and wrongful dismissals. In addition, he played a crucial role in maintaining a good relationship between the management and labour in a company that underwent several challenges with different managements.

Brother Chee Khian is a dedicated union leader. He attended courses and completed the Advanced Certificate in Industrial Relations in 2006 to better serve his members.

At the national level, Brother Chee Khian has served as an alternate member in the NTUC Jobs and Productivity Committee, as well as the NTUC Employment and Employability Committee. In the latter, he continues to serve today as a member.

In recognition of his positive contributions to SMEEU and fellow workers, the National Trades Union Congress is pleased to present Brother Lim Chee Khian with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

LIM SER PUANG

Nominated by Public Utilities Board Employees' Union

Brother Lim Ser Puang began his involvement in the Labour Movement after attending the basic trade union course. He joined the Technical Officers' Committee as a committee member in 2001. In 2007, he was elected to the Executive Council of the Public Utilities Board Employees' Union (PUBEU), where he serves as the Deputy General Secretary to date.

Brother Ser Puang is actively involved in member recruitment. He gives induction talks to new employees and organises membership recruitment roadshows to encourage non-members to join the union. Under his watch, PUBEU has sustained its membership strength in spite of the high attrition rate due to retirement. He is currently working at retaining retired members.

Also active in trade union education, Brother Ser Puang gives in-house lectures on industrial relations that are conducted in partnership with the Ong Teng Cheong Labour Leadership Institute.

As the Chairman of the union's Organising Subcommittee, Brother Ser Puang organises regular visits to workplaces for senior union officials to meet up with members, reflecting his firm belief that union leaders must always be in touch with the ground to stay relevant.

Brother Ser Puang is also active in NTUC committees. He is a member of the NTUC Membership Committee, and an alternate member of the NTUC Industrial Relations Committee (Public Sector).

In recognition of his positive contributions to PUBEU and fellow workers, the National Trades Union Congress is pleased to present Brother Lim Ser Puang with the Comrade of Labour Award.



MANJET SINGH

Nominated by Amalgamated Union of Statutory Board Employees



Brother Manjet Singh has been with the Labour Movement since 1981. From his days in the Singapore Port Workers Union to the Amalgamated Union of Statutory Board Employees (AUSBE), Brother Manjet has been serving union members for more than 30 years.

Since 2000, Brother Manjet has served AUSBE in various capacities as Branch Chairman, Assistant General Secretary and Deputy General Secretary.

Under his leadership, the Maritime and Port Authority of Singapore (MPA) Branch enjoys a harmonious labour relationship with the management. The union receives an annual grant from the management to support union's activities and initiatives, as well as holds quarterly union-management and bi-annual chief executive meetings to address members' concerns. Brother Manjet also secured management's recognition of union work by giving it weightage in the performance appraisal system.

Brother Manjet is at the forefront in ensuring that the welfare of union members and MPA employees is progressively improved. Through his efforts, positive changes have been made to allowances, flexible benefits and salary revisions. A productivity incentive was also introduced. One of the top recruiters for AUSBE, Brother Manjet has helped the MPA Branch achieve a high membership rate of more than 70 per cent.

At the national level, Brother Manjet serves as an alternate member in NTUC Membership Committee. He is also in the NTUC Transport and Logistics Cluster.

In recognition of his positive contributions to AUSBE and fellow workers, the National Trades Union Congress is pleased to present Brother Manjet Singh with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

MOHAMAD YUNOS ISMAIL

Nominated by Chemical Industries Employees' Union

Brother Mohamad Yunos Ismail joined the Chemical Industries Employees' Union (CIEU) as a member in 1990. He joined the International Paint Branch in 1992 and rose through the ranks to become a member of the Executive Committee. When Brother Yunos was the Assistant General Treasurer, he exercised good judgment in budget planning sessions and contributed constructive feedback on the financial situation and strategy of the union. In 2012, he was appointed the Vice-President of CIEU, a position he continues to hold to date.

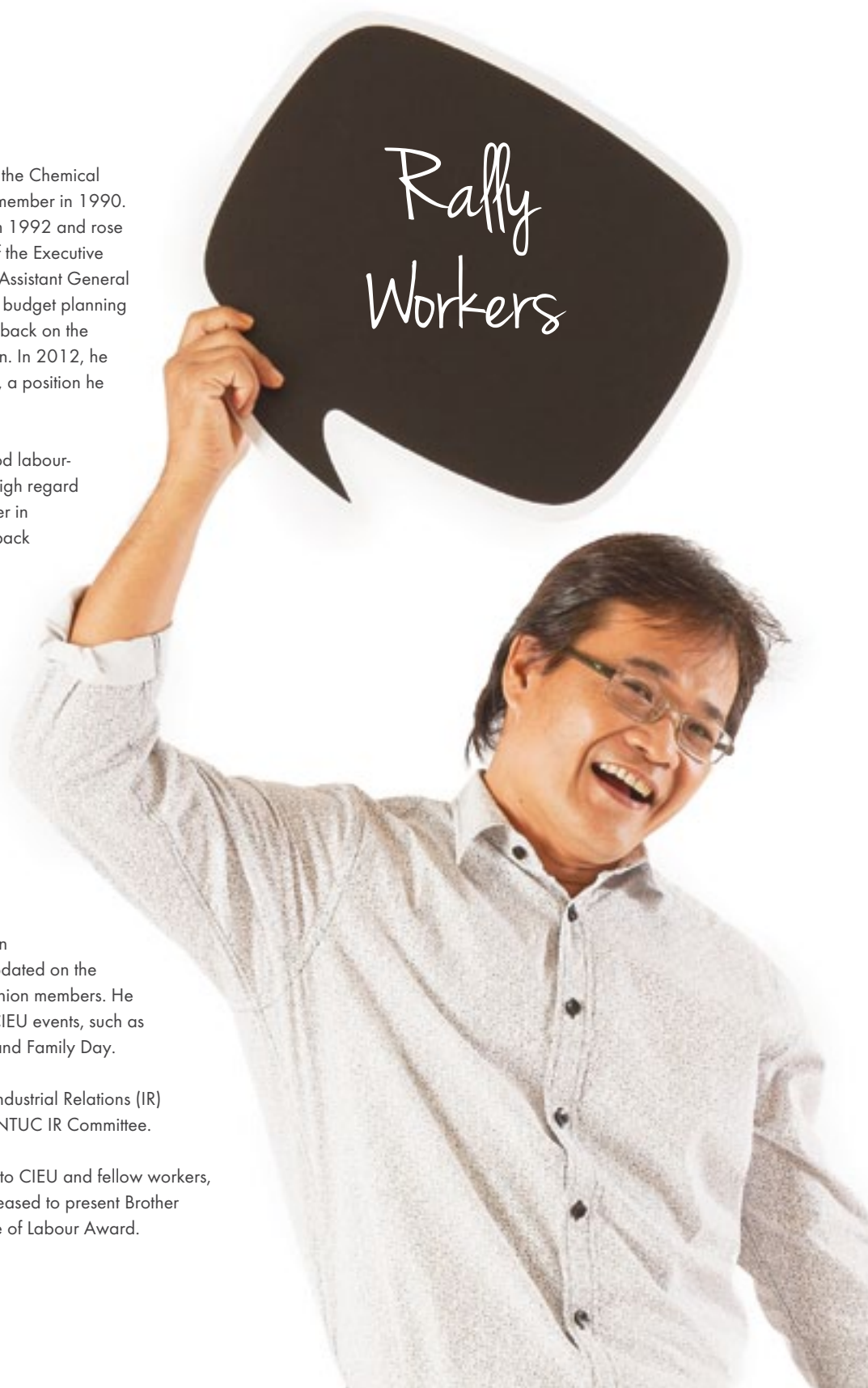
Brother Yunos is a strong advocate of good labour-management relations, and he is held in high regard by the management as both a union leader in collective bargaining and providing feedback from union members.

In 2011, when the company struggled due to lower demand for its products, Brother Yunos rallied workers to increase productivity and turned in a good 2012 for the company. The company in turn rewarded the workers for their hard work.

Brother Yunos has actively promoted union membership by keeping his colleagues updated on the activities and perks that are provided to union members. He has mobilised members to participate in CIEU events, such as Inter-Branch Bowling, Inter-Branch Futsal and Family Day.

He has served as the Chairman of CIEU Industrial Relations (IR) Committee, and represented CIEU at the NTUC IR Committee.

In recognition of his positive contributions to CIEU and fellow workers, the National Trades Union Congress is pleased to present Brother Mohamad Yunos Ismail with the Comrade of Labour Award.



MOHAMAD YUSOFF JOHARI

Nominated by Amalgamated Union of Public Employees



Brother Mohamad Yusoff Johari has served as a member of the Ministry of Manpower (MOM) Staff Branch Committee for 11 years, with eight years as the Chairman. He has also served in the Executive Council of the Amalgamated Union of Public Employees (AUPE) for nine years in various capacities, as Executive Councillor, and currently as the Secretary.

As Chairman of the MOM Staff Branch, Brother Yusoff has gathered committee members from different departments to listen to their concerns and grievances. He recognised each committee member's strength, guided them to utilise their talents, and tapped on resources in organising activities and serving union members.

Brother Yusoff is very keen on training and skills development. He constantly encourages his branch leaders and members to go for upgrading courses, and leads by example by completing Diploma courses in employment relations, leadership and human resource management.

Brother Yusoff is known as a caring person and goes the extra mile to serve his members, such as making a home visit to a member who had a severe backache to better understand his situation, and assisting a member with financial difficulties through special arrangements with the AUPE Multi-purpose Co-operative.

Brother Yusoff serves as an alternate member in the NTUC Workplace Safety & Health (WSH) Committee. WSH issues are very close to his heart as he comes from the ministry that deals daily with it.

In recognition of his positive contributions to AUPE and fellow workers, the National Trades Union Congress is pleased to present Brother Mohamad Yusoff Johari with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

MOHAMED NASIR HUSSAIN

Nominated by dnata Singapore Staff Union

In 1994, Brother Mohamed Nasir Hussain was nominated as a Delegate for Passenger Services to represent his colleagues in the department, looking after their welfare and grievances. Although he does not hold high educational qualifications, due to his hardworking, cheerful and helpful nature, he was encouraged by his colleagues to stay on and help manage Passenger Services, which was then known as the Elite Class.

Through it all, Brother Mohamed Nasir continued with his union work and was given the opportunity to sit on the Executive Council. From then on, he has sat in various committees, such as the Bursary Committee and the Social Committee, as well as the NTUC Care and Share Committee. While Brother Mohamed Nasir was challenged in the election of Divisional Delegates for the 2009-2012 term, he won handsomely due to his good image and hard work.

For the 2012-2016 term, he graciously agreed to step down and make way for other candidates. He remains ready and willing to come forward when called upon to serve, never shying away from any task.

In recognition of his positive contributions to dnata Singapore Staff Union and fellow workers, the National Trades Union Congress is pleased to present Brother Mohamed Nasir Hussain with the Comrade of Labour Award.



NG WEI LENG

Nominated by Housing and Development Board Staff Union



Caring

Sister Ng Wei Leng began in the Housing and Development Board Staff Union (HDBSU) as an Internal Auditor in 2004, working her way up to Assistant General Secretary, and to her current position as General Treasurer (GT) in the Executive Council and Assistant Secretary of the Administrative and Clerical Staff Branch.

As the GT, Sister Wei Leng is responsible for the financial management and safeguarding of the union's finances. As the Chairperson of the Publicity & IT Secretariat, she also handles the publication of the union's quarterly newsletter, and the new HDBSU website that provides the latest information to members.

To strengthen the bilateral relationship between the management and union, Sister Wei Leng serves in the HDB-HDBSU Industrial Relations Committee at the corporate level, and the HMG (Housing Management Group)-HDBSU Industrial Relations Circle at the group level. She also participates actively in labour-management relations seminars and workshops jointly organised by HDBSU and HDB management.

In her 14 years of service with HDB, Sister Wei Leng has undertaken various positions in different functions. Her varied job experience and union background in industrial relations has allowed her to work closely with the management to resolve staff grievances amicably and effectively.

Sister Wei Leng also serves as a member of NTUC Employment and Employability Committee, and the NTUC Public Service Cluster.

In recognition of her positive contributions to HDBSU and fellow workers, the National Trades Union Congress is pleased to present Sister Ng Wei Leng with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

NOORFARAHIN AHMAD

Nominated by Amalgamated Union of Public Employees

Sister Noorfarahin Ahmad first joined the Amalgamated Union of Public Employees (AUPE) as a member in 1993. She was elected to the Singapore Tourism Board Staff Branch as a committee member in 1998, and became the Branch Secretary in 2001, a position she holds till today. She was elected to the Executive Council as a Council Member in 2005, Secretary in 2006, and Assistant General Secretary in 2007, which she still is today.

Sister Noorfarahin promotes good industrial relations and encourages her committee to be open. With her listening ear and readiness to represent members, Sister Noorfarahin contributes constructively for the betterment of members.

Under her leadership, the union organises a myriad of activities for members including Dinner & Dance, public speaking courses, and talks by inspirational speakers.

As a strong advocate of training and self-development, she also encourages members to go for upgrading; and leads by example by enrolling for and graduating with a Diploma in Employment Relations.

Sister Noorfarahin has served in the NTUC Youth Chapter, NTUC Women's Committee, and is currently the Chairperson of the NTUC Women's Activities Sub-committee.

Under her leadership, the AUPE Women's Committee collaborated with NTUC Women's Committee and the Housing and Development Board Staff Union to organise activities for single mothers and their children at the Singapore Garden Festival.

In recognition of her positive contributions to AUPE and fellow workers, the National Trades Union Congress is pleased to present Sister Noorfarahin Ahmad with the Comrade of Labour Award.



PALANIAPPAN PALANICHAMY MANICKAM

Nominated by Singapore Bank Officers' Association



Brother Palaniappan Palanichamy Manickam is a dedicated unionist who has devoted 28 years of his life to the cause of the Labour Movement. First elected to the Bank of India (BOI) Branch of the Singapore Bank Officers' Association (SBOA) in 1985, he was appointed as the Treasurer. With his ability and enthusiasm, he rose to be the Chairman in 1994, and holds that position today.

In 1997, he was appointed a Trustee of SBOA and was subsequently elected to the Executive Council in 2004. He served in various positions before his current post of Vice-President. He has also made significant contributions through its sub-committees, including the effective office administration of the union in his role as the Chairman of the Supervisory Sub-committee.

Respected by both the management and union members for furthering good industrial relations for mutual benefit, Brother Palaniappan has handled workplace issues and negotiations skilfully and fairly. He has been the key driver behind the cordial and successful conclusion of successive collective agreements.

Under his leadership, Brother Palaniappan has grown the SBOA-BOI Branch to 100 per cent membership. He is an inspirational figure to younger committee members and has mentored them for leadership succession, while keeping a lookout for younger members to be inducted into the branch committee.

Since 2012, Brother Palaniappan has served on the NTUC Employment and Employability Committee.

In recognition of his positive contributions to SBOA and fellow workers, the National Trades Union Congress is pleased to present Brother Palaniappan Palanichamy Manickam with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

ROHANA UJANG

Nominated by Education Services Union

Sister Rohana Ujang was elected into the Singapore American School (SAS) Staff Branch Committee under The Singapore Manual & Merchantile Workers' Union (SMMWU) in 2002. She was elected as Committee Member in 2006, and has served as the Branch Chairperson since 2006.

When the Education Services Union (ESU) was formed in 2006, Sister Rohana stepped forward to serve, first in the capacity of Executive Council Member and then as Assistant General Treasurer, a position she holds today.

As an Instructional Aid in the Primary Division of SAS, Sister Rohana was instrumental in the smooth transfer of SAS members from SMMWU to ESU after the corporatisation took place in 2006. In a major exercise to harmonise benefits of locally hired support and faculty staff in the international school, Sister Rohana played an integral role in ensuring members' concerns were addressed while the school's objectives were met, achieving win-win outcomes.

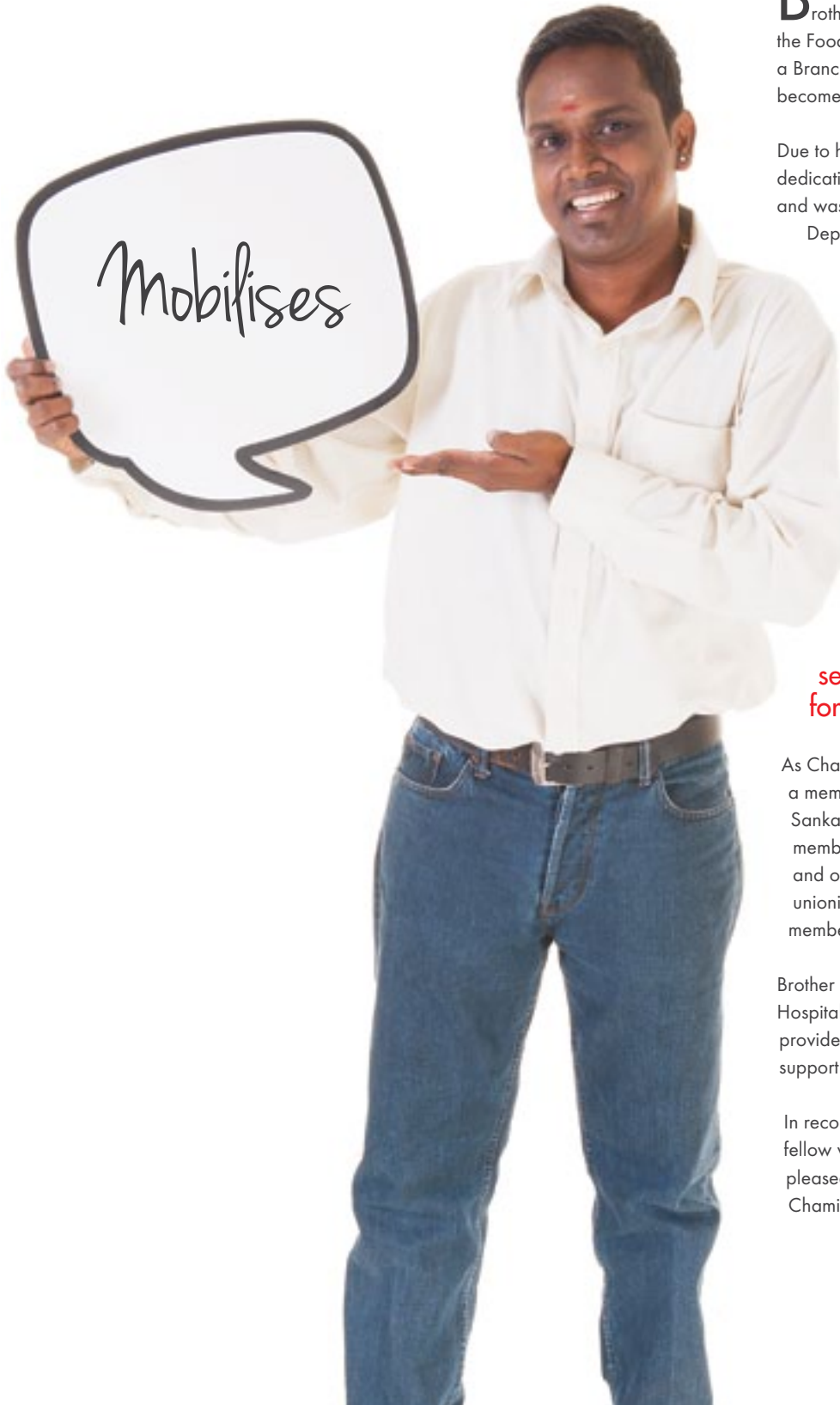
As Branch Chairperson, Sister Rohana works closely with committees to organise branch activities and ensures that members are kept updated. She also raised the branch unionisation rate consistently over the years. Sister Rohana serves in the NTUC Care and Share Committee, and actively encourages members to participate in its programmes and activities.

In recognition of her positive contributions to ESU and fellow workers, the National Trades Union Congress is pleased to present Sister Rohana Ujang with the Comrade of Labour Award.



SANKARADASS SANKARAPANDI CHAMI

Nominated by Food, Drinks and Allied Workers Union



Brother Sankaradass Sankarapandi Chami started in the Food, Drinks and Allied Workers Union (FDAWU) as a Branch Official 11 years ago, rising through the ranks to become an Executive Council member within four years.

Due to his outstanding leadership qualities and relentless dedication to union work, he earns respect from all around and was elected to Assistant General Secretary in 2008, and Deputy General Secretary in 2012.

As the Branch Secretary of the Cold Storage Branch, Brother Sankaradass has helped to build a solid labour-management relationship. Through his experience in handling industrial relations matters, the branch has been effective in handling grievance cases expeditiously. In addition, Brother Sankaradass readily mobilises members and actively seeks support from the management for union events whenever it take place.

As Chairman of FDAWU Membership Committee, and a member of NTUC Membership Committee, Brother Sankaradass is highly motivated in increasing union membership. Often a key driver in membership recruitments and organising new branches, he was instrumental in unionising St Regis hotel in 2011. Under his leadership, membership grew beyond 42,000 in 2012.

Brother Sankaradass is also a member of the NTUC Hospitality and Consumer Business Cluster, where he actively provides his valuable insights of the retail sector and lends support to the cluster's initiatives.

In recognition of his positive contributions to FDAWU and fellow workers, the National Trades Union Congress is pleased to present Brother Sankaradass Sankarapandi Chami with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

SIMON PEH HWEE BEEN

Nominated by United Workers of Electronics & Electrical Industries

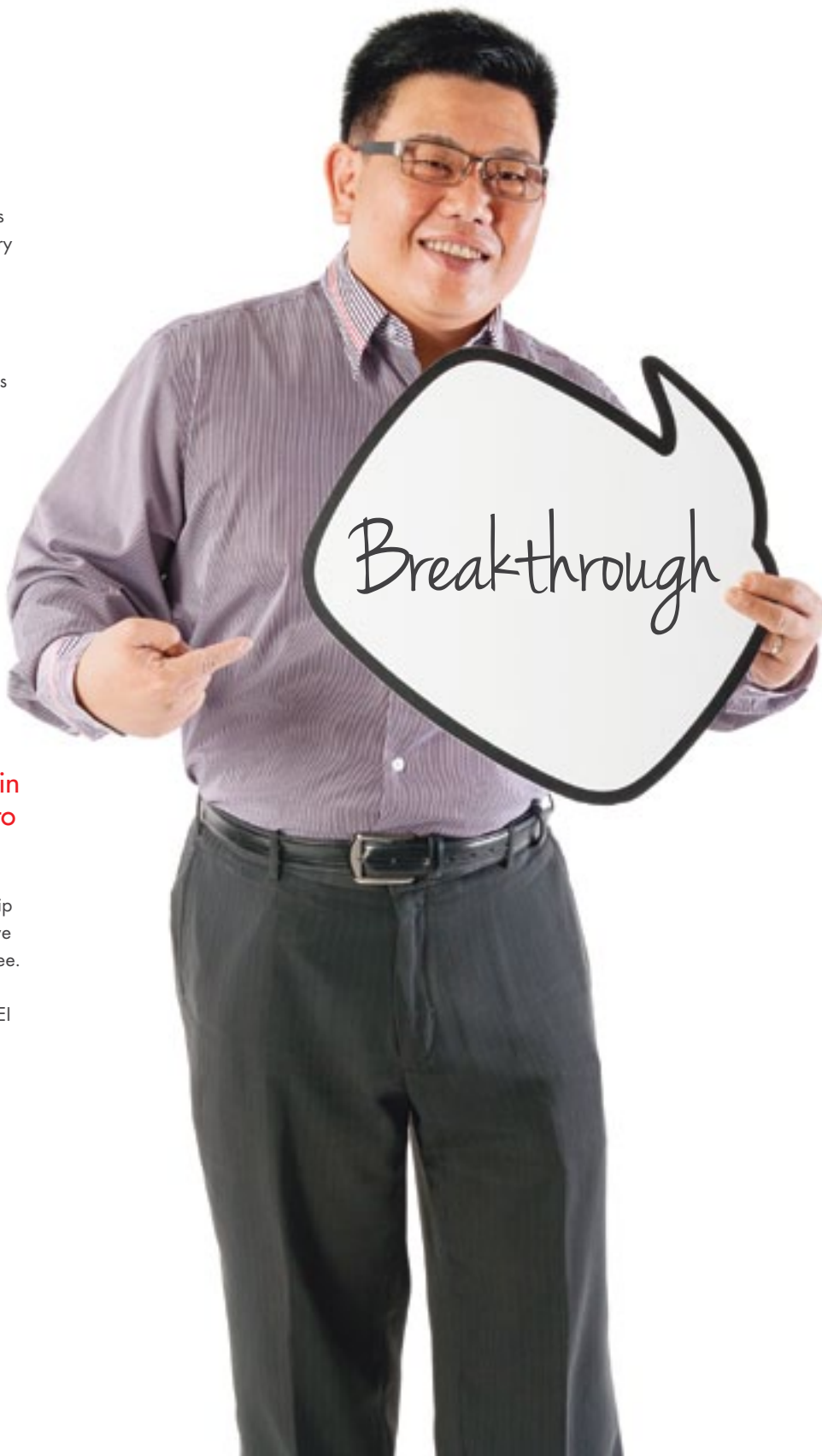
Brother Simon Peh Hwee Been is a highly committed union leader who has been involved in the Labour Movement for more than 14 years. Due to his dedication to improve the welfare of workers in STMicroelectronics, he was elected as a Branch Official in 1998. He was later elected as Branch Treasurer and Branch Chairman in February and June 2009 respectively. He has contributed significantly towards the harmonious industrial relations between the union and management.

Brother Simon was elected into the United Workers of Electronics & Electrical Industries (UWEEI) as an Executive Council member in 2002. He was appointed Second Assistant General Secretary in 2009, and Assistant General Treasurer in 2012. He has served in the Membership Committee since 2006, and is currently the Vice-Chairman. In addition, Brother Simon was the Organising Chairman of UWEEI's Annual Dinner in 2010.

As Vice-Chairman of UWEEI Membership Committee, Brother Simon has actively supported recruitment efforts and contributed ideas leading to the breakthrough in UWEEI membership from 53,000 to the present 60,815.

Brother Simon has served in the NTUC Membership Committee, and is currently the union representative in the NTUC Workplace Safety & Health Committee.

In recognition of his positive contributions to UWEEI and fellow workers, the National Trades Union Congress is pleased to present Brother Simon Peh Hwee Been with the Comrade of Labour Award.



TAN JOO CHENG

Nominated by DBS Staff Union



Sister Tan Joo Cheng's involvement in the DBS Staff Union (DBSSU) began when she was first elected in 2003. An active contributor to DBSSU, she is currently serving her third term on the Executive Council.

As a key member of the Executive Council, she has diligently kept herself updated by attending dialogue sessions organised by NTUC and the union. Her networking with other unionists has been excellent as she is able to make them feel very comfortable with her.

Sister Joo Cheng serves in the union's Membership Sub-committee, assisting in roadshows and recruiting more members for the union.

In the Care and Share Sub-committee, she has enthusiastically supported various community projects organised by the union. During one such visit to a home for the aged, Sister Joo Cheng used her love of singing to gather all the residents to sing and dance with her, making it a wonderful and memorable occasion for the elderly.

Sister Joo Cheng also sits in the union's Women's Sub-committee and U Live Sub-committee.

Sister Joo Cheng also serves in NTUC U Live and NTUC Women's Committees, as first and alternate member respectively.

In recognition of her positive contributions to DBSSU and fellow workers, the National Trades Union Congress is pleased to present Sister Tan Joo Cheng with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

TAN KEE LONG

Nominated by Ngee Ann Polytechnic Academic Staff Union

A long-standing member of the Ngee Ann Polytechnic Academic Staff Union (NPASU), Brother Tan Kee Long has continuously served in the Executive Committee since 1994. He has contributed greatly to the bonding between Executive Committee members, as well as between the committee members and ordinary members. Over his 18 years, Brother Kee Long has served the union in many capacities but members remember him vividly in three key areas, namely sports, welfare and safety.

A keen sportsman, Brother Kee Long has represented NPASU, Ngee Ann Polytechnic (NP) and NTUC in golf, badminton and squash tournaments, winning many honours for the three organisations.

He is the de facto sports secretary who organises sports events and tournaments for the union and NP staff. Through these events, he has helped to establish esprit de corps among NP management and NPASU members.

Brother Kee Long has a soft spot for the underprivileged, and has represented NPASU in NTUC Care and Share Committee. He is also known for his active promotion of workplace safety and health (WSH) practices. He will bring back best practices to NP WSH Committee after attending meetings with NTUC WSH Committee, hence contributes towards the safe and healthy environment in NP for members and students.

In recognition of his positive contributions to NPASU and fellow workers, the National Trades Union Congress is pleased to present Brother Tan Kee Long with the Comrade of Labour Award.



TAN NGIAP BOON

Nominated by Singapore Industrial and Services Employees' Union



As Chairman of the ST Aerospace Engines Branch since 1999, Brother Tan Ngiap Boon has served the Singapore Industrial and Services Employees' Union (SISEU) for more than 13 years.

Vocal and forthcoming with his views on issues relating to workers' welfare and interests, Brother Ngiap Boon is a strong advocate in providing regular feedback from the ground to the management. He has helped to resolve numerous workplace grievances, and played a major role in facilitating the successful conclusion of collective agreements between the management and union.

To strengthen the relationship between the union and management, Brother Ngiap Boon organised many informal gatherings such as barbecue sessions and dinners.

A member of the SISEU Membership Committee since 2005, Brother Ngiap Boon contributed numerous ideas and suggestions to boost the union's membership. He has also represented the union in various tripartite events and dialogues.

At the national level, Brother Ngiap Boon serves in the NTUC Workplace Safety & Health Committee, NTUC Care and Share Committee, and the NTUC Aerospace and Aviation Cluster.

In recognition of his positive contributions to SISEU and fellow workers, the National Trades Union Congress is pleased to present Brother Tan Ngiap Boon with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

VAITHILINGHAM KRISHNAVENY

Nominated by Food, Drinks and Allied Workers Union

Sister Vaithilingham Krishnaveny has been with the Food, Drinks and Allied Workers Union (FDAWU) since 1995. Elected into the Executive Committee in 2005, she is also the Chairman of her branch.

Sister Vaithilingham organises gatherings for members and heads membership recruitment drives for her branch. She also works closely with the management and is able to handle grievances on the ground effectively.

On leadership renewal, Sister Vaithilingham sits in the union's Leadership Development Committee, and has trained and mentored young leaders. She leads by example in serving the union by volunteering herself in numerous union's events which are held outside working hours.

Sister Vaithilingham also chairs the union's Women and Family Committee. She leads the committee in expanding its role to focus on growing women activists and mentoring the younger women leaders.

Besides working hard to develop potential women leaders, she also advocates work-life balance at the workplace. Under her guidance, the union organised several signature events and stepped up efforts to increase the women membership base.

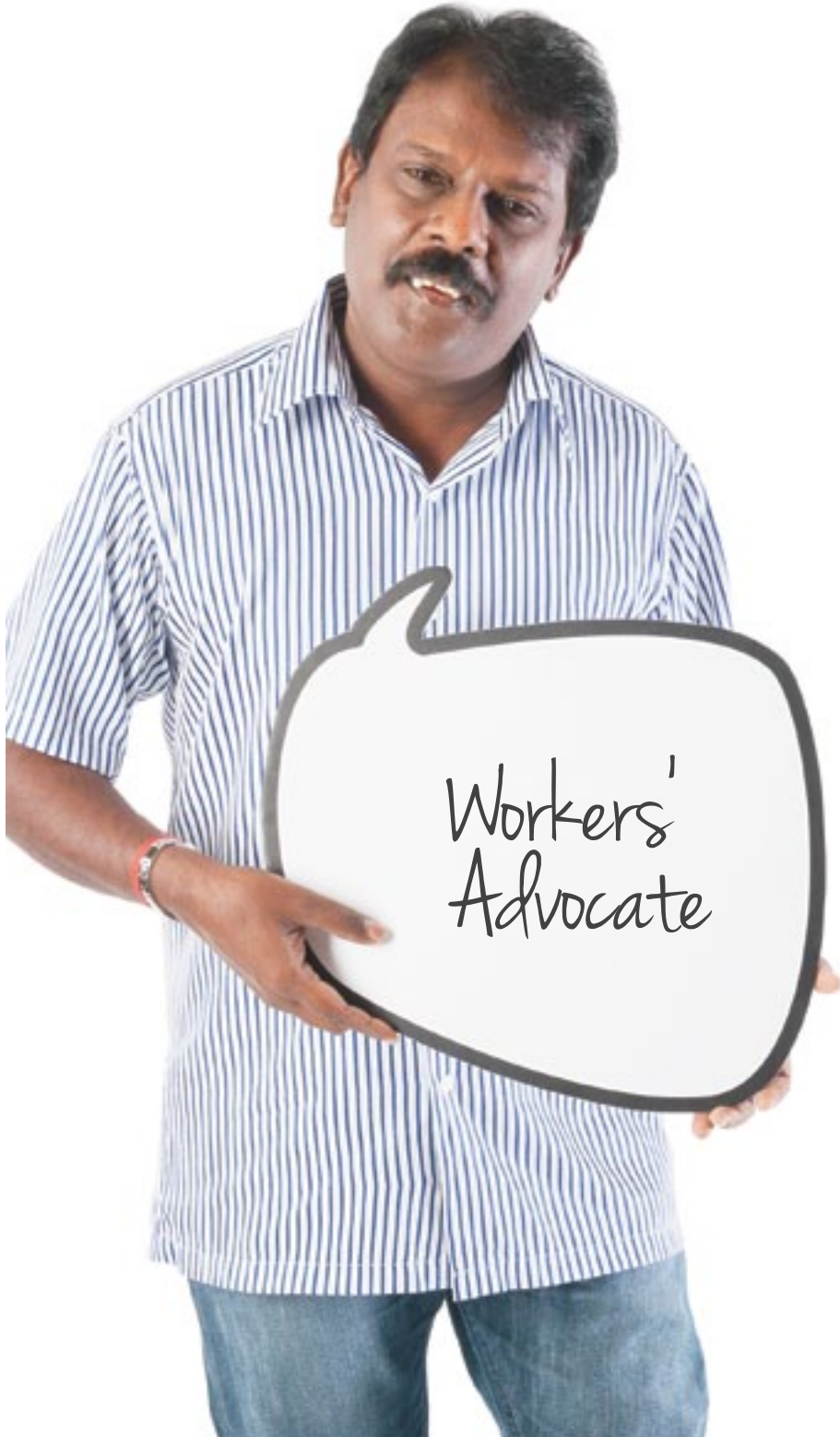
At the national level, Sister Vaithilingham has been serving the NTUC Women's Committee since 2010, actively providing feedback and suggestions to the committee.

In recognition of her positive contributions to FDAWU and fellow workers, the National Trades Union Congress is pleased to present Sister Vaithilingham Krishnaveny with the Comrade of Labour Award.



VEERAMANI SOCKAN KRISHNAPPA

Nominated by Shipbuilding and Marine Engineering Employees' Union



Brother Veeramani Sockan Krishnappa has served in the Shipbuilding and Marine Engineering Employees' Union (SMEEU) for more than 13 years. He was elected Branch Treasurer of the Cameron Singapore Branch in 1999, and Branch Assistant Secretary from 2005 till date. In 2002, he was elected as an Executive Committee member of SMEEU.

A strong advocate of workers' rights, Brother Veeramani served in the negotiation team for collective agreements and annual increments, and represented union members in workplace grievances and wrongful dismissals. A dedicated union leader, Brother Veeramani attends courses diligently and completed the Advanced Certificate in Industrial Relations in 2007 so that he may perform his role as an effective union leader.

Brother Veeramani has contributed greatly to workers' training, membership recruitment, and harmonious labour-management relations. He has also participated actively in the branch's committees that organise Family Day, National Day Observance Ceremony, NTUC Learning Journey and other meaningful events.

Constantly on the lookout for potential young union leaders among members, Brother Veeramani has played a big part in nurturing the two young union leaders who are currently serving in his branch.

At the national level, Brother Veeramani serves in the NTUC Care and Share Committee, and NTUC Workplace Safety & Health Committee.

In recognition of his positive contributions to SMEEU and fellow workers, the National Trades Union Congress is pleased to present Brother Veeramani Sockan Krishnappa with the Comrade of Labour Award.

COMRADE OF LABOUR AWARD

WILLIAM LEOW HOCK LIM

Nominated by Singapore Union of Broadcasting Employees

Brother William Leow Hock Lim has been with the Labour Movement for 30 years and was elected to the Executive Committee of the Singapore Union of Broadcasting Employees (SUBE) in 2000. Since then, Brother William has served in different capacities as the Second Vice-President, First Vice-President; and currently the General Treasurer.

Brother William's amicable nature and strong understanding of both the company's and members' needs enabled him to engage the management effectively and roll out key initiatives such as the Shorter Work Week during the 2009 recession to save jobs, and up-skilling of workers in the High Definition production and editing department.

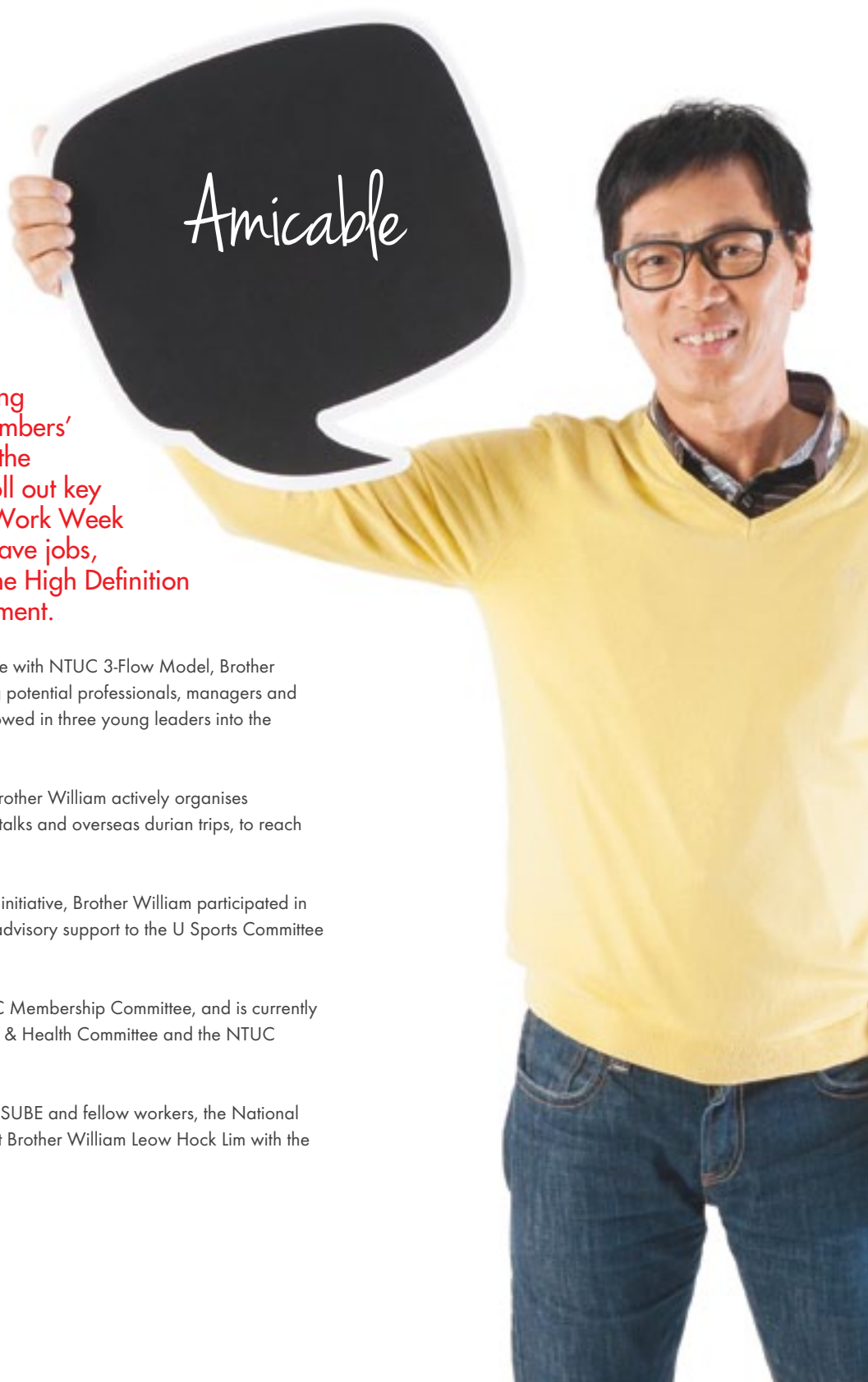
In the area of leadership development, in line with NTUC 3-Flow Model, Brother William was instrumental in engaging young potential professionals, managers and executives members, and has successfully flowed in three young leaders into the union's committee.

On membership growth and engagement, Brother William actively organises recruitment drives and events, such as lunch talks and overseas durian trips, to reach out to both members and non-members.

An avid supporter of NTUC Club's U Sports initiative, Brother William participated in soccer and golf tournaments; and provides advisory support to the U Sports Committee since 2009.

Brother William has also served in the NTUC Membership Committee, and is currently serving in both the NTUC Workplace Safety & Health Committee and the NTUC Infocomm and Media Cluster.

In recognition of his positive contributions to SUBE and fellow workers, the National Trades Union Congress is pleased to present Brother William Leow Hock Lim with the Comrade of Labour Award.



WINSON TAN KAH SWEE

Nominated by Singapore Press Holdings Employees' Union



Brother Winson Tan Kah Swee joined the Singapore News and Publication Employees' Union (SNPEU) in 1984. He was an elected Committee Member when SNPEU merged with Singapore Printing Employees' Union to form the Singapore Press Holdings Employees' Union (SPHEU). Brother Winson became the General Treasurer in 1993, and was the General Secretary in 2010, a position he holds today.

Brother Winson drafts all the collective agreement proposals, and was involved in all collective agreement and annual increment negotiations for the main and subsidiary companies of SPH. He worked tirelessly to save jobs during downturns by supporting cost-cutting measures, making appeals to the company on disciplinary cases, and helping poor performers who were not suitable for re-employment to receive ex-gratia payment or employment assistance payment.

Having built a harmonious labour-management relations, Brother Winson invited management partners to a union retreat in 2011 and had the company hold the Infocomm and Media Cluster's National Day Observance Ceremony in 2012.

Brother Winson introduced a Member-Get-Member programme to grow the union membership; and spearheaded committees that organise activities to foster relationship amongst members.

A strong believer in leadership renewal, Brother Winson convinced committee members to amend the Union Constitution to adopt the 3-Flow resolutions in 2012. This saw the Flow In of new members into the committee, and Flow Up of some committee members after he successfully persuaded some office-bearers to Flow On.

In recognition of his positive contributions to SPHEU and fellow workers, the National Trades Union Congress is pleased to present Brother Winson Tan Kah Swee with the Comrade of Labour Award.



VETERAN OF LABOUR AWARD

FRANCIS MARK

Nominated by Union of Security Employees

A committed union leader, Brother Francis Mark has contributed much of his time and untiring efforts to his members, who over the years have recognised him as an active and trusted leader. He joined the Union of Security Employees (USE) as a member in 2000, and was elected Branch Secretary and Executive Council Member in 2003.

While Brother Francis is now above the age of 62, and a Flow On leader of USE, he continues to play an active role in the union, serving as Secretary in the Senior USE Sub-committee and Internal Auditor of the union. His support of the union's amendment to the 3-Flow provision is testament to his desire to ensure leadership continuity and the development of younger leaders.

A leading negotiator, Brother Francis has been a friend to members who have no doubt in his efforts to fight for better rights and working conditions for them, settle their grievances, and resolve their issues.

Brother Francis' commitment has earned the respect of his colleagues, as well as the management who has been very supportive of his union work. The management has seen the value of his contributions that benefit both the company and its workers, and his great care of his branch members that extends to his constant assistance in their application for NTUC vouchers to ease their financial burden.

In recognition of his contribution to the Labour Movement and USE, the National Trades Union Congress is pleased to present Brother Francis Mark with the Veteran of Labour Award.



VETERAN OF LABOUR AWARD

HARBANS SINGH

Nominated by Singapore Airport Terminal Services Workers' Union

When Singapore Airport Terminal Services Workers' Union (SATSWU) was established in 1984, Brother Harbans Singh was appointed its Vice-President, a position he held until 2009 when he volunteered to step down to make way for new blood. He continued to serve the union as an Executive Committee member, and on reaching the age of 62, was appointed Mentor.

An ardent advocate for workers' welfare and safety during his years of service to SATSWU, Brother Harbans has been the key driver of safety initiatives, such as the setting up of the lightning warning system, and issuing operational staff with safety shoes and other safety gear that are taken for granted today.

Active in defending workers at company inquiries, Brother Harbans has ensured that no worker is unfairly taken to task, through his thorough investigation of incidents. Whenever the need arose, he would always fearlessly express his opinions and address issues that he felt needed expression on behalf of his fellow workers.

Brother Harbans has been involved in the negotiation of collective agreements, served in various SATSWU committees, and contributed in union activities such as Delegates' Conference, recruitment exercises and activities catering to members' needs.

In recognition of his contribution to the Labour Movement and SATSWU, the National Trades Union Congress is pleased to present Brother Harbans Singh with the Veteran of Labour Award.



TAN CHEOK HUA

Nominated by Building Construction And Timber Industries Employees' Union



Brother Tan Cheok Hua has been a loyal serving member of the Labour Movement since 1996 when he was first elected as Branch Secretary. He was appointed to the Executive Committee of the Building Construction And Timber Industries Employees' Union (BATU) in 2002.

An active participant of the Membership committee, Brother Cheok Hua has contributed to the strong growth of BATU membership, and its achievement of the 30,000 membership target in 2012.

A strong advocate of the 3-Flow leadership initiative, Brother Cheok Hua has explained its importance to his branch committee, which led to the successful passing of the 3-Flow Model into BATU's constitution in 2011. In line with this leadership renewal, Brother Cheok Hua has also served as a mentor to his younger, less experienced union leaders.

Brother Cheok Hua was one of the key players in the preparation for the Prime Minister's visit to his company, Sembwaste Pte Ltd. As a union leader, he formed the organising committee with the management, and through many weeks of meticulous preparation, the visit was a success.

At the NTUC level, Brother Cheok Hua has served as an alternate member of the Industrial Workers Education and Training Fund Committee.

In recognition of his contribution to the Labour Movement and BATU, the National Trades Union Congress is pleased to present Brother Tan Cheok Hua with the Veteran of Labour Award.



MEDAL OF COMMENDATION AWARD

ABDUL GHANI YUSOFF

Director, Valle Verde Pte Ltd

Nominated by The Singapore Manual & Mercantile Workers' Union



Brother Abdul Ghani Yusoff is the Director of the Valle Verde Group of companies which comprises NSS Engineering Services Pte Ltd (NSSES), NSS Management Services Pte Ltd (NSSMS), Halcon Primo Logistics Pte Ltd (HPL), and other local and overseas subsidiaries dealing in energy, resources, logistics, engineering services and related industries.

Since joining the company in 2002, Brother Ghani has worked closely with, and actively engaged the NSSES/NSSMS/HPL Branch Committees in cultivating a harmonious relationship between the employer and employees. There is a healthy regard between The Singapore Manual & Mercantile Workers' Union and management with constant dialogues and consultations on issues affecting workers.

Brother Ghani strongly believes that employees are important assets to the company and has pledged his commitment to them in several ways. Under his leadership, the company has signed the Memorandum of Understanding to provide long-term structured training for the workers, and endorsed various NTUC programmes such as the Fair Employment Practices and the Employability of Older Workers.

Determined to improve conditions for workers, Brother Ghani has contributed to facilitating the re-employment of older employees, sending them for courses such as Turning Silver into Gold to equip them with the necessary skills to plan and prepare for their re-employment, second career or retirement.

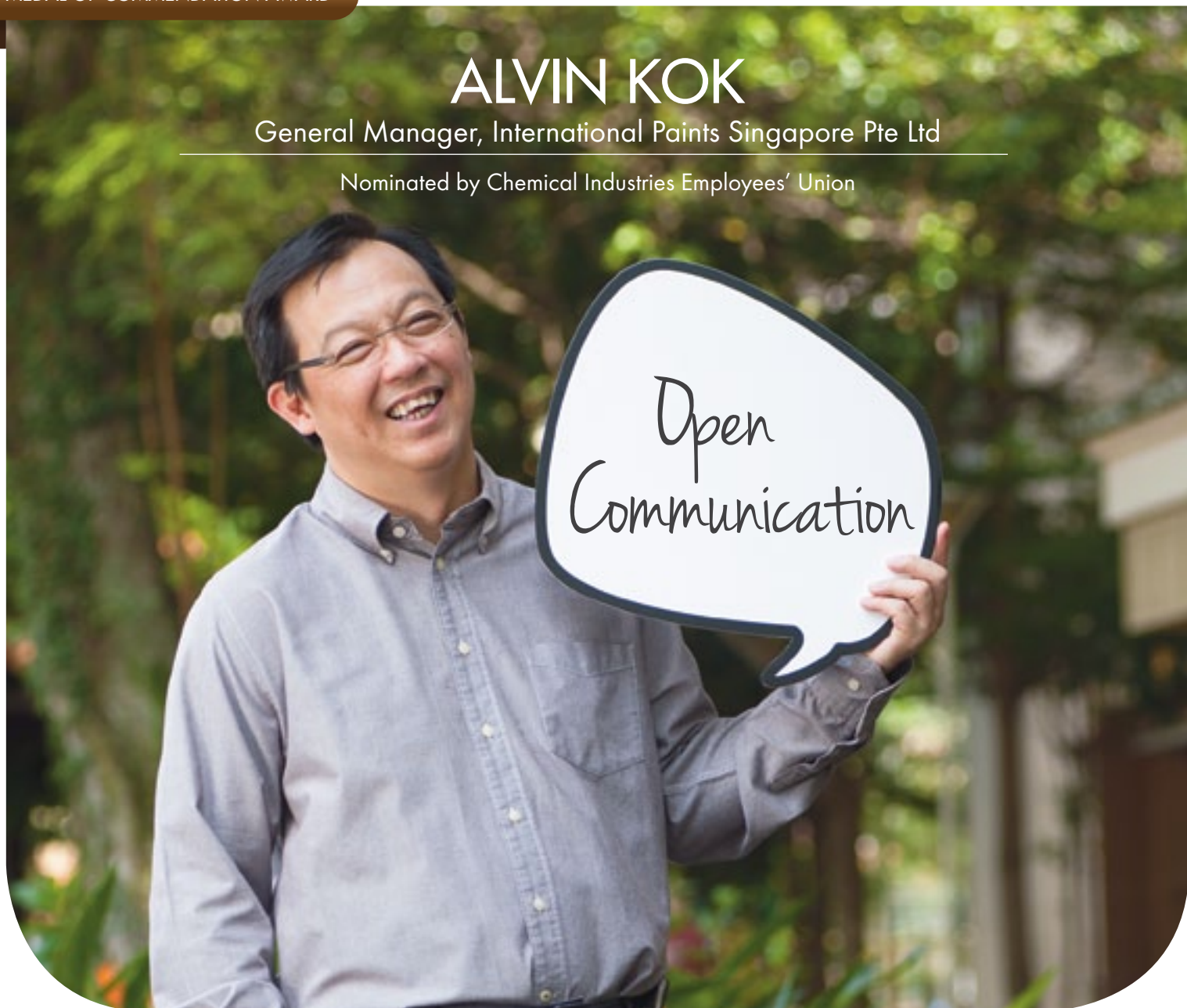
In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Abdul Ghani Yusoff with the Medal of Commendation Award.

MEDAL OF COMMENDATION AWARD

ALVIN KOK

General Manager, International Paints Singapore Pte Ltd

Nominated by Chemical Industries Employees' Union



Brother Alvin Kok has been the General Manager of International Paints Singapore Pte Ltd since 2004. Since the start of his tenure, he has been a strong advocate of good labour-management relations and a good friend to the workers. Brother Alvin has constantly sought feedback from the Chemical Industries Employees' Union on sentiments from the ground, and he has always been a staunch supporter of the branch officials in his company.

In his years as General Manager, the company's business performance has been consistent due to his able management; and each year, the workforce has enjoyed good bonuses and increments. Brother Alvin is concerned about the welfare of his workforce, always striving to improve their workplace conditions and benefits.

Brother Alvin's good rapport with the union was most evident in 2011/2012 when the company had a dip in performance due to the unstable

economy. Brother Alvin worked with the union, and jointly-communicated the company's situation to the workers with the union. Separately, Brother Alvin did his utmost to secure some incentives for his workers to help them tide through the difficult time. This open communication with the union and his workers enabled all parties to work together to resolve issues amicably and helped to build a strong trust and bond between the branch officials and management.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Alvin Kok with the Medal of Commendation Award.

ANDREW TAN KOK KIONG

Chief Executive Officer, National Environment Agency

Nominated by Amalgamated Union of Public Daily Rated Workers



Brother Andrew Tan Kok Kiong strongly believes in close collaboration with the Amalgamated Union of Public Daily Rated Workers (AUPDRW). Under his able leadership, Brother Andrew brought the union-management partnership to a new height, and introduced many improvements for the daily-rated employees of the National Environment Agency (NEA). Brother Andrew has built strong bonds, and fostered mutual trust and respect with the union within a short period of time since he took over as Chief Executive Officer in 2009.

The improvements for the daily-rated employees include re-designing the job scope to improve basic wage increases impacting more than 600 members, salary adjustments of 10 to 12 per cent, and increasing the hardship allowance and flexible benefits in the renewal of the second collective agreement in 2010.

Brother Andrew has helped the union to raise monies for members' welfare through the Island Semakau Run in 2010, and sale of AUPDRW Commemorative Book. He has supported union events and activities, including Union Education Bursaries, NTUC 50th Anniversary Dinner, and skills upgrading courses.

Brother Andrew has led NEA to many achievements. This includes the NTUC May Day Model Partnership Award in 2010, 2011 and 2012, the prestigious American Association of Retired Persons Best Employer for Mature Workers Award in 2011, and Singapore HR Award for Employment of Mature Employees in 2011.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Andrew Tan Kok Kiong with the Medal of Commendation Award.



MEDAL OF COMMENDATION AWARD

CHAN LEE MUN

Principal and Chief Executive Officer, Nanyang Polytechnic

Nominated by Amalgamated Union of Public Employees



As Principal and Chief Executive Officer of Nanyang Polytechnic (NYP) since 2007, Brother Chan Lee Mun has played a pivotal role in nurturing a harmonious working relationship with the Amalgamated Union of Public Employees. In reaffirming NYP's commitment to inclusiveness in the treatment of staff, Brother Lee Mun signed the Employers' Pledge of Fair Employment Practices in 2007, and readily implemented the Tripartite Alliance for Fair Employment Practices (TAFEP) guidelines.

Recognising the reality of an ageing population and longer life-expectancy, Brother Lee Mun proactively implemented a re-employment policy prior to legislation, and provided continuous support and resources to every staff for capability development to enhance their lifelong employability.

Through NYP's various sponsorship schemes, Brother Lee Mun helped support staff upgrade academically with either diploma or degree qualifications, and they have since progressed to higher positions with broader job scope and responsibilities.

Brother Lee Mun has helped staff to meet the increasing demands of integrating work with family needs by implementing the flexible work arrangement. Schemes such as staggered work hour, and telework have provided greater flexibility to NYP staff in managing their work schedules for better integration of work and family life.

Under Brother Lee Mun's leadership, NYP was awarded the NTUC May Day Model Partnership Award in 2012 for raising productivity and increasing job worth through continuous skills upgrading of staff to promote a more resilient and adaptive workplace.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Chan Lee Mun with the Medal of Commendation Award.

LAWRENCE TAN HOCK LYE

Director of Human Resources, PUB, the national water agency

Nominated by Public Utilities Board Employees' Union



Since he was appointed as Director of Human Resources (HR) in PUB, the national water agency in 2004, Brother Lawrence Tan Hock Lye has worked very closely with the Public Utilities Board Employees' Union to enhance the salary, training, development and well-being of its employees. He was instrumental in implementing a performance-based salary framework which offered better performers better pay through higher merit increments, instead of fixed increments in the previous time-scale salary framework.

Together with the union, Brother Lawrence has led his Training and Development Team to jointly develop programmes for the upgrading of employees, benefiting many mature employees. He has also contributed to the development of the Transition Training Programme to prepare employees for retirement, and Industrial Relations awareness courses for the union.

In addition, PUB has various programmes to facilitate lifelong learning among staff, such as the co-sponsorship programme where PUB co-pays 50 per cent of the course fees for officers pursuing courses relevant to PUB.

Brother Lawrence and his HR team have been proactive in their approach towards the re-employment of older employees long before the 2012 re-employment legislation, putting into practice the recommendations of the Tripartite Committee. In recognition of its HR practices, PUB was awarded the American Association of Retired Persons International Employer Award in 2010.

Over the years, Brother Lawrence has forged a very harmonious relationship with the union through his consultative approach, treating the union as a partner in PUB.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Lawrence Tan Hock Lye with the Medal of Commendation Award.

MEDAL OF COMMENDATION AWARD

LEWIS CHENG

Executive Director and General Manager, Prima Limited

Nominated by Food, Drinks and Allied Workers Union



A generous and dedicated supporter of the union and the Labour Movement (LM), Brother Lewis Cheng has actively maintained harmonious industrial relations with the Food, Drinks and Allied Workers Union.

Under Brother Lewis' direction, Prima Limited has answered the national call to re-employ older workers, readily retaining workers up to 75 years old. The management has refrained from cutting salaries of low-wage employees when they reach the retirement age of 62. Beyond remuneration, Brother Lewis has made the workplace more elderly-friendly through automation to simplify manual tasks.

With the interest of lower income workers at heart, Brother Lewis has strongly supported LM's call to uplift their salaries. He heeded the National Wages Council's recommendation in 2011 and granted a wage increase to the lower wage workers as well as handed out a one-off payment to help workers cope with inflation. He did similar in 2012 too.

Brother Lewis believes in an inclusive workplace, and has worked with Yellow Ribbon personnel and community groups. He has strived to maintain a Singaporean Core through progressive wage, raising the pay and allowance of delivery drivers. Additional remuneration has also been given to workers who acquired new skills and achieved improved productivity.

On other fronts, Brother Lewis has embarked on plant automation and product innovation projects while ensuring that workers' skills are upgraded in order to manage the new machinery and processes.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Lewis Cheng with the Medal of Commendation Award.

LIEW MUN LEONG

Director, CapitaLand Limited

Nominated by Singapore Industrial and Services Employees' Union



Lead by
Example

Brother Liew Mun Leong is the Director of CapitaLand Group and CapitaLand Hope Foundation, the Group's philanthropic arm.

Under his leadership as the President and Chief Executive Officer of the CapitaLand Group from November 2000 to 31 December 2012, the management had worked closely with the Singapore Industrial and Services Employees' Union (SISEU) to establish a detailed re-employment policy. In support of the union's initiatives, Brother Mun Leong has extended the scope of representation to cover junior executives under the collective agreement.

A firm believer that retrenchment is the last resort, Brother Mun Leong ensured that the company did not retrench any employees during the 2009 recession. In fact, the management team led by example by taking a wage cut while the lower wage employees maintained their regular income, thereby lowering operating costs and saving jobs.

Working with SISEU and NTUC, CapitaLand introduced the On-site, Bite-size (OSBS) training projects at malls, enabling employees of the retail tenants to attend courses to improve the overall service standards of the malls.

Brother Mun Leong believes in the importance of continuous training and skills upgrade, and has ensured that sufficient funds are set aside every year for employees to pursue skills-based training to keep up with industry standards.

Under Brother Mun Leong's directorship, the CapitaLand Hope Foundation has made numerous donations to the Labour Movement to help improve the livelihood of the lower wage workers in Singapore.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Liew Mun Leong with the Medal of Commendation Award.

MEDAL OF COMMENDATION AWARD

NG SING CHAN

President, Singapore Technologies Marine Limited

Nominated by Shipbuilding and Marine Engineering Employees' Union



Brother Ng Sing Chan, President of Singapore Technologies Marine Limited (STM) has been a strong supporter of the Shipbuilding and Marine Engineering Employees' Union (SMEEU), taking an active and personal interest in the welfare of his employees, especially in continuous skills upgrading. He has an open door policy with the union, and holds regular dialogues for the management team and union to exchange ideas and views on employee issues.

A strong advocate for innovation and productivity improvement, Brother Sing Chan has ensured that employees are fairly rewarded for their contributions to the company's bottom line. He has been key to the union's success in its proposal to raise the salary ceiling in the last collective agreement, and recalibrate part of the variable bonus into the employees' basic pay.

Brother Sing Chan has worked closely with SMEEU to support various NTUC initiatives such as the Inclusive Growth Programme, and the Place-and-Train (PnT) programme which is aimed at attracting non-marine engineers to pursue a career in the marine industry. In this pilot programme with the Singapore Workforce Development Agency, NTUC's e2i (Employment and Employability Institute), NTUC LearningHub, and SMEEU, Brother Sing Chan was involved in the programme design, including the coaching and mentoring portions to ensure that the PnT trainees can adapt well into the company and work culture.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Ng Sing Chan with the Medal of Commendation Award.

ONG POH KWEE

Managing Director, Sembawang Shipyard Pte Ltd
Deputy President, Sembawang Marine Ltd

Nominated by Sembawang Shipyard Employees' Union



A leader with deep compassion for his people, Brother Ong Poh Kwee is the Managing Director of Sembawang Shipyard. During his 25 years in the company, Brother Poh Kwee has held many key appointments in various departments and brought about many improvements to the company's business; as well as the safety, welfare, skills and knowledge of the workers. He also promoted a closer relationship between the management and the Sembawang Shipyard Employees' Union.

Brother Poh Kwee strongly believes that people make an organisation, success should be attributed to all workers, and a leader must genuinely care for them and their families in deeds and actions. Brother Poh Kwee knows many workers personally, and shows great concern for their well-being in his daily movements in the shipyard.

A champion for the employment of older workers, Brother Poh Kwee values their knowledge and experience, and believes that as long as they can contribute, are in good health and willing to work, they should remain in employment.

In the area of knowledge acquisition and skills training, there has been much investment in the Shipyard Training Centre, in tandem with the mechanisation and changes to systems, processes and infrastructure of the shipyard.

As Chairman of the Workplace Safety and Health Committee, Brother Poh Kwee has been personally involved in all aspects of the safety management systems, processes and actions which promote a safer working environment for the workers and at the same time, are environment-friendly.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Ong Poh Kwee with the Medal of Commendation Award.

MEDAL OF COMMENDATION AWARD



PREMDAS AMARNATH

Managing Director, P & P Security Pte Ltd

Nominated by Union of Security Employees

Brother Premdas Amarnath is a committed management partner from P & P Security Services Pte Ltd, a Police Licensing Regulatory Department Grade A company. He has contributed much of his time and untiring efforts to the welfare of his employees.

In echoing the NTUC Women Development Secretariat's mission to attract more women back to the workforce, he was one of the industry pioneers to offer placement opportunities to job seekers from the Job Re-Creation Programme.

Brother Premdas supported Project Silver Lining, and participated in various recruitment activities conducted by the Community Development Councils, NTUC, NTUC's e2i (Employment and Employability Institute), and Family Service Centre. To date, P & P Security Services has 10 employees aged 70 and above, and there has been no change to their wages since their re-employment at age 62.

In support of union membership, Brother Premdas has paid in full his employees' monthly union subscription fees, and donated to the fundraising efforts of the Union of Security Employees.

Brother Premdas has his employees' welfare at heart. Basic salaries have been increased steadily over the years to keep pace with the market, and good performance has been rewarded with bonuses. In addition, the company has offered uncapped medical benefits, hospitalisation insurance and death benefits of \$10,000.

To enhance skills and productivity, Brother Premdas has consistently sent employees for skills upgrading courses such as handling counter-terrorism, and Workforce Skills Qualifications Certificate in Security Operations.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Premdas Amarnath with the Medal of Commendation Award.

YANG BAN SENG

Chief Executive Officer, Comfort Transportation Pte Ltd

Nominated by National Taxi Association



Consultative

As Chief Executive Officer of Comfort Transportation Pte Ltd, Brother Yang Ban Seng has always been a strong supporter of the two National Taxi Association (NTA) branches – Comfort Branch and CityCab Branch.

Brother Ban Seng's warm, open and transparent leadership style has encouraged NTA's leaders to share and raise their concerns and issues pertaining to drivers. As a result, many challenging and potentially controversial policies have been shaped in full consultation with the association before being implemented, hence avoiding any major unhappiness on the ground.

Trust and a common vision between Brother Ban Seng and NTA are the keys to sustaining the long and cordial relationship that goes back to the 1990s.

Besides monthly meetings, the management staff led by Brother Ban Seng and the association's leaders conduct annual and triennial management seminars to share business plans and gather drivers' feedback. These seminars enable both parties to not just share the company's business plans and growth, but to interact informally. For new leaders from both the management and association, these gatherings have also enabled them to make each other's acquaintances quickly as part of the leadership renewal process.

All these would not have been possible without the firm and visionary leadership of Brother Ban Seng, steering the management to build a strong labour-management relations with NTA and work hand in hand with its leaders.

In recognition of his outstanding contributions, the National Trades Union Congress is pleased to present Brother Yang Ban Seng with the Medal of Commendation Award.



PLAQUE OF COMMENDATION AWARD

BUILDING AND CONSTRUCTION AUTHORITY

Nominated by Amalgamated Union of Statutory Board Employees



The Building and Construction Authority (BCA) is highly committed to working together with the Amalgamated Union of Statutory Board Employees (AUSBE) to ensure staff welfare and work-life balance are well provided for.

Aside from regular management-union meetings with AUSBE, BCA's commitment is manifested in its support of union gatherings, providing monetary grants for union activities and incorporating Union Membership Drive into BCA's Induction Programme for all new staff.

In 2012, BCA became the first statutory board under AUSBE to include union representation in BCA's high-level management corporate retreat, where staff engagement and welfare matters were given equal importance alongside other high-priority organisation and management issues.

Over and above the management's close working relationship with the union, BCA has adopted several higher-tiered staff welfare benefits. These include scholarships and sponsorships, sabbatical leave, enhanced flexi benefits, group insurance cover, weekly one-hour off for exercise, regular workplace health programmes, two-day volunteer leave, half-day childcare leave, parent-care leave, staggered working hours, teambuilding workshops, and more.

Committed to growing its human capital, BCA has formed a dedicated Human Capital Development Department to oversee the training and career development for all levels of staff. BCA has also established a core competency framework to develop staff capability, and ensure they are highly competent in their respective technical fields to lead the building industry towards professional expertise and productivity excellence.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Building and Construction Authority with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

DKSH SINGAPORE PTE LTD/ DKSH MARKETING (S) PTE LTD

Nominated by The Singapore Manual & Mercantile Workers' Union



DKSH Singapore Pte Ltd / DKSH Marketing (S) Pte Ltd has been working in partnership with The Singapore Manual & Mercantile Workers' Union (SMMWU) since 1965. Over the years, a close working relationship has been cultivated and built with DKSH Singapore's management proactively engaging SMMWU on all matters relating to its members.

With the recent changes to the Retirement and Re-employment Act, DKSH Singapore has taken the lead in extending the annual re-employment contract for retiring employees, for a period of five years, up to the age of 67. Exceeding the long-term national objective of extending the annual re-employment contract by three years, this move has been welcomed by SMMWU as it shows that DKSH Singapore values and appreciates the contribution of all its staff.

As a company that believes in equal employment opportunity, DKSH Singapore has been working closely with Government agencies such as the Singapore Corporation of Rehabilitative Enterprises (SCORE) and NTUC's e2i (Employment and Employability Institute) to recruit suitable candidates to join the fast-moving consumer goods industry.

DKSH Singapore has also been supportive of the various SMMWU activities such as the anniversary dinner and charity drives.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present DKSH Singapore Pte Ltd / DKSH Marketing (S) Pte Ltd with the Plaque of Commendation Award.



HOLIDAY INN SINGAPORE ATRIUM

Nominated by Food, Drinks and Allied Workers Union



Holiday Inn Singapore Atrium and the Food, Drinks and Allied Workers Union (FDAWU) have always enjoyed robust industrial relations.

Wage negotiation with the union has always been amicable and prompt. The hotel has paid competitive annual wage increases in line with the National Wages Council's recommendations, and in most cases, bettered the industry norm.

The hotel also ensures collective agreements are signed promptly so that workers can enjoy their enhanced benefits with minimal delay. In 2009, the hotel signed its collective agreement within one month after its expiry, an industry first. In 2012, the hotel raised the minimum and maximum of most positions in the collective agreement. It also enhanced existing terms and benefits, and introduced benefits such as Optical Care and Birthday Leave, which were fairly new to the industry then.

A strong advocate of workers training, the hotel has worked with the Singapore Workforce Development Agency for the Train & Promote Scheme, identifying high potential employees for training and development. Working with NTUC's e2i (Employment and Employability Institute), the hotel has successfully multi-tasked its Security and Concierge employees with increased productivity, leading to gain sharing with the employees.

Well before the Retirement and Re-employment Act was implemented in 2012, the hotel has been proactive in the re-employment of older workers. Since 2009, a clause has been incorporated in the collective agreements whereby the hotel actively re-employs its employees beyond the age of 62.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Holiday Inn Singapore Atrium with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

HUNTING ENERGY SERVICES (INTERNATIONAL) PTE LTD

Nominated by Shipbuilding and Marine Engineering Employees' Union



Hunting Energy Services (International) Pte Ltd strongly supports the Shipbuilding and Marine Engineering Employees' Union (SMEEU) and NTUC initiatives.

Hunting was one of the early adopters of the Place-and-Train (PnT) programme spearheaded by SMEEU, as part of the Productivity Training Roadmap (PTR) to bring new entrants into the Marine, Oil and Gas Industry to bolster productivity and employability, as well as to refresh the ageing local workforce.

Further efforts to refresh the industry include more competitive remuneration to attract and retain Singaporeans in the industry. Hunting has also heeded the union's advice to grant real wage increase for employees above the current inflation rate.

In line with NTUC's productivity drive, Hunting tapped on the Inclusive Growth Programme to make equipment investments that streamline production processes and improve safety at the workplace. This also enabled employees to upgrade their skills and gain higher salary increments and bonuses.

Hunting re-employs older employees based on the "same work, same pay" principle. The management has frequently consulted and worked together with SMEEU to resolve contentious industrial relations issues amicably.

Recognising the important role of SMEEU, Hunting has been supportive of union branch leaders attending NTUC dialogues and meetings. The company has enjoyed long-standing, harmonious relations with the union in driving productivity and providing good jobs for employees.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Hunting Energy Services (International) Pte Ltd with the Plaque of Commendation Award.



KH SECURITY AGENCY PTE LTD

Nominated by Union of Security Employees



KH Security Agency Pte Ltd (a Police Licensing Regulatory Department Grade A company) actively supports various initiatives of the Union of Security Employees (USE) and the Labour Movement.

In echoing NTUC Women's Development Secretariat's mission to attract more women to return to the workforce, KH has been one of the industry pioneers to introduce flexible work arrangements and offer placement opportunities to job-seekers from the Job Re-Creation Programme.

KH has participated in various NTUC recruitment activities conducted by Community Development Councils, NTUC, NTUC's e2i (Employment and Employability Institute) and Family Service Centre. The company has been actively recruiting older workers. Today, it has 27 employees aged 70 and above, with the oldest employee being 87 years old. There has been no reduction to the wages of employees who are re-employed at age 62.

KH sees value in union membership and offers free union membership to its employees, leading to the unionisation rate among bargainable employees to stand at 100 per cent today.

KH has its employees' welfare at heart. Basic salaries have been steadily increased over the years, and bonuses have been awarded for performance and retention. In addition, the company has offered medical benefits of up to \$200, hospitalisation insurance and death benefits of \$10,000. To enhance its employees' skills, KH has consistently sent its employees for skills upgrading courses such as fire-fighting, employability skills system and community engagement programmes.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present KH Security Agency Pte Ltd with the Plaque of Commendation Award.



PLAQUE OF COMMENDATION AWARD

KYOWA SECURITY GUARD AND GENERAL SERVICES PTE LTD

Nominated by Union of Security Employees



Kyowa Security Guard and General Services Pte Ltd (a Police Licensing Regulatory Department Grade A company) has been working closely with the Union of Security Employees (USE) to promote various initiatives by the Labour Movement.

Kyowa has proactively supported the call for women to return to the workforce, providing a flexible work arrangement to help women manage their time between work and family.

The company has actively recruited mature workers. Today, it has 117 employees above the age of 62, with the oldest employee being 79 years old. For these workers, the company has kept their employment terms and conditions unchanged post-62 years of age. All Security Officers aged 60 and above are sent by the company for annual medical check-ups to ensure they are physically fit for work.

Kyowa values its Security Officers, treating them fairly and motivating them through equitable human resources practices. The company also provides in-house refresher courses, on-the-job training and Workforce Skills Qualifications courses on a regular basis to aid their career development. The company gives recognition to its employees through various awards such as for long service, exemplary conduct, incentive, integrity and loyalty. Supportive of the union, Kyowa has been offering free union membership to its employees and contributed to the union's fundraising dinner in 2012.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Kyowa Security Guard and General Services Pte Ltd with the Plaque of Commendation Award.



MICRON SEMICONDUCTOR ASIA PTE LTD

Nominated by United Workers of Electronics & Electrical Industries



Micron Semiconductor Asia Pte Ltd has been working very closely with the United Workers of Electronics & Electrical Industries (UWEEI) since the days of Numonyx before it was amalgamated with Micron in 2011.

Their first partnership took place during the 2009 downturn when Micron led the Industry Skills and Training Council (ISTC) and working committees in the development of the Workforce Skills Qualifications (WSQ) in Wafer Fabrication national framework. Employees who participated in the programme attained full certification and some were eventually promoted to Technical Specialist or Senior Technical Specialist positions.

Following the success of the WSQ Wafer Fabrication framework, Micron has continued to actively engage industry partners from the Assembly and Test (A&T) sector on the ISTC committee for similar collaborations, and enhance the engineering competency development in Singapore. A strong believer in organisational learning, the company has also embarked on cross-training projects for its engineers and technicians.

Micron has supported initiatives by the NTUC Electronics & Precision & Machinery Engineering (EPME) Cluster, tapped on the Electronics & Precision Traineeship (Place-and-Train) programme to grow the Singaporean Core, and worked to upskill and level up the operators group via the Upskilling Progressive Scheme (UPS).

Working closely with the union to get as many employees as possible to join the union, Micron has helped to conduct membership recruitment roadshows, and achieve the strong membership density of 70 per cent.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Micron Semiconductor Asia Pte Ltd with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

NANYANG ACADEMY OF FINE ARTS

Nominated by Education Services Union



Formerly unionised under The Singapore Manual & Mercantile Workers' Union, Nanyang Academy of Fine Arts (NAFA) is presently a branch of the Education Services Union (ESU). The academy has been a consistent People Developer Award winner, a testament to its management philosophy.

NAFA's senior management has engaged its staff on issues such as benefits and professional development at regular communication sessions. Understanding the staff's interests in professional learning, the academy has supported staff in their pursuit of further studies and helped 37 academic staff complete their post-graduate studies so far.

NAFA's management and union have worked closely on industrial relations issues. The academy has been forthcoming in supporting the National Wages Council's wage guidelines, particularly those benefitting lower income staff. NAFA has been forward-looking in approaching re-employment, offering re-employment to its mature staff before the legislation was effected. Currently, 80 per cent of those re-employed are aged 65 and above.

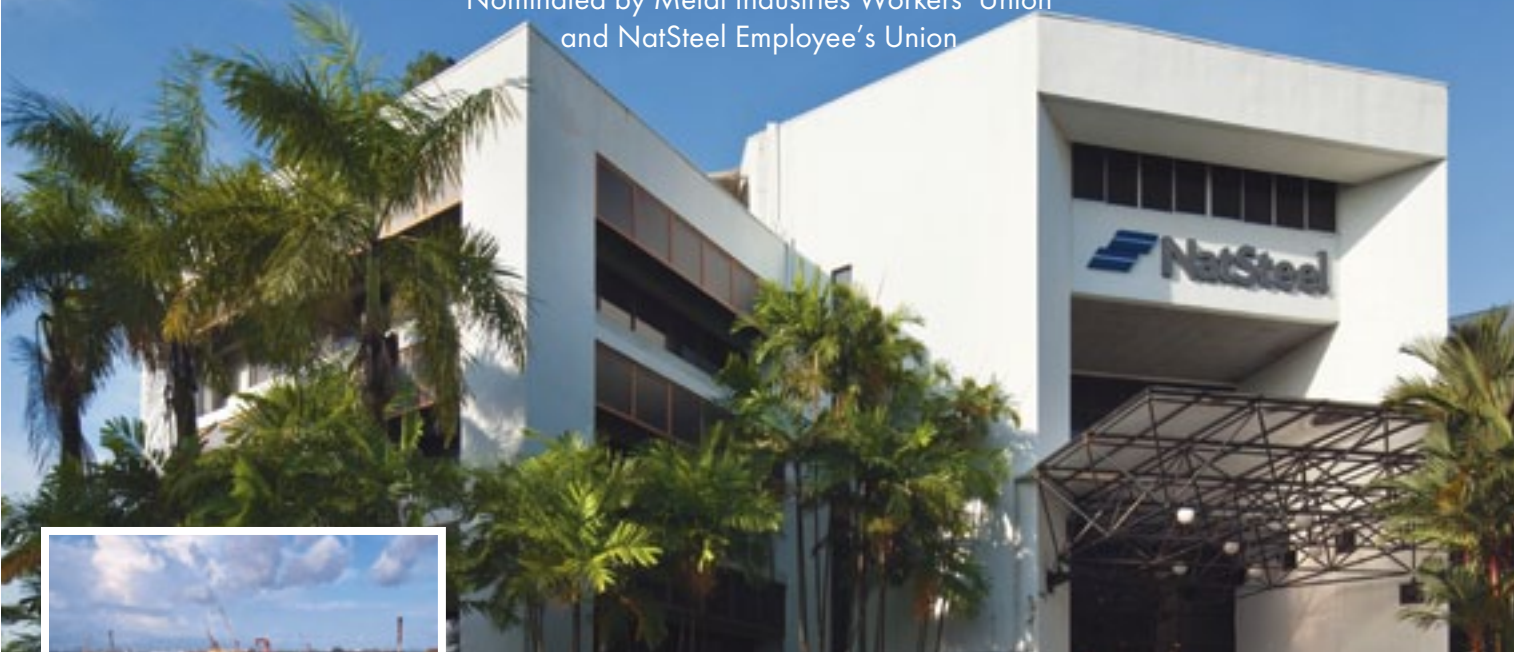
The good labour-management relations at branch level has transcended to the union level. NAFA management has supported ESU in many initiatives such as welfare schemes for needy union members.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Nanyang Academy of Fine Arts with the Plaque of Commendation Award.



NATSTEEL HOLDINGS PTE LTD

Nominated by Metal Industries Workers' Union
and NatSteel Employee's Union



NatSteel Holdings Pte Ltd has been a supportive management partner of Metal Industries Workers' Union (MIWU) and NatSteel Employees' Union (NEU) over the years, fostering excellent labour-management relations based on mutual trust and faith.

The health and safety of workers are key priorities for the company. It has been continuously engaging and partnering the unions to create greater awareness and internalise it as a culture. In recognition of this, NatSteel Holdings has been the recipient of prestigious national and international awards such as the Singapore Health Award (Platinum), BizSafe Partner Award, WSH Innovation Gold Award and World Steel Safety & Health Recognition.

The management has also partnered both unions to put in place a re-employment policy, adopting the "same job, same pay" concept, and extending the same terms and conditions to their re-employed employees. It has also implemented productivity improvement programmes, and invested substantially in automation to ease the workload of mature employees and increase productivity.

NatSteel Holdings believes in developing the capabilities of its employees, and has established a comprehensive framework for it. The company has sent more than 1,000 workers for skills upgrading, and they have in turn taken on higher value jobs, multi-tasked and earned better wages.

A strong supporter of union-organised events, the company has contributed generously to fundraising projects and key programmes, and frequently involved the unions in the company's events as an act of inclusiveness.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present NatSteel Holdings Pte Ltd with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

PARK HOTEL GROUP

Nominated by Food, Drinks and Allied Workers Union



Park Hotel Group is a progressive hospitality group that firmly believes in not just providing the best for its guests, but also in investing in employees' training. Not only did the group adopt the Workforce Skills Qualifications (WSQ) framework in 2005, it also set up its own training academy at Grand Park City Hall. At the academy, 26 accredited trainers conduct WSQ courses and in-house training to fellow colleagues.

In 2011, the Group understood that the tightening of foreign manpower would impact the hotel's staff strength and operations in the long run. Park Hotel Group wasted no time in implementing the Hotel Operations Specialist Team (HOST) programme, where selected employees are trained in different departments and eventually are able to serve customers across different hospitality divisions.

HOST brought greater productivity to Park Hotel, gave greater job satisfaction to employees and led to employees earning up to 50 per cent more compared to a single-skilled employee. This new programme became the benchmark for other hotels to emulate. The Food, Drinks and Allied Workers Union (FDAWU) and NTUC's e2i (Employment and Employability Institute) welcomed the scheme and assisted Park Hotel Group to tap on the Inclusive Growth Programme funding. For its various efforts to improve workers' conditions, the group was given the WSQ Training Excellence Award and the May Day Model Partnership Award in 2012.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Park Hotel Group with the Plaque of Commendation Award.



PARK HOTEL GROUP

SHOWA DENKO HD SINGAPORE PTE LTD

Nominated by United Workers of Electronics & Electrical Industries



Showa Denko has worked closely with the United Workers of Electronics & Electrical Industries (UWEEI), enjoying excellent labour-management relations and settling issues amicably based on trust and communication.

During the economic downturn in 2009, the company consulted the union, adopted the Tripartite Guidelines for Managing Excess Manpower and sent its staff for Skills Programme for Upgrading and Resilience (SPUR) courses.

An avid supporter of NTUC initiatives, the company embarked on the Inclusive Growth Programme for the merger of its two manufacturing plants to improve productivity. Through this programme, the company reduced its operation cost, and this has directly benefitted its workers in the form of rewards and recognition.

Showa Denko has also been working closely with the NTUC Electronics & Precision & Machinery Engineering Cluster to implement the Place-and-Train programme, aimed at placing 100 employees in technical and engineering positions. The company has responded to the union's advocacy of a Singaporean Core, making substantial salary revisions to various job categories to attract locals to join the company.

Showa Denko has always been a supporter of UWEEI's initiatives and activities. The company has contributed to UWEEI's Annual Dinner, and is also an early adopter of the enhanced family package. The management has participated in union-organised events to get to know members and be kept abreast of the latest union developments.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Showa Denko HD Singapore Pte Ltd with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

SINGAPORE AIRLINES LIMITED

Nominated by Singapore Airlines Staff Union



Singapore Airlines Limited (SIA) has taken earnest strides to significantly erode the “trust-deficit” that existed in the past. Through trust-building endeavours which ensure that bipartism and by its extension, tripartism, remains the comparative advantage that even other airlines talk about, several initiatives have been introduced to advance employee development and welfare.

Through the goodwill, strong co-operation and unwavering commitment between the management and the Singapore Airlines Staff Union (SIASU), Towards Optimal Productivity (TOP) was launched for SIA’s ground staff in 2012. TOP, which is congruent with the Labour Movement’s Progressive Wage Model, aims to upgrade the competencies of ground staff by enabling them to acquire additional qualifications relevant to their job, and establishing a company-wide framework that motivates staff to perform at a higher level, thereby improving overall productivity.

The Qualification Incentive Scheme (QIS) ensures that staff who have attained higher relevant qualifications are paid a monthly incentive allowance. Besides QIS, these are other improvements such as the extension of the cabin crew’s tenure by one additional five-year contract, enhanced maternity benefits for female cabin crew, pre-retirement wages, and other benefits including retaining staff travel for those re-employed.

The management has been supportive of SIASU, facilitating efforts to increase its membership base, and contributing substantial resources to the social and recreational pursuits of its members as well as educational awards to the children of union members.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Singapore Airlines Limited with the Plaque of Commendation Award.



SINGAPORE CORPORATION OF REHABILITATIVE ENTERPRISES

Nominated by Amalgamated Union of Public Employees



Singapore Corporation of Rehabilitative Enterprises (SCORE) maintains excellent industrial relations with the Amalgamated Union of Public Employees (AUPE) and its union branch. The management is accessible to the union branch leaders and responds positively to their suggestions. SCORE is supportive of union initiatives and has readily released staff from duty to attend union meetings as well as AUPE and NTUC programmes.

In support of the re-employment policy of older workers, SCORE has re-employed workers upon reaching the retirement age of 62 years. SCORE has made training available to ensure its staff acquires the necessary knowledge, skills and attitudes to perform their jobs effectively and efficiently.

SCORE has been proactive in promoting workers' welfare, and continues to promote work-life harmony initiatives such as flexi time and working from home; as well as benefits such as birthday off, one-day off back-to-school with dad/mum, three days' family care leave, marriage gift, newborn baby hamper, and fruit baskets for all staff who are hospitalised. SCORE also offers its staff zoo passes, and quarterly Fruit Day and Bread promotions.

SCORE has supported the union's membership recruitment efforts by enabling the union to hold roadshows and membership recruitment talks on its premises.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Singapore Corporation of Rehabilitative Enterprises with the Plaque of Commendation Award.

PLAQUE OF COMMENDATION AWARD

SINGAPORE POST LIMITED

Nominated by Union of Telecoms Employees of Singapore



Long before the Retirement and Re-employment Act of 2012, Singapore Post Limited (SingPost) offered the re-employment opportunity to its retirees in 1996 to manage its staffing shortage, and tap on the wealth of expertise and experience of its mature workers. In 2011, together with the Union of Telecoms Employees of Singapore (UTES), SingPost established a policy that has enhanced terms and benefits for the rehire of workers and keeps close to what the workers enjoyed before re-employment. This included comprehensive medical coverage, seniority in terms of job grade, and no reduction in base salary upon re-employment.

SingPost has continued to drive the Workforce Skills Qualifications (WSQ) training for frontliners, with modules on Delivering Service Excellence, and Build Relationship with Difficult Customers, in addition to the on-going module on Providing GEM Service. Lean Six Sigma training has also been initiated to promote process excellence, in line with SingPost's goal of developing a Cheaper Better Faster workforce.

The company has launched the 3-wheeler motorbike for postmen to better manage the mail load and provide safety for its postal workers, in particular, the older workers. Motorised pallet trucks have also been implemented to spare postmen the strain of manually handling the mail pallets.

In support of the families of low-wage workers, SingPost has increased contributions to the bursary awards, which are jointly administered with the union.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Singapore Post Limited with the Plaque of Commendation Award.



TAN TOCK SENG HOSPITAL PTE LTD

Nominated by Healthcare Services Employees' Union



With a strong quality culture steeped in patient safety, Tan Tock Seng Hospital Pte Ltd (TTSH) constantly challenges itself to provide faster, better, cheaper, and safer care for patients. To achieve this, the hospital keeps abreast of, and believes in investing in its staff, facilities, medical technology and system improvements.

The Healthcare Services Employees' Union (HSEU) and TTSH have been working closely to enhance labour-management relations through regular meetings and participation in joint projects.

With TTSH's open and consultative approach with the union, employees' issues have been resolved expeditiously and amicably. The union is duly consulted before new policy initiatives are implemented, and feedback received is frequently acted on. HSEU is also able to promote membership through recruitment roadshows at the hospital, and has a designated slot in the orientation programme for new employees.

Together, the management and union have worked to help low-wage workers through initiatives such as in-house training of Health Attendants to a higher position of Central Sterile Supplies Department (CSSD) Assistants, and implementation of the Tri-cart project to help storekeepers.

TTSH is also at the forefront of good re-employment practices. Upon reaching 62 years of age, depending on their health, interests and personal commitment, employees have been offered options to take on alternative jobs and reduced working hours/days. With this flexibility, more than 90 per cent of TTSH employees aged 62 have signed a three-year re-employment contract with TTSH.

In recognition of its positive contributions to the Labour Movement, the National Trades Union Congress is pleased to present Tan Tock Seng Hospital Pte Ltd with the Plaque of Commendation Award.