

# "thisweek

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Collector's Edition





# PIXEL MAGIC

UP CLOSE AND PERSONAL WITH LM MOMENTS THROUGH THE LENS

Main Photographer: **Alvin Toh**





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**Cover:** Pioneer generation cabbies taking time off from behind the wheel to cruise down memory lane – a special treat from the [Labour Movement's Appreciating U Movement](#), and organised by the National Taxi Association.

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**2.** Soaking up the excitement at the [Labour Movement's May Day Rally 2014](#) – Prime Minister Lee Hsien Loong and Mrs Lee.

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**4.** The power of youth – Ernieza Zailani from the Labour Movement's very own performance arts group [Team Young NTUC p.L.a.Y!](#) ([Performing with Love by Active Youth](#)), soars high.

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Photo: Vincent Nghai

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Photo: Goy Kae Lip

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**10.** A member with The Singapore Manual & Mercantile Workers' Union, Mr Mohamed Hanifar has been a single parent of five kids since his wife's passing away. The **U Stretch and Back To School Vouchers** from **NTUC U Care Fund** go a long way to help him ease some expenditure.

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20. Taking a quick moment out to look at the audience watching a video – NTUC Secretary-General Lim Swee Say.



21. A passion for the lives and well-being of others... Forty-two year-old Madam Sandrasekar Rajathi has risen through the ranks in the healthcare sector, driven by her thirst to learn more (Winner in the Worker Category, May Day Model Partnership Awards 2014).

# Premier Attitude

By **Naseema Banu Maideen**

She is an advocate of good workplace practices at Premier Security Co-operative Limited. Madam Santhi Kothandapani, 46, received an apt recognition for these efforts at this year's May Day Model Partnership Awards with an award under the Human Resource Personnel and Supervisors Category.

The doors at Premier Security are open to workers from diverse backgrounds – from matured, to back-to-work women to even ex-offenders.

All thanks to the recruitment attitude of Madam Santhi, who is the company's Senior Human Resource Executive.

She played a pivotal role in shaping up flexible work arrangements in the company that allowed for eight-hour shifts for workers, especially women who had to juggle work commitments and family management.



# Uplifting Lives

Meet Mr Ng Kok Cheong, recipient of the May Day Model Partnership Award for initiating productivity at his workplace.

Over 1,800 employees will always have a ready heart to thank PSA Singapore's Vice-President (Container Terminals 1) Mr Ng for the difference he has made in their career paths.

At PSA, Container Handling Specialists (CHS) operate container trucks that move containers taken off ships to the yard, and vice versa.

Mr Ng, 47, noticed many young CHS taking on the job and saw a need to create a progression path for them to complement PSA's existing career pathways.

With this, the process began with other management partners in his company and leaders of Singapore Port Workers Union (SPWU).

The CHS job was redesigned in three levels. At the basic level, CHS operate container trucks with single stack trailers.

CHS who have performed well are selected for skills upgrading to operate container trucks with double stack trailers, which are more productive. They are then designated as Higher CHS. CHS who transport containers between container terminals on public roads are also designated as Higher CHS.

At the highest skill level, Higher CHS who have excelled and have the potential to lead will be trained to be mentors and trainers. They will be designated as Senior CHS. Beyond Senior CHS, they could progress on to operate cranes or become supervisors if they have the potential.



# Invest In People

NTUC SG Lim Swee Say shares his thoughts on the recent International Labour Conference.



By **Ramesh Subbaraman**

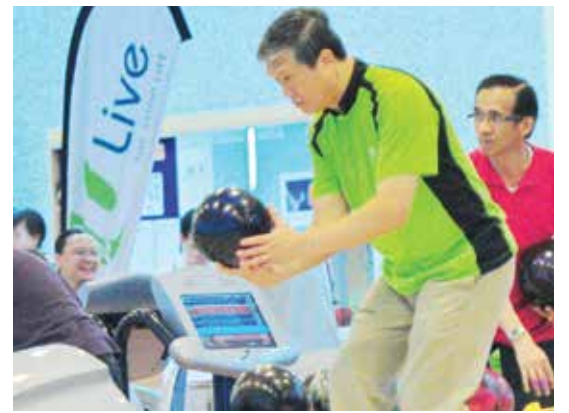
In a Facebook posting on 9 June, NTUC Secretary-General Lim Swee Say said over the next five years, 213 million new entrants will join the workforce globally.

He posted this on the sidelines of the International Labour Conference (ILC) held in Switzerland from 28 May to 12 June.

Organised by the International Labour Organization (ILO), the ILC this year called on economies and countries to focus on creating jobs both in quantity and quality.

At home, SG Lim emphasised that Singapore has always believed that to have enough good jobs, the best way is to keep investing in its people, building new capability, and pursuing new growth for citizens, young and old.

*Check out next week's issue for Manpower Minister Tan Chuan Jin's speech highlights at the ILC.*



## Games On!

Check out the highlights of the thrilling third season of the U Live Games!



Kicking off three years ago, the U Live Games event aims to encourage senior sportspersons from the unions to age actively through healthy competition and good sportsmanship. This year, the Games attracted 320 members from 34 unions.

Participants came from the Singapore Airlines Staff Union (SIASU), which took part in the 9-ball pool for the first time, while four new unions – Healthcare Services Employees' Union (HSEU), Ngee Ann Polytechnic Academic Staff Union (NPASU), Public Utilities Board Employees' Union (PUBEU) and Union of ITE Training Staff (UITS) – joined in the run event.

Starting with just three games, the event has grown to include seven sports: golf, bowling, 9-ball pool, badminton, run, table tennis and Indoor Sports Mania, with the last two being the latest additions.

### SCOREBOARD U Live Games 2013/14

S/N	Union	Overall Points
1	NTWU	1720
2	SMMWU	1150
3	AUPE	990
4	SIASU	850
5	SUBE	720
6	HSEU	590
6	UWEEI	590
7	HDBSU	570
8	SISEU	490
9	AESU	350
9	PUBEU	350
10	AUSBE	300
10	SIEU	300

The winners will be recognised at the U Sports Awards Night on 20 June at Downtown East.

**“I had fun playing for my union at the Golf event, and am happy that U Live continues to have such competitions for us.”**

*Mr Ong Tiong Hin, 74, from The Singapore Manual & Mercantile Workers' Union (SMMWU), who received this year's Most Active Ager Award.*



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# Family Fun

Lower-income union members and their families enjoy a day of fun with the launch of the Family Recreation & Fun (FRF) Carnival 2014 on 8 June 2014 at Downtown East.

By **Nicholas Lee**

**T**he annual FRF Carnival is one of the key U Care programmes to help strengthen family bonding and promote a greater work-life balance for low-income union members.

In total, six runs of the FRF Carnivals will be held this year in June, September, November and December, which amount to a total of \$1.5 million in sponsorship value from NTUC Club.

With each recreation package catering to a family of four, these Carnivals will benefit

a total of 60,000 lower-income union members and their families.

## HELPING LOWER-INCOME MEMBERS

Deputy Prime Minister (DPM) Teo Chee Hean, who graced the event, noted that over the years the Government and the unions have worked closely to help lower-income Singaporeans.

He touched on various ways in which the Government and the unions have helped workers with their livelihoods.

He also stressed on the need for workers to maintain a good work-life balance.

The NTUC Care and Share Department also announced the start of a year-long campaign 'U Care for Singapore – Celebrating SG50'. U Care beneficiaries and supporters are invited to design SG50 cards to the theme of 'Hope, Heart and Home' and pen their well-wishes for the nation's 50th birthday. The cards will then be collated and put on mass display next year.



DPM Teo sharing a light moment with the kids at the Family Recreation & Fun Carnival.

# Carry-Along Medical Benefits

ASG Zainal Sapari steps up to support the Labour Movement's push for portable medical insurance.



By **Nicholas Lee**

**S**peaking on the sidelines of the Family Recreation & Fun Carnival on 8 June, NTUC Assistant Secretary-General (ASG) Zainal Sapari said the Labour Movement is trying to find a way to make the Portable Medical Benefits Scheme (PMBS) more attractive to companies.

"I think as expressed by NTUC Secretary-General Lim Swee Say, we need to incentivise companies to adopt these portable medical insurance schemes because currently the take up rate is very low. But we believe that this is the way forward because it is not tied up to their employment," said ASG Zainal.

"We feel it is important that we need to incentivise these companies to come on board, and also it is equally important to educate the public on the benefits of having this portable medical insurance scheme," he added.

In response to NTUC's push for portable medical plans, NTUC Income Insurance issued a statement stating that it strongly supports the principle of health insurance portability, as well as the introduction of MediShield Life and the recommendations made by the MediShield Life Review Committee.

## INCOME TO REVIEW ITS PMBS

In 2006, NTUC Income introduced a Portable Group IncomeShield. Once the recommendations for MediShield Life are accepted by the Government, NTUC Income said it "will review our IncomeShield plans, including our portable group plans, to incorporate the changes and ensure that they continue to be relevant, affordable and competitive."

# Selling The Singapore Brand

PMEs have an important role to play in keeping Singapore attractive for international businesses.

By **Ramesh Subbaraman**

**A**ddressing participants on the first day of the Future Leaders Summit (FLS) on 6 June, NTUC Secretary-General Lim Swee Say said that Singapore's challenge will always be to remain attractive to global enterprises amidst competition posed by other nations.

The FLS is the Labour Movement's annual event for Professionals, Managers and Executives (PMEs) to learn from top industry leaders and entrepreneurs.

Making his first official speech on PMEs at the Summit, SG Lim emphasised that PMEs have an important role to play.

Singapore's domestic market is small with the costs of business getting higher.

In order to sustain job creation and wage increases, the Singapore workforce, especially the PMEs, need to be more capable and more future-ready than the global competition.

However, SG Lim cautioned that it will not be easy to become a nation of capabilities and opportunities but he is confident that Singapore has a better chance of getting there.

## BREAKTHROUGHS FOR PMES

One reason for this is that Singapore's tripartite partnership is much more proactive, constructive and effective than in most other countries.

Tripartism in Singapore is pro-business and pro-workers, which are two sides of the same coin, he added.



Participants at the Future Leaders Summit shaking hands as an ice breaker before the start of the day's session.

In preparing for the new landscape, he said the tripartite partners are already in action.

More rights and protection for PMEs have been achieved – the amendments to the Employment Act took effect on 1 April this year to cover more PMEs.

The Industrial Relations Act is being reviewed for unions to represent more PMEs and the Fair Consideration Framework will be introduced in 1 August this year for all Singaporeans, including PMEs, to be considered first for all jobs.

Also being set up is the Small Claims Employment Tribunal to provide low cost channels for PMEs to resolve any salary issues.

The tripartite partners have also been providing stronger employability support as many PMEs change jobs because of better wages and better career prospects.

SG Lim noted that in future, more will have to change jobs because of continuous economic upgrading.

## A Focus On PMEs

By **Florina Oo**

The focus on PMEs is necessary and the Labour Movement is serious about it.

This was the message NTUC Deputy Secretary-General (DSG) Heng Chee How wanted to send out on the second day of the Future Leaders Summit (FLS) 2014.

DSG Heng explained that PMEs are an important part of Singapore's workforce and a growing segment, owing to the ever-improving education standards.

"As such, the Labour Movement must also ensure its ability to service this segment to protect them and enable them to progress better," he said.



DSG Heng at the Future Leaders Summit.

# NTUC's Efforts Bearing Fruit

The Report On Wage Practices 2013: The Labour Movement's push to help workers is showing results.

By **Naseema Banu Maideen**

**T**he *Report On Wage Practices 2013* that was released by the Ministry of Manpower's (MOM) Research and Statistics Department on 5 June 2014 showed that the Labour Movement's efforts to better the lives of workers are paying off.

Basic wage increases for rank-and-file workers (5.1%) have surpassed that for non rank-and-file (4.7%), signalling that the lower 20<sup>th</sup> percentile have benefitted.

In addition, the higher growth of real and gross total wages compared to 2012 coupled with a rise in uptake of flexible wage measures at the workplace also reflected that all workers are better off.

In his Facebook posting on the same day, NTUC Deputy Secretary-General Heng Chee How said: "MOM's *Report on Wage Practices* showed all round real wage growth, with the rate among the rank-and-file more than matching that for the non rank-and-file workers. The tight labour market amid continued strong economic fundamentals and more explicit NWC recommendations for the low wage workers helped."

## PERVASIVE PWM

Efforts on the Progressive Wage Model (PWM) must be relentless and pervasive in all sectors and for all workers.

NTUC Assistant Secretary-General Cham Hui Fong also noted this in her response to MOM's Report.

She said: "Ultimately, the end-goal in mind is for our workers to benefit from real and continuous wage growth. We also call on employers to tap on the various funding

schemes and programmes, so as to achieve higher productivity growth."

She said that employment rate is on the upward trend, even for industries where productivity is low. NTUC will strongly encourage these industries to move towards manpower-lean processes to strive for higher productivity.

## Report's Key Findings

- ⇒ Total wages (including employer CPF contributions) in the private sector grew by 5.3% in 2013, higher than the increase of 4.2% in 2012.
- ⇒ Coupled with lower inflation, real total wages (including employer CPF contributions) rose by 2.9% in 2013, after declining by 0.4% in 2012.
- ⇒ As of December 2013, nearly eight in 10 (77%) private establishments with employees earning a monthly basic salary of up to \$1,000 gave or intended to give wage increases to these employees in 2013, a substantial rise from the 60% in 2012.
- ⇒ This included 57% of establishments that gave at least \$60 built-in wage increase as recommended by the National Wages Council in 2013, up from the 28% that gave at least \$50 recommended in the preceding year.



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# Snapshots

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

By **NTUC This Week Team**

### Improving Labour And Workplace Practices

Singapore's Manpower Ministry and the International Labour Organization (ILO) have renewed their Partnership Agreement to improve labour and workplace practices in Southeast Asia.

A statement from the Manpower Ministry said that under the Agreement, the ILO and the Ministry will collaborate on cooperative activities in the areas of productivity, occupational safety and health, tripartism and social dialogue. The activities proposed include the sharing of information and good practices, research, fellowships, study visits and workshops.

Inked on 10 June 2014 at a ceremony held during the International Labour Conference (ILC) in Geneva, Switzerland, the partnership agreement is also in line with ILO's agenda of promoting decent work.

### Quote Of The Week

“ **MediShield Life takes away all the caps. There is no age cap, there is no lifetime claim cap, there is also no exclusion for those with pre-existing illnesses... I think it is very reassuring and it is an open and clear commitment on the part of the Government. I think citizens will support it.**”

*NTUC Deputy Secretary-General Heng Chee How on MediShield Life*



### Moulding The Future Generation

Assistant Teachers are a valuable resource to NTUC First Campus. They provide caregiving services and shadow support during lessons and activities to facilitate learning in children.

As a refresher for women keen to take up the role of Assistant Teachers as well as to help them manage the different learning needs and expectations of parents, NTUC Women's Development Secretariat (WDS) partnered the Association for Early Childhood Educators (AECEs) to conduct a one day Care & Learn Workshop for them.

Through active role playing, participants were taught the different developmental milestones of children in

different age groups. Basic caregiving skills, childcare practices, safety, health and nutritional aspects, engaging children and increasing learning through play tips were also taught. Participants went on to attend the Employability Fair at NTUC's e2i (Employment and Employability Institute) in May where they were interviewed by NTUC First Campus.

## Be Crowned **The Lobang King** And **Win** NTUC FairPrice Vouchers



To show our appreciation to union members, we have launched an online contest called 'Are You The Lobang King?'. Take as many selfies as you can of yourself enjoying a

member privilege and send them to us. The one with the most selfies per contest period stand to win \$500 worth of NTUC FairPrice vouchers. Log on to <http://bit.ly/AreTheLBK> to find out more!



## MEMBER'S CORNER

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- Union Deluxe Executive Screening Package at \$320

For appointment booking, call **6733 0355**. Strictly by appointment only. NTUC card must be presented at time of registration. Member has to bring along NRIC/Passport. Other terms and conditions apply.

Benefits are extended to union members' children below 12 years of age. Children must be accompanied by union member. NTUC card must be presented at time of registration.



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\*Free Erhu lessons will start in July 2014 and members must enroll immediately after purchase. No make-up lessons.

# “职总周报”


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## 循环不息 的生命

更好的工友、更好的工作、更好的顾客。这一切都是相互关联的：职工运动将以其独特的方式，继续聚焦于为所有工友提供4P（进展、保障、就业、优惠），以提升每名工友的生活，不论其职业、年龄或是国籍。



图：79岁的林学光先生获颁杰出工友伙伴奖（2014年劳动节杰出合作伙伴奖），他一直秉承坚韧的精神，并对工作环境有很强的适应能力。