



SNEF

Responsible Employers, Sustainable Business

TRIPARTITE GOLF FRIEND

honour
Senior Minister Goh Chok Tong

29 July 2018, Orchid Country C

SNEF
MINISTRY OF
MANPOWER

Supported by
SNEF
Post-Committee of Supply 2019
Dialogue with Minister for Manpower
Mrs Josephine Teo
04 . 04 . 19 | 3:00pm - 4:30pm

**ANNUAL
REPORT**
2018/2019



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A background image showing a person's hands typing on a laptop keyboard. A white rectangular text box is centered over the image, containing text about the Singapore National Employers Federation (SNEF).

About Singapore National Employers Federation (SNEF)

In July 1948, 23 employers in Singapore formed a trade union of employers known as "The Federation of Industrialists and Traders in Singapore". The primary objective was to promote and protect the general interest of employers.

With the growth in its membership and the rapid expansion of industries, the name of the Federation was changed to the "Singapore Employers Federation (SEF)" in August 1953. The National Employers Council (NEC) was also formed by a group of employers. It was founded in 1965. The objective of the NEC was also to serve employers.

On 1 July 1980, the Singapore National Employers Federation (SNEF) was established through the amalgamation of the SEF and the NEC. Before the amalgamation, SEF had 591 members and NEC had 226 members. To date, membership figure totalled more than 3,300.

SNEF is registered as a trade union under the Trade Unions Act. It is the national trade union of employers, the counterpart of the National Trades Union Congress (NTUC), representing the interests of all sectors of the economy. It is an independent, autonomous non-profit organisation funded by membership fees and revenue from consultancy, training, research and other activities.

Our Vision, Mission and Values

**Responsible Employers,
Sustainable Business**

Our Vision

Our Mission

Our Values

**To advance tripartism
and enhance labour market flexibility
To enable employers to implement
responsible employment practices**

**We will be forward-looking,
innovative, professional, collaborative
and conduct ourselves with integrity
when we work with our colleagues,
members, tripartite partners and
stakeholders to achieve our vision.**

President's Message

DR ROBERT YAP

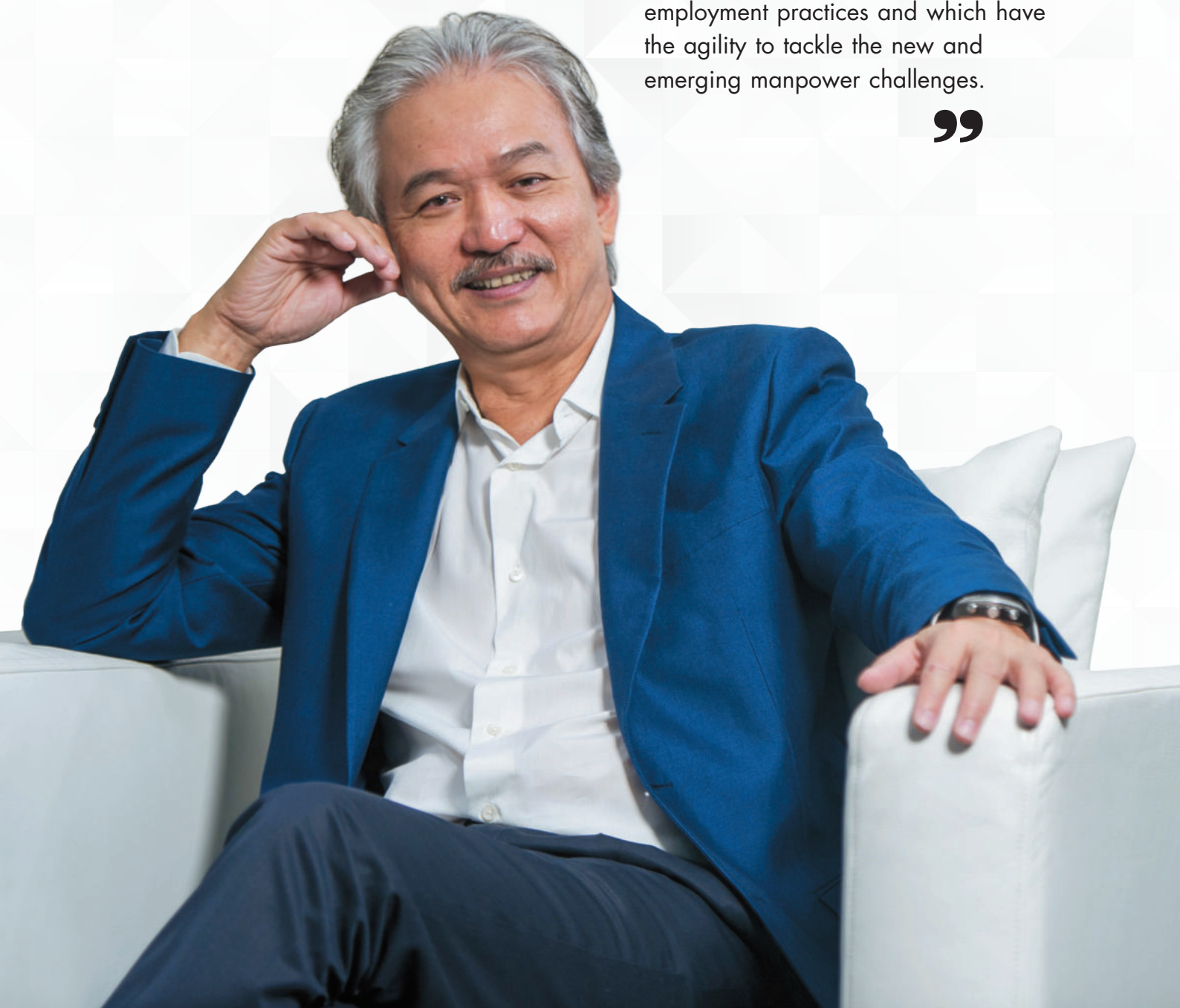
President

Singapore National Employers Federation

“

SNEF aims to engender the next generation of employers who will advance tripartism, excel in responsible employment practices and which have the agility to tackle the new and emerging manpower challenges.

”



REVIEW OF LABOUR MARKET PERFORMANCE

The Singapore economy grew by 3.1% in 2018, as compared to 3.7% in 2017. Employment excluding Foreign Domestic Workers grew by 38,300 in 2018, a reversal from the decline of 10,700 in 2017. The employment rate in Singapore remained high at 80.3% in 2018 while unemployment rate remained low at 2.1%, which was the lowest compared with OECD countries.

Productivity, as measured by real value-added per worker, grew by 2.4% per cent in 2018 as compared to 3.9% in 2017. Due to the relatively good labour market performance, real total wages grew 4.2% in 2018, higher than the 3.2% in 2017.

However, the Ministry of Trade and Industry projected that the Singapore's economic growth would be between 0.0% and 1.0% in 2019 due to uncertainties in the global economy. Domestically, the economy is transforming and workforce growth is slowing due to an ageing workforce. SNEF therefore is working relentlessly to help and support our employers to address these challenges.

MEMBERS ENGAGEMENT

To keep SNEF members abreast of the latest manpower and labour market issues, SNEF organised in FY2018, fifty briefings, seminars and events for over 15,000 participants, which included CEOs, senior management and HR representatives. SNEF also handled more than 2,200 enquiries/cases from members who need advice on Human Resource (HR) and Industrial Relations (IR) issues.

To shape responsible employment practices that integrate the best in IR and Employee Relations, the SNEF Community of Responsible Practitioners (SNEFCORPS) was established. Two dialogues were organised to engage 60 leading HR practitioners on the topic of extending the retirement and re-employment ages.

WORKPLACE AND WORKFORCE DEVELOPMENT

Since the SNEF Agency for Productivity Practices, Human Resource and Industrial Relations (SAPPHIRE) was launched in February 2017, a total of 197 companies had come on board to transform their workplaces. SAPPHIRE also piloted the SkillsFuture for Enterprises programme to help employers on human capital development. More than 350 employers were engaged.

At the same time, SNEF continues to focus on training to support employers in their transformation efforts. In FY2018, SNEF trained nearly 20,000 employees. With the launch of SNEFDigital in February 2018, digital courses, such as SkillsFuture for Digital Workplace, Digital Marketing and Analytics for Human Resources, were introduced to support employers in their digitalisation journey.

AGEING WORKFORCE

The proportion of local workforce age 50 and above grew from 26.4% in 2008 to 35.2% in 2018. Due to the ageing workforce, growth would peak around mid-2020s and start to shrink by 2030. MOM set up the Tripartite Workgroup on Older Workers to review the retirement age and re-employment age.

The Workgroup has reached tripartite consensus that both the retirement age and re-employment age could be raised in small steps over time. In the meantime, SNEF would help employers take steps ahead of legislative changes to better prepare for an ageing workforce.

Employers could make their workplaces more age-friendly by redesigning jobs, workplace and HR policies to be more age-friendly. Employers could also introduce flexible work arrangements (FWAs) to meet the changing needs of older workers.

In FY2018, SNEF engaged 2,205 employers and assisted 965 of them to secure government funding to implement these progressive employment practices.

LOOKING AHEAD

Workplaces and the workforce are evolving due to industry transformation and changing demographic profiles. SNEF aims to engender the next generation of employers who will advance tripartism, excel in responsible employment practices and which have the agility to tackle the new and emerging manpower challenges.

Lastly, I extend my sincere thanks to our over 3,300 corporate members for your continued support and I look forward to working with you to advance the interests of employers in the years ahead.

The Council

Dr Robert Yap Chin Kok
PRESIDENT



Executive Chairman
YCH Group Pte Ltd

Mr Alexander C. Melchers
Vice President



Director & General Manager
C. Melchers GmbH & Co., Singapore Branch

Mr John Ng Peng Wah
Vice President



Chief Executive Officer
YTL PowerSeraya Pte. Limited
(with effect from 1 Feb 2019)

Mr Douglas Foo Peow Yong
Vice President



Executive Chairman
Sakae Holdings Ltd

Ms Goh Swee Chen
Vice President



Country Chairman
Shell Eastern Petroleum (Pte) Ltd
(till 31 Dec 2018)

Dr Lim Suet Wun
Honorary Secretary



Group Chief Operating Officer,
Parkway Pantai Ltd
Parkway Group Healthcare Pte Ltd

Mr Tan Hee Teck
Honorary Treasurer



Chairman & Chief
Executive Officer
Resorts World at Sentosa Pte Ltd

Mr Edwin Ng Yeow Leong
Deputy Honorary Secretary



Managing Director
Markono Content Solutions Group Pte Ltd

Ms Tan Hwee Bin
Deputy Honorary Treasurer



Executive Director
Wing Tai Holdings Ltd

Mr Han Kwee Juan
Council Member



Chief Executive Officer
Citibank Singapore Ltd
(till 19 Apr 2019)

Mr Andrew Chong Yang Hsueh
Council Member



Advisor to the Board
Infineon Technologies Asia Pacific Pte Ltd

Mr Laurence Chin Chien Chwin
Council Member



Country Manager, Singapore
United Airlines Inc. (Singapore Branch)

Mr Takashige Suzuki
Council Member



Managing Director
Toray International Singapore Pte Ltd
(till 31 May 2019)

Mr Jonathan Asherson
Council Member



**Independent
Non-Executive Director**
Sembcorp Industries Ltd

Mr Kuah Boon Wee
Council Member



Group Chief Executive Officer
MTQ Corporation Limited

Ms Ivy Lai Keet Yee
Council Member



Chief Executive Officer
Philips Electronics Singapore Pte Ltd
(with effect from 1 Jun 2018)

Mr Felix Loh Chee Wai
Council Member



Chief Executive Officer
Gardens By The Bay
(with effect from 20 Sep 2018)

Mr Abraham Thomas
Council Member



Managing Director
IBM Singapore Pte Ltd
(with effect from 20 Sep 2018)

Mr T. Mogan
Council Member



Managing Director
Dragnet Smartech Security Pte Ltd
(with effect from 20 Sep 2018)

Mr Ervin Yeo Chin Fu
Council Member



**Regional General Manager,
Singapore, Malaysia & Indonesia**
Ascott International Management Pte Ltd
(with effect from 20 Sep 2018)

The Trustees

Mr Lim Jit Poh



Chairman

ComfortDelGro Corporation Limited

Mrs Theresa Foo



Chairman

Singapore Business Federation Foundation

Prof Tan Ser Kiat



Chairman

Singapore Cord Blood Bank Limited

Dr Wong Yip Han



Chairman

The Wywy Group

The Finance Sub-Committee

Mr Tan Hee Teck



Chairman

Mr Alexander C. Melchers



Member

Ms Tan Hwee Bin



Member

Ms Ivy Lai Keet Yee



Member
(with effect from 20 Sep 2018)

Dr Robert Yap Chin Kok



Ex-Officio Member

Mr Han Kwee Juan



Ex-Officio Member
(till 19 Apr 2019)

The Industrial Relations Panel

Mr Laurence Chin Chien Chwin
Chairman



Country Manger, Singapore
United Airlines Inc. (Singapore Branch)
(with effect from 20 Sep 2018)

Mr Kuah Boon Wee
Ex-Officio Member



Group Chief Executive Officer
MTQ Corporation Limited

Mr John Ng Peng Wah
Ex-Officio Member



Chief Executive Officer
YTL PowerSeraya Pte. Limited
(with effect from 1 Feb 2019)

Ms Koh Guat Siew
Group A – Maritime



Vice President, HR Operations
Sembcorp Marine Ltd
(with effect from 20 Sep 2018)

Mr Lam Kum Seng
Group B – Trading



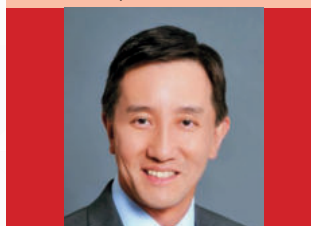
General Manager, HR Department
Sumitomo Corporation Asia &
Oceania Pte. Ltd.

Mr Terrence Ng Tze Khiang
Group D – Energy & Utilities



Head, Human Resource
Singapore Petroleum Company Limited
(with effect from 20 Sep 2018)

Mr Lincoln Lee Hock Choon
Group E – Chemical



HR & Admin Manager
Petrochemical Corporation of Singapore
(Private) Limited

Ms Elsie Lim Lee Ching
Group F – Pharmaceutical & Health Science



Head of HR
CIBA Vision Asian Manufacturing and
Logistics Pte Ltd

Mr Ng Kok Cheong
Group G – Transport & Logistics



Head of Human Resource
PSA Corporation Limited

Ms Jenny Wong Mei Leng
Group H – Finance



Adviser, Group Human Resources
United Overseas Bank Limited
(till 30 Apr 2019)

Mr Francis Tan Pee Kwang
Group J – Hospitality and Tourism



Director of Human Resources
Sheraton Towers Singapore Hotel

Ms Felicitas Chia Cheow Suan
Group K – Professional Services



Senior Manager, Human Resources
Deloitte & Touche Management
Services Pte Ltd

Ms Vanessa Ng Wee Leng

Group L – Aviation



Senior Vice President HR
Singapore Airlines Limited
(with effect from 1 Jun 2018)

Ms Jessica Leong Siew Wah

Group M – Electronic & Precision Engineering



Group HR Director
STMicroelectronics Pte Ltd

Mrs Lorraine Ng

Group N – Real Estate and Building Services



Head, Group HR & Admin
Ascendas-Singbridge Pte Ltd

Mrs Olivia Tay

Group P – Social & Community Services



Group Chief Human Resource Officer
National Healthcare Group
(with effect from 1 Nov 2018)

Ms Mable Chan Kam Man

Group Q – Information & Communications



**Executive Vice President, HR,
Administration & Times Properties**
Singapore Press Holdings Ltd

Ms Angelina Chua Yen Ling

Group R – General Manufacturing



Vice President, Group HR
YHS (Singapore) Pte Ltd

Ms Cheong Meng Foong

Appointed IRP



Managing Director, Group HR - Reward
DBS Bank Ltd

Ms Daisy Chan Mui Wah

Appointed IRP



Group Chief Human Resource Officer
ComfortDelGro Corporation Limited

Mr Hong Siu Ming

Appointed IRP



**Senior VP and Head, Group Rewards
and Engagement (Regional)**
Head Business Partner (Singapore)
The Great Eastern Life Assurance Co Ltd

Ms Eleana Choy

Appointed IRP



Chief HR Officer
Thome Ship Management Pte Ltd
(with effect from 20 Sep 2018)

Key Facts and Figures

1



Supported by more than **3,300** corporate members with a combined workforce of over **800,000** employees, across all sectors of the economy

2



Organised more than **50** events for over **15,000** CEOs, Senior Management and HR Representatives

3



Trained close to **20,000** employees from more than **2,900** companies, including customized training for over **1,200** companies

4



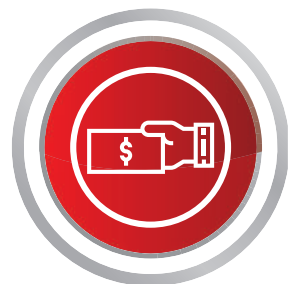
Reached out to more than **2,200** companies to create flexible, inclusive, safe and healthy workplaces

5



Helped over **960** companies to secure Government Funding to implement progressive employment practices

6



Disbursed close to **\$27** million to assist **1,115** companies under WorkPro

7



Conducted **120** Industrial Relations & Human Resource Courses, attended by more than **2,700** participants

8



Handled more than **2,200** enquiries/cases from members requiring advice on legal compliance or consultation on situational HR challenges

9

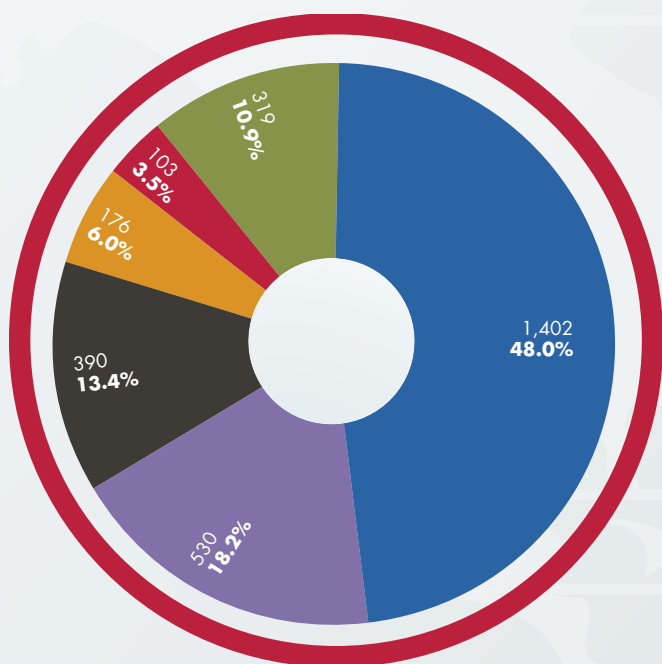


Assisted close to **1,800** SMEs in the hiring and training of SMEs via P-Max

Membership Profile

PROFILE OF ORDINARY MEMBERS BY EMPLOYMENT SIZE

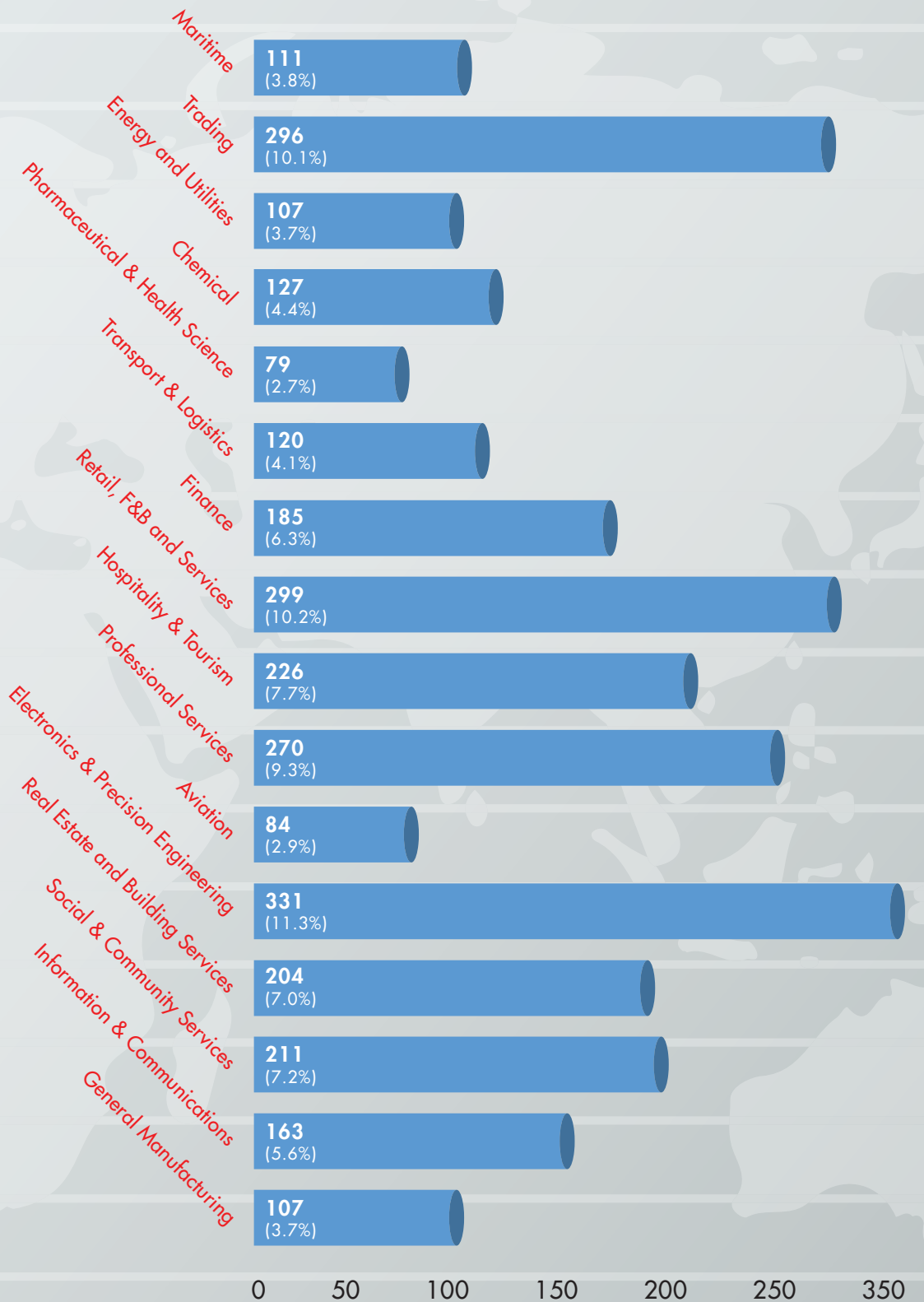
No. of Companies



TOTAL: 2,920

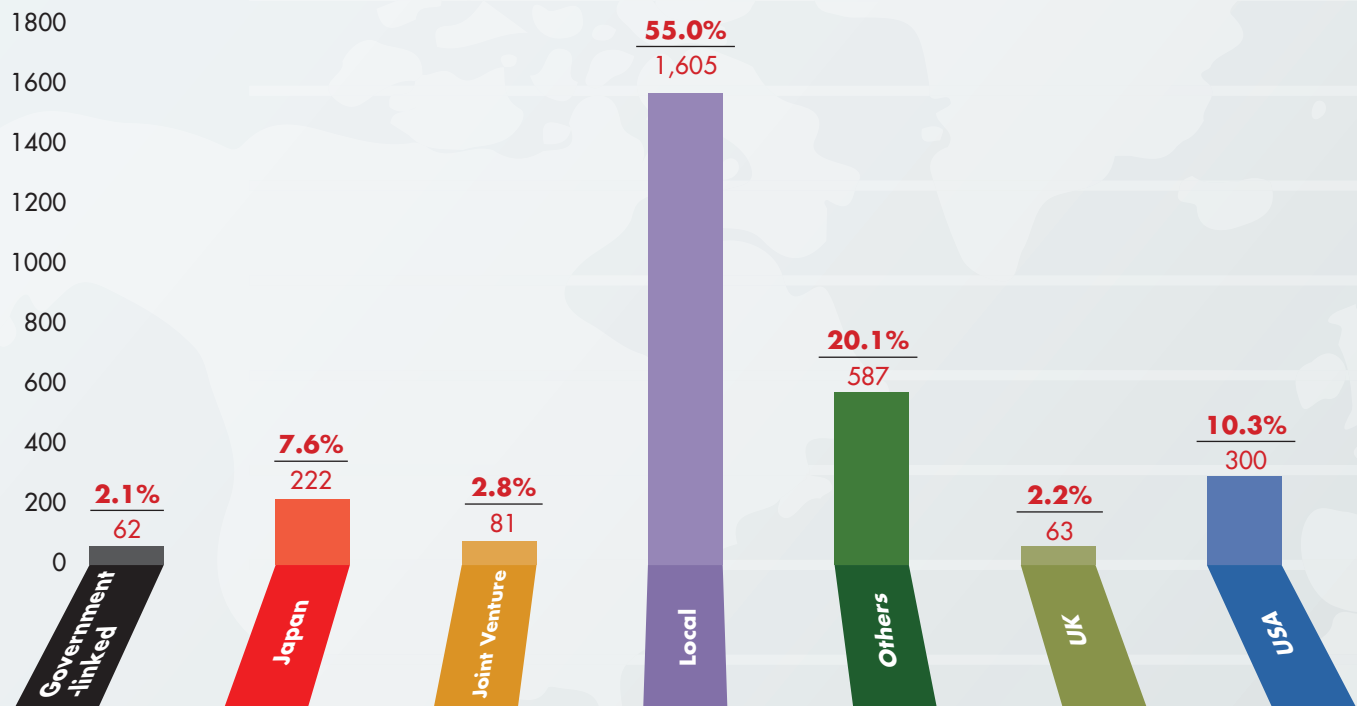
Employment Size	No of Companies	%	No of Employees	%
■ Less than 50	1,402	48.0%	27,134	3.7%
■ Between 50 and 99	530	18.2%	37,168	5.1%
■ Between 100 and 199	390	13.4%	54,759	7.6%
■ Between 200 and 299	176	6.0%	42,590	5.9%
■ Between 300 and 399	103	3.5%	35,934	5.0%
■ Between 400 and more	319	10.9%	527,263	72.7%
Total	2,920	100.0%	724,848	100.0%

PROFILE OF ORDINARY MEMBERS BY INDUSTRY



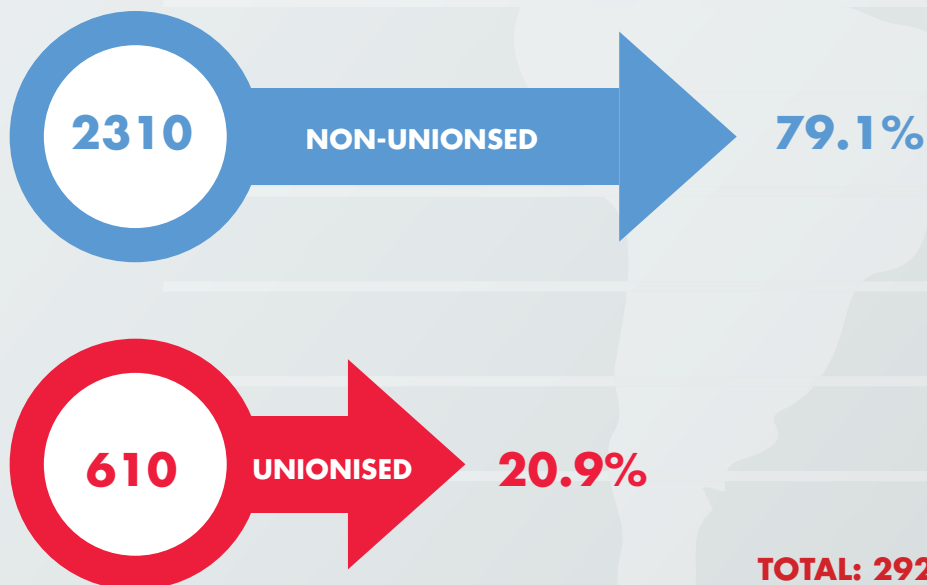
TOTAL: 2920

PROFILE OF ORDINARY MEMBERS BY OWNERSHIP



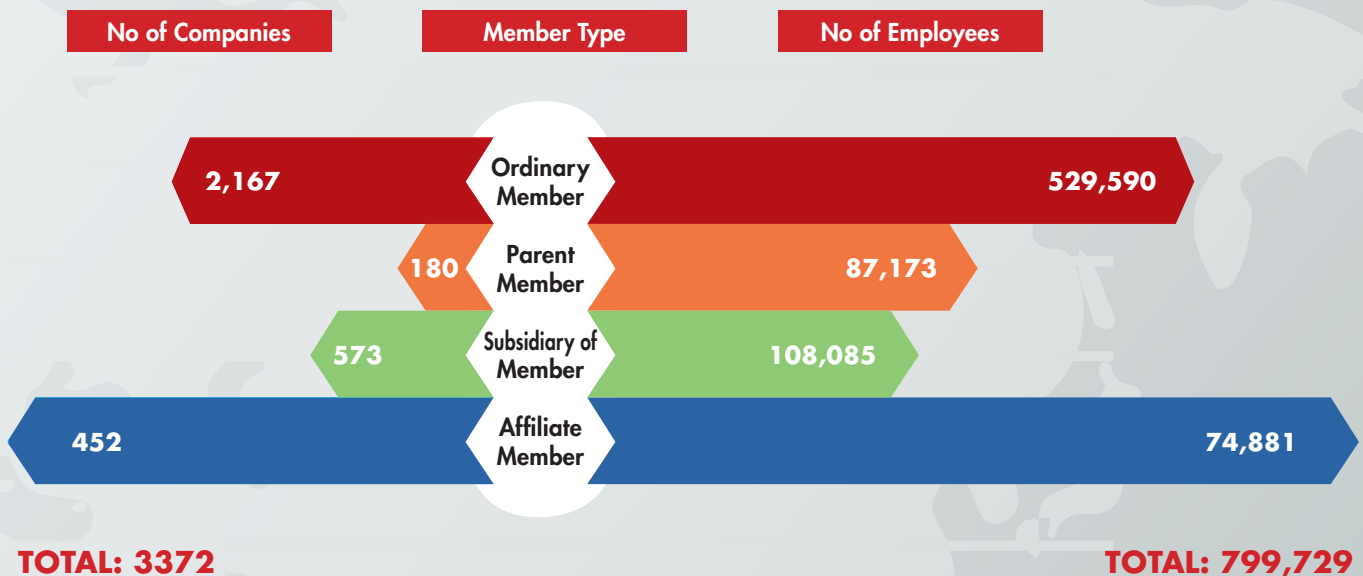
TOTAL: 2920

PROFILE OF ORDINARY MEMBERS BY UNIONISED STATUS



TOTAL: 2920

PROFILE OF MEMBERS BY MEMBER TYPE



MEMBERSHIP BENEFITS & SERVICES:

<https://snef.org.sg/membership/benefits-and-services-which-you-can-enjoy-as-a-member/>



LIST OF MEMBERS:

<https://snef.org.sg/membership/members-directory/>

Management

Koh Juan Kiat**Executive Director****Stephen Yee****Assistant Executive Director and Senior Group Director, Training and Technology Group****Edwin Lye****Group Director, Industrial Relations and Workplace Partnerships Group and Director, Member & Corporate Relations****Chua Ker Sin****Director, Planning, Research and Information****Jerry Seah****Director, Centre for Effective Workplaces****Ang Poh Inn****Director, Industrial and Workplace Relations Division****Christopher Ang****Director, Special Projects****Ng Boon Tien****Director, SNEFDigital and Information Technology****Chua Puay Hoon****Head, Projects, HR and Administration****Andy Chun****Head, Finance**

Training and Technology Group



Corporate Learning Centre

STANDING (FROM LEFT TO RIGHT):

Vincent Sim, Mack Moey, Nazirah Bte Hussain, Shirlin Lee, Karmila Sanimin, Irene Chiang, Jackie Tan, Darren Lim, Dave Or, Eric Tam, Khairun Bin Kamaruzaini

SEATED (FROM LEFT TO RIGHT):

Evelyn Tan, Veena Tharmaseelan, Shirlyn Tan, Stephen Yee, Malar Paramasivam, June Wong, Kelly Choa



Place-and-Train Programmes

STANDING (FROM LEFT TO RIGHT):

Lim Ying Cong, Ting Xin Yi, Tham Wai Yee, Faith Chua, Evelyn Tan

SEATED (FROM LEFT TO RIGHT):

Eileen Ong, Stephen Yee, Shaun Hou, Joshua Balakrishnan



SAPPHIRE

STANDING (FROM LEFT TO RIGHT):

Marcus Tan, Jedrick Tan, Ong Jie Min, Tan Li Hui, Eliza Lim, Lawrence Wong

SEATED (FROM LEFT TO RIGHT):

Stephanie Sng, Lim Yu Yi, Stephen Yee, Joscelyn Lim



SNEFDigital and Information Technology

STANDING (FROM LEFT TO RIGHT):

Hon Kun Lin, Heng Yick Peng

SEATED (FROM LEFT TO RIGHT):

Haryati Llyes, Stephen Yee, Ng Boon Tien, Wong Seh Fen

Industrial Relations and Workplace Partnerships Group



Industrial and Workplace Relations Division

STANDING (FROM LEFT TO RIGHT):

Toh Hong Seng, Kee Chia Choon, Edwin Lye, Chris Lee, Freddy Liew

SEATED (FROM LEFT TO RIGHT):

Clariz Ang, Ang Poh Inn, Ang Kuan Kuan, Linda Ang



Centre for Effective Workplaces and SkillsFuture Awards

STANDING (FROM LEFT TO RIGHT):

Soh Yi, Edmund Lim, Angeline Lin, Denise Ng, Jillian Zeng, Liew Hui Shan, Scott Gerald Pereira, Beatrice Khong, Kelly Lau, Kevin Loi, Ong Lay Tin, Rebecca Teo, Ngai Mei Yuit, Annie Chua, Ho Hwee Tinn, Emily Tan, Ten Wei Qian, Yvonne Chai, Janine Yeong

SEATED (FROM LEFT TO RIGHT):

Samantha Teng, Madelaine Tan, Alvin Lee, Lester Lee, Christopher Ang, Edwin Lye, Jerry Seah, Lim Shyang Chyuan, Ivan Wong, Ang Wei Qian

Membership and Development Group



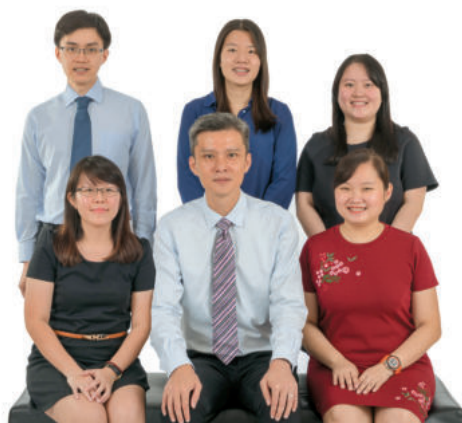
Member and Corporate Relations Division

STANDING (FROM LEFT TO RIGHT):

Firdaus Ridwan, Edwin Lye, Chua Ker Sin,
Jerry Seah, Gerard Hendriks

SEATED (FROM LEFT TO RIGHT):

Tan Yit Tong, Tay Wee Yee,
Nazurah Bte Abu Bakar, Low Hong Xiang



Planning, Research and Information

STANDING (FROM LEFT TO RIGHT):

Ng Wee Yang, Fiona Phoa, Stella Koo

SEATED (FROM LEFT TO RIGHT):

Chua Jia Ling, Chua Ker Sin, Joei Hum



Finance and Admin

STANDING (FROM LEFT TO RIGHT):

Lai Suet Fun, Rachel Chan, Irene Tan, Joann Sim, Wong Jia Yng, Angela Chew, Lynn Lee, Sheila Brampy

SEATED (FROM LEFT TO RIGHT):

Iris Heng, Mellissa Goh, Chua Puay Hoon, Andy Chun, Liew Mei Lih, Susan Wong

KEY SERVICES & OUTREACH

SNEF is supported by more than 3,300 corporate members, which employ over 800,000 employees, across all sectors of the economy. As part of our commitment to our members, SNEF provides a wide range of assistance programs and services to support members in their efforts to achieve excellence in responsible employment practices.

Building strong relationships with our members is important to us. Their support and inputs contribute to the shaping of labour policies that enable both unionised and non-unionised organisations to enhance harmonious union-management relations, employer-employee relations, productivity and competitiveness.

Member and Corporate Relations Division

MEMBERSHIP & EVENTS

Member and Corporate Relations (MCR) organises activities and events for members.

In FY2018/19, more than 50 briefings, seminars and various events were organised for over 15,000 participants, which included CEOs, senior management and HR representatives.

We engaged and prepared members for legislative changes on the Employment Act and Personal Data Protection Act (NRIC Advisory Guidelines), which were oversubscribed resulting in a re-run for each topic.

Through roundtable discussions, industry group meetings and focus group discussions, we engaged more than 1,000 members across key industries from both Manufacturing and Non-Manufacturing sectors on Re-employment and Retirement issues, which formed the basis of employers' feedback on medical costs, reskilling and re-careering of older workers as well as health and safety issues, at national tripartite workgroups and negotiations.

“

1. Inaugural SNEFCorps Roundtable – Retirement and Re-employment
2. & 3. SNEF-SBF Briefing on Amendments to Employment Act
4. 2nd SNEF-SBF Briefing on Advisory Guidelines on PDPA for Singapore NRIC and Other National Identification Numbers
5. SNEF-E50 Workshop on New Ways of Work (WorkPro Grant)

1.

2.



3.

4.

5.



Calendar of Events (April 2018 – March 2019)

APRIL 2018

- 4th SNEF-SBF Employers' Consultation on Amendments to Employment Act
- 20th SNEF WorkPro Job Redesign Learning Journey
- 24th SAPPHIRE Seminar on Embracing Transformation at Work

AUGUST 2018

- 3rd SNEF Health Workshop Series
- Workplace Infectious Disease Education (WIDE)
- 28th SNEF Health Workshop Series
- Workplace Infectious Disease Education (WIDE)

MAY 2018

- 15th SAPPHIRE Skills Framework for Wholesale Trade (WST)
- 31st SNEF-SBF Briefing on National Wages Council Guidelines for 2018 / 2019

SEPTEMBER 2018

- 5th SNEF-E50 Workshop on New Ways of Work (WorkPro Grant)
- 18th SNEF Learning Journey Series : Wildlife Reserves Singapore (Zoo)
- 19th SNEF Workshop on Develop and Implement Flexible Work Arrangements
- 20th SNEF 38th Annual General Meeting
- 27th SNEF Workshop on Develop and Implement Job Sharing Initiatives
- 28th Inaugural SNEFCorps Roundtable - Retirement and Re-employment

JUNE 2018

- 7-8th SAPPHIRE Skills Framework for Wholesale Trade (WST)
- 20th SNEF-SBF 2nd Briefing on National Wages Council Guidelines for 2018 / 2019 & Tripartite Standards
- 27th SNEF Health Workshop Series
- Workplace Infectious Disease Education (WIDE)
- 29th (CEW) SNEF Briefing on Enhanced Worklife Grant

OCTOBER 2018

- 5th SNEF Learning Journey Series : Wildlife Reserves Singapore (Zoo) - Re-Run
- 8th SNEF-SBF Briefing on Company Tax Obligations for Year of Assessment 2018
- 16th SNEF-SBF Briefing on Advisory Guidelines on PDPA for Singapore NRIC and Other National Identification Numbers
- 18th SNEF Workshop on Develop and Implement Flexible Work Arrangements
- 25th SNEF-Fuji Xerox SME Workshop on Stay Ahead of Your Competition . Embark on the Digital Journey
- 26th SNEF-SCCCI Engagement Sessions with Employers on Older Workers Issues

JULY 2018

- 19th 25th Tripartite Golf Friendly 2018
- 23rd SNEF Health Workshop Series
- Workplace Infectious Disease Education (WIDE)
- 25th SNEF Open House - Discover SNEF
- 29th 25th Tripartite Golf Friendly 2018

NOVEMBER 2018

- 9th SNEF-MOM Focus Group Discussion with Employers on Older Workers Issues
- 11th SNEF Health Workshop Series - Workplace Infectious Disease Education (WIDE)
- 16th SNEF Workshop on Develop and Implement Job Sharing Initiatives
- 22th SNEF - SBF Briefing on Amendments to Employment Act
- 23rd SNEF Workshop on Employment Regulations for Part-Time Employees

DECEMBER 2018

- 5th SNEF Workshop on Develop and Implement Flexible Work Arrangements
- 6th SNEF Workshop on Preventing and Addressing Workplace Bullying and Harassment

JANUARY 2019

- 9th Forum on Older Workers
- 11th SNEF Workshop on Develop and Implement Job Sharing Initiatives
- 15th SNEF-TAFEP Workshop on the Application of the Tripartite Guidelines on Fair and Progressive Employment Practices
- 16th Consultation Session on Work Injury Compensation Act (WICA) Proposed Amendments
- 17th SNEF Workshop on Retirement and Re-Employment Act
- 24th 2nd SNEF-SBF Briefing on Advisory Guidelines on PDPA for Singapore NRIC and Other National Identification Numbers
- 30th SNEF Learning Journey Series : Gardens by the Bay (GBTB)

FEBRUARY 2019

- 15th 2nd SNEFCorps Roundtable
- 19th Tripartite Chinese New Year Lo Hei 2019
- 26th SNEF-SBF Seminar on Budget 2019
- 27th SNEF Workshop on Develop and Implement Flexible Work Arrangements

MARCH 2019

- 4th SNEF Workshop on Employment Regulations for Part-Time Employees
- 12th SNEF-TAFEP Workshop on the Application of the Tripartite Guidelines on Fair and Progressive Employment Practices
- 12th SNEF Workshop on Developing and Implementing Workplace Harassment Prevention Policy
- 15th SNEF Workshop on Develop and Implement Job Sharing Initiatives
- 20th SNEF Briefing on Amendments to the Employment Act and Proposed Amendments to the Work Injury Compensation Act



Centre for Research and Information

The Centre for Research and Information (CRI) provides timely and reliable information to assist members in making informed decisions by conducting research and surveys that provide the latest insights on labour market issues and employment practices.

SURVEYS

CRI regularly collects employers' feedback and data through surveys and group meetings. This enables CRI to establish employers' positions that help shape national manpower policies and formulate tripartite guidelines.

In FY2018/19, the following surveys were conducted:

- a) Response to NWC Guidelines 2018/2019
- b) Wage Issues and Practices 2018
- c) Human Resource Indicators
- d) Talent Management Series – Manpower Planning
- e) Proposed Amendments to Employment Act

3QS POLLS

To facilitate faster sharing and learning of information on the latest hot topics amongst HR leaders and practitioners, CRI introduced the 3Qs Poll.

Each 3Qs poll consists of only three questions which employers can participate in quickly and get final results within three weeks as compared to at least two months for surveys.

In FY2018/19, 3Qs polls were conducted on the following topics:

- a) Personal Data Protection Act
- b) Light Duty
- c) Workplace Harassment
- d) Sick Leave
- e) Outpatient Medical Benefits
- f) Hospitalisation Benefits
- g) Dependency Ratio Ceiling

PUBLICATIONS



SALMA – SALARY MATTERS

Into its second year, SALMA's suite of services continues to strive to

- provide comprehensive salary information
- share and learn policies and practices
- inform employers on the latest development in compensation.

The services comprise:

SALARY INFORMATION SERVICE

With over 400 job positions across more than 20 industries, this service provides reliable and comprehensive salary information to assist employers to benchmark against the latest market salaries and review their salary structures.

SALARY BENCHMARKING SERVICE

Employers can save time and effort in benchmarking salaries against industry peers and the general labour market.

COMMUNITY OF INQUIRY

Employers can learn new ideas on strategic compensation matters and apply ideas learnt through hands-on exercises and group discussion.

RESEARCH AND INFORMATION SHARING SESSIONS

Employers can learn about the latest labour market trends, issues and outlook.

CONTACT AND CONNECT

Employers are given a dedicated channel to seek and receive general economic information quickly and be the first to receive invitations and deals.



RESEARCH AND INFORMATION SHARING SESSION AND COMMUNITY OF INQUIRY

CRI organises regular sharing sessions to keep employers abreast of new developments in the labour market and to help them understand current and long term labour trends and issues. These sessions aim to assist employers to be better prepared for future manpower challenges.

Employer Research and Information Sharing Session

Date

Current Labour Market and Wage Issues	
Labour Market and Wage Outlook Series	13 Apr 2018
	4 May 2018
	18 Jul 2018
	16 Nov 2018
Labour Market Trends and Issues	11 Jan 2019
	31 Jan 2019
Long-Term Manpower Issues	
Building a Culture of Productivity	13 Apr 2018
	4 May 2018
The Future of Ageing Workforce	30 Oct 2018
Managing Health at the Workplace	30 Oct 2018
Talent Management Issues	
Manpower Planning: Think Ahead, Get Ahead	14 Mar 2019
Plan for Succession, Plan to Succeed	16 Nov 2018
Recruit Right, Recruit Better	18 Jul 2018
	14 Mar 2019

CRI also organises the Community of Inquiry as a platform for HR practitioners to share knowledge as well as to learn and apply new ideas on manpower and talent management issues.

Community of Inquiry

Date

Building a Culture of Productivity	17 Oct 2018
Developing Sustainable and Rewarding Wage System	31 Aug 2018
Job Evaluation Simplified for SMEmployers	27 Jul 2018
	20 Feb 2019

Regional And International Cooperation

43RD ASEAN CONFEDERATION OF EMPLOYERS (ACE) MEETING

Manila, Philippines, 21 April 2018

SNEF participated in the 43rd ACE meeting hosted by the Employers Confederation of the Philippines (ECOP). The members of ACE shared key regional labour issues and exchanged economic and labour market information in their respective countries.

Prior to the annual meeting, SNEF participated in the ACE Regional Conference themed "ASEAN Empowering People, Prioritizing Skills" held on 20 April 2018. The conference shared good skills development policies and practices

in ASEAN and other countries. Mr Stephen Yee was one of the panellists for the discussion on public-private sector partnerships on skills development.

Mr Chua Ker Sin and Ms Joscelyn Lim also attended the conference and represented SNEF at the meeting.

AOTS/EMPLOYERS' ORGANISATIONS' JOINT STUDY WORKSHOP

Phnom Penh, Cambodia, 21 - 25 January 2019

SNEF participated in the annual Joint Study Workshop organised by the

Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) of Japan and employer organisations in Asia. The objective of the Workshop was to learn, compare and share the labour situation of each country so that participants will be able to enhance their knowledge on Industrial Relations, Human Resources Management and Tripartism.

The participants made presentations on their respective countries' manpower challenges in the face of globalisation and new technologies. Mr Chris Lee and Ms Fiona Phoa represented SNEF at the workshop.



Industrial and Workplace Relations Division

The Industrial and Workplace Relations Division (IWR) comprises a team of experienced consultants who advise members on Human Resource/Industrial Relations (HR/IR) matters.

INDUSTRY GROUP MEETINGS

IWR organised 18 Industry Group meetings to update Members on latest trends and developments. Issues such as employment policy and legislation changes, National Wages Council guidelines, Tripartite Standards, and Work-life Grants were covered. External speakers were also invited to share best practices and market information for the learning and development of HR practitioners. These meetings also provided the more than 1,000 HR practitioners the opportunity to network with their peers from similar industry sectors.

HR/IR ADVISORY SUPPORT FOR MEMBERS

IWR handled more than 2,200 enquiries/cases from Members requiring advice on legal compliance or consultation on situational HR challenges. Six in 10 (59.6%) of the enquiries/cases were related to employment legislation while 32.0% were related to employment practices.

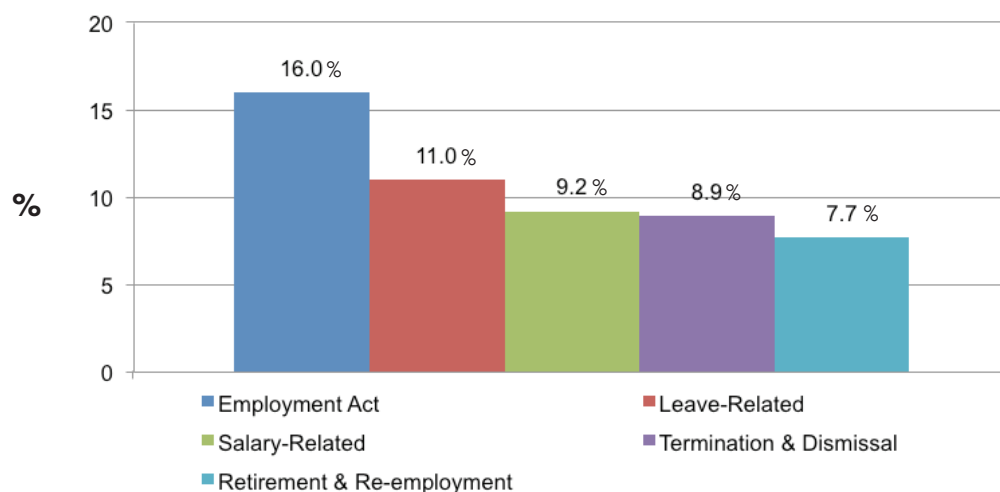


Figure 1 – Percentage of Enquiries/Cases by Area of Advisory in 2018/2019 (Top 5)



IR/HR COURSES

The IWR consultants conducted 120 IR/HR courses on topics such as Employment Act, Discipline and Grievance Handling, and Payroll Administration. These were attended by more than 2,700 HR practitioners.

TRIPARTITE MEDIATION (TM)

The IWR consultants who were appointed by the Ministry of Manpower as TM Advisors helped Tripartite Alliance for Dispute Management (TADM) to resolve 255 TM cases involving both rank-and-file employees and professionals, managers and executives.

SNEF COMMUNITY OF RESPONSIBLE PRACTITIONERS (SNEFCORPS)

IWR formed SNEFCORPS among Members in December 2018 to help shape responsible practices that integrate the best in IR and employee relations. SNEFCORPS aims to prepare HR leaders to better tackle employer-professional, manager and executive issues. Two dialogues were held - the first discussed retirement and re-employment issues. The second dialogue discussed caregiver leave, portable medical benefits and wrongful dismissals. A total of 60 HR leaders attended the two dialogues.

Centre for Effective Workplaces

TRANSFORMING INTO GREAT WORKPLACES

Centre for Effective Workplaces (CEW) aimed to help companies to be flexible, inclusive, safe and healthy. Working together with our tripartite partners, government agencies, trade unions and associations to drive national initiatives, CEW offers a wide range of assistance from the administering of government funding, organising outreach efforts to keep employers abreast of the latest initiatives and trends to advising employers on issues on re-employment, flexible work arrangements (FWA), job re-design, and workplace safety and health.

CREATE WORK-LIFE HARMONY THROUGH FUNDING SUPPORT

CEW administers both the WorkPro and Enhanced WorkPro schemes which supports employers in job redesign, adoption of progressive age management practices, implementation and sustenance of flexible work arrangements (FWAs) for all employees.

The scheme was further enhanced to include the support for PMET-level employees who adopt job sharing arrangements.

In FY2018/19, we engaged 2,205 employers and assisted 965 of them to secure government funding for the relevant schemes. This brings the total number of employers engaged to over 12,205 and 5,990 of them assisted to secure government funding.



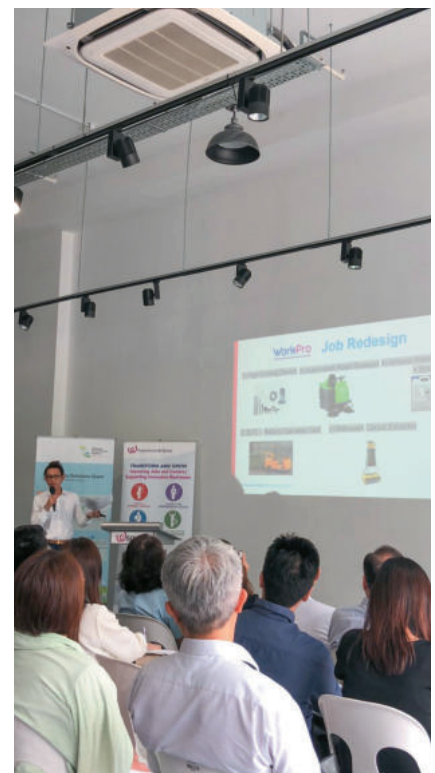
LEARNING TOGETHER

Workplaces are being transformed and digitalisation is driving new ways of working like telecommuting.

To help employers adapt, we:

- organised 12 grant briefings and 18 outreach events such as targeted industry focus group discussions and sharing sessions to engage employers.
- organised 2 learning journeys, which were graced by the Minister for Manpower, Mrs Josephine Teo.
- organised 6 job redesign clinics and seminars to introduce innovation and specialised solutions to retain older workers and improve productivity for companies from specific sectors such as Cleaning, Security and Hotels as a headstart to their transformation journeys.
- organised 4 sessions focusing on Job Sharing and working with 16 companies since July 2018 to embark on job sharing. To further help companies to understand this new initiative, a toolkit is currently being developed.
- organised 10 health workshops and 6 talks educating on workplace infectious diseases such as Influenza and Tuberculosis while reducing the stigma of HIV/AIDS. More than 200 participants were introduced to the Implementation Guide for Managing HIV in the Workplace
- assisted one of our SNEF member company, MSD International GmbH (Singapore Branch) to achieve the ASEAN Red Ribbon for Outstanding Workplace (ARROW) Reward for their efforts to raise HIV awareness of workers, and promote non-discriminatory policies and environment for workers with HIV and AIDS

Please contact CEW at workpro@snef.sg or call 6290 7694 for more information.



HEALTHY WORKPLACE ECOSYSTEM @ DOWNTOWN

Leveraging on SNEF's extensive employer networks, SNEF was appointed by Health Promotion Board since October 2017 as Programme Manager for the Healthy Workplace Ecosystem @ Downtown (HDE) project.

Partnering the landlords and employers to encourage the establishment of Healthy Workplace Ecosystems of convenient and conducive environments for workers to achieve healthier lifestyles at their workplaces, activities such as free exercise sessions and educational workshops have been actively organised for their workers and tenants.

Since the beginning of the project, SNEF has more than doubled the number of buildings as

collaboration partners in the Downtown district, to the current 19 buildings and 2 communal workout spaces. Besides reaching out to the PMETs, health screenings have been strategically organised for the cleaning and security sectors.

In FY2018/19, the HDE team partnered 1,176 employers to roll out 1,100 activities which included the Obstacle Challenge and The Downtown Amazing Race in December 2018 and January 2019 respectively. The events have also attracted more than 32,000 participants so far. Upcoming plans include an upcoming Vertical Challenge, Fitness Bootcamp and Obstacle Challenge.

Please contact HDE at hde@snef.org.sg or call 6290 7697 for more information.





SkillsFuture Awards



THE SKILLSFUTURE FELLOWSHIPS AND SKILLSFUTURE EMPLOYER AWARDS 2018

SNEF was appointed by SkillsFuture Singapore to be the Programme Manager for the awards for 2017-2019. In 2018, we reached out to over 5,800 employers and received 200 applications for the Fellowships and close to 100 for the Employer Awards. The awards were presented on 31 July 2018 by President Halimah Yacob, the Patron for both awards.

The SkillsFuture Employer Awards recognise exemplary employers which have made significant efforts in investing in the skills development of their employees and have developed skills-based career pathways for their employees. A SME category was introduced to level the playing field for smaller organisations that may not have as much resources as the larger ones to compete for the awards.

THE 19 NON-SME AWARDEES WERE:

- Accenture Pte Ltd
- CapitaLand Limited
- CIBA Vision Asian Manufacturing and Logistics Pte. Ltd.
- DFS Venture Singapore (Pte) Limited
- ExxonMobil Asia Pacific Pte. Ltd.
- HP Inc.
- KPMG Services Pte. Ltd.
- Oiltanking Asia Pacific Pte Ltd
- Park Hotel Management Pte. Ltd.
- SBS Transit Ltd
- Shopee Singapore Private Limited
- SIA Engineering Company Limited
- ST Logistics Pte. Ltd.
- Standard Chartered Bank (Singapore) Limited
- Swire Pacific Offshore Operations (Pte) Ltd
- Tan Tock Seng Hospital Pte Ltd
- United Overseas Bank Limited
- United Test and Assembly Center Ltd
- Yang Kee Logistics



The SkillsFuture Fellowships recognise and support Singaporeans who have displayed skills mastery in their respective fields as well as personal commitment to mentorship and the skills development of others. There were 29 recipients of the 2018 Fellowships who each also received S\$10,000.

THE 8 SME AWARDEES WERE:

- APRO-Asian Protection Pte Ltd
- Eastport Maritime Pte Ltd
- Eu Yan Sang (Singapore) Private Limited.
- JEP Precision Engineering Pte Ltd
- Mao Sheng Quanji Construction Pte Ltd
- Riverwood Pte. Ltd.
- Singapore LNG Corporation Pte. Ltd.
- The Wok People Pte. Ltd

Corporate Learning Centre

Onboarding Process

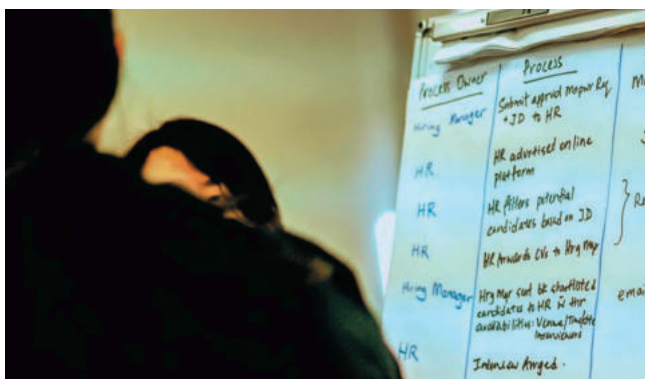
- Pre-arrival
- Up to end of the week
- Until end of Probation

CLC's aim is to provide employers a wide range of training programmes with strong focus on human resource management and industrial relations. To raise the productivity and efficiency of the employees and cater to their training needs, CLC also offers training programmes which focuses on soft-skills. In addition, CLC runs the Global Remuneration Professional Programme for Professional HR practitioners who wish to achieve a recognised international qualification.

A woman with long brown hair, wearing a black sleeveless top, is standing and writing on a whiteboard. She is holding a black marker in her right hand. The whiteboard has the word "process" written at the top, underlined. Below it is a list of five steps:

- Identify hiring needs and ensure headcount
- Put up MRF & JD
- Advertisement
- Screening resumes
- send shortlisted candidates to hiring

Another person's head and shoulder are visible in the foreground on the left, looking towards the whiteboard.





NON-WSQ COURSES

- Business Writing
- Communication
- Customer Service
- Digital Human Resource & Data Analytics
- Event Management
- Financial Management
- General Management
- Generic Productivity & Supply Chain
- Human Resource/Industrial Relations
- Information Technology
- Leadership & Teambuilding
- Marketing & Sales
- Productivity and Innovation Safety and Health



WSQ COURSES

- Business Management WSQ
- Employability Skills WSQ
- Human Resource WSQ
- Leadership and People Management WSQ
- Service Excellence Competency Framework
- Generic Manufacturing Skills WSQ



SNEF CORPORATE LEARNING CENTRE IN FY18

19335

Total No. of Trainees Trained

2974

No. of Employers Who Sent Staff For Training

1519

No. of Classes Conducted



COURSE ENROLMENT PERCENTAGE

WSQ Courses 51.4%

Non-WSQ Courses 48.6%



PLACE-AND-TRAIN ENROLMENTS

No. of Employers Onboard

637



No. of PMETs Trained

1105



PREPARED BY CLC

HUMAN RESOURCE WSQ

CLC has run Human Resource WSQ (HR WSQ) courses since 2008 to meet the demands of HR/Non-HR Professionals who seek competency-based training in the HR field. Through the modular competency-based training programmes, participants can attain nationally recognised HR certifications and qualifications.

To keep HR professionals abreast of new challenges, SSG had rolled out Skills Framework for HR (SFw HR) in 2018. CLC is currently working on SFw HR programmes and will progressively transit from HR WSQ to SFw HR by December 2019 to provide more up-to-date information on employment, career pathways, existing and emerging skills and competencies, as well as relevant education and training programmes for HR professionals. More courses will be aligned to the Institute for Human Resource Professionals body of content.

WORKPLACE SAFETY AND HEALTH PROGRAMMES

CLC conducts safety programmes to equip both employers and their employees with the knowledge and skills to meet the legislative requirements of the Workplace Safety and Health (WSH) Act. These programmes will help participants better identify, anticipate, assess, evaluate and manage WSH risks. Keeping up with the government's initiative in protecting ourselves against external threats, SGSecure components have been added in to improve in assessing risks related to the self, the workplace and the nation.

BUSINESS MANAGEMENT WSQ

The modular, competency-based training courses under the Business Management WSQ aims to cultivate versatile 'T-shaped professionals' and equip PMETs with deep skills in a specific domain area along with general knowledge in areas related to business management or operations.

EMPLOYABILITY SKILLS WSQ

CLC is one of the pioneer training providers to offer a comprehensive spectrum of Workplace Skills (WPS) and Executive Development & Growth for Excellence (EDGE) courses under this WSQ framework, covering critical workplace skills at operations, supervisory and managerial level. We equip the workforce with essential workplace skills to improve and maintain their efficiency

and effectiveness at work. The EDGE programmes empower PME's (Professional, Managers and Executives) to excel in the future economy with relevant knowledge, skills and greater engagement at their workplace.

LEADERSHIP AND PEOPLE MANAGEMENT WSQ

The LPM WSQ framework provides a leadership development roadmap for leaders. It enables leaders to enhance their leadership and people management skills, and gain recognition of their competencies through competency based training within a nationally recognised framework. CLC offers selected core units under this framework.

SERVICE EXCELLENCE COMPETENCY FRAMEWORK

This framework covers from operational level to managerial level helps organisation to raise service standard and define their desired service excellence experiences through building capabilities for innovation and productivity.

GENERIC MANUFACTURING SKILLS WSQ

To enhance competencies, increase productivity and retain quality across operational, supervisory and managerial roles, CLC offers generic manufacturing skills courses for all levels of the workforce.

From equipping an individual with hands-on skills to honing their specialties in the areas of project management and business re-engineering, there are modules that lead participant to become (i) Certified Operations Specialist (COS), (ii) Certified Operations Professional (COP) and (iii) Certified Associate Operations Executive (AOE).

IT COURSES

SNEF offers a wide range of ICDL programmes for anyone who wishes to become fully competent in the use of a computer and common applications. The ICDL Standards are aligned with WSQ Employability Skills ICT Standards and have been adopted widely across different industry sectors and organisations. ICDL modules provide a practical programme of up-to-date skills and knowledge areas which are validated by a test.



INTERNATIONAL CERTIFICATIONS AND PROFESSIONAL DESIGNATIONS

CLC collaborates with WorldatWork to offer three of their prestigious certifications – Global Remuneration Professional® (GRP®), Certified Compensation Professional® (CCP®) and Work-Life Certified Professional® (WLCP®). WorldatWork is the leading non-profit professional association in compensation and total rewards founded in the United States in 1955.

These globally recognised certifications are highly valued by employers and designed specifically for compensation, benefits and total rewards for professionals operating in a multinational or global environment. SNEF has helped facilitate the training classes and exams for hundreds of professionals from Singapore and the region over the past 13 years. SNEF is proud to continue to sponsor and facilitate classes and examinations for these international certifications in Singapore.



CUSTOMISED TRAINING PROGRAMMES

CLC also offers customised in-house training programmes hosted at multiple locations. In FY2018/19, CLC had assisted more than 1,200 companies in implementing customised group trainings to meet and address the current and emerging business challenges and needs for our employers. Industries namely, Food and Beverage, Service, Hospitality, Banking, Logistics, Manufacturing, Multinational Corporations, Small and Medium-Sized Enterprises and government agencies have all benefitted from our various training programmes specifically contextualised to each employer's needs.



PLACE-AND-TRAIN PROGRAMMES

In February 2015, WSG appointed SNEF to administer the P-Max Place-and-Train Programme under the Adapt and Grow initiative. P-Max advocate SMEs to better recruit, train, manage and retain their newly-hired PMETs. This scheme encourages the adoption of progressive human resource practices within SMEs and helps place job-seeking PMETs into suitable SME job roles.

The team at SNEF has organised and participated in more than 100 events and engaged over 10,000 employers. Nearly 1,800 SMEs and 2,000 PMETs have successfully enrolled in the P-Max programme as of 31 March 2019.

SNEF has also assisted SMEs in the Enhanced Career Support Programme (CSP). CSP encourage employers to hire eligible Singapore Citizen, who were made redundant or long-term unemployed and actively looking for jobs for six months or more in PMETs position. Employers can leverage on these schemes and embrace such PMETs returning back to the workforce. Since April 2017, we have successfully enrolled 170 eligible PMETs.

Under the Professional Conversion Programme (PCP), SNEF has supported over 250 SMEs and MNCs in training their newly hired mid-career PMETs. These



PMETs who took on new roles coming from a different industry, went through career transition. This PCP has helped to reskill them with necessary knowledge and competencies through classroom training and on-the-job training curriculum.

SNEF offers 48 WSQ courses that address competency gap at broad-base roles taken up by PMETs. They include Sales and Marketing, Business Development, Human Resources, Operations and Admin, Management and Leadership.

For more information about the various place and train programmes offered at SNEF, please contact us at 6827-6977.

SAPPHIRE

SAPPHIRE AND SNEF ENABLING PROJECTS ON HUMAN CAPITAL DEVELOPMENT

The SNEF Agency for Productivity Practices, Human Resource and Industrial Relations (SAPPHIRE) was set up in February 2017 to drive workplace transformation. SAPPHIRE offers five programmes. These are:

AGELESS

Integrates older workers into a lean multi-generation workforce for sustainable inclusive growth

HUMAN RESOURCE-CENTRIC

Integrates progressive HR and IR practices into lean management to create sustainable value for the organisation

LEARNING

Integrates lifelong learning into the culture of the organisation that continually renews the skills profile of its human capital to build new capabilities for business growth

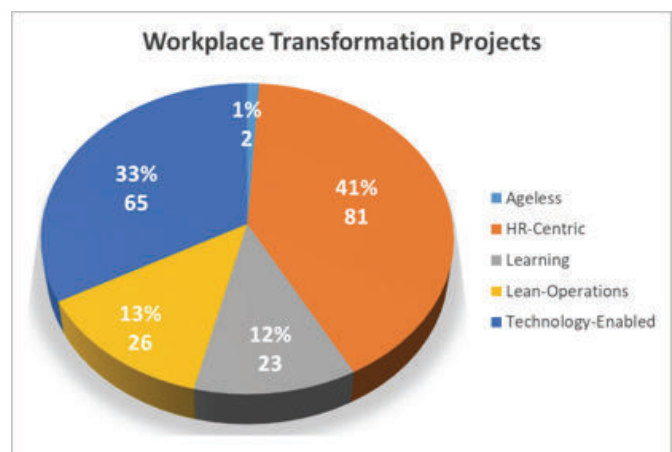
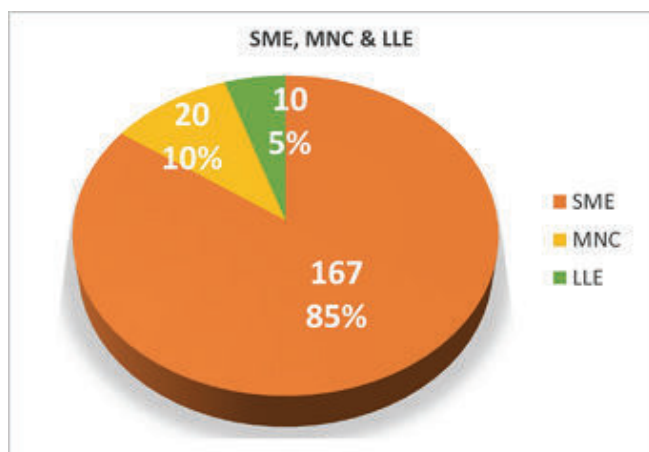
LEAN OPERATIONS

Integrates lean management mindsets and practices into the operations to reduce wastage of all forms for a sustainable business

TECHNOLOGY-ENABLED

Integrates the application of digital technology into organisation work practices, digital skills upgrading, use of Data Analytics to enrich customer experience, engage more customers and expand market share, to increase the capacity for growth

To date, a total of 197 companies have benefitted from the programmes: The breakdown is shown in the charts.



From September 2018, SAPPHIRE focussed on engaging companies across the 23 Industry Transformation Maps (ITMs) and providing professional consultancy services for Human Capital Development (HCD) under the SNEF Enabling Projects in six areas.

These are:

- Talent Attraction / Recruitment & Selection
- Manpower Planning / Capability Development
- Training / Learning & Development
- Performance Management
- Talent Management & Succession Planning
- HR Operations & Technology



UP TO 31 MARCH 2019, MORE THAN 350 EMPLOYERS WERE ENGAGED (OF THESE 54.8% WERE SMES) AND 11 COMPANIES (8 WERE SMES) HAD EMBARKED ON THE SNEF ENABLING PROJECTS TO DRIVE WORKPLACE TRANSFORMATION THROUGH HCD.

SAPPHIRE also organised activities for close to 1200 employers:

- 6 Engagement and Outreach Briefings attended by 146 employers
- 2 Learning Journeys for 89 employers to Wildlife Reserves Singapore (Singapore Zoo and River Safari) with sharing by the CHRO on Human Capital areas - Learning and Development, Talent Attraction, Talent Retention and Career Planning
- A Learning Journey for 19 employers to the Experience Centre (XPC) of Home-Fix D.I.Y. Pte Ltd on Design Thinking





- An Embracing Transformation at Work with Design-Thinking Seminar with invited speakers from Netherlands and Hong Kong, attended by 183 employers
- 10 Masterclasses attended by 367 employers
- Conducted 1-to-1 engagements with senior management of 354 companies with a Human Capital checklist to ascertain the employers' manpower needs and to provide end-to-end targeted assistance through relevant funded programmes to build their human capital capabilities and practices at the workplace

Interested companies who are keen to embark on consultancy for human capital development and to undertake funded programmes can **contact us at humancapital@snef.org.sg or (65) 6290 7698** during office hours (Mon-Fri), for assistance.

TRIPARTITE AND STRATEGIC PARTNERSHIPS

In Singapore's unique brand of tripartism, **SNEF is the body representing employers** and it aims to be the trusted partner of the National Trades Union Congress representing the labour movement, and the Ministry of Manpower representing the Government.

The strong tripartite partnership among the Government, the Labour Movement and Employers has been the cornerstone of Singapore's harmonious industrial relations and contributed to a favourable investment climate, economic progress and ultimately, better jobs for workers.

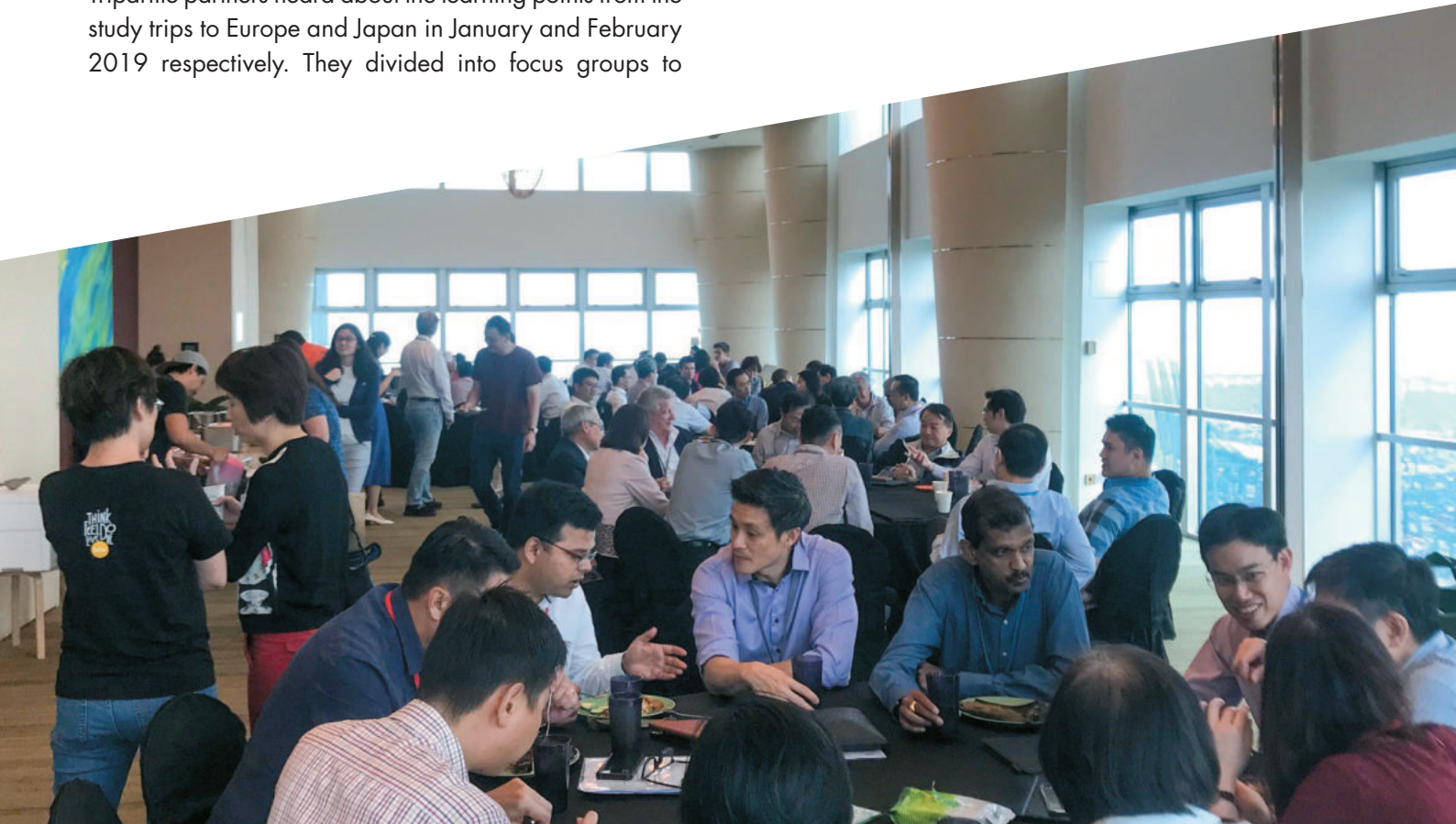
Tripartite Retreat 2019



The 4th Tripartite Retreat was hosted and organised by the MOM at the PSA Building, Auditorium on 22 February 2019. This year's retreat focused on the area of older workers, in contrast to sharing of workplans by the tripartite partners previously.

Tripartite partners heard about the learning points from the study trips to Europe and Japan in January and February 2019 respectively. They divided into focus groups to

discuss supporting employment of older workers by the Tripartite Workgroup on Older Workers. There were many useful ideas and suggestions during the discussion for the tripartite partners to work together and support the senior workers. The event ended on a positive note with closing remarks from the leaders of the tripartite partners.



SNEF-TP 10th Structured Human Resource Internship Programme (SHIP)



SHARING ON OVERVIEW OF SNEF AND ROLE OF SNEF IN TRIPARTISM BY MR CHUA KER SIN, DIRECTOR, SNEF.



STUDENTS VISITING THE MOM SERVICES CENTRE AT BENDEMEER.

3 SEPTEMBER 2018 – 21 DECEMBER 2018

SNEF, together with Temasek Polytechnic (TP), organised the 10th Structured Human Resource Internship Programme (SHIP) for TP students majoring in Diploma in Business with an elective in Human Resource Management, from 3 September 2018 – 21 December 2018.

The programme will allow students to gain rare insights into the employment practices, policies and issues in Singapore through a 3-day series of talks, briefings and on-site visits to SNEF, the MOM, including an introduction

about the Industrial Arbitration Court (IAC), the NTUC, Tripartite Alliance for Dispute Management (TADM) and the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP).

This is followed by a 16-week industrial attachment at SNEF member companies, which will enable students to gain practical insights into HR Practices.

We wish the SHIP interns success in their future endeavours.



SNEF hosted the 25th Tripartite Golf Friendly on Sunday, 29 July 2018 at Orchid Country Club. The Guest of Honour, Senior Minister Goh Chok Tong teed off the golf game at 1.00 pm.

The objective of this yearly friendly game was to encourage social interaction and networking amongst the tripartite partners in a relaxed environment.

The team from the NTUC was led by Mr Ng Chee Meng, Secretary-General & Minister, Prime Minister's Office, Mr Lim Swee Say, Immediate Past Minister for Manpower, led the Government's team and Dr Robert Yap, President of SNEF, led the team of employers. There were close to 200 participants who include several Ministers, senior Government officers and prominent employers.

The Employers' team emerged as the champion for the friendly game. Three cheers to the Employer team!

Well done!

Tripartite Golf Friendly 2018

Tripartite And Community Relations



Name	Representative(s)
Future Economy Council	Dr Robert Yap
National Wages Council	Dr Robert Yap Koh Juan Kiat
Tripartite Workgroup on Older Workers	Alexander C. Melchers Goh Swee Chen Kuah Boon Wee
Tripartite Committee on Low Wage Workers and Inclusive Growth	Stephen Yee
Tripartite Oversight Committee on Workplace Health	Jerry Seah
Tripartite Alliance Ltd Board	Douglas Foo Han Kwee Juan <i>Managing Director and Group Head of Strategy and Planning, DBS Group</i>
Tripartite Alliance for Fair & Progressive Employment Practices	Dr Robert Yap (Advisor) Douglas Foo (Co-Chair) Edwin Ng Koh Juan Kiat
Central Provident Fund Board	Tan Hee Teck (w.e.f. 1 Jul 2018)
Employment and Employability Institute	Andrew Chong
Institute for Human Resource Professionals	Goh Swee Chen (Chairman) Victor Chia (Alternate Member) <i>Board Advisor, Rock Productions Pte Ltd</i>
Migrant Workers' Assistance Fund	Kuah Boon Wee (Chairman) (w.e.f. 1 May 2018) Christopher Ang
Migrant Workers' Forum	Kuah Boon Wee (Co-Chair)
National Integration Council	Laurence Chin

Name	Representative(s)
WSH2028 Tripartite Advisory Panel	Dr Robert Yap
Workplace Safety and Health Council	John Ng (Chairman)
Security Tripartite Cluster	Jeffrey Chua (Co-Chair) (w.e.f. Mar 2019) <i>CEO, Ascendas-Singbridge Services Pte Ltd</i>
Tripartite Cluster for Cleaners	Jeffrey Chua (Co-Chair) (w.e.f. Mar 2019)
Tripartite Cluster for Landscape Industry	Felix Loh (Co-Chair) (w.e.f. Mar 2019)
HR Sectoral Tripartite Committee	Koh Juan Kiat
Human Capital Partnership Steering Committee	Chua Ker Sin
TechSkills Accelerator (TeSA)	Abraham Thomas
Tripartite Mediation Advisors	Clariz Ang, Ang Kuan Kuan, Linda Ang, Ang Poh Inn, Daisy Chan, Joscelyn Chan Mable Chan, Felicitas Chia Angelina Chua, Hong Siu Ming, Kee Chia Choon, Lam Kum Seng, Chris Lee, Lincoln Lee, Jessica Leong, Freddy Liew, Edwin Lye, Ng Kok Cheong, Lorraine Ng, Vanessa Ng, Nunis Vernon Gerard, Francis Tan, Toh Hong Seng
Industrial Arbitration Court (IAC) Panel Members	Daisy Chan Mable Chan Cheong Meng Fong Paul Chung Evelyn Goh Elsie Lim Ng Kok Cheong

COMMUNITY RELATIONS

Name of Organisation/Committee	Representative(s)
Advisory Council on Community Relations in Defence (ACCORD)	Douglas Foo
ACCORD Business & Employer Council	Douglas Foo
Diabetes Prevention and Care Taskforce	Dr Lim Suet Wun
SGSecure@Workplaces Community Leader	T. Mogan (w.e.f. 1 July 2018)





SINGAPORE NATIONAL EMPLOYERS FEDERATION

Website: www.snef.org.sg

Head Office

60 Paya Lebar Road, #13-45
Paya Lebar Square (Lobby 2)
Singapore 409051
Tel: +65 6290 7633
Fax: +65 6290 7600

Corporate Learning Centre

19 Tanglin Road, #10-01/07
Tanglin Shopping Centre
Singapore 247909
Tel: +65 6827 6927
Fax: +65 6827 6803