

11 November 2019

Joint Media Release

**6 IN 10 EMPLOYEES AT RAFFLES HOSPITAL
TO BENEFIT FROM WORKPLACE REPRESENTATION**

*~ Raffles Hospital and Healthcare Services Employees' Union enter partnership
to advance workers' welfare and work prospects ~*

1. Raffles Hospital and the Healthcare Services Employees' Union (HSEU) inked a landmark agreement today, opening the doors for six in every ten employees working at the private hospital to join the union. This was witnessed by NTUC Secretary-General Ng Chee Meng who was also the Guest-of-Honour, and NTUC Assistant Secretary-General Patrick Tay who is Advisor to the union.
2. The Memorandum of Understanding (MOU) between both parties is the first private hospital signing for HSEU. With this breakthrough, union membership will be offered to about 60 per cent of Raffles Hospital's total workforce, across both rank-and-file workers and professionals, managers and executives. This translates to some 500 employees, including nurses, allied health staff, as well as ancillary and administrative staff.
3. Through this collaboration, HSEU will be able to make inroads into the private hospital sector with the aim to help healthcare workers secure better wages, better welfare and better work prospects. As part of the MOU, a Union Branch Committee will be set up by eligible employees who are union members under HSEU. The formation of this branch committee will provide workers with an additional platform to discuss workplace issues with management.
4. As a critical next step, both HSEU and Raffles Hospital are committed to identifying ways to upskill and reskill the workforce and equip them to become Healthcare Worker 4.0, given sweeping disruptions in the industry. These include addressing skills gaps and training needs, developing programmes to help existing and new workers adopt, adapt and embrace change. In partnership with the Healthcare Academy, HSEU has already set up Company Training Committees with public healthcare institutions such as Tan Tock Seng Hospital, National University Health System as well as with NTUC Health. Similarly, efforts to ensure that workers in the private healthcare sector are not left behind could follow through a similar approach.

5. To mark the significant milestone, Raffles Hospital has agreed to pay union membership fees for eligible employees. As a further extension of goodwill and show of commitment to promoting employees' welfare, Raffles Hospital also presented a cheque of \$5,000 at the MOU signing, which will go toward engagement activities for staff.
6. Dr Loo Choon Yong, Raffles Medical Group Executive Chairman said, "At Raffles Hospital, our employees play a key role in providing the best care for our patients. This collaboration with HSEU will allow our employees to stay ahead and remain relevant with ongoing industry transformation. We are committed to building a future ready workforce together with our employees, to enable us to be the trusted partner for health for our patients and stakeholders."
7. Ms K. Thanaletchimi, NTUC Vice-President and HSEU President said, "Today's signing is very significant for all of us in HSEU. We are truly delighted that Raffles Hospital has acknowledged the union as the valued partner and has joined hands with us to better the lives and livelihoods of its workers. As the voice for all workers in the healthcare sector, we look forward to working closely with Management to bring about win-win-win outcomes for our workers, the organisation and the healthcare industry at large."

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About National Trades Union Congress (NTUC)

The National Trades Union Congress (NTUC) is a national confederation of trade unions as well as a network of professional associations and partners across all sectors in Singapore. NTUC's objectives are to help Singapore stay competitive and workers remain employable for life; to enhance the social status and well-being of our members and workers; and to build a strong, responsible and caring labour movement. NTUC's vision is to be an inclusive labour movement for all collars, ages and nationalities. NTUC is at the heart of the Labour Movement, which comprises 59 affiliated unions, five affiliated associations, 12 social enterprises, six related organisations as well as a growing ecosystem of U Associates and enterprise partners. For more details on NTUC, please visit our website at www.ntuc.org.sg.

About Healthcare Services Employees' Union

Formed in 1989, HSEU is an affiliate of the National Trades Union Congress (NTUC) representing more than 43,000 persons who are employed in the Healthcare industry. At present, its membership is open to employees from the Healthcare Institutions under Ministry of Health Holdings (MOHH) and its subsidiaries in any capacity and all employees who are locally employed in the Healthcare Services industry such as private healthcare organisations and healthcare voluntary welfare organizations such as hospitals, nursing homes, step-down care services, elder care centres and related industries in any capacity and who are not ordinary members of any other registered trade union of employees in Singapore. To find out more about HSEU, please visit our website at www.hseu.org.sg.

Chinese Names and Terms	中文名称与词汇
National Trades Union Congress (NTUC)	全国职工总会 (职总)
Healthcare Services Employees' Union	保健服务雇员联合会
K. Thanalethimi Vice-President, NTUC President, Healthcare Services Employees' Union	丹娜乐芝米 全国职工总会 副会长 保健服务雇员联合会 会长
Raffles Hospital	莱佛士医院
Dr Loo Choon Yong Executive Chairman, Raffles Medical Group	吕俊暘医生 莱佛士医疗集团 总裁