

News from

Tripartite
Alliance for
Fair
Employment
Practices

Apr – Jun '09

It Pays to be Fair!



Fair Employment Benefits Bottom-Lines

For Ritz-Carlton, treating its staff fairly makes sound business sense, whether in good times or in bad. It is believed that engaged employees create engaged guests which in turn lead to higher profits.

Mr Simon Cooper, President and Chief Operating Officer (COO) of The Ritz-Carlton Hotel Company, L.L.C., cited at the first Conference on Fair Employment Practices, a mature worker, Ah Keng, as a leading example of how embracing diversity at the workplace benefits the bottom line of the hotel. Ah Keng, one of the longest-serving stewards, has not taken a day of sick leave in her 13 years working for the hotel. Her fellow colleagues also look up to her as a mentor at work.

Mr Cooper also shared one program tailored specially for workers planning to return to work, The Boomerang Club. This program encourages employees to return to Ritz-Carlton to work even if they have left previously to work with competitors. It is believed that these employees have obtained valuable skills during their employment there to share at Ritz-Carlton.

The principles of fair employment plays a key role in the hotel's values and the culture of excellence among their over 40,000 employees. Ritz-Carlton's efforts paid off when the hotel won the Fair Employment Practices Award during the HRM Awards 2009.

“The Ritz-Carlton, Millenia Singapore is pleased to be one of the first organisations to sign the Employers' Pledge of Fair Employment Practices by the Tripartite Centre for Fair Employment Practices. As an organisation, we have always had diversity and fair employment practices deeply embedded in our culture.

We are pleased to be recognised with the Fair Employment Practices Award at the recent HRM Awards 2009. It is recognition for all the work that we do and strengthens our position as Employer of Choice in Singapore and Asia.”



Cecilia Chia
Director of Human Resources

Spotlight!

Making it Easy to be Fair

To adopt fair employment practices successfully, HR and line managers need to see the value of being fair. To help employers get started in their adoption of fair employment practices, the following tools and resources are now available:

A. Leading Fair Employment Practices Handbook

This handbook presents in a systematic way the leading fair practices from 25 progressive Singapore-based organisations. Areas covered include topics such as performance management and career progression, recruitment, training and development as well as grievance handling.

B. Fair Recruitment and Selection Handbook

This handbook provides a practical and detailed guide on effective and fair recruitment and selection. Singapore-based employers are encouraged to use this easy-to-read guide as a reference to identify ways on how their current recruitment process can be enhanced.

C. E-Learning

This newly launched e-learning programme provides a simple and interactive way to understand the Tripartite Guidelines on Fair Employment Practices. Try this out yourself or share it with others to better understand the guidelines.

You can find all these materials on our website at www.fairemployment.sg (under Resources).

Upcoming Events

Date	Event	Details
7 Apr 09 5 May 09 2 Jun 09	Fair Employment Practices Briefing	The monthly briefing sessions provide companies with an introduction to fair employment and the benefits of hiring on merit. Participants will be given practical and simple tips on implementing fair employment practices and creating an open and inclusive environment at the workplace.
4 May 09 15 Jul 09	Recruitment and Selection Workshop	The one-day workshop is specially developed to help employers understand the importance of having well-planned recruitment practices. An experienced trainer will guide participants through the recruitment process and assist organisations in the implementation of fair interview and selection practices.
15 May 09	Towards Inclusiveness in the Workplace: Employing People with Disabilities	Attend this sharing session to find out about employing and effectively engaging People with Disabilities (PWDs). Jointly organised with Bizlink Centre Singapore Ltd, the session will also feature a guest speaker from Standard Chartered Bank.

For more information on any of the above events, please visit www.fairemployment.sg (under Events Calendar).

Food for Thought

"I urge employers not to lose sight of our long-term goal of making fair employment an integral part of our corporate culture. Even in the downturn we need to press ahead with efforts to shape the behaviour and mindsets of employers to hire on merit. Those who put in place enlightened hiring practices now will be more attractive to talent and job-seekers when the economy recovers and the job market tightens."

Mr Gan Kim Yong
Minister for Manpower

