

The logo for the Total Defence Awards 2020. It features a stylized red graphic on the left consisting of several curved, flame-like or wing-like shapes. To the right of this graphic, the letters 'tda' are written in a bold, lowercase, red sans-serif font. Below 'tda', the words 'TOTAL DEFENCE AWARDS' are written in a smaller, uppercase, red sans-serif font. At the bottom right, the year '2020' is written in a large, bold, red sans-serif font.

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# **ABOUT ACCORD**

The Advisory Council on Community Relations in Defence (ACCORD) was established by Ministry of Defence in 1984 as a channel for the community to provide feedback on issues concerning Singapore's defence. ACCORD was subsequently restructured in August 2014 to deepen engagement with employers, educational institutions, family members and members of the broader community; and facilitate community initiatives which support and strengthen National Service (NS) and defence.

With three sub-councils – the Employer and Business (E&B) Council, the Family and Community (F&C) Council and the Educational Institutions (EI) Council – under its ambit, ACCORD is instrumental to the development and implementation of many ground-up initiatives that support NS and defence. ACCORD's contributions include the revamped Total Defence Awards (TDA), the introduction of the NS Mark Accreditation Scheme and the inception of the TDA Evaluation Board comprising exemplary members who form the judging panel for the annual TDA.





# ***ABOUT THE TOTAL DEFENCE AWARDS***

Established in 1986, the Total Defence Awards (TDA) aim to recognise employers and Civil Resource Owners who have demonstrated exemplary support and advocacy for National Service (NS) and Total Defence (TD). In 2015, the TDA was revamped and launched as the highest national-level accolade to recognise a wider array of stakeholders including educational institutions, community support organisations and individuals. In addition, the Home Team National Service Awards for Employers was integrated into the TDA. In 2016, the NS Mark Accreditation Scheme was introduced to acknowledge a broader base of employers, businesses and organisations that pledge and act on their support and advocacy efforts in strengthening the defence of our nation.



For more information on how employers can support their NSman employees, please visit <https://www.ns.sg/web/portal/nsmen/home/employer>



**NS ADVOCATE AWARD  
FOR INDIVIDUALS**

**MDM NUR KAMILAH  
BINTE ABDUL RAHMAN**

Wife of LTA (NS) Khairul Ruzaini Bin Jasmani

*"I know that these training sessions and assessments are meant for his unit to be ready and well-prepared to safeguard Singapore in times of need."*



*Mdm Nur Kamilah Binte Abdul Rahman with husband, LTA (NS) Khairul Ruzaini Bin Jasmani*

***Standing Tall for Her NSman and Home***

Her husband was doing his In-Camp Training (ICT) last year when their son fell ill with Hand-Foot-Mouth Disease.

Despite his concern and his insistence on going home to be there for them, Mdm Nur Kamilah Binte Abdul Rahman encouraged him to concentrate on his ICT. Instead, she took no-pay leave to look after their two-year-old son and four-month-old daughter.

She said, "As my daughter was only four months old back then, I could not risk her contracting the disease. My son was in a lot of pain due to the ulcers in his mouth. It was very hard for me to see him like that and I knew he would prefer that I be with him."

"I understood that my husband had a big responsibility in camp and his men needed him. Hence, I made that decision."

She convinced him that all would be well and that her mother would come over to help look after the children.

Mdm Nur Kamilah added, "As a National Serviceman (NSman), he has always been passionate about serving in the Army. He shares his Army stories whenever he can, and I understand how dearly he wanted his unit to perform well for the high-key ICT assessment."

"I know that these training sessions and assessments are meant for his unit to be ready and well-prepared to safeguard Singapore in times of need."



## NS ADVOCATE AWARD FOR INDIVIDUALS

### ***Mdm Nur Kamilah Binte Abdul Rahman***

Mdm Nur Kamilah faced challenges keeping the children separated to prevent the spread of the disease.

"It was not easy managing two children while keeping them separate, especially when both were still breastfeeding during that period. It was especially difficult at night when I had to juggle between the two and have them cry one after the other in separate rooms."

Her struggles proved to be well worth it. She shared, "When my husband returned home telling me that his unit got the ICT results that they had wanted, that little sacrifice was worth it. I believe in playing our part, no matter how big or small, it can make all the difference in the world."

Mdm Nur Kamilah's husband, LTA (NS)

Khairul Ruzaini Bin Jasmani is grateful for his wife's support for his NS commitments.

"Knowing that she takes care of our children and our home allows me to have peace of mind that everything will be fine," he said.

LTA (NS) Khairul Ruzaini said his parents and parents-in-law approve of his wife's support for him to focus on his NS duties. "My parents are in the wet market business and they would help to deliver groceries to our doorstep, so that my wife did not have to leave home to do the marketing. My mother-in-law would come over to our place and help to take care of the kids and cook for them too."

He saved the highest praise for his wife. "Thank you for all the sacrifices you have made. You are the true hero to all of us!"



*Mdm Nur Kamilah Binte Abdul Rahman and family*



## NS ADVOCATE AWARD FOR INDIVIDUALS

### **MR SALUNKHE SAMEER**

Supervisor of SGT (NS) Huzaifa Shakir

*"We value individuals who have demonstrated a positive attitude towards National Service and have performed well in National Service."*



Mr Salunkhe Sameer | Vice President Delivery and Executive Management Team Member

### **Giving NSmen Peace of Mind to Serve Benefits All**

A plaque that reads "T-Systems will actively support our NSmen to manage their National Service commitments", 'salutes' National Servicemen (NSmen) at the entrance to Mr Salunkhe Sameer's office. It is testimony to the company's culture of open support for National Service (NS) and commitment to giving NSmen peace of mind to attend In-Camp Training (ICT).

Mr Sameer ensures that the NSman employees under his charge have flexible work schedules to help them prepare for their Individual Physical Proficiency Test (IPPT), and prioritises their NS call-ups. He also holds lunches for NSman employees to share their NS experience. Mr Sameer added, "When NSmen share their stories, it builds a greater appreciation for the nation, turns

worried mothers into strong supporters of NS and helps create awareness of NS among all employees."

"We celebrate our NSmen's ICT achievements on our social media accounts. We value individuals who have demonstrated a positive attitude towards NS and have performed well in NS. We also factor NS experience into our hiring process."

A heartening observation he has made is that NSman employees are not only able to execute challenging projects that result in developing more businesses, but also have the knowledge and skills needed to respond during emergencies. "These are invaluable skills that every company can benefit from," he shared.



## NS ADVOCATE AWARD FOR INDIVIDUALS

### *Mr Salunkhe Sameer*

Mr Sameer's NSman employee, SGT (NS) Huzaifa Shakir, is grateful for his support.

SGT (NS) Huzaifa shared, "If there is no one to cover an NSman (during his ICT), his mind will always be at work, as he may be concerned about the ripple effects of not replying to his emails or responding to customers."

He looks forward to the day when all employers actively support their NSman employees and give them the assurance that their contribution to the country is taken into consideration towards their career progression.

SGT (NS) Huzaifa said Mr Sameer placed him in a team that could share his work duties while he attended his ICT. This arrangement ensured that there was no impact on his annual performance review when he attended to his NS commitment.

He assures his family of his employer's support for NS and also shares with his colleagues about how NS helps develop NSmen's character and builds up their resilience – traits that will serve them well throughout their lives.

"My supervisor's support has motivated me to put in more hours at work to catch up with what I may have missed during my ICT. It also motivates me to do more for my company."

SGT (NS) Huzaifa encourages other NSmen to share their NS experience with their supervisors and colleagues.

"I would like to tell other supervisors that their support provides NSmen the peace of mind and confidence to serve their country well, and has many intangible ripple effects. Notably, their collective support forms the foundation for a peaceful and secure nation, which enables a stable economy to thrive for all of us and our family to enjoy."



SGT (NS) Huzaifa Shakir | Project Manager



# **NS ADVOCATE AWARD**

## FOR INDIVIDUALS

Mr Armando Gabat

Mr Daniel Lim Chee Chau

Mdm Nur Kamilah Binte Abdul Rahman

Mr Salunkhe Sameer

Ms Sheereen Loke

Mr Sim Kim Huat

Mr Tan Soon Teck

Mr Teo Ah Kau



**NS ADVOCATE AWARD**  
**FOR SMALL & MEDIUM ENTERPRISES**

**3E ACCOUNTING PTE. LTD.**

**ONE-TIME**

**\$200**

reward upon completion  
of ORNS training cycle



One-time ICT incentive  
reward of

**\$100**

**FOR NS ACHIEVEMENTS**



*"As a local SME that has benefited from Singapore's peace and prosperity, we recognise the importance of National Service and accept that it is a shared responsibility."*

Mr Lawrence Chai | Director

**Staying Alert and Resilient Together**

Providing professional accounting and financial services to small and medium-sized firms, as well as providing steadfast support to National Serviceman (NSman) employees are all in the ledger of 3E Accounting Pte. Ltd., a Singapore-based company.

Since the company was set up, 3E Accounting has maintained a record of zero In-Camp Training (ICT) deferment. Director Lawrence Chai said that, in recognition of the completion of full-time National Service (NS), each NSman employee gets one day of leave in addition to his annual leave package. NSman employees are eligible for NS training off in lieu if their ICT period or mobilisation falls on their rest

day, such as Saturday or Sunday. They are also given time off on the next working day after the completion of their ICT to rest or spend time with their family.

That is not all – each NSman employee gets a day's Individual Physical Proficiency Test (IPPT) leave to take the IPPT as well as a cash incentive that matches the incentive given by the government for the various IPPT award types. This incentive encourages 3E Accounting's NSman employees to maintain their physical fitness.

Acknowledging NSman employees' NS achievements such as the NSman of the



## NS ADVOCATE AWARD FOR SMALL & MEDIUM ENTERPRISES

### **3E Accounting Pte. Ltd.**

Year Award, Formation NSman of the Year Award or NS Excellence Award (NSEA), 3E Accounting presents them with a one-time ICT incentive reward of \$100.

Mr Chai added, "Upon completing their Operationally Ready National Service (ORNS) training cycle, each NSman employee will be awarded a one-time reward worth \$200. As a local SME that has benefited from Singapore's peace and prosperity, we recognise the importance of NS and accept that it is a shared responsibility. Therefore, 3E Accounting has pledged and demonstrated our support for NS through the implementation of policies and practices that support NS and Total Defence (TD), as well as NSman employees in better balancing their family, work, and NS commitments."

The company values qualities such as teamwork, loyalty and commitment as well as skill sets gained from NS. "Best of all, we know these qualities are 'NS certified' and there is no better way to conduct an 'audit check' on potential employees than

through their NS training," added Mr Chai. "We see NS and TD as Singapore's Business Continuity Policy. We will sail through the (COVID-19) storm as a nation only if we stay resilient and vigilant together."

3E Accounting's NSman employee, 3SG (NS) Chew Kiat Yong, a Programme Head, acknowledges that their company's comprehensive support system recognises his NS obligations and need for Work-Life-NS balance. "When I first joined the company, I was concerned that my ICT, which was scheduled to take place three weeks later, would delay my probation. Lawrence, our Director, assured me that my evaluation will not be affected. Returning to work, I was heartened to find out that I was confirmed during my ICT, and I am always very grateful to 3E Accounting!"

"3E Accounting also motivates me to maintain my fitness through organising talks on healthy lifestyle and regular fitness activities as well as encouraging me to participate actively in IPPT training."



3SG (NS) Chew Kiat Yong | Programme Head



NS ADVOCATE AWARD  
FOR SMALL & MEDIUM ENTERPRISES

## CHYE THIAM MAINTENANCE PTE LTD

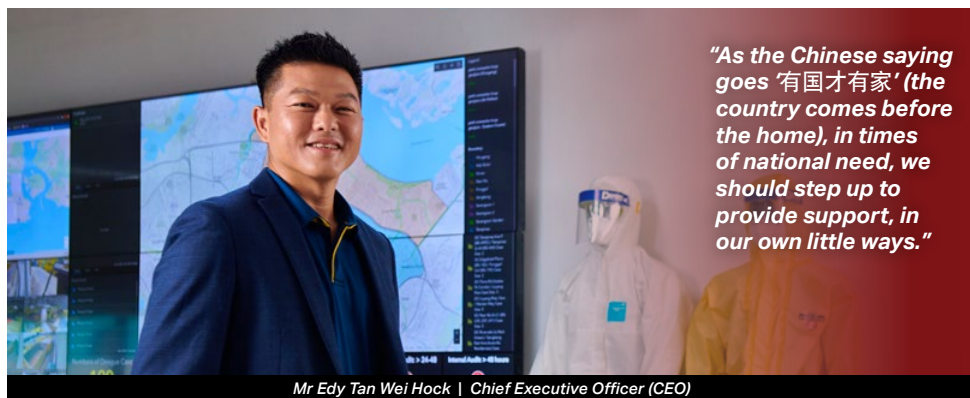
Participating in Civil  
Resource Requisition  
Exercises since

**2017**



**NO DEFERMENT**  
by NSman  
employees in past

**3** CONSECUTIVE  
YEARS



Mr Edy Tan Wei Hock | Chief Executive Officer (CEO)

*"As the Chinese saying goes '有国才有家' (the country comes before the home), in times of national need, we should step up to provide support, in our own little ways."*

### Advancing Support for Total Defence for a Resilient Nation

The rise of Chye Thiam Maintenance Pte Ltd (CTM) from humble beginnings is like modern Singapore's success story.

Over the course of more than 40 years, the company has grown from a source of employment for farmers whose livelihoods were affected by the change in Singapore's agricultural landscape, into one of the largest and most illustrious cleaning and waste management companies here in Singapore.

CEO Edy Tan Wei Hock regularly highlights to his employees how the goals and message of Total Defence (TD) are more significant now than before, and the need for everyone to

"play our part to stand as one people united in resolve and action".

As part of their commitment to TD, CTM works closely with the National Environment Agency as a Civil Resource Owner to ensure that their workforce is robust, well-trained, and equipped to provide disinfection services for potential situations involving the Ebola Virus Disease, Monkey Pox and the ongoing COVID-19.

CTM takes part in civil resource requisition exercises of the Singapore Armed Forces as well as exercises conducted by various government agencies annually



## NS ADVOCATE AWARD FOR SMALL & MEDIUM ENTERPRISES

### ***Chye Thiam Maintenance Pte Ltd***

to ensure that they are always ready to respond.

CTM is also responsible for maintaining cleanliness in some of Singapore's public infrastructure, covering 438 km of expressways and pedestrian accesses, 318 km of public carriageway, 8.6 km of shoreline, 237 hectares of vacant land, and drains. CTM's swift responses in cleaning up major road spillages have also contributed to maintaining Singapore's international image of public cleanliness.

During the COVID-19 pandemic, this preparedness was put to the test when CTM provided critical waste collection and disposal services to dormitories. Their pandemic disinfection teams also disinfected dormitories, hotels, offices, and factories with suspected or confirmed COVID-19 cases.

CTM's commitment to TD is also highlighted through their policies that support National Service (NS). Deferment from NS call-ups is discouraged and CTM's National Serviceman (NSman) employees have not deferred their

call-ups for the past three consecutive years.

Each NSman employee is covered when he is on In-Camp Training (ICT), and shift arrangements are prioritised to enable NSmen to train for their Individual Physical Proficiency Test (IPPT) or prepare for their ICT. Certificates of Service (COS) are considered during hiring interviews too.

To encourage employees to keep fit, CTM has collaborated with the Health Promotion Board to organise health talks, invested in gym equipment and an employee recreation area in CTM Building.

CTM's NSman employee, 3SG (NS) Tamim Bin Mohamed Uris, an Assistant Executive for QEHS, commended CTM for their NS-friendly policies and greatly appreciated that "our company stands ready to commit our assets and services in support of TD and supports our nation in national crises or emergencies". He added, "CTM's response to disinfection activations tells me that our company is well prepared and steadfast in tackling such emergencies."



**3SG (NS) Tamim Bin Mohamed Uris | Assistant Executive, Quality, Environment, Health and Safety (QEHS)**



NS ADVOCATE AWARD  
FOR SMALL & MEDIUM ENTERPRISES

## ENG HUP SHIPPING PTE LTD

ON ACTIVE  
OPERATIONS

**24/7**

throughout the year



CONSIDERS  
**COS AND  
TESTIMONIALS**  
issued by SAF, SPF and SCDF  
for **RECRUITMENT**



*"It is crucial to prioritise  
National Service and  
Total Defence!"*



Ms Justina Lim Ah Tin | Director

### **Anchoring on Multi-Agency Effort to Safeguard Singapore Waters**

Founded in 1957, and having grown alongside post-war Singapore, homegrown company Eng Hup Shipping Pte Ltd sees its future as inextricably linked to the nation's security and stability.

The company's growth hinges on Singapore's status as one of the world's busiest ports, due in part to the secure and open sea lines of communication as well as the peace of mind ship owners have when sailing their ships in Singapore waters and around the region.

Director Justina Lim Ah Tin said, "As a home-grown vessel owner, we continuously

emphasise to our crew the importance of being vigilant at sea and doing our part to contribute to early reporting of suspicious activities such as suspected piracy. Being part of the Navy's Information Fusion Centre community also allows us to tap into the support of a wider network to ensure safe maritime operations for our vessels."

Eng Hup Shipping considers the Certificates of Service (COS) and Testimonials issued by the Singapore Armed Forces (SAF), Singapore Police Force (SPF) and Singapore Civil Defence Force (SCDF) in their hiring process.



## NS ADVOCATE AWARD FOR SMALL & MEDIUM ENTERPRISES

### **Eng Hup Shipping Pte Ltd**

Applicants who have completed full-time National Service (NS) are usually offered higher starting salaries. Good performance in NS is also taken into consideration during the performance appraisal of their National Serviceman (NSman) employees. NSman employees are encouraged to share and use the soft skills acquired during NS to perform their jobs.

Eng Hup Shipping has always been supportive of programmes that strengthen Singapore's defence. The company has participated in multi-agency drills such as Exercise Bobcat, which is a simulation of an aircraft crash rescue mission in the eastern part of Singapore where SCDF used Eng Hup Shipping's vessels for ship-to-ship transfer of 'rescued' passengers.

In addition, as a member of the Jurong Water Safety and Security Network (JSSN), Eng Hup Shipping operates a waterfront facility and takes part in activities to

safeguard Singapore Port Waters. This role also serves as a direct communication channel for JSSN to react rapidly to emergencies at sea.

Eng Hup Shipping's NSman employee, 1SG (NS) Samuel Chow Yi Wei, an Accountant, is glad for his company's support so that he can have peace of mind during his In-Camp Training (ICT).

"Eng Hup Shipping allows me to train with my batch-mates and have proper rest every day during my ICT. When I share about the company's support for Total Defence with my batch-mates, they are always surprised at how supportive the company is. I am proud of what we do as a company," he added.

His family life also benefited as the company's pro-NS policy of not having to go back to work immediately after ICT means that 1SG (NS) Chow can spend some quality time with his wife and children.



1SG (NS) Samuel Chow Yi Wei | Accountant



**NS ADVOCATE AWARD**  
FOR SMALL & MEDIUM ENTERPRISES

## **WANIN INDUSTRIES PTE LTD**

**1,920**

**BOTTLES OF ISOTONIC  
DRINKS AND MINERAL  
WATER** donated to  
Tan Tock Seng Hospital



**1,000**

**BOTTLES OF  
HAND SANITISERS**  
donated to People's  
Association



*"Support from all businesses matter when it comes to National Service and Total Defence – the outcome is what keeps businesses running and investors coming."*

Mr Jerry Tan Tjin Hong | Chief Executive Officer (CEO)

### **Strengthening NS – the Wellspring of our Peace and Progress**

Homegrown company Wanin Industries Pte Ltd, which was established in 1986, understands the significance of ensuring that life goes on in times of crisis.

CEO Jerry Tan Tjin Hong said, "Singapore's future is built on the idea of security and ease of doing business within the region. Our business owners have gone through National Service (NS) themselves and understand its importance. Hence, they have always advocated the cause." Wanin Industries are bottlers of Pere OCEAN mineral water and trade in hot and cold-water dispensers, instant water boilers as well as hot and cold plumbing coolers.

During annual functions, the management recognises National Serviceman (NSman) employees who have performed well in their In-Camp Training (ICT) and Individual Physical Proficiency Test (IPPT).

The company supports their employees in maintaining good health and overall wellness and signed up for a corporate membership with HomeTeamNS to enable their NSman employees to use the gym for free.

Wanin Industries furthered its support for Total Defence by sponsoring bottled water and providing manpower to support a mock anti-terrorism exercise.



## NS ADVOCATE AWARD FOR SMALL & MEDIUM ENTERPRISES

### ***Wanin Industries Pte Ltd***

All this is due to Mr Tan's belief that Singaporeans "should not take our safety and security for granted". To this end, the company actively takes part in the annual SAF Day Combined Rededication Ceremony and the commemoration of Total Defence Day.

In addition, the company considers the Certificate of Service (COS) issued upon completion of full-time NS during the hiring process. "The COS recognises individual ability, character, and efforts. During our recruitment interview, these are some of the key fundamentals of a well-suited candidate that we look for, in addition to qualifications and work experience."

During the COVID-19 pandemic, Wanin Industries sponsored, donated, and distributed energy drinks and Pere OCEAN bottled water to Tan Tock Seng Hospital, and donated hand sanitisers to the People's Association for distribution to needy families.

"Wanin Industries prides itself in being a privately owned Singapore company and this has been made possible because of our forefathers' vision to protect Singapore's sovereignty with a strong NS institution and take Singapore forward as one people, one nation, one Singapore. Being able to contribute and be a part of the ongoing journey is our privilege," said Mr Tan.

Wanin Industries' NS-friendly policies give peace of mind to their NSman employee, INSP (NS) Eugene Tan, Head of Special Projects, when he is at his annual ICT.

"The arrangements at my workplace have helped me transit smoothly back to work after completing my ICT and have kept my projects on track and given me peace of mind. The NS-friendly policies have allowed us to achieve better work-life balance," said INSP (NS) Tan. "If not for supportive employers like Wanin Industries that understand the value of NS, Singapore would not be a safe place for my family," he added.



INSP (NS) Eugene Tan | Head of Special Projects



## **NS ADVOCATE AWARD**

### FOR SMALL & MEDIUM ENTERPRISES

|   |  |   |
|---|--|---|
| 2359 Media Pte. Ltd.                                  | Carnival Wiz Pte. Ltd                    | Gavin's Tuition   |
| 3E Accounting Pte. Ltd.                               | Chevron International (S)<br>Pte Ltd     | GETS Asia Pte. Ltd.                                     |
| AAVC Veterinary Clinic                                | Chye Thiam Maintenance<br>Pte Ltd        | Heraeus Asia Pacific<br>Holding Pte. Ltd.               |
| AC P. Computer Training &<br>Consultancy Pte Ltd      | Commercial Advisory<br>Pte Ltd           | Himawari Pte. Ltd.                                      |
| All Industrial Manufacturing<br>Pte. Ltd.             | Confidence Funeral<br>Services Pte. Ltd. | Hong He Supply Pte. Ltd.                                |
| Allied Kinsmen<br>Environmental Services<br>Pte. Ltd. | CTES Consulting Pte. Ltd.                | Human Capital Consulting<br>& Services (S'pore) Pte Ltd |
| ALPS Global Logistics<br>Pte. Ltd.                    | Desfran Consulting<br>Pte. Ltd.          | iClick Media Pte. Ltd.                                  |
| ALPS Holdings Pte. Ltd.                               | Desisti Asia Pte Ltd                     | Inclus Pte. Ltd.  |
| Antasis Pte. Ltd.                                     | Dream Wedding                            | iTaz Pte. Ltd.  |
| Ashley-Edison Asia<br>Pte. Ltd.                       | Eligo Pte. Ltd.                          | Jamboree Event Concepts<br>Pte. Ltd.                    |
| Asia PR Werkz Pte. Ltd.                               | Eluxgo Holdings Pte. Ltd.                | KBA Marine Services<br>Pte. Ltd.                        |
| BIS International Pte. Ltd.                           | Enforce Automatics Global<br>Pte. Ltd.   | KBA Training Centre<br>Pte. Ltd.                        |
| BIZ Vision Group Pte. Ltd.                            | Eng Bee Paper Merchant<br>(Pte) Ltd      | Kelvin Sng Productions<br>Pte. Ltd.                     |
| Bizsquare Management<br>Consultants Pte. Ltd.         | Eng Hup Shipping Pte Ltd                 | La Parfumerie Pte. Ltd.                                 |
| Blue Water Shipping<br>Singapore Pte. Ltd.            | Forbis Accounting Pte. Ltd.              | Leong Poh Kee Pte Ltd                                   |
| Builders Hub Pte. Ltd.                                | FUTUREPLANS                              | Lih Ming Construction<br>Pte. Ltd.                      |



## **NS ADVOCATE AWARD** FOR SMALL & MEDIUM ENTERPRISES

Logwin Air + Ocean  
Singapore Pte. Ltd

M4 Solutions Pte. Ltd.

MAA Pte. Ltd.

Mandate Communications  
(S) Pte. Ltd.

Mel's Hub Pte. Ltd.

Mirador Building Contractor  
Pte Ltd

MKM Car Leasing Pte. Ltd.

Native Inc. Pte. Ltd.

Neo & Partners Global  
Private Limited

NSL Oilchem Waste  
Management Pte. Ltd.

PAL Container Line Pte. Ltd

PAL Line Pte. Ltd.

Preztigez Asia Private  
Limited

Primarius Search  
Consultancy Pte. Ltd.

Primarius Staffing Pte. Ltd.

Raindrop Holdings LLP

Renaissance Group  
Pte. Ltd.

Revamp Hair (S) Pte. Ltd.

Right People Renewable  
Energy (RPRE)

Rubicon Int'l Talent  
Exchange Pte. Ltd.

Shalom International  
Movers Pte. Ltd.

Singapore Shipping  
Corporation Limited

SISTIC.com Pte Ltd

Skylab Holding Pte. Ltd.

Smitech (Asia) Pte Ltd

SNL Logistics Pte Ltd

ST-Airport Services Pte Ltd

Stamford Assurance PAC

Stratificare Pte. Ltd.

Sun City Maintenance  
Pte. Ltd.

Sunbo Holding Pte. Ltd.

Super Star Hair Dressing

Synapse Logic Pte Ltd

Techgems Engineering &  
Construction Pte. Ltd.

Techserve Pte. Ltd.

The Resilienz Clinic Pte. Ltd.

Tipsy Collective

True Fitness Pte. Ltd.

United BMEC Pte Ltd

UT-WAYS Freight Services  
Pte Ltd

Wanin Industries Pte Ltd

Yang Yun Xin Bus Service

Yuan Xing Foodstuff  
Industry Pte Ltd



NS ADVOCATE AWARD  
FOR LARGE COMPANIES

## AETOS HOLDINGS PTE LTD

**48%**

of workforce  
are NSmen



MORE THAN  
**500**

AETOS Auxiliary Police Officers  
and Security Officers deployed  
during COVID-19 pandemic



*"National Service and Total Defence are cornerstones of our national security. It is important for us to maintain an ever-ready force that remains alert to a wide spectrum of threats, and is nimble to respond and take on challenges in the post-COVID world."*



Mr Alfred Fox | Chief Executive Officer (CEO)

### United for National Defence

AETOS Holdings PTE LTD was formed in 2004 following a merger of three established Auxiliary Police Forces. Today, AETOS provides an integrated suite of security and safety services including training and consultancy services, event and asset security management, and other security and technology solutions.

CEO Alfred Fox said, "At AETOS, we strongly believe in putting our people first and have implemented numerous initiatives to support the career progression, skills development, and personal growth of our employees. Our National Serviceman

(NSman) employees make up an integral part of our multi-skilled workforce and supporting them when they are called up for the annual In-Camp Training (ICT) is one of the ways that AETOS is helping to keep Singapore safe."

To this end, AETOS discourages its nearly 1,200 active NSman employees from deferring their ICT by making roster arrangements to cover their duties and giving them peace of mind to serve. Employees who have completed full-time National Service (NS) are also given higher starting salaries.



## NS ADVOCATE AWARD FOR LARGE COMPANIES

### **AETOS Holdings PTE LTD**

Mr Fox added, "AETOS shares the same values as NS and it is mandatory for our officers to undergo structured and rigorous training in security and safety competencies."

"AETOS ensures that our officers are cross-trained in various roles, and plans are put in place to redistribute duties to the rest of the team when our officers are called up for ICT." This was put to the test during the COVID-19 pandemic. Mr Fox said that more than 500 AETOS officers were deployed on the front line at 61 different locations across the island, such as Government Quarantine Facilities. "During the onset of the pandemic, we quickly activated our business continuity plans and our well-prepared officers could respond nimbly to the evolving situation."

"Similarly, NS and Total Defence are cornerstones of our national security. It is important for us to maintain an ever-ready force that remains alert to a wide spectrum of threats, and is nimble to respond and take on challenges in the post-COVID world," he added.

AETOS' NSman employee, WO1 (NS) Ahmad Syafi'i Bin Wahab, an Officer Commanding for Infrastructure Protection, is grateful that the company recognises the positive impact that NS has on those who have gone through it, and this recognition encourages them to be "better frontline officers".

SGT (NS) Ong Chun Kee, an Auxiliary Police Force (APF) Headquarters (HQ) Armourer, agreed that such support was necessary as it allowed NSmen like himself to undergo training without worrying about work. He said, "The training is crucial to strengthening our knowledge and competencies to build a strong and credible force to deal with threats and emergencies in times of crisis."

LTA (NS) Cheong Shun Yong, a Security Consultant, said, "Protecting the country is important and you should do it for your loved ones such as your family and friends. You should also strive to maintain your physical fitness and do it for your own well-being."



**SGT (NS) Ong Chun Kee |**  
Auxiliary Police Force (APF)  
Headquarters (HQ) Armourer



**LTA (NS) David Cheong Shun Yong |**  
Security Consultant



**WO1 (NS) Ahmad Syafi'i Bin Wahab |**  
Officer Commanding  
Infrastructure Protection



## NS ADVOCATE AWARD FOR LARGE COMPANIES

# CRIMSONLOGIC PTE LTD

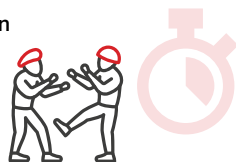
**1/2 DAY OFF**

for taking part in the  
SAF Day Combined  
Rededication Ceremonies



Take up rate by NSmen  
at company fitness  
programmes:

**AT LEAST  
50%**



*"We need to openly  
demonstrate support  
for National Service. It is  
a win-win proposition  
for the individuals, the  
company, and the country."*

Mr Saw Ken Wye | Chief Executive Officer (CEO)

## Prizing NSmen as Prime Assets of the Company and Nation

Homegrown multinational Crimsonlogic Pte Ltd works closely with governments all over the world to develop innovative and sustainable eGovernment solutions. Yet, CEO Saw Ken Wye never loses sight of the commitments of his National Serviceman (NSman) employees.

Mr Saw said, "Our NSmen are an important asset to the company. Their National Service (NS) training gives them an additional perspective which is helpful to the business. Their NS commitment is something that we support, and we want

to make sure that they have 'ease of mind' when they take up their responsibilities."

Crimsonlogic's NSman employees are recognised in many ways. NSman employees can log their NS and In-Camp Training (ICT) achievements such as Individual Physical Proficiency Test (IPPT) Gold and Silver Awards or NS Excellence Awards (NSEA) into the company's HR system and accumulate points that can then be redeemed for items from a catalogue of merchants.



## NS ADVOCATE AWARD FOR LARGE COMPANIES

### *Crimsonlogic Pte Ltd*

Crimsonlogic organises regular GetFit exercise sessions and health talks, and gives their NSman employees first priority during registration for these activities. NSman employees usually make up at least half of the participants at each activity.

NSmen who take part in the annual SAF Day Combined Rededication Ceremonies also get half days off. For the past three years, Crimsonlogic has made the effort to actively thank their NSman employees for their service to the nation and actively participating in NS-related focus group discussions.

This pro-NS culture paid dividends this year when the COVID-19 pandemic hit. "Being prepared was the key takeaway for us. We cleared the dust off our pandemic plan in early January and quickly implemented some of the first steps. What this episode has also taught us is the need to pivot on our readiness, and digitisation comes to fore."

Mr Saw hopes that by setting an example, Crimsonlogic can motivate other companies to take more active steps towards strengthening national defence.

"We need to openly demonstrate support for NS. It is a win-win proposition for the individuals, the company, and the country. NSmen must not feel 'guilty' about taking time away from work to fulfil their NS commitments. When an NSman knows that he has the full support of his company, he will be able to give his best during NS and back at his company," he added.

Crimsonlogic's NSman employee, 3SG (NS) Sim Yee Keng, a Lead Product Engineer, shared, "Additional incentives, not necessarily in monetary terms, attest to a company's support and encourage NSmen to make the effort to perform well in their IPPT and ICT. My company's NS-friendly policies have enabled me to fulfil my NS commitments and contribute to the security of the nation."



3SG (NS) Sim Yee Keng | Lead Product Engineer



**NS ADVOCATE AWARD  
FOR LARGE COMPANIES**

# **MICRON SEMICONDUCTOR ASIA OPERATIONS PTE. LTD.**

**MORE THAN**

**1,000**

**NSmen employees**



**MORE THAN**

**\$3.35M**

**donated to charities to support  
Singapore communities  
through COVID-19**



*"At Micron, we believe in giving back to the communities where we operate. Our support for the Singapore National Service system is a way for Micron to contribute to building a stronger nation."*



**Mr Chen Kok Sing | Front-end Manufacturing Corporate Vice President and Singapore Country Manager**

## ***Giving Back for a Stronger Nation***

Confidence in the country's security and stability was a key factor for Micron Semiconductor Asia Operations Pte. Ltd., a world leader in innovative memory and storage solutions, when the company picked Singapore as a hub to serve its customers and base for its worldwide manufacturing operations more than 20 years ago.

Front-end Manufacturing Corporate Vice President and Singapore Country Manager, Chen Kok Sing said, "At Micron, we believe in giving back to the communities where we operate. Our support for the Singapore National Service (NS) system is a way for

Micron to contribute to building a stronger nation. While work is important, time off for NS is non-negotiable and Micron's leadership team actively encourages National Serviceman (NSman) employees' colleagues to support the programme."

Micron offers free annual health screenings for their employees as well as competitive medical benefits to ensure that their employees remain productive and healthy. It also has an on-site gym and provides healthy snacks such as fruits and healthy beverages as part of its holistic program. Micron has more than 1,000 active NSman employees



## NS ADVOCATE AWARD FOR LARGE COMPANIES

### ***Micron Semiconductor Asia Operations Pte. Ltd.***

and has maintained a stellar record of zero deferment for more than three years. This is because Micron sees benefits when their NSman employees fulfil their NS duties.

"For instance, some of our NSman employees have gained emergency preparedness, fire-fighting, rescue and first-aid skills that benefit our company by having them on board Micron Singapore's Environment, Health and Safety Team," Mr Chen explained.

"Our team members often return energised, recharged and eager to get back to work. Through NS, they also hone leadership skills and experience different facets of teamwork outside the workplace. This allows us to nurture our organisation's leaders," commented Mr Chen who has served as an NS officer in the Army and subsequently volunteered actively for more than 20 years.

Micron's NSman employee, ASP (NS) Mohamed Feroz Shah, a Manager for Process and Equipment Engineering, is

grateful for Micron's NS-friendly policies that attribute equal importance to fulfilling both NS responsibilities and work duties. "I am grateful to Micron for setting up a system that helps us not only serve NS with ease, but gives us the assurance that we can be focused and remain vigilant on performing our NS duties without any distractions from work demands. Micron's constant emphasis on functioning as a cohesive team gives me confidence that my role is well covered during my time away serving NS," he shared.

"Besides, an organisational structure and system that provides excellent back-up for NSmen and ensures seamless continuation of work when employees are away has far-reaching benefits as it can be extended to support employees who take time off to pursue further education or strengthen technical skills so as to better contribute to the company," he added.

ASP (NS) Feroz hopes to see more employers emulating Micron in implementing NS-friendly policies to support their NSmen.



ASP (NS) Mohamed Feroz Shah | Manager, Process and Equipment Engineering

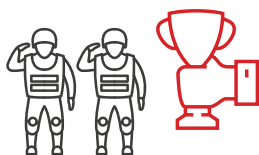


**NS ADVOCATE AWARD  
FOR LARGE COMPANIES**

## **UMW EQUIPMENT & ENGINEERING PTE LTD**

**RECOGNISED**  
with the TDA  
for over a

**DECADE**



**CONTRIBUTING**  
as a Civil Resource  
Owner for over

**2** **DECADES**



*"We play our role  
as a responsible  
corporate citizen  
by collaborating  
on Total Defence  
which contributes  
towards making  
our nation safe."*



Mr Kevin Lee | General Manager

### ***Lifting Up Standard of Support for Total Defence***

The Republic of Singapore Air Force (RSAF) had planned to requisition a 6.0-ton forklift as part of the 2019 Civil Resource Requisition Exercise but UMW Equipment & Engineering Pte Ltd (UMW E&E) did not possess such tonnage in their rental fleet. Instead of side-stepping the requirement, they conferred with RSAF and obtained confirmation that a 7.0-ton forklift could also meet the operational requirement.

General Manager Kevin Lee of UMW E&E was preparing for a relaxing weekend when he was informed of a problem on the day of the emergency exercise.

The 7.0-ton forklift in the workshop was undergoing preventive maintenance servicing on the exercise day, therefore the unit was not available to be deployed. Mr Lee recalled, "Our team was immediately activated to get another forklift from the field to support the exercise. They exhibited great responsiveness, going the extra mile on a non-working day to ensure smooth deployment of the acquired unit while still meeting our customers' equipment needs."

Mr Lee shared, "Our higher tonnage forklifts from 7.0 to 24.0-tons were mostly contracted to customers. It is challenging to recall these



## NS ADVOCATE AWARD FOR LARGE COMPANIES

### **UMW Equipment & Engineering Pte Ltd**

units from our customers without disrupting their operations. Our logistics, sales and workshop teams have to work together to review and offer alternative solutions to our customers before we can retrieve the acquired unit for the exercise."

These challenges are part of a day's work, but it was Saturday, a non-working day. UMW E&E prides itself on the strong support for Total Defence as a Civil Resource Owner supporting RSAF from their near 3,000 rental fleet as well as a team of master technicians.

UMW E&E is a business unit of the UMW Group which was established more than a hundred years ago. Started as an auto repair shop in Orchard Road in 1917, the company survived the war and many turbulences through the years.

Today, UMW Group is a leading material handling and industrial cleaning solutions partner with a presence in eight countries across the region. UMW E&E sees its success

as intertwined with Singapore's peace and security, which explains its unwavering support for Total Defence. Mr Lee said, "UMW E&E has pledged and acted on its support for Total Defence."

"We play our role as a responsible corporate citizen by collaborating on Total Defence which contributes towards making our nation safe."

UMW E&E's National Serviceman (NSman), 3SG (NS) John Goh Tian Chin, a Business Executive, understands the fast response required for military operation. 3SG (NS) John Goh is also grateful that UMW E&E has been very supportive by re-assigning jobs while he and his colleagues fulfilled their In-Camp Training commitments.

He declared, "I feel proud and honoured that my company can contribute towards our country. Having a strong military forms one of the six pillars of Total Defence. This will further enhance our global standing as a stable and well-established country."



3SG (NS) John Goh Tian Chin | Business Executive



## **NS ADVOCATE AWARD** FOR LARGE COMPANIES

### **AETOS Holdings PTE LTD**

Air Liquide Singapore  
Private Limited

Alcatel-Lucent  
Enterprise Singapore

### **CBM PTE LTD**

Chiu Teng Construction  
Co. Pte. Ltd.

ComfortDelGro  
Corporation Limited

Crimsonlogic Pte Ltd

ExxonMobil Asia Pacific  
Pte. Ltd.

Food Republic Pte. Ltd.

Grand Copthorne  
Waterfront Hotel,  
Singapore

Grand Park City Hall

Heraeus Materials  
Singapore Pte. Ltd.

Hitachi Asia Ltd

Mediacorp Pte. Ltd.

Micron Semiconductor Asia  
Operations Pte. Ltd.

NCS Pte Ltd

Pacific International  
Lines Pte Ltd

Penguin  
International Limited

Prince's Landscape  
Pte. Ltd.

Procter & Gamble  
International Operations  
SA Singapore Branch

PSA Marine (Pte) Ltd

Ricoh (Singapore) Pte Ltd

Schaefer Systems  
International Pte Ltd

SETSCO Services Pte Ltd

Sin Hiap Hoe Transport  
Pte. Limited.

Singapore  
Telecommunications Ltd

SMRT Corporation Ltd

ST Electronics  
(Info-Software Systems)  
Pte Ltd

ST Electronics  
(Satcom & Sensor Systems)  
Pte. Ltd.

ST Engineering Aerospace  
Supplies Pte. Ltd.

Thales Solutions  
Asia Pte. Ltd

Trend Technologies  
Singapore Pte. Ltd.

Tuas Power Generation  
Pte. Ltd.

UMW Equipment &  
Engineering Pte Ltd



NS ADVOCATE AWARD  
FOR ORGANISATIONS

## NANYANG TECHNOLOGICAL UNIVERSITY

WORKS WITH  
HOME TEAM ON

### SGSecure

to organise emergency  
preparedness programmes



MORE THAN  
**2,500**

students have enrolled  
in the 'HN9010  
Singapore' NE module



*"In a wider context, National Service like education, fosters positive qualities that are transferable to the workplace. For example, NSmen show dedication and commitment to strive for excellence, and they focus on leading and working together in a team to achieve their targets."*

Professor Subra Suresh | President

### Preparing a Future-Ready Force for Future Challenges

As Singapore battled COVID-19, National Servicemen (NSmen) from the Singapore Armed Forces and Home Team were called upon to be at the frontlines supporting crucial activities such as setting up community care facilities and looking after patients, packing and distributing surgical masks, conducting contact tracing, as well as monitoring the health of incoming travellers at Changi Airport. President of Nanyang Technological University (NTU) Professor Subra Suresh cited these examples when he acknowledged the contributions made by NSmen.

Professor Suresh said NTU also played a part by implementing a comprehensive OneNTU approach to safeguarding all employees and students and ensuring that they acted responsibly. He explained how the OneNTU approach was developed after working closely with the Home Team as part of SGSecure to organise a series of emergency preparedness programmes for employees and students.

Drawing a parallel to the National Service (NS) institution being a visible symbol of Singapore's readiness to respond swiftly and



## NS ADVOCATE AWARD FOR ORGANISATIONS

### *Nanyang Technological University*

decisively to national emergencies, he noted that NTU has an equally noble commitment to nurturing future leaders who will contribute meaningfully to Singapore and the global community. Since 2017, NTU has been offering a National Education (NE) course entitled 'HN9010 Singapore: Imagining the Next 50 Years' to students. The NE course was co-developed with other autonomous universities in Singapore and aims to inspire Singapore's future leaders to reflect on the country's post-independence history, have the courage to create a vision for the future, and do what it takes to achieve their vision.

"In a wider context, NS, like education, fosters positive qualities that are transferable to the workplace. For example, NSmen show dedication and commitment to strive for excellence, and they focus on leading and working together in a team to achieve their targets," Professor Suresh said.

NTU's NSman employee, MAJ (NS) Tsang Siu Hon, a Senior Research Scientist, is grateful

that his reporting officer and colleagues recognise the importance of NS and will temporarily redistribute the workload when he is away on In-Camp Training (ICT).

He said, "I am very fortunate that I have the full support of NTU and my colleagues so that I can concentrate on my ICT. This is especially important for me as my role in my NS unit requires me to plan and supervise the unit's training and safety programmes."

MAJ (NS) Tsang, who would want a better home for his children's future, shared with fellow NSmen, "I would say that most of the NS Unit Commanders are NSmen too and they understand the challenges of balancing between ICT, work and family. NSmen should always feel free to approach their Commanders for help and advice. I believe that some arrangements can be made so that NSmen can continue to carry out their NS duty without significantly affecting their daily life."



MAJ (NS) Tsang Siu Hon | Senior Research Scientist



## NS ADVOCATE AWARD FOR ORGANISATIONS

# SINGAPORE LOGISTICS ASSOCIATION

# 10%

of SLA members are  
on board NS Mark  
Accreditation Scheme



## SLA COMMUNIQUE

has been featuring pro-NS  
articles since 2016



*"SLA will continue to play  
a proactive role in our  
advocacy efforts for  
National Service in close  
collaboration with the  
Ministry of Defence."*



Mr Dave Ng | Chairman

## Rallying the Logistics Community Around National Defence

Established in 1973, Singapore Logistics Association (SLA) represents Singapore logistics with a mission to promote professionalism and excellence of the logistics industry. With a membership of more than 600 business entities, SLA fulfils its objectives in close collaboration with key partners and stakeholders.

SLA believes that Total Defence (TD) is a collective effort among individuals and the business community to shape a resilient, safe and secure nation.

To create greater awareness and support of National Service (NS) and TD, SLA encourages the logistics community to take part in Employers' Visits to In-Camp Training (ICT), and promotes the NS Mark Accreditation Scheme among members. It also features members that support NS and TD in the SLA Communiqué, the Association's monthly e-newsletter.

SLA Chairman Dave Ng said, "We're glad to know that more logistics companies have implemented a set of policies and



## NS ADVOCATE AWARD FOR ORGANISATIONS

### *Singapore Logistics Association*

workplace practices to support their National Servicemen (NSmen). SLA will continue to play a proactive role in our advocacy efforts for NS in close collaboration with the Ministry of Defence. We believe that regular dialogue with the community and different stakeholders can help to enhance the message of pro-NS initiatives and policies.”

MAJ (NS) Chan Hsien Hung, SLA Deputy Honorary Secretary and General Manager of Yang Kee Logistics, said that understanding and supportive employers like Yang Kee Logistics give NSman employees the confidence to give their best during NS training.

“Besides the company’s support, having supportive colleagues and family that we can trust and depend on to continue the business activities or take care of the family

members while we are away on ICT is also very important.”

MAJ (NS) Chan believes that just as the current generation has benefited from the pioneers who built the NS institution and laid the foundations of Singapore’s defence, each future generation must take over this duty and continue the responsibility of safeguarding our peace and giving their best to the people of Singapore.

“As the world continues to evolve rapidly, we must continue to build a strong, committed, and competent NS force with the capabilities and resources to respond to the many challenges ahead. With everyone’s support, NSmen can remain a credible force backing Singapore’s efforts to maintain peace and security,” he advises SLA members.



MAJ (NS) Chan Hsien Hung | Deputy Honorary Secretary



## **NS ADVOCATE AWARD** FOR ORGANISATIONS

Agency for Science, Technology and Research

AMKFSC Community Services Ltd.

Anglican High School

Attorney-General's Chambers

Civil Service Club

Enterprise Singapore

Global Indian International School Pte. Ltd

Health Sciences Authority

Land Transport Authority

Nanyang Technological University

National Environment Agency

National Service Resort & Country Club

NTUC Fairprice Co-Operative Ltd

Singapore Logistics Association

West Spring Primary School



## ***MORE STORIES***



***WATCH THE TOTAL DEFENCE AWARDS 2020 VIDEO***



***CLICK HERE FOR A VIDEO ON  
WHAT NSMEN HAVE TO SAY***

