



Tripartite Alliance for
Fair & Progressive Employment Practices

Briefing on the TA Award 2020

Overview

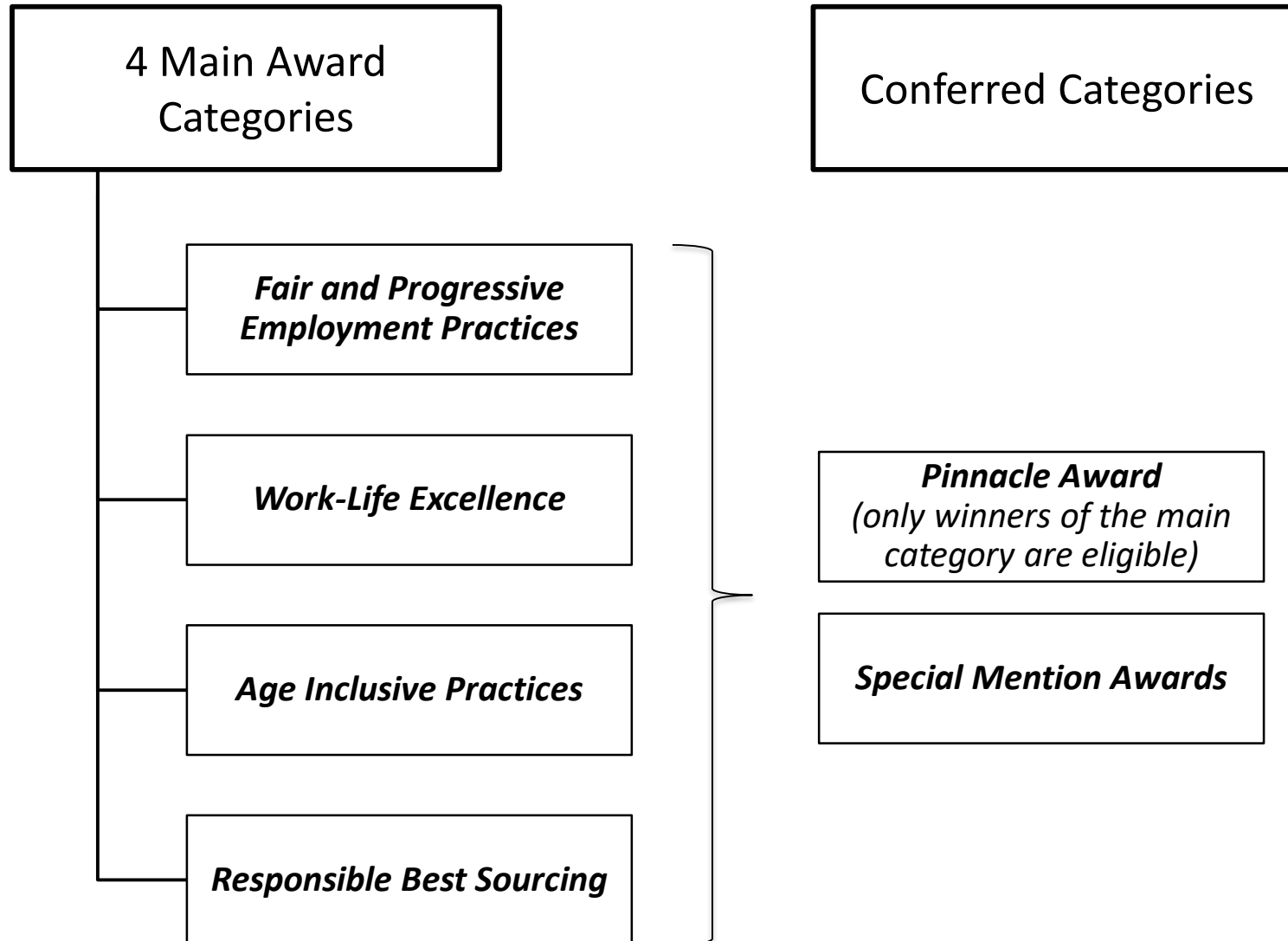


The Tripartite Alliance Award (TA Award) is **conferred by the tripartite partners** (Ministry of Manpower, Singapore National Employers Federation and National Trades Union Congress) and organised by TAFEP.

It celebrates companies who excel in building **fair and progressive workplaces** and **keep employees at the heart of their progress.**



Award Structure



Award Categories

Fair & Progressive Employment Practices

- Adopt fair, responsible and progressive workplace and people practices
- Cultivate an inclusive culture
- Build strong employee relations

Work-Life Excellence

- Enable employees to better manage their work-life needs
- Maximise employee performance and optimise business performance

Age Inclusive Practices

- Implement age inclusive practices that support an age-diverse workplace
- Remove age-related barriers to employment

Responsible Best Sourcing

- Ensure fair and progressive management of the extended workforce
- Includes freelancers, workers assigned by vendors, outsourced business solutions providers

Assessment Criteria

- **Business case** for implementing the strategies and practices of respective award categories
- **Management commitment** demonstrated toward enabling the success of implementation
- Range and extent of the various **policies, programmes and communications** to facilitate consistent implementation and sustainability
- **Effectiveness** of the strategies and programmes
- Commitment to **continuous improvement**

The specific criteria for each award category will vary.

Individual Awards

Leadership Award

- Senior Management (Directors & above)
- Nominee should show how they have demonstrated exemplary leadership in the respective areas, effectively influenced and inspired others, and made a positive impact within and/or outside of the organisation

Workplace Advocate Award

- Middle managers & supervisors
- Nominee should show how they have successfully transformed and/or enabled the implementation of the organisation's strategies and/or practices in the respective areas, and made a positive impact within and/or outside of the organisation.

Award Eligibility Criteria



- ☑ Based in Singapore
- ☑ Nominated by employee, union, contractor / freelancer (for *Responsible Best Sourcing* category)
- ☑ Signed the Tripartite Standards
- ☑ Any industry
- ☑ Submission forms must be
 - properly completed, and
 - submitted together with the required supporting documents and the results of the *Fair and Progressive Employment Index (FPE Index)*by the stipulated submission deadline

Judging Panel



The judging panel will comprise members of the tripartite partners (MOM, SNEF & NTUC), HR experts and experienced HR practitioners.

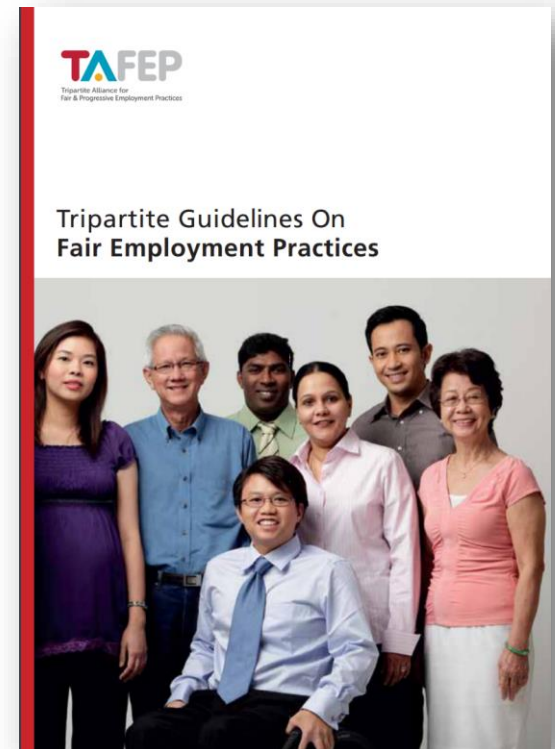
Additional Information

- Organisations are required to abide by the Tripartite Guidelines on Fair Employment Practices (TGFEPP)*

*(*downloadable copy available on TAFEP's website)*

- Documents to be submitted include:

- Sample job advertisement(s)
- Job application form(s)
- Interview evaluation form(s)
- Sample employment contracts
- Performance appraisal form(s)
- Grievance handling policy



Additional Information

- The Fair and Progressive Employment Index (FPE Index) is an Index that assesses an *organisation's values and culture*
 - 67 questions (Yes/No responses)
 - 20-25 mins to complete (the respondent should be familiar with the organisation's policies, programmes and practices)
 - A copy of the organisation's results must be submitted together with the submission form(s)
 - Responses will be validated with employees
 - Visit <https://fairprogressive.sg/> for more information and to complete the FPE Index

Award Process & Timeline



Award Nomination



Tripartite Alliance for
Fair & Progressive Employment Practices



The Tripartite Alliance Award (TA Award) recognises exemplary organisations that have effectively implemented fair, responsible and progressive employment practices. The Award presents an invaluable opportunity for employers to be recognised as one of the best organisations to work for in Singapore.

To take part in the Award, employers must first be nominated by their employees, union, service provider or extended workforce (depending on the category/ies applied for).

The TA Award, conferred by the tripartite partners (namely Ministry of Manpower (MOM), National Trades Union Congress (NTUC) and Singapore National Employment Council (SNEC)), recognises organisations that have implemented fair, responsible and progressive employment practices. The award is presented to the winning organisation at the annual award ceremony.

Visit: taaward.com/2020
Nominations close on 18 Oct 2019!

The TA Award comes in 4 categories, namely

FAIR AND PROGRESSIVE
EMPLOYMENT PRACTICES

WORK-LIFE EXCELLENCE

AGE INCLUSIVE PRACTICES

RESPONSIBLE BEST
SOURCING

Submission Process



- Upon receiving the nomination, TAFEP will contact the HR rep listed on the nomination form and invite him/her to complete the submission form.
- The completed submission form(s), supporting documents and results of the FPE Index must be submitted to TAFEP by EMAIL at

award@tafep.sg

Submissions close on 8 Nov 2019!

Site Visits



Shortlisted organisations will be required to host a site visit in Phase II. Each site visit will be about 2-2.5 hours (per award category).

When?

- Jan – Feb 2020

What's involved?

- Interview with senior management (non-HR function)
- Employee survey (on-site administration; the online option can be completed in the week of the site visit)
- Employee focus group
- Interview with shortlisted individuals (if applicable)

For more information, please read the FAQ section of taaward.com/2020/

Additional Information

Shortlisted organisations will be required to complete a questionnaire about their *human capital practices*

- To be completed by:
 - a Business Leader and
 - a HR leader

- A copy of the organisation's results must be emailed to award@tafep.sg by the site visit

Coaching Clinics



<p>3 Oct 2019</p> <p>Session 1: 2:00pm - 3:30pm</p> <p>Session 2: 4:00pm - 5:30pm</p>	<p>7 Oct 2019</p> <p>Session 1: 9:00am - 10:30am</p> <p>Session 2: 11:00am - 12:30pm</p>	<p>8 Oct 2019</p> <p>Session 1: 2:00pm - 3:30pm</p> <p>Session 2: 4:00pm - 5:30pm</p>
<p>10 Oct 2019</p> <p>Session 1: 2:00pm - 3:30pm</p> <p>Session 2: 4:00pm - 5:30pm</p>	<p>16 Oct 2019</p> <p>Session 1: 2:00pm - 3:30pm</p> <p>Session 2: 4:00pm - 5:30pm</p>	<p>24 Oct 2019</p> <p>Session 1: 9:00am - 10:30am</p> <p>Session 2: 11:00am - 12:30pm</p>
<p>30 Oct 2019</p> <p>Session 1: 9:00am - 10:30am</p> <p>Session 2: 11:00am - 12:30pm</p>		

Session 1 (concurrent)

- *Fair and Progressive Employment Practices*
- *Age Inclusive Practices*

Session 2 (concurrent)

- *Work-Life Excellence*
- *Responsible Best Sourcing*

Coaching Clinics

- Coaching clinics will be conducted separately for each of the award categories.
- Register early at award@tafep.sg as there are limited seats per session.
 - Indicate which coaching clinic(s) to attend and for which award category.
 - Participants will receive a registration confirmation email.
- Participants are required to bring along their draft submission form(s) for the respective award categories to facilitate discussion.

Visit taaward.com/2020/
for more information

Thank you