

# EXCELLENT JOB!

Republic Polytechnic receives the **Work-life Excellence Award** for its efforts in creating a welfare-oriented work environment.

TEXT: SYLVIA ONG PHOTOS: ALEX SIEW

## FOR ALL THE CONSTRUCTIVE

work-life benefits that Republic Polytechnic (RP) has devised for its staff, the polytechnic was accorded a prestigious award at the biannual Work-Life Excellence Award dinner this year. This gala dinner, organised by the Tripartite Committee on Work-Life Strategy (TriCom), was held at the Convention Centre of Resorts World Sentosa in late August.

## IN TRIBUTE TO THE HR TEAM

RP's Deputy Principal (Industry Services), Mr Seto Lok Yin, received the trophy with a big smile. "This award says kudos to our HR team and their work-life programmes, initiatives and schemes which have effectively motivated every staff to commit themselves in service to the polytechnic."


Under the directions of award-winning HR Director Mr Anderson Lim, RP's HR team offers enviable personal benefits to its staff, including a telecommuting scheme, a new Off-Work Benefit grant that rewards staff with S\$250 every

year when they apply for five continuous days of leave, and a flexi part-time work arrangement for retirees and homemakers.

To emphasise the importance of life outside of work, a Work-Life @ RP Committee organises large-scale events such as a family day and special events such as 'Treasure Your Health Week'.

## THE CONCEPT BEHIND IT ALL

All these perks are offered for a good reason. Anderson says that it is wiser to have good work-life initiatives in place to attract and retain talents today.

"The fundamental resources of an organisation are human talent. To bring out the best in the staff, employers must show that they respect and are considerate towards their personal lives," Anderson adds. "At RP, the staff is empowered to decide how they want to divide their (working) hours. Once we've built that trust with them, employees and staff will connect with the overall mission. We know that we work not to serve the bosses, but to serve the bigger, organisational goal. That is education." 



The Work-life Excellence Award for Republic Polytechnic is a nod to the HR team's efforts.



Deputy Principal (Industry Services), Mr Seto Lok Yin, holds the trophy with pride.

Republic Polytechnic HR team's tagline is 'HR loves you'.

