



nurturing our talent

Continuing improvement and the quest for excellence can only be sustained when staff talent is constantly being nurtured and developed. In our drive for continuing improvement, we remain committed to investing in the potential of our talent and adopting practices that nurture a culture of innovation and open communication.

Cultivating our Crop of Talent

As a certified “People Developer”, continuous learning, training and skills upgrading through a holistic and systematic approach to staff development is second nature to NParks. For the year under review, 85.9% per cent of our learning targets were achieved, exceeding the People Developer target of 75%. The average of 120.55 learning hours per staff achieved was an increase from an average of 96 hours per staff.

In addition to organisation-wide initiatives, NParks also sponsors talented staff on a wide variety of local and overseas courses including undergraduate and postgraduate programmes in areas that will strengthen the organisation’s core competencies. Currently, one officer is pursuing a postgraduate degree in biodiversity & plant taxonomy in the United Kingdom, and five NParks scholars are pursuing their undergraduate degrees in Australia and New Zealand in the fields of botany, horticulture, landscape architecture and tourism management. Another scholar will be reading forestry in the United States this year.

In the year under review, many NParks officers were sponsored for programmes that enhanced and developed their specialist skills. Six officers completed their International Graduate Certificate in Environmental Management programme which was jointly conducted by Ngee Ann Kongsi and the University of Adelaide. This programme has given our officers a broad-based exposure to international environmental issues and environmental management tools. Three other officers were sponsored for the Trade Certificate in Horticultural Practices, a part-time course which provides comprehensive knowledge of landscape and horticultural operations, and the use of technology/machinery in the industry. Two of those sponsored were above 50 years of age – testimony to NParks’ support of mature workers who want to upgrade their skills to contribute further to the organisation’s strategic needs.

In Constant Touch with our Staff

From May 2005, regular organised staff dialogues were introduced to provide a communication platform with which to engage staff in matters pertaining to work and industry information, and workplace-related policies and procedures. NParks also conducted an employee climate survey in March 2005 to improve staff engagement and, ultimately, to achieve a congenial working environment within the organisation.

NParks is committed to providing our staff with fulfilling and rewarding careers.





Top Left

Recognised for our commitment to caring for our community: Ms Peggy Chong, Deputy CEO, NParks, receiving an award from Dr Vivian Balakrishnan, Minister for Community Development, Youth and Sports.

Top Right

Dr Tan Puay Yok receiving his commendation medal from Minister Mah Bow Tan.

Bottom

Dr Kiat W. Tan receiving a Plaque of Commendation from Mr Lim Boon Heng, Minister in the Prime Minister's Office & NTUC Secretary-General at the 2005 NTUC May Day Awards.

Firmly Rooted in our Community

NParks remains solidly committed to caring for our community. With a participation rate of 75.38%, we received the SHARE Gold Award 2005 in recognition of our support for the Community Chest's Social Help and Assistance Raised by Employees (SHARE) programme.

During the year, NParks staff also pooled their talent and resources by organising two blood donation drives, a mooncake festival visit to Bright Hill Evergreen Home for the elderly, a West Coast Park outing for needy children from Ang Mo Kio Family Service Centre as well as a landscaping project at Kaki Bukit Prison School, among many other community service activities.

The Verdant Path to Excellence

The past year has seen much recognition for NParks' work and achievements. One former board member and 25 NParks officers received various National Day Awards in recognition of their sterling contributions to the nation. Lady Yuen-Peng McNeice, a former Board Member, received the Public Service Medal. Dr Chin See Chung, Director, Singapore Botanic Gardens, received the Public Administration Medal (Silver). Mr Felix Loh, Director, Resource Management, received the Public Administration Medal (Bronze).

Also, at the MND Investiture Ceremony held in November 2005, Dr Tan Puay Yok, Assistant Director, Research, was awarded the Commendation Medal. Streetscape Manager, Mr Tan Aik Heng and Facilities Manager, Mr Teo Chan Seng, received Efficiency Medals for their sterling work performance. In addition, 20 NParks staff were awarded their National Day Long Service Medals for more than 25 years of dedicated service.

Internally, we paid tribute to 91 employees for their commitment and dedication at our annual Long Service Award Ceremony in March 2006. Among the recipients were Noor Mohamed s/o Abdul Shukor and F K Din who have been with NParks for 40 years.

Outside the organisation, we have also been recognised for our pursuit of excellence. NParks was awarded a Plaque of Commendation at the 2005 NTUC May Day Awards for our pro-active industrial relations practices, skills upgrading initiatives for staff and harmonious relations with the Amalgamated Union of Public Employees (AUPE) and Amalgamated Union of Public Daily Rated Workers (AUPDRW). NParks' Chairman, Prof Leo Tan, was also honoured at the Singapore Green Plan 2012 Award Ceremony in recognition of his advancement of Singapore's efforts to achieve environmental sustainability.

Individually, our staff have achieved exemplary results in self-development. Rahmat bin Adban, 45, Supervisor/Parks Division (Fort Canning) received one of the 2005 Lifelong Learner Awards given out by the Workforce Development Agency. The Awards celebrate the successes, achievements and contributions of individual learners who have gone the extra mile to pick up new skills to adapt to the changing employment landscape. NParks officer Fauziana Binte Patlol obtained a 2006 Singapore Labour Foundation Educational Tours Award for Model Workers. This annual award recognises outstanding workers and rewards such workers with an educational tour abroad.

As part of NParks' journey towards excellence, we organised INNO-EXCEL DAY @ Fort Canning Gallery in February 2006. The event was aimed at encouraging staff to share innovative ideas to enhance work processes and the working environment. In particular, the theme of the event was about breaking conventions and seeking to improve working environments and processes through innovation and creative solutions.

Tending to Employee Well-being

The NParks Workplace Health Promotion programme has consistently been recognised as being one of the best in Singapore. As a crowning achievement, NParks has been awarded the Gold Singapore HEALTH Award for three years running. The Singapore H.E.A.L.T.H. (Helping Employees Achieve Life-Time Health) Award is given out by the Health Promotion Board in recognition of companies and organisations that implement policies and programmes to improve employee health and well-being.

Among NParks' comprehensive range of health promotion activities is the annual Active Day held at West Coast Park. Staff were encouraged to participate in either the 2.4-km LIFE Run (Lifetime Involvement in Fitness and Exercise) or 2-km LIFE Walk. In addition, NParks promotes healthy living by organising weekly Sports Interest Groups such as bowling, jogging, soccer, badminton and yoga, health talks and Fruit Distribution Days. NParks also organises health screenings on a regular basis. The results of our health screenings have indicated a positive trend over the years. The health screening, together with LIFE Walk and Run Fitness Assessment conducted during ACTIVE Day, are essential tools to gather data, which is then used to plan and monitor appropriate health promotion and intervention programmes for all our staff.

The NParks Social and Recreation subcommittee organised a series of nine events for staff. The highlight of the NParks social and recreation calendar was NParks Night, held in January 2006. NParks staff gathered at Toa Payoh Town Park to enjoy dinner and entertainment from their fellow colleagues. A total of nine food stalls were set up to sell food to raise funds for the Children's Cancer Foundation.

Looking ahead, we will continue to invest in our employees and adopt best practices that will help to nurture a culture of innovation and open communication. We will also continue to consolidate our staff development programmes, particularly in the area of talent management, so as to ensure that we continually attract new talent and develop our existing staff.

Top Left

NParks CEO, Mr Ng Lang, being briefed on innovation projects at the NParks INNO-EXCEL DAY.

Top Right

Dr Leong Chee Chiew, COO, NParks, receiving the Gold Singapore Health Award from Mdm Halimah Yacob.

Bottom

NParks staff can choose from a diverse range of recreational activities aimed at promoting healthy living.

