



MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made this 6th day of October 2009

Between

SINGAPORE HEALTH SERVICES PTE LTD (Reg. No: 200002698Z), a company registered under the Companies Act (Cap 50) and having its place of business at 31 Third Hospital Avenue, #03-03 Bowyer Block C, Singapore 168753, for and on behalf of its subsidiaries namely, the Changi General Hospital Pte Ltd, Kandang Kerbau Hospital Pte Ltd, Singapore General Hospital Pte Ltd, National Cancer Centre of Singapore Pte Ltd, National Dental Centre Pte Ltd, National Heart Centre of Singapore Pte Ltd, Singapore National Eye Centre Pte Ltd and SingHealth Polyclinics (hereinafter referred to as "the Company") of the one part

And

HEALTHCARE SERVICES EMPLOYEES' UNION of 31, Third Hospital Avenue, #01-03 Bowyer Block C, Singapore 168753 being a trade union of employees registered pursuant to the Trade Unions Act (hereinafter referred to as the "Union") of the other part.

WHEREAS:-

1. In the Collective Agreement dated 10th day of February 2007 between the Company and the Union ("SingHealth Staff Agreement of 2006"), it was inter alia agreed that the Company and the Union would negotiate annually on the total wage increase to be paid for each year.
2. The Company and Union have negotiated and agreed on the total wage increase to be paid to employees from 1st October 2009 to 30 September 2010 on the following terms and conditions.

NOW IT IS HEREBY AGREED AND DECLARED between the parties hereto as follows:

SCOPE

1. This Agreement shall cover all employees as stipulated in the SingHealth Staff Agreement of 2006.

EFFECTIVE DATE AND DURATION

2. This Agreement shall take effect on 1 October 2009 and shall expire on 30 September 2010.

SALARY INCREMENT

3. Employees who joined before 1 September 2009 shall be eligible for the performance-based salary increment as follows:

4-level Performance Rating	5-level Performance Rating	SI Quantum
Rating 1	Rating 1	3.5% + \$10
Rating 2	Rating 2	2.25% + \$10
Rating 3	Rating 3	1.5% + \$10
-	Rating 4	0.25% + \$5
Rating 4 (Needs Improvement)	Rating 5	Nil

4. Employees who have attained the maximum ceiling of their salary range shall be paid the salary increment on a non-cumulative basis from 1 October 2009 to 30 September 2010.
5. Employees whose total base salary as at 30 September 2009 is below the maximum ceiling of their salary range shall receive the salary increment calculated up to the maximum of its respective salary range. Any portion of the salary increment that exceeds the maximum ceiling of the employees' salary range shall be paid on a non-cumulative basis for the period from 1 October 2009 to 30 September 2010.
6. New employees who have completed 12 months of service as at 1 October 2009 shall receive the salary increase in full. The salary increase shall be pro-rated based on the completed months of service for new employees with less than 12 months of service as at 1 October 2009.

7. Employees who are on probation as at 1 October 2009 will receive the Salary Increment based on Performance Rating of "3".
8. Employees who have submitted their resignation letters or are serving resignation notice as at 1 October 2009 or anytime after this date will not be eligible for the Salary Increment.

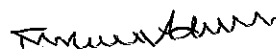
~~9. The Salary Increment shall take effect from 1 October 2009.~~

Signed for and on behalf of
**SINGAPORE HEALTH SERVICES
PTE LTD**

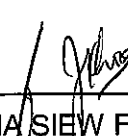


ANNA FOK (MS)
Group Human Resource Director

Signed for and on behalf of
**HEALTHCARE SERVICES
EMPLOYEES' UNION**



MAHMOOD IDROSE
President



DIANA CHIA SIEW FUI (MS)
General Secretary

