

# KEY MILESTONES IN THE EMPLOYER RECOGNITION JOURNEY

Since 1986, recognition for NS stakeholders such as SMEs, large companies and organisations is important to inspire more stakeholders in the business community to step forward to give their unwavering support as well as to strengthen the commitment and support for NS.



The Singapore Manufacturing Federation (SMF), SMF's President and Council Members are amongst the proud recipients of the TDA NS Advocate Award.



**1986**

MINDEF initiated the SAF Awards for Employers, which was later known as the Total Defence Awards for Employers and Civil Resource Owners.



**1997**

MHA recognised supportive employers through the Home Team National Awards for Employers.



**2015**

TDA was revamped to integrate both MINDEF and MHA employers' awards to form the pinnacle TDA NS Advocate Award, which has 4 recipient groups:

- NS Advocate Award for SMEs
- NS Advocate Award for Large Companies
- NS Advocate Award for Organisations
- NS Advocate Award for Individuals



**2016**

The NS Mark accreditation scheme was officially launched on 26 August 2016 to recognise businesses and organisations for their endorsement of the importance of NS to the peace and stability of Singapore.

DO YOU KNOW?



Pledge your support for NS and be recognised with NS Mark today!

For more information, please contact us:  
NS Outreach & Engagement Relations Managers  
Tel: 6307-5760 & 6307-5694 | Email: NSOutreach\_NSD@defence.gov.sg



# SALUTE!

BULLETIN OF THE NATIONAL SERVICE DIRECTORATE

## RECOGNISING SUPPORTIVE EMPLOYERS

The NS Mark is a national-level accreditation scheme that recognises employers for supporting National Service (NS) and facilitating National Servicemen's (NSmen's) completion of their NS commitment.



An NSman showing an employer how to operate the equipment he is trained on at Sungei Gedong Camp.



An employer trying her hands at operating the field ambulance during a visit to an in-camp training of the 3rd Division Support Command.



Employers with then-President Tony Tan at the SAF Day Parade 2017 reception.

# MARK OF RECOGNITION

EMPLOYERS ARE RECOGNISED THROUGH TWO TIERS OF ACCREDITATION. THEY CAN PLEDGE THEIR SUPPORT TO RECEIVE THE NS MARK AND PROGRESS TO ATTAIN THE NS MARK (GOLD).



This accreditation recognises an employer's exemplary level of commitment and support towards NS and Total Defence.

## CRITERIA

- Pledge support by signing the Declaration of Support at [www.NSmark.sg](http://www.NSmark.sg)
- Adopt and implement policies and HR practices to support NS and NSman employees
- Demonstrate advocacy efforts to promote understanding and support for NS

## BENEFITS

- Framed Declaration of Support – in gold
- NS Mark (Gold) certificate
- Congratulatory letter
- Shopfront decal
- Priority to participate in career fairs organised by MINDEF and MHA
- Featured by MINDEF and MHA as role models who share and promote pro-NS policies and practices
- Recognised as an Employer of Choice
- Complimentary use of NS Mark (Gold) logo on corporate and promotional collaterals
- Qualifies for consideration for Total Defence Awards (TDA) NS Advocate Award



Employers who pledge their commitment to support NS and NSmen may attain the NS Mark.



## GOING FOR GOLD? SUPPORTIVE POLICIES AND HR PRACTICES INCLUDE THE FOLLOWING.

Discouraging **deferment** from ICT



Encouraging **Work-Life-NS balance** for NSmen



Granting **flexible work arrangements** after ICT for NSmen to rest and catch up on family time



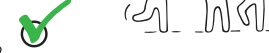
Raising **awareness of NS** as necessary for securing Singapore's peace and security



Considering the **Certificate of Service and Testimonial** during recruitment



**Recognising and rewarding** NSmen's good performance in ICTs



**CRITERIA** Pledge support by signing the Declaration of Support at [www.NSmark.sg](http://www.NSmark.sg)

**BENEFITS**

- Framed Declaration of Support
- Congratulatory letter
- Shopfront decal

- Opportunities to be featured on the NS Mark website, MINDEF print collaterals, and social media platforms
- Positioned as an Employer of Choice
- Complimentary use of NS Mark logo on corporate and promotional collaterals

Employers who have implemented pro-NS policies and HR practices supportive of NS are strongly encouraged to come on board the NS Mark (Gold).

