

Support NS Men on Work-Life-NS Balance

Discourage deferment and make work arrangements to mitigate any disruptions

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Allow flexible work arrangements to facilitate NSman employees' preparation for any NS duties. For example, working from home or flexible work hours

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Allow NSman employees to return home one hour earlier to spend time with their family members before they report for their ICT the next day

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Allow NSman employees to report after lunch on their first day back from ICT or mobilisation for them to settle any personal matters

Implement a buddy system to help cover the NSman employee work commitments so he is able to concentrate on his NS training

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File NS Make-Up Pay claims on behalf of their NSman employees to relieve them of any administrative load

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Provide support to the family members of NSman employees during their ICT period so that he can focus on his NS training



Building a Healthier and Fitter Workplace

Release NSman employees one hour earlier from work to train for annual Individual Physical Proficiency Test

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Create awareness of healthy lifestyle and regular fitness activities through talks and publications

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Offer free or subsidised health screenings

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Provide in-house gym or free/subsidised gym memberships to encourage an active lifestyle



Celebrating and Acknowledging NS Achievements

Share and recognise the NS achievements of employees openly during monthly staff meetings or company dinners. For example, sharing with the rest of the company when one NSman gets promoted in rank or sending congratulatory letters to employees promoted in rank

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Reference skill-sets equipped during NS training and allow them to put into practice at work place

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Take into account at recruitment the Certificates of Service and Testimonials issued by Singapore Armed Forces (SAF), Singapore Police Force (SPF) or Singapore Civil Defence Force (SCDF)

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Take into account the NS performance of employees and considering it as appraisal indicator for promotion or other incentives

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Reward NSman employees who have performed well in their Individual Physical Proficiency Test with incentives

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Value the NS experience of Full-Time NSmen and offer higher starting salaries for those who have completed Full-Time NS



Advocating and Demonstrating Support for NSmen

Carry motivational and supportive messages to thank NSmen for their service on the company's collaterals/website/social media



Organise an in-house Combined Rededication Ceremony (CRC) and/or encourage employees to participate in the SAF Day CRC



Provide platforms for NSman employees to share their NS experiences (e.g. through publications) with other employees on company's such as the foreigners and women to better understand NS



Encourage NSman employees to put on their uniform to work on SAF Day

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Encourage employees to participate in events and exhibitions organised by MINDEF/MHA

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Adopt the SAF Care Fund as the charity organisation benefitting from the company's corporate social responsibility efforts

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Advocate for NS by expressing support for NS publicly

