

MEDIA RELEASE

Ren Ci Hospital commits to inclusive hiring with inking of MOU with APSN

Singapore, 20 August 2024 – As a sign of Ren Ci Hospital’s commitment to inclusive hiring, Ren Ci Hospital (Ren Ci) inked a Memorandum of Understanding (MOU) with APSN on 20 Aug 2024. The MOU was signed at the latest nursing home run by Ren Ci, Ren Ci @ Woodlands.

Under this MOU, APSN and Ren Ci Hospital will commit to:

- Providing Employment Opportunities for APSN’s beneficiaries through the Apprenticeship Programme;
- Providing Employment Opportunities for APSN’s beneficiaries in Ren Ci Nursing Homes;
- Contract Work for trainees at APSN Centre for Adults;
- Collaboration on activities to spread awareness about supporting persons with special needs; and
- Providing volunteering support for APSN Alumni Services, APSN Student Care Centre and APSN Centre for Adults.

Four students from APSN Delta Senior School are currently interning with Ren Ci @ Woodlands nursing home, and they will be converted to full-time employees upon their graduation in January 2025. They will be continuing their roles as Laundry Assistants and Gardening Assistant.

“I am heartened to see that our interns are able to apply their skills to support our operations and they are proud of their work here. They have forged strong teamwork and close relationships with our Operations team, and developed friendships with some of our elderly residents. The interns from APSN are an asset to our Operations team, and we look forward to welcoming them as full-fledged members of the Ren Ci family in January,” said Mr Choo Jui Sheng, Executive Director, Ren Ci @ Woodlands.

“I love the workplace and working here. I have learnt a lot of things from how to wash to how to take stocks, and even how to talk to residents nicely so I’m very excited for my full-time employment in January,” said Ms Harini Nair, an intern who will take on a full-time role as a Laundry Assistant. Mr Chang Zhi Kang, who will begin his role as a Gardening Assistant, echoes her sentiments. He carries a card around with him that introduces himself and expresses his gratitude for the work experience, sharing that “I learnt a lot of things like growing vegetables, taking care of plants and interacting with the elderly. It is a valuable experience for me.” He also looks forward to being able to contribute to the community.

Since 2018, Ren Ci has been making inroads to becoming an inclusive employer, with the MOU with APSN being the latest development after scaling inclusive hiring to the newest Ren Ci nursing home. Aside from APSN, Ren Ci has also worked with other organisations such as the Autism Resource Center (ARC) and MINDS.

Originally starting with a group of three employees, Ren Ci currently has 15 inclusive hires including the APSN interns. Ren Ci worked closely with ARC in 2018 to help redesign job scopes and put in

place structured training to help individuals on the autism spectrum find the ideal job fit. A buddy was also assigned to each of them to help them adapt to the organisation.

The buddy system applies to all new hires in the organisation, and it has proven to be invaluable for our inclusive hires. Two of the buddies went out of their way to provide emotional support and designed clear visual posters and floor markings to help Mr Jeffrey Ong and Mr Louis Ng, two of ARC's graduates and among the original three inclusive hires, understand work processes.

As testament to the longevity and sustainability of Ren Ci's hiring and training process, Jeffrey and Louis received their 5-year long service awards this year.

"Jeffrey and Louis are valuable members of the Ren Ci family, and we are heartened to see how their buddies Christin and Rahman have supported them," shared Ms Nuryasmin Hannah, Director of Human Resource and Manpower Development. "This initiative not only provides real, long-term employment but also helps the healthcare sector address our manpower needs in a win-win situation."

Ren Ci remains committed to expanding and scaling up the hiring of employees with special needs.

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About Ren Ci Hospital

Established since 1994, Ren Ci Hospital is one of the few charity healthcare institutions in Singapore to provide high quality and affordable medical, nursing and rehabilitative care services for the community, based on the principles of loving kindness and compassion. Ren Ci plays an integral role in supporting the healthcare needs of the elderly through adopting a holistic way of delivering person-centred care.

Today Ren Ci Hospital runs a community hospital, a chronic sick unit, three nursing homes, four Senior Care Centres and one Active Ageing Centre (Care). These facilities are spread throughout Singapore, at Ang Mo Kio, Bukit Batok, Novena and Woodlands.

Besides giving hope to the frail elderly by helping overcome their disabilities and teaching their families to care for them at home, Ren Ci also partners various community groups and social enterprises to give dignity back to the elderly.

Annex A – Photos of APSN Interns at Ren Ci @ Woodlands



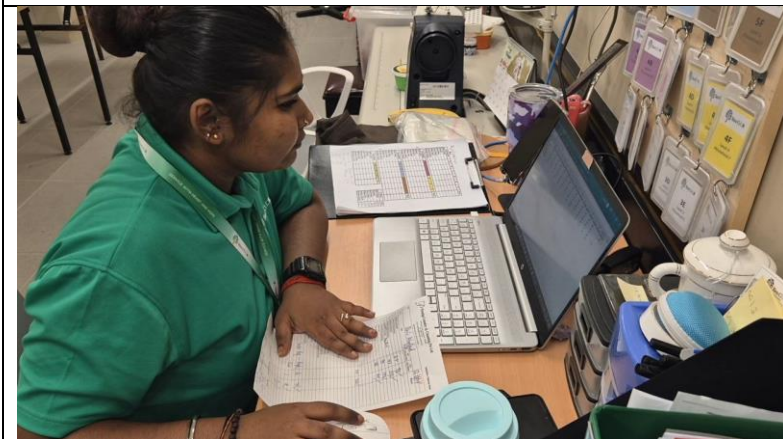
Zhi Kang harvesting *kang kong* from the urban farm.



Zhi Kang packing extra herbs into individual portions for staff and residents.



Harini delivering clean linen to the households.



Due to her independence, Harini is also tasked to check on inventory for linens that are provided by an external laundry vendor.

Annex B – Photo from the MOU Signing Ceremony



From left:

- Mr Stanley Tang, CEO, APSN
- Dr Jamie Mervyn Lim, CEO, Ren Ci Hospital