

## ALPS Pte. Ltd.



“It is important for us to commit to NS and TD as these are the cornerstones in defending Singapore, including the current battle with COVID-19. We always emerge stronger, better, wiser, and more resilient as a nation in the wake of these crises.”

**Mr Peter Tay Teng Choon**  
Chief Executive Officer

### NS considered in human resource planning

According to Mr Peter Tay Teng Choon, Chief Executive Officer of ALPS Pte. Ltd. (ALPS), a provider of value-based supply chain solutions to public healthcare, about 16% of ALPS' employees are actively serving their National Service (NS). As part of their human resource sustainability and resiliency planning, ALPS always ensures that there are sufficient resources for the continuity of operations so that Operationally Ready National Serviceman (NSman) employees can go for In-Camp Trainings (ICTs) with peace of mind.

### NS is a part of corporate hiring and operations

“I vividly remember that at the height of the COVID-19 outbreak last year, I overheard one of my NSman employees suggesting to his superior to defer his ICT because of the heightened tempo that required ALPS employees to work around the clock to ensure the continuous provision of services to public healthcare institutions. I was heartened to hear the NSman's superior telling him that attending ICTs is important as the training prepares NSmen to contribute to the defence of the nation and

that the necessary arrangements are in place to ensure operational continuity so that the NSman could go for his ICT without any compromise to the provision of care to needy patients,” Mr Tay shared.

In addition, Mr Tay encourages other employers to adopt the Certificate of Service (COS) which he appreciates as a useful point of reference during the recruitment process. He said, “Through referencing the conduct and performance grading in the COS, we are able to gain a preliminary assessment of the job applicants' character and potential performance. This forms a good basis for the selection of candidates that best fit each position.”

### NS and TD are everyone's responsibility

Reflecting on the current COVID-19 pandemic, Mr Tay noted that the pandemic highlighted the significance of Total Defence (TD). He summed it up this way, “Like the old saying goes, ‘Without the nation, there will be no home.’ Let's do our part for NS and TD and take pride in our nation. This is our Home!”

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### Care for NSmen

Receiving ‘take care’ messages from colleagues and customers of ALPS during his ICT boosts the spirit of Second Sergeant (2SG) (NS) Sng Kuo How.

2SG(NS) Sng shared, “With my team supporting and covering my back at work, I easily switch my role from an ALPS employee to an NSman during my ICT. It is important that we, NSmen, focus on our ICTs. When our minds are occupied by worries about work, we may be filled with anxiety and be distracted from being mindful about our safety during NS training. We are also able to better contribute to national defence when we optimise opportunities to train and sharpen our skills as a unit. I can say this from my personal experience as, in NS, I am deployed in operations that protect the Singapore sky with our Ground Based Air Defence system.”

### All hands on deck for NS

2SG(NS) Sng said, “All NSman employees are strongly encouraged to maintain operational readiness and fulfil our NS commitment when we

receive our NS call-ups. I have never missed an ICT during my employment with ALPS. Thus, I am on track to completing all my ICTs soon!”

He advises all employers, “Be a ‘Pro-NS’ company like ALPS! Your NSman employees will be grateful to you!”

### No part is irrelevant

The commitment of ALPS to NS is also clear to Captain (CPT) (NS) Tor Kim Hwee. He said, “ALPS believes in Nation before Self – with everyone playing a part, individually and collectively, to build a strong, secure and cohesive nation.” This belief and practices are woven into the fabric of ALPS and CPT(NS) Tor and his team will naturally deconflict their ICT schedules and work commitments for work operations to continue seamlessly.

Reminding NSmen of the importance of their roles in NS, CPT(NS) Tor said, “Every one of us and each of our vocation is important in NS as each of us play a different but integral role in contributing towards NS and TD.”



Left  
**2SG(NS) Sng Kuo How**  
Human Resource Business Partner

Right  
**CPT(NS) Tor Kim Hwee**  
Business Development Manager