



EDITOR'S NOTE

Helping Employers Build Future-Ready Workforces

What workforce priorities should business leaders focus on next? In this issue of *Pulse@SNEF*, discover exclusive insights from SNEF's staff retention and turnover poll, explore how SNEF's Advisory, Resource and Consultancy Centre supports employers in navigating workplace challenges, and learn how SNEF Council members are championing employers' interests. Plus, find out how Leung Kai Fook Medical, the company behind the Axe Brand Universal Oil, strengthened its HR capabilities through SNEF's support.


 CEO, SNEF

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**Pulse@SNEF
Exclusive**

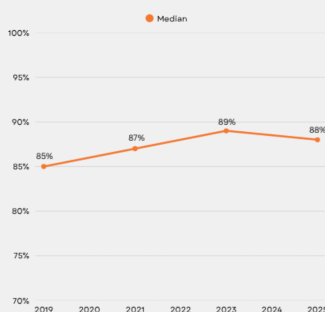


QUICK POLL FINDINGS

RETENTION AND TURNOVER: What's Really Happening in Singapore Workplaces

STAFF RETENTION RATE

Local Staff Retention Rate (%) between 2019 - 2025



EMPLOYERS VOICE

Retention and Turnover: What's Really Happening in Singapore Workplaces

How do your retention and turnover rates compare with other employers? SNEF's latest poll of 159 companies covering around 76,500 employees reveals valuable benchmarks that can support workforce planning and talent strategies. From retention challenges faced by medium-sized firms to differing turnover trends across sectors, the findings offer fresh insights into today's labour market. See how your organisation compares and uncover practical takeaways to strengthen talent attraction and retention.

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EMPLOYERS ESSENTIALS

Navigating Workplace Changes? ARCC@SNEF Is Here to Help

Workplace regulations and expectations are evolving rapidly, leaving many employers seeking clarity and practical guidance. SNEF's Advisory, Resource and Consultancy Centre (ARCC) provides support on employment law, industrial relations and HR transformation. Learn how its expertise, tools and advisory services can help organisations navigate change with confidence and build future-ready workplaces.

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KNOW OUR COUNCIL

Meet SNEF Council's Honorary Secretary and Honorary Treasurer

SNEF Council members Mr Edwin Ng and Mr Marcus Lam have played active roles in advancing employer priorities through SNEF and the tripartite partnership. From flexible work arrangements and workforce transformation to skills development and the integration of foreign professionals, their contributions have helped shape policies and practices that matter to employers. Discover their perspectives and the impact of their work.



Mr Edwin Ng
Honorary Secretary
Managing Director,
Markono Group Pte Ltd
SNEF Council member
since 2017



Mr Marcus Lam
Honorary Treasurer
Executive Chairman,
PwC Singapore
SNEF Council member
since 2022

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SPOTLIGHT

Sharpening the Axe: How Leung Kai Fook Medical Strengthened its HR Practices

How can organisations strengthen their HR practices while supporting business growth? Leung Kai Fook Medical, the company behind Axe Brand Universal Oil and a SNEF member since 1980, shares how it has leveraged SNEF's Salary Report and Salary Benchmarking service to enhance its HR policies and reward framework. Discover how the company built a more structured, transparent and employee-centric workplace to support its growth.

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Credit: Leung Kai Fook Medical

SNEF FOCUS

Employers' Voice in Action: What We Are Hearing from Employers

What issues are top of mind for employers today? Recent SNEF roundtables and engagements with trade associations and cham have surfaced key concerns around skills-first practices, AI adoption and operating in an increasingly uncertain environment. Through these discussions and initiatives such as the Leaders Lounge, employers have shared perspectives, exchanged ideas and strengthened capabilities. Discover the insights emerging from these conversations and how SNEF is ensuring employers' voices are heard.

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WHAT'S ON

Getting the Fundamentals of GST Reporting, Data and Controls Right

From April 2028, GST-registered businesses in Singapore must submit invoice data directly to IRAS via InvoiceNow. Prepare for the transition at our one-day workshop, **GST InvoiceNow: Getting the Fundamentals of GST Reporting, Data and Controls Right**. RSM GST specialists Mr Richard Ong and Ms Seraphina Qiu will share practical insights on identifying readiness gaps and enhancing GST data, processes and systems for the InvoiceNow environment.

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Cyber Resilience for SMEs: Trends, Threats & Tactics

Cyber threats are evolving rapidly. Is your organisation prepared? This exclusive SNEF session with SkillsFuture Queen Bee Singtel will help business leaders understand the latest cybersecurity trends, key regulations and practical ways to strengthen organisational defences. Through expert sharing, peer discussions and a hands-on crisis simulation, participants will gain insights to respond confidently to cyber incidents and build a stronger cybersecurity culture. Find out how your organisation can strengthen its cyber resilience and readiness.

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Empower your organisation with a SNEF corporate membership today!

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The Singapore National Employers Federation (SNEF) is a trade union of employers. Our mission is to advance tripartism and enhance labour market flexibility to enable employers to implement responsible employment practices for sustainable growth. SNEF has a membership of more than 4,000 companies with a combined workforce of around 900,000. For more information, please visit www.snef.org.sg.



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