

Home » Working @ Singtel » **My Benefits**

My Benefits



Singtel Product Benefits

Every employee is also a special customer to us and are eligible for discounts on Singtel's products and services.

Find amazing offers on Singtel services exclusively for you and your family [here](#).

Singtel Recreation Club

Singtel Recreation Club (SRC) provides a focal point for sporting, social, recreation and wellness activities for Singtel employees and their family members. As employees of Singtel and its subsidiaries, you are entitled to the benefits of Ordinary Members of the SRC.

Find out more about the [SRC membership](#).

Check out the [SRC site](#).

Singapore Employee Benefits Program

For Singapore-based employee in Singtel and NCS, we have a whole suite of benefits that are flexible and comprehensive, providing you with Assurance, Flexibility, Enhanced Care, Accessibility, Convenience and so much more!

Click [here](#) to find out more.

Remuneration

Find out more about the policies and guidelines related to your salary package here.

For payroll dates, please click [here](#).



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Home » Working @ Singtel » **My Performance**

My Performance

Performance Management

We know that people are key to our business. While we constantly find ways to achieve business excellence, it is equally important that we constantly build the capabilities of our people. How we attain this - through regular performance conversations that provide employees with the support they need to be successful in their roles.

Starting with target-setting, our Performance Management process helps to ensure that employees know what they need to deliver and how their goals contribute to business success. It also provides a platform to increase employee engagement through meaningful career discussions that help employees develop to their full potential.

Both employee and manager have a shared responsibility to:

- » Regularly review progress on KPIs – What has gone well, challenges faced and whether any assistance is required
- » Demonstrate our Core Values at all times
- » Consider strengths, development areas and skills that employees can learn for the future.

Remember – having open and honest conversations is the key to effective performance.

Click **here** to find out more about our Performance Management policies including definition of the Singtel Group Performance Rating Scale.

You can access your performance form in **HRCentral**. For help, check out the Guides & Resources under **HRCentral Help & Support site**.



Working with Us – My Worklife Harmony

Overview Of Worklife Harmony In Singtel

In 2006, HR had embarked on a worklife project to review our existing worklife policies to ensure that they are effective in assisting staff in meeting their worklife needs. Various initiatives have been implemented and the details on how they can be used are found in the subsequent sections.

Your feedback on how we can further promote a worklife culture in Singtel is welcome. These would be used in developing and/or revising policies to ensure that they meet the intended objectives.

Click [here](#) to learn about Tips & Strategies to maintain worklife harmony.

Access other articles and resources [here](#).

Working with Us – My Health & Safety

Flu Portal

Find out what you need to know and do when there is a flu pandemic.

Workplace Safety and Health

As a responsible employer, Singtel aims to create a safe and healthy culture at work and every stakeholder has a responsibility to ensure work is carried out safely.

Find out more about [Workplace Safety and Health](#).

[Home](#) » [Policy](#) » [Employee Benefits](#)

Employee Benefits

Below is a summary of all non-salary benefits for Singapore-based employee* in Singtel and NCS.

You will find that our benefits are flexible and comprehensive, providing you with Assurance, Flexibility, Enhanced Care, Accessibility, Convenience and so much more!

* Not applicable to SGO and NCSI employees



Quick Links

- » [Hotline Contacts](#)
- » [MyHealthWallet Portal](#)
- » [Clinic Locator](#)
- » [Medical Cards](#)
- » [Voluntary Group Insurance Scheme](#)
- » [Workplace Safety & Health](#)
- » [CPF Medisave-Approved Integrated Shield Plan](#)
- » [Ministry of Health Website](#)
- » [In Case of Emergency, Click Here!](#)
- » [Singtel Recreation Club](#)
- » [Discounts](#)

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Benefits for Regular Employees

As an employee of Singtel and NCS, you will find that your benefits are flexible and comprehensive. For a quick overview of your benefits, check out this video. If you want to know more, you can click on the links below.



Health & Insurance

- » [Term Life Insurance](#)
- » [Personal Accident Insurance](#)
- » [Choice Points \(Includes Allocation of Points & Illustration\)](#)
- » [Medical Outpatient](#)
- » [Medical Inpatient](#)
- » [General Exclusion](#)
- » [Claimable Choice Points](#)
- » [In case of Emergency](#)

Lifestyle & Wellness

- » [Work Life Coaching](#)
- » [Maternity](#)
- » [Smoking Cessation](#)
- » [Health Screening](#)
- » [Flexi Benefits Dollar](#)
- » [Chronic Disease Management Program](#)
- » [Flu Vaccination Subsidy](#)
- » [Health & Wellness discount](#)
- » [Singtel Recreation Club](#)
- » [Singtel \\$300](#)

Procedure & Forms

- » [Medical Enrolment Process](#)
- » [Factors to consider when selecting your medical plan](#)
- » [Medical Claims and Recoveries](#)
- » [Referral to Specialist](#)
- » [Inpatient Admission](#)
- » [Personal Accident Insurance Claim Procedure](#)
- » [Order of Hamper Or Wreath](#)

Note: All benefit provisions and their Terms and Conditions are subject to change, update and/or revision (collectively "change") from time to time without notice. In the event of changes, the revised policy shall be posted in Espresso and you should therefore periodically visit the site to review the most current benefit provisions and their Terms and Conditions.

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Benefits for Re-employed Employees

As an employee of Singtel and NCS, you will find that your benefits are flexible and comprehensive. For a quick overview of your benefits, check out this video. If you want to know more, you can click on the links below.



Health & Insurance

- » [Term Life Insurance](#)
- » [Personal Accident Insurance](#)
- » [Choice Points \(Includes Allocation of Points & Illustration\)](#)
- » [Medical Outpatient](#)
- » [Medical Inpatient](#)
- » [General Exclusion](#)
- » [Claimable Choice Points](#)
- » [In case of Emergency](#)

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Home » Policy » Employee Benefits » Benefits for Direct Contract Employees

Benefits for Direct Contract Employees

As an employee of Singtel and NCS, you will find that your benefits are flexible and comprehensive. For a quick overview of your benefits, check out this video. If you want to know more, you can click on the links below.



Health & Insurance	Lifestyle & Wellness	Procedure & Forms
<div>» Term Life Insurance</div> <div>» Personal Accident Insurance</div> <div>» Medical Outpatient</div> <div>» Medical Inpatient</div> <div>» General Exclusion</div> <div>» In case of Emergency</div>	<div>» Work Life Coaching</div> <div>» Basic Health Screening</div> <div>» Flexi Benefits Dollar</div> <div>» Flu Vaccination Subsidy</div> <div>» Health & Wellness discount</div> <div>» Singtel Recreation Club</div> <div>» Singtel \$300</div>	<div>» Medical Enrolment Process</div> <div>» Medical Claims and Recoveries</div> <div>» Inpatient Admission</div> <div>» Personal Accident Insurance Claim Procedure</div> <div>» Order of Hamper Or Wreath</div>

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[Home](#) » [Policy](#) » [Leave \(Absences\)](#)

Leave (Absences)

The Company provides employees with different types of leave. Each type enables employees to take time off from work to rest, manage personal commitments or spend time with their families.

- » Annual Leave
- » Mandatory Block Leave
- » Family Leave
 - ⊙ Flexi Family Leave
 - ⊙ Statutory Childcare Leave (SCL)
 - ⊙ Statutory Extended Childcare Leave
 - ⊙ Maternity Leave
 - ⊙ Paternity Leave
 - ⊙ Adoption Leave
 - ⊙ Shared Parental Leave
 - ⊙ Unpaid Infant Care Leave
 - ⊙ Compassionate Leave
- » Medical Leave
- » Voluntary Service Leave
- » Additional Leave



Forms

- » Leave Application Form
- » No Pay Leave Application Form
- » Government Paid Childcare Leave
- » Government Paid Maternity Leave
- » Government Paid Paternity Leave
- » Government Paid Shared Parental Leave
- » Government Paid Adoption Leave Application Form

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