

# PEOPLE

The year 2020 was a unique year as the SC had to pivot quickly to lead and assist employees in navigating through the new challenges due to COVID-19. To meet these urgent needs, the focus was to develop and implement a wide range of policies, programmes and procedures to respond to the impact of the COVID-19 on employees as they adapted to the new norms across the workplace.

The SC provided new or modified procedures and methods to support employees during the initial stages of the pandemic as they continued to work effectively in a more virtual environment whether from home or in the office. This included instituting remote work arrangements with the priority of keeping employees safe. At the same time, automated HR work transactions to manage critical HR transactions via online workflow system were implemented. The SC also digitised some of the work processes and systems to enable operational continuity to support the businesses.

## Recruitment and Talent Management

Recruitment and onboarding were conducted remotely to mitigate hiring disruption through virtual interviews and the use of web-based assessments. This initiative resulted in the recruitment of 72 candidates, of which 56 were experienced hires and 16 Graduate Management Executives (GME).

The SC continued to provide opportunities for young graduates to gain knowledge and experience working in a regulatory environment. 29 undergraduate students completed their internships during the year.

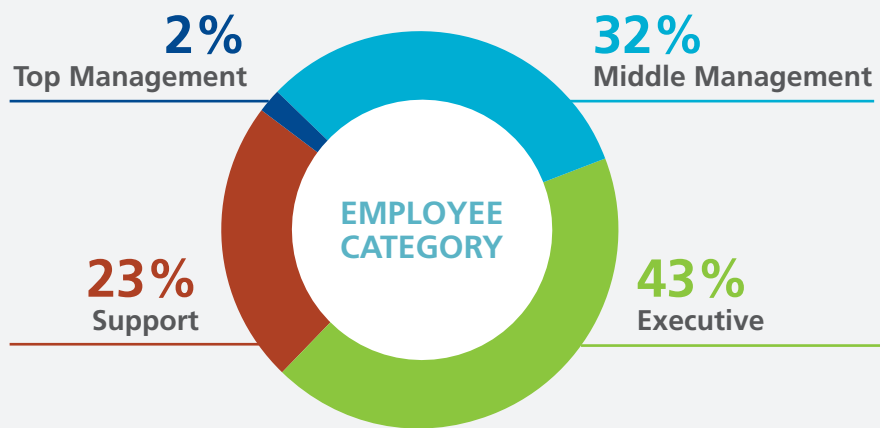
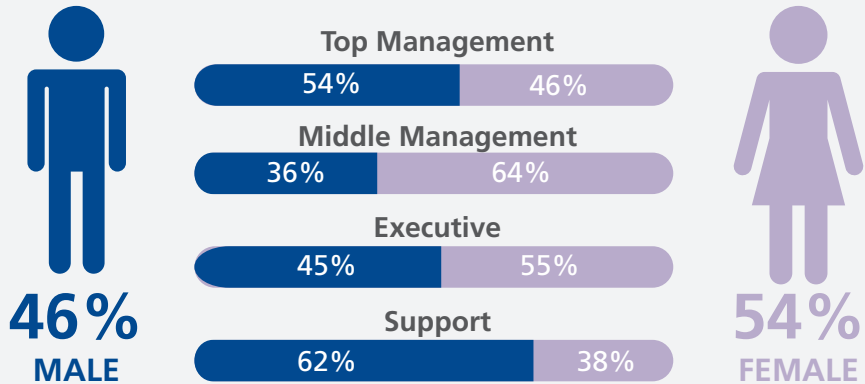
In continuing our talent management efforts, 2 employees underwent secondment or attachment programmes to gain greater learning and broader work experience. The SC also hosted 1 personnel from an enforcement agency under the regulatory attachment programme.

The employee learning and development continued to be the SC's ongoing effort with 84% attending various learning programmes ranging from workshops, seminars, conferences to online programmes. With more employees working from home and consistent with the implementation of new norms, the shift to virtual learning was instituted. In 2020, there has been an increase of 50% of online training programmes attended by employees compared to only 1% in 2019.

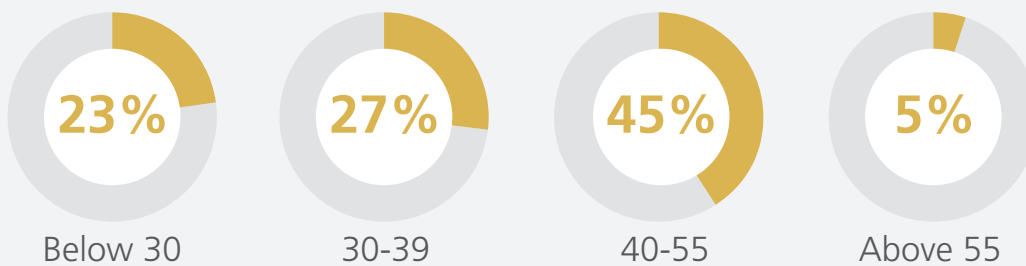
As part of the SC's efforts to upskill its employees, in 2020, 4 employees pursued their post-graduate professional qualification through the PROFOUND scheme, the SC's financial scheme for continuous professional development. The SC has also facilitated 9 employees to be Certified Digital Forensic for First Responder, aimed to strengthen the development of cyber security competencies among the SC employees.

# GENDER DIVERSITY

HEADCOUNT: 741 (As at 31 December 2020)



## WORKFORCE DISTRIBUTION BY AGE



## YEARS OF SERVICE

