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# **PRESS RELEASE**

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**SPEECH BY MR TANG GUAN SENG, PARLIAMENTARY SECRETARY  
(EDUCATION), AT THE WITS DAY OF SHARING  
AT THE RELC AUDITORIUM  
ON WEDNESDAY, 3 SEPTEMBER 1986 AT 9.00 AM**

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I am glad to be here at your WITs Day Of Sharing this morning. Since the concept of WITs - Works Improvement Teams - was introduced to the Ministry of Education in 1982, the number of WITs has been growing every year. Now, we have 44 teams in the Ministry HQ. Recently, many teams have also been formed in schools. Indeed, we have four teams from schools which will be participating in our WITs DAY OF SHARING this morning.

WITs allows colleagues working in the same Unit to meet and solve problems as a group. In doing so, members build up rapport and esprit-de-corp amongst themselves. The end products of WITs activities also lead to improved working procedures and better service levels. Hence, the tangible as well as intangible benefits of WITs are invaluable. By encouraging employee participation WITs inculcate in members a sense of pride in their work, thereby creating a congenial working environment for greater productivity.

The desire for excellence is of special significance for Singapore particularly at a time when we are facing economic difficulties. We, as a nation, have to unite together to work towards a common goal. The public sector, being the biggest employer, plays an important role. If we can take the lead and galvanise our efforts towards improving ourselves, we will certainly contribute significantly to the overall productivity improvement in the nation.

I am very happy that our Ministry is having this WITs Day Of Sharing. It gives the Management a means of acknowledging WITs and their contribution. It also provides an opportunity for members to share their experience with one another. This facilitates effective communication and better understanding.

The WITs projects to be presented this morning are the work of various schools and divisions and cover a wide range of themes. This reflects not only wide spread participation in WITs, but also shows that the scope for WITs activities is not confined to only a few areas. WITs are relevant in both the Ministry HQ as well as in the school environment.

The involvement of schools marks a new milestone in our WITs movement. The MOE WITs Monitoring Unit has to date conducted WITs training courses for 165 education officers. The Unit will continue to train more facilitators and WIT leaders for schools. I hope schools which have tasted the fruit of WITs will sustain their efforts and those which have not done so will begin soon. The potential for WITs activities in school is enormous. We have over two hundred primary schools and over one hundred secondary schools and junior colleges with a total of 20,000 principals, vice-principals and teachers. If everyone takes the initiative to look at old issues in a new light, the amount of potential benefits that can be reaped will be tremendous.

I would like to take this opportunity to compliment the active teams in HQ which have been very committed to WITs over the last few years. Their efforts deserve to be highly commended.

However, we must not rest on our laurels, as there are many other areas that are worth looking into, for example, there are still old practices that have outlived their original purposes. There are still cumbersome administration procedures. Hence, let us not miss any opportunity to strive for excellence. Let us not forget that what is most important in our Productivity Movement of WITs programme is the inculcation of a desire to do our job better and to seek ways to do so. I hope that after today - the WITs Day of Sharing - you will go back with renewed strength and enthusiasm and be ready to start another cycle of WITs activities.

On this note, I wish all the WITs success in their endeavours.

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