



# SPACE ADVENTURE



**Department Competition**  
Theme : Space/Future/Robots  
Judging : Friday 28 August 2015  
Prize for Winning Innovative Dpt: \$250

All day Pot Luck in the Boardroom.  
Every department bring something.

## Word from the Group CEO

Dear Everyone,



As a premier Singaporean medical practice, there is a lot to celebrate during SG50. The Singapore of today was not the same 50 years ago. When Singapore achieved independence in 1965 Singapore's prospects did not look good. A small country and underdeveloped, it had no natural resources with a population made up of immigrants with little shared history. Our late prime minister, the late Lee Kuan Yew transformed the country and this is documented in his memoirs "From Third World to First". How did Singapore develop into a key leader in Asia?

Simply Lee Kuan Yew believed in "innovation". He believed in investing into the future. He leveraged Singapore's strategic location, created foreign trade, increased investments and led an efficient and effective government. I feel Innovative Diagnostics is very much the same. We are ensuring strategic locations for our labs, developing a service that impress doctors, invest into the future and have an efficient and very effective team. Our **monthly Innovative Meetings** is our commitment to think about the future. How we can be **more innovative everyday** in any way. I look forward to reading your Innovative ideas. Three cheers for Innovative Diagnostic and three cheers for Singapore! **Happy SG50 everyone!**

Dr Chris Ting - GROUP CEO IDPL

## EMPLOYEE OF THE MONTH JULY/AUG



innovative  
DIAGNOSTICS  
leading the way



### SYAWAL

**Employee Name:** MUHAMAD SYAWAL BIN MAHMOOD  
**Department:** Novena - Despatch  
**Designation:** Despatch Rider/ Porter  
**HOD:** Hawah/Sylvia  
**Date Started in IDPL:** 25 August 2014

Syawal has a smile that is warm like the sun! He is very popular with his clinics and is well known in Novena. Friendly and always willing to help out the Novena Team. On-time, professional and always reliable, he is also flexible to attend to last minute doctor requests. His commitment to work is incredible. Despite living in JB, Malaysia, he reaches Novena on time at 6.30am everyday! Syawal you are an amazing employee! Thank you for working for us. We appreciate your commitment.



### BAIJU

**Employee Name:** MAHBARABATH RAJAN BAIJURAJ  
**Department:** Microbiology Department  
**Designation:** Medical Technologist  
**HOD:** Lau Eng Yaw  
**Date Started in IDPL:** 9 September 2013

Baiju is recognised as our Employee of the month for his exceptional work ethic and profound experience. He set up the Trace element department perfectly and has established a stellar record in all proficiency test. Punctual and always efficient, he is the ultimate multi-tasker. He is consistent and disciplined and on top of all that he's just a really "NICE" person! We are lucky to have you Baiju. We love you!

**AS THE EMPLOYEE OF THE MONTH - They will receive a \$100 gift voucher and Gift Basket.**

# Innovative Diagnostic

# Hong Kong Opens

The Innovative Diagnostic Hong Kong Laboratory opened in June 2015. Based in the heart of Hong Kong in the prestigious New World Tower. We are located in the heart of the top end Specialists area. With an amazing team which includes our Lab Manager- Wing, Customer Service - Agnes, Medical Science Liaison - Pong and Medical Marketing - Victoria, we are set to conquer new markets and horizons. Go Innovative Go!



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leading the way



Share your simple ideas.  
You can make a difference.

What's your  
idea today?

Earn Innovative Dollars for your ideas to win  
amazing prizes for you and your department.



## HAVE YOU HAD YOUR DEPT INNOVATIVE MEETING

Due: End of August!

## INNOVATION MONTHLY MEETING

1. Organise a get together
2. Invite a guest
3. Discuss
4. Come up with a Innovative idea
- 5 . Get rewards

### INNOVATION REQUIRES :

#### Talent

(Smart and they  
want to  
contribute)

#### KPI

(Employees have  
to know what is  
expected.  
Otherwise how  
can they spot  
problems?)

#### Culture

(Habit : Regular  
forum to express  
ideas)

#### Collaboration

(Embracing other  
people to give  
new perspective)

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Dr Chris Ting Group CEO would like to invite you to the

**FREE** Innovative Family Program **FREE**  
School holiday treat!

# FAMILY MOVIE NIGHT

Celebrating our hard work together to achieve CAP



**VENUE:** Golden Village Vivocity

**DATE:** Saturday 5th September 2015 **TIME:** 7:30pm

Ticket Collection at 6:30pm at reception table (near candy Bar, GV Level 2)

*\*Tickets, first come first serve basis*

**RSVP BY** Thursday 20th August to Ms Shirley Lim/Marketing  
Fill in order form & return to your HOD or Frontech Reception

**Who can attend:** Employees can invite direct family (husband/wife/children) and partners

**BOOK NOW!**

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**COKE & POPCORN PACKAGE INCLUDED**





# 11th ISUOG-Outreach & 6th COGS Scientific Congress 2015 in Singapore

May 3rd - 5th 2015

Innovative Diagnostic joined this prestigious conference where we had an exhibit and also sponsored lunch and speaker Dr Raman Subramaniam. We got to meet with a lot of doctors and colleagues at this event. The theme of the meeting was "Defining Contemporary Office Investigations - Closing the gap between ultrasound, laboratory tests, and your practice".



ISUOG Outreach, Singapore • May 3-5th 2015 • The Academic on Outram Campus

**panorama**  
prenatal screen

## INVITATION TO SYMPOSIUM LUNCH

DATE: Monday 4th May 2015  
TIME: 12:30hrs - 13:15hrs  
VENUE: Auditorium (See us at the Natera Booth)

**TOPIC : SNP-Based Noninvasive Prenatal Screening using Cell-Free DNA for Detection of Fetal Aneuploidies, Sex Chromosome Trisomies, Triploidy, and Microdeletions.**

**SPEAKER : DR RAMAN SUBRAMANIAM**  
Obstetrician & Gynaecologist  
Fetal Medicine & Gynaecology Centre  
Malaysia

Leveraging a SNP-based approach and Natera's proprietary algorithm, Panorama™ delivers highly accurate results for common aneuploidies and significant microdeletion syndromes.

- Screening for T13, T18, T21, X and Y triploidy, and 22q11.2 deletion, 1p36 deletion, Prader-Willi, Angelman, and Cri-du-chat syndromes.
- Low reported false negative and false positive rates for common aneuploidies.
- Distinguishes between fetal and maternal DNA.
- Peer-reviewed microdeletion validation.
- Validated to detect triploidy and vanishing twin.
- Provides highly accurate risk score with low fetal fraction.

**natera**  
Complete. Different.

**innovative DIAGNOSTICS**  
Leading the way

Laboratory Services • Doctor and Practice Manager Education/Patient Services • Strategy & Marketing to Build your Practice  
Frontech Centre, 15 Jalan Kilang Barat, Singapore 158957 Tel: 6235 6800  
Innovative Diagnostics, innovativediagnostics.com.sg



## Innovative Diagnostics Community Program Nepal Earthquake Appeal

Innovative Diagnostics organised a charity drive for the victims of the Nepal Earthquake. The response to the collection drive was amazing and we had to pack all the items into 10 cartons! It was really heartwarming to see the donations. We have to thank **Irfan** too for volunteering to help us transport all 10 cartons to the warehouse. It was a challenge to fit all the cartons into his car but we somehow managed to. Thank you to everyone for your kind generosity ♥♥♥♥♥





# NEW SMARTGEN TEST LAUNCH

SmartGen™

Innovative Diagnostic launched the new SmartGen™ Test to Oncologist Specialists at the elegant Buena Terra Italian Restaurant. The speaker, Dr Petros from Yale University - Medicine Department was the guest speaker on the night. It was an informative and highly entertaining night.

## NEW TEST AT INNOVATIVE DIAGNOSTIC: What is SmartGen™?

SmartGen™ is a test which analyzes your cancer tumour. This helps us to find the genes that are not working and recommending treatments that would be best to treat your tumour type and situation. Through this process this test allows us to “personalise” the treatment and medicine to give you the best treatment and results.



## Welcome Dr Mancer!

**Dr. Kent Mancer** MD, BSc (Med.), FRCPC

**Senior Pathologist**

Dr. Mancer graduated from the University of Manitoba, Winnipeg and trained in Anatomical and Clinical Pathology at the University of Washington in Seattle. He has American Board Certification in Anatomical and Clinical Pathology. He also undertook a Fellowship at the distinguished Memorial Sloan-Kettering Cancer Center, New York, NY. In his time in Singapore he has held senior pathologist positions since 2000 at Tan Tock Seng Hospital, Singapore General Hospital, KK Women's and Children's Hospital and Changi General Hospital, Singapore. He is also a Clinical Senior Lecturer at the School of Medicine, National University of Singapore and has written over 100 published papers.



# MOTHER'S DAY Competition



**SLEVI**  
Project Coordinator

God could not be everywhere and therefore he made mothers mother is the god incarnate on earth Mother is the foundation of the family make sacrifices to put a smile on our face at any given moment mother means unconditional love. Luv u ma!



**JANCY LIOW**  
Senior MLM



**NICOLE GOH**  
Finance Assistant

There's no love greater than mother's love. Its intense, profound and indescribable. That makes my mom special.



**ALEX CHEN**  
MLM



**JESSLYN LEE**  
Finance Supervisor

Mother is a part of who direct us to right path to proceed. I Love my Mother very much.... Don't let your Mother get away from u.... Happy Mother's Day..



**ANRINA TEO**  
MLM



**CHARMAINE GOH**  
MLM



**KATLENE ANN MILAGROSA**  
Medical Technologist @ Camden

To My mom, Elvira  
I may not have all the diamonds and pearls in the world but having you as my Mom makes me the luckiest and the richest in the world. You are my greatest treasure and i'll be forever grateful for having you!  
I love you, Mommy!  
I am what I am now... because of you!



**WILSON SIM**  
Finance Assistant



**AMANDA SIA**  
MLM

I love you,  
mom!!!



# Loyalty Programs for our PRACTICE MANAGERS AND OUR STAFF

*Love your work*



## Macaron Madness

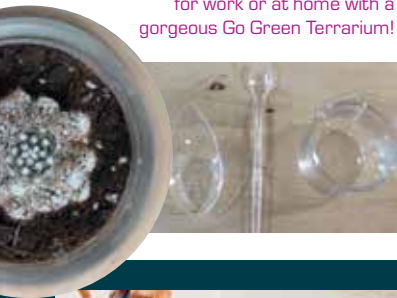
Enjoy a baking class learning how to make delicious macarons then take them home! Perfect!



## Make a Terrarium



Make your very own peaceful sanctuary for work or at home with a gorgeous Go Green Terrarium!



## Zumba Class

Let's get physical! Come on down for the ultimate fun workout - Zumba! Your body will love you for it!





## “HAPPY BIRTHDAY” Our MAY Birthdays!



### Name Department

MOHD HAFIZ BIN ABDUL RAHIM  
 SARASWATHI D/O VALLIAPPAN  
 SALAYA KALAIRANI  
 MUHAMAD SYAWAL BIN MAHMOOD  
 JAGATHIESAN A/L NARAYANASAMY  
 FOO SIEW WAN  
 MOHAMAD FAUZI BIN SAMAD  
 MOHAMAD SAHRUL ANUAR BIN KHAIRI  
 ABDUL RAHMAN BIN HAJI MOHAMED TAIB  
 GOH LAY YEONG  
 GUBENDRAN KRISHNAN  
 CAYETANO JOANNIE CORTINAS

### Designation

Despatch Rider @ Frontech Centre  
 Medical Technologist @ Frontech Centre  
 Pathology Manager  
 Despatch Rider Cum Porter @ Camden Medical Centre  
 Despatch Rider @ Frontech Centre  
 Chief Operating Officer  
 Despatch Rider @ Frontech Centre  
 Despatch Rider Cum Porter @ Camden Medical Centre  
 Despatch Rider @ Frontech Centre  
 Account Assistant  
 HOD Haematology  
 Phlebotomist @ Camden Medical Centre

### Birthday

1-May  
 4-May  
 6-May  
 10-May  
 12-May  
 13-May  
 21-May  
 22-May  
 23-May  
 23-May  
 23-May  
 26-May



## “HAPPY BIRTHDAY” Our JUNE Birthdays!

### Name Department

ZAINAL ABIDIN BIN JANTAN  
 LIAO QUEE HONG  
 ONG YEEN  
 YANG XIAO MIN  
 ISMAIL BIN MAT SALLEH  
 DELA PAZ ORLANDO REGULANO  
 MCGREGOR LELA HASIAN  
 MARQUEZ DONNIL CUETO  
 SY, EDAL-ROSELYN RICO  
 MOHD KARIM BIN MOHD  
 LIM YUEN YUAN  
 YUSLAN BIN ISMAIL  
 MOHAMED SARBINI BIN MOHAMED SALLEH  
 GOH LAY HAR CHARMAINE  
 NORIZHAR BIN MOHAMED ZAKARIA  
 CHEN FANG CHUN  
 BANI BIN BUANG  
 CHOO QIAN HUI  
 YOU KAIFA

### Designation

Despatch Rider @ Frontech Centre  
 Business Office @ Frontech Centre  
 Camden Medical Centre  
 Camden Medical Centre  
 Despatch Rider @ Camden Medical Centre  
 Camden Medical Centre  
 Marketing  
 Camden Medical Centre  
 Camden Medical Centre  
 Despatch Rider @ Frontech Centre  
 Business Office @ Frontech Centre  
 Despatch Rider @ Frontech Centre  
 Despatch Rider @ Frontech Centre  
 Marketing  
 Frontech Centre  
 Marketing  
 Despatch Rider @ Frontech Centre  
 Business Office @ Frontech Centre  
 Frontech Centre

### Birthday

5-June  
 8-June  
 29-June  
 9-June  
 26-June  
 20-June  
 7-June  
 2-June  
 25-June  
 11-June  
 9-June  
 16-June  
 17-June  
 20-June  
 12-June  
 26-June  
 12-June  
 14-June  
 12-June





# "HAPPY BIRTHDAY" Our JULY Birthdays!

## Name Department

MUSTAFA BIN MOHD NOOR  
 MAZLAN BIN ABD JALIL  
 VELLAI SAMY KAVERI SELVI  
 FOO YAP LAI  
 MA LUCIAN NATHAN  
 CAPILI, JEFFREY ESPELETA  
 SYLVIA SELVAKUMARI D/O SABASON  
 G MAGASVILLA  
 CHUA CHAI LEE  
 CHAN YI CHUN  
 MUHAMMAD FARHAN BIN RAHIM  
 REVATHI D/O VIJEYAN

## Designation

Despatch Rider @ Frontech Centre  
 Despatch Rider @ Frontech Centre  
 Frontech Centre  
 Frontech Centre  
 Business Office @ Frontech Centre  
 Frontech Centre  
 Camden Medical Centre  
 Camden Medical Centre  
 Novena Medical Centre  
 Management  
 Frontech Centre  
 Frontech Centre

## Birthdays

17-July  
 3-July  
 13-July  
 2-July  
 28-July  
 26-July  
 22-July  
 28-July  
 28-July  
 12-July  
 16-July  
 9-July



# LOOK OUT! DESPATCH HOT FASHION MODELS!

Hot off the catwalks of Paris comes the new IDPL Stylish Despatch Uniforms.

We are very proud of our Despatch team for their professionalism and their hard work. Watch out for our handsome guys on the street! AWESOME!

## Compulsory Uniform Guideline

Hats/cap must be worn forward and not backwards  
 Black or Navy Turbans and Muslim head-wear are acceptable



Shiny and clean shoes



Correct way to hold a bag



The way you look represents how good you are!



Correct way to wear uniform, jackets must be worn properly, not worn backwards

**CHANEL**  
**GUCCI**





# Culture Survey 2015

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*leading the way*  
**STAFF SURVEY 2015**

Conducted by Lela McGregor  
 Wen Hao, Shirley Lim



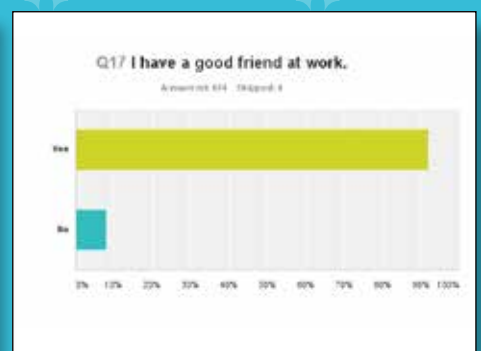
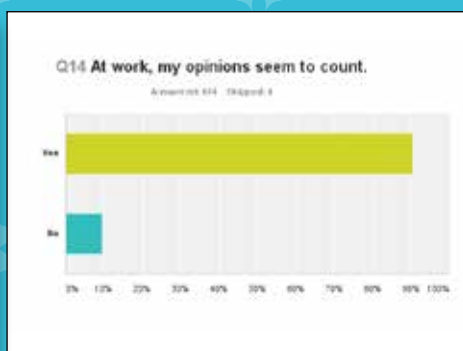
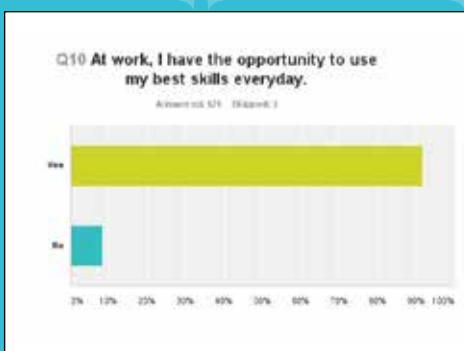
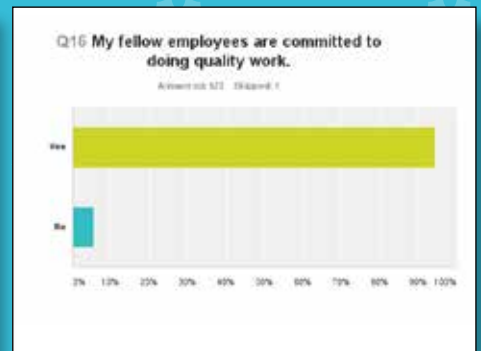
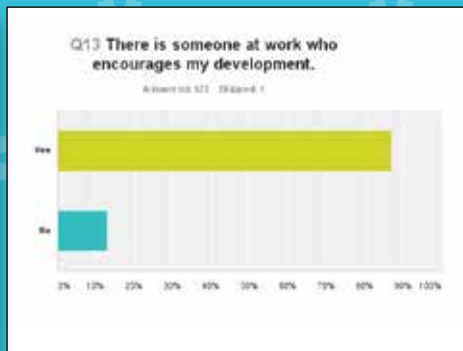
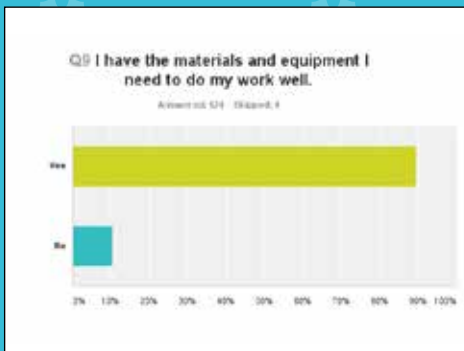
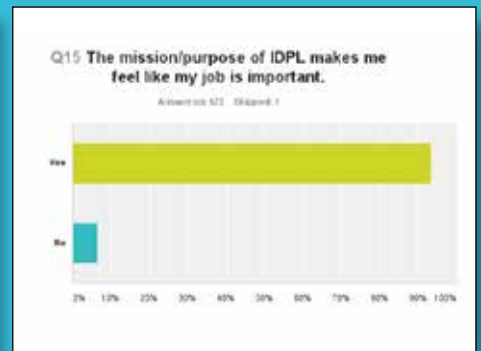
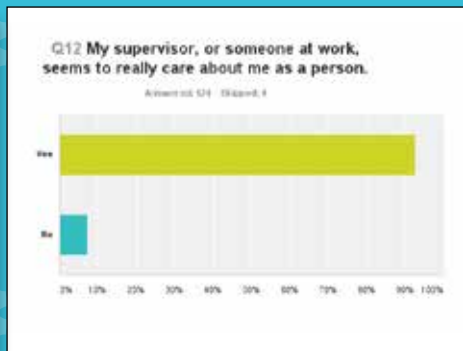
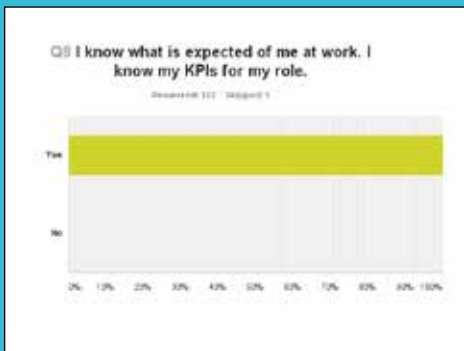
In June 2015, we did a confidential culture survey of our company. So we surveyed all our staff to see how they feel at work and about the company.

Here are some of the results of the confidential survey. In summary, our employees feel engaged, think their jobs are important. They feel their supervisors care for them and they feel encouraged.

In summary our staff love working at Innovative and we have a positive culture.

Over 90% of people said the reason they love Innovative Diagnostic is because of the fantastic “family” culture. Where everyone is there to support everyone else no matter what department!

Innovative Diagnostics believe we have the best people and the best culture as compared to all the other pathology labs. We strive to be the best and we can only do this with happy and effective employees. We want staff that are engaged. We care not only about our staff but their extended families. **We are very lucky to have such a great team and great people!**





# COMING SOON!

## *Innovative Diagnostic Family Day 2015!*

Enjoy a great day in the Park together.  
Something for everyone • Ages 0-99 years of age!

**Your family is  
part of our  
Innovative  
Diagnostic  
Family!**

**Kids Lucky Dip  
Food  
Games  
Music  
Entertainment  
Prizes**



*Your Innovative Diagnostic Family*



...Welcome to our family

**APRIL New Staff**



**EMPLOYEE NAME**  
CHENG EWE SHAN  
**AREA**  
FIN  
**DESIGNATION**  
FINASS  
**DATE JOINED**  
01-04-2015



**EMPLOYEE NAME**  
MANCER JAMES  
FREDERICK KENT  
**AREA**  
LAB1  
**DESIGNATION**  
SP  
**DATE JOINED**  
16-04-2015



**EMPLOYEE NAME**  
GAJENDRAN  
PARAMESWARI  
**AREA**  
LAB1  
**DESIGNATION**  
MTECH  
**DATE JOINED**  
15-04-2015



**EMPLOYEE NAME**  
MUHAMMAD FARHAN  
BIN RAHIM  
**AREA**  
LAB1  
**DESIGNATION**  
SMTECH  
**DATE JOINED**  
20-04-2015



**EMPLOYEE NAME**  
SARASWATHI D/O  
VALLIAPPAN  
**AREA**  
LAB1  
**DESIGNATION**  
MTECH  
**DATE JOINED**  
01-04-2015



**EMPLOYEE NAME**  
JAGATHIE SAN A/L  
NARAYANASAMY  
**AREA**  
DRFTC  
**DESIGNATION**  
DR  
**DATE JOINED**  
06-04-2015



**EMPLOYEE NAME**  
MUHAMMAD FIRDAUS  
BIN ZAINAL  
**AREA**  
DRFTC  
**DESIGNATION**  
DR  
**DATE JOINED**  
14-04-2015



**EMPLOYEE NAME**  
TOY WAN CHING  
**AREA**  
LAB1  
**DESIGNATION**  
SMTECH  
**DATE JOINED**  
14-04-2015

**MAY New Staff**



**EMPLOYEE NAME**  
ROSAEDAH  
SELAMAT  
**AREA**  
BOCMC  
**DESIGNATION**  
FDAS  
**DATE JOINED**  
00-00-2015



**EMPLOYEE NAME**  
SHIRLEY LIM  
**AREA**  
MKT  
**DESIGNATION**  
MKTC  
**DATE JOINED**  
00-00-2015



**EMPLOYEE NAME**  
ISMAIL BIN MAT  
SALLEH  
**AREA**  
DRCMC  
**DESIGNATION**  
DRCPT  
**DATE JOINED**  
00-00-2015

**JUST DO ID!**

Call Innovative Diagnostics 6333 6640 ✓