

MEDAL OF COMMENDATION

Chia Chin Seng

Managing Director
Shimano (Singapore) Pte Ltd

Nominated by the Advanced Manufacturing Employees' Union.

Chia Chin Seng has been instrumental in fostering a supportive and cordial labour-management relations, one that is built on trust and partnership.

Under his leadership , he has ensured the management team consults the union in all major decisions affecting the workforce, such as salary structure reviews, travelling considerations due to the opening of a new manufacturing facility, and re-employment policies.

Brother Chin Seng has led the management team to regard the union as a key company stakeholder. He will share information regularly to ensure the union understands the company's situation and its plans for the future.

Under his leadership, the company has invested and modernise the plant, and invested in the skills upgrading of the workers to meet the coming challenges.

Brother Chin Seng supported the extension of the scope of representation to include assistant section managers in the collective agreement. To strengthen union and union leadership, the union branch committee is entrusted with a special branch fund to organise activities and provide welfare benefits for union members. He is among the first few employers to form a Company Training Committee with the union.