

A portrait of Heng Swee Keat, a man with dark hair and glasses, smiling. He is wearing a red polo shirt with a white stylized 'U' logo on the chest. The background is a solid dark grey.

ntuc

National Trades Union Congress

MAY DAY
AWARDS
2021

INSIDE
**STARS
OF THE
SHOW**

HENG SWEE KEAT
MEDAL OF HONOUR

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

MEDAL OF COMMENDATION

Brother Abdul Aziz Yusof

Chief Executive Officer,
Cleaning Express Pte Ltd



MEDAL OF COMMENDATION

Brother Hiew Yoon Khong

Executive Director and Group Chief Executive Officer,
Mapletree Investments Pte Ltd



MODEL WORKER

Brother Ramli Mohd Hussin

Senior Operations Manager,
Goodman Environmental Pte Ltd



MODEL WORKER

Brother Om Ajay Amar Hari

Operations Executive,
YS Yong Pte Ltd



PARTNER OF LABOUR MOVEMENT

Brother Chua Leong Chuan, Jeffrey

Co-Chairperson,
Tripartite Cluster for Cleaners and Security Tripartite Cluster



PLAQUE OF COMMENDATION

LS 2 Services Pte Ltd



TRANSQUEST
SINGAPORE

PLAQUE OF COMMENDATION

Transquest Supplies & Co Pte Ltd



Building Construction And Timber Industries Employees' Union

No. 3 Bukit Pasoh Road #03-00 Singapore 089817 Tel: (65) 6220 1233 Website: <http://www.batu.org.sg/>

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CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

MEDAL OF COMMENDATION

Brother Pang Siong Loon

Managing Director,
Panasonic Appliances R&D Centre Singapore



MEDAL OF COMMENDATION

Brother Qhek Hui Soon

Senior Managing Director,
Energizer Singapore Pte Ltd



COMRADE OF LABOUR

Brother Ahmed Ansari Mohamed Yusope

Second Assistant General Secretary,
United Workers of Electronics & Electrical Industries



PLAQUE OF COMMENDATION

**Amphenol
ICC**

Amphenol FCI Connectors
Singapore Pte Ltd

flex

Flextronics Manufacturing
(Singapore) Pte Ltd

K Kulicke & Soffa

Kulicke & Soffa Pte Ltd



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CONGRATULATIONS

MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance



Singapore Urban Redevelopment
Authority Workers' Union



Housing and Development
Board Staff Union



Inland Revenue Authority
of Singapore Staff Union



Public Utilities Board
Employees' Union



MEDAL OF HONOUR

Conferred on special
individuals who have rendered
distinguished services to the
Labour Movement.



— STANDING IN — SOLIDARITY WITH OUR WORKERS

Deputy Prime Minister Heng Swee Keat's strong leadership has helped our workers weather an unprecedented pandemic and economic crisis.

As the Coordinating Minister for Economic Policies and Finance Minister, Deputy Prime Minister (DPM) Heng Swee Keat formulates policies that are both pro-worker and pro-business. Since 2016, he has been driving the Industry Transformation Programme to transform 23 sectors through technology, innovation, training and internationalisation, and deepen partnerships between Government, firms, industries, trade associations and chambers. With the Labour Movement's support, the Government continues to push ahead in the industry transformation journey to enable workers and businesses to seize opportunities even amidst COVID-19, and create good jobs for Singaporeans.

Since the onset of COVID-19, DPM Heng has moved quickly to help many businesses stay afloat and preserve livelihoods for workers, remaining patient and unflappable in the face of a continuously evolving healthcare and economic crisis. Knowing the crisis would have a deep impact on jobs, he rose to the challenge of supporting businesses through his five decisive and incisive budgets. DPM Heng has also been instrumental in supporting businesses and workers to emerge stronger from the pandemic in his roles as Advisor to the Multi-Ministry Taskforce (MTF) and the National Jobs Council.

DPM Heng is a firm believer in our unique brand of tripartism and deeply appreciates the Labour Movement's forward-looking approach to working with firms and workers. Unions continue to be closely involved in supporting employability and transformation, including in the tripartite Future Economy Council, which oversees the implementation of the recommendations put forth by the six economic clusters and the Emerging Stronger Taskforce to drive growth and transformation for Singapore.

In support of unions' efforts in supporting firms and workers in their transformation journeys, DPM Heng announced at the May Day Rally in 2019 an additional 10 per cent funding support under the Enterprise Development Grant to unionised companies that set up Company Training Committees and commit themselves to positive worker outcomes such as raising salaries of lower-wage workers, or reskilling.

He continues to recognise NTUC's brand of progressive trade unionism, and how this has enabled workers to stay ahead of changes. He has also reaffirmed the People's Action Party's commitment to tripartism in his 2019 May Day Rally speech. DPM Heng keeps his connections close to the ground through regular dialogues and engagement with union leaders, explaining as well as listening to workers' concerns on the various policies. He was advisor to the Metal Industries Workers' Union at the start of his political career in 2012, and most recently to the Singapore Port Workers Union from 2013 to 2021.

Nominated by National Trades Union Congress



“
I am confident that our tripartism will grow from strength to strength. By putting our hearts and minds together, we can adapt, grow and emerge stronger in a post-COVID-19 world.
”

FACE TO FACE WITH HENG SWEE KEAT

What does the May Day Medal of Honour award mean to you?

I am deeply humbled by this award, and am accepting it on behalf of all our tripartite partners. We have been able to make a difference to the lives of our workers only because of strong tripartism in Singapore – working collaboratively to take care of our workers, businesses and national interests.

As our circumstances change over the decades, our approach to tripartism has evolved, but we never wavered from our mission of creating a better life for our workers and their families.

I greatly appreciate the Labour Movement for this honour. This award will serve as a constant reminder that the welfare of our workers and their families will always be at the heart of what we do.

Can you tell me more about your journey into politics?

The first time I left Singapore and boarded an aeroplane was when I was 19, heading to the United Kingdom for my university studies. I could do so only because I was awarded a Government scholarship. Having benefitted from the system, I decided to dedicate my career to the public service, so that I could give back and help to create opportunities for our people and future generations.

I found my assignments as a public officer very fulfilling, because I could see how my work made an impact on our people. But PM Lee Hsien Loong, then SM Goh Chok Tong and MM Lee Kuan Yew approached me, at different

times, to enter politics. Each time, I declined. Eventually, after the Global Financial Crisis, I realised the cogency of their views on the importance of political leadership in Singapore, and contested in the 2011 elections. It has been an eventful 10 years since.

When and what was your first experience with the Labour Movement?

I started my career in the Police Force. Our uniformed services are not unionised. So while I had some idea of what unions do, it was not first-hand. When I became Principal Private Secretary to Mr Lee Kuan Yew, he was writing his memoirs. He recounted his experience fighting for workers' rights, and how we evolved our brand of tripartism – one where our unions, businesses and the Government work closely together, to draw in investments and uplift our workers.

Over the years, as I became more involved in the economy – as CEO of the then Trade Development Board, as Permanent Secretary at the Ministry of Trade & Industry, as Managing Director of the Monetary Authority of Singapore and as Finance Minister – I had more interactions with our unions, workers and businesses.

These encounters shaped my conviction about how the fortunes of workers and businesses are intertwined – stronger businesses create better jobs and prospects for workers; stronger workers with skills and experiences enable companies to make the most of opportunities and grow.



During your 2019 May Day Rally speech, you said that the Labour Movement is one of the Government's "most important partners". Can you tell us your beliefs in Singapore's brand of tripartism?

The symbiotic relationship between the NTUC and the PAP underpins our brand of tripartism. Both the NTUC and the PAP share a common objective – to improve the lives of our workers and their families. But as I said earlier, the fortunes of businesses and workers are intertwined. To achieve this, we also need a growing and vibrant economy. This is why the Labour Movement, the Government and businesses work closely together – this is Singapore's brand of tripartism.

In many places, unions and businesses are on different sides of the negotiating table. But in Singapore, we pull together our strengths and resources to tackle the fast-moving challenges ahead, so that we can achieve more for our businesses and workers. Our approach to tripartism has grown from strength to strength over the decades, and has enabled us to rebuild from each crisis in the past. This is one of our key competitive strengths, and I am confident it will enable us to emerge stronger from COVID-19.

On a personal note, what is the most memorable story you can share in your interaction with workers?

A number of experiences with workers and unions left enduring lessons with me. A recent encounter was my visit to Changi Airport soon after COVID-19 started. This was the first time that Changi Airport was devoid of passengers, stores were shuttered. Planes were grounded, parked on the tarmac side by side – a chilling sight that we have never seen before.

But when I met up with a small group of SIA crew, I was heartened by their resilience. They knew that there were tough days ahead. But they were taking things in their stride, taking on assignments – such as care ambassadors – to contribute to the fight against COVID-19. I also had air crew members who wrote to me, saying, since they can't fly now, they wanted to contribute in other ways.

I look forward to the day when SQ planes will be in the air again. This may take some time, but we will get there. And when we do, it is all thanks to our air crew, who have faced the crisis with fortitude, who have adapted, who refused to let COVID-19 overcome them. Indeed, I've seen this spirit across many industries and workers. I hope that they can make the most of this time now to transform and strengthen, so that they will be able to soar again.

When COVID-19 landed on our shores, how daunting was it for you as Finance Minister, and what were the challenges you faced?

COVID-19 was an unprecedented crisis. It was the most daunting challenge that my team at MOF had faced. But the situation was even more daunting for businesses and our workers. For some, their businesses came to a halt overnight. Workers were worried about getting paid and keeping their job.

Hence, we were motivated to move as quickly as possible, to support them. Budget measures that typically took many months, were designed in weeks, with good inputs from our unions and businesses. And we tried to implement them as quickly as possible.

The Jobs Support Scheme is one major policy. We are very mindful that if a breadwinner loses his or her job, it would affect the whole family. So we made



DPM Heng met the SIA crew at Changi Airport soon after COVID-19 started in March 2020. They took up assignments such as hospital care ambassadors and transport ambassadors in public transport stations across Singapore.

helping companies retain their workers a key plank of our support. Later, when the situation improved, I was very happy to hear from many companies that by holding on to their workers, they were able to quickly resume operations when restrictions were eased.

The Labour Movement stepped forward in a big way. They helped to reach out to our workers and companies, gave us valuable feedback on how we could better design our schemes, and significantly also contributed to the implementation of some of these schemes. I encourage the Labour Movement to do more to represent our workers, including those who are self-employed or in the gig economy.

What shaped your outlook on worker issues?

Like many Singaporeans of my generation, many of us grew up poor, and we saw the great economic uncertainties when the British forces withdrew after Independence.

But we also experienced rapid economic transformation, and saw how jobs have uplifted families and transformed lives.

For me, in particular, when residents come to me at Meet-the-People Sessions, I see how helping one person secure a job makes a lasting difference to everyone in the family. I know that when a worker does well, his or her family members benefit too, especially their children who will then be able to focus on their education and grow to their potential. And it is not just the income that comes with the job, but also a sense of purpose that it provides and the dignity of earning your own pay, rather than relying on welfare.

This is why I fully agree with the Labour Movement that "jobs are the best form of welfare". We must continue to create better jobs for our people, and equip them to take on these new opportunities. This is how we can truly progress as a nation, while ensuring that the benefits of growth are shared with everyone.

Can you tell me the significance of the Industry Transformation Maps (ITM), especially now, given the on-going COVID-19 situation?

ITM is a very good example of tripartism in action. The world is changing at a very fast pace, and COVID-19 has further accelerated the pace of change. We must help prepare our businesses and workers for what is to come, so that they can continue to thrive in a post-COVID-19 world.

Our ITMs are a way to bring together the four pillars of our economic restructuring - embracing technology and innovation; strengthening corporate capabilities and raising productivity; redesigning jobs and uplifting our workers; and growing our external wing to access even bigger markets.

These transformation efforts help to build a more vibrant economy. But more importantly, the purpose of economic restructuring is to create more opportunities and better jobs for our people. This will not only empower our workers and improve their lives, it will also uplift their families.

While change does not come naturally to many of us, the Labour Movement – under the leadership of Sister Mary, Brother Chee Meng, Brother Chee How, and Brother Poh Koon – has been an active contributor to our transformation efforts. They worked with businesses to set up Company Training Committees, to help workers upgrade while supporting company transformation. They also set up the Job Security Council to match and place workers. I fully support these efforts.

Change is taking place at such a rapid pace that we cannot possibly save every job and every company. But I am glad that the Labour Movement is fully committed to protecting every worker.

We have gone through past crises and economic recessions before. Each time, our strong tripartism has seen us through. Working together, we can, and must, emerge stronger.



On the first day of the Lunar New Year in 2020, DPM Heng joined NTUC President Mary Liew and Secretary-General Ng Chee Meng, together with National Taxi Association leaders, in spreading cheer to 1,000 taxi drivers who provided transport services to travellers during the festive season.



Together with NTUC President Mary Liew, Secretary-General Ng Chee Meng, and Food, Drinks and Allied Workers Union President Julie Cheong, DPM Heng visited Shangri-La's Rasa Sentosa Resort and Spa in February 2021 to appreciate the workers' efforts and resilience one year on since the pandemic hit.

What do you want people to know you for when we mention Heng Swee Keat?

It is not so much what an individual has contributed. What matters for Singapore is for leaders to set aside our personal interests and ego, to focus on the big picture and what is in the best interest of our nation. When everyone has a stake in our nation and our future, we are then able to draw out the best from everyone, and enable each of them to make an impact.

This is why I launched the Singapore Together movement in 2019. I believe everyone can make a difference. By working together, we can make an even bigger impact and leave no one behind. A post-COVID-19 world will be a very different world. But I am confident that our tripartism will grow from strength to strength. By putting our hearts and minds together, we can adapt, grow and emerge stronger in a post-COVID-19 world.



HEARTIEST CONGRATULATIONS

MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance

*Thank you for being a strong
courage and close friend of
the Labour Movement always.*



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CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance



DISTINGUISHED SERVICE

Brother Chee Hong Tat

Senior Minister of State,
Ministry of Foreign Affairs & Ministry of Transport



COMRADE OF LABOUR (STAR) (BAR) (POSTHUMOUS)

Brother Nachiappan Rangasamy Krishnasamy Sinniah

Former Emeritus General Secretary,
Union of Power and Gas Employees



COMRADE OF LABOUR

Brother Suzairi Bin Ambri

Vice President,
Union of Power and Gas Employees



MEDAL OF COMMENDATION

Brother Ngiam Shih Chun

Chief Executive,
Energy Market Authority



MODEL WORKER AWARD

Brother Abdul Jalil Idros

Senior Engineer,
YTL PowerSeraya Pte Limited



DISTINGUISHED SERVICE

Conferred on persons who,
after having received the Meritorious
Service Award, continued to render
significant contributions to the
Labour Movement.



CHEE HONG TAT

Senior Minister of State

Ministry of Foreign Affairs and Ministry of Transport

Through Senior Minister of State (SMS) Chee Hong Tat's portfolios covering various sectors including education, health, trade and industry, and transport, he has been known for his firm belief of the Labour Movement and its importance as a pillar of Singapore's success; its valuable role in growing our economy, and in creating a better future for our people.

As Chairman of the Healthcare Tripartite Committee for Workforce Innovation and Productivity and Co-Chairman of the Future Economy Council's Essential Domestic Services subcommittee, SMS Chee contributed significantly to the development of jobs, skills, productivity and innovation of the healthcare and education industries.

SMS Chee has been closely involved in advising Union of Power and Gas Employees (UPAGE) and Healthcare Services Employees' Union (HSEU), since March 2016 and July 2018 respectively. He played a key role in leading the organisation of new branches for private healthcare workers, bringing them into the Labour Movement. SMS Chee also tirelessly reached out to UPAGE General Branch companies to foster engagement between employers and the Labour Movement. He played a key role mediating between Ang Mo Kio-Thye Hua Kwan Hospital and HSEU, resolved long-standing issues on union recognition, which eventually led to the signing of the memorandum of understanding between both parties in 2018. Through the years, SMS Chee had worked closely with the key leaders of HSEU in ensuring the well-being of workers are taken care of. Before the COVID-19 pandemic, he visited healthcare workers during festive seasons to express his appreciation for their hard work as frontline essential staff. He also met HSEU Executive Council Members in late 2020 to understand how union members at the

frontline have been coping with the fight against COVID-19. SMS Chee had been a strong advocate for strengthening protection of healthcare workers against abuse by patients and family members. He applied the same approach in working with the National Transport Workers' Union to protect public transport workers against abuse and harassment from commuters.

SMS Chee set the foundation for the regular and close consultation with UPAGE by the Energy Market Authority (EMA), ever since became the Chief Executive Officer of EMA in 2011. He kept union leaders informed of industry developments and took their feedback into consideration. SMS Chee also lent his voice for UPAGE's advocacy for workers, in particular, skills upgrading and re-employment of older workers. His support was critical for securing good outcomes for older workers in the power generation sector, which was then experiencing excess capacity and a downturn. Today, EMA's senior management continues to engage UPAGE leaders on a regular basis. SMS Chee embraces the close relationship between tripartite partners and continues to work closely with the Labour Movement to create high quality jobs for Singaporeans and to forge an inclusive workplace for our work force.

SMS Chee would like to pay tribute to all the dedicated union leaders that he has worked with over the years, in particular, his friend and veteran union leader Nachiappan RK Sinniah (Emeritus General Secretary of UPAGE) who passed away on 16 March 2021. He had learnt a lot from Brother Nachi and what it meant to fight for workers with courage, compassion and conviction. He would like to dedicate this award to Brother Nachi.

Nominated by Healthcare Services Employees' Union and Union of Power and Gas Employees



AUBECK KAM

Permanent Secretary
Ministry of Manpower

As a close tripartite partner, Aubeck Kam has worked closely with tripartite partners and made invaluable contributions towards improving the wages, welfare and work prospects of our workers.

With the Tripartite Workgroup on Lower-Wage Workers, Aubeck has uplifted workers through the enhancement of the Progressive Wage Model with clearer career pathways and corresponding salary increases as well as the Workfare Income Supplement scheme, where qualifying caps have been raised, extending greater support to lower-wage workers.

In 2018, Aubeck chaired the Tripartite Workgroup on Older Workers that initiated to raise the retirement and re-employment ages, and CPF contributions rates to ensure continued employability and boost retirement adequacy. This signals the impetus to build inclusive and progressive workplaces that value senior workers, through structured career conversations, job redesign and more part-time re-employment opportunities.

Aubeck led the discussion to amend the Employment Act in 2019 to cover all employees and more non-workmen under Part IV of the Employment Act. This allowed an additional 430,000 managers and executives to benefit from employment protection under the Act where they are now safeguarded on core provisions such as paid public holidays and avenues for recourse against wrongful dismissals. Doing so has also enabled the Labour Movement to make further inroads towards representing the interests of PMEs.

Since the onset of COVID-19, Aubeck has also been a vital driver in the timely formulation and implementation of advisories and schemes pertaining to safe management measures for workplaces, manpower management, the foreign worker dormitory needs, amongst others. This has ensured that workplaces remain safe and that businesses can continue to operate amidst the pandemic.

**Nominated by National Trades Union Congress and
Supported by the Amalgamated Union of Public
Employees**

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat
Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

DISTINGUISHED SERVICE

Brother Aubeck Kam
Permanent Secretary, Ministry of Manpower



MERITORIOUS SERVICE

Sister Teoh Zsin Woon
Deputy Secretary (Transformation),
Public Service Division, Prime Minister's Office



COMRADE OF LABOUR

Brother Mohamed Samsudin Djunid
Secretary,
Amalgamated Union of Public Employees



COMRADE OF LABOUR

Brother Jamsuri Nawar
Executive Councillor,
Amalgamated Union of Public Employees



VETERAN OF LABOUR

Brother Murigasini Rajendran
Former Deputy General Secretary,
Amalgamated Union of Public Employees



MODEL WORKER

Brother Tamzin Talib
Landscape Technician,
National Parks Board



Brother Mohamad Sofian Jakaria
Child Protection Associate,
Ministry of Social and Family Development



Brother Shah'mad Mohd Hashim
Assistant Executive, Western Regional Office,
National Environment Agency



PLAQUE OF COMMENDATION

Republic Polytechnic



**REPUBLIC
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MERITORIOUS SERVICE

Conferred on persons who,
after having received the Friend of
Labour Award, continued to make
outstanding contributions for three
years or more to the Labour Movement.

Congratulations



MERITORIOUS SERVICE

Brother Kee Teck Koon

Director, NTUC Enterprise Co-operative Limited
Deputy Chairman, NTUC Income Insurance Co-operative Limited
Director, NTUC Fairprice Co-operative Limited

MERITORIOUS SERVICE

Brother Stephen Lim

Director, NTUC Fairprice Co-operative Limited



FRIEND OF LABOUR

Brother Ronald Ong

Chairman, NTUC Income Insurance Co-operative Limited
Director, NTUC Fairprice Co-operative Limited



A full-length portrait of Stephen Lim, a middle-aged man with grey hair and glasses, wearing a dark suit and a dark shirt. He is standing in a modern building lobby with a light-colored wooden wall and a polished floor that reflects him. To his right, a glass and metal staircase railing is visible.

STEPHEN LIM

Director
NTUC FairPrice

Stephen Lim supported the change management initiative for NTUC FairPrice staff to shift their mindset and embrace changes. He also provided guidance on staff training programmes to equip employees with adaptive skills for the digital economy.

At the height of the COVID-19 pandemic when customers were spending more time at home and the demand for online grocery skyrocketed, he mentored and guided the team in thinking out of the box and moving faster to meet the increased demand. He provided valuable insights and guidance to help develop the COVID-19 response plan and to increase online capacity.

Under Stephen's leadership, NTUC Link evolved to become a technology/data-led company and a contributor to the development of NTUC Enterprise's data analytics and insights capabilities.

On Link's transformation to a data-driven business model, Stephen anticipated the challenges to be faced on the usage of data, especially relating to the data of other social enterprises or partners and provided clear direction and guidance to manoeuvre the business towards its goal of being data-led.

Nominated by NTUC Enterprise

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

MERITORIOUS SERVICE

Brother Stephen Lim

Director,
NTUC Fairprice Co-operative Limited



MERITORIOUS SERVICE

Brother Kee Teck Koon

Director,
NTUC Fairprice Co-operative Limited



FRIEND OF LABOUR

Brother Ronald Ong

Director,
NTUC Fairprice Co-operative Limited





KEE TECK KOON

Director, **NTUC Enterprise**
Deputy Chairman, **NTUC Income**
Director, **NTUC FairPrice**

Over the past decade, Kee Teck Koon, currently the Chairman of the NTUC Enterprise Board Executive Committee, Deputy Chairman of NTUC Income, and Chairman of NTUC FairPrice Board Transformation Committee, has played a decisive role in expanding the portfolio of social enterprises.

Teck Koon led the acquisition of a part of ST Logistics and the whole of Kopitiam, the largest food-court and coffee shop operator in Singapore. Kopitiam, NTUC FoodFare, NTUC Link, and Unity pharmacies are also consolidated into FairPrice, strengthening its ability to moderate the cost of living. Teck Koon guided Income's joint venture with Temasek to scale Fullerton into a substantial fund management company in Singapore, helping to better manage long term investment returns for policyholders. New social enterprises, Cleaning Concept and MoneyOwl, were also set up.

Teck Koon championed the digital transformation of the social enterprises, devoting time and attention to build up the digital bench-strength within the boards and managements. This yielded fruits during COVID-19 when the enterprises launched new digital solutions quickly to support workers and union members – Income's Snack, First Campus' Kidzmatter and LHUB GO. FairPrice was also able to increase the number of home deliveries.

Under Teck Koon's leadership, NTUC Enterprise has made significant achievements to preserve and enhance both social impact and financial value for NTUC, unions and union members.

Nominated by NTUC Enterprise

Congratulations

Recipient of the
Friend of Labour Award

Brother Ronald Ong Whatt Soon
Chairman, Board of Directors
NTUC Income Insurance Co-operative Limited



Recipient of the
Meritorious Service Award



Brother Kee Teck Koon
Deputy Chairman, Board of Directors
NTUC Income Insurance Co-operative Limited

TEOH ZSIN WOON

Deputy Secretary (Transformation)
Public Service Division
Prime Minister's Office

Teoh Zsin Woon has been a strong partner of the Amalgamated Union of Public Employees (AUPE) in promoting the growth and development of officers within the public service. Under the Public Service Cluster Training Committee, Public Service Division (PSD), AUPE and the Civil Service College collaborated closely to encourage public officers to embrace skills upgrading and re-skilling.

Zsin Woon has also enhanced efforts to promote holistic health and wellness for officers, including introducing initiatives to enhance workplace mental health and wellness.

Zsin Woon is passionate about helping workers. When COVID-19 severely impacted the economy and jobs in 2020, she led PSD to rally public sector agencies, to offer more than 20,000 jobs and traineeships in the public and publicly funded sectors.

In particular, Zsin Woon worked very closely with various government agencies, and unions and companies within the NTUC Aerospace and Aviation Cluster and Hospitality & Consumer Business Cluster to temporarily deploy over 4,000 workers into public sector jobs as well as jobs in the healthcare sector.

**Nominated by Amalgamated Union of Public Employees,
NTUC Aerospace and Aviation Cluster, NTUC Hospitality
& Consumer Business Cluster**



A portrait of Brother Kok Kwong, a middle-aged man with short dark hair and glasses, wearing a white button-down shirt. He is smiling and has his hands clasped in front of him. The background is a blurred outdoor scene with green foliage.

MERITORIOUS SERVICE AWARD (POSTHUMOUS)

.....

Forever Remembered

BROTHER KWEK KOK KWONG

Former CEO, NTUC LearningHub

Brother Kok Kwong
was an inspirational leader
who was unwavering in his
dedication to the Labour
Movement and to serving
the training needs of our
workers in their lifelong
learning journeys.

.....

Thank you,
Brother Kok Kwong,

 **ntuc
LearningHub**



KWEK KOK KWONG

(POSTHUMOUS)

Former Chief Executive Officer

NTUC LearningHub

The late Kwek Kok Kwong, fondly known and remembered as KK, understood the importance of upskilling and was committed to serving the training needs of all workers. He was also the epitome of a servant leader, who always had the interests of his employees at heart. In his close to eight years of service with NTUC LearningHub (LHUB), KK was a personable CEO that placed great emphasis on the welfare and progression of staff.

When the COVID-19 pandemic began, KK led LHUB to transform quickly with a vision affixed on workers' welfare. He also strongly believed in the value of union membership.

An avid learner himself, KK advocated for continuous learning for all workers, regardless of the challenges.

He recognised the stress and additional effort required during the uncertain period when COVID-19 hit and initiated the LHUB Cares initiative to provide staff with support to defray costs.

His untimely passing was a loss for all, but beyond the grieving, KK left behind a legacy and vision of doing right and to press on, even in the most difficult of times.

Nominated by Education Services Union



MERITORIOUS SERVICE (POSTHUMOUS)

Brother Kwek Kok Kwong

Former Chief Executive Officer,
NTUC LearningHub Private Limited

*Forever
Remembered*

Always served wholeheartedly with
passion and dedication in making
everyday learning a reality for all workers.
A compassionate and visionary
leader who inspired many.

Thank you Brother Kok Kwong.

 NTUC Enterprise

 FairPrice

 First Campus

 Foodfare

 NTUC Health

 income
made yours

 KOPITIAM
Your Singapore Taste

 NTUC LearningHub

 Link

 Mercatus

 MoneyOwl
an NTUC Social Enterprise

COMRADE OF LABOUR

(STAR) (BAR)

Conferred on distinguished trade unionists who after receiving the Comrade of Labour (Star), continued to make significant contributions to the Labour Movement.

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and Minister for Finance

DISTINGUISHED SERVICE

Brother Chee Hong Tat

Senior Minister of State,
Ministry of Foreign Affairs & Ministry of Transport



MEDAL OF COMMENDATION (GOLD)

Brother Chua Song Khim

Deputy Chief Executive,
National University Health System



COMRADE OF LABOUR

Brother Dicky Loe Keng Hoong

General Treasurer,
Healthcare Services Employees' Union



MEDAL OF COMMENDATION

Sister Yen Tan

Chief Operating Officer,
Khoo Teck Puat Hospital & Yishun Health



PLAQUE OF COMMENDATION (GOLD)

National Healthcare Group



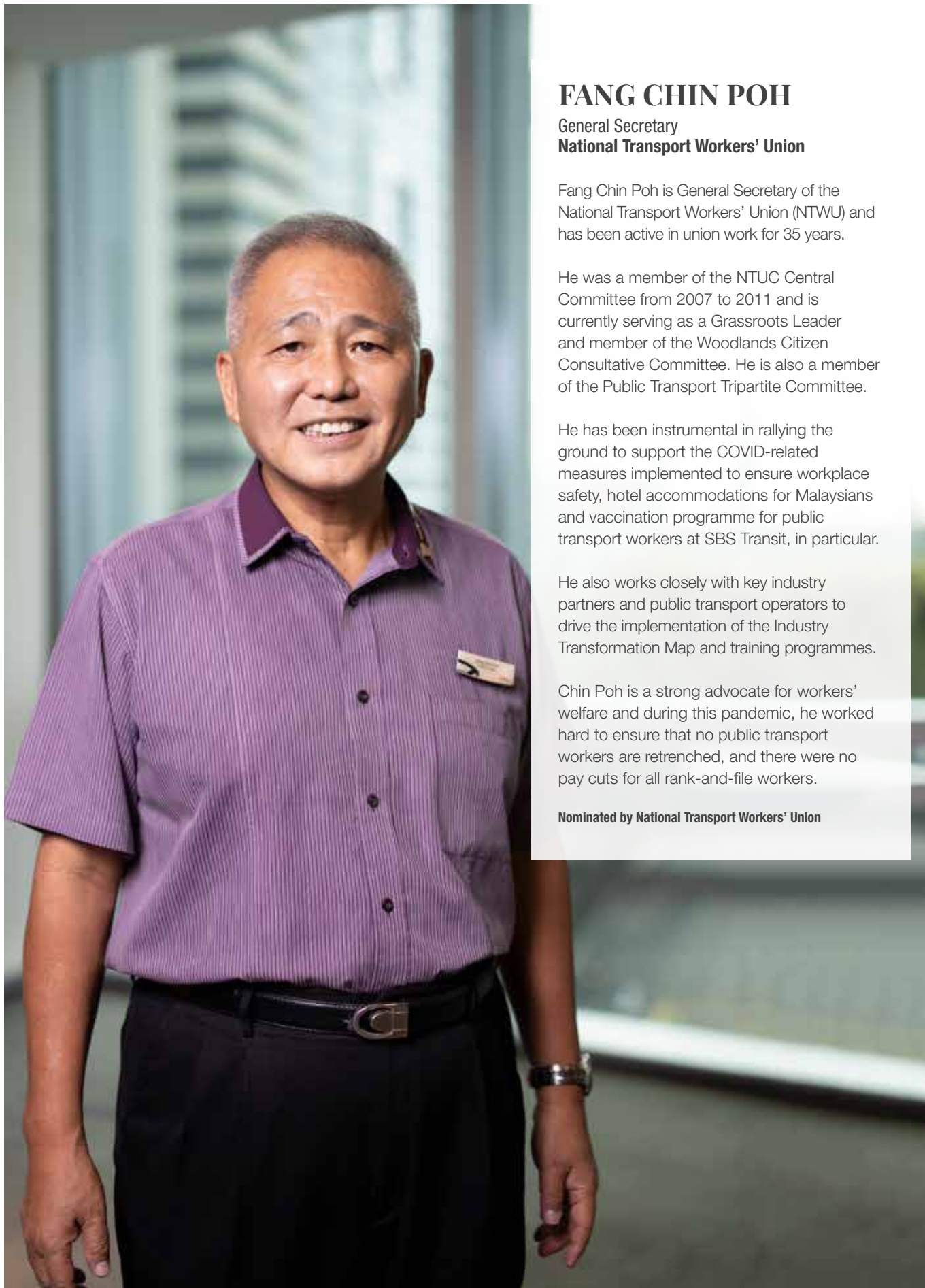
PLAQUE OF COMMENDATION

National University Health System



Healthcare Services Employees' Union

3 Bukit Pasoh Road #02-00 Singapore 089817 Tel: 6222 1227 Fax: 6222 6683 E-mail: hseu@ntuc.org.sg Website: www.hseu.org.sg



FANG CHIN POH

General Secretary
National Transport Workers' Union

Fang Chin Poh is General Secretary of the National Transport Workers' Union (NTWU) and has been active in union work for 35 years.

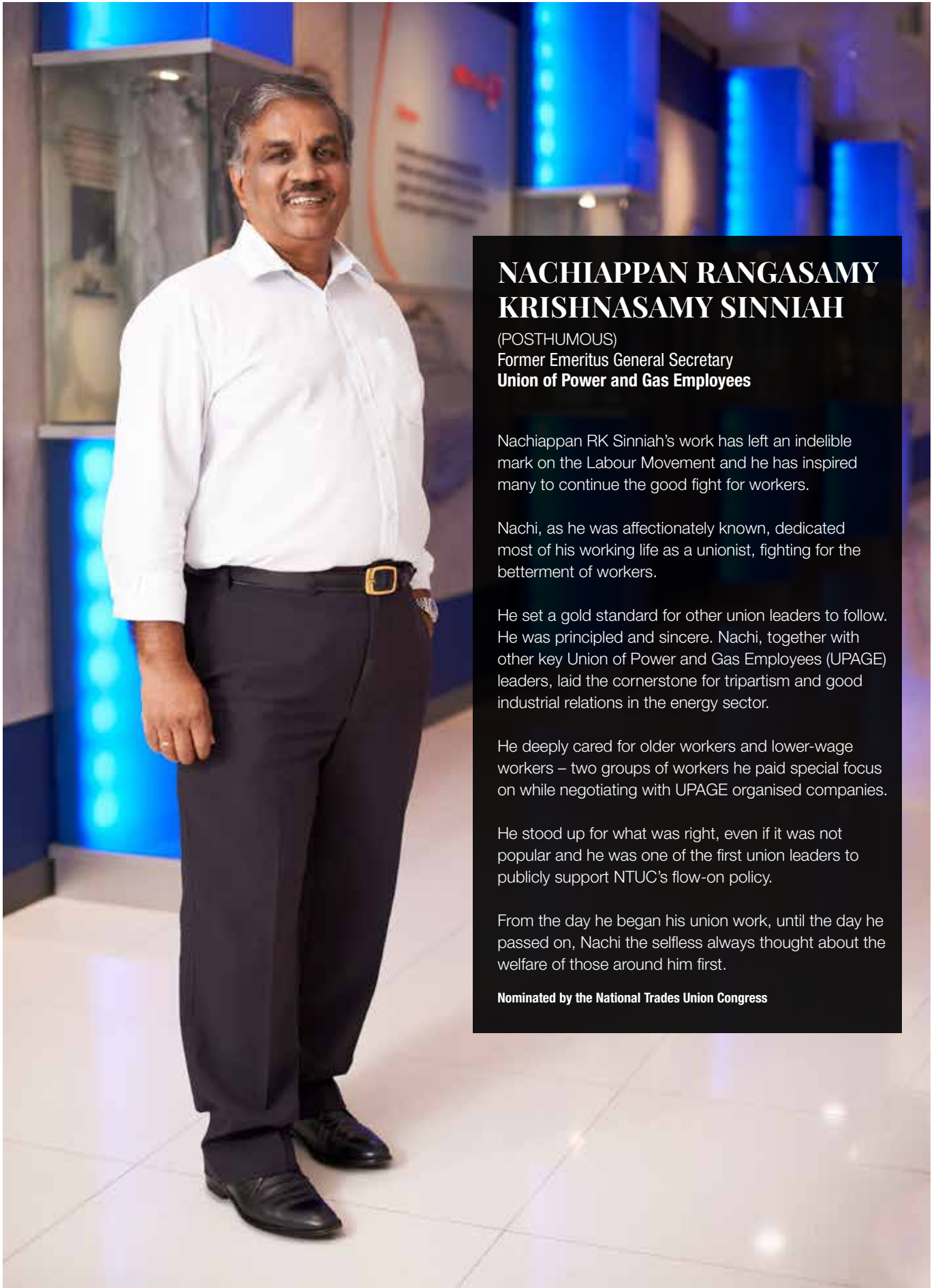
He was a member of the NTUC Central Committee from 2007 to 2011 and is currently serving as a Grassroots Leader and member of the Woodlands Citizen Consultative Committee. He is also a member of the Public Transport Tripartite Committee.

He has been instrumental in rallying the ground to support the COVID-related measures implemented to ensure workplace safety, hotel accommodations for Malaysians and vaccination programme for public transport workers at SBS Transit, in particular.

He also works closely with key industry partners and public transport operators to drive the implementation of the Industry Transformation Map and training programmes.

Chin Poh is a strong advocate for workers' welfare and during this pandemic, he worked hard to ensure that no public transport workers are retrenched, and there were no pay cuts for all rank-and-file workers.

Nominated by National Transport Workers' Union



NACHIAPPAN RANGASAMY KRISHNASAMY SINNIAH

(POSTHUMOUS)

Former Emeritus General Secretary
Union of Power and Gas Employees

Nachiappan RK Sinniah's work has left an indelible mark on the Labour Movement and he has inspired many to continue the good fight for workers.

Nachi, as he was affectionately known, dedicated most of his working life as a unionist, fighting for the betterment of workers.

He set a gold standard for other union leaders to follow. He was principled and sincere. Nachi, together with other key Union of Power and Gas Employees (UPAGE) leaders, laid the cornerstone for tripartism and good industrial relations in the energy sector.

He deeply cared for older workers and lower-wage workers – two groups of workers he paid special focus on while negotiating with UPAGE organised companies.

He stood up for what was right, even if it was not popular and he was one of the first union leaders to publicly support NTUC's flow-on policy.

From the day he began his union work, until the day he passed on, Nachi the selfless always thought about the welfare of those around him first.

Nominated by the National Trades Union Congress

COMRADE OF LABOUR

(STAR)

Conferred on distinguished trade unionists who after receiving the Comrade of Labour Award, continued to make significant contributions to the Labour Movement.

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

COMRADE OF LABOUR (STAR)

Brother Danny Phua

President,
Singapore Port Workers Union



COMRADE OF LABOUR

Brother Lim Chee Kiang

Third Vice-President,
Singapore Port Workers Union

MODEL WORKER

Sister Sathisri Nair

Senior Admin Executive,
Singapore Port Workers Union



DANNY PHUA CHEOW HUAT

President
Singapore Port Workers Union

Danny Phua Cheow Huat has been diligently serving workers in his 23 years as a union leader.

Danny encouraged members to take up small insurance policies to protect themselves and their families. He was also instrumental in working with the management to implement many group life insurances as well as medical insurance for staff.

Aside from caring for members, Danny also cared for the union leadership renewal. He has guided many young and new delegates, grooming them into leaders.

Having a pleasant personality also allows him to be readily approachable, an advantage when it comes to listening to members' grievances. He is also diligent and patient when it comes to explaining issues to members. He has also played an important role in rallying the workers on the ground to support the transformation efforts in the port.

Danny was a key driver persuading members to go for upgrading and reskilling. During the COVID-19 pandemic, Danny quickly picked up skills in Microsoft Teams and Zoom so that he could continue to communicate and discuss issues with the EXCO, union delegates as well as management partners.

Nominated by Singapore Port Workers Union



CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance



COMRADE OF LABOUR (STAR)

Brother Wee Soon Guan

IR Mentor,
Banking And Financial Services Union



PARTNER OF LABOUR MOVEMENT

Sister Jacqueline Loh

Deputy Managing Director,
Monetary Authority of Singapore

PLAQUE OF COMMENDATION

The Hongkong and Shanghai
Banking Corporation Limited



Banking And Financial Services Union

Textile Centre 200 Jalan Sultan #10-01 Singapore 199018 Tel: 6295 2975 Fax: 6296 8756 E-mail: bfsu@ntuc.org.sg

CONGRATULATIONS
TO ALL
MAY DAY AWARDS
RECIPIENTS!



CONGRATULATIONS

COMRADE OF LABOUR (STAR)

Brother Roger Tan Seng Chye

President,
Union of Telecoms Employees of Singapore



Majority Media Pte Ltd
1 Pasir Ris Close, Singapore 519599



Union of Telecoms Employees of Singapore

1 Serangoon North Avenue 5 #02-07 Singapore 554915

Tel: 6337 1122 Fax: 6339 6040 E-mail: utes@utes.org.sg Website: www.utes.org.sg

ROGER TAN SENG CHYE

President
Union of Telecoms Employees of Singapore

Roger Tan Seng Chye keeps workers' welfare as his priority.

He has been a unionist since 1977 and the President of Union of Telecoms Employees of Singapore (UTES) for five terms.

His ability to facilitate effective teamwork amongst union leaders, which has built trust and helped them to better serve the ground.

Roger believes that age is just a number and he actively participates in all union activities.

He is a union leader who displays empathy and is well-respected among peers, members and comrades. He encourages his fellow peers to attend courses for them to remain relevant.

He also played a key role in 2019 to engage two of UTES' represented companies, Singpost and Singtel, in an agreement to form a Company Training Committee.

Nominated by Union of Telecoms Employees of Singapore



WEE SOON GUAN

Industrial Relations Mentor
Banking and Financial Services Union

Wee Soon Guan is a compassionate leader, who strongly advocates for the working people of the banking sector to receive fair treatment and compensation. He tirelessly meets members and fellow leaders to hear and attend to their grievances and queries.

As a visionary, he encourages his colleagues and members to upgrade and be adaptable to changes that frequently occur in the banking sector, for them to remain employable and to progress in the bank.

He is aware that for the union to remain relevant to workers in the near future and to be representative of the changing workforce in the sector, there is a need for the union to extend its representation to PMEs, innovate its practices and digitalise its processes.

Being an enlightened and nurturing leader, Soon Guan is constantly looking out for potential leaders to flow into the Executive Council of the union.

Under his guidance, the union continues to flourish and reach out to the members during the COVID-19 pandemic.

Nominated by Banking and Financial Services Union



BERNARD TAY CHEE TIAN

President
Metal Industries Workers' Union

Bernard Tay Chee Tian has been a long-serving Branch Chairman of the Crown Beverages branch since 1998, working together with various management partners through the years. He contributed immensely to high union membership rates and the strong labour-management relationship with the company.

He believes that employees are an asset to the company, as their productivity generates profits. Being a responsible leader, Bernard ensures that wage increments secured over the past years remain sustainable for both workers and the company.

In 2020, due to the COVID-19 situation and its impact on demand for products, Bernard convinced his members of a temporary wage freeze for the year.

Bernard garnered management's support to form a Company Training Committee (CTC) and Crown Beverage is Metal Industries Workers' Union's (MIWU) first branch to conduct an Operation and Technology Roadmap (OTR) workshop in 2019.

Bernard leads with passion and grooms younger MIWU branch officials by sharing his experiences and giving words of encouragement.

Nominated by Metal Industries Workers' Union



ABDUL MALEK AHMAD

General Secretary
Singapore Malay Teachers' Union

Abdul Malek Ahmad is the backbone of the union.

Abdul Malek is a committed and respectable union leader. He has held the post of the General Secretary of the Singapore Malay Teachers' Union (SMTU) since 2006. He is a dedicated leader who ensures that the welfare of members is represented and protected.

Under his leadership, he managed to attract and groom younger leaders, some of whom used to be his former students, into the Executive Committee (EXCO) so that the union will have a continuous pipeline of leaders. He is also the main driver to increase union presence and awareness among Malay teachers.

He is also instrumental in advocating the needs of the Malay-Muslim community through his contributions to projects such as the M³ initiative. He sees this as an extension of union work and a way to give back to society.

Nominated by Singapore Malay Teachers' Union





GUNASEKARAN SIVAGANAM

(Posthumous)

Former General Secretary

Singapore Airport Terminal Services Workers' Union

The late Gunasekaran Sivaganam served in various roles in Singapore Airport Terminal Services Workers' Union (SATSWU) such as Executive Council Member and Assistant General Secretary. He was subsequently elected as General Secretary in 2010 and held the post until 27 December 2016.

His approach to good labour-management relations enabled SATSWU to consistently bring about benefit improvements for members and early implementation of key Labour Movement initiatives.

As a keen believer of working beyond the retirement age, the late Gunasekaran continued to advocate for refinement of the re-employment guidelines to ensure the recognition of mature employees' contributions.

As a strong advocator for workplace safety and health, he championed for initiatives to improve the working conditions of his members, especially those working at the back-end of Changi Airport.

In his time with the Labour Movement, he served in various NTUC committees such as the NTUC Workplace Safety & Health Committee, NTUC International Relations Committee and Costa Sands Resort and D'Resort Advisory Committee.

Nominated by Singapore Airport Terminal Services Workers' Union

MEDAL OF COMMENDATION

(GOLD)

Conferred on senior management personnel who, after having received the Medal of Commendation Award, continued to make significant contributions towards promoting and supporting Labour Movement initiatives.



YANG BAN SENG

Managing Director and Group Chief Executive Officer
ComfortDelGro Corporation Limited

Yang Ban Seng is a firm advocate of strong harmonious labour-management relations. Under his leadership, he has continued to forge a trusting relationship with the National Transport Workers' Union (NTWU) and spared no efforts in supporting the rank-and-file staff.

During the COVID-19 pandemic, Ban Seng continued to provide strong support to the employees despite the business challenges and led the management in taking a pay cut while still paying annual increment and bonus to all the deserving rank-and-file staff within the group.

Ban Seng played a significant role in partnering NTWU and the Land Transport Authority (LTA) and public transport operators to set up a Tripartite Industry Transformation Map (ITM) Steering and Working Committee to drive transformation within the public transport industry. This included job redesign, coupled with training for the industry.

Ban Seng also led the group in supporting the implementation of the Company Training Committee (CTC) and training for all employees across all subsidiary companies, in tandem with the larger transformation efforts that are on-going within the Group.

Nominated by National Transport Workers' Union

CHUA SONG KHIM

Deputy Chief Executive
National University Health System

Chua Song Khim has more than 30 years of management experience spanning across the acute, long-term and community care sectors.

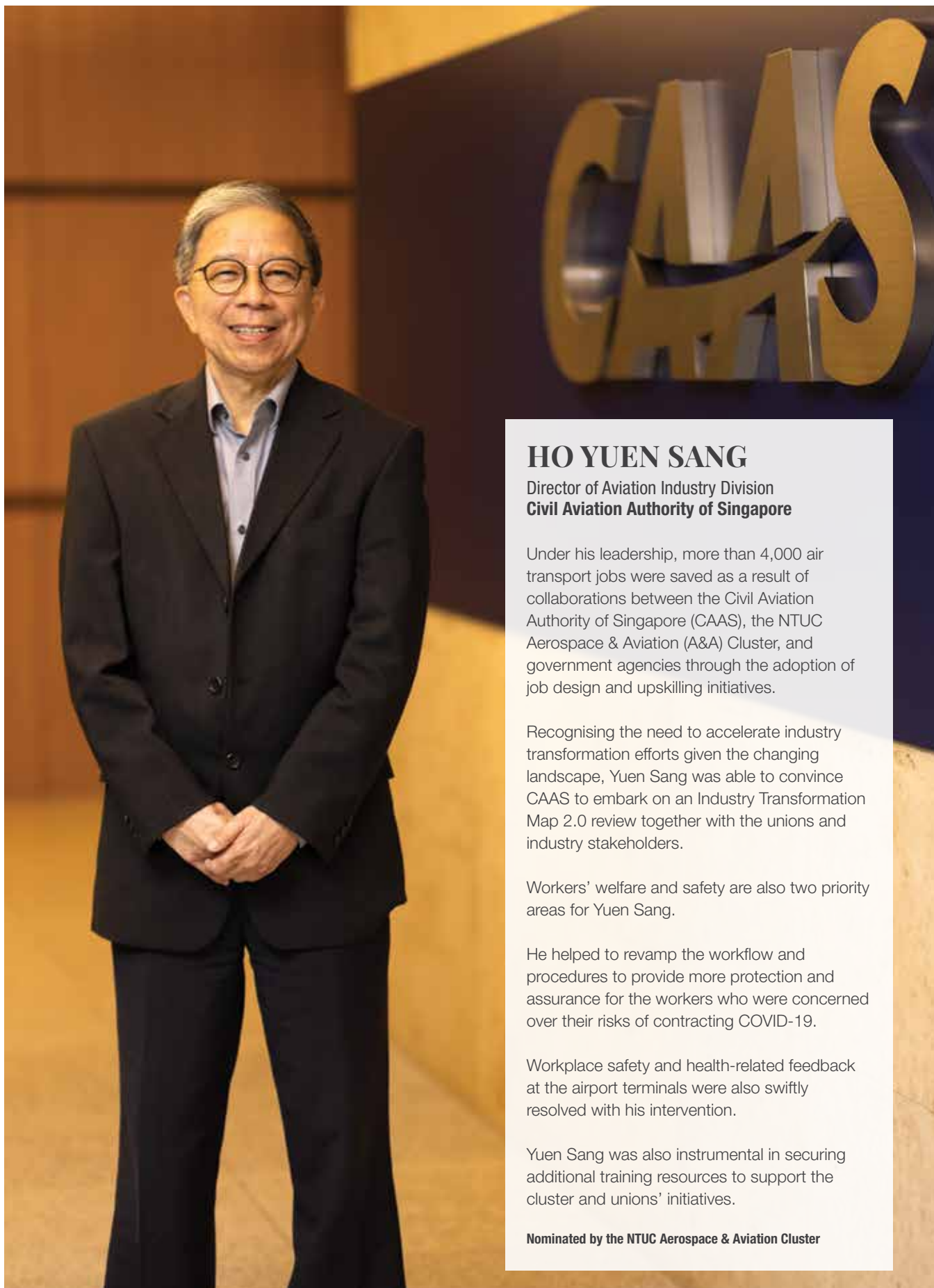
He plays a leading role in driving healthcare productivity implementation under the Ministry of Health and is a Future Economic Committee Essential Domestic Services subcommittee member. His contributions to the growth and transformation of the sector create better work prospects for healthcare professionals.

Under his leadership, he strongly supports progressive employment practices such as re-employment and career development.

He advocates close collaborations with the union, resulting in a strong trust and relationship over the years. He remains a strong believer in engaging the union and employees.

Nominated by Healthcare Services Employees' Union





HO YUEN SANG

Director of Aviation Industry Division
Civil Aviation Authority of Singapore

Under his leadership, more than 4,000 air transport jobs were saved as a result of collaborations between the Civil Aviation Authority of Singapore (CAAS), the NTUC Aerospace & Aviation (A&A) Cluster, and government agencies through the adoption of job design and upskilling initiatives.

Recognising the need to accelerate industry transformation efforts given the changing landscape, Yuen Sang was able to convince CAAS to embark on an Industry Transformation Map 2.0 review together with the unions and industry stakeholders.

Workers' welfare and safety are also two priority areas for Yuen Sang.

He helped to revamp the workflow and procedures to provide more protection and assurance for the workers who were concerned over their risks of contracting COVID-19.

Workplace safety and health-related feedback at the airport terminals were also swiftly resolved with his intervention.

Yuen Sang was also instrumental in securing additional training resources to support the cluster and unions' initiatives.

Nominated by the NTUC Aerospace & Aviation Cluster



NEO KIAN HONG

Group Chief Executive Officer
SMRT Corporation Ltd

Neo Kian Hong is a people-oriented person who believes that every voice matters and that everyone is a leader. He spends time with all levels of the workforce, especially the ground and front-line staff, during his weekly ground visits.

Kian Hong embraces the use of technology and digital solutions such as Workplace from Facebook for staff to interact with leaders. He regularly posts updates on SMRT developments and connects with the staff.

Workers' well-being is also dear to Kian Hong and he believes that a strong labour-management relationship is key for workers to receive the best care.

Kian Hong believes that the company should keep staff employed and help them stay employable, given the changes in the transport industry. Kian Hong champions training transformation where staff are equipped with the necessary skills.

Under Kian Hong's leadership, SMRT maintains a strong rapport with the union. They have worked together to raise the retirement age to 63 and re-employment age to 68, ahead of the statutory requirement.

Nominated by National Transport Workers' Union

PLAQUE OF COMMENDATION

(STAR)

Conferred on companies in the
Labour Movement network that have
received the Plaque of Commendation.

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance

COMRADE OF LABOUR

Brother Mahendran S/O Adaikalam
Vice-President,
Chemical Industries Employees' Union



COMRADE OF LABOUR

Brother S Tamilvanan
Assistant General Secretary,
Chemical Industries Employees' Union



do more
feel better
live longer

PLAQUE OF COMMENDATION (STAR)

GSK



The Union That Cares

Chemical Industries Employees' Union 3 Bukit Pasoh Road #06-00 Singapore 089817 Tel: 6220 5677 Fax: 6220 6047 E-mail: cieu@ntuc.org.sg

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and Minister for Finance

MERITORIOUS SERVICE (POSTHUMOUS)

Brother Kwek Kok Kwong
Former Chief Executive Officer,
NTUC LearningHub



COMRADE OF LABOUR

Brother Karuppan Chettiar Palaniappan
Deputy General Secretary,
Education Services Union



COMRADE OF LABOUR

Sister Chen Chin Tyng
Executive Council Member,
Education Services Union



PLAQUE OF COMMENDATION

PAP Community Foundation



Education Services Union 150 Changi Road Guthrie Building #04-01 Singapore 419973 Tel: 6872 1148 E-mail: esu@ntuc.org.sg



GSK

GSK enjoys a very close partnership with the union as they share a common pursuit to improve the welfare and work prospects of workers.

GSK subscribes to initiatives ranging from forming Company Training Committees (CTCs) to adopting tripartite standards for the betterment of workers.

The company has been a major donor towards the union's annual fundraising as well as corporate social responsibility events over the years.

Technicians of GSK enjoy a relatively high average salary and a stable and steady wage increment each year.

GSK further incentivises workers to take up courses to upgrade and make themselves more relevant to current skillsets by providing paid time off.

As an enlightened employer, GSK is also one of the early adopters of tripartite standards.

Nominated by Chemical Industries Employees' Union

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance

MEDAL OF COMMENDATION

Sister Magdalene Tai

Former Director, Talent & Culture,
RC Hotels Pte Ltd



Shangri-La hotel

SINGAPORE

PLAQUE OF COMMENDATION (GOLD)

Shangri-La Hotel Singapore



SINGAPORE HOTEL ASSOCIATION

PARTNER OF LABOUR MOVEMENT

Singapore Hotel Association

PLAQUE OF COMMENDATION



CONCORDE HOTEL
SINGAPORE

Concorde Hotel Singapore



Furama Riverfront Singapore



Fuji Oil (S) Pte Ltd

MODEL WORKER

Brother Ang Shun Da
Operation Executive,
GLS/Unity

Brother Alvin Kee Kim Teck
Vending Sales Assistant,
Coca-Cola Singapore Beverages Pte Ltd

Brother Balasundra Sivaperuman
M&E/AV Engineer,
Conrad Centennial Singapore

Sister Chong Pek Luan
Team Leader,
Grand Hyatt Singapore

Brother Kong Sing Chew
Banquet Senior Craftsman,
RC Hotels Pte Ltd

Brother Lee Kim Chwee
Senior Facilities Technician,
Raffles Hotel Singapore

Sister Nur Izza Arianawati Jusaidi
Front Office Administrator,
Swissotel Merchant Court Singapore

Brother Phillip Thevathasan Samuel
Service Associate,
Shangri-La Hotel Singapore

Sister Tay Gek Choo
Service Crew,
J3ju Do Kitchen Pte Ltd

Brother Thng Kai Bin
Bellman,
Holiday Inn Singapore Atrium



Food, Drinks and Allied Workers Union

279 River Valley Road Singapore 238320 Tel: 6737 6088 Fax: 6737 7633 E-mail: fdawu@ntuc.org.sg

PLAQUE OF COMMENDATION (GOLD)

Conferred on organisations which, after having received the Plaque of Commendation Award, consistently made significant contributions towards promoting and supporting Labour Movement initiatives.



NATIONAL HEALTHCARE GROUP

The National Healthcare Group (NHG) is a front-runner in partnering the union for staff training, productivity, welfare, and career progression. It collaborated with the Healthcare Academy to form Company Training Committees to improve upskilling, e-learning opportunities, and to promote job enhancement for staff. To advance progressive employment practices, NHG introduced initiatives such as the sick leave without Medical Certificate (MC) scheme, among many others. Supporting staff with families, the organisation established on-site childcare centres and lactation rooms for nursing mothers. NHG has engaged union leaders on various fronts. For example, they were invited to participate in an NHG Management trip to Jonkoping, Sweden in 2012 to learn more about the country's healthcare improvements and progressive care practices. Additionally, NHG provided support to union staff through facilitation of membership services, and sponsorship of the annual bursary and anniversary celebrations.

Nominated by Healthcare Services Employees' Union



NMB SINGAPORE LTD

NMB Singapore increased salary ranges at its recent Collective Agreement (CA) renewal and continued to reward workers with variable bonuses despite being impacted by the COVID-19 pandemic. NMB also extended the scope of representation at the latest CA renewal to cover a larger group of PMEs, including engineers and senior officers.

A firm believer in training and productivity, NMB upskilled workers to be future-ready through training in Robotics Process Automation (RPA), in collaboration with Republic Polytechnic. As a member of the NTUC Job Security Council, NMB regularly engages the union to support its workforce needs. The union also regularly engages NMB's HR and Ops team to identify training and discuss upskilling for workers. This includes equipping workers with the skillset to deal with automation of work processes.

Over the years, given the good labour-management relations, NMB has been supportive of the branch by contributing to the special branch welfare fund and granting of leave to branch officials to attend NTUC courses.

Nominated by Metal Industries Workers' Union



SINGAPORE EPSON INDUSTRIAL PTE LTD

Singapore Epson Industrial Pte Ltd (SEP) has been operating in Singapore for more than 50 years and its partnership with Metal Industries Workers' Union (MIWU) has been going strong for almost 40 years.

Over the years, SEP has steadily enhanced its core Collective Agreement (CA) benefits to improve employees' welfare.

Even when the company's business was impacted by the COVID-19 pandemic, the management continued to reward employees with variable bonuses in recognition of their past contributions and partnered with MIWU to jointly distribute COVID-19 care packages to all employees.

SEP strives to improve its work processes and embark on automation. The company has implemented a flexible wage system as well as progressive practices for grievance handling. It joined the NTUC Job Security Council and worked closely with NTUC's e2i (Employment and Employability Institute) for job placement and career fairs.

SEP and MIWU also share a good labour-management relationship, built on open communication and collaboration.

Nominated by Metal Industries Workers' Union



SHANGRI-LA HOTEL SINGAPORE

Like many other hotels, Shangri-La Hotel Singapore was affected by the COVID-19 outbreak. However, they were exemplary in their human capital practices. In 2020, the senior management of the hotel led by example by taking a pay cut, protecting the wages and jobs of the rest of the Shangri-La Hotel employees. Rank-and-file employees did not have to take any unpaid leave and did not receive any pay cuts. Instead, the management prioritised cutting any other costs over manpower costs at the first instance.

Shangri-La Hotel Singapore enjoys a harmonious and excellent labour-management relationship with Food, Drinks and Allied Workers Union (FDAWU). The hotel is committed to working closely with the union and NTUC's Training and Transformation team through the formation of a Company Training Committee. As part of the Hotel Job Redesign Place and Train Programme, Shangri-La Hotel Singapore was involved in various projects. These job redesign projects helped to optimise jobs and created higher value and quality jobs for the workers.

Nominated by Food, Drinks and Allied Workers Union

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance



COMRADE OF LABOUR (STAR) (BAR)

Brother Fang Chin Poh
General Secretary,
National Transport Workers' Union



MEDAL OF COMMENDATION (GOLD)

Brother Yang Ban Seng

Managing Director/Group Chief Executive Officer,
ComfortDelGro Corporation Limited



MEDAL OF COMMENDATION (GOLD)

Neo Kian Hong

Group Chief Executive Officer,
SMRT Corporation Ltd



COMRADE OF LABOUR

Brother Ong Chye Huat

Assistant General Secretary,
National Transport Workers' Union

PLAQUE OF COMMENDATION

Tower Transit Singapore



National Transport Workers' Union

NTWU Building 16B/18B Lorong 37 Geylang Singapore 387912 Tel: 6743 0822 Fax: 6743 0861 E-mail: ntwu@ntuc.org.sg

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat

Deputy Prime Minister,
Coordinating Minister for Economic Policies and Minister for Finance

PLAQUE OF COMMENDATION

Transit Link Pte Ltd



TransitLink
adding value always



Singapore Industrial & Services Employees' Union No. 3 Bukit Pasoh Road #05-00 Singapore 089817 Tel: 6220 3345 Fax: 6220 5187 E-mail: siseu@ntuc.org.sg Website: www.siseu.org.sg

COMRADE OF LABOUR

Conferred on serving trade unionists who have made significant contributions to their unions and are still active in their Executive Committees. They should have served the Labour Movement continuously for more than five years.

MOHAMED SAMSUDIN DJUNID

Secretary

Amalgamated Union of Public Employees

Mohamed Samsudin Djunid has served a total of 36 years in the Ministry of Home Affairs (MHA) Staff Branch. He is currently the Secretary of the Amalgamated Union of Public Employees (AUPE) Council.

Samsudin is a natural leader who keeps the welfare of both his young and older members at heart. He assisted his members and provided the necessary assurance needed during restructuring when the Home Team Science & Tech Agency was formed.

Samsudin is also a member of the AUPE Membership and Welfare Committee and constantly looks to bring in new union members, including those of a younger age profile.

He sees the importance in training and is always in search of relevant courses and workshops for his members to attend.

Nominated by Amalgamated Union of Public Employees



RAHMAH CHE MAT

Executive Council Member

Amalgamated Union of Statutory Board Employees

Rahmah Che Mat is a very compassionate leader who serves as a volunteer outside of her union work. She was involved in the Amalgamated Union of Statutory Board Employees (AUSBE) Care and Share sub-committee and represented AUSBE in the NTUC Healthcare Cluster, and the Care and Share Committee.

As the Chairperson of the Health Sciences Authority Branch, she is instrumental in the successful Collective Agreement (CA) negotiations with the company's management.

Rahmah is a hands-on leader who has consistently led and supported the AUSBE Care and Share Sub-Committee.

At the height of the COVID-19 pandemic last year, Rahmah led the branch to distribute care packs to its members.

Nominated by Amalgamated Union of Statutory Board Employees



AHMED ANSARI MOHAMED YUSOPE

2nd Assistant General Secretary

United Workers of Electronics & Electrical Industries

Ahmed Ansari Mohamed Yusope has consistently ensured that workers receive fair wages.

As the Branch Chairman, he is heavily involved in negotiating for members' annual increment and bonuses every year.

During the COVID-19 pandemic, Ansari displayed sound judgement by prioritising job security and sustainability during his negotiations with the management.

Ansari is also an ardent advocate of flexible work arrangements, and an advocate of Company Training Committees in the United Workers of Electronics & Electrical Industries.

He also promotes courses for union leaders and members to enhance their employability. In addition, Ansari also supported the formation of partnerships between the union and institutes of higher learnings, such as the five polytechnics and the Institute of Education.

Nominated by United Workers of Electronics & Electrical Industries



ANG TEONG GHEE

Vice-President

Singapore Urban Redevelopment Authority Workers' Union

In 2019, Ang Teong Ghee successfully negotiated on behalf of the Urban Redevelopment Authority (URA) site staff on an issue regarding the allowance paid, as part of the Collective Agreement (CA) renewal negotiations. This contributed to the simplifying of the allowance claims process for the workers.

Teong Ghee conscientiously keeps the Singapore Urban Redevelopment Authority Workers' Union (SURAWU) members informed about the latest initiatives by SURAWU and also encourages members to participate actively in upskilling, upgrading and reskilling initiatives. One example was URA's Digital Literacy Campaign in 2020.

During the COVID-19 period, Teong Ghee also surfaced members' concerns regarding working from home to URA management. He also shared various workplace safety and health matters with members during the COVID-19 period.

Throughout his years of service in the SURAWU Executive Council, Teong Ghee has been consistently reaching out to colleagues he crosses paths with, regardless of their demographic profile and the department they work in, and encourages them to join the union. Teong Ghee also encourages members to participate in training courses offered by various NTUC-affiliated learning institutes.

He is currently a member of SURAWU's Company Training Committee (CTC) Taskforce that will form a CTC between SURAWU and URA.

Nominated by Singapore Urban Redevelopment Authority Workers' Union



BHUPATHY NEE SADASU

Executive Committee Member
Singapore Tamil Teachers' Union

Bhupathy Nee Sadasu is a well-respected member of the Tamil teachers' fraternity.

She has assisted the Singapore Tamil Teachers' Union's (STTU) leadership for the last 20 years. Her efforts include heading sub-committees that focused on professional development and productivity improvement of teacher members.

Using her good networking skills, she has been able to rope in other members of STTU to serve in the sub-committees, which allowed them to develop their leadership skills.

She is also a member of the NTUC Women's Committee and has been participating actively in its programmes.

When she coordinated the sub-committees for the ninth and 12th World Tamil Teachers' Conferences, she displayed good leadership and people-management skills while discharging her duties and responsibilities.

Bhupathy has been a reliable comrade whose commitment and enthusiasm has enabled STTU to serve its members well.

Nominated by Singapore Tamil Teachers' Union



MARIAH IBRAHIM

General Treasurer

United Workers of Petroleum Industry

In 2019, Mariah Ibrahim single-handedly convinced members to embrace the new annualised salary where all employees in the company received an 11 per cent salary hike, after negotiations concluded between the branch officials and company management for their July Collective Agreement.

A firm believer in work-life balance, Mariah also assisted United Workers of Petroleum Industry (UWPI) to push for flexible work arrangements in her company. The company has since adopted and implemented a flexible work arrangement.

Mariah is also an effective communicator and acts as a bridge between the union, company and members. She proactively engages members with information she receives from both UWPI and the company. This helped to contribute to a very low turnover rate in the company.

As the General Treasurer of UWPI, Mariah carries out her role diligently. She is meticulous in scrutinising the financial activities of the union and plays an important role in helping the union remain prudent.

Mariah also actively engages union members to embrace the concept of lifelong learning.

She actively engages the company to develop a training programme that ensures every employee remains relevant in the oil and gas industry. Mariah is currently in talks with the company to form a Company Training Committee.

Nominated by United Workers of Petroleum Industry



JACQUELIN YEO CHIEN LING

Vice-President

Singapore Teachers' Union

Jacquelin Yeo Chien Ling is deeply committed and dedicated to the Labour Movement, Singapore Teachers' Union (STU) and her members. She has been a member of STU for 29 years.

Her commitment to serving the union has been evident since she started as a school delegate. In 2009, she received NTUC's Branch Officials Recognition Award for her outstanding contributions.

Jacquelin walks the talk in driving membership growth in her school, where she serves as a delegate. Her relentless efforts in membership engagement led to her school being consistently having the highest union penetration rate.

She regularly shares her membership organising experience with other delegates and inspires them to act. Under her leadership, STU received the U Breakthrough Award at the U Recognition Award 2017.

Jacquelin also actively participates in various NTUC Care and Share Committee projects

Nominated by Singapore Teachers' Union



MUHAMMED SIDIQUE ABDUL

Assistant General Secretary

Amalgamated Union of Statutory Board Employees

Having served in the Executive Committee of the union for the last 10 years, Muhammed Sidique Abdul has maintained good relations with the Energy Market Authority (EMA) management and work with them to enable the company's transformation process.

As the Chairman of the EMA Branch, Sidique has been instrumental in the successful Corporate Bonus and Collective Agreement (CA) negotiations with EMA's management, leading to a substantial increase in shift allowances for members. Under his leadership, EMA Branch members enjoy a 100 percent union membership subsidy .

As Branch Chairman, Sidique had also led the Branch to work closely with EMA Management to set up a Company Training Committee in 2019 to look into structured training and retraining of employees.

He has also led the branch to work closely with EMA management during the implementation of the OneEMA scheme to ensure better work prospects for workers. Sidique played a key role when EMA introduced two days of paid training leave per year from 1 January 2020 onwards for staff to attend courses approved under SkillsFuture Credit or NTUC UTAP funds.

Nominated by Amalgamated Union of Statutory Board Employees



TAI KOK SING

Executive Committee Member

Shipbuilding and Marine Engineering Employees' Union

Tai Kok Sing is a vocal union leader when it comes to advocating for workers' rights. Together with the Branch Chairman, he leads the negotiation team for his branch's collective agreements and other industrial relations matters.

Despite his busy work schedule, Kok Sing oversees the administration of the branch welfare fund for hundreds of union members in the shipyard.

Additionally, he plays a crucial role in maintaining a good bipartite relationship between the management and the union.

He also garners strong support from workers and is actively involved in many Shipbuilding and Marine Engineering Employees' Union (SMEEU) and NTUC events to collect feedback to ensure the union remains relevant.

Nominated by Shipbuilding and Marine Engineering Employees' Union



SUZAIRI AMBRI

Vice President

Union of Power and Gas Employees

Suzairi Ambri believes in skills upgrading and walks the talk.

Suzairi led by example when he attended union leadership courses and completed his Diploma in Employment Relations. With his industrial relations knowledge, good relations with management and experience in the company, Suzairi has been effective in helping members resolve their grievances.

Suzairi also encourages delegates and staff to attend training that will enable them to stay updated with digitalisation efforts and equip them with relevant skills.

He is currently involved in the SP Project Fusion meetings, which looks at training and productivity as part of the Company Training Committee (CTC) efforts.

Suzairi has shown passion for membership recruitment and actively engages existing members whilst conducting recruitment talks for new staff on union membership benefits.

He also engages in discussions on how to provide better assistance to low-wage members and families, and has actively helped members facing hardship.

Nominated by Union of Power and Gas Employees





MOHAMED SHADIQ K M ABDUL MAJID

General Treasurer

The Singapore Manual & Mercantile Workers' Union

Mohamed Shadiq K M Abdul Majid is a strong advocate and believer in rewarding staff fairly based on their contributions. Shadiq has always been concerned with the livelihood of union members.

He always stands firm in negotiating for fair salaries and bonuses according to the yearly National Wages Council guidelines. However, he is far from being unreasonable during negotiations with management.

Shadiq believes that wages can only move up if productivity increases, and shares this with union members. He encourages his members to take up courses and skills upgrading.

He has strength of reasoning, empathy and understanding of the various jobs in OCBC Securities, where he has worked for the last 27 years.

As Branch Chairman, he has built and maintained good labour-management relations. He has also worked effectively with the management to improve productivity at work.

Nominated by The Singapore Manual & Mercantile Workers' Union

CHEN CHIN TYNG

Executive Council Member
Education Services Union

Chen Chin Tyng constantly engages the ground to ensure that members' welfare are being protected. When there are concerns, she never fails to raise it up to the union and/or management for effective resolution.

Whenever members have any workplace concerns or queries, their go-to person for advice would be Chin Tyng.

She is a strong advocate of supporting working women in areas of career progression and leadership at the NTUC Women's Committee.

As a PME, together with her experience of working with younger PMEs, Chin Tyng understands the growing importance of representing more PMEs in the workforce. She actively shares her PME perspectives and innovative ideas on how Education Services Union (ESU) can better reach out to other PMEs.

Nominated by Education Services Union



CHRISTOPHER SEOW YAN WENG

Deputy General Secretary
Singapore Insurance Employees' Union

Christopher Seow Yan Weng is a rising union leader.

Christopher has been recognised for his commitment to ensuring fairness to workers. Besides the daily industrial relations matters and annual wage negotiations, he was also instrumental in ensuring a major retrenchment was fairly and smoothly carried out.

Under his leadership, the union membership in the company grew twofold. He continues to plan for upskilling for members and membership growth.

Nominated by Singapore Insurance Employees' Union



SHIRLY TOH GIM HAR

Executive Council Member
DBS Staff Union

Shirly Toh Gim Har has been actively serving in the DBS Staff Union (DBSSU) Executive Council since 2011.

Her exposure to serving at various committees in the union has allowed her to engage confidently with members of different ages at DBS. She is quick to provide feedback to the union on members' concerns and suggests ways to help them.

She has also always advocated the importance of union membership to employees. Her dedication to the union and care towards members, especially during the COVID-19 pandemic, has been commendable.

Membership recruitment is one of her efforts to help the union grow, as she believes that membership strength is key to the union's success. She actively looks for new employees and shares the benefits of being a union member.

She also advocates lifelong learning and encourages members to upgrade themselves.

Nominated by DBS Staff Union



POOBALAN A KUMARASAMY

Treasurer

Singapore Airport Terminal Services Workers' Union

Poobalan A Kumarasamy has been instrumental in organising monthly membership roadshows in various departments in SATS. He has also held drives for union leaders to recruit members.

During the familiarisation training for new staff, Balan would speak with them about the benefits of joining the union. He also holds union official meetings for his division where he discusses issues faced by members and attempts to resolve them with the management.

He played a crucial role in the cross-training initiative of various departments. This helped with workforce retention by closing skills gaps and prepare the workforce for the future economy. The training also helped to preserve local jobs by multi-skilling and redeploying staff.

Nominated by Singapore Airport Terminal Services Workers' Union



SINGARAM THANGAMUTHU

Executive Councillor

Housing and Development Board Staff Union

Singaram Thangamuthu is a dedicated and committed Housing and Development Board Staff Union (HDBSU) official.

Singaram provides comprehensive and conclusive solutions in handling grievances of members and he remains a keen learner. Members look up to him and are glad to approach him with their views and advice. With his good knowledge and understanding of union-management relationship, he is able to enhance harmonious industrial relations and provide comprehensive solutions in handling grievances of members.

He is currently active with various programmes such as the NTUC Care Fund (COVID-19), which was specially introduced to benefit affected members and their families.

Nominated by Housing and Development Board Staff Union





JAMSURI NAWAR

Executive Councillor
Amalgamated Union of Public Employees

Jamsuri Nawar joined the Labour Movement in 1988. He currently holds the position of Executive Councillor in the Amalgamated Union of Public Employees (AUPE).

As Vice-Chairman in the Immigration & Checkpoints Authority (ICA) Staff Branch, he has been actively involved in discussions and meetings with ICA senior management. Jamsuri has also been instrumental in identifying grievances and challenges faced on the ground at his workplace.

Jamsuri believes in consistent sharing of the latest union-related developments, and has actively used Facebook and WhatsApp to share the latest union activities and benefits with members.

With changes in the way work is carried out at ICA and with new digital initiatives, Jamsuri has also done his part to encourage fellow officers to learn and grow.

Nominated by Amalgamated Union of Public Employees



MAHENDRAN ADAIKALAM

Vice-President
Chemical Industries Employees' Union

Mahendran Adaikalam always takes the lead to push for real wage growth for workers, ensuring that their salaries remain competitive.

He was instrumental in convincing his company's management to grant an additional one-off special COVID-19 bonus to workers, which was above and beyond the usual annual bonus payout in 2020.

Mahendran also makes an effort to engage the members regularly and advocates for fair workplace practices.

He also readily steps up to take the lead for union projects. He recently managed to encourage his company's management to adopt a Company Training Committee training clause in their recent Collective Agreement renewal.

Nominated by Chemical Industries Employees' Union



M SOMASUNDARAM

Vice President

**Shipbuilding and Marine Engineering
Employees' Union**

M Somasundram is a dedicated union leader and a strong advocate of workers' rights.

He plays a crucial role to maintain a good bipartite relationship between companies and the union. This extends to resolving different challenges with different management representatives.

He has also garnered strong support from the ground and is actively involved in many Shipbuilding and Marine Engineering Employees' Union (SMEEU) and NTUC events. From these events, he collects feedback from workers to ensure the union remains relevant.

Under his leadership, SMEEU has seen good growth in its membership over the past five years. Soma also helps to build a good leadership pipeline within his branch.

Additionally, Soma sits on his company's safety committee and constantly provides crucial feedback on workplace safety and health.

**Nominated by Shipbuilding and Marine Engineering
Employees' Union**



ASRUDIN AS'AD

President

Singapore Shell Employees' Union

Asrudin As'ad has been a member of the Singapore Shell Employees' Union (SSEU-SHELL) since he joined Shell Eastern Petroleum in 2012.

Answering the call to serve very early into his career, he became a delegate in 2014 and was elected as the Vice-President in the Executive Council. He is currently the President of the union and has held the position since 2018.

Asrudin is known amongst the SSEU leaders and members for his sharp assessment on changes at the workplace and its potential impact on the ground. He has a keen eye for detail and is always prepared with facts and figures to put his case forth. His familiarity with human resource and industrial relations policies has earned him a good rapport with the management that puts a lot of weight on his views.

Nominated by Singapore Shell Employees' Union



S TAMILVANAN

Assistant General Secretary
Chemical Industries Employees' Union

S Tamilvanan is a strong and resourceful negotiator who plays a significant role during annual wage negotiation meetings with his company's management.

Tamilvanan's presence can always be felt on the ground and he constantly engages workers, both members and non-members.

He is a Committee Member of Life Saving Rules, where he works closely with the management to implement a set of safety guidelines to ensure workplace safety for all workers.

Tamilvanan also leads by example and understands the importance of staying relevant through training. Together with the union, he worked with his company's management to implement a Company Training Committee.

Nominated by Chemical Industries Employees' Union



FOONG YAN KIT

Second Vice President

ExxonMobil Singapore Employees Union

Foong Yan Kit actively participates in Collective Agreement (CA) negotiations with his company's management to secure wage increase and variable payment for workers at his company.

He also worked with the company to set up a training and progression programme that indicates a clear career progression for technicians.

Yan Kit always lends his members a listening ear and goes all out to help them to resolve their problems – be it work-related or personal.

He often finds himself playing the role of mentor for new hires and less experienced workers, both at the plant site as well as in the control room.

A firm believer in being future-ready, he encourages workers to go for courses to be able to stay relevant and take additional skills and roles at the refinery.

Nominated by ExxonMobil Singapore Employees Union



HASSAN OSMAN

Vice-President

Keppel FELS Employees' Union

Hassan Osman has helped in negotiating for better remuneration packages for members during difficult times.

His ability to look at various issues from a broader perspective, especially on workers' welfare and interests has contributed largely to the union's proactive approach in serving its members.

Hassan is also close to the ground and is able to explain to workers the rationale behind difficult decisions made by the company and union.

He is always on the lookout for the members and makes sure that they work in a safe environment by providing constant feedback on how to improve Workplace Safety and Health in the company.

He strongly supports Keppel FELS Employees' Union (KFEU) strategies to recruit, retain and build relationships with members. He is continuously coming up with new ideas to recruit new members and to retain existing members.

Nominated by Keppel FELS Employees' Union



CHUA PECK ENG

General Secretary

Scoot Staff Union

Chua Peck Eng was actively involved as a pro-tem member before taking on the role of General Secretary when Scoot Staff Union and Tigerair Staff Union of Singapore merged to form Scoot Staff Union (STSU) in 2016.

She was instrumental in spearheading the negotiations to harmonise the employment terms of both companies' cabin crew.

Peck Eng anchors the membership efforts of the union by conducting regular monthly recruitment talks during new employees' orientation sessions. This has helped the union to achieve more than 90 per cent unionisation within the company.

She has also advocated and introduced many welfare benefits for members to pull through the COVID-19 pandemic.

Peck Eng supports the formation of a Company Training Committee within Scoot and has been actively engaging HR to identify programmes to upskill the workforce.

Nominated by Scoot Staff Union

DESMOND ONG CHYE HUAT

Assistant General Secretary
National Transport Workers' Union

Desmond Ong Chye Huat is a respected individual at SBS Transit (SBST) and garners strong support from bus captains as a union leader.

Desmond is an example of a great servant leader. He is generous in providing advice on union-related work to younger union colleagues. His example has inspired many of his younger union colleagues to step up and play a greater role.

As an SBST Company Training Committee member, Desmond provides valuable feedback to the management on training programmes and upskilling modules to help the bus workers keep pace with new technology.

Nominated by National Transport Workers' Union





LI ZHUOJIAN

Executive Committee Member
Metal Industries Workers' Union

Li Zhuojian participates actively in annual wage increment negotiations for members. He also worked closely with his company's management to conduct a salary review of all job functions in 2019.

As a result of this review, progression pathways for each job function were also made clearer and eligible employees saw an immediate wage increase.

He also worked closely with the management to ensure that the employment terms and conditions were not affected when his workers in the company were transferred to another company following a restructuring exercise.

He was also instrumental in convincing the management of the receiving company, NOK-Freudenberg Singapore (NFS), to accord the union direct recognition, thus allowing the transferred members to continue enjoying union representation.

Nominated by Metal Industries Workers' Union

MO FENGLING

First Assistant Secretary
Singapore Chinese Teachers' Union

As a union delegate, Mo Fengling is a go-getter and progressive leader. She often provides valuable ground sensing and feedback on issues such as training.

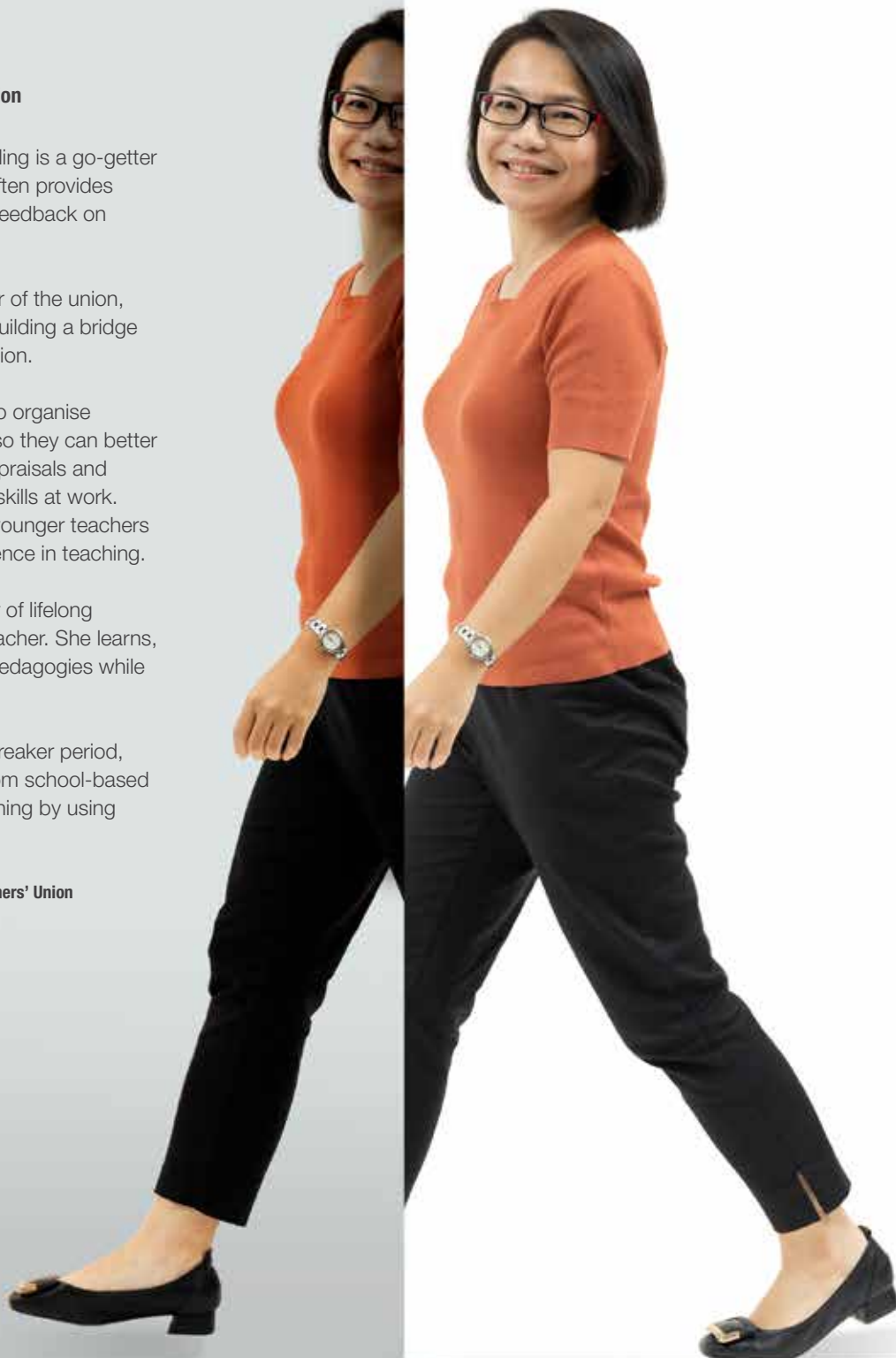
As an Assistant Welfare Officer of the union, she plays an effective role in building a bridge between members and the union.

She also goes the extra mile to organise English classes for members so they can better express themselves during appraisals and improve their communication skills at work. She often reaches out to the younger teachers to share with them her experience in teaching.

Fengling is a strong advocator of lifelong learning and is a dedicated teacher. She learns, applies and reflects different pedagogies while teaching.

During the COVID-19 circuit breaker period, Fengling was able to adapt from school-based teaching to home-based teaching by using various digital platforms.

Nominated by Singapore Chinese Teachers' Union





AZIZ CHENG

President

Singapore Union of Broadcasting Employees

Aziz Cheng has worked with the company's management to extend the annual leave for re-employed from 14 days to 21 days.

He also worked with the management to extend the insurance coverage for the spouses of re-employed workers.

He has given full support to the committee that drives the membership recruitment and engaged NTUC's Membership Services Division to assist with membership recruitment.

As President of Singapore Union of Broadcasting Employees (SUBE), Aziz helped to drive the Company Training Committee (CTC) in his company and signed the CTC memorandum of understanding with its management.

He has also encouraged the union's committee members to attend Ong Teng Cheong Labour Leadership Institute (OTCi) courses to strengthen the union's leadership.

Nominated by Singapore Union of Broadcasting Employees

CONGRATULATIONS



MEDAL OF COMMENDATION

Brother Ng Wai Choong

Commissioner of Inland Revenue
and Chief Executive Officer,
Inland Revenue Authority of Singapore

COMRADE OF LABOUR

Sister Tan Choon Kheng

Assistant General Treasurer,
Inland Revenue Authority of Singapore Staff Union



TAN CHOON KHENG

Assistant General Treasurer

Inland Revenue Authority of Singapore Staff Union

Tan Choon Kheng has represented Inland Revenue Authority of Singapore Staff Union (IRASSU) in various NTUC committees where she participated and contributed ideas during meetings and workplans.

Currently, Choon Kheng represents IRASSU as the main member sitting in the NTUC Women's Committee to look into achieving better wages, welfare and work prospects for working women.

Over the years, Choon Kheng has established a good rapport with members, assisting them on enquiries whenever any new initiatives are launched.

During the onset of the COVID-19 pandemic where facial masks and hand-sanitisers were largely out of stock, Choon Kheng together with the Executive Committee sprang into action to source and distribute hand sanitisers to all members, reminding them to clean their hands regularly and stay healthy – a move that was very much appreciated by members.

Nominated by Inland Revenue Authority of Singapore Staff Union





LIM CHEE KIANG

Third Vice-President

Singapore Port Workers Union

Lim Chee Kiang provides valuable and timely feedback from the ground and proactively works with key leaders to resolve workplace issues raised by members during the regular industrial relations committee meetings.

He is also the chairman of Singapore Port Workers Union's (SPWU) Health, Safety, Security and Environment (HSSE) Committee and represents the union in the quarterly PSA-HSSE meetings with management partners to discuss safety-related issues and initiatives at the workplace.

Chee Kiang constantly engages the management on the feedback of workers' safety on the ground and communicates HSSE policies to members, which ensures high safety standards at the workplace.

As a committed leader who is constantly preparing for the future, Chee Kiang participates actively in discussing future jobs and skills of port workers and rallies ground support and morale for the upcoming development in Tuas Mega Port.

Nominated by Singapore Port Workers Union

KARUPPAN CHETTIAR PALANIAPPAN

Deputy General Secretary
Education Services Union

Karuppan Chettiar Palaniappan is a lecturer at the Informatics Academy and is also a dedicated union leader who goes the extra mile to ensure members under his charge are well taken care of since becoming a branch official in 2012.

Palaniappan has been active in sharing union membership benefits with colleagues, including self-employed and freelance lecturers, who had been affected by the COVID-19 pandemic.

Palaniappan often raises key perspectives about the local PME landscape, which is most beneficial for the union when reaching out to the younger PME workforce. He is also a strong proponent of members' safety when it comes to workplace safety and health.

As the voice representing the self-employed and freelance educators in Education Services Union's (ESU) Professional Adult Educators' Community (PAC), he shares his experience and knowledge as a lecturer with other adult educators.

Nominated by Education Services Union



TAN CHUN KUANG

Deputy President

Union of ITE Training Staff

Tan Chun Kuang has served the Union of ITE Training Staff (UITS) for the past 27 years, first at the Branch Committee level for 12 years, and more recently at the Executive Committee level for the past 15 years.

During his tenure as the Deputy President, he helmed several key responsibilities in UITS such as the Head of the Tenure Committee, Secretary in the Management Corporation Strata Title (MCST), and the Educare Co-operative Ltd Director.

Being the Branch Chairman, Chun Kuang often shares with the newly employed staff during their induction programme the history of UITS and NTUC, its organisational structures and the benefits of being a UITS member.

Nominated by Union of ITE Training Staff





DICKY LOE KENG HOONG

General Treasurer
Healthcare Services Employees' Union

Dicky Loe is always ready to lend a listening ear and extend a helping hand. Through his hard work and dedication, Dicky has earned the respect of branch leaders and members alike in the Institute of Mental Health and Healthcare Services Employees' Union (HSEU).

He provides steady leadership at the IMH Branch and constantly seeks to recruit younger leaders for future succession. He is approachable and continues to be of service to the members at the same time.

Dicky adapts to changes quickly as exemplified by his prompt engagement with management to reassure workers that the working environment in IMH is safe when the institution was identified as a COVID-19 cluster in April 2020. He also went the extra mile to deliver medicine to patients' homes.

An advocate for lifelong learning, Dicky leads by example and keeps abreast of the latest developments and programmes so that he can share his knowledge with members.

Nominated by Healthcare Services Employees' Union





PATRICK CHENG CHUEN SIM

Executive Council Member

Ngee Ann Polytechnic Academic Staff Union

As an active member in the Ngee Ann Polytechnic Academic Staff Union (NPASU) Executive Committee, Patrick Cheng Chuen Sim has made significant contributions in negotiations with management in the areas of salary, medical, dental and flexible benefits.

Patrick ensured that members' concerns, emotions and welfare were well taken of, ensuring a smooth transition when the Diploma in Early Childhood and staff had to move to the National Institute of Education (NIE).

He also contributes significantly when the school conducts town hall meetings.

Patrick advocated strongly for the need to establish a Company Training Committee (CTC) with top management, which will be rolled out later this year.

Nominated by Ngee Ann Polytechnic Academic Staff Union



KHAIRUDIN ISMAIL

Vice-President

Public Utilities Board Employees' Union

Khairudin Ismail is a strong advocate for workers' safety and health and often acts as the bridge between the management and workers.

Khairudin is also passionate about his union work and spends time helping his fellow colleagues. One example was during the Malaysia Movement Control Order in 2020 when some of the Malaysian workers who commuted daily could not find accommodation in Singapore. Khairudin stepped in to help look for accommodation for these workers and sought the support of the management to pay for the accommodation.

At the workplace, Khairudin is described by his colleagues as a humble and patient person when handling grievances. He lends a listening ear to his members and provides valuable feedback from the ground to the management. His efforts have helped push forth better benefits for the workers of Public Utilities Board.

Nominated by Public Utilities Board Employees' Union



CONGRATULATIONS



COMRADE OF LABOUR

Brother Christopher Seow Yan Weng
Deputy General Secretary,
Singapore Insurance Employees' Union



COMRADE OF LABOUR

Sister Tan Poh Lay
President,
Singapore Insurance Employees' Union



MEDAL OF HONOUR

Brother Heng Swee Keat
Deputy Prime Minister,
Coordinating Minister for Economic Policies and
Minister for Finance



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CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat
Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance



COMRADE OF LABOUR

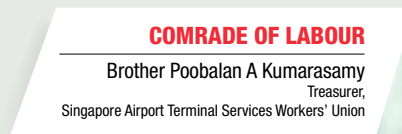
Brother Cheng Chuen Sim
Executive Council Member,
Ngee Ann Polytechnic Academic Staff Union

CONGRATULATIONS



COMRADE OF LABOUR (STAR) (POSTHUMOUS)

Brother Gunasekaran Sivaganam
Former General Secretary,
Singapore Airport Terminal Services Workers' Union



COMRADE OF LABOUR

Brother Poobalan A Kumarasamy
Treasurer,
Singapore Airport Terminal Services Workers' Union



MEDAL OF COMMENDATION

Brother Nazri Othman
Senior Vice President, Cargo Services,
SATS Ltd



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TAN POH LAY

President

Singapore Insurance Employees' Union

Tan Poh Lay has served the Singapore Insurance Employees' Union (SIEU) and its members with distinction.

For over 18 years, Poh Lay has represented her members from the former Overseas Union Insurance Ltd. After her company's merger, she now represents her members from the United Overseas Insurance Ltd. During the merger, her role in preserving jobs through careful negotiations was critical in ensuring minimum job losses.

On the company front, she worked her way up from a rank-and-file staff to become an executive. She is recognised for both her union leadership and professional expertise. She is also fundamental in day-to-day industrial relations issues such as grievance handling and annual wage negotiations.

Nominated by Singapore Insurance Employees' Union



VETERAN OF LABOUR

Conferred on retired trade unionists who have made significant contributions to the Labour Movement continuously for 15 years or more.

MURIGASIN RAJENDRAN

Former Deputy General Secretary
Amalgamated Union of Public Employees

Murigasini Rajendran started his journey with the Amalgamated Union of Public Employees (AUPE) in 1982.

Over the years, his passion to help fellow workers and leadership qualities helped him rise through the union ranks in his branch. Rajendran was also an exemplary worker who not only served the members with dedication but excelled in his job.

Rajendran has always been empathetic towards members' needs and would go all out to help them. He never hesitated to initiate discussions with management to improve the terms and working conditions of members.

He regularly encouraged members to upgrade and reskill themselves so that they remained relevant.

Rajendran is still an avid believer of the union's role at the workplace and he is supportive of the Labour Movement's work.

Nominated by Amalgamated Union of Public Employees



CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat
Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance

COMRADE OF LABOUR

Sister Sadasu Bhupathy
Member of Executive Committee,
Singapore Tamil Teachers' Union



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CONGRATULATIONS

COMRADE OF LABOUR

Brother Mohamed Shadiq K M Abdul Majid

General Treasurer,
Singapore Manual Mercantile Workers' Union



The Singapore Manual & Mercantile Workers' Union
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Tel: 6294 2481 E-mail: feedback@smmwu.org.sg Website: www.smmwu.org.sg



CONGRATULATIONS

COMRADE OF LABOUR

Brother Foong Yan Kit

Second Vice-President,
ExxonMobil Singapore Employees Union



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Tel: 6813 6386 / 6813 6385 Fax: 6813 6860 E-mail: emseu@ntuc.org.sg

CONGRATULATIONS



MEDAL OF HONOUR

Brother Heng Swee Keat
Deputy Prime Minister,
Coordinating Minister for Economic Policies
and Minister for Finance

COMRADE OF LABOUR

Brother Aziz Cheng
President,
Singapore Union of Broadcasting Employees



Singapore Union of Broadcasting Employees
Mediacorp Campus 1 Star Avenue
Tel: 6256 6539 Website: www.unions.ntuc.org.sg/sube



FRIEND OF LABOUR

Conferred on persons who have
made significant contributions
to the Labour Movement for
five years or more.



JAYEMS DHINGRA

Member of CASE Central Committee
Consumers Association of Singapore

Jayems Dhingra has actively volunteered with the Consumers Association of Singapore (CASE) since 2012. He is the Principal Consultant of Tiberias Management Consultants,

He is a passionate and firm advocate of consumer protection and fair trading.

As a member of the CASE Central Committee, Jayems provided valuable insights into the deliberation of the strategic direction of CASE as the only consumer advocate in Singapore.

His contributions as the Chairperson of the CaseTrust Advisory Council helped to strengthen and enhance the various CaseTrust schemes in line with changes in the business environment and marketplace.

He also helped to chart the strategic direction of CaseTrust, to push it towards establishing a stronger presence in industry sectors with the most consumer issues.

Nominated by Consumers Association of Singapore



RONALD ONG

Board of Director, **NTUC Fairprice Co-operative Limited**
Chairman, **NTUC Income Insurance Co-operative Limited**

Ronald Ong is a well-respected member of the FairPrice Board and plays an active role in reviewing the management's recommendations on business strategy and plans. He provides invaluable advice especially in the areas of investments, new businesses, as well as mergers and acquisition.

During his time as FairPrice Audit & Risk Committee (ARC) Chairman, he brought leading practices and risk management processes to the audit committee to strengthen the governance oversight. Ronald also played a key role in the consolidation of NTUC Foodfare, Kopitiam and NTUC Link into the FairPrice Group in 2019, by reviewing all details of the merger and acquisition.

Ronald has also been advocating measures to increase the wages of frontline employees and to improve employment opportunities for mature employees. He provided FairPrice with fresh ideas on how to better serve lower-income customers and the elderly in innovative ways, given restrictions imposed during the COVID-19 circuit breaker.

As NTUC Income Board Chairman, Ronald promotes high standards of corporate governance and recognises the importance of having a set of well-defined processes. He provides clear direction and empowers senior management of NTUC Income to lead the organisation effectively.

Nominated by NTUC Fairprice Co-operative Limited



DILHAN PILLAY SANDRASEGARA

Chief Executive Officer
Temasek International Pte Ltd

Tripartism is at the core of Temasek's DNA. Dilhan Pillay Sandrasegara recognises the importance of fostering strong labour-management relations between Temasek's portfolio companies, their respective unions and the government. In this new era of Industry 4.0 where the convergence of intelligence, connectivity and automation is impacting every sector, Temasek, under Dilhan's leadership, is committed to facilitate a sustainable growth journey for its companies and workers.

Dilhan also represents Temasek as a member of the Future Economy Council and National Jobs Council. Both councils are focused on driving growth and transformation for companies while enabling Singaporeans to be equipped with the necessary skills training to stay ahead of the curve and remain employable.

Last year, when COVID-19 hit our shores, Temasek supported the Migrant Workers' Centre and Centre for Domestic Employees with bottled hand sanitisers and reusable masks for the 350,000 migrant and domestic workers. In addition, Temasek also provisioned thermometers and oximeters to support dormitory operations during the circuit breaker period.

Nominated by National Trades Union Congress

MEDAL OF COMMENDATION

Conferred on senior management personnel who, besides promoting good industrial relations and initiating workers' training and skills upgrading programmes, also supported Labour Movement and its initiatives.



MIKE BARCLAY

Chief Executive Officer
Wildlife Reserves Singapore

Wildlife Reserves Singapore (WRS) CEO Mike Barclay has built a close working relationship with the Attractions, Resorts & Entertainment Union and The Singapore Manual & Mercantile Workers' Union.

Mike has shown strong support for the unions. Under his leadership, WRS was the first organisation in the attractions industry to introduce flexible work arrangement for employees. The organisation was also one of the first to form a joint Company Training Committee with the unions.

At the onset of the COVID-19 pandemic, Mike and his team prioritised job protection and led by example, implementing wage cuts for the management team to help safeguard employment.

Mike and his team also worked with the unions and NTUC LearningHub to leverage the downtime during the circuit breaker by providing employees with upskilling opportunities through virtual training. To support lower-income employees affected by the pandemic, Mike and his management team mooted a ground up initiative called the MandaiCares Hardship Fund.

Nominated by Attraction, Resorts & Entertainment Union and The Singapore Manual & Mercantile Workers' Union

ABDUL AZIZ YUSOF

Chief Executive Officer

Cleaning Express

Abdul Aziz Yusof is a key strategic partner of the Building Construction And Timber Industries Employees' Union (BATU) and has shown immense support for the Labour Movement's initiatives.

Aziz is known as one of the union's most progressive management partner for the Environmental Services industry. Cleaning Express has adopted four tripartite standards.

He provided support to workers by pledging a total of \$5,000 towards the NTUC Care Fund (COVID-19) on May Day. For his own frontline employees, including part-time staff, he readily set aside a fund called the 'Special Incentive' payout, for their selfless perseverance through the pandemic.

Aziz also ensured that his Malaysian employees were housed comfortably at a hotel whilst providing them meals and allowances when the border was closed during the pandemic.

Cleaning Express was the first company to set up a Company Training Committee with BATU. With that, the union was able to conduct its first Operation and Technology Roadmap in 2019.

Nominated by Building Construction And Timber Industries Employees' Union



CHEW MING FAI

Deputy Chief Executive Officer (Public Health) and
Director-General of Public Health
National Environment Agency

Chew Ming Fai is committed towards building an excellent partnership with the Amalgamated Union of Public Daily Rated Workers (AUPDRW).

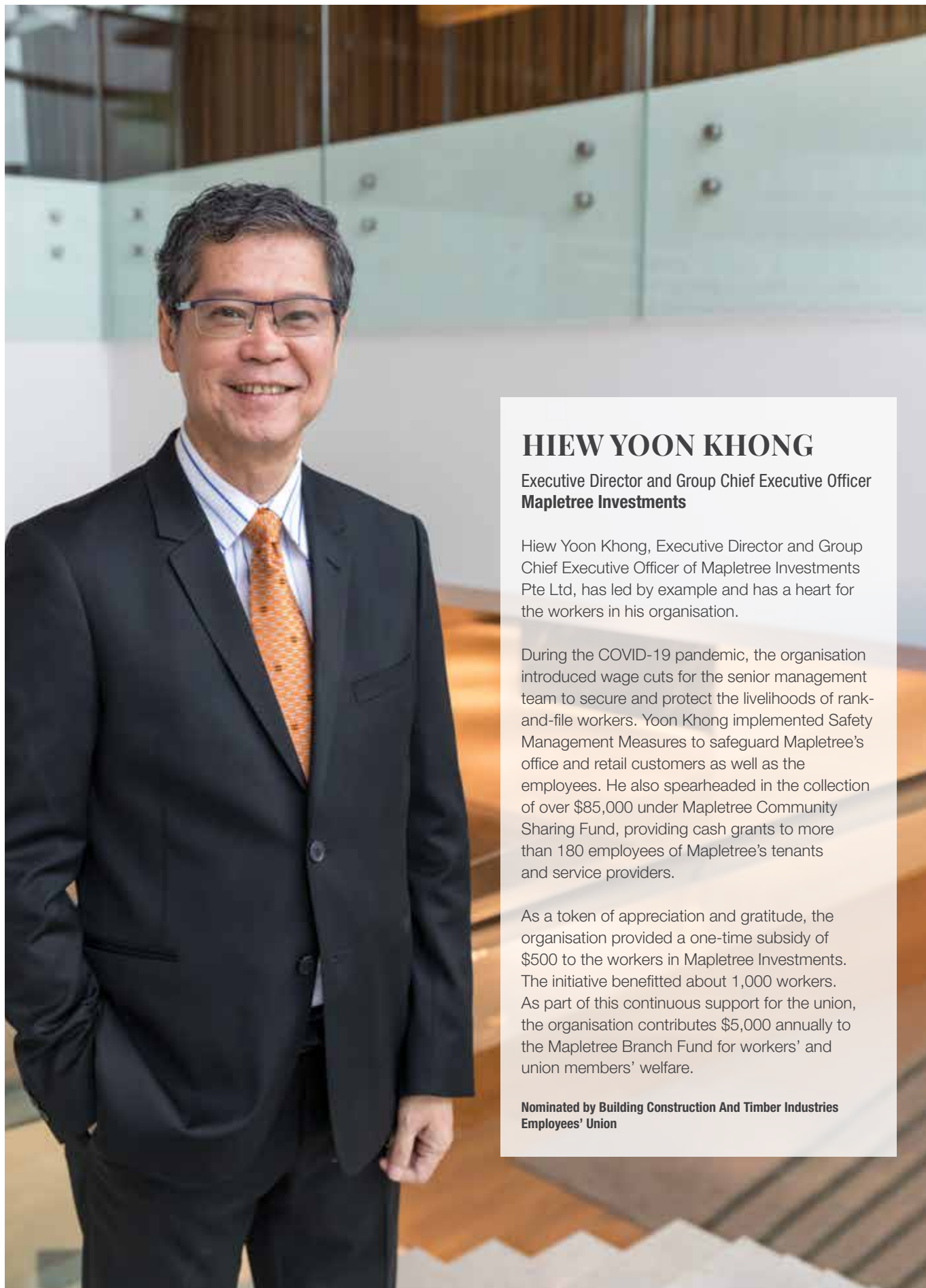
Ming Fai plays an active role in engaging the union leaders of AUPDRW regularly to improve the welfare benefits of daily-rated employees (DREs) in the National Environment Agency (NEA). He supported the union's efforts to improving members' children's educational pursuits. NEA has been an active donor to AUPDRW's education bursary fund.

In view of the COVID-19 situation, several DREs could not have their re-employment medical check-up completed in time to have their contracts extended. Under Ming Fai's leadership, the re-employment contracts were extended for three months based on the DREs' declaration on their health status, pending the results of their medical clearance.

Ming Fai also encourages the DREs under his care to attend training. In addition, Ming Fai supported the setting up of a Training and Skills Committee in 2019 to reskill DREs.

Nominated by Amalgamated Union of Public Daily Rated Workers





HIEW YOON KHONG

**Executive Director and Group Chief Executive Officer
Mapletree Investments**

Hiew Yoon Khong, Executive Director and Group Chief Executive Officer of Mapletree Investments Pte Ltd, has led by example and has a heart for the workers in his organisation.

During the COVID-19 pandemic, the organisation introduced wage cuts for the senior management team to secure and protect the livelihoods of rank-and-file workers. Yoon Khong implemented Safety Management Measures to safeguard Mapletree's office and retail customers as well as the employees. He also spearheaded in the collection of over \$85,000 under Mapletree Community Sharing Fund, providing cash grants to more than 180 employees of Mapletree's tenants and service providers.

As a token of appreciation and gratitude, the organisation provided a one-time subsidy of \$500 to the workers in Mapletree Investments. The initiative benefitted about 1,000 workers. As part of this continuous support for the union, the organisation contributes \$5,000 annually to the Mapletree Branch Fund for workers' and union members' welfare.

**Nominated by Building Construction And Timber Industries
Employees' Union**

CONGRATULATIONS



MEDAL OF COMMENDATION

Sister Kee Lay Cheng

Group Director (Properties & Land),
Housing & Development Board

COMRADE OF LABOUR

Brother Singaram Thangamuthu

Executive Councillor,
Housing & Development Board Staff Union



MODEL WORKER

Sister Tham Pek Gan

Estate Manager,
Housing & Development Board



The Executive Council and Members
Housing & Development Board Staff Union
HDB Hub 530 Lorong 6 Toa Payoh #04-01 Singapore 310530
Tel: 6336 5544 Email: hdbsu@ntuc.org.sg/hdbsu@hdb.gov.sg



The Management and Staff
Housing & Development Board
480 Lorong 6 Toa Payoh, HDB Hub, Singapore 310480
Tel: 6490 1111 Website: www.hdb.gov.sg



KEE LAY CHENG

Group Director (Properties & Land)
Housing & Development Board

Kee Lay Cheng was appointed Group Director (Properties & Land) [GDPL] in May 2014. She is also a General Branch member of the Housing and Development Board Staff Union (HDBSU).

Under Lay Cheng's leadership, the Workplace Safety and Health (WSH) Committee introduced an e-learning programme in 2017 to equip all HDB staff with knowledge and practical advice on WSH.

Lay Cheng oversees the management of HDB Hub. In the fight against COVID-19, she spearheaded the cleaning and disinfection of touchpoints and made it a requirement for F&B outlets to be SGClean-certified.

Lay Cheng strongly supports the transformation of the security and cleaning industry through an outcome-based contracting approach when procuring services. She is also a firm believer in lifelong learning and skills upgrading.

Nominated by the Housing and Development Board Staff Union

TAN MAGDALENE, MRS TAI

Former Director, Talent & Culture
RC Hotels

Magdalene Tai always works closely with the union to increase the minimum and maximum salary of the workers each year. She also improved workers' welfare by increasing their acting appointment allowance, overtime transport allowance, split shift allowance and night shift allowance.

During the COVID-19 pandemic, Magdalene worked very closely with the union to prevent major cost cutting measures that affect rank-and-file employees and the junior executives. She also worked tirelessly with the union and respective government agencies to redeploy close to 300 employees to external organisations.

Magdalene protected the older workforce from getting redeployed externally as they were more vulnerable and may not be suited to some high intensity jobs.

By tapping on the Government's Enhanced Training Support Package, the hotel employees have upgraded their skillsets to improve productivity and efficiency.

Nominated by Food, Drinks and Allied Workers Union





NGIAM SHIH CHUN

Chief Executive
Energy Market Authority

As the Chief Executive of the Energy Market Authority (EMA), Ngiam Shih Chun has been a strong partner and supporter of the Amalgamated Union of Statutory Board Employees (AUSBE) and the Union of Power and Gas Employees (UPAGE).

At AUSBE, Shih Chun ensures that the compensation for EMA officers are competitive through regular reviews and market benchmarking exercises. True to his strong belief in lifelong learning, Shih Chun set up a joint training committee with AUSBE and supported the introduction of training leave within EMA.

With UPAGE, Shih Chun meets union leaders every quarter to get ground feedback on manpower issues, exchange views on industry matters and apprise the union of developments in the industry. Shih Chun shows empathy to the concerns of workers in the hard-hit power generation sector.

Shih Chun strongly advocates the training and upgrading of the industry's workforce.

Nominated by Amalgamated Union of Statutory Board Employees and Union of Power and Gas Employees



CONGRATULATIONS

MEDAL OF COMMENDATION

Brother Loh Chin Hua

Chairman,
Keppel Offshore & Marine



Keppel Employees' Union

Keppel Offshore & Marine

Keppel Offshore & Marine



Keppel FELS
Employees' Union



Shipbuilding and Marine
Engineering Employees' Union

LOH CHIN HUA

Chairman

Keppel Offshore & Marine

Loh Chin Hua regularly provides updates to the unions on strategies and performances-related matters of the companies, namely Keppel FELS Ltd and Keppel Shipyard Ltd. With the mutual trust built over the years, many workplace grievances were amicably resolved between the unions and the management.

Chin Hua cares about the welfare of the employees, including foreign workers. During the COVID-19 pandemic, he motivated employees and ensured that their safety and well-being would be given the highest priority.

Recognising the efforts of the frontline staff during the pandemic, and as a form of appreciation, together with the unions and the management, he gave out health packs and NTUC FairPrice vouchers.

Chin Hua strongly believes in the need to be agile, nimble, adaptable and relevant so as face the challenging economy and pays special attention to the skills and upgrading of employees.

Nominated by Keppel Employees Union, Keppel FELS Employees' Union and Shipbuilding and Marine Engineering Employees' Union



CONGRATULATIONS



MEDAL OF COMMENDATION

Sister Koh Liang Chee

HR Director,
Public Utilities Board

COMRADE OF LABOUR

Brother Khairudin Ismail

Vice President,
Public Utilities Board Employees' Union



MODEL WORKER

Brother Tan Hooi Soon

Senior Engineer,
Public Utilities Board



KOH LIANG CHEE

Human Resources Director
Public Utilities Board

Koh Liang Chee is currently the Director of the Human Resources (HR) Department in the Public Utilities Board (PUB). She is a passionate, responsible and dedicated HR Director who is always looking out for the interests of the workers.

She appreciates the perspective of workers and adopts a ground-up approach when it comes to dealing with worker issues. Liang Chee also believes in working closely with the union.

As HR Director, she supported NTUC's push for representation of executives and extended the scope of collective representation to engineers and senior engineers in 2018.

Liang Chee also pushed for the Weight Management and Smoking Cessation Programmes in which PUB allows its workers paid time-off to attend workout sessions.

Nominated by Public Utilities Board Employees' Union

DR PANG SIONG LOON

Managing Director
Panasonic Appliances R&D Centre Singapore

Dr Pang Siong Loon has been supportive of union initiatives since his appointment as Managing Director for Panasonic Appliances R&D Centre Singapore (PAPRADSG).

He understands the importance of good labour-management relations. The relationship between United Workers of Electronics & Electrical Industries (UWEEI) and PAPRADSG has improved significantly since his appointment as Managing Director.

He is also supportive of his staff and branch officials attending union-related events and leadership courses.

Dr Pang also sees the need for workers in Singapore to undergo training to improve their competencies for the future economy and is supportive of his staff and branch officials when it comes to training for the purpose of reskilling and upskilling.

Nominated by United Workers of Electronics & Electrical Industries



DR GOH MONG SONG

Deputy CEO (Lifelong Learning & Digital Services)
Institute of Technical Education

Dr Goh Mong Song's exemplary leadership has led to the strong relationship between the union and management. He regularly participates in management-union games, dialogues, branch union activities for the staff and any other events to build good labour-management relations.

Dr Goh is a strong advocate for the union and a forward-looking leader. Not only does he actively listens to union officials during dialogue sessions, he also acts promptly to resolve labour-management relations issues on the ground. He has initiated many joint activities with the College West Branch.

He is ahead of his time. Riding on the wave of technology, he pushes for the adoption of digitalisation of work processes with the Institute of Technical Education (ITE), and harnesses the strengths of the Union of ITE Training Staff (UITS) branch connection with the ground to use technology for communication and camaraderie building with the UITS branch committee officials and union members.

Nominated by Union of ITE Training Staff





QHEK HUI SOON

Senior Manufacturing Director
Energizer Singapore Pte Ltd

Qhek Hui Soon strives to maintain a Singaporean Core by implementing the Progressive Wage Model via Energizer's Collective Agreement with the union.

The company also ensures that workers' skills are upgraded for them to handle and manage new machineries and processes.

Hui Soon is an approachable man who regularly walks the ground to connect and build rapport with his staff. He uses these opportunities to improve work processes and to address staff concerns.

Energizer issued the milestone award for eligible employees in appreciation for their support of the company during the COVID-19 pandemic. These employees benefited from a lump sum payment of up to \$800 each.

Under Hui Soon, Energizer readily agreed to form a Company Training Committee (CTC) with the United Workers of Electronics & Electrical Industries (UWEEI). Additionally, Energizer was a first mover in leveraging NTUC's Operation and Technology Roadmap to chart the company's transformation amongst UWEEI's branches.

Nominated by United Workers of Electronics & Electrical Industries

NAZRI OTHMAN

Senior Vice President, Cargo Services
SATS Ltd

When the aviation sector was impacted by the decreased volume of air travel due to the COVID-19 pandemic, Nazri Othman placed cargo employees in Place-and-Train Programmes for Air Transport Coordinators (PnT ATC) and Professional Conversion Programmes for air transport professionals (PCP ATP).

Nazri walked the ground regularly and conducted briefings to reassure the employees during this period.

As the Senior Vice President of Cargo Services, Nazri has been in the forefront of driving workforce transformations through technology-driven, people-led initiatives. Looking into digitalising SATS' Cargo operations, Nazri launched COSYS+ in 2018 – a new generation, cloud-based, RFID-enabled tracking system for high-value and express cargo in the SATS Cargo hubs in Singapore, China, India and Indonesia.

With enhanced technological features and digitalised processes, employees were upskilled and reskilled to handle the technology.

Nominated by Singapore Airport Terminal Services Workers' Union





YEN TAN

Chief Operating Officer
Khoo Teck Puat Hospital and Yishun Health

Yen Tan, Chief Operating Officer (COO) of Khoo Teck Puat Hospital (KTPH) and Yishun Health, has been a supportive management partner to Healthcare Services Employees' Union (HSEU). She strongly believes in maintaining good labour-management relations through active engagement with the union. Her efforts were instrumental in the setting-up of a new union office at KTPH, making union services readily available to KTPH members.

Yen Tan harnesses the power of innovation and continuous improvement to keep staff engaged and relevant. In 2020, she spearheaded the Care Ambassador Programme and created a new job role, Patient Care Officers, to lessen nurses' workload and create job opportunities in the healthcare sector. She also initiated a novel job redesign project that re-trained and upskilled the hospital's porters to become Basic Care Assistants (Chaperones).

Yen Tan embodies kindness and cares greatly for her employees. Her many contributions show that the well-being of staff is of utmost importance to her.

Nominated by Healthcare Services Employees' Union

NG WAI CHOONG

Commissioner of Inland Revenue and
Chief Executive Officer
Inland Revenue Authority of Singapore

Ng Wai Choong has been the Commissioner of Inland Revenue and Chief Executive Officer of the Inland Revenue Authority of Singapore (IRAS) since 2018. Under his leadership, IRAS has successfully introduced many initiatives and won awards for achieving outstanding transformation in both its business operations and workforce capability.

Working in partnership with Inland Revenue Authority of Singapore Staff Union (IRASSU), Wai Choong and his management team are committed to raising staff's skills in technology, design-thinking and analytics.

With the strong leadership and guidance of Wai Choong, the organisation was able to adapt and respond swiftly, implementing systems and redesigning processes to support businesses and individuals through the COVID-19 pandemic.

Nominated by Inland Revenue Authority of Singapore Staff Union



CONGRATULATIONS

MEDAL OF COMMENDATION

Brother Selvakumar Panneerselvam
Chief Operating Officer,
Aero Asia Security Systems Pte Ltd



MODEL WORKER

Sister Ang Mei Eng
Security Supervisor,
CBM Security Pte Ltd



PLAQUE OF COMMENDATION

Excellent Security & Safety Pte Ltd



EXCELLENT
SECURITY & SAFETY
PTE LTD.



Union of Security Employees

200 Jalan Sultan #08-01 Textile Centre Singapore 199018 Tel: 6334 6393 Fax: 6334 6361 E-mail: use@ntuc.org.sg



SELVAKUMAR PANNEERSELVAM

**Chief Operating Officer
Aero Asia Security Systems Pte Ltd**

Selvakumar Panneerselvam is a progressive employer who has adopted six tripartite standards including grievance handling, recruitment practices and unpaid leave for unexpected care needs. Adopting and keeping up these standards are challenging in an outsourced sector like private security.

He has also signed a Collective Agreement with Union of Security Employees (USE) which includes a year-end bonus clause (which is rare in the security industry), a medical benefit clause and a long service award clause.

He is a strong advocate of welfare for his security officers. He visits his officers on-site to understand their work, identify how it can be improved, and if there are any problems that require his intervention.

He also negotiates firmly with service buyers to ensure officers are given proper rest areas and work only within their scope. He believes in sponsoring his officers for regular training so they can rise the ranks and earn a higher salary.

Nominated by Union of Security Employees

PLAQUE OF COMMENDATION

Conferred on organisations
that have promoted and
supported Labour Movement
and its initiatives.



TRANSIT LINK PTE LTD

Transit Link Pte Ltd works closely with the Singapore Industrial and Services Employees' Union (SISEU) to ensure fair wages for its employees. TransitLink is an advocate of the benefits of union membership, with the senior management, including the CEO, being union members and supporting SISEU and NTUC events. The company believes in open communication with the union. Through regular union-management dialogues, the company works with the branch committee on programmes and policies that affect employees. As a partner under the Human Capital Partnership (HCP) programme, TransitLink is acknowledged for its progressive human capital policies. With rapid changes in technology within the transit sector, TransitLink has endeavoured to train its workers so that they remain employable and continue to contribute meaningfully to the company.

Nominated by Singapore Industrial & Services Employees' Union



TRANSQUEST SUPPLIES & CO PTE LTD

Transquest Supplies & Co Pte Ltd is an avid supporter of the Progressive Wage Model (PWM). The current wages that they pay their cleaners are higher than the PWM level. The company demonstrated its commitment to strengthening tripartism and labour-management relations by sponsoring NTUC Memberships for all their 600 employees in 2020. Transquest also strongly believes in sending all their cleaners for proper training to enhance their employability as well as progress in their careers. Transquest also encourages its cleaners to be multi-skilled by sending them to undergo training to handle and maintain autonomous cleaning robotics. As the cleaning industry becomes more reliant on such technology, the company has done well to prepare their workers to be future ready.

Nominated by Building Construction And Timber Industries Employees' Union



3E ACCOUNTING PTE LTD

As the first SME accounting firm to be unionised, 3E Accounting Pte Ltd (3E) works closely with the Labour Movement to achieve fair and progressive outcomes for all workers. Through the Company Training Committee (CTC) and in partnership with NTUC's e2i (Employment and Employability Institute), The Singapore Manual and Mercantile Workers' Union (SMMWU), NTUC U SME and A*STAR, 3E has jointly developed the Operation & Technology Roadmap (OTR) that enables business transformation and increases employees' value creation and productivity through the adoption of artificial intelligence and machine learning technology. 3E also protects and advances employees' interests. The company fully reimburses the union membership fees of its employees.

Nominated by The Singapore Manual & Mercantile Workers' Union



EXCELLENT SECURITY & SAFETY PTE LTD

Excellent Security & Safety Pte Ltd was among the first security agencies to adopt the Progressive Wage Model (PWM) before the legislated date. The company signed a Collective Agreement (CA) which included long service award and variable bonus clauses, demonstrating the company's affirmation that workers' interests and good performance are appreciated. The company recognises the need to transform the business and has integrated technology into its security solutions for its clients. The company has begun to upskill their security officers with complementary courses in addition to the mandatory PWM required modules. This allows officers to be higher skilled, perform their duties more effectively and efficiently, leading to higher productivity, performance at work and remuneration.

Nominated by Union of Security Employees



FLEXTRONICS MANUFACTURING (SINGAPORE) PTE LTD

Amidst business challenges arising from COVID-19, the management of Flextronics Manufacturing (Singapore) Pte Ltd, ensured that the wages of rank-and-file employees were not impacted by cost-saving measures. The company was aligned with the national call to maintain a Singaporean core and tried its best to retain as many Singaporean employees as possible during the business downturn. The company also exercised compassion in these difficult times. Instead of contractually terminating some of the employees who were stuck in Malaysia due to the Movement Control Order, these employees were paid full retrenchment benefits. Throughout the circuit breaker and low production periods, the company actively cross-trained its workers to prepare for cross-deployment to other lines.

Nominated by United Workers of Electronics & Electrical Industries



FURAMA RIVERFRONT, SINGAPORE

Furama RiverFront, Singapore adopts an open, positive and cooperative approach towards the Food, Drinks and Allied Workers Union (FDAWU). This has contributed significantly to the warm and close working relations. The hotel was one of the very few in the hospitality industry that did not cut wages or put bargainable employees on unpaid leave during the COVID-19 pandemic. The hotel makes an effort to let the union know of its goals. At the same time, the hotel pursues a people-orientated management policy to motivate employees to work more productively. Over the years, Furama RiverFront Singapore has actively pursued skills upgrading and wage restructuring programmes with the union.

Nominated by Food, Drinks and Allied Workers Union



FUJI OIL (SINGAPORE) PTE LTD

Fuji Oil (Singapore) Pte Ltd works closely with Food, Drinks and Allied Workers Union (FDAWU) and looks after the welfare and well-being of the staff. As part of safe management measures during the COVID-19 pandemic, the company increased the number of transport buses by two-fold to ensure safe distancing and provided sufficient masks for all. Service/private apartments were also catered to house the Malaysian staff who were affected by the Movement Control Order. The company also provided a one-off lump-sum in addition to the bonus and annual increment to the staff for their hard work and contribution. Fuji Oil Singapore also identifies staff for training and ensures that they are competent and future-ready. Jobs are redesigned and work schedules are rearranged for re-employed staff so that they can continue to work and remain employed beyond the re-employment age. Working in tandem with its Regional Safety Manager, Fuji Oil continuously upgrades the safety competence of the staff and allocates resources to provide a safe work environment for all. Fuji Oil appreciates greatly the collaborative work relationship with FDAWU.

Nominated by Food, Drinks and Allied Workers Union



KULICKE & SOFFA PTE LTD

Despite business uncertainties in 2020, Kulicke & Soffa Pte Ltd has not introduced any form of cost-saving measures. Even though the company was impacted at the onset of COVID-19, they continued to pay bonuses in 2020 and an annual increment to employees in 2021. In handling their excess manpower situation, the company was fair to the affected workers and decisions were made in consultation with the union. Since the start of the COVID-19 pandemic, the company continues to issue masks weekly to employees to ensure employees' safety. On top of that, they also issued healthy snacks and newsletters to employees to remind them to adopt a positive mindset amidst the pandemic. The company also organises monthly recreational activities to enhance employees' well-being even as they spend time working from home. During periods of low production, the company sends its production staff for courses as the first option instead of making them redundant, optimising this time to prepare for the upturn.

Nominated by United Workers of Electronics & Electrical Industries



LS 2 SERVICES PTE LTD

LS 2 Services Pte Ltd shares a strong and trusting relationship with the Building Construction And Timber Industries Employees' Union. The union works closely with both its human resource and corporate service teams to resolve grievances expeditiously and amicably. LS 2 remains ever ready to capture opportunities for technology collaboration and adoption. They have not only formed a Company Training Committee but have also completed the Operation and Technology Roadmap process. When COVID-19 struck in 2020, LS 2 did not terminate any of their excess manpower and chose to re-deploy them to sites that required higher cleaning frequencies instead.

Nominated by Building Construction And Timber Industries Employees' Union



NATIONAL UNIVERSITY HEALTH SYSTEM

National University Health System (NUHS) is an excellent tripartite partner that believes in open dialogue and consultation with the union and the Ministry of Health (MOH). NUHS management cares greatly about the welfare of their employees and has a framework to ensure that workers' mental and physical well-being are well managed. NUHS has demonstrated itself as a progressive employer that upholds good industrial relations by collaborating with the union in discussions on fair and progressive employment practices, skills training and workplace-related processes. NUHS has also been a close partner of Healthcare Academy (HCA) and opportunities for skills training and upskilling are constantly discussed. To date, some 1,400 HCA training places have been filled by NUHS. All these partnerships demonstrate NUHS management's strategic foresight in equipping their workers with the adaptive, technology and technical skills that the Healthcare Worker 4.0 of tomorrow needs to possess.

Nominated by Healthcare Services Employees' Union



PAP COMMUNITY FOUNDATION

PAP Community Foundation (PCF) takes an active approach in ensuring that its employees receive a competitive remuneration in the early childhood industry. As a form of appreciation to all employees during the COVID-19 pandemic, PCF gave out a one-off sum of appreciation on top of the Annual Wage Supplement to all eligible employees, including probationary and foreign employees. PCF also supports the union in advancing and protecting members' welfare, as well as increasing its membership rate. PCF sponsors all the eligible employees, under the early childhood arm and PCF HQ, 50 per cent of the prevailing union membership fees. The company has also embarked on a Company Training Committee with the Education Services Union in 2020.

Nominated by the Education Services Union



CONCORDE HOTEL SINGAPORE

With a firm intent to inclusively uplift the lives of lower-wage workers, many of whom are older-workers with long-serving contributions, Concorde Hotel Singapore embarked on the Inclusive Growth Programme (IGP) in 2019. Despite the COVID-19 situation, Concorde's management continues to invest in workers' needs and well-being while taking earlier and deeper wage cuts. The Hotel took special consideration to pay full salary to all vulnerable staff who could not assist with Government COVID-19 projects. Concorde was also one of the 18 pioneers that signed the Company Training Committee agreement to form the Food Drinks and Allied Workers Union-Hotel Future of Work Partnership Network in 2019.

Nominated by Food, Drinks and Allied Workers Union



SINGAPORE LNG CORPORATION

Singapore LNG Corporation (SLNG) works with the union to train workers and adopt digital initiatives that increase productivity. During SLNG's formation in 2009, management took the unusual step of inviting Union of Power and Gas Employees (UPAGE) to organise its growing workforce even before it started recruiting on a large scale. The company gave direct recognition for UPAGE to represent all classes of employees including the executives. The company has also created a progressive workplace. During the COVID-19 situation, SLNG implemented various schemes to enhance the wellbeing of employees. The management also allowed employees to encash leftover leave from 2019 leave and carry forward their leave from 2020 to 2021. SLNG has also signed an agreement with UPAGE to set up a Company Training Committee.

Nominated by Union of Power and Gas Employees



THE HONGKONG AND SHANGHAI BANKING CORPORATION

The Hongkong and Shanghai Banking Corporation Limited (HSBC) and Banking and Financial Services Union (BFSU) have forged a strong working relationship from a common mission – to enhance the working lives of their employees and union members. The bank has always held the development and training of its employees as top priority. When COVID-19 struck, HSBC did not hesitate to support its employees on their work-from-home arrangements and provided reimbursement allowance support for employees to purchase furniture and equipment to set up a home office. HSBC also made a critical, unanimous commitment not to retrench any workers in 2020, despite the company going through major restructuring globally as announced in late 2019 by its head office.

**Nominated by Banking and Financial Services Union and
Supported by Singapore Bank Employees' Union**



TOWER TRANSIT SINGAPORE

As the first foreign bus operator to enter the market, Tower Transit Singapore's (TTS) labour union practices were shaped by union environments different from Singapore's. This required a period of adjustment, trust-building and alignment between the company and the National Transport Workers' Union, and both sides had to work hard to reconcile differences. Over time, the company's approach to industrial relations evolved, becoming more sensitive to the local context. Its leadership recognised the need for a strong partnership with the union in shaping a forward-looking, motivated workforce and invested in a constructive relationship with the union. It was the first public transport operator to extend its retirement age to 70 years old. It is also a strong advocate for family-friendly policies with maternity leave of up to 26 weeks for female employees and paternity leave of up to three weeks. The union is confident that the company will continue engaging the union and see the leaders as an asset for future revenue growth through training, transformation and digitisation.

Nominated by National Transport Workers' Union



REPUBLIC POLYTECHNIC

Republic Polytechnic (RP) places a strong emphasis on enhancing staff's skillsets and career progression. In consultation with the Amalgamated Union of Public Employees (AUPE), a single scheme of service was introduced in 2017 whereby the career progression of staff is based on skills, competencies and potential, regardless of their qualifications. RP also developed its Strategic Workforce Planning (SWP) to focus on increasing future-oriented skillsets in staff. RP has adopted all tripartite standards. For re-employment, RP will be implementing the increased retirement and re-employment ages of 63 and 68 respectively in July 2021, one year ahead of the law. The strong labour-management relationship is evident by the close collaboration between RP and AUPE in many areas such as communication sessions with staff on re-employment, union membership recruitment, upskilling of public service officers and more. RP is committed to a culture of work-life harmony. In 2020, RP organised its inaugural RP Virtual Mental Wellness Festival to address concerns that the COVID-19 pandemic had taken a toll on staff's mental health.

Nominated by Amalgamated Union of Public Employees



AMPHENOL FCI CONNECTORS SINGAPORE PTE LTD

Working in close consultation with the union, the company provided various appreciation incentives to encourage and acknowledge the contributions of employees, especially during the circuit breaker period. Despite business uncertainties, the company has not introduced any form of cost-cutting measures and has committed to paying a 3.35 per cent wage increase for 2021. Even though the company was going through challenges during the COVID-19 pandemic, it continued to support employees through difficult times. Employees who were stuck in dormitories for more than four months continued to receive full salaries even after all of their entitlements had been exhausted. To further enhance productivity and efficiency, the company will be bringing in two new automated production lines in the year 2021. The company will be upskilling its employees to enhance their capabilities to help employees adapt to the new process and machinery.

Nominated by United Workers of Electronics & Electrical Industries



PARTNER OF LABOUR MOVEMENT

Conferred on associations and partners in the Labour Movement's network that have made significant contributions through collaborations, projects or initiatives of national impact, as well as promoted and supported the Labour Movement and its initiatives.

APRILENE GOH HUIZHAN

Assistant General Secretary
Singapore Teachers' Union

Aprilene Goh Huishan is a dedicated, committed, and inspirational young leader. She started getting involved with Young NTUC in 2011 as a youth activist, being a co-founder of the Save That Pen (STP) initiative. STP was created as an avenue to refurbish and donate pens to students in need locally and regionally while engaging youths on the idea of sustainability.

Through Young NTUC, Aprilene gained awareness about union work and is serving as Co-Chairperson of the Public Sector in the Young NTUC Committee. Some of her contributions include raising awareness of the Labour Movement among youths, and hosting dialogues on issues that are workplace related.

She is also an elected delegate and a central council member of the Singapore Teachers' Union (STU). As a member of Young STU, she worked on rejuvenating the Youth Chapter.

Aprilene also continues to be involved in the organising of the Beginners Teacher's Forum, a platform and touchpoint to engage new teachers joining the fraternity.

**Nominated by Young NTUC and
Supported by Singapore Teachers' Union**





DR CHERIE CHAN

President
Singapore Psychological Society

Dr Cherie Chan holds various appointments besides her full-time job as a clinical psychologist. Her other roles include President of The Singapore Psychological Society (SPS), Secretary for the Asia Pacific Psychology Alliance (APPA) and a country member of the ASEAN Regional Union of Psychological Societies (ARUPS). She also currently holds an Associate Faculty position at the Singapore University of Social Sciences and Kaplan.

Despite her busy schedule, Dr Chan used her personal time to research, prepare and conduct six webinars related to mental wellness and stress management for unions and other workforce segments and positively impacted over 270 people.

Dr Chan demonstrated commitment to supporting workers with mental wellness during the crucial period where the circuit breaker measures were implemented, and when the need arose.

Dr Chan has also been very supportive of the NTUC union membership and has featured the NTUC U Associate logo on the SPS website as a form of commitment to helping workers.

Nominated by NTUC U Associate



JEFFREY CHUA LEONG CHUAN

Managing Director
CapitaLand Limited

As the co-chair of the Tripartite Cluster for Cleaners (TCC) and the Security Tripartite Cluster (STC), Jeffrey Chua Leong Chuan has been a strong supporter of the Cleaning and Security Progressive Wage Models (PWM).

He has provided his expertise for a more comprehensive approach to uplifting the industry from the service buyer's perspective.

As the Co-Chair of TCC and STC, and Managing Director of CapitaLand, Jeffrey ensured that all CapitaLand properties have a proper rest area for outsourced workers.

Jeffrey has also supported the NTUC U Care Centre's efforts to show appreciation to essential services workers by participating in the NTUC's Appreciating U campaign where CapitaLand gave out care packs to cleaners and security officers at its properties.

Nominated by NTUC U Care Centre and Building Construction And Timber Industries Employees' Union

JACQUELINE LOH

Deputy Managing Director, Markets & Development, Corporate Development
Monetary Authority of Singapore

Jacqueline Loh is the Deputy Managing Director for Markets & Development and Corporate Development in the Monetary Authority of Singapore (MAS).

She was the Co-Chair for the Financial Sector Tripartite Committee (FSTC) and was instrumental in strengthening the tripartite collaboration to support the financial sector workforce. Over the years, she worked with NTUC, the unions under the NTUC Financial and Professional Services Cluster, NTUC's e2i (Employment and Employability Institute) and tripartite partners in the sector to collectively work on the various programmes and funding schemes to reskill workers whose jobs were affected by the rapidly evolving technologies.

As a jobs and skills advocate, she helped to steer the study on the impact of data analytics and automation on manpower in the Singapore financial sector which now serves as a compass to guide financial institutions and individuals on how to prepare for the future of work.

Jacqueline also saw the successful appointment of the Institute of Banking and Finance Singapore as the Jobs Development Partner for financial service sector by the National Jobs Council so that the tripartite partners can synergise efforts and resources to boost opportunities for Singaporeans to access jobs, traineeships and training in the financial services sector.

Nominated by NTUC Financial and Professional Services Cluster

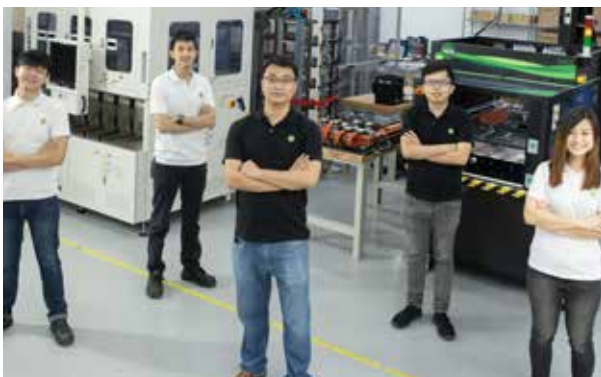




5B PTE LTD

5B Pte Ltd participated and completed the P-MAX programme. The company currently uses the "SMART Goal Setting" method from the programme as a reference to improve its performance appraisal system. It has set an example for other SMEs to follow by sponsoring the NTUC membership for its workers for one year. The membership complements other welfare initiatives given to its employees. The company has also sent selected staff to attend branch official training organised by NTUC U SME for them to better understand the work of the unions and the importance of harmonious industrial relations.

Nominated by NTUC U SME



AEM HOLDINGS LTD

With the help of the Metal Industries Workers' Union (MIWU), AEM Holdings Ltd embarked on a secondment programme by working with Swiss Precision Industries Pte Ltd (SPI). As SPI had excess manpower, AEM took on their workers temporarily for a period of three months on a secondment basis. This helped to solve AEM's need for manpower while protecting SPI's workers' wages and keeping them employed amidst the downturn. AEM also provided the seconded workers with training, giving them a chance to pick up new skills such as quality control. Throughout the onset of the COVID-19 pandemic, AEM engaged the union regularly to find out about the latest advisories and how to assist their local and foreign workers. AEM was also able to innovate its workforce and penetrate the global value chain despite the pandemic.

Nominated by Metal Industries Workers' Union



ASSOCIATION OF EMPLOYMENT AGENCIES (SINGAPORE)

The Association of Employment Agencies (Singapore) is the key industry association for about 300 employment-agency SMEs. AEA(S) has been an advocate of the Labour Movement and promotes NTUC U SME and NTUC to its members. AEA(S) constantly encourages its members to go for training. To date, five SMEs from AEA(S) have come onboard as NTUC U SME partners. During the COVID-19 pandemic, AEA(S) also encouraged its members to attend the safe management officer training jointly offered by NTUC U SME, Ong Teng Cheong Labour Leadership Institute and NTUC LearningHub (LHUB). AEA(S) promotes digitalisation for its industry and is an advocate of the LHUB SME Digital Reboot programme. To date, 30 SMEs from AEA(S) have sent representatives to the programme.

Nominated by NTUC U SME



BULKINGS DISTRIBUTION PTE LTD

Bulkings Distribution Pte Ltd is a wholesale trade company that distributes FMCG products to retail stores all over the island. The company believes in having a Singaporean Core workforce and taps into different resources such as the Yellow Ribbon Project to fulfil its manpower requirements. With the welfare of its employees at heart, Bulkings introduced flexi-time arrangement in the company to help its employees better manage work and family responsibilities. Bulkings is a strong supporter of the Labour Movement. During the start of the COVID-19 pandemic, Bulkings helped source products from its overseas suppliers and brought back hand sanitisers to be sold to unions and associations at a deeply discounted wholesale price.

Nominated by NTUC U SME



CHEF WORKS PTE LTD

Chef Works Pte Ltd's main sales and profits come from the hotel industry which was hit hard by the COVID-19 pandemic. Despite that, all staff were paid their full salary till June and had a wage reduction of only 20 per cent from June to September via non-paid leave. All returned to full pay and full time work in October. Chef Works also came onboard as NTUC U SME partners and went the extra mile to purchase NTUC membership for its staff. The company worked with Workforce Singapore to redesign jobs for three employees. All of its employees underwent training to increase skills during the downtime. The company has applied for the Enterprise Development Grant to improve its digital capabilities and inventory management for the warehouse to make the jobs easier safer and smarter. As part of the increased productivity, the company plans to increase the wages for all employees by 3.5 per cent in 2021.

Nominated by NTUC U SME



D-TEAM ENGINEERING PTE LTD

D-Team Engineering Pte Ltd is in constant touch with NTUC U SME to seek training programmes to upgrade and upskill its staff. Throughout the COVID-19 situation, the company constantly sought U SME for advice on staff wages, especially during the circuit breaker period. They took the advice of U SME to continue paying full salaries to all staff and no workers were retrenched. The company has adopted the Tripartite Standards on Flexible Work Arrangements. The company also took care of the well-being of its foreign workers who were affected by the COVID-19 dormitory outbreak. The company has also started to process the purchase of NTUC membership for all staff, including all foreign workers. They have also purchased the new insurance scheme, Care4MigrantWorkers (C4M), for eligible foreign employees. The company has nominated four employees to join U SME as branch officials. D-Team always seeks to ensure that its HR practices are above board.

Nominated by NTUC U SME



MAUSER SINGAPORE PTE LTD

Knowing that Swiss Precision Industries Pte Ltd (SPI) had excess manpower, Mauser Singapore Pte Ltd readily reached out to Metal Industries Workers' Union (MIWU) to accept some workers on a six-month long secondment to prevent retrenchment and outflow of talent. Doing so helped to ease the manpower situation within Mauser, while SPI's workers remained gainfully employed amidst the downturn and their wages are protected. The secondment programme provided an opportunity for SPI workers to develop new skills and be exposed to manufacturing operations which serve a different market at Mauser. Throughout the onset of the COVID-19 pandemic, Mauser engaged the union regularly to find out about the latest advisories and how to assist their local and foreign workers. Mauser has also partnered with NTUC on the Job Security Council to help recruit displaced workers with similar skillsets.

Nominated by Metal Industries Workers' Union



SINGAPORE HOTEL ASSOCIATION

The Singapore Hotel Association (SHA) played a pivotal role in garnering the hotels' support in protecting the wages and interests of workers during the COVID-19 pandemic. SHA worked with Food Drinks and Allied Workers Union (FDAWU) to reaffirm the hotels' commitment to protect workers' welfare and preserve jobs. Each year, NTUC, FDAWU and SHA jointly organise the Employee of the Year Award to recognise exemplary hospitality employees. SHA also partnered FDAWU in encouraging hotels to invest in strengthening workplace competencies, through programmes such as the Job Redesign Reskilling Programme for the Hotel Industry. Some 18 hotels have formed Company Training Committees with FDAWU as part of the FDAWU-Hotel Future of Work Partnership Network.

Nominated by Food, Drinks and Allied Workers Union



SWISS PRECISION INDUSTRIES PTE LTD

Swiss Precision Industries Pte Ltd (SPI) and Metal Industries Workers' Union (MIWU) have jointly collaborated on a Job Secondment programme during the COVID-19 pandemic economic downturn. Leveraging MIWU's relationships with other member companies, SPI successfully seconded some of its production workers to member companies such as AEM Holdings Pte Ltd and Mauser Singapore Pte Ltd temporarily for a period of three to six months. Through this programme, SPI managed to retain its skilled workers instead of retrenchment. This led to a win-win situation for all three parties: workers, SPI, and the seconded companies. During this period, the management of SPI had also regularly engaged MIWU and shared information to jointly develop and implement cost saving plans. This included regular townhall and communication sessions with employees, demonstrating excellent partnership between the company and union.

Nominated by Metal Industries Workers' Union



ZENXIN AGRI-ORGANIC FOOD PTE LTD

Zenxin Agri-Organic Food Pte Ltd has recently adopted the Productivity Solutions Grant and acquired the "Laptop Bundle" to encourage telecommuting and improve productivity among its staff. The company also pays its workers an annual wage increment and bonuses. Zenxin has also adopted the Tripartite Standards on Flexible Work Arrangement and Age-Friendly Practices. Additionally, they been committed to raising the retirement and re-employment ages in different job roles throughout the company. As a strong believer in harmonious industrial relations, Zenxin had their staff attend branch official training organised by NTUC U SME. The company believes in being an inclusive employer and has created jobs for ex-offenders. Zenxin continues to expand their talent pool with interns and fresh graduates from local institutions to sustain their workforce. To ensure that Zenxin's employees are future-ready, the company regularly sends their employees for upskilling and reskilling courses.

Nominated by NTUC U SME



**CITYCAB PTE LTD • COMFORT TRANSPORTATION PTE LTD • GOJEK SINGAPORE
 • GRAB • LAND TRANSPORT AUTHORITY • MINISTRY OF TRANSPORT
 • PREMIER TAXIS PTE LTD • PRIME CAR RENTAL AND TAXI SERVICES PTE LTD
 • RYDE TECHNOLOGIES PTE LTD • SMRT TAXIS PTE LTD
 • TADA MOBILITY (SINGAPORE) PTE LTD • TRANS-CAB SERVICES PTE LTD**

Tripartite partners in the Point-To-Point (P2P) industry quickly worked together and announced support measures for P2P drivers at the onset of the COVID-19 pandemic.

The support given by the Ministry of Transport (MOT), Land Transport Authority (LTA) and P2P operators during the circuit breaker period helped to alleviate operating costs and made it bearable for drivers to continue providing passenger transportation as an essential service. The industry's ability to deliver assistance and support readily and promptly to drivers underscores the strong tripartite relationship nurtured over the years.

By February 2020, P2P tripartite partners had already established industry-wide safe management measures.

LTA and MOT also liberalised P2P regulations in March 2020 so that P2P drivers could utilise their vehicles for food and parcel deliveries. Beyond deliveries, MOT also provided opportunities for P2P drivers to contribute to the fight against COVID-19, such as allowing them to provide transportation for persons on quarantine and for non-emergency medical services.

Nominated by National Taxi Association and National Private Hire Vehicles Association

MODEL WORKER

Conferred on outstanding workers who exemplify Worker 4.0, displaying the traits of being Ready, Relevant and Resilient by improving their jobs through adopting/initiating productivity improvements and their employability through up-skilling as well as being adaptable to the changing work environment.



THAM PEK GAN

**Estate Manager
Housing & Development Board**

Tham Pek Gan is a respected model worker appreciated by her peers and well regarded by her supervisor as a person of high productivity with good leadership qualities.

With her good technical knowledge and understanding of union-management relations, she helps Housing and Development Board Staff Union Staff Union (HDBSU) and Housing and Development Board (HDB) to encourage her peers and mature members to embrace the changing work environment and adopt innovative solutions to improve productivity.

She was nominated by the Housing Management Group (HMG) for various pilot trials, projects, taskforce and constantly gives feedback on issues affecting the staff on the ground.

As a member of the HMG Task Force Group, she helped to collate feedback from her peers whenever there were new initiatives. She ensured that the senior staff in the workplace were able to keep up with their work and learn new skills during the digital transformation of the organisation.

Pek Gan is a strong advocate for upskilling and constantly encourages her colleagues and peers to go for courses to upgrade themselves and has attended several courses herself.

Nominated by Housing and Development Board Staff Union

MOHAMAD SOFIAN JAKARIA

Child Protection Associate
Ministry of Social and Family Development

Sofian had always wanted to work in social service, especially in areas related to working with children. Thus, when the Child Protection Associate role with the Ministry of Social and Family Development (MSF) opportunity came up, he decided to seize the opportunity.

He was an Allied Educator in Teaching & Learning with the Ministry of Education (MOE) for 10 years.

Sofian was already in his 40s, and it was very intimidating for him to make such a decision to transition into a new area of work. He had no training or experience in social work.

Nonetheless, he remained humble and resilient. During the work trial, he shadowed his colleagues and quickly learned on the job. Besides having to pick up new knowledge and skills, Sofian also had to adapt to very different working pattern such as working late nights.

The work trial was a success as Sofian officially transited to MSF as a Child Protection Associate in April 2020.

He feels that this transition has opened more doors for him. There are more areas of skills he can pick up in his current and other areas of work within MSF.

Nominated by Amalgamated Union of Public Employees



BALASUNDRA SIVAPERUMAN

M&E/AV Engineer
Conrad Centennial Singapore

With his quiet demeanor and towering presence, Balasundra Sivaperuman is certainly someone admired for his ever-ready helpfulness and his compassionate heart.

To his supervisors, he is someone you can count on to deliver his best work – he does not take shortcuts, does not compromise on quality, and he always ensures all his tasks are completed

With guests, Bala has been cited in comments as professional, friendly and prompt at addressing guest issues.

To his peers, he is what they call their “Big Brother”. During the Malaysian lockdown, he helped organise the team and provided emotional and even monetary support to his Malaysian peers who could not go home.

In his spare time, Bala contributes to charity. He inspires others and takes them along with him to do social work. Such is Bala’s nature, always giving and seeing his ability to give as a blessing.

Nominated by Food, Drinks and Allied Workers Union



NUR IZZA ARIANAWATI JUSAIDI

Front Office Administrator
Swissôtel Merchant Court, Singapore

Nur Izza Arianawati Jusaidi is currently the Front Office Administrator and has been with the hotel since 22 June 2015.

In 2020, the Front Office department reviewed its operations and decided to implement a job redesign to improve productivity. As part of the redesign, the Front Office Administrator is also required to handle calls from guests.

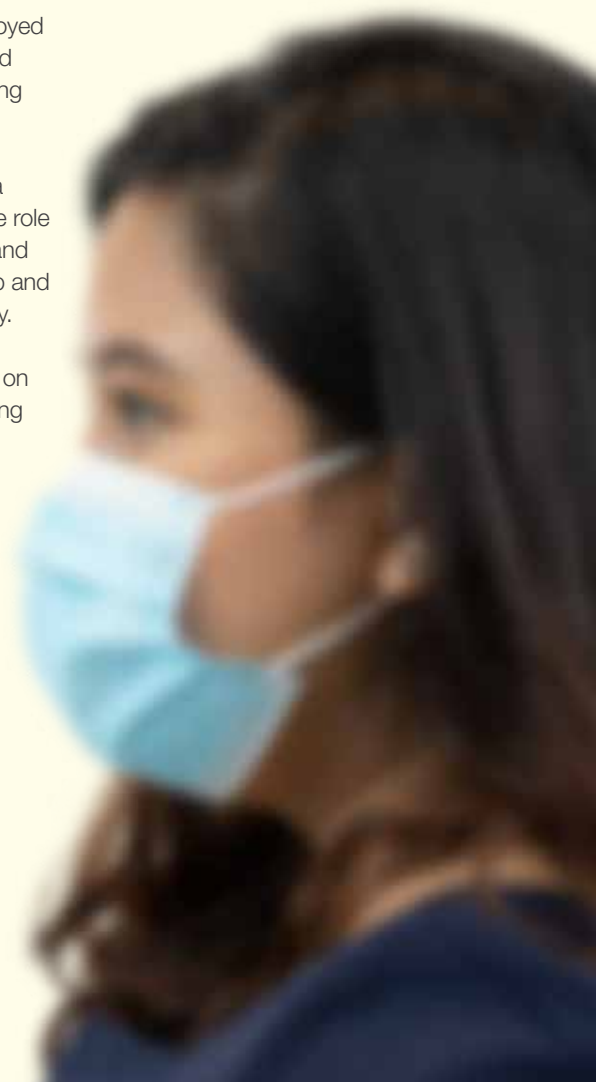
Izza was positive on adopting the productivity improvement and readily adapted to the new role.

Due to the current pandemic, Izza was redeployed to be a full-time telephone operator followed by another redeployment to the housekeeping department.

Despite being in a totally different role, Izza remained positive and resilient. She took on the role with a positive mindset, acquired new skills and knowledge, overcame the challenges of the job and adapted to the working environment quickly.

She constantly displays her positive mindset on adopting productivity improvements, upskilling herself and being adaptable.

Nominated by Food, Drinks and Allied Workers Union



SATHISRI NAIR

**Senior Administrative Officer
Singapore Port Workers Union**

Sathisri Nair has been working with Singapore Port Workers Union (SPWU) for 45 years. She is responsible for the daily operations of the union and has been a keystone to the smooth running of SPWU.

As the longest-serving officer in the union, she often shares her wealth of knowledge and experience with her colleagues. Well-known for being an approachable individual, she often lends a listening ear and helping hand to her colleagues. She will also not hesitate to go above and beyond her duty to assist union members.

She has displayed a strong ability to adapt to the changing work environment over the last four decades. From someone who had no experience in operating computers, she is now well-versed in using the various software. This has translated to an increase in her productivity and efficiency at work.

SPWU has benefitted greatly from Sathisri Nair's invaluable contribution. She has time and again shown that she is equipped with the necessary skills expected of a Worker 4.0 and consistently exemplifies the qualities expected of a role-model.

Nominated by the Singapore Port Workers Union



THING KAI BIN

Bellman

Holiday Inn Singapore Atrium

Thing Kai Bin accepted redeployment with enthusiasm when the hospitality industry was badly impacted by the COVID-19 pandemic. Despite knowing that it will be a different nature of work and environment, he was not afraid to face the unknown and accepted the challenge ahead of him.

During the redeployment, which was out of his usual job scope revolving around bell service, Kai Bin acquired a different set of skills and enhanced his knowledge. This is not the first time that Kai Bin has shown he can adapt and learn different skills. He was originally from the Housekeeping Department when he first joined.

Kai Bin is a person with special needs. However, that does not clamp down his determination to spread joy and happiness to others around him. He is helpful, humble and his cheerful disposition positively influences the people around him. Compliments from guests whom he has interacted with is testament to his exceptional service standards and quality.

Nominated by Food, Drinks and Allied Workers Union



ANG SHUN DA

Operation Executive
GLS

Overcoming the challenges that came with the COVID-19 pandemic such as lean manpower coupled with a demand for essential goods, Ang Shun Da demonstrated exemplary qualities of stepping up to take over the receiving department, being decisive, and taking on the challenges with optimism.

Faced with the need to increase storage capacity, Shun Da showed excellent ingenuity, and knowledge in operation.

To increase output, he conducted training for new contractors on stock-sorting performance and requirements, and in a relatively short period of time, stabilised the sorting operations.

Shun Da was ready to take over receiving operation duties from day one as he had demonstrated the interest to be involved in many of the receiving activities even before the pandemic struck. When the need arose, he was a natural fit for the role.

Thanks to Shun Da's work and dedication, the operation has now freed up a total of 200 pallets space to store ESG stocks that require GDP certification.

Nominated by Food, Drinks and Allied Workers Union





OM AJAY AMAR HARI

Operations Executive
YS Yong Pte Ltd

Om Ajay Amar Hari was as an Operations Supervisor for close to five years, and was recently promoted to an Operations Executive in 2020 by YS Yong Pte Ltd.

Ajay is an ardent supporter of the union and can often be seen volunteering or participating in the activities and events planned by Building Construction And Timber Industries Employees' Union (BATU) and the NTUC committees.

He strongly believes in lifelong learning, evident in the numerous courses and training hours he has attended since being a BATU union leader.

For his spirit in continuous and consistent training and upgrading of skills, and for being an inspirational leader, he was presented an award during BATU's Branch Officials Seminar in 2018.

As the Vice Branch Chairman, Ajay works closely with the HR team and his fellow colleagues from the operations department in working out grievances for union members.

Nominated by Building Construction And Timber Industries Employees' Union



TAN HOOI SOON

Senior Engineer
Public Utilities Board

Tan Hooi Soon uses his 40 years of experience with the Public Utilities Board (PUB) to lead his team. Between 2010 to 2020, he has led his team and completed more than 30 productivity improvement projects.

For his efforts in improving productivity, Hooi Soon has won numerous awards over the years.

Hooi Soon is responsible, promotes teamwork and believes in going the extra mile at work. To lead his team in the design and implementation of the productivity projects, Hooi Soon would spend hours of his own time doing online research on materials and water.

Hooi Soon enjoys sharing his knowledge with his teammates, and this has greatly helped the team to have a deeper understanding of their projects and tasks at hand.

Nominated by Public Utilities Board Employees' Union

PHILLIP THEVATHASAN SAMUEL

Service Associate - FO
(Guest Services Officer-Valley Wing)
Shangri-La Hotel Singapore

Phillip Thevathasan, 62, has worked in various departments in his four decades with the hotel. One thing that has remained constant is his belief in lifelong learning.

Phillip's job was impacted by the COVID-19 pandemic. As a non-essential worker, he was put on leave when Singapore went into the circuit breaker stage.

However, the company arranged for him to attend online courses to pick up various skills during the downtime. To improve himself, Phillip attended numerous online courses – from up selling of hotel rooms to guests, to improving emotional intelligence at work.

It was not an easy task for him as he was not a digital-savvy person. Phillip experienced a lot of difficulty initially when attempting to attend courses using online platforms. Despite this, he fully understands the importance of keeping abreast with changing trends and strives to embrace these new technologies

As an older person who is young at heart and self-motivated, Phillip plans to keep working beyond the retirement age by keeping his body and mind fit in the long-term.

Nominated by Food, Drinks and Allied Workers Union





LEE KIM CHWEE

Senior Facilities Technician
Raffles Hotel Singapore

Lee Kim Chwee has been working as an Operation Senior Technician since 2014. He specialises in carpentry, locksmith and painting operations within the engineering team.

As part of the Facilities Technician Job Redesign programme in 2020, Kim Chwee spent the last six months training in various sections of the Engineering department. Though the new tasks were out of his comfort zone, he has adapted well, adopted an open mind and demonstrated a willingness to learn new knowledge and skills from his colleagues. Special credit must be accorded to him with his seniority in age.

At the same time, he finds it fulfilling to teach his knowledge and skills in craftsmanship to the younger technicians, which also ensures a succession of skills to upkeep the Grand Dame.

His supervisors and colleagues describe him as a man of few words who is always happy to accommodate requests and help out wherever he can.

Nominated by Food, Drinks and Allied Workers Union

CHONG PEK LUAN

**Team Leader
Grand Hyatt Singapore**

Chong Pek Luan has proven to be a valuable asset to Grand Hyatt Singapore. Her mentorship of young trainees and new hires has been instrumental in the continuous efficiency of service.

Pek Luan has been with the hotel for 28 years where she started work in its Chinese restaurant.

As the hotel went through changes over the years, Pek Luan was called to work in different areas, which she embraced and fulfilled accordingly.

She was part of a committee that helped create and launch a new restaurant concept at the hotel, which then went on in becoming a hugely successful and profitable outlet.

Pek Luan continues to lead by example by ensuring that the high service levels of the hotel are consistently delivered, even as she is juggling between raising two boys and facing the rigours of F&B service.

When Pek Luan heard that she has been selected to go through the Job Redesign Place-and-Train Programme, she took it on without hesitation. Furthermore, she also encouraged and assisted her peers who were undergoing this programme with her.

Nominated by Food, Drinks and Allied Workers Union





RAMLI MOHD HUSSIN

Senior Operations Manager
Goodman Environmental Pte Ltd

Ramli's consistent performance and high competency are evident from his promotion to his current role as Senior Operations Manager. He currently supervises close to 180 workers. Ramli's strong ability to adapt to different work demands has earned him the trust of the company to take on the additional role of Pest Control Supervisor.

He makes it a point to constantly upgrade and upskill himself despite his many responsibilities at work. Ramli has been serving as a Branch Chairman for Goodman Environmental Pte Ltd for almost five years.

He is also a strong advocate for the Progressive Wage Model (PWM) and frequently attends radio and talk shows to share with the public how he had personally benefitted from the PWM model. He is a prime example of a Worker 4.0 who has a heart for his fellow workers and colleagues.

**Nominated by Building Construction And Timber Industries
Employees' Union**



ALVIN KEE KIM TECK

Vending Sales Assistant
Coca-Cola Singapore Beverages Pte Ltd

Alvin Kee Kim Teck has been working for Coca-Cola for eight years. He works as a Vending Sales Assistant where his role involves achieving monthly sales target through daily replenishing of vending outlets according to the execution standard. He ensures vending machines are working at the optimum level, responding to customers needs and sales requirements.

Although Alvin describes himself as non-IT savvy, he volunteered to be the first Vending Sales Assistant to have his delivery route be automated on a trial basis.

His attitude towards new technology is commendable. He has shown adaptability by learning the digital platform quickly and provided good feedback on improving the digital work process during the trial.

His positive mindset has earned him respect from his peers. The VMS technology has helped him save two hours a day as compared to the manual process.

He has clearly set an example for his peers to follow. Alvin now acts as a mentor to his peers.

He overcame his fear of new technology and is clearly reaping the reward of having skills that are relevant, being more productive, and being a step closer to becoming a Worker 4.0.

Nominated by Food, Drinks and Allied Workers Union



TAY GEK CHOO

Service Crew
J3ju Do Kitchen Pte Ltd

Tay Gek Choo is a committed worker who has earned the respect of her colleagues and customers. When she first joined the company, she was not technology-savvy and did not have any experience working in the frontline.

However, this did not deter her from learning. It is never too late to learn, she believes. With this positive mindset, she took the initiative to approach her colleagues and family to learn about technology.

Although she took some time to process and master the operations role, her dedication to learning has been a positive influence and she is a good role model for her colleagues to follow.

Nominated by Food, Drinks and Allied Workers Union



ANG MEI ENG

Security Officer
CBM Security Pte Ltd

As a security officer and union leader, Ang Mei Eng is a keen learner and actively participates in courses to improve her knowledge of the Employment Act and industrial relations (IR). She is inquisitive and goes beyond her duty to check with the union on IR- and Employment Act-related matters to better assist her fellow workers.

She makes every effort to attend union events beyond her working hours. Mei Eng also shows compassion for her workers as she constantly voices out their concerns and finds ways to help them. Over the years, Mei Eng has embraced the use of new technology such as the Visitor Management System to help her better perform her tasks.

When the pandemic kicked-in, she gladly took on the additional role of a temperature screener. Her tenacity during this tough period has shown that she is indeed a role model for her colleagues in the industry.

Nominated by Union of Security Employees

TAMZIN TALIB

Landscape Technician
National Parks Board

Tamzin Talib, 57, was a driver with the Agri-Food and Veterinary Authority of Singapore (AVA) for 15 years.

Tamzin was given the opportunity to make a career switch to become a landscape technician when AVA restructured. Even though Tamzin had zero knowledge and experience in horticulture, he took up the challenge.

It was not easy as there were many new terms and knowledge he needed to learn during the 10-module Singapore Workforce Skills Qualifications certification course. His perseverance paid off and he is now deployed as a landscape technician at the Jurong Lake Gardens.

Instead of road names and direction signs, Tamzin now remembers the names of the many plants in the garden, and what types of soil to use for different plants.

Tamzin is not resting on his laurels. He is still upgrading himself by taking computer courses offered by Mendaki. One is never too old to learn and gain new knowledge, he says.

Nominated by Amalgamated Union of Public Employees





ABDUL JALIL IDROS

Senior Engineer
YTL PowerSeraya Pte Limited

Abdul Jalil Idros has been a union member since 1995. He started his career at YTL PowerSeraya as a Technical Officer, with a diploma in Electrical Engineering. He made experience-building a priority early in his career, and went on to pursue part-time studies and attended seminars to broaden his knowledge.

With a sponsorship from his company, Abdul Jalil furthered his studies and now holds a Masters Degree in Electrical Engineering.

Due to his strong technical skills and knowledge, Abdul Jalil was selected by his manager to conduct training for his colleagues.

Abdul Jalil did not let the COVID-19 situation hinder his training sessions and found ways to conduct virtual training. He also encourages his team to attend courses and proactively identifies courses for them.

Abdul Jalil's continuous learning has enabled him to be a key contributor in the introduction of new solar technology in his company.

Nominated by Union of Power and Gas Employees

SHAH'MAD MOHD HASHIM

Assistant Executive, Western Regional Office
National Environment Agency

Shah'mad Mohd Hashim had been a Mechanical Corporate Support Officer (MCSO) in National Environment Agency's (NEA) Tuas Incineration Plant (TIP) for 33 years. He stepped out of his comfort zone in July 2019 and made a switch to becoming an Assistant Executive with the NEA's Western Regional Office (WRO), in vector control.

His job now entails inspecting common areas and premises for mosquito breeding, keying in data collected during inspection, processing related paperwork and handling the public.

Before his new role, he never had to use a computer. In the initial months in the job, he picked up IT skills like MS Excel, using apps on iPad, studied vector control such as the different types of rodents, mosquitoes, and studied the relevant legislations.

He failed one of the two tests he needed to pass to be certified fit for the job. He persevered and kept trying and successfully passed the test on his fourth attempt. Shah'mad's positive mindset has enabled him to become a full-fledged Assistant Executive in vector control today and expanded his career progression prospects.

Nominated by Amalgamated Union of Public Employees



KONG SING CHEW

**Banquet Senior Craftsman
RC Hotels (Pte) Ltd**

Kong Sing Chew joined RC Hotels on 25 April 1988. He is currently a Banquet Senior Craftsman, responsible for the rectification and maintenance work of all banquet equipment.

Through the years, Sing Chew has been a consistent worker with a “can-do” attitude, always positive and willing to take on new tasks and challenges.

In February 2020, he was deployed to engineering to assist in the refurbishment project of restaurant tables for the hotels. Subsequently in April 2020, he was seconded to NTUC FairPrice as a Retail Assistant.

When the COVID-19 pandemic caused the cessation of all banquet meetings and events, Sin Chew showed great teamwork and adaptability with his open willingness to be deployed to other departments that required his assistance.

He embraced the challenge of taking on a new role to be in the frontline at NTUC FairPrice positively, and his good performance led to an extension of his secondment.

Sing Chew has indeed shown resilience and growth amidst a very challenging year.

Nominated by Food, Drinks and Allied Workers Union



MAY DAY AWARDS 2021

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103	Ronald Ong		
141	Ryde Technologies Pte Ltd		
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