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MAY DAY AWARDS

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PARTNER OF LABOUR MOVEMENT

Victor Dass

Head of Human Resources
SMIT Singapore Pte Ltd

Nominated by the Shipbuilding and Marine Engineering Employees' Union

The Shipbuilding and Marine Engineering Employees' Union's (SMEEU) enhanced labour-management relationship with Boskalis (parent company of SMIT Singapore & Asian Lift) over the past decade can be largely attributed to the active engagement and collaboration of Victor Dass, the Head of Human Resources. A strong advocate for NTUC initiatives and a vocal supporter of SMEEU, Brother Victor consistently engages in discussions with the union to explore ways to uplift employees, focusing on improving wages and overall welfare.

During the COVID-19 crisis when the company faced significant challenges, Brother Victor worked closely with the union to ensure that employees received their annual increments and provided lump sum wage supplements to lower-income workers.

A strong advocate for flexible work arrangements (FWA), Brother Victor and his team implemented remote work options during the COVID-19 pandemic and continued to accommodate special requests, such as allowing non-local office employees to work from their home countries due to family matters.

In support of SMEEU's efforts to engage PMEs, Brother Victor explored opportunities for organising informative talks within the company. This led to a partnership with the NTUC U PME department to host the "Successfully Navigating Your Career" Workshop in 2024, which featured a Professional Portrait Photo Booth to offer valuable insights to employees.

Brother Victor firmly believes in the importance of the Company Training Committee (CTC) partnership with SMEEU and the role of NTUC's Training and Placement ecosystem in supporting Boskalis' business needs. As a result, the SMIT team successfully completed their Operations Technology Roadmap in December 2021, gaining clarity on their business transformation goals for the next three to five years. In line with these strategic goals, Boskalis continues to leverage NTUC's Training and Placement Ecosystem through NTUC LearningHub, with 20 to 30 per cent of its employees participating in training programmes annually to ensure ongoing skills development and business growth.

Under his guidance, Boskalis Singapore also embraced digitalisation, introducing the Timesoft system for e-payroll and e-leave management in 2019. In 2023, the company implemented Smart Recruiter, an AI-based tool to streamline candidate selection and improve hiring efficiency. In 2024, Brother Victor introduced the Insights Discovery Test for all staff, a psychometric tool aimed at improving self-awareness and understanding of working styles to enhance communication and efficiency.

Additionally, he spearheaded the Leadership Expedition Programme for all Heads of Department (HOD) and 18 line managers in 2024, focusing on building high-performing teams.