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MAY DAY

AWARDS

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PLAQUE OF COMMENDATION (GOLD)

Senoko Energy

Nominated by the National Trades Union Congress. Supported by the NTUC Oil, Petrochemical, Energy and Chemical Cluster and the Union of Power and Gas Employees.

Senoko Energy has maintained a close and collaborative relationship with the union throughout its nearly 50-year history, with about 75 per cent of its employees being members of Union of Power and Gas Employees (UPAGE). This partnership is characterised by a shared commitment to improving employees' livelihoods and employability.

Senoko Energy has partnered with NTUC to implement the Operation and Technology Roadmap (OTR) to develop strategies that enable the company to grow while equipping employees to meet future business needs. In 2023, Senoko Energy established the Company Training Committee (CTC) to identify the skills and training necessary for keeping pace with industry transformation. As a result, more employees are being trained to understand cleaner and more sustainable energy production—skills vital for ensuring employability and supporting the nation's goal of achieving net zero emissions by 2050.

Senoko Energy also taps into funding from NTUC to implement the Competency Assurance Management System (CAMS), where one of its key functions is to identify gaps in technical and soft skills competencies and map the training required to address these gaps.

To prepare employees for future disruptions in the energy sector, Senoko Energy embarked on a Cultural Transformation in 2022, emphasising traits critical for the energy transition, such as challenging the status quo, thinking outside the box, and having the courage to take calculated risks.

Despite challenging business conditions, the company continues to invest in training, ensuring that employees are prepared for greater opportunities when the economy improves. This commitment is evident in the average 40 hours of training per employee each year.

Since 1997, Senoko Energy has been a Certified On-the-Job Training Centre, developing over 500 blueprints to equip employees for operational excellence. Additionally, regular internal training sessions are conducted to refresh skills and enhance performance.

Senoko Energy is also committed to maintaining excellent working conditions for employees and contractors, with a strong focus on health and safety. Initiatives include an annual Safety Day to promote safety habits and various health and wellness activities throughout the year.

Senoko Energy initiated special salary adjustments and payouts in consultation with UPAGE to recognise employees' services during the COVID-19 pandemic. The company also conducts regular salary benchmarking and benefits reviews to remain competitive and ensure employee welfare.

Senoko Energy also emphasises career progression, upskilling employees to prepare them for advancement. Promotions are available to employees who demonstrate the capability to take on greater responsibilities, accompanied by improved remuneration aligned to career aspirations.