PARTNER OF LABOUR MOVEMENT

CSS Office Solutions Pte Ltd

Nominated by NTUC U SME

CSS Office Solutions has automated its sales and accounting system to improve employees' work and ensure employees' incentives are correctly tracked and paid. CSS Office Solutions implemented profit sharing with the business development team to increase software revenue. This move enabled business sustainability and improved salespersons' income from revenue generated from software sales.

Employees also receive annual increments after the annual performance appraisal review. CSS Office Solutions has sponsored NTUC union memberships for all its employees since September 2022 as part of their company welfare benefits. It also has the 'Fun @ Werk' initiative for its employees to not only work hard and play hard. Since the partnership with NTUC U SME, CSS Office Solutions has progressed and fulfilled 100 per cent of the Better Workplace checklist for NTUC In Your Workplace (NIYW) launched in October 2022.

For adopting the Tripartite Standard for Work-Life Harmony and an anti-workplace harassment policy in their company handbook, CSS Office Solutions was awarded by the 'Better Workplace' programme by NTUC U Women and Family. Employees also receive one day of paid birthday leave given by the company.

The company started from a lean team of three in May 2021 when CSS Office Solutions joined NTUC U SME as a Labour Movement Partner. Since the partnership with NTUC U SME, CSS Office Solutions tapped NTUC's e2i's (Employment and Employability Institute) hiring platform to hire their first employee and groomed him to be a director of the company. The company has now grown its workforce size to 15 employees.

CSS Office Solutions also enrolled employees in P-MAX and Career Conversion Programmes for SME Executives to improve the company's HR processes. Its nominated union branch official has also attended NTUC U SME's organised branch official training to learn more about the Retirement and Re-employment Act and best HR practices.