

MEDAL OF COMMENDATION

Justina Tan

Executive Vice President
Corporate, People and Culture, Changi Airport Group (S) Pte Ltd

Nominated by The Singapore Manual & Mercantile Workers' Union

Justina Tan has significantly contributed to enhancing labour-management relations between Changi Airport Group (CAG) and The Singapore Manual & Mercantile Workers' Union (SMMWU) over the years. During the COVID-19 pandemic, she ensured the employees' employability and training so there would be no retrenchments. Union branch leaders look upon her as a strong supporter of fair employment practices who promotes a conducive working environment.

She leads a team of HR professionals who are often seen walking the ground. Sister Justina does not shy away from any difficult issues highlighted by the union, assuring that feedback will be considered. Whenever there are workplace grievances, Sister Justina will consider all mitigating factors put forth by the union. She communicates the rationale behind the decisions, and resolves the issues amicably and fairly if there are any differences in opinion.

CAG is one of the first movers to sign the Company Training Committee memorandum of understanding to upskill and upgrade employees. In 2022, CAG was awarded the NTUC Plaque of Commendation (Gold).