

## **PARTNER OF LABOUR MOVEMENT**

### **Bernard Ng**

Head, Regional Human Resource

Fujifilm Asia Pacific Pte Ltd

*Nominated by the Chemical Industries Employees Union.*

Bernard Ng is a Fujifilm Asia Pacific Pte Ltd veteran with over 20 years of experience in the company. Since he took on the HR portfolio in 2011, he has played a pivotal role in engaging and working closely with Chemical Industries Employees Union (CIEU) on employment matters such as market adjustments, annual increments, and variable employee bonuses. He is fair, actively seeks input from branch officials in all industrial relations matters, and willingly shares information during negotiations.

One example is the 2022 wage adjustment discussions, where he agreed to grant additional wage increments to lower-wage employees. His open and inclusive approach has helped strengthen the bond between the management and CIEU, leading to a harmonious working relationship.

Brother Bernard also prioritises open communication with the union. He notifies and engages the union early for upcoming retrenchments so that the union can provide timely support and assistance to affected employees. During COVID-19, when Malaysian employees faced accommodation issues due to high rental prices, he quickly stepped in and convinced the management to provide them with a housing allowance.

Under his leadership, the company also demonstrated progressive recruitment policies. He once supported the recruitment of a mature worker in her 50s for her competencies and skills. Today, she is a positive example to others, being second-in-command at the Tuas site.

Brother Bernard also formalised the Company Training Committee initiative in the collective agreement in 2021. The company has a budget that allows employees to choose courses aligned with their job needs.