

PARTNER OF LABOUR MOVEMENT

James Lee

Employee & Industrial Relations Manager, SG - HR Singapore
Shell Singapore Pte Ltd

Nominated by the Singapore Shell Employees' Union.

Recognising Singapore Shell Employees' Union's (SSEU) strategic move to broaden its representation to include more executives, James Lee worked closely with SSEU towards a landmark Professionals, Managers and Executives collective agreement, a milestone in the industry, reflecting the commitment to fair and progressive outcomes. Notably, over half of the company's workforce comprises executives and above. The collective agreement was made possible with solid trust and open information sharing between both parties.

He also ensured, in negotiations with SSEU, that Shell Singapore's employees achieved a fair and principled annual increment settlement to moderate the cost of living, particularly with rising inflation.

Moreover, Brother James was part of the team that championed the expansion of the Joint Capability Council (JCC), which was initiated in November 2020. The JCC, a collaborative platform comprising management representatives from Shell Singapore and union leaders from SSEU, facilitated ongoing efforts to drive employee transformation through training and upskilling. This expansion highlights the commitment to sustaining positive workforce development and digitalisation efforts.

He maintains an open and transparent dialogue with SSEU. This commitment to open communication ensures that all stakeholders are informed and involved in employee-related developments locally fostering a culture of collaboration and understanding.