

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **MEDAL OF COMMENDATION**

### **Ernest Lee**

Vice President HR, Global Lubricants & Asia  
Shell Singapore Pte Ltd

*Nominated by the Singapore Shell Employees' Union*

Ernest Lee has been a pivotal figure in fostering progressive labour-management relations and supporting the Labour Movement's mission. He played a critical role in negotiating and implementing the landmark PME Collective Agreement, ensuring fair and competitive terms that recognises the evolving needs of executives while managing costs sustainably.

A strong advocate for employee well-being, Brother Ernest has consistently upheld open and transparent communication with employees and union leaders. His leadership facilitated the creation of the Joint Capability Council (JCC), a collaborative platform between management and the Singapore Shell Employees' Union (SSEU-Shell) aimed at driving workforce transformation through skills upgrading and job redesign, thereby safeguarding livelihoods and advancing careers. Additionally, his tenure as a Trustee of the SSEU-Shell Cooperative highlights his dedication to workers' financial stability and holistic welfare. He has also been a critical partner in ensuring a smooth transition for SSEU and its members amid changing business environments.

Brother Ernest has been instrumental in Shell Singapore Pte Ltd's upskilling and reskilling programmes, preparing workers for better opportunities and securing jobs in a rapidly evolving industry. Through his efforts, the company has become a key driver of workforce transformation, aligning with national initiatives such as the Industry Transformation Maps (ITMs). He also contributes beyond Shell Singapore as an active partner with the Tripartite Alliance for Dispute Management (TADM).

Brother Ernest's outstanding contributions have significantly enhanced workers' wages, welfare, and career prospects, making him a deserving candidate for the NTUC Medal of Commendation award.