

PARTNER OF LABOUR MOVEMENT

SAS Asia Bar Systems Pte Ltd

Nominated by NTUC U SME

SAS Asia Bar Systems has embraced the Progressive Wage Model, mapped onto employees' development. During the COVID-19 pandemic in 2020, when the construction industry was severely hit and was experiencing a slowdown, SAS Asia Bar Systems reviewed some of the current procedures and processes. As a result, full salaries were still paid to all staff, and a non-contractual bonus was given to all employees. Although a salary freeze was imposed for 2020, this was compensated with two salary adjustments in the subsequent year when COVID-19 restrictions eased and construction started to pick up.

The company sponsors NTUC Membership for all employees as an extension of staff welfare. The company also fulfilled all the criteria for Better Job, Better Worker and Better Workplace under the 3Bs Framework. In fulfilling the requirements, the company adopted the Flexible Wage Arrangement Tripartite Standard, allowing employees to have more flexibility in balancing their work and family commitments. The company implemented software for internal processes and provided job-rotation opportunities to employees wherever possible. The company has also participated in the Better Workplace campaign, in which Worklife-Harmony Tripartite Standard was adopted. Moreover, the company converted and equipped a room specially for their lactation purposes, with an audio system to provide entertainment and blinds for employee privacy.

The company regularly organises Employee Engagement Activities to promote teamwork and cohesiveness among co-workers. The activities also seek to encourage the employees' physical and mental well-being. For example, the company has worked with NTUC U SME for a bowling session with all the Orchid Bowl employees and organised fitness classes. Employees are also given paid 'Birthday Leave' on their respective birthday months.

SAS Asia Bar Systems is committed to ensuring fair recruitment. All their employees are well-trained and equipped to perform their work. The company sends employees for training that is related to their work.

Training of each employee is carefully detailed in their employee profile. For example, in April 2022, the company organised a one-day training programme, "Powerful Public Speaking Workshop," which benefited most staff during their work and a "Defect Claims" workshop for all sales engineers. In addition, all new employees are given a comprehensive onboarding and training programme to ensure they can ease into the job requirements. This training also cuts across other functional departments, such as HR.