

COMRADE OF LABOUR

Mohammad Khair Khamin

Vice-President

United Workers of Petroleum Industry (UWPI)

Nominated by the United Workers of Petroleum Industry.

Mohammad Khair Khamin is a strong negotiator for higher wages. His determination to achieve higher wages for his peers is clearly illustrated in his own branch's annual salary increment, which averages about 3.5 per cent over the years. Additionally, he worked with the company to re-model the annual fixed bonus pay-out into a monthly allowance pay-out and performance-driven bonus pay-out.

He has diligently negotiated to extend the scope of workplace representation to three additional executive salary grade levels in the company. Today, 70 per cent of his company's employees are covered by the Collective Agreement.

Including three additional executive salary grades in the Collective Agreement has helped ensure good workplace prospects for bargainable employees. Thanks to Brother Khair's dedication, the company's bargainable employees now aspire to progress in their careers with the organisation and remain employable.