

ntuc

MAY DAY

AWARDS

2 0 2 5

PARTNER OF LABOUR MOVEMENT

Hi-Ace Packaging Pte Ltd

Nominated by the NTUC U SME.

Hi-Ace Packaging was a recipient of the 2018 Singapore Enterprise Medal of Honor, recognising it as the top 100 trusted SMEs in Singapore. The company has around 40 staff, of which 80 per cent are in production while the rest are in administration and procurement.

The company sponsors all their employees NTUC membership fees as part of its employee flexible benefit. It believes this will help to alleviate the high cost of living and enable them to stretch their dollar.

Depending on its workers' performance, Hi-Ace Packaging provides 3 to 5 per cent wage increase to its employees each year. The company has also worked closely with SG Enable to hire persons with disabilities (PWD) in their workplace. The company is also looking to expand its local workforce as it plans its move to a bigger office space.

Since the company established in 2014, more than 10 per cent of its employees are still working in the company today. Around 15 per cent of the employees who left have returned to the company as they felt that the company's environment and culture is better than other companies in the industry.

The company organises regular company gatherings and overseas trips for their workers. Other employee benefits include an annual medical claim of up to \$300, and transport and meal allowances for production workers.

The company has worked with NTUC on an Operation & Technology Roadmap (OTR) to enhance their transformation journey. These transformation plans include smart machinery and the adoption of an enterprise resource planning (ERP) system to automate cross-departmental efforts. These projects will enable the production process to run with minimal human intervention.

Hi-Ace Packaging has been evolving its carton box production process over the last decade. This has enabled the company to improve their production line by 10 times, from a production of five to 50 pieces. Its digital printing uses FSC-certified materials, which are more environmentally friendly.

It has also recently developed a new packaging process with waterproof laminate. This process will allow Hi-Ace to diversify into industries like fish farms and cut down the usage of environmentally unfriendly Styrofoam boxes. It has also allowed its production workers to pick up new technical skills, while its business development team gained new skills.

ntuc

MAY DAY

AWARDS

2 0 2 5

PARTNER OF LABOUR MOVEMENT

Jobel Khong Chen Thin

Head of Administration
Fu Yu Corporation Ltd

Nominated by the Chemical Industries Employees' Union.

Jobel Khong Chen Thin has played a pivotal role in fostering strong partnership with the Chemical Industries Employees Union (CIEU) over the years.

She is an approachable leader who champions open communication with CIEU through proactive engagements with branch officials and employees. She frequently engages the union on HR initiatives and raises potential issues early for discussions.

With Sister Jobel's deep understanding of workers' concerns, she has tirelessly advocated for their interests. One example will be her support of sustainable wage increases, which averages around four per cent per annum for workers at Fu Yu.

During CIEU's annual Gift from the Heart event, she would rally her colleagues to help with the packing of the goodie bags for the beneficiaries. She has also demonstrated strong support for CIEU's membership drives and roadshows, widely publicising them throughout Fu Yu's workforce to encourage participation and sign-ups.

She worked with CIEU to form a Company Training Committee (CTC) and drove three CTC projects, which benefitted 52 workers. These workers will receive an average wage increase of four per cent above their annual increment.

ntuc

MAY DAY

AWARDS

2 0 2 5

PARTNER OF LABOUR MOVEMENT

Kang Mui Leng

Head, Human Resources, Singapore
Tractor Singapore Limited

Nominated by The Singapore Manual & Mercantile Workers' Union.

Kang Mui Leng has led the human resource (HR) team with a clear vision, which is to ensure fair and sustainable wage increases while fostering a positive work environment.

In collaboration with The Singapore Manual & Mercantile Workers' Union (SMMWU), she has played a pivotal role in levelling up employees' salaries and bonuses.

Sister Mui Leng's progressive strategy in engaging with the union on all industrial relations matters exemplifies a modern, effective bipartite relationship.

By valuing the union as a partner rather than an adversary, she has strengthened the cooperation between management and employees, paving the way for more harmonious and productive workplace relations.

Sister Mui Leng also adopted and acted well on the retirement and reemployment of older workers policy, going beyond the statutory guideline of 68 years of age. Many older workers in the company are still working because of her enlightened approach.

Her leadership is further defined by her commitment to transparency and open communication. She actively encourages feedback, providing employees with a platform to voice their concerns directly to HR. This inclusive approach has built a culture of trust and mutual respect within the organisation.

Together with her HR team, Sister Mui Leng developed a structured ongoing training framework to help workers level up their skillsets and improve their productivity. This has been crucial as it keeps workers' salaries competitive and employable.

With her support, the company has also established a Company Training Committee (CTC) in its Collective Agreement with the union. This decision addresses the immediate need for skilled employees and contributes to a more sustainable and equitable wage structure, reflecting Tractor Singapore Limited's broader goals of social and economic sustainability.