

PARTNER OF LABOUR MOVEMENT

QE Elemech Engineering Pte Ltd

Nominated by NTUC U SME

QE Elemech Engineering pays its employees two additional wage payments: the annual wages supplement and variable bonus. Though the company reserves the right to lift these payments due to poor business results, it has consistently paid its workers these payments for the past years. Salary increments are also given to employees based on their work performance. The company also offers benefits to its employees, such as dental and medical consultation fees.

QE Elemech Engineering sponsors NTUC Membership for all its employees as an extension of their staff welfare benefit. The company also fulfilled the 'Better Job and Better Workplace' under the 3Bs Framework.

It has adopted the Flexible Wage Arrangement Tripartite Standard, allowing workers more flexibility in balancing work and family commitments. The company regularly organises Employee Engagement Activities to promote togetherness and cohesiveness among co-workers and as appreciation for their contributions. It worked with NTUC U SME to organise a company bowling competition at Orchid Bowl and a teambuilding session with NTUC Club.

The company's commitment to workplace health and safety has also helped them to garner the U Safe U SME Award in 2022. QE Elemech Engineering has always instilled and cultivated staff on the importance of safety by having daily toolbox meetings conducted by a Supervisor or Manager. Workers are encouraged to share their views on better work practices and highlight any safety issues. Extensive Personal Protection Equipment is purchased to enhance safety and for safe practices. Employees are also empowered to call out any safety lapses that they may observe.

Most of the employees have been with the company for some time. Thus, the company faces an ageing workforce. To continue providing job opportunities for them, the company diversified into Car Care System. The business owner went overseas to seek new technology and created their Car Care System. All workers are allowed to undertake a new job responsibility – maintaining the system where training is provided for all interested workers. Older workers who cannot continue with the company's core business are offered a job change to system maintenance. Employees also benefited from training to use digital software, which will help them pick up a new skill.