

MEDAL OF COMMENDATION

Marine Koh Gek Cheng

HR Director

RF360 Singapore Pte Ltd

Nominated by the United Workers of Electronics & Electrical Industries

Marine Koh Gek Cheng guides her team to achieve fair and competitive wages for workers. Outside of the usual collective agreement renewal and annual increment bargaining processes, she spearheaded the effort to raise wages for workers. During the COVID-19 pandemic, Sister Marine was involved in the team that helped mitigate the impact of rising living costs, particularly concerning housing. She secured a one-time benefit payment to support workers through challenging times.

Sister Marine worked with the global team to implement wellness benefits aimed at promoting workers' mental and physical health, including access to company-sponsored physical and online counselling services. Each year, workers are given four global wellness days to recharge and unplug. She also engaged the local team to secure benefit for co-payment for fitness centres and health clubs' classes, and physical wellness lessons to enable employees to maintain their wellness through a healthy and active lifestyle.

In response to a restructuring effort, Sister Marine and her team helped displaced workers find new employment by offering paid time off during workdays and arranging transportation for job interviews at other hiring companies. Her help resulted in 80 per cent of the affected workers successfully securing new jobs. After its Singapore plant offshored part of its backend manufacturing activities to China plant in a strategic move, the company continued to invest in training for operators transferred to the front-end operations. These workers received a modest increase in their salary due to the increased complexity of their tasks.

Sister Marine was part of the team that established the Company Training Committee with the United Workers of Electronics & Electrical Industries. She collaborated closely with the union to develop training programmes to help workers transition into higher positions. She also reviewed the company's organisational structure to create more opportunities for workers to advance in their careers.