

MEDAL OF COMMENDATION

Marvin Sim Wai Meng

Commissioner
Immigration and Checkpoints Authority

Nominated by the Amalgamated Union of Public Employees

Under Marvin Sim's leadership, the Immigration and Checkpoints Authority (ICA) implemented a milestone payment, where officers were recognised and rewarded every four years of service, to motivate good-performing officers. This initiative helped to uplift the wages of officers. Brother Marvin works closely with the Amalgamated Union of Public Employees (AUPE). When he joined ICA in 2018, he immediately prioritised engaging union officials to hear their feedback and suggestions. With AUPE's input, he conducted many engagements with officers to determine their operational challenges. Such meetings helped address many concerns, and his sincerity and care for the officers significantly boosted officers' morale.

Before implementing any policy, such as changes in the 12-hour shift work, Brother Marvin ensured that AUPE was consulted beforehand and any inputs were considered. Potential issues and repercussions were discussed and resolved with consultation before implementation. Brother Marvin is open to partnership with the union to upskill the officers holistically, including financial literacy.

ICA collaborated with AUPE to send all officers for financial wellness programmes. Officers gained an in-depth understanding of their financial situation and learned to plan their finances.