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MAY DAY

AWARDS

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MEDAL OF COMMENDATION

Ravinder Singh

Group Chief Operating Officer (Technology & Innovation)
President, Defence & Public Security
Singapore Technologies Engineering Ltd

Nominated by the ST Engineering Staff Union

Ravinder Singh has played a crucial role in supporting the union's initiatives, particularly through collaboration on key projects related to the Company Training Committee (CTC) and the upskilling of workers. He has been highly supportive of all CTC Grant projects across the Land Systems, Marine, and Defence Aerospace Divisions, resulting in approximately 200 workers upskilled and receiving wage increments of at least 4 per cent.

Brother Ravinder has demonstrated his commitment to fostering strong labour-management relations by consistently engaging with the union. He participates in meetings and offers invaluable insights, creating a positive and cooperative environment. In his previous role as President of Land Systems and Electronics, he fostered a growth-oriented mindset within the management team, which was essential for advancing negotiations between the union and the company.

Brother Ravinder has also been a steadfast supporter of the Joint Education Awards, a collaborative initiative between the company and the union. In the most recent edition, he supported the increase in the number of eligible recipients. Over the past two years, some 166 awardees have benefited from the Education Awards, with more than \$160,000 in grants disbursed.

Brother Ravinder has also partnered with the union to establish a comprehensive framework for flexible work arrangement (FWA) requests. This included facilitating a joint session between management and union representatives to equip employees with the necessary resources and skills to effectively submit and evaluate FWA requests. His dedication to these initiatives reflects his ongoing commitment to enhancing employee well-being and fostering a supportive work environment.

Brother Ravinder's leadership has been instrumental in championing the company's transformation and training initiatives. He consistently advocates for enterprise-wide transformation and job redesign, focusing on improving workers' wages, welfare, and career prospects. He has proactively promoted organisation-wide digital literacy training, particularly for rank-and-file workers, ensuring they acquire skills in Robotics and Automation, Generative Artificial Intelligence, and Data Analytics. He also strongly advocates for the adoption of the Group Engineering Competency Framework. This enables multi-directional career progression for engineers, aligning with their individual strengths and aspirations, thereby ensuring a more dynamic and future-ready workforce.