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MAY DAY

AWARDS

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MEDAL OF COMMENDATION

Christian Westbeld

Managing Director
Raffles Hotel Singapore

Nominated by the Food, Drinks and Allied Workers Union

Under Christian Westbeld's guidance, Raffles Hotel Singapore has adopted a fair and progressive wage structure aligned with skill development and industry standards, earning the hotel's Progressive Wage Mark in 2023. He has ensured that annual wage adjustments meet or exceed the National Wages Council guidelines, significantly benefiting lower-wage employees.

Brother Christian actively supports continuous learning initiatives by supporting the team in facilitating training programmes, high-potential development and cross-exposure opportunities. These efforts have resulted in increased productivity and meaningful career progression for employees. Furthermore, he has extended Raffles Singapore's expertise beyond the hotel by participating in the SkillsFuture Queen Bee initiative, which provides complimentary training to local small-and-medium-sized enterprises in areas such as service excellence and product innovation, thereby empowering the community.

During the COVID-19 pandemic, Brother Christian demonstrated exceptional leadership by working with the management team to implement comprehensive workplace safety measures, introducing flexible work arrangements, and safeguarding employees' livelihoods. He prioritised competitive wages and benefits through comprehensive salary surveys and introduced a portable medical benefits scheme to ensure ongoing insurance coverage for employees. His advocacy for re-employment and age-inclusive practices has allowed employees beyond retirement age to remain valued members of the team, with the hotel extending benefits and flexible schedules to support their needs. Currently, the hotel employs workers over the age of 80.

In partnership with the Food, Drinks and Allied Workers Union (FDAWU), Brother Christian formed a Company Training Committee to equip employees with relevant skills for emerging roles in areas such as Artificial Intelligence and sustainability. His forward-thinking approach has prepared employees for the evolving hospitality landscape, securing better jobs and wages for the future.

Brother Christian's unwavering dedication to progressive workplace practices and career development has greatly benefited workers and the broader community, making him an outstanding nominee for this award.