

PARTNER OF LABOUR MOVEMENT

Joanne Hu

HR Manager

Perkin-Elmer Scientific (Singapore) Pte Ltd

Nominated by the United Workers of Electronics & Electrical Industries.

Joanne Hu has implemented a comprehensive compensation strategy and conducted market research to benchmark salaries against industry standards, ensuring workers are compensated fairly and attracting and retaining top talent in a competitive industry. Sister Joanne championed performance-based pay structures, linking salary increases to individual and team accomplishments, motivating employees and contributing to their personal growth and overall company success. Sister Joanne collaborated with department heads to establish clear career paths with the skills and achievements required for advancement. Sister Joanne implemented transparent salary policies and conducted regular pay equity audits to address wage disparities and promote equity. She engages with employees openly about compensation and career goals, which builds trust and allows for adjustments when necessary. Sister Joanne supports professional development initiatives with opportunities to enhance employees' skills, which provides wage progression and leads to a skilled and adaptable workforce in the dynamic field of medical technology. Her strategic approach to compensation and career development significantly contributed to the company's success and the satisfaction of its employees.

Sister Joanne advances the welfare of workers by creating a supportive and healthy work environment. She spearheaded employee wellness programmes such as health screenings, fitness activities, and mental health resources. Sister Joanne championed flexible work arrangements where possible, acknowledging the demands of the medical technology sector. Remote work options and flexible scheduling accommodated employees' diverse needs, fostering a better work-life balance. Sister Joanne also promotes a culture of inclusivity and diversity, ensuring that all employees feel valued and supported. Sister Joanne promoted financial well-being and security with sessions on financial literacy and introduced benefits such as insurance coverage and retirement planning. These demonstrated her commitment to the long-term welfare of her employees. Sister Joanne fosters a positive organisational culture by implementing open communication channels, encouraging feedback, and promptly addressing concerns, creating a sense of community and support among employees. Her strategic focus on workers' welfare has contributed significantly to the company's workforce.

Sister Joanne prioritises career development and workplace safety, which helps elevate work prospects. With robust support from the Company Training Committee (CTC), she actively collaborates with the United Workers of Electronics & Electrical Industries to enhance training programmes to meet evolving industry demands. She identifies skill gaps and targeted training initiatives and ensures employees are well-equipped to advance their careers. This promotes a continuous learning and professional development culture where employees are encouraged to upskill, enhancing their qualifications and expanding their career prospects. The collaboration also contributes to the overall success and innovation within the company. Sister Joanne has championed Workplace Safety and Health (WSH) initiatives with new stringent safety protocols, regular training sessions, and collaborations with department heads to identify and address potential hazards. The commitment extends beyond traditional workspaces to accommodate remote and flexible work arrangements, demonstrating a keen understanding of the evolving nature of work. Sister Joanne's support for CTC and WSH initiatives has significantly improved work prospects for employees so that they thrive in a safe and supportive work environment.