

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **MEDAL OF COMMENDATION (GOLD)**

### **Tan Meng Dui**

Chief Executive Officer  
Housing & Development Board (HDB)

*Nominated by the National Trades Union Congress. Supported by the Housing & Development Board Staff Union.*

As Chief Executive Officer of the Housing & Development Board (HDB), Tan Meng Dui oversees a dedicated team of around 5,400 employees. Since his appointment in February 2021, HDB has introduced several initiatives to develop a highly skilled workforce.

As a result, the HDB workforce has benefited from enhanced learning opportunities, career growth, and higher wages. Over the past four years, 45 per cent of the HDB workforce advanced to higher-level roles and received wage adjustments. He is also committed to the Company Training Committee, which addresses evolving learning needs to strengthen employees' relevance and resilience.

Under his leadership, HDB has also created Professional Chief leadership positions to enhance staff development and broaden leadership opportunities. His people-centered approach has empowered workers and fostered an environment where staff feel valued and motivated. Brother Meng Dui's commitment to creating an inclusive work environment is evident in his support for initiatives like Appreciating Cleaners and Gardeners Day, fostering respect for essential workers.

Brother Meng Dui also values a strong labour-management relationship, believing that it uplifts careers and skills. He led the 2022 Collective Agreement negotiations to enhance staff benefits, including expanded allowances and bursary awards for employees' children.

Brother Meng Dui prioritises staff welfare, introducing initiatives to promote physical activity and mental resilience. He launched the "FLEX@FridayPM" programme, allowing staff dedicated time for learning and personal well-being. He also expanded the health screening programme to more locations for greater convenience and enhanced the standard screening package to include a complimentary screening test.

Recognising the importance of staff engagement during the pandemic, Brother Meng Dui fostered connections with workers through regular visits and communication. He launched the Employee Engagement Survey to gauge staff sentiments and identify areas for improvement. His participation in staff events boosted morale and provided direct channels for feedback.

Brother Meng Dui's initiatives have led to high employee engagement scores, achieving a score of 85 per cent in the 2023 Employee Engagement Survey, surpassing the public service norm. Additionally, HDB has received external recognition, including the Singapore HEALTH Award (Achievement Award) 2024 and the Tripartite Alliance Award 2023 for Work-Life Excellence and Age Inclusive Practices.