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MAY DAY

AWARDS

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MEDAL OF COMMENDATION

Lim Tit Meng

Chief Executive
Science Centre Singapore

Nominated by the Amalgamated Union of Public Employees

Associate Professor Lim Tit Meng is proactive in enhancing wages for Science Centre Singapore (SCS) employees. During his tenure, he implemented two rounds of salary reviews and successfully transitioned Science Centre Singapore to the Management Executive scheme of service, enabling higher wages and improved career progression. Under the previous scheme, some staff salaries were capped. Brother Tit Meng also affirmed his commitment to rolling out Mid-Year and Year-End Annual Variable Component, which Amalgamated Union of Public Employees (AUPE) negotiates annually with the Public Service Division (PSD).

Brother Tit Meng has demonstrated foresight, strong leadership, and sincerity in enhancing employee welfare during the recent renewal of the Collective Agreement (CA). Enhancements to Birthday Leave, Family Care Leave, and other CA items have better supported the self-care and caregiving needs of today's workforce. He actively encourages staff to pursue further education and reskilling, providing study leave provisions and personally congratulating those who advance their studies, fostering a SCS family culture. He has also offered overseas study opportunities for employees to learn best practices. During the COVID-19 pandemic, he quickly pivoted to online education programmes, allowing science educators to engage with local and international guests virtually.

Brother Tit Meng fully supports AUPE's initiatives, collaborating with the union to improve workplace protection, especially for mature, long-serving staff, ensuring they can contribute meaningfully as SCS transforms. He champions alternative work redeployment to allow employees' strengths to flourish while demonstrating care for their well-being. Staff receive encouragement, concrete support, and clear guidance to transition smoothly into new roles. For example, one union member, unable to continue technical duties after leg surgery, was reassigned to a retail outlet, where his people skills thrived.