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MAY DAY

AWARDS

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PARTNER OF LABOUR MOVEMENT

Hisashi Shibayama

Managing Director
PCS Pte Ltd

Nominated by United Workers of Petroleum Industry

Hisashi Shibayama has been an integral pillar to the success of PCS Pte Ltd.

He played a key role in optimising the company's processes by identifying inefficiencies in the business. He also implemented lean management techniques to help reduce wastage and improve overall customer satisfaction.

To encourage and motivate workers, Brother Hisashi introduced incentive schemes to reward high performance and innovation. This included productivity-linked incentives, such as suggestion schemes, behaviour-based safety, and financial rewards.

When a project is implemented, he believes that technology should be adopted to improve efficiency. For example, he decided to invest in elevators to help reduce the physical strain on senior employees, making their work easier. This helped streamline workflows, eliminate unnecessary steps, and boost overall productivity.

Brother Hisashi also values working with the United Workers of Petroleum Industry (UWPI). He established a Company Training Committee (CTC) with the union to collaborate on workplace transformation.

Despite the company facing difficult financial times and uncertain business and economic outlook, he has always been adamant that workers receive their annual wage increments.

Brother Hisashi believes that workers are the life force behind every company. Under his leadership, PCS continues to invest in job redesign to enhance workers' skills and increase their job value.