

## **DISTINGUISHED SERVICE**

### **Peter Seah Lim Huat**

Chairman  
Singapore Airlines Limited

*Nominated by the National Trades Union Congress. Supported by the NTUC Aerospace and Aviation Cluster.*

As Chairman of the National Wages Council (NWC) since 2015, Peter Seah has been instrumental in developing tripartite guidelines on topics such as the flexible wage system (FWS) and wage recommendations for lower-wage workers.

These were useful for companies, especially during the COVID-19 pandemic, enabling them to remain cost-competitive while using retrenchment as a last resort.

Through tripartite efforts, job losses during the pandemic were recorded below other past historical economic recessions, such as the global financial crisis in 2009.

As Chairman of SIA, Brother Peter adopted the key principle of leadership by example, convincing board members and senior management to accept deeper wage cuts as part of the FWS in the NWC guidelines.

As a result, SIA managed to cut costs and save jobs, ensuring the livelihood of over 20,000 employees within the SIA Group. Recognising the resilience of all its employees, SIA implemented wage restoration from 1 Aug 2021 onwards, while the senior management maintained its pay reduction.

In March 2023, NWC also reached a significant milestone in developing the Occupational Progressive Wages (OPW) for Administrators and Drivers, which will benefit at least 40,000 local workers.

Through Brother Peter's leadership, employers were called upon to provide a one-off special lump sum payment to employees in the recent NWC guidelines 2023/2024, emphasising lower- and middle-income employees.

This was to complement the Government's efforts to help the locals cope with the higher cost of living.