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MAY DAY

AWARDS

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COMRADE OF LABOUR

Muhammad Zulhadis Zulkeplie

Vice President
Port Officers' Union (POU)

Nominated by the Port Officers' Union

Muhammad Zulhadis Zulkeplie is POU Vice President and PSA Marine Industrial Relations (IR) Subcommittee Chairman. As IR Subcommittee Chairman, he represents all PSA Marine harbour pilots and office-based PMEs. Brother Hadis advocates for competitive compensation to motivate and retain experienced harbour pilots. Training an individual to become a fully qualified Class A1 pilot takes 10 years, allowing deployment to vessels of all sizes. With the support of the POU Executive Committee, Brother Hadis successfully secured a better review of the Pilotage Licence Allowance, which better reflects the job's premium status and enhances member trust.

Through close collaboration with PSA Marine management, represented by Chief Pilot Jimmy Koh and Marine AVP (HR) Anna Fong, the Subcommittee has addressed issues unique to marine members. For complex matters that cannot be resolved, the Subcommittee leads discussions to explain necessary trade-offs, ensuring the company's competitiveness and operational efficiency. These efforts have contributed to a unionisation rate of 86 per cent.

Brother Hadis, now a Senior Harbour Pilot, attributes his success to a passion for continuous skills upgrading and on-the-job training. He serves as a role model, encouraging his members to pursue ongoing skills development while working with management to facilitate training programmes for them.