

PLAQUE OF COMMENDATION (STAR)

Makino Asia Pte Ltd

Nominated by the National Trades Union Congress. Supported by the NTUC Electronics, Marine and Engineering Cluster and the Advanced Manufacturing Employees' Union.

Makino Asia Pte Ltd has been a supportive partner to Advanced Manufacturing Employees' Union (AMEU), cultivating a harmonious labour-management relationship for the past 42 years.

The management consistently takes a transparent and open approach to sharing information with the union, thus facilitating the co-making of decisions that impact the workforce.

During the onset of COVID-19 in 2020, management approached the union to seek advice and support for the implementation of cost-cutting measures. As the economy recovered, the company and union engaged in prompt discussions for restorations to be made, reversing the earlier measures. This partnership strengthened trust between the union and the company, and enhanced confidence among the employees in this labour-management relationship.

Since 2022, employees have also benefitted from special one-off payments on top of their regular annual increments and bonuses, to help alleviate the increasing cost of living.

Makino Asia also places heavy emphasis on training to help develop and retain talents. Management recognises the need for employees to constantly upskill to keep up with the industry's constantly changing technology. To support this, the company partnered the union in forming a Company Training Committee (CTC) in 2019.

In 2022, the company revamped their training centre, focusing on providing structured in-house training by certified trainers for new hires.

Makino Asia's management shows its support for the branch committee by engaging the committee on regular basis for information sharing and feedback gathering. The company grants union leave to branch officials for them to attend union events and Ong Teng Cheong Labour Leadership Institute training courses. It also shows its support for the union's initiatives and proactively contributes to the union's causes, such as hosting union-initiated learning journeys and allocating manpower to conduct plant tours.

Makino Asia is a generous contributor to AMEU's welfare initiatives and to the union branch for members' engagements. In essence, the company's enduring partnership with the union reflects a synergy built on trust, transparency, and a shared commitment to employee wellbeing and professional development.