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MAY DAY

AWARDS

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PLAQUE OF COMMENDATION (GOLD)

Leica Instruments (Singapore) Pte Ltd

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

The Advanced Manufacturing Employees' Union (AMEU) and Leica Instruments (Singapore) Pte Ltd enjoy a harmonious labour-management relationship built on trust and open communication.

The company is among the early adopters of the Company Training Committee (CTC) and completed its Operation & Technology, facilitated by NTUC, in 2020. Recently, the company implemented its first CTC project, focusing on digitalising work processes to enhance efficiency and reduce manual handling.

As a people-centric organisation, management prioritises employee welfare and well-being, conducting regular reviews to ensure staff well-being. The latest renewal of their Collective Agreement included increased salary ranges and enhanced Long Service Awards. The company actively engages with the union in discussions, is receptive to suggestions and shows empathy towards employees facing hardships.

To help employees progress, the company detailed skills profiles in outlining the criteria for promotion through job grades. It has proactively engaged employees in cross-training across departments, an effective approach during fluctuations in order volumes. This internal cross-deployment strategy allows employees to acquire new skills and remain adaptable to changing needs while ensuring operational continuity.

Communication between employees and management is ongoing. Regular engagement surveys collect feedback, providing a valuable means to identify and address potential issues before they escalate. The company also conducts town halls to update staff on various matters, including company performance.

Leica Instruments (Singapore) exemplifies a strong commitment to employee welfare and professional development. Its close labour-management relationship with the union reflects the company's dedication to worker well-being and the long-term success of the business.