Comrade of LABOUR

Conferred on serving trade unionists who have made significant contributions to their unions and are still active in their Executive Committees. They should also be serving in NTUC Committees, NTUC Clusters Committees, NTUC Social Enterprises and/or Singapore Labour Foundation and its companies. They should have served the Labour Movement continuously for more than five years

CONGRATULATIONS

Comrade of Labour Award

Brother Sim Teck Chua
Vice President
The Singapore Manual & Mercantile Workers' Union

Brother Koh Ching Chuan
Vice President
The Singapore Manual & Mercantile Workers' Union

Medal of Commendation Award

Brother Lee Seow Hiang
Chief Executive Officer
Changi Airport Group (S) Pte Ltd

Sister Yeo Swee Har
Vice President, Head of Human Capital Management
Parkway Hospitals Singapore Pte Ltd

Plaque of Commendation Award

CATERPILLAR®

Caterpillar Energy Solutions Asia Pacific Pte. Ltd.

The Singapore Manual & Mercantile Workers' Union
65 Lorong 24A Geylang
The SMMWU Building Singapore 398589
Tel: 6294 2481 Fax: 6297 1114
E-mail: feedback@smmwu.org.sg
Website: www.smmwu.org.sg

Nurhazimah Abdul Halim

Having successfully handled grievance cases for the Singapore Malay Teachers' Union (SMTU), Nurhazimah is inspired to do even more.

Nurhazimah joined the Singapore Malay Teachers' Union (SMTU) early in her teaching career in 2008. Despite her young age, she has been tirelessly contributing her time and effort towards fellow members at SMTU. In 2011, she was appointed Assistant General Secretary in the Executive Committee and has held the position ever since. At the union level, she has been very helpful towards fellow teachers and members and assisted them in their grievances. Members have expressed their gratitude for her efforts in helping them.

Nurhazimah is also proactive in organising professional development programmes for members of SMTU such as courses and workshops on teaching pedagogies, career mapping and guidance, and community services. She spearheaded a mentoring programme where SMTU members had the opportunity to carry out community services with the PERTAPIS Children's Home. Regionally, Nurhazimah has been involved in the ASEAN Council of Teachers (ACT) Convention.

Nominated by ***Singapore Malay Teachers' Union***

Abdul Razak Abdul Ali

His journey with the union dates back to 1974, and Abdul Razak has come a long way, covering many responsibilities. We trace his steps.

Abdul Razak started out as a Secretary within a branch in the Public Utilities Board Staff Union (PUBSU). Through his active participation in and contributions to all union activities, he was elected as an Executive Council member in 1980. Razak was actively involved in the corporatisation of the Power and Gas departments in the Public Utilities Board (PUB) in 1995. When PUBSU and PUB Daily Rated Employees' Union (PUBDREU) merged to form PUB Employees' Union (PUBEU) in 1999, Razak and fellow union leaders worked closely with the management to give assurance to the union members through the transition, which went smoothly.

He continued to hold the position of Executive Council member in PUBEU till 2015 until he became Vice President (Special Duties) and then Chairman of the Technicians' Committee and Technical Officers' Committee for many years.

As a strong supporter of NTUC's 3-Flow Model, Razak stepped down in 2016 from his key leadership position to offer the opportunity to younger members to assume leadership roles in the Branch Committee and Executive Council.

Nominated by ***Public Utilities Board Employees' Union***

Abdul Azis Ahmad

He has seen through two unions merging, with one thing keeping his spirits up – doing good by workers.

Abdul Azis is the Assistant General Secretary of the Creative Media and Publishing Union (CMPU), formed through the amalgamation of the Singapore Press Holdings Employees' Union and the Singapore National Union of Journalists (SNUJ) on 1 January 2015.

He also played an important role in convincing members on the merits of amalgamating with SNUJ to form CMPU. He worked the ground and explained to workers on how the change would benefit them.

In 2016, Azis was elected the Assistant General Secretary of CMPU. He also took over the role of Branch Secretary of CMPU's largest branch – SPH Employees Branch. He came to the forefront for the negotiation process during the retrenchment exercise at the end of 2016.

Nominated by ***Creative Media and Publishing Union***

Chia *Jee Kwang*

Jee Kwang is known for his boldness in sharing his views on new company initiatives while having a good grasp of ground sentiments, pre-empting any issues member may face.

At the Branch level of the Union of Power and Gas Employees, Jee Kwang is known for successfully handling workplace grievances using his good rapport with management and his familiarity with human resource and industrial relations policies. He boldly shares his views on new company initiatives and also understands ground sentiments, pre-empting any issues member may face. Likewise, as a key leader in the Exco, he is consulted on union matters and has no qualms in highlighting contentious matters to ensure that members do not lose out.

Jee Kwang strongly believes that employment and staying employable are the best welfare for any worker. Singapore Power went through several re-organisations in their move to be a more efficient and productive outfit and he has rallied the ground to accept these changes. While constantly motivating the ageing workforce to train and upgrade themselves, he also continues to attend certificate courses offered by the Ong Teng Cheong Labour Leadership Institute.

Nominated by ***Union of Power And Gas Employees***

Atan Enjah

It is the way he has handled sensitive issues such as layoffs and grievances that have endeared Atan to many around him.

Atan Enjah joined Keppel Employees Union in 1983 and was elected into its Executive Committee in 1990.

Over the years, Atan has served in many roles such as being an Assistant Secretary. He was also the union's General Treasurer from September 2008 to August 2016 and was elected as the General Secretary from September 2016. He still holds the post today.

He is a highly responsible General Treasurer and his advice has helped the union to manage its funds well. Atan also demonstrated flexibility as a Supervisor in the company by picking up new skills, with a proven ability to adapt to the changing landscape.

He gave constructive ideas during the signing of the company's Collective Agreement. With his friendly disposition and good leadership skills, he has helped to established good labour-management relationship. He takes the initiative to approach management to provide relevant training and skills upgrading for his fellow workers.

Nominated by ***Keppel Employees Union***

Andrew Wang (left) & Roslee (right)

Andrew Wang Wey Shian

Andrew is known for being a reliable union leader who can be counted on and is an exemplary employee for others to emulate.

Andrew is well-liked amongst his members as he is always one of the first few to step forward to offer his assistance whenever there are workplace issues. Over the years, he has fostered close working relations with the management. With a harmonious union-management relationship, issues have almost always been resolved at the Branch level. Under his leadership, Warren Golf and Country Club has been proactive in partnering the union to support the Labour Movement's key initiatives such as the Inclusive Growth Programme and efforts to re-employ mature workers.

He started his career in the Club in 1996 as a Mechanical and Engineering (M&E) Technician. For his hard work, he rose through the ranks and was eventually promoted in 2010 to an M&E supervisor. He was elected into the Branch Committee of the Club in 2002; then a Branch under the Singapore Industrial & Services Employees' Union. Subsequently, the Club became a branch under the Attractions, Resorts & Entertainment Union, and Andrew stepped forward to become a Member of the Executive Committee in 2011 and is today the Assistant General Treasurer of the union.

Nominated by ***Attractions, Resorts & Entertainment Union***

Roslee Mustaffa

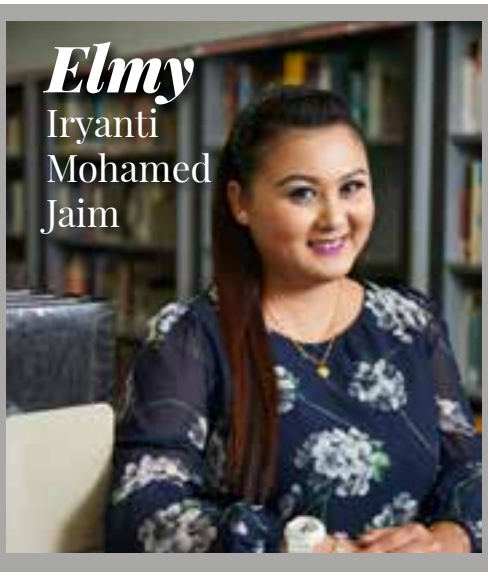
There's one distinct feature that characterises Roslee – he cares for his members. Whenever any of them has an issue, he will listen to their concerns with great patience.

Driven by his strong sense of compassion and fairness, Roslee never hesitates to speak up for his members so that their sentiments are heard and addressed by the management.

Over the years, he has earned the respect and trust from his management and members as he has proven himself to be a ground person. He surfaces issues on a timely basis and strives to ensure a reasonable and fair settlement for both his members and management. This philosophy of a win-win outcome has made him the "go-to" person in his company.

An Executive at Jurong Bird Park (JBP), Roslee started his union journey in 2001 as the Branch Chairman of JBP Branch. He is currently the Vice-President of Attractions, Resorts & Entertainment Union Executive Committee. He was also nominated to chair the AREU Leadership Sub-Committee and at the NTUC level, and represents AREU in the Employment and Employability Committee.

Nominated by ***Attractions, Resorts & Entertainment Union***



Elmy Iryanti Mohamed Jaim

While picking up new skills to arm herself to take on new challenges, Elmy also works tirelessly to help members thrive in the digitised environment.

Elmy has been an active member of the Inland Revenue Authority of Singapore Staff Union (IRASSU) since 2002. With a keen interest to contribute to the Labour Movement, she joined the IRASSU EXCO in 2005.

She continues to serve the union and members with passion and was nominated as the Alternate Member representing IRASSU in Young NTUC in 2015. She actively participated in activities such as U-Sport 360km night cycling and Youth Campus.

In 2016, Elmy took up the role of Alternate Member of the then Women's Committee where she conducted basic grooming classes for the lifestyle and life skills group.

She constantly looks forward to acquiring new skills and knowledge in this dynamic changing landscape, both to upgrade herself as well as help members thrive in the new digitised environment.

Nominated by ***Inland Revenue Authority of Singapore Staff Union***

Teck Chua
&
Ching Chuan

Sim *Teck Chua*

He has a passion for serving others and caring for their welfare by taking on various responsibilities across different committees.

Teck Chua joined The Singapore Manual & Mercantile Workers' Union (SMMWU) in 2008. Prior to that, he was with the Singapore Air Transport Union as Branch Steward for Korean Air from 2003.

He has been with Korean Air since 2000 and is currently the Cargo Operations Assistant Manager.

He was elected into SMMWU Executive Council in March 2010. He currently serves as Vice-President, a post he has held since January 2012. As Vice-President, he was the Organising Chairman for SMMWU's Workplan Seminar in 2012 and the Annual Dinner in 2013. Teck Chua serves both in the SMMWU Hardship and Care & Share Committees. In the Hardship Committee, he assists and addresses the welfare of members facing financial hardship.

Under the Care & Share Committee, he participates in activities held for Rochor Kongsi Home of the Aged as well as the selection process for SMMWU Scholarship and Bursary Awards each year. He also participated in all U Stretch and U Care Back To School Vouchers selection processes under NTUC-U Care Fund and serves as an Alternate Member of SMMWU in NTUC Care & Share Committee.

Nominated by ***The Singapore Manual & Mercantile Workers' Union***

Koh *Ching Chuan*

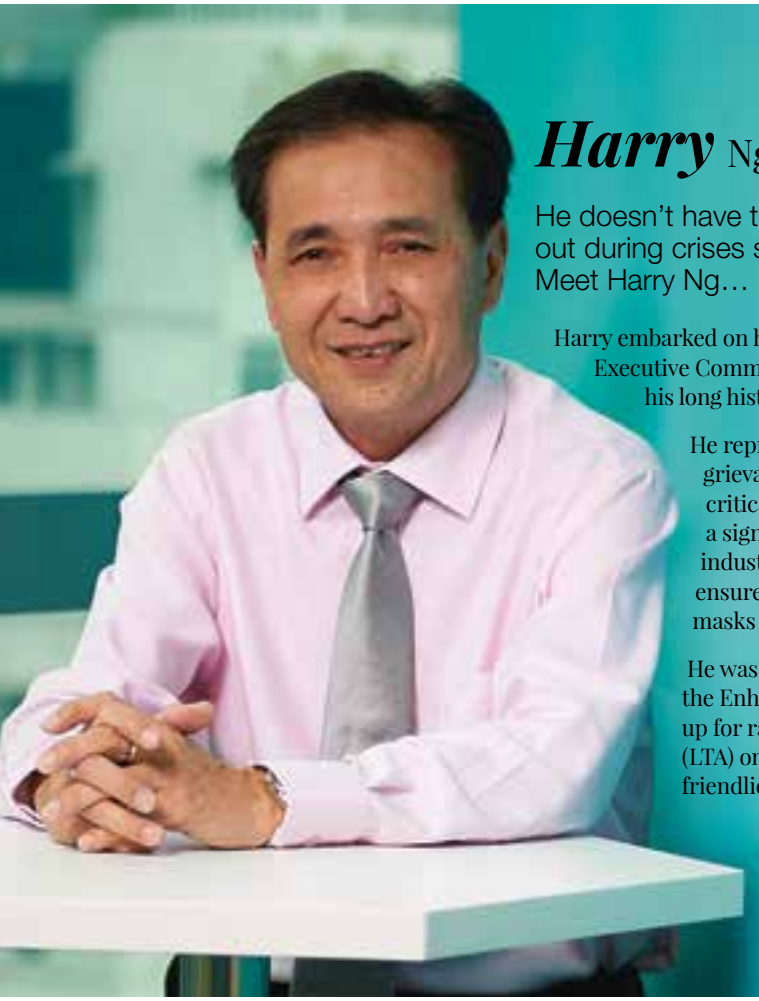
As Branch Chairman, he has worked hard to build a good relationship with ST Kinetics' management for the benefit of the company and workers.

Ching Chuan was elected to The Singapore Manual & Mercantile Workers' Union (SMMWU) in 2007 as an Internal Auditor and subsequently to the Executive Council in 2010.

Since 2005, he has been holding the position of Branch Chairman and was employed as Senior Storekeeper. He has been serving ST Kinetics for 20 years. He is currently the Vice-President of SMMWU Executive Council.

He leads his committee to work effectively with the management partners to improve productivity and better the living standard for members.

Nominated by ***The Singapore Manual & Mercantile Workers' Union***



Harry Ng Kim Hock

He doesn't have to think twice about volunteering and has stood up to help out during crises such as the SARS outbreak and the haze situation. Meet Harry Ng…

Harry embarked on his union leadership footpath in 1998 as a member of the first CityCab Executive Committee. He is a familiar face to many of his fellow leaders and drivers, given his long history in the association.

He represented many National Taxi Association (NTA) members on their work grievances and helped taxi drivers and their families when they encountered critical illnesses and were unable to continue working. He has also played a significant role in many key initiatives to deal with the challenges the taxi industry faced. These included the SARS outbreak where he volunteered to ensure the health of the drivers. The haze situation in 2015 also saw him issuing masks to drivers at Changi Airport.

He was also active during the Drive and Save Scheme in 2011 as well as the Enhanced Drive & Save Scheme in 2016, where he encouraged drivers to save up for rainy days. In his recent discussions with the Land Transport Authority (LTA) on the Taxi Availability framework, his inputs have greatly made the policy friendlier for taxi drivers.

Nominated by ***National Taxi Association***

Low *Chow Wah*

Having earned the trust of many members over the years, Chow Wah continues to give his best.

Chow Wah joined the Singapore Port Workers Union (SPWU) in 1991 and was elected as a delegate in 2000. He was nominated Secretary to the Executive Committee (Exco) in 2003, after which he was elected as a Member of the Exco in 2007 and is currently the first Assistant General Secretary of Singapore Port Workers Union (SPWU).

He is also the Chairman for the Industrial Health and Safety Committee of the union. Chow Wah leads the Committee in advocating safe work practices at the port, and encourages port workers to stay healthy.

He sits on the PSA Safety Council Committee as a Member to ensure that protocols are in place to ensure a safe working environment and that workers' welfare is well taken care of. Chow Wah and his team constantly engages members from the ground, and advocates adoption of best practices to ensure work is done more effectively without compromising safety.

Nominated by ***Singapore Port Workers Union***

Congratulations

Sister Soh Ai Leen
Assistant General Secretary
Housing & Development Board Staff Union

Comrade of Labour Award

The Management & Staff
Housing & Development Board
480 Lorong 6 Toa Payoh, HDB Hub
Singapore 310480
Tel: 6490 1111 Website: www.hdb.gov.sg

The Executive Council and Members
Housing and Development Board Staff Union
530 Lorong 6 Toa Payoh #04-01 HDB Hub
Singapore 310530
Tel: 6336 5544 Email: hdbsu@ntuc.org.sg/hdbsu@hdb.gov.sg

N. *Thiruchelvan*

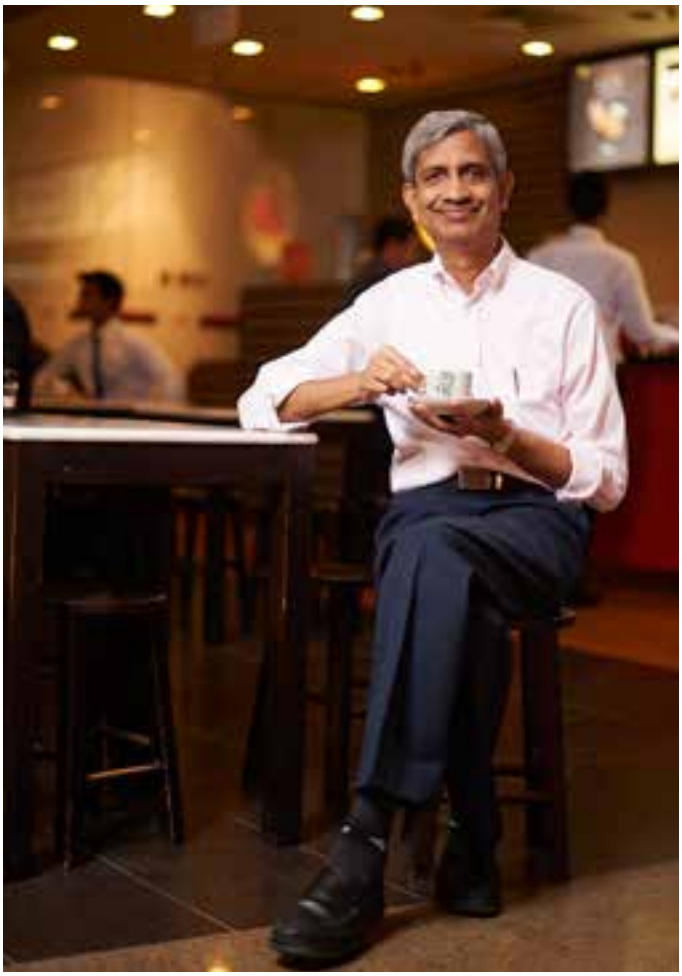
He has been supporting all union activities enthusiastically and continues to contribute effectively by being reliant, focused and bold in voicing his opinions. N. Thiruchelvan is an inspiration to those around him.

N. Thiruchelvan was first elected as a Branch Committee Member of the Union of ITE Training Staff (UITS) in 1990. His passion and dedication over the years has awarded him the positions of an Executive Committee Member, Assistant General Secretary, and finally Deputy General Secretary of UITS, a post he holds till this day. He has served in NTUC Industrial Relations Cluster as an Alternative Member and is currently serving in NTUC Education Cluster.

As Deputy General Secretary, he supports all union activities and contributes effectively by being reliant, focused and bold in voicing his opinions. He also serves as Secretary to the Tenure Committee, having had many years of experiences resolving grievances of fellow members. He takes a keen interest in resolving members' issues and is able to do so amicably through the good relationship he has established between union and management.

Nominated by ***the Union of ITE Training Staff***

PSA PSA Marine POU Port Officers' Union SPWU Singapore Port Workers Union



S. *Nalluraj*

His dedication, commitment and sincerity has made him an asset to the Singapore Tamil Teachers' Union (STTU). Here is Nalluraj's story.

S. Nalluraj has served as an active member of STTU for almost 32 years and has been an office-bearer since 2006.

He has shown great dedication and enthusiasm in promoting the welfare of STTU members by liaising with the Ministry of Education's (MOE) HR Division. He has played a key role in organising major events like conferences, and annual seminars and learning journeys for the professional development of STTU's members.

His public relations skills have come in handy when communicating the union's programmes to members, in negotiations with MOE and in networking with other unions and community organisations. He is a mentor to the younger members in STTU Exco and has played an instrumental role in developing their management and organising skills.

Nominated by ***Singapore Tamil Teachers' Union***

Mohammad Emran Hamid

This man has risen through the ranks that has been driven mainly by his passion to serve members. Meet Mohammad Emran.

Mohammad Emran joined Union of Telecoms Employees of Singapore (UTES) as a union member in 2001 when he started working with SingTel. Having a passion to serve fellow members, he took a big step forward in 2005 to join the Labour Movement. He was co-opted into the Technical Officers' branch as a Committee Member and was subsequently roped in to the Youth Committee. Since then, Mohammad Emran has been playing an active role in all UTES events and activities.

He gained recognition from fellow members and was elected into the Branch during the Technical Officers' Branch General Meeting in 2007. His dedication towards union activities and members' issues was endorsed by his Branch and he was elected as Branch Assistant Treasurer for the term of office 2010 - 2014. He is currently the Branch Assistant Secretary for the office term of 2014 – 2018.

A group of potential young leaders were identified to stand for election at the Conference of Representatives in 2007. Mohammad Emran was one of them and he was successfully elected into the Executive Council. He was re-elected into the Executive Council for the subsequent terms after. Currently, he is holding office as 1st Assistant General Treasurer.

Nominated by ***Union of Telecoms Employees of Singapore***

Gan *Yoke Lan*

As a veteran operations professional, Yoke Lan brings with her a special and pragmatic perspective into the union, representing her cohort.

Gan Yoke Lan is known for participating actively and contributing positively during the Executive Committee meetings. A Senior Manager with PSA Haulier Services Department, Yoke Lan became a member of Port Officers' Union (POU) in 1994. She was elected as Vice President into the Executive Committee in 2010 before stepping down to be an Executive Committee member in 2016.

Besides managing the social events as Vice President, she was also in-charge of all women matters for POU. Her close rapport with the members at the ground and her candid nature brought POU closer to the officers. Yoke Lan needed to juggle her office and union work in order to serve her members well. It involved a delicate balance of time management and personal sacrifices. Despite the tough demands, she managed to work closely with her executive committee members to raise awareness of union representation and the social benefits provided by the union. These helped to increase the membership strength of the union. In 2015, POU won the U Achiever Award among the medium-sized NTUC affiliated unions.

Nominated by ***Port Officers' Union***

Loganathan Pasupthy

Friendly yet determined and dedicated – these are the very traits that have made Loganathan an effective and respected union leader in the Singapore Bank Officers' Association (SBOA).

Loganathan or Loga as he is affectionately known, became a member of SBOA in 2004. He was elected into the Bank of India Branch Committee as a Committee Member in 2007 and was later appointed Branch Treasurer. Proving his mettle, he was elected to his current top post of Branch Chairman in 2015. He has also been a member (Executive Councillor) of the Executive Council since April 2010.

Prior to joining SBOA, he had been the Branch Chairman of the Singapore Bank Employees' Union's Bank of India Branch and the Assistant General Secretary in its Executive Committee.

Understanding the importance of harmonious industrial relations, Loga has been investing time and effort to enhance the existing good working relationship between the Association and the Bank. He has also played a key role in helping both parties conclude numerous wage negotiations and in ensuring that workplace issues are settled fairly and amicably.

Nominated by ***Singapore Bank Officers' Association***

Hareenderpal Singh

To make the security industry more attractive, Hareenderpal tirelessly lobbied for the Progressive Wage Model in the security industry.

Hareenderpal Singh has contributed significantly to his fellow workers and members in the security industry.

He urged companies to review their training plan and send employees for training. He encouraged them to review wages for the workers, including factoring in annual increments when negotiating contracts.

At the Security Tripartite Cluster Committee, Hareenderpal represented the interests of the workers in the formulation of the Progressive Wage Model (PWM). He shared the challenges facing the workers and tirelessly lobbied for the PWM as the first and necessary step in the betterment of the industry.

The PWM in the security industry was implemented on 1 September 2016. He continues to champion security workers' interests in the next phase of PWM – to better the work-life balance of the officers, increase productivity through greater adoption of technology and innovation, and decrease the reliance of overtime in the sector.

Nominated by ***Union of Security Employees***

Mary Louis Rajanayagam

Mary Louis is known for walking the talk and taking a personal approach in helping members. We hear what others have to say about her.

Mary Louis Rajanayagam has been serving in the union for more than two decades and has always paid special attention to members who are in need of welfare assistance. She is one of the key figures in the Healthcare Services Employees' Union's (HSEU) Welfare subcommittee, and has been the Co-Chairperson since 2014. Under her leadership, the Committee organises the annual HSEU Bursary Awards, assists HSEU members in application of NTUC U Stretch and Back-to-School vouchers and plans for corporate social responsibility efforts to identified nursing homes. She walks the talk and takes a personal approach in helping members, reminding those in her National Dental Centre branch of the application dates and requirements of welfare initiatives.

In mid-2016, there was a restructuring in the career track of Dental Surgery Assistants which affected more than 60 per cent of bargainable staff. Mary was present to explain to members the tradeoffs and possible long term implications of their choices given the sensitivity of pay and job grade issues. She organised individual consultation sessions so that members could clarify any doubts.

Nominated by ***Healthcare Services Employees' Union (HSEU)***

Sarah Liew Ngat San

Sarah has a special knack for convincing and motivating mature workers to embrace digital transformation and upskill to keep up with changes.

Sarah Liew Ngat San joined the DBS Staff Union in 1997 and was elected into the Executive Council from 2006 till date. She continues to participate and contribute actively in the Executive Committee, being the spokesperson when it comes to medical issues and health insurance. Sarah helms the U Live Committee in the union and works closely with her committee to organise activities for the veteran employees in the Bank. She has been raising awareness of union representation and the social benefits it and NTUC provide. She is known for her ability to convince and motivate mature workers to embrace digital transformation and upskill to stay relevant.

Sarah served as a member of NTUC's e2i (Employment and Employability institute) Committee from 2011 to 2015. She was pivotal in persuading union members to go for upskilling and new skilling to increase productivity. She leads by example and participates in many labour management relations seminars and workshops.

Nominated by ***DBS Staff Union***

CONGRATULATIONS

Hitachi Chemical (Singapore) Pte Ltd

Plaque of Commendation (Gold) Award

Sister Wang Mui Sin
Exco Member
United Workers of Electronics & Electrical Industries

Comrade of Labour Award

Brother Andrew Chong
Regional President & Managing Director
Infineon Technologies Asia Pacific Pte Ltd

Medal of Commendation Award

Carrier Transicold Pte Ltd

Plaque of Commendation Award

United Workers of Electronics & Electrical Industries

252 Tembeling Road #03-07
Tembeling Centre
Singapore 423731
Tel: 6440 2338 Fax: 6440 0268
E-mail: uweei@ntuc.org.sg
Website: www.uweei.org.sg

Ong *Lay Jing*

She is known for her friendly and approachable character, which endears her to many of her peers and union members.

Lay Jing started out as a Technician in the Plant Maintenance department in NMB Singapore Limited (NMB) in 2005. She rose through the ranks and is now an Engineering Assistant. Lay Jing was elected into the Branch Committee in 2010 and was a full Member of the Metal Industries Workers' Union (MIWU) Executive Committee in 2012. Despite being relatively young compared to many of her peers in the organisation, Lay Jing is able to strike up a comfortable rapport with many of them. Her friendly and approachable persona encourages members to approach her for workplace assistance. They look to her for guidance on resolving conflicts and trust her to raise their issues to relevant parties for assistance. As an Engineering Assistant, she is able to reach out and engage the professionals, managers and executives in the company. She initiates meetings with the management to strengthen communications which lead to better understanding and working relationship between the union and management.

Nominated by ***Metal Industries Workers' Union***

Mok *Chan Seng*

His contributions have been many and varied, and among them was the time he got actively involved in negotiating to cover Senior Executives in the 2012 Collective Agreement. Here's Chan Seng's story.

In June 2001, when the four Land Departments under the Ministry of Law merged to form Singapore Land Authority (SLA), Chan Seng was in the Amalgamated Union of Statutory Board Employees (AUSBE) –SLA Branch Pro-Term Committee. He was elected as Branch Assistant Secretary upon the formation of the SLA Branch and has served in the position since then.

During his tenure, the SLA Branch enjoyed harmonious union-management relations and achieved various improvements in staff benefits such as compassionate leave, transport allowances and flexible benefits. The Branch successfully negotiated for an annual grant from the management to be used exclusively for the benefit of SLA union members.

To ensure that the union remained inclusive and relevant, Chan Seng was actively involved when the SLA Branch Committee negotiated for an increase in scope of representation to cover senior executives in the 2012 Collective Agreement.

Nominated by ***Amalgamated Union of Statutory Board Employees***

Marzuki Munawar

In the union line for the past 27 years, Marzuki is well known for his dedication and commitment to doing the right thing.

Marzuki is an Executive Committee Member of Dnata Singapore Staff Union (DSSU). As a Ramp Serviceman, he is one of the elected delegates from the Apron division in the company where he has been serving fellow union members passionately for the past 27 years. Recognised by peers and fellow unionists for his dedication and commitment, Marzuki was further elected into DSSU Executive Committee as a Member from 2010 onwards.

Serving a significant proportion of members from lower-income backgrounds, he is a strong advocate for the various financial assistance programmes by NTUC. For example, during the application period for U Stretch and Back-to-School vouchers, he always makes it a point to distribute application forms to members personally as well as consolidate completed forms and deliver them to union HQ for processing. This is despite the long distance between his place of work and the union office.

Similarly, Mazuki also goes the extra mile for his members during the annual members' gift distribution exercise. Through setting a good example, Marzuki inspires and convinces fellow colleagues to sign up as union members.

Nominated by ***Dnata Singapore Staff Union***

Goodness
in Every Bite.

At Foodfare, we are deeply rooted in our social purpose to provide **affordable, tasty, and healthier** meals to communities.

Now serving you at more than 100 locations islandwide.

Foodfare
an NTUC Social Enterprise

Tan *Eng Whee*

He is known for having his voice heard on various matters, especially on the need for workers to upskill and the initiatives on re-employment. Here is Eng Whee's story.

Eng Whee has played an active role in various committees over the years. At NTUC level, he serves as an Alternate Member for the Employment and Employability Committee. He exudes moral courage in speaking up about skills upgrading needs of workers and various initiatives on re-employment.

He shows a high level of commitment and dedication in executing his roles while balancing work as an Assistant Manager of Operations. A strong advocate for membership, he has helped to push Science Centre Singapore's union membership upwards steadily over the years. Most recently, the Branch received the second prize for having the second highest net increase in membership for Amalgamated Union of Public Employees' (AUPE) 3R Membership Challenge for the small Branches category. This is a result of regular roadshows and encouraging young colleagues to take up union membership.

Nominated by ***Amalgamated Union of Public Employees***

Sim *Beng Soon*

Having been a union leader for 22 years, Beng Soon's passion for union work shines when he regularly speaks up on issues concerning members' well-being.

A Management Support Officer in the Department of Statistics, Ministry of Trade and Industry (MTI), Beng Soon did not wait long to offer his service to the Labour Movement after joining the union on 1 April 1994. He was elected and served as the Secretary of MTI Staff Branch from 22 June 1995 to 16 September 2010 before taking on the position of the Branch Chairman on 17 September 2010, a position he still holds today.

Beng Soon has developed deep empathy for his members, always looking out for ways to help them when approached. He believes in managing issues at the lowest level and works on a harmonious relationship with management and members.

Nominated by ***Amalgamated Union of Public Employees***

Mastan Nachiyal Mohd

Her leadership and presence on the ground encourages and motivates members to continue to trust the union. Here is Mastan's story.

Mastan, a Patient Service Assistant Supervisor at Tan Tock Seng Hospital (TTSH), has been involved in union activities for 10 years. She is currently the Branch Treasurer of TTSH Branch. Besides being a Member of the HSEU Executive Council, she has also been the Vice Chairperson of HSEU Membership Sub-Committee since 2011.

At NTUC level, she represented HSEU in NTUC Membership Committee for the term 2011–2015 and is currently in NTUC's Healthcare Cluster Committee. Mastan serves her members with passion and commitment. Despite her busy personal and work schedule, she dedicates her time to recruit and retain members.

She has reached out to several members to help them with workplace issues through her gentle coaching and experience in work and industrial relations. Her consistent and excellent performance at work was recognised when she was the first Senior Patient Service Associate (PSA) to be promoted to Assistant Supervisor in 2014 when the PSA Framework was introduced.

Nominated by ***Healthcare Services Employees' Union***

Sapuan Haji
Abdul Karim

His outstanding example and involvement as a union leader is what makes Sapuan shine.

Sapuan Haji Abdul Karim helped pass a resolution in the Singapore Refining Company Employees' Union (SRCEU) in 2012 to support Executives staff into the Rank and File Union. He managed to convince 70 per cent of executives to join SRCEU, increasing the number of members. He is involved in SRCEU Nite for members, management and union executives and Family Gathering Day. To name a few he also helped to get mature staff to participate in U Live family event and sports activities, including activities held by SRCEU as well.

Sapuan currently serves in NTUC U Care & Share and Workplace & Health Committees. He was always a part of the union preparation in its negotiation of the Collective Agreement with the Company and was actively involved in fighting for the Post Retirement and Re-employment contract.

He has played a major role in the union and company and helped in a Memorandum of Agreement which has been implemented for the Post Retirement Contract and Re-employment for staff to enjoy their continuation of service in the company after their retirement age.

Mr Sapuan has set an outstanding example as a union leader. He stepped down as Vice President in 2016, leaving the space open for a young leader to lead the way forward.

Nominated by ***Singapore Refining Company Employees' Union***

Soh *Ai Leen*

With her good knowledge and understanding of union-management relations, Ai Leen provides comprehensive and conclusive solutions in handling grievances of members.

Ai Leen's yearning to learn is what keeps her going. To upgrade herself and to serve members better, she took up a Bachelor Degree in Human Resource Management. She also obtained an Advanced Certificate in Industrial Relations from the Ong Teng Cheong Labour Leadership Institute. These efforts have resulted in her understanding the management and union roles better. She finds herself better able to help members fight for their benefits and also safeguard their interests. Members look up to her and approach her for views and advice.

Ai Leen is a very dedicated and committed HDB Staff Union (HDBSU) official. Presently, she is the Assistant General Secretary of the HDBSU Executive Council and a Committee Member of the Estate & Technical Staff Branch. She was elected to the Technical Staff Branch of the HDB Staff Union in 2007 and served as an Assistant Secretary till July 2013. Upon her transfer from HDB Building Research Institute to the Housing Maintenance Group, she was co-opted as a delegate to the Estate & Technical Staff Branch.

Nominated by ***Housing and Development Board Staff Union***

Tan *Beng Soon*

Beng Soon has been part of the change in the public bus industry that resulted in the bus contracting model. We find out about his other contributions as well.

Together with a few National Transport Workers' Union (NTWU) union leaders, he joined the Land Transport Authority for an overseas study trip to learn about the bus contracting model. He then provided many useful inputs in the initial development of the model for Singapore's public bus industry.

To help workers better understand the change, he was actively involved in numerous tripartite communication sessions held daily with the workers. The bus contracting model was successfully introduced and the transition of hundreds of workers to two new public transport operators took place smoothly in 2016.

Mr Tan is a sincere, diligent and humble union leader, who dedicates much of his personal time to union work. He displays strong servant-leadership qualities by actively engaging workers at the Branch union office, interchanges or canteens after his work. He listens to ground feedback, workplace issues and works closely with the management to address them.

Nominated by ***National Transport Workers' Union***

Tan *Hung Tat*

Having once been a member himself, Hung Tat feels an even greater responsibility to help his members today. Find out more about his care and share spirit.

Hung Tat is a regular face when the union conducts home and hospital visits to aged and sickly members. He offers a sincere listening ear and he is generous with his time, be it to understand members' hardships, address their needs or share their joys. He shared that as a member himself, he feels an even greater responsibility to help others. Hung Tat has been a member of Singapore Maritime Officers' Union (SMOU) for 39 years since his sailing days as a Marine Engineer. It was a challenging period for those in the shipping industry, especially for seafarers, and he felt that being a union member would create job opportunities and provide a greater level of industrial protection. Hung Tat is very vocal when it comes to speaking out for members' welfare, employment and employability, and he is well-respected by his fellow committee members. His commitment and capabilities saw him being elected into the SMOU Executive Committee (Exco) in 1988 and subsequently as Treasurer in 1992, a position he holds till today. He also served in the Community Service, Financial, Investment and Human Resource Committees in SMOU, as well as the NTUC Employment and Employability and Membership Committees.

Nominated by ***Singapore Maritime Officers' Union***

Munirman Abd Manaf

It is unarguably Munirman's attitude that drives his sterling performance in whatever he does. Here is his story.

As a student, Munirman was actively involved in the Singapore Polytechnic Students' Union. At age 27, being involved in union work became a natural extension. At age 32, he was elected as the General Secretary of Singapore Shell Employees' Union (SSEU) in November 2011, a position holds till today. Munirman is also the Secretary of SSEU Co-operative since 24 November 2011. He serves on numerous NTUC Committees such as Industrial Relations, Employment and Employability, International Relations and the OPEC Cluster. He set the union's priorities right at the onset – be united and make decisions collectively. With the buy-in, he was then able to build a core team that worked harmoniously together to keep the union strong.

Nominated by ***Singapore Shell Employees' Union***

CONGRATULATIONS

MUNIRMAN ABD MANAF

GENERAL SECRETARY

SINGAPORE SHELL EMPLOYEES' UNION

ON BEING CONFERRED THE

COMRADE OF LABOUR AWARD

Singapore Shell Employees' Union

The Metropolis Tower 1 9 North Buona Vista Drive Level 6 Singapore 138588 Tel: 6384 8225 Fax: 6551 2003 E-mail: sseu@ntuc.org.sg Website: www.sseu.org.sg

Gary Wah Yunn Harn

Gary is a dedicated unionist who is committed to protecting the interests of union members. See what else he has been doing in his role as Branch Chairman and BATU General Treasurer.

Gary is a dedicated unionist who is committed to protecting the interests of union members. He ensures that their feedback and grievances are resolved. His expertise includes resolving difficult issues and maintaining a balanced perspective in the midst of contention. His warm and affable manner makes him approachable. In addition, his experience as a unionist allows him to offer valuable insights and advice during Branch engagement sessions. Gary's resolute support and commitment to promote NTUC U Live causes inspires Building Construction And Timber Industries Employees' Union (BATU) staff and other executive leader to be committed to serving the members.

Gary has been a union leader in One Marina Property Services (OMPS) for the past 13 years and is currently the Branch Chairman. Due to his commitment in serving the union members and fostering a strong working relationship with the management, he rose through the ranks to be appointed as BATU's General Treasurer in 2016.

Nominated by ***Building Construction And Timber Industries Employees' Union***

Thiruselve Govindarajoo

What makes Thiruselve so driven? She believes that members' interests are at the heart of everything she does.

Thiruselve was in the NTUC Membership Committee for six years. She has been with the NTUC Women's Committee for the past 18 years and continues to serve to date. She has also been holding the duties of SURAWU Sports Coordinator for the past 12 years and counting.

Thiruselve is a good organiser, and is often seen being involved in SURAWU's events. She was one of the Organising Committee member and played a key role in making the event a successful one. She constantly takes charge of the logistics and necessary purchases for any events organised by SURAWU and is a good team player.

Based on her experience in organising events for SURAWU, she has built up a wealth of contacts whom she can always reach out to make the events a success. For example, she needs to only pick up the phone to call telcos, partners and vendors, and successfully entice them to participate in SURAWU's roadshows to help attract new members.

Nominated by ***Singapore Urban Redevelopment Authority Workers' Union***

TAN *Lai Wan*

Her rapport with staff is great, which makes the task of explaining management's policies and practices so much easier. We meet up with Lai Wan.

Lai Wan joined the Ngee Ann Polytechnic Academic Staff Union (NPASU) in 1991. Having served in the Executive Council since 2004, she was elected to her current position of Assistant General Secretary in 2015.

Lai Wan interacts closely with members in her school, which helps when she is communicating labour-management policies and practices. She is also forthcoming in offering ideas and opinions on various workplace issues. An advocate of labour management relations, she has volunteered as a member of one of the staff councils within Ngee Ann Polytechnic.

Nominated by ***Ngee Ann Polytechnic Academic Staff Union***

Wang *Mui Sin*

Mui Sin has always been unrelenting in her efforts to ensure the well-being of her worker's acting as an effective voice between members and the management.

Mui Sin has served in Yokogawa for the past 36 years. She first joined as a Machine Operator in 1980. With her willingness to learn and upgrade herself, she has risen through the ranks and is currently a Production Planner.

Mui Sin joined United Workers of Electronics & Electrical Industries (UWEEI) in 1981 and first served in Yokogawa's union committee as a member in 1984. She was later appointed as Branch Secretary in 2002. Her genuine care for her members is evident in many instances. When there was a member in the company who passed away, leaving behind his family, she took the initiative to inform the member's family about NTUC GIFT and assisted them in the claiming process. She also took time off to visit the family and personally handed the NTUC GIFT cheque to them. The family was extremely grateful for the financial and psychological support during those trying times. More importantly, they were touched by the union's display of concern in the period of grief.

Nominated by ***United Workers of Electronics & Electrical Industries***

Won *Wai Kim*

He is a known to be determined and passionate when it comes to addressing workplace issues, earning him the support of the workers and management. Meet Wai Kim.

Wai Kim has been a union member of the Singapore Airport Terminal Services Workers' (SATSWU) union for 26 years since 1991. His dedication to the union led him to be appointed as Union Shop Steward in 1998 and subsequently, he was elected to the SATSWU Executive Council in 2006. In 2015, he was appointed Vice President, a position he continues to hold to date.

Wai Kim helped to build trust between members and the union and continues to ensure that issues raised are resolved amicably. He has proven himself to be outspoken and is unafraid to voice the concerns of union members. He is committed to maintaining good labour-management relations with the company.

Nominated by ***Singapore Airport Terminal Services Workers' Union***

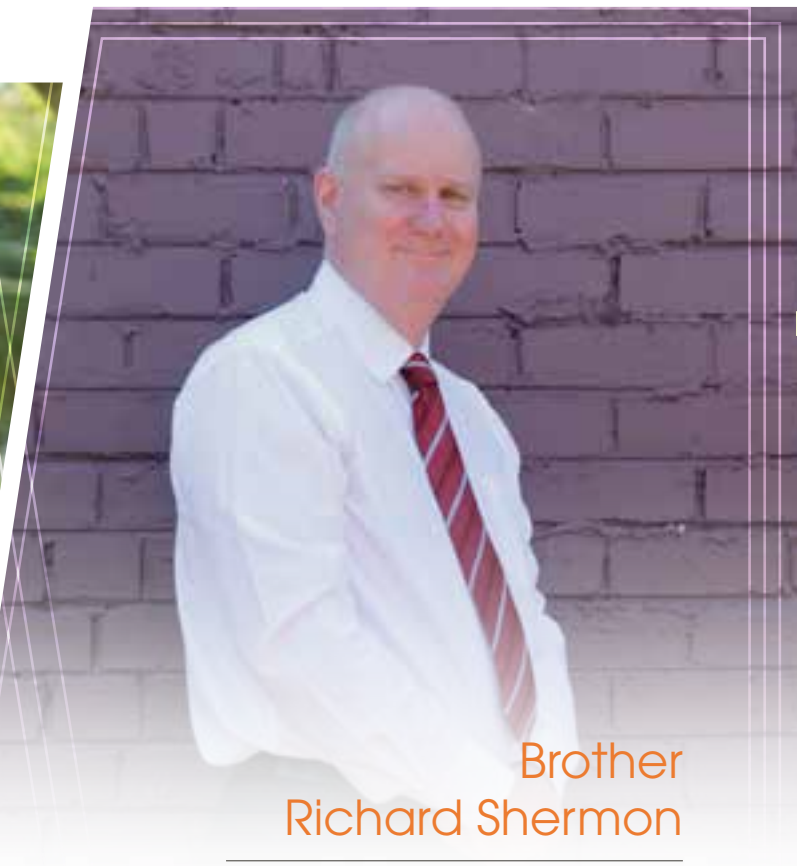
income
made different

Congratulations
to our Directors on their well deserved awards

Thank you for your dedication and significant contributions to the Labour Movement.

Brother
Sung Cheng Chih

Recipient of Friend of Labour Award



Brother
Richard Shermon

Recipient of Friend of Labour Award

Veteran & Friend of

VETERAN OF LABOUR
Conferred on retired trade unionists who have made significant contributions to the Labour Movement continuously for 15 years or more

FRIEND OF LABOUR
Conferred on persons who have made significant contributions to the Labour Movement for five years or more

Philip SU POON GHEE

Philip stands out for his role in helping NTUC's e2i (Employment and Employability Institute) in its programmes' expansion plan, among many other tireless efforts. Let us find out a little bit more about the man and his work.

Drawing on his vast experience in the real estate industry, Philip has worked tirelessly with the management on matters ranging from the design parameters of the new campus to e2i's eventual move in 2013. He also offered valuable advice in maintaining the campus so that e2i can achieve operational efficiency.

His enthusiasm in helping e2i achieve excellence is demonstrated through his tireless push for the institute to pursue best practices in financial and operational controls. Through these efforts, he has contributed greatly to the corporate governance as well as integrity of controls and processes within e2i.

Nominated by ***Singapore Labour Foundation***

SUNG Cheng Chih

His contributions span across various committees. Let's meet this nominee from NTUC Income Insurance Co-operative Ltd.

Dr Sung appointment as Director of NTUC Income in 2011 brought to the Board many years of rich corporate experience in the areas of investment and risk management.

Under his able leadership as the Chairman of the Risk Management Committee, the committee plays a pivotal role in overseeing the risk management framework and policies, and establishes adequate systems and processes to implement a robust risk management culture.

Nominated by ***NTUC Income Insurance Co-operative Ltd***

Noriyuki SUZUKI

What makes this man shine in our eyes? Here are a few of the many reasons...

A trade unionist with more than 35 years of dedicated service, Noriyuki Suzuki has always had one keen focus – consistently looking for ways to deepen the relationship with the Labour Movement while promoting the work it does.

In the early years, he supported NTUC through the ICFTU-APRO Solidarity Fund, providing sponsorship for our regional seminars. The sponsorship allowed us to invite subject experts to boost the learning experiences of our local participants.

Singapore's unique model of tripartism was also given airtime when he facilitated the participation of 50 regional senior union leaders for our International Forum on Tripartism in 2015.

Nominated by ***NTUC International Affairs Department***

PROF TAN Sze Wee

This professor has had a long-standing relationship with CASE since 1997. Here's his volunteering story.

It's a relationship that has been built over 20 long and rich years. Professor Tan volunteered with the Consumers Association of Singapore (CASE) when he joined the Advertising Standards Authority of Singapore (ASAS), an advisory council to CASE. His dedication and commitment saw him appointed as ASAS Chairman in 2010. He then worked with them to establish and strengthen ASAS as the key advertising regulatory body in Singapore, protecting consumers from misleading and unsubstantiated advertisements. Under his leadership, Singapore received the Policy Maker of the Year and Gold Standard awards from Public Affairs Asia in 2014.

Nominated by ***Consumers Association of Singapore***

Richard SHERMON

Richard takes to the stage because of his many invaluable contributions to the Labour Movement.

Richard has served as a Director of NTUC Income for close to six years. As a member of the Risk Management Committee, he advises on the risk management framework and policies which cover all material risks and ensures that management has established adequate systems and processes to implement robust risk management.

He is also an active member of the Audit Committee where he is responsible for the financial reporting process, the audit of financial statements, the system of internal controls, and the internal audit and external audit functions.

Nominated by ***NTUC Income Insurance Co-operative Ltd***

Abdul Wahab MOHAMED YUSOFF

Technology is not an enemy but a friend – we see how Abdul Wahab has been helping NTUC FairPrice stay ahead of the tech and digital game.

Abdul Wahab was elected a Director of NTUC FairPrice on 16 September 2010 to represent the Founder Member. Over the past six years, he has made constructive contributions through ideas, concepts and strategies.

He is the Chairman of the Technology & Innovation Advisory Committee (TIAC) and Member of the Audit & Risk Management Committee (ARC).

As Chairman of the TIAC, he provided leadership and worked with management to enhance the Co-operative's use of technology and innovation in order to stay ahead of developments in the retail industry. The TIAC's support and guidance is particularly important, especially for FairPrice Online, given a very competitive market in the ecommerce sector and to future-proof FairPrice. As a member of the ARC, he is part of a team which reviews the financial reporting process, governance, risk management and internal control systems.

Nominated by ***NTUC Fairprice Co-operative Ltd***

Congratulations

Brother Philip Su Poon Ghee

Director
Employment and Employability Institute Pte Ltd

on being conferred the
Friend of Labour Award

SLF
SINGAPORE LABOUR FOUNDATION

e2i
Better Jobs For Life
Employment and Employability Institute

CONGRATULATIONS

Brother Bobby Chin
Chairman, NTUC FairPrice

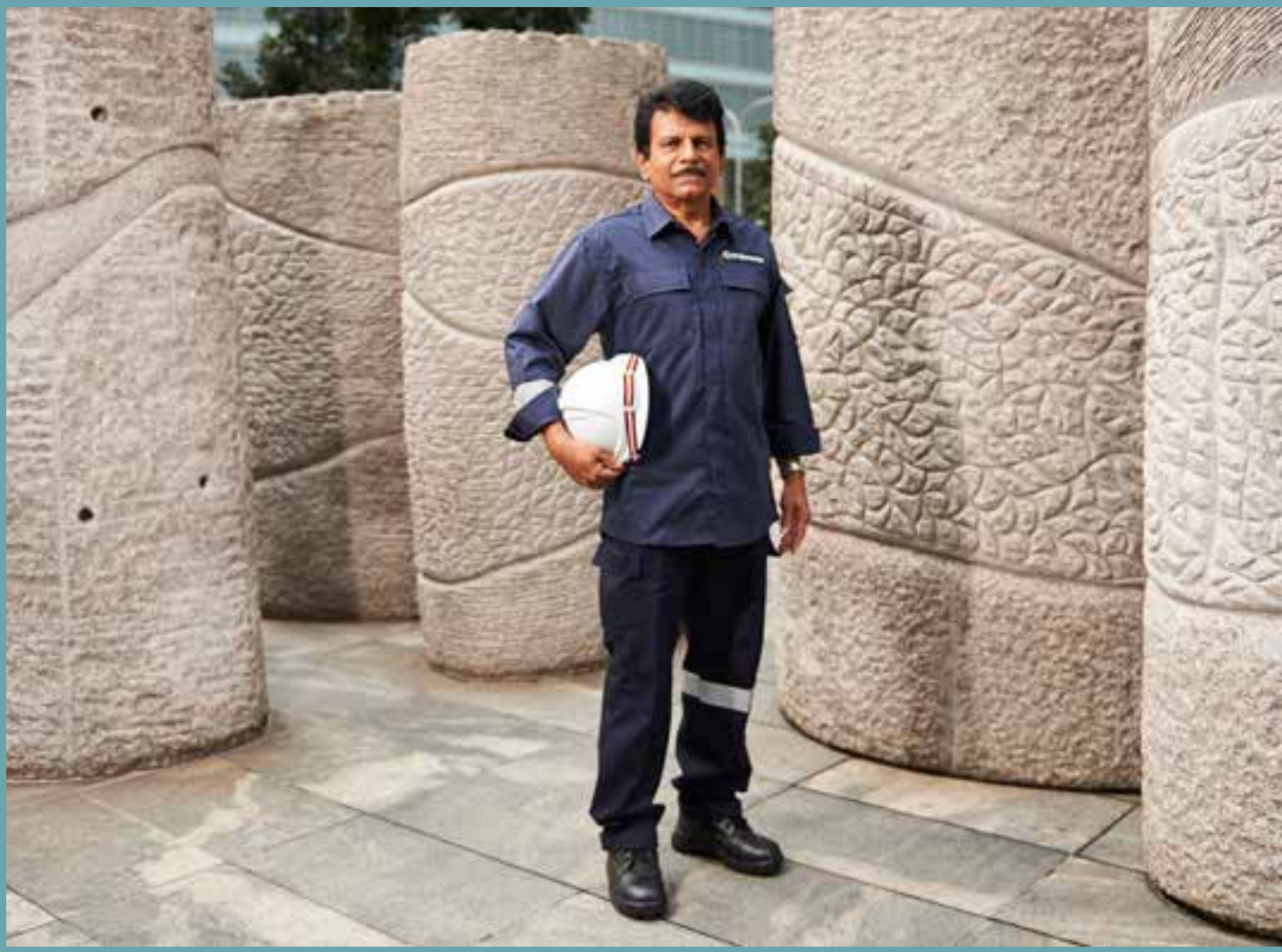
Meritorious Service Award

Brother Abdul Wahab Mohamed Yusoff
Director, NTUC FairPrice

Friend of Labour Award

FairPrice

NTUC Fairprice Co-operative Limited
No. 1 Joo Koon Circle #13-01 FairPrice Hub Singapore 629117
Tel: 6888 1888 Fax: 6397 4001 Website: www.fairprice.com.sg



Sasidaran

RAGHAVAN PILLAI

He has come a long way, having served in the union and across various committees for 33 years. His long and dedicated service has not gone unnoticed.

Sasidaran believes in leadership succession and renewal. He supported the union's 3F Resolution when it was first proposed, even though he would be one of the first to be affected.

He joined the Singapore Technologies Electronics Employees' Union as a member in 1970 and was elected to the EXCO in 1983. He stepped down in 2013 and was appointed as Trustee of the union until he retired from his employment on 31 January this year.

During his 33 years in the EXCO, he held positions of Assistant General Secretary and Assistant General Treasurer. His other contributions ranged from serving in the union's Social and Welfare Committee, and various organising committees for the union's events and activities.

He promoted harmonious industrial relations by proactively engaging members to update them on current issues and gathering feedback.

Nominated by ***Singapore Technologies Electronics Employees' Union***

Vincent

KOH SHENG YONG

He has dedicated over 40 years helping members in areas such as grievance handling and promoting workplace safety and health. We meet up with Vincent.

Vincent was elected as a Delegate of Sembawang Shipyard Employees' Union in 1969. In 1989, he was elected as an Internal Auditor. In 1995, he was elected as General Treasurer. He became the Vice-President in 2005 until Sembawang Shipyard Employees' Union was dissolved on 15 January 2017.

Over the past 47 years, he has dedicated his working life to helping members in areas such as grievance handling, promoting workplace safety and health and skills upgrading, among others. He also served in many different NTUC Committees such as Care & Share, Employment and Employability and U Live.

When Sembcorp Marine's "Transformation for Growth Strategy" was launched in 2015, Sembawang Shipyard came under the fold of Sembcorp Marine Integrated Yard and was rebranded as Sembcorp Marine Admiralty Yard. Because of the integration, Sembawang Shipyard Employees' Union merged with the Shipbuilding and Marine Engineering Employees' Union (SMEEU) in January 2017. With Vincent's support, the union walked the ground to engage its union members on the merger to ensure the transition went smoothly.

Nominated by ***Shipbuilding and Marine Engineering Employees' Union***

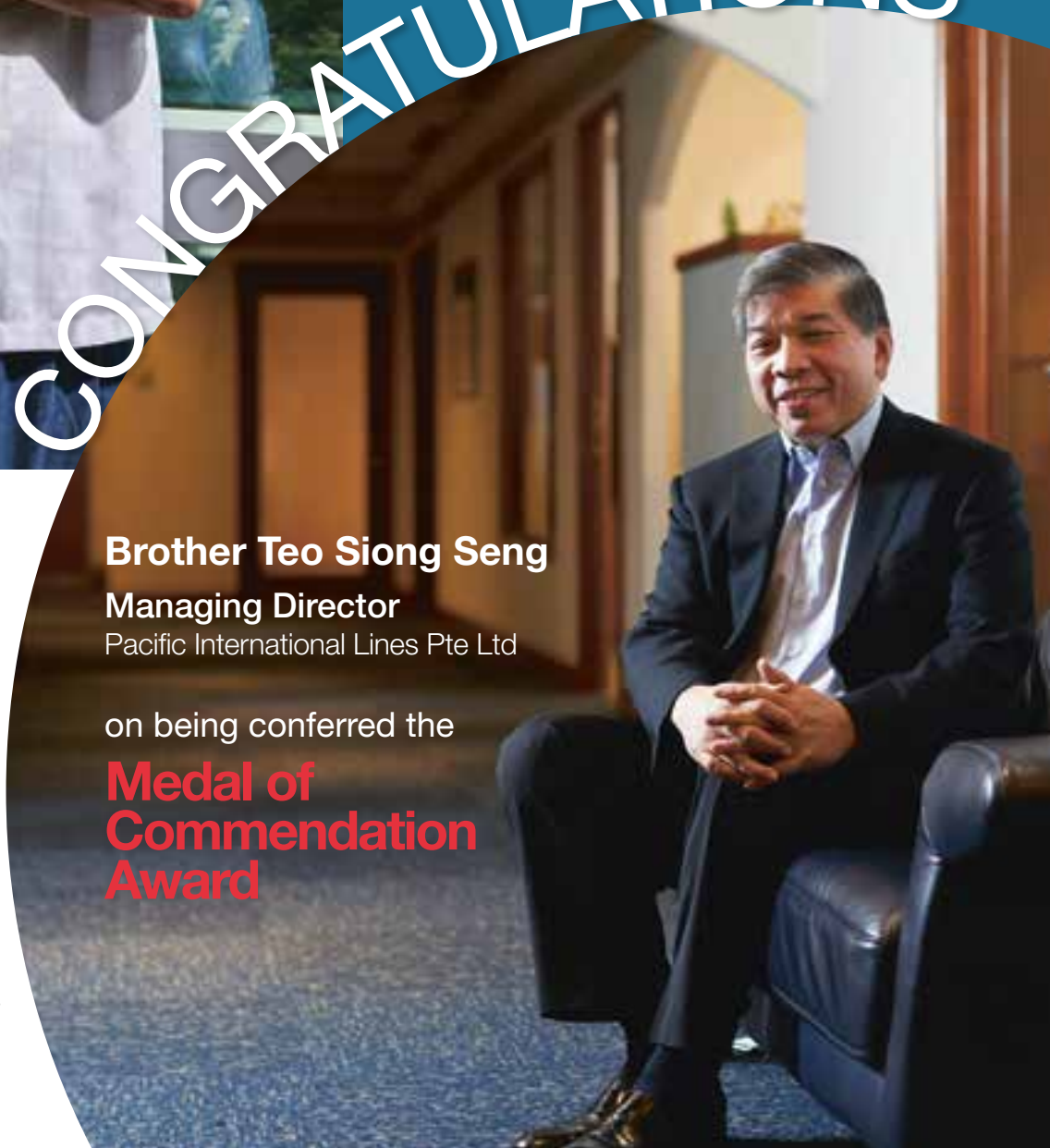
Brother Tan Hung Tat

Treasurer
Singapore Maritime Officers' Union

on being conferred the

Comrade of Labour Award

CONGRATULATIONS



Brother Teo Siong Seng

Managing Director
Pacific International Lines Pte Ltd

on being conferred the

Medal of Commendation Award

SMOU
Singapore Maritime Officers' Union

75 Jellicoe Road Wavelink
Building Singapore 208738
Tel: 6396 0123 Fax: 6339 5436
E-mail: smou@smou.org.sg
www.smou.org.sg

Young SMOU Members
SMOUnews
smousg
SMOU SG

Medal

of Commendation

Conferred on senior management personnel who, besides promoting good industrial relations and initiating workers' training and skills upgrading programmes, also supported Labour Movement and its initiatives

Congratulations
ON BEING CONFERRED THE
MEDAL OF COMMENDATION
CAROLINE LIM
GLOBAL HEAD OF HUMAN RESOURCE
& CORPORATE AFFAIRS
PSA INTERNATIONAL
PSA
The World's Port of Call
PSA INTERNATIONAL PTE LTD
POU
PORT OFFICERS' UNION
SPWU
SINGAPORE PORT WORKERS UNION

Caroline Lim

Placing great value on the partnership between the PSA International Pte Ltd management and the two unions – Singapore Port Workers Union (SPWU) and Port Officers' Union (POU) – Caroline works closely with the Group Chairman and the Group CEO to ensure that the voices of the union leadership and the staff are heard and responded to.

The Global Head HR & Corporate Affairs at PSA International, Caroline participates in SPWU's annual delegates' seminar, maintains regular dialogues and always seeks to foster "win-win" solutions for the company and the Singapore workforce. By keeping the SPWU and POU leadership constantly abreast of significant organisational, business developments and industry changes, she ensures alignment of the workforce with corporate directions, whilst keeping channels open for feedback and inputs.

Nominated by ***Singapore Port Workers Union and Port Officers' Union***

Farrock Ebrahim

Formerly the General Manager of Jurong Country Club and currently the General Manager of Raffles Country Club, Farrock has always shown a keen interest in promoting the welfare and employability of his employees.

One of his key achievements was ensuring a fair and reasonable retrenchment package for workers after the announcement of Jurong Country Club's (JCC) closure. In May 2015, the Singapore Land Authority announced the acquisition of the land site of JCC to make way for the Kuala Lumpur-Singapore High Speed Rail Terminus. Farrock partnered the Attractions, Resorts & Entertainment Union to support the employees throughout the retrenchment process.

On top of a reasonable compensation for all the affected employees, Farrock went above and beyond industry practice to upskill and improve the workers' employability to help them in their future employment. He also agreed that employees be given one year free union membership so that they could continue to enjoy the privileges and insurance coverage even though they were no longer with the Club.

Nominated by ***Attractions, Resorts & Entertainment Union***

Congratulations

Brother Andrew Chong

Director
Employment and Employability Institute Pte Ltd

on being conferred the
Medal of Commendation

SLF
SINGAPORE LABOUR FOUNDATION

e2i
Better Jobs For Life
Employment and Employability Institute

Congratulations

Brother Tan Hock Guan
Factory Manager
Nestlé Singapore (Pte) Ltd

Medal of Commendation Award

Tetra Pak Jurong Pte Ltd

Plaque of Commendation (Gold) Award

30 Bencoolen

Plaque of Commendation Award

FDAWU
Food, Drinks and Allied Workers Union 279 River Valley Road, Singapore 238320. Tel: 6737 6088 Fax: 6737 7633 E-mail: fdawu@ntuc.org.sg

Tan Hock Guan

Encouraging more women to return to work, caring for staff's well-being and a commitment to work-pro programmes – these are some of the many things that define Hock Guan.

Over the past years, Nestle Jurong's Factory Manager Hock Guan has collaborated closely with the Food, Drinks and Allied Workers Union (FDAWU) to tackle worker-centric initiatives.

A familiar face around the factory, he is well-known for being concerned about the staff's mental well-being and physical health, as well as recognising and rewarding hard work. This has resulted in a motivated and committed workforce, and led to Nestle Jurong becoming one of the best-performing Nestle factories regionally.

Hock Guan worked with FDAWU and NTUC's e2i (Employment and Employability Institute) to encourage more women to return to the workforce by identifying female-friendly positions and hiring more female staff. He is also deeply committed to work-pro programmes, as he explored job redesigning and identified training needs to help foster an age-friendly workplace.

Nominated by ***Food, Drinks and Allied Workers Union***

Denis S. K. Marie

Denis demonstrates the very essence of his company values through his actions and practices to the benefit of workers.

Denis has played a pivotal role as a member of the senior management in SATS Ltd. He ensures that the management and Singapore Airport Terminal Services Workers' Union (SATSWU) have a tight and cordial relationship in the interests of workers.

He practices an open-door policy, keeps communication channels open and is ever-ready to lend a listening ear to staff whenever required, thus earning their trust and forging a strong bond between the management and staff. Ever-concerned for staff's well-being, Denis participates, organises and lends strong support to all safety initiatives organised by the company.

Nominated by ***Singapore Airport Terminal Services Workers' Union***

Congratulations

Brother Andrew Chong

President and Managing Director of
Infineon Technologies Asia Pacific Pte Ltd

On being conferred the **Medal of Commendation Award**

www.infineon.com

Alec Lim Swee Chong

His work with SMEEU ensures that all the employees in his company are well represented and taken care of.

DDW-Paxocean Shipyard Pte Ltd is one of the first few companies to give direct recognition to the union for their professionals, managers and executives (PMEs) after the Industrial Relations Act was amended on 1 April 2015. This enables the Shipbuilding and Marine Engineering Employees' Union to represent up to 80 per cent of the workforce.

As Director of the company, Alec went one step further by encouraging a young engineer to serve as a union leader. This is a significant breakthrough because the union branch committee was made up of only rank and file union leaders. As soon as the engineer came on board, more young PMEs in the company were encouraged to join as members.

Nominated by ***Shipbuilding and Marine Engineering Employees' Union***

Andrew Chong

Here is a man who has taken steps to ensure that older employees at his workplace get a chance to work beyond the retirement age. Meet Andrew, the Regional President and Managing Director of Infineon Technologies.

One such example – the company formulated and implemented the re-employment policy together with the United Workers of Electronics & Electrical Industries. This was in response to the initiative advocated by both the Government and the union at the tripartite level as well as the anticipation for the eventuality of an ageing workforce in the company.

Being an early adopter of the new re-employment guidelines, Andrew has gone the extra mile to take care of Infineon's older employees. The company continues to believe in lifelong employment and advocates employment beyond the retirement age. Throughout the years under his leadership, the company has also been collaborative in the handling of industrial matters, including negotiating for various issues.

Both the company and the union have also been genuine when it comes to sharing information. It was through such collaboration that they were able to apply the progressive wage principles.

Nominated by ***United Workers of Electronics & Electrical Industries***

Parkway Pantai

Congratulations

Sister Yeo Swee Har

Vice President, Head of Human Capital Management
Singapore Operations Division

ON BEING CONFERRED
THE MEDAL OF COMMENDATION

Yeo Swee Har

The union and the company share a common goal and that is to improve the welfare and well-being of the workers, says Swee Har.

She walks the talk, discussing and sharing often with the union. Whether it be grievances, Collective Agreement negotiations or initiatives, she is always there in person. Union strength and representation in Parkway Pantai continues to remain strong with Swee Har at the helm of Parkway's HR. As the VP, Head Human Capital Management of Parkway Hospitals, she is responsible for the HR of the Singapore Operations Division of Parkway Pantai Limited. She looks after the welfare of 5200 staff. Swee Har has been instrumental in directing the policies towards the retirement and re-employment of workers in Parkway Pantai. Before news of the legislative increase in the re-employment age to 67, the company already took steps to support older workers to continue working beyond the retirement age. Currently, there are 67 employees who are beyond the age of 67. The current company policy allows staff to work up to 70.

Nominated by ***The Singapore Manual & Mercantile Workers' Union Rated Workers***

Ronnie Tay

What makes National Environment Agency's (NEA) Chief Executive Officer special? He has continued the excellent work of his predecessor to redesign jobs and help workers be more productive and earn a better salary.

Since becoming the new Chief Executive Officer of NEA, Ronnie has continued to foster the strong partnership between Amalgamated Union of Public Daily Rated Workers and the agency to further improve the welfare of about 600 daily-rated employees.

Under phase two of NEA's job redesign process, the company created a career progression pathway by adopting NTUC's Progressive Wage Model. The cleaners' job scope was enlarged to include roadside and drain cleaning. About 250 cleaners got a 4 per cent adjustment in their basic monthly salary. Additionally, nine workers from the incinerator plants were upgraded.

From the vector control workers group, another 240 workers will have the opportunity to go through the progression pathway, after the completion of the job redesign process. These workers can expect a minimum of 7 per cent adjustment to their monthly basic salary and they can get higher increments under the new salary range. For the period 2013 to 2016, the daily-rated workers were able to increase their earnings by at least 20 per cent.

Nominated by ***Amalgamated Union of Public Daily Rated Workers***

Brother Ong Khiaw Hong

Former Deputy Commissioner
Inland Revenue Authority of Singapore (IRAS)
Chief Executive
Accounting and Corporate Regulatory Authority (ACRA)

Medal of Commendation Award

Congratulations

Sister Elmy Iryanti Mohamed Jaim

Executive Council Member
Inland Revenue Authority of Singapore Staff Union

Comrade of Labour Award

IRAS STAFF UNION

INLAND REVENUE AUTHORITY OF SINGAPORE

Sabrina Loi

Through Sabrina's authentic and collaborative leadership style, beliefs and devotion, the Institute of Technical Education (ITE) has enjoyed a successful transformation of its organisational and staff capabilities and culture.

Sabrina's enlightened leadership has enabled ITE to openly engage the unions as strategic partners in policy changes and practices that impact staff. Some of the initiatives they worked on included strategic roadmaps, staff compensation and total rewards reviews, re-employment policies and practices, capability and professional development of staff and employees' well-being.

As Deputy CEO (Corporate) of ITE, and the Secretary of ITE Board, Sabrina has played a leading and pivotal role in building an excellent partnership, collaboration and trust with its two staff unions – the Union of ITE Training Staff and ITE Staff Branch of Amalgamated Union of Public Employees – over the past two decades.

Nominated by ***Union of ITE Training Staff and ITE Staff Branch of Amalgamated Union of Public Employees.***

Ooi Boon Hoe

His latest move was to give recognition to the National Transport Workers' Union (NTWU) in representing Jurong Port professionals, manager and executives (PMEs), among other initiatives. Read to find out more.

There is much that Boon Hoe has achieved since he took over as the Chief Executive Officer of Jurong Port. He worked closely with his team and the union on many labour relations issues, including the implementation of a competency-based career progression model that embraces skills upgrading, progressive wage philosophy and most importantly, builds a rewarding career for the staff.

Always armed with a warm and friendly smile, Boon Hoe has connected and built rapport with his staff through transparent communication platforms such as town hall meetings, skip-level sessions as well as 'Fridays with CEO' where he meets staff from various departments. He uses these opportunities to hear from the ground and, with their feedback, to improve work processes and address staff concerns effectively.

Nominated by ***National Transport Workers' Union***

Clarence Yeo

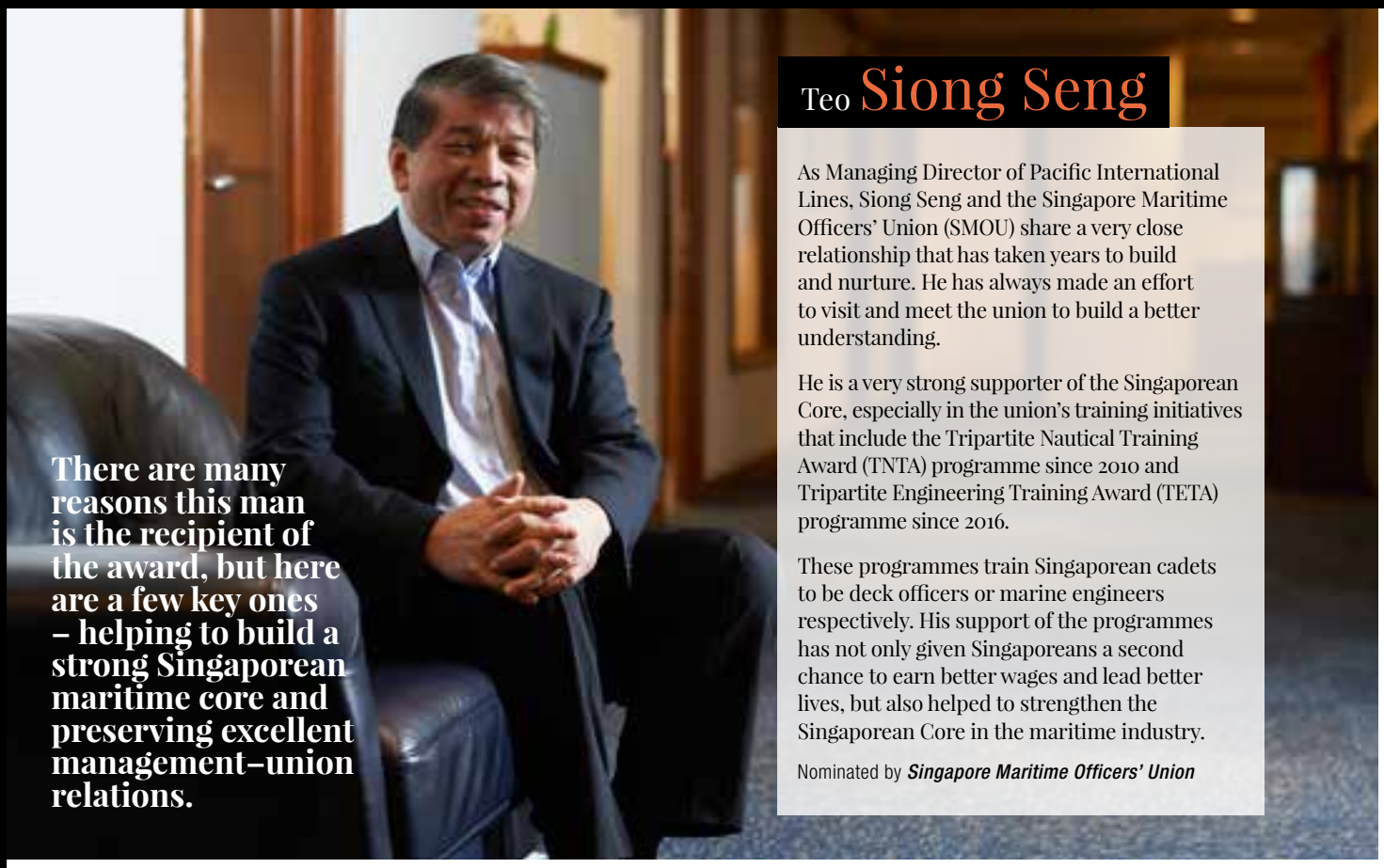
In his bid to pursue a meaningful and constructive relationship with the union, the Commissioner of ICA has put in place a number of structures.

Clarence has been the Commissioner of the Immigration & Checkpoints Authority (ICA) since September 2010.

He is a strong believer in unionism and supports membership for all eligible staff. He works closely with the Amalgamated Union of Public Employees to promote harmonious labour-management relations and has put in place structures to facilitate meaningful engagement. The union and management engage on operational, management levels and through union activities.

Clarence is known for being a leader with a heart for his officers. His quest has always been to create a happy and healthy work environment, where workers will have ample opportunities to learn and develop themselves and have a purposeful career.

Nominated by ***Amalgamated Union of Public Employees***



Teo Siong Seng

There are many reasons this man is the recipient of the award, but here are a few key ones – helping to build a strong Singaporean maritime core and preserving excellent management–union relations.

As Managing Director of Pacific International Lines, Siong Seng and the Singapore Maritime Officers' Union (SMOU) share a very close relationship that has taken years to build and nurture. He has always made an effort to visit and meet the union to build a better understanding.

He is a very strong supporter of the Singaporean Core, especially in the union's training initiatives that include the Tripartite Nautical Training Award (TNTA) programme since 2010 and Tripartite Engineering Training Award (TETA) programme since 2016.

These programmes train Singaporean cadets to be deck officers or marine engineers respectively. His support of the programmes has not only given Singaporeans a second chance to earn better wages and lead better lives, but also helped to strengthen the Singaporean Core in the maritime industry.

Nominated by ***Singapore Maritime Officers' Union***

Congratulations

Clarence Yeo
Commissioner
Immigration & Checkpoints Authority

Medal of Commendation Award

Immigration & Checkpoints Authority
ICA Building, #08-00
10 Kallang Road
Singapore 208718

Yeo Keng Soon

His strong working relationship with the union has resulted in many positives. Meet Yeo Keng Soon, Director of Corporate Development with PUB.

Keng Soon has always taken all the right steps to be a good management partner to the Public Utilities Board Employees' Union (PUBEU). He is known for his ability to engage the union on policy changes and his willingness to understand the issues faced by employees. He works with the union leaders to overcome challenges and difficulties.

Over the years, the Public Utilities Board (PUB) has embarked on technology adoption and innovation for their work processes. Some of these impacted the work processes for the employees and required a mindset change. Keng Soon personally engaged the union leaders very early, and effectively addressed their concerns. His patience also comes through when he takes the time to explain to affected employees the rationale or position of each policy decision taken by the management. This has resulted in greater acceptance and buy-in among the employees.

Nominated by ***Public Utilities Board Employees' Union***

Congratulations

Brother Abdul Razak Abdul Ali
Exco Member
Public Utilities Board Employees' Union

Brother Yeo Keng Soon
Director, Corporate Development
Public Utilities Board

pubEU

Public Utilities Board Employees' Union
76B Race Course Road Singapore 218575
Mailing Address: 48 Woodleigh Park Singapore 357844
Tel: 6283 0150 / 6283 0159 Fax: 6285 4296
E-mail: pubeu@ntuc.org.sg / pubeu@singnet.com.sg

CONGRATULATIONS

Medal of Commendation Award

Brother Charlton Ong Lii Hee
Vice President, Human Resources
Singapore Telecommunications Limited

Comrade of Labour Award

Brother Mohammad Emran Hamid
1st Assistant General Treasurer
Union of Telecoms Employees of Singapore

Singtel

Singapore Telecommunications Limited
31 Exeter Road Comcentre
Singapore 239732
Tel: 6838 3388
Website: www.singtel.com

UTES

Union of Telecoms Employees of Singapore
15 Hill Street 3rd Storey
Telephone House Complex II
Singapore 179352
Tel: 6337 1122 Fax: 6339 6040
E-mail: utes@utes.org.sg Website: www.utes.org.sg

Ong Khiaw Hong

The driving force behind the formation of an in-house union in IRAS, Khiaw Hong has played a key role in building a strong and collaborative union-management relationship.

The Inland Revenue Authority of Singapore (IRAS) Deputy Commissioner (Corporate Services Group), Khiaw Hong is a strong advocate for the close partnership between management and the union in IRAS. Back in 1993, he facilitated the formation of IRAS' in-house union called the IRAS Staff Union (IRASSU). He has been contributing to the union's growth over the past two decades, and working with it to improve IRAS processes and develop staff.

IRAS has been able to continuously challenge status quo, raise productivity, learn and relearn to adapt to change. This bears testimony to IRASSU being an important pillar in IRAS' journey towards organisational excellence.

Nominated by ***Inland Revenue Authority of Singapore Staff Union***

What's his style? He's a firm believer in an open and consultative approach to maintain and foster a strong labour-management relationship. Meet Charlton.

Charlton Ong Lii Hee

As the Vice President, Human Resources of Singtel, Charlton oversees the development of human resources for both Singtel and NCS. Charlton has always been a strong advocate for the labour-management relationship with the Union of Telecoms Employees of Singapore. He engages the union actively for views and inputs on any HR initiatives and keeps his opinions open on their suggestions to improve staff welfare.

Charlton has played an important role in many worker-centric initiatives. Various preparation and awareness programmes have been implemented to support and prepare mature workers for re-employment. Great emphasis has been placed on closing the skills gap for workers. Tailored-learning and development plans based on education, experience and relationships were some of the initiatives put in place.

Nominated by ***Union of Telecoms Employees of Singapore***

Lee Seow Hiang

He walks the talk and has chalked up many milestones in his relationship with the union and the Labour Movement.

As the Chief Executive Officer for Changi Airport Group since its corporatisation back in 2009, Seow Hiang has made it a point to ensure that the organisation's labour-management relations are cordial and professional.

The consultative approach towards industrial relations is evident in all areas of manpower-related policy matters. He is also the driving force behind initiatives that support corporate social responsibility.

Nominated by ***The Singapore Manual & Mercantile Workers' Union***

Eugene Fidelis Soh

The CEO of Tan Tock Seng Hospital (TTSH) is a firm believer in making sure employees are well taken care of.

Eugene has instituted a culture where feedback is valued, hence making TTSH "a Great Place to Work and a Better Community". Eugene initiated "8000 Voices", a project to engage and listen from his staff on the ground. He also championed the TTSH Kampung App (a Facebook based application), to provide an integrated platform for staff engagement to strengthen the social fabric at the hospital.

Eugene initiated visits and walkabouts to affected departments during the various outbreaks. During the Zika outbreak when the Micro Lab was activated to extend their work to 24 hours, he personally went down to show appreciation to the staff's dedication. His constant efforts have improved TTSH's employee engagement scores and staff retention rate.

Nominated by ***Healthcare Services Employees' Union***

CONGRATULATIONS

Brother Terence Tan
Vice President, Office of Human Resources & Faculty Administration
Singapore Management University

Medal of Commendation Award

Education Services Union
605B Macpherson Road #07-08 Citimac Industrial Complex Singapore 368241
Tel: 6872 1148 Fax: 6872 3346 E-mail: esu@ntuc.org.sg

He set up a 'Chat with the Principal' platform to make sure there is always a free flow of constructive conversation among colleagues. Here's what others chat about him.

Clarence Ti Boon Wee

Clarence was appointed Principal of Ngee Ann Polytechnic (NP) in 2014. Under his leadership, numerous initiatives have been introduced, which revolve around the mission of creating a conducive workplace for colleagues who are making a daily difference to the next generation and adult learners.

A believer in organisational communication, Clarence established the 'Chat with the Principal' platform through which colleagues are encouraged to contribute constructive feedback. Responses from the management are shared with all colleagues.

At the same time, colleagues have been encouraged to set up various 'Staff Council' to look into emerging issues, both within the polytechnic and the wider community. These have brought about improvements in communications, openness and transparency to the polytechnic's organisation culture.

Nominated by ***Ngee Ann Polytechnic Academic Staff Union***

Chua San Lye

What does it take to make a difference in workers' lives? We hear from Chief Human Resource Officer of Sembcorp Marine Ltd.

Chua San Lye has a special relationship with the Shipbuilding and Marine Engineering Employees' Union (SMEEU) for quite a while now. One thing that he has always held close to his heart – a strong belief in bipartism as it helps to advance both the group's and workers' interests. Sembcorp Marine group of companies underwent a major restructuring in 2014 to integrate into one company, involving two unions, Sembawang Shipyard Employees' Union and SMEEU.

Due to the restructuring, the different company policies and terms had to be aligned. San Lye and his human resources team kicked into action by working closely with the two unions to bring about the integration. He ensured that the employees did not lose out on their benefits after the integration. As a result of his efforts, the management, employees and unions were able to work out amicable solutions and emerged stronger after the restructuring.

Nominated by ***Shipbuilding and Marine Engineering Employees' Union***

Terence Tan

With Terence giving the thumbs up, the union successfully signed its first ever Collective Agreement with SMU in 2016.

As the Vice President, Human Resource and Faculty Administration at Singapore Management University (SMU), Terence oversees the union-management relations with the Education Services Union, and works closely with the union to protect workers' welfare. With Terence's endorsement, the union signed its first ever Collective Agreement (CA) with SMU in 2016. This was a major milestone as the CA, which is gazetted at the Industrial Arbitration Court, allows the union to formally represent workers under industry-leading clauses in the CA. The CA featured clauses like two-weeks paternity leave, tuition-assistance scholarship for children of staff and retrenchment benefits which stipulate one month per year of service with no cap. Through Terence, who helped to convince the senior management to be forward-looking in terms of re-employment practices, the CA locks in good practices such as re-employment and Employment Assistance Payment (EAP) terms that mirror the prevailing tripartite guidelines. Currently, SMU is a first-mover that provides re-employment of up to 67 and an enhanced EAP.

Nominated by ***Education Services Union***

PLAQUE

of Commendation

Conferred on
organisations that
promote and support
Labour Movement
and its initiatives

30 BENCOOLEN

It may be a small player in the big hospitality industry here, but 30 Bencoolen has come up tops for being age-friendly.

Formerly known as Bayview Hotel, 30 Bencoolen has a longstanding harmonious relationship with Food, Drinks and Allied Workers Union (FDAWU) since 1991. Both have worked together over the years to progressively enhance the hotel's work environment and practices. From the outset, the hotel was prepared to re-employ mature workers past the mandatory retirement age. Currently, 10 per cent of the workforce is above the age of 65 and their oldest employee in service is 75. The hotel also embraced an employee-centric approach when they made the decision to cease operations temporarily in October 2016 to renovate the whole building. Understanding the financial commitments faced by employees, the management undertook to pay every worker their salary and to continue their medical and dental coverage.

Nominated by ***Food, Drinks and Allied Workers Union***

THE AMERICAN CLUB

Working closely with the Attractions, Resorts & Entertainment Union, The American Club has created a nurturing working environment for all its employees.

The American Club shares a harmonious and close working relationship with the Attractions, Resorts & Entertainment Union (AREU). Both work together to enhance the welfare and the well-being of the employees. The American Club first embarked on the Progressive Wage Model journey for their service and kitchen staff back in 2013. To up the workers' productivity, they tapped on the Inclusive Growth Programme for their table-tracking system and self-help kiosk in 2015. In terms of re-employment, The American Club had already committed to re-employ workers up till the age of 67 back in 2014, ahead of the upcoming legislation.

Nominated by ***Attractions, Resorts & Entertainment Union***

CATERPILLAR ENERGY SOLUTIONS ASIA PACIFIC PTE LTD

Nurturing a mature workforce, career development opportunities and employees' welfare – these are just some of the things that set this company apart from others.

Caterpillar Energy Solutions Asia Pacific Pte Ltd (CESAP), a subsidiary of Caterpillar Energy Solutions GmbH, is part of Caterpillar's Global Power Solutions Division and was established in 1970. The retention of mature workers is a priority in CESAP and most its workforce is aged 40 and above. Currently, over a fifth of the entire workforce is made up of re-employed staff. With a formalised and transparent career progression structure in place for all employees, supervisors work closely with each employee to chart their intended career path. The company implemented 'Flexi-Time' to promote work-life balance in 2015, with working hours from 9.30am to 4.30pm.

Nominated by ***The Singapore Manual & Mercantile Workers' Union***

WEISHEN INDUSTRIAL SERVICES PTE LTD

Apart from running a successful business, Weishen's main mission is to ensure its cleaners and workers have a better life and respect.

Weishen Industrial Services Pte Ltd (WIS) has been unionised under the Building Construction and Timber Industries Employees' Union (BATU) since July 2010. Weishen and BATU share close labour-management relations; the company has worked closely with the union and NTUC U Care Centre (UCC) on various programmes for their cleaners. The company provides commercial, industrial, conservancy cleaning services, in addition to other facilities' management services and employs about 2,285 workers who are local and foreign. All the company's resident cleaners, numbering about 1,700, are on the Progressive Wage Model. The company believes strongly in supporting workers' upskilling to increase their productivity levels.

Nominated by ***Building Construction and Timber Industries Employees' Union***

HEALTH PROMOTION BOARD

The Health Promotion Board has diligently identified training to help employees build their skills and competencies to enable them to grow in their career.

Since 2013, members of the Health Promotion Board senior management and union officials have met annually at the Union Management Workshop to chart the direction for the labour-management relationship. A broad spectrum of pro-family policies has been implemented, including flexible work arrangements to help employees manage work-life balance. Regular health screening, influenza immunisation and time off to exercise have benefitted many. All eight schemes of service are regularly reviewed to keep pace with the competitive healthcare environment. Jobs are reviewed to ensure that opportunities are always there to keep employees challenged and fairly rewarded. The HR Department has diligently identified training to build on employees' skills and competencies to enable them to grow in their career and employability.

Nominated by ***Amalgamated Union of Statutory Board Employees***

INTERNATIONAL ENTERPRISE (IE) SINGAPORE

IE Singapore is driven by several core values but one that stands out is its belief in being a talent developer, committed to unleashing the potential of its diverse talents.

IE Singapore has always encouraged IE-Amalgamated Union of Public Employees (AUPE) Branch Committee Members to go for union-related training, particularly courses which help them acquire leadership and counselling-related skills. Union membership from IE Singapore Officers have been consistent, thanks to active efforts from IE-AUPE Branch Committee to drum up union awareness. The training programmes for the organisation's support staff are well-balanced and go beyond functional skills. IE Singapore firmly believes in helping its support staff to be future-ready and have continuously introduced courses focusing on soft skills. These include visual communication and problem solving, self-awareness, EQ for effective interpersonal relationships and also how to work effectively with Supervisors.

Nominated by ***Amalgamated Union of Public's Employees***

KONE PTE LTD

KONE has taken great efforts to ensure that employees are well taken care of.

KONE genuinely listens to its employees. In May 2015, the company worked with the then-Workforce Development Agency and Singapore Industrial & Services Employees' Union (SISEU) to implement flexible work arrangements with staggered working hours and work outside office, benefiting 100 employees through the WorkPro Work-Life Grant. KONE also tapped on the U Flex Family Friendly Grant in July 2015 to introduce two days of family care leave to over 300 employees. The flexible benefits scheme was enhanced from $300 to $500 per year to include coverage of children and spouses for medical treatment and medical insurance premiums. In January 2017, the company enhanced its Group Hospital and Surgical insurance annual coverage.

Nominated by ***Singapore Industrial & Services Employees' Union***

NTUC HEALTH CO-OPERATIVE LTD

NTUC Health and the Healthcare Services Employees' Union have been working closely over the years, all in the interest of the employees.

With its forward-looking management and commitment to its employees, NTUC Health is a valued partner of Healthcare Services Employees' Union (HSEU). Over the years, NTUC Health has been making progressive reviews to the lower wage employees' salary ranges, in line with the National Wages Council recommendations. It has also extended the scope of coverage in the Collective Agreement to cover executives. In creating a more conducive working environment for its employees, NTUC Health has committed to working closely with HSEU to develop frameworks for career development along with wage progression. In addition, NTUC Health provides flexible work arrangements to encourage work-life harmony.

Nominated by ***Healthcare Services Employees' Union***

CARRIER TRANSICOLD PTE LTD

What are the vital ingredients in developing and sustaining a solid relationship? Just ask Carrier Transicold Pte Ltd and the United Workers of Electronics & Electrical Industries (UWEEI).

Both parties recognise the importance of having strong labour-management ties and have a robust relationship. Regular engagements and dialogues with management and workers have led to an inclusive environment; one where feedback is taken without prejudice and where strategic employment decisions are shared and implemented.

The United Workers of Electronics & Electrical Industries branch officials are respected by both the management and the ground. Management engages them when making important decisions and the employees trust their branch officials' judgement on outcomes.

Nominated by ***United Workers of Electronics & Electrical Industries***

ASIAN LIFT PTE LTD

Apart from working closely with the union, Asian Lift is always open to the idea of reviewing policies to ensure fairness to employees.

The Shipbuilding and Marine Engineering Employees' Union has been enjoying a cordial working relationship with the management of Asian Lift for the past 15 years.

The company takes great pride in their employees who are dedicated and highly experienced. Staff and crew have undergone rigorous training on operational safety guidelines to ensure safe delivery and high quality heavy-lift services.

Asian Lift's management values the loyalty, skills and knowledge that mature workers have and offer re-employment to enable these workers to continue working without any adjustments to their employment terms. They also enjoy annual increments and bonuses.

Nominated by ***Shipbuilding and Marine Engineering Employees' Union***

FIRST SECURITY & PRIVATE INVESTIGATION (S) PTE LTD

First Security is recognised as one of the first few security agencies to implement the Progressive Wage Model before the 1 September 2016 deadline.

First Security was unionised on 24 October 2011. Throughout the six years, both Union of Security Employees (USE) and First Security have enjoyed strong labour-management relations.

First Security believes that people form the bedrock of the company and shares USE's belief to safeguard the welfare of workers. The company holds regular consultations with the union to learn about the latest developments on policies affecting workers. In efforts to safeguard workers, the company negotiated a Collective Agreement with USE. During the negotiations, the company acted responsibly to better terms and conditions wherever possible, leading to improvements in employees' benefits.

Nominated by ***Union of Security Employees***

KANEKA SINGAPORE CO (PTE) LTD

In a restructuring exercise that was inevitable due to business performance in 2015, both the company and the union worked closely to ensure that an amicable settlement was secured for the affected workers.

Kaneka Singapore joined Chemical Industries Employees' Union (CIEU) as a unionised company on 16 February 2001. Through the 16 years, both Kaneka and CIEU have fostered and built up a strong partnership and stable industrial relationship.

Both company and union also review employee benefits constantly during the renewal of the Collective Agreement that covers majority of the bargainable workforce in the company. For example, the company adopted a number of improvements proposed by the union with regards to employment terms for their re-employed staff.

In preparation for the renewal of the agreement in 2017, Kaneka will work on restructuring their salary scale in order to remain competitive in terms of manpower attraction and retention.

Nominated by ***Chemical Industries Employees' Union***

LISTINGS

MAY DAY AWARDS 2017

103 30 Bencoolen

54 Abdul Azis Ahmad

53 Abdul Razak Abdul Ali

78 Abdul Wahab Mohamed Yusoff

89 Alec Lim Swee Chong

89 Andrew Chong

55 Andrew Wang Wey Shian

106 Asian Lift Pte Ltd

43 Association of Psychotherapists and Counsellors (Singapore)

54 Atan Enjah

22 Bobby Chin

85 Caroline Lim

105 Carrier Transicold Pte Ltd

103 Caterpillar Energy Solutions Asia Pacific Pte Ltd

48 Changi Airport Group

97 Charlton Ong Lii Hee

37 Chen Sina Rossana

54 Chia Jee Kwang

100 Chua San Lye

100 Clarence Ti Boon Wee

93 Clarence Yeo

48 CPA Australia

87 Denis S.K. Marie

36 Edmund Toh

55 Elmy Iryanti Mohamed Jaim

99 Eugene Fidelis Soh

85 Farrock Ebrahim

26 Fido Chung Chee Tong

40 Financial Sector Tripartite Committee

106 First Security & Private Investigation (S) Pte Ltd

35 Food Japan

23 Gan Seow Kee

61 Gan Yoke Lan

71 Gary Wah Yunn Harn

35 Greendot Gourmet Pte Ltd

62 Hareenderpal Singh

57 Harry Ng Kim Hock

49 Healthier Workers, Happier Workers' Project

104 Health Promotion Board

27 Ho Shiong Yee

30 Hitachi Chemical Singapore Pte Ltd

34 Institute of Mental Health

104 International Enterprise Singapore

40 ISACA, Singapore Chapter

16 John Lim Kok Min

35 Johong Hardware & Paints Pte Ltd

31 JTC Corporation

45 Jurong Port Ltd

46 Justin Teh

106 Kaneka Singapore Co. (Pte) Ltd

39 Kidzania Singapore

57 Koh Ching Chuan

105 KONE Pte Ltd

98 Lee Seow Hiang

44 Leong Wai Kit

37 Lim Hwee Peng CWE FWS

61 Loganathan Pasupthy

58 Low Chow Wah

62 Mary Louis Rajanayagam

65 Marzuki Munawar

66 Mastan Nachiyal Mohd
60 Mohammad Emran Hamid
35 Mohammad Hasrul Passarebu Daud
54 Mok Chan Seng
69 Munirman Abd Manaf
46 Noor Irdawaty Jammarudin
25 Noor Shyma A Latiff
77 Noriyuki Suzuki
59 N. Thiruchelvan
105 NTUC Health Co-operative Ltd
36 NTUC Membership Top Five Merchant Partners (2016)
53 Nurhazimah Abdul Halim
96 Ong Khiaw Hong
64 Ong Lay Jing
93 Ooi Boon Hoe
43 Partners of U Future Global Leaders Programme
76 Philip Su Poon Ghee
77 Prof Tan Sze Wee
77 Richard Shermon
91 Ronnie Tay
55 Roslee Mustaffa
60 S. Nalluraj
93 Sabrina Loi
67 Sapuan Haji Abdul Karim
62 Sarah Liew Ngat San
80 Sasidaran Raghavan Pillai
49 Security Progressive Wage Model
31 Sembcorp Marine Ltd
66 Sim Beng Soon
57 Sim Teck Chua
44 Singapore Bus Academy
38 Singapore Computer Society
36 Singapore School Transport Association
68 Soh Ai Leen
76 Sung Cheng Chih
42 Supply Chain Asia
68 Tan Beng Soon
66 Tan Eng Whee
87 Tan Hock Guan
69 Tan Hung Tat
72 Tan Lai Wan
94 Teo Siong Seng
101 Terence Tan
30 Tetra Pak Jurong Pte Ltd
10 Tharman Shanmugaratnam
103 The American Club
71 Thiruselve Govindarajoo
41 Tripartite Cluster for Cleaners
40 Tung Lok Millennium
81 Vincent Koh Sheng Yong
72 Wang Mui Sin
104 Weishen Industrial Services Pte Ltd
73 Won Wai Kim
95 Yeo Keng Soon
91 Yeo Swee Har