

PARTNER OF LABOUR MOVEMENT

Chia Wee Tiong

Senior Manager, Administration and Human Resource

Fuji Oil (S) Pte Ltd

Nominated by the Food, Drinks and Allied Workers Union.

Through the support the company's management and under Chia Wee Tiong's leadership, workers are paid competitive wages, and they receive good annual increments and bonuses, which are amongst the highest in the food manufacturing industry. Minimum wages are regularly reviewed and adjusted if necessary.

During the COVID-19 period, Brother Wee Tiong helped safeguard the welfare of workers by housing those affected by the lock-down in hotels and apartments, giving all employees a one-off lump sum to cope with rising expenses, and indenting extra buses to transport workers to ensure they are safe.

Over the years, he has been key in strengthening the labour-management relations between the Food, Drinks and Allied Workers Union (FDAWU) and the company. He has invited the union for bonding activities and he has introduced the union to all employees.

Brother Wee Tiong emphasises the need for employees to bond, remain healthy and safe from work related stress. He is constantly looking for ways to improve employee benefits so that the company can further help its workers. He acknowledges the importance of family and has developed family-centred policies for employees. Over the last few years, he has worked with the company to provide pro-family benefits, like paid leave and incentives. With Brother Wee Tiong's caring personality and "worker comes first" attitude, there have been very few employee grievances in the company. He always puts himself on the frontline to protect workers.

He engages external training organisations such as NTUC LearningHub to train his employees. He implemented a training plan to ensure workers were more competent and ready for the future. With the support of the management, he has been able to involve at least 90 per cent of the company's workforce for external or internal training annually.

Brother Wee Tiong recognises the importance of upskilling and encourages his employees to undertake further studies. He would also help employees have flexible work arrangements to incorporate their studies. He recognises that with positive work attitude, loyalty and work competencies, employees should be given the chance for a promotion. The recognition has helped to ensure a strong retention rate in the company.

He has also redesigned jobs for re-employed staff so they can continue to work and remain employed beyond the legislated re-employment age.

Brother Wee Tiong helped form a Company Training Committee with FDAWU in 2023 as he recognised its value and how it can positively impacts the workforce.