

MEDAL OF COMMENDATION

Shane Lim Chih Haow

Director of Administration

Murata Electronics Singapore (Pte.) Ltd

Nominated by the United Workers of Electronics & Electrical Industries

Shane Lim Chih Haow has supported initiatives by the United Workers of Electronics & Electrical Industries (UWEEI) since he was appointed director of administration at Murata Electronics Singapore. During his tenure, Murata Electronics Singapore met with difficult challenges to overcome. However, he understood the importance of safeguarding workers. Together with the management and company's support, he championed preemptive measures to protect workers' jobs.

Under Brother Shane's leadership, Murata Electronics Singapore remains a fair employer that consistently provides increments and bonuses to employees, regardless of market conditions. He understands the importance of good labour-management relations, which have improved significantly since his appointment. Brother Shane also supports his staff and union branch officials in attending union-related events. He also advocated the importance of collaborating and getting the union's agreement in any policy changes that affect workers' employment benefits.

The company also works closely with UWEEI to ensure disputes or grievances are resolved quickly and amicably. Brother Shane also strengthened the partnership with UWEEI through a Company Training Committee (CTC). Through the CTC, the company plans to upgrade its automation capabilities in material transfer and its local and high-performing foreign production operators to become technicians. The company plans to do this through customised and contextualised training courses, including in-house training, institutes of higher learning training and private training providers.