

PLAQUE OF COMMENDATION

Feinmetall Singapore Pte Ltd

Nominated by NTUC U Family

Feinmetall Singapore Pte Ltd, a precision engineering firm with a diverse workforce, is a strong advocate of continuous training and believes in upgrading the skills of its workers to ensure they stay relevant and increase productivity.

To build a positive and safe work environment, the company invested in automation and machines by tapping on the WorkPro Job Redesign Grant. Making work easier, safer and smarter, this initiative benefited eight older workers and helped in retaining them.

The adoption of work-life strategies is aligned to Feinmetall Singapore's values of caring for their staff and ensuring a cohesive and positive work environment. Working with NTUC U Family to introduce flexible work arrangements (FWAs) has also helped the company better attract and retain talent. The company is among the 250 early adopters of the Tripartite Standard on FWAs. With one third of their workers aged 30 and below, as well as another one third in their prime working and care-giving stage, the flexible work arrangements (FWAs) allow them to pursue their studies and juggle their work commitments while managing full time employment obligations. Due to the company's receptiveness, close to 50 per cent of their employees are able to go on FWAs. The company also ensured that staff are well-equipped to improve the process for evaluating FWA requests.

In addition, the company has also adopted three other Tripartite Standards – Term Employment, Grievance Handling and Recruitment Practices.

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