

## **Annex A – Examples of Multi-skilling**

### **Feature 1**

Mr Chen Bing Nan, a 47 years old Singaporean, is a certified and experienced hydraulic excavator operator and a skilled craftsman in waterproofing. He has been working in Hup Soon Construction Co Ltd, a local main building contractor specializing in residential projects, for more than 19 years. As Mr Chen has been performing well in the company, he was recently promoted to a trade foreman supervising waterproofing works. The company supports workers, like Mr Chen, to be upgraded as this enables their workers to be more versatile in different trades and can undertake different roles at the worksite thereby increasing work productivity.

### **Feature 2**

Positive Engineering is a firm that does design, supply, fabrication and installation of architectural exterior facades such as cladding works, curtain walls, windows and louvres for the building industry. The firm encourages their workers to be equipped with more than one skill so that they are more productive and deployable. With the greater flexibility in deploying the multi-skilled workers to do various tasks, the firm can deliver a more prompt and competitive quality services to their clients.

Mr Bunny Than Aye, skilled in curtainwall installation and cladding installation, has been working with the company for more than 10 years. Another long-time employee, Mr Chan Keng Hoong, age 42, is also skilled in both cladding and curtain wall installation. Armed with these two skills, Mr Chan is much valued by the company and has contributed to the construction of facades of prominent building projects as such Changi Airport Terminal 3 and Biopolis Phase II & III which were completed by his company.

### **Feature 3**

Wing Tuck Engineering Pte Ltd is a local firm specialising in civil & structural engineering works, which requires steel works involving steel piping and steel storage tanks. Due to its lean workforce, Wing Tuck Engineering seeks every opportunity to equip their workers with more than one trade skills. This is in line with the company's commitment to provide high standards of workmanship and improve the productivity.

Mr Lee Wee Chai, who has been working for more than 25 years in construction industry, is skilled in plastering and timber formwork. He is able to undertake different tasks at the worksite. Mr Phangsaen Anusorn, an experienced Thai worker

who has been working in the construction industry for more than 14 years, is also versatile in both welding and structural steel works. “These workers with multiple skills are more flexible to be deployed in on site. This helps us to meet the tight project schedule.” Said Mr Sacca Chong, Executive Director of Wing Tuck Engineering.