

PUN CHEE YAP

REWARDS PROFESSIONAL

Experienced Rewards Professional with over 10+ years of experience in Oil & Gas and Pharmaceutical Industry. Excellent reputation for resolving problems, improving customer experience and driving overall operational improvements. Well-versed in compensation strategies and benefits design and administration.

EXPERIENCE

REGIONAL C&B MANAGER - GSK

2021 - Present

Regional C&B Manager covering Malaysia, Indonesia, Singapore & Sri Lanka for all C&B related matters.

- Led the Annual Compensation Review process
- Ensure compensation practices are in compliance with current legislation
- Provide advice, training and support in application of compensation management principles, guidelines, procedures and best practices
- Led review & implementation of related Global policies, procedures and systems across region
- Project manage the reward initiatives with HRBP & local leadership teams including pay for performance, bonus plans and commissions

Achievements:

- Managed local GSK-HALEON Demerger projects across Malaysia, Indonesia & Sri Lanka in terms of C&B
- **On-going:** Manage renewed benefits implementation across GSK post demerger – GSK introduced 18 weeks of Parental Leave
- Kickstarted benefits review post demerger for countries of coverage – to market data study, proposal, costing to implementation efforts to Leadership teams
- Led Fair Pay reviews for countries of coverage as part of GSK Global reviews
- Championed C&B related training for Line Managers & HR professionals
- Co-managed hyperinflationary issues in Sri Lanka with GSK Global to implement relief measures
- Manage C&B related matters to business closure in Sri Lanka; preparation of redundancy packages until the expected site closure in 2023

HEAD OF REWARDS – SAPURA ENERGY

2019 - 2021

Head of Rewards covering Group-wide Global operations in Sapura Energy (SEB).

- Defined & refined remuneration strategy for SEB
- Standardize employment terms & conditions across SEB
- Developed Group-wide HR Policies Framework in terms of Policies & Rewards Management
- Deliver cost-efficient & tailored Rewards solutions
- Provide detailed analysis & insight to support Reward decisions
- Provide strategic oversight for the development and execution of Compensation & Benefits program globally
- Led Annual Compensation & Benefits review cycle for all employees, including Executive compensation

Achievements:

- Harmonized employment terms for Expats, saving total RM 4mil in payroll costs
- Developed Group HR Policies framework that covers from compensation & benefits philosophy, employment standards, recruiting, learning & development etc. that was lacking since Sapura Crest & Kencana merger
- Developed C&B training for Line Managers & HR professionals
- Designed & involved with execution of cost reduction exercises from salary cuts, headcount reduction etc
- Worked with Organization Design team on Technical Career Progression framework program & designed the Rewards program
- Defined & implement strategic approach to data cleansing and Success Factor integration process
- Participated in Board of Remuneration Committee as Head of Rewards with CHRO

EXPERIENCE

LEAD C&B ANALYST – SCHLUMBERGER

2017 - 2019

Regional C&B Lead Analyst covering China, Malaysia, Singapore, Australia, Papua New Guinea & New Zealand for all C&B related matters.

- Led the Annual Compensation Review process
- Ensure compensation practices are in compliance with current legislation
- Provide advice, training and support in application of compensation management principles, guidelines, procedures and best practices
- Led review & implementation of related Global policies, procedures and systems across region
- Project manage the reward initiatives with HRBP including pay for performance, bonus plans and commissions

Achievements:

- Harmonized compensation & benefits entitlement for Mobile Commuters and International/Local Mobile employees, saving total USD 2mil in payroll costs
- Designed & implemented multi-skilling program for technical specialists – increased employee retention by 20%
- Managed CAMERON Merger & Acquisition Integration projects across Australasia in terms of C&B
- Harmonized compensation & benefits entitlement for CAMERON employees
- Project-managed multiple job bonus review programs with Operations Manager to maintain competitive pay-out in challenging economic environment
- Responsible for new country setup for Papua New Guinea – understand the Labor Law requirement and designing compensation & benefits, prepare Letter of Employment & Employee Handbook

SENIOR HRBP – SCHLUMBERGER

2015 - 2017

Regional HRBP covering Southeast Asia countries in activities related to Compensation & Benefits Administration, Employee Engagement, Recruitment and Staffing, Performance Management, Employee Relations, Employee Coaching and Conflict Resolution.

- Provides HR policy guidance and interpretation to Managers and staff
- Work closely with Management and employees to improve work relationships, build morale and increase retention
- Assists with all HR-related matters
- Analyze trends and metrics in partnership with C&B team to develop solutions, programs and policies

Achievements:

- Partnered with Business Leaders in active Manpower Planning, rightsizing exercise across different Product Lines and improved redeployment opportunities
- Led HR Transformation Change Management efforts within Product Lines
- Led HR-related Merger & Acquisition efforts for Cameron
- Implemented cost reduction measures – salary cuts, retrenchment exercise, furlough program etc.

WELL ENGINEER – SCHLUMBERGER

2010 - 2015

Experienced in Drilling, Completion, Workover & P&A activities in Malaysia, Algeria & Chad.

- Provide well engineering & operations support in drilling, completion & workover campaigns
- In-charge of rig-less activities from scheduling, manpower planning, operation programs to execution

Achievements:

- Completed GFE Project within 3+ years timeframe
- Presented Coil Tubing business development model for new business setup in Kome, Chad
- Led LEAN initiatives across base in Kome, Chad

EDUCATION

BSC (HONS) MECHANICAL ENGINEERING

UNIVERSITI TEKNOLOGI PETRONAS

2006-2010

LANGUAGES

English
Chinese
Bahasa Malaysia

CONTACT DETAILS

Email: punchee.yap@gmail.com
Mobile: (+60) 17 215 2773

REFERENCE CONTACT DETAILS

Amanda Ooi,
General Manager Sapura Energy Berhad
Email: Amandaaooi18@gmail.com
Mobile: (+60) 12 651 2669