



EMAS Bulletin September 2011

It has been a hectic month this past August with National Day, Presidential Elections and Hari Raya Adilfitri. Despite this, there were several updates to meetings that were held in August between the Environmental Management Association of Singapore (EMAS) and various agencies.

1. Meeting with new UCCW Chief Mr Zainal (MP for Pasir Ris) – 1st August 2011

The EXCO met with Mr Zainal and discussed current challenges faced by the industry.

a. One sided contracts

- Difficulty in contract adjustment and management of wage increases on account of locked in contracts. Most contracts do not allow for any variation or changes in policy. Such unanticipated risks have to be absorbed by the service provider across the term of the contract. Typically, these impacts travel down the line and are felt by the low wage worker. EMAS proposed that a reset of contracts be considered.
 - The continued practice of headcount based contracts. This detracts from the value of training and also limits productivity. Changes in process, technology or equipment that allow for higher productivity are unlikely to be adopted as the headcount equation cannot be removed. Non-compliance to the headcount will usually result in financial penalties.
 - The limitations seen by the industry with the IGP funding although in theory the industry is extremely supportive.
 - The reluctance and perceived fear by buyers in the shift to adopting BSI in contracts. This includes the challenge with justification of awarding of the contracts based on factors other than price. Furthermore there is a lack of knowledge with the service buyers and hence for them the safest route for procurement would be to base it on price.
 - To promote the need for good performance incentive so long as the LD rates apply. This would promote focus on good behavior and practices by service providers and not just bad behavior and practices.
 - Hope to remain engaged through EMAS to promote better working conditions and improved wage rates for the low wage worker. This can only be obtained through responsible outsourcing. EMAS hopes to promote responsible outsourcing with the assistance of government agencies and the government linked associations.
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- EMAS highlighted that it understood that the viewpoints may be slanted to that of service providers and hopes to better understand the fears and challenges of all stakeholders to ensure that the objectives for the low wage worker can be met as well as a solution to address fears of the service buyers – in short to provide for a more transparent and sustainable solution for the industry as a whole.
2. Meeting with MOM – 10th August 2011
 - a. To discuss the developments for the postponed scheduled talk with MOM. This includes establishment of the needs to be addressed with the talk and the direction this should take. Logistical details also needed to be pinned down to facilitate participation.
 - b. EMAS highlighted some pressing issues that are largely being felt by the industry such as the labour shortage. EMAS hopes to start engaging in a positive dialog on how best to have this issue better addressed for the longer term

Upcoming events

1. FAOPMA 2011

EMAS would like to highlight the upcoming 23rd FAOPMA 2011 - Pest Management Conference to be held in India from 22nd to 24th September this year. EMAS President Mrs Deanne Ong, from ORIGIN Exterminators, will attending this event. To date, there will be 4 EMAS members attending the event, and this comprises of a total of 6 representatives. EMAS encourages members from the pest management industry to send out delegations to this event. The advantages and benefits of participating include a chance to learn from the conference as it covers updates within the industry. Furthermore, this may serve as a good incentive trip for well deserving staff whilst allowing them exposure and good learning opportunities. The conference will be held in scenic Goa, at the Zuri White Sands, Goa Resort & Casino, and looks set to be a rejuvenating, refreshing experience for all participants as they catch up with other members of the industry amidst the beautiful sun and sand of Goa. EMAS has sent and will be sending this information out to both buyers and services, government agencies and the whole industry again to announce this event. Interested companies can find out more about the event at: www.faopma2011.ipca.org.in

2. Meeting with NEA and productivity workgroup on the 9th Sept with EXCO

EMAS would next like to highlight the upcoming EXCO meeting with NEA and the productivity work group on 9th September. In this meeting the association expects to bring up related concerns for the industry with regard to labour and increasing productivity. In addition, it is hoped that the resulting initiatives would garner support from NEA, to further help the industry in its growth and development.

3. EMAS AGM slated for October: Its election year.

Those interested to take a more active role and stand for election should start making some plans to place forward for the upcoming election.

The EMAS AGM is slated to be held in October this year, and it is time of the year again to reevaluate how far the association has come and its plans for the coming year. In addition, it is election year for the association, where there will be opportunities to take up key positions within the organization. Those interested to take a more active role within EMAS in the interest of the development of the industry should start making plans to place yourselves forward for the upcoming election.

4. EMAS Golf Friendly slated for October

Next up is the EMAS golf friendly slated for October. The last event was a great success, with good camaraderie formed and members bonding over friendly competition. EMAS hopes to continue this with another golf friendly in October. Interested members can contact EMAS President Mrs Deanne Ong directly at: deanne@origin.com.sg to register your interest to attend.

5. MOM dialogue with industry slated for October

October also looks set to be a busy month with the MOM dialogue with the industry slated to take place sometime in October as well. The dialogue will cover some of the ministry's policies and MOM hopes to share more on that with the industry. Furthermore, this would be a good opportunity to address some of the manpower issues faced by industry members. So do keep a lookout for more details about the event, which will be sent to all EMAS members soon.
