



Environmental Management Association of Singapore (EMAS)

SNAPSHOT BULLETIN

Dear EMAS Members,

It is quite timely to take stock of the year as we come to a close.

Allow us to share with you a summary of some of our notable activities related to the cleaning industry.

In the recent AGM held on 18th October 2021 via Zoom platform, there was a unanimous vote to increase our Executive Council (EXCO) members from the existing nine to eleven, and also to have the option for EXCO to appoint / terminate two additional co-opted Council members. This was proposed and recommended with a view of taking on more activities to engage industry players and related government agencies for the betterment of the industry. The changes have been lodged with the Registrar of Society (ROS) and will be in effect once this is approved.

OUR EXECUTIVE COUNCIL (EMAS EXCO 2021-2023)



MR TONY CHOOI
President
BNL Services



MR EDY TAN
Vice President
Chye Thiam Maintenance



MS SHARON KEE
Honorary Secretary
Infocus Integrated Engineering



MR EDWARD GOH
Honorary Treasurer
SembWaste



MR KEITH KOH
Assistant Treasurer
Ramky CleanTech Services Pte Ltd



MS FAITH WONG
Assistant Secretary
ISS Facility Services Private Limited



MR TAN KOK WEE
Council Member
Clean Solutions



MR ANDREW ANG
Council Member
Anergy Building Services Pte Ltd



MR THONG JONG WOEI
Council Member
Marvel Clean Pte Ltd

(continued on next page)



Environmental Management Association of Singapore (EMAS)

SNAPSHOT BULLETIN

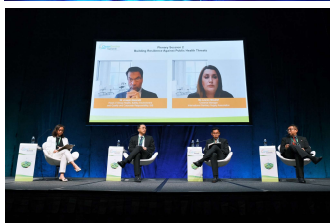
With the ongoing COVID-19 pandemic, we have received feedback that the Quarantine Orders (QO), Health Risk Warnings (HRW) and Health Risk Alerts (HRA) have affected your organisation's labour resource which may impact the service level agreed between your Service Buyer (SB) and your organisation. This runs the risk that some SBs may activate the LD clauses in your contract, hence we worked with NEA, NTUC, SNEF and MOM to update the Tripartite Advisory on sustainability (released on 10 November 2021), and we hope that this will help in your discussion with your SBs.

Some of the Letter of Appeals made to the related agencies are:

1. Diversification of foreign worker country sources; the related agencies are currently looking into it.
2. Extension of complimentary ART kit; though the initiative was not extended, we clarified the requirements for Antigen Rapid Testing (ART) and updated all EMAS members.

Besides the above, EMAS had:

1. Organised a Technology Connect session in May.
2. Supported several dialogues and events by representing EMAS in the panel discussions, or by way of coordination. (Clean Enviro Summit Singapore (CESG) Catalyst 2021, ESplore Career and Skills Webinar and Career Fair, Public Hygiene Council (PHC): Trailblazing into the Future, Public Hygiene Council (PHC): Dialogue on Mandatory Tray Returns)
3. Co-organised several Progressive Wage Model (PWM) consultation sessions (virtual and in-person sessions), with Tripartite Cluster for Cleaners, and industry players.



(continued on next page)



Environmental Management Association of Singapore (EMAS)

SNAPSHOT BULLETIN

4. Co-organised an Outcome-based Contracts (OBC) sharing session.
5. Organised two Job Redesign Industry Masterclasses in Aug and Sept.
6. Supported Institutes of Higher Learning (IHL) for their job and career fairs, and other job-related programmes.
7. Collaborated with WSG to drive its Career Conversion Program for the cleaning industry to upgrade current workers.
8. Co-organised Thank Your Cleaner Day 2021.

Challenging Conventional Thinking

Identify a Challenge or a 'Name'

- What is difficult to do?
- What is expensive to do?
- What takes too long to do?
- What process or service always has a lot of complaints?
- What job pays too low?
- What jobs are traditionally undertaken by non-local?

Challenges

- How is it done today?
- Why is it done the way it is done?
- Is there another way it can be done?
- Why isn't it done in another way?

Available resources for enterprises to undertake job redesign

- 4D (Discover, Diagnose, Design, Deliver) Job Framework Digital Guide**
Aim: Self-help guide to facilitate redesigning jobs through a structured approach.
- Job Redesign under Productivity with the Environmental Services Sector**
Aim: Implement AI initiatives with support from pre-approved AI Consultants.
 - Enhance quality of jobs – making jobs more productive and attractive for locals
 - Drive business growth through workforce transformation
- 3 Career Conversion Programmes catered for the ES sector**
Aim: Assist / uplift existing workforce (and/or new hires when enterprises embark on their business transformation journeys).
 - 1. JRC/MT ES Specialist (New)
 - 2. JRC/MT Cleaning Specialist (Disinfection Services)

谢谢! நன்றி! THANK YOU! TERIMA KASIH! DANKE!

PLEASE KEEP ME!
THANK YOUR CLEANER DAY

POWERED BY **KÄRCHER**

Organised By: **KÄRCHER** **BATU** National Environment Agency

EMAS is in the 3rd year of its current LEAD (Local Enterprise and Association Development) programme; we are currently in the process of submitting our proposal to continue for a second LEAD programme. The objective is to address the pain points of the industry by driving transformation to upskill the cleaning workforce, encourage adoption of technology, encourage adoption of OBC, improve productivity, and promote growth and create better jobs for the sector. We will update you of the progress in due course.

We thank you for your support as we work towards transforming the industry.

We wish everyone a Blessed Festive Season, and a Healthy, Successful 2022.