



Environmental Management Association of Singapore (EMAS)

A bi-monthly news bulletin brought to you by EMAS

Sep-Oct 2022

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Events and Activities



EMAS organised our **9th EMAS Golf and Dinner** on 19 October 2022 at the Tanah Merah Country Club (Tampines Course). Strong support was garnered from our members, with 2 Eagle sponsors - an electric vehicle as a Hole-in-One prize sponsored by **Polestar Singapore**, a luxury watch as a Hole-in-One prize sponsored by **IWC Schaffhausen**.

There were a total of 29 golf flights and 20 tables for the dinner event; with 27 cleaning companies receiving 'Thank Your Cleaning Day' Appreciation Plaques.

Special Guests for the Golf (day event) included Deputy CEO, of National Environment Agency, Mr Ng Chun Pin, EMAS 2nd Advisor, Mr Milton Ng, together with Mr Fahmi Aliman (Director, NTUC and Mayor, South East District) and Mr Zainal Sapari (Assistant Director-General, NTUC).





This year's 9th EMAS Golf and Dinner, was held in conjunction with the 5th 'Thank Your Cleaner Day' and co-organised by EMAS and **Kärcher**. EMAS' Guest-of-Honour, Dr Amy Khor, Senior Minister of State, Ministry of Sustainability and the Environment (MSE) graced this meaningful event; with VIP guest, Senior Parliamentary Secretary, MSE, Mr Baey Yam Keng and Mr Zainal Sapari (Assistant Director-General, NTUC).

The dinner appreciation brought together about 200 familiar faces from the industry and we were delighted to have the opportunity to catch up with all of them!



Upcoming!	
3 Feb 2023, Friday	EMAS Chinese New Year Celebration 2023

Industry News

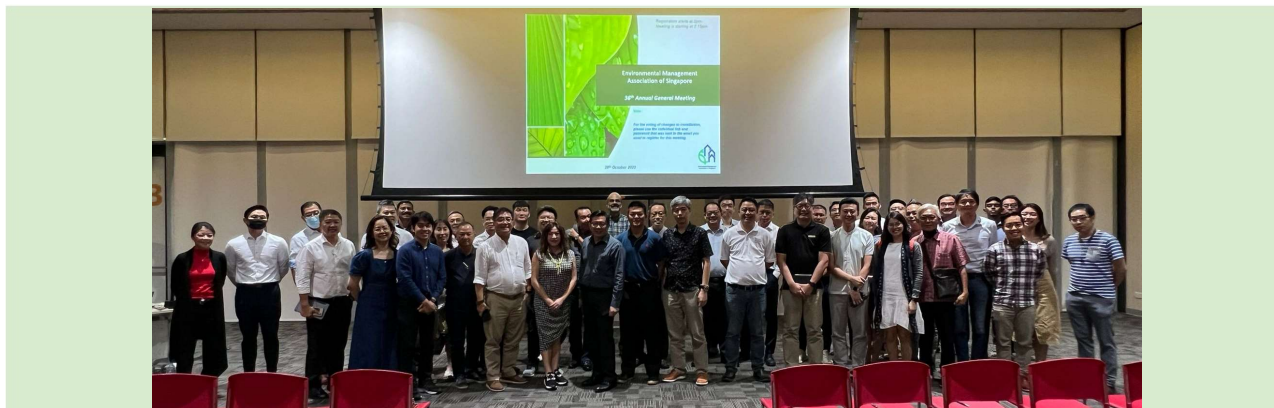


The **EMAS Annual General Meeting (AGM)** was held on 28 October 2022 at Devan Nair Institute, with refreshments provided. The in-person meeting was attended by 39 member companies, together with Observers, EMAS 2nd Advisor, and National Environment Agency (NEA) and Enterprise Singapore (ESG).

Employment and Employability Institute (e2i) shared details of the newly launched S\$70 million Company Training Committee (CTC) Grant, effective from August 2022 till July 2026. This CTC grant is provided to help companies mitigate its business challenges in the near future.

EMAS provided an update on our Local Enterprise and Association Development (LEAD) Program, together with a vote for constitution changes.

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 will be lodged with the Registrar of Society (ROS) and will be in effect once these amendments are approved.



Industry News (continued)



In more Industry News, the **Environmental Services (ES) Star Awards and Certificate of Excellence 2022** is drawing near! For this year's awards in December, NEA has streamlined the different awards platforms to have better coverage of the workforce across the whole ES industry.

The following changes have been implemented into **Clean and Green Singapore (CGS) 2022**:

Merger of Award Platforms

a. Integration of CGS Best Cleaners Awards into the Environmental Services (ES) Awards

Best Cleaner Awards will be integrated into the ES Awards. Applicants only need to apply for Certificate of Excellence (CoE) or Environmental Services (ES) Star Awards. This is to widen the coverage of ES Awards to recognise more workers.

b. Integration ES Workforce Day Award Ceremony into the CGS 2022 main launch event

Deputy Prime Minister, Mr Heng Swee Keat will be invited as Guest-of-Honour to present the top tier ES Star Awards (27 winners). This will elevate the award prestige for the recognition of the top workers in the industry. The prizes for CoE – certificates and vouchers – will be given to companies for onward distribution to workers.

The **Environmental Services (ES) Star Awards** is a national award given in recognition of outstanding ES employees and their significant contributions to the profession and environment.

Nominations will be evaluated by a panel of judges comprising industry partners, unions and government representatives.

There are three award categories for each sector (i.e. cleaning services, waste management & pest management) and a total of 27 awards will be given. Namely, Frontline, Supervisory/Team Leader, Operations Support (e.g. Ops/Customer Service/Business Development executives).

The awards will be given out at the Clean and Green Singapore 2022 in December. More details on the ceremony will be shared by NEA soonest.

The **Certificates of Excellence (CoE)** congratulate employees with excellent work performance for the year 2021/2022 – who work in Cleaning Services (e.g. Hawker Centres, HDB Estates, Public Cleanliness, etc), Waste Management (e.g. Public Waste Collectors, General Waste Disposal, etc) and Pest Management (e.g. F&B, Residential, etc).

The prizes for CoE – certificates and vouchers – will be presented to companies for onward distribution to workers.

Industry News (continued)

Held every 2 years, The Singapore WSH Conference is the premier platform for business and industry leaders, government officials and international thought leaders to share new perspectives and developments on Workplace, Safety and Health in the Asia Pacific region.

EMAS recently worked with Workplace Safety and Health Council as their Conference Partner in the **SINGAPORE WORKPLACE SAFETY AND HEALTH (WSH) CONFERENCE 2022**.







In 2020, the Conference was conducted virtually and attended by nearly 1,800 leaders and professionals, experts, international delegates, and was well-received by participants. This seventh edition of the Conference, themed “Reinforcing WSH for Business Sustainability” was held on 19 and 20 September 2022 at the Singapore Expo.



EMAS engaged with **Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)** on potential collaborative efforts.

TAFEP promotes the adoption of fair and progressive employment practices in Singapore; and is the only go-to recourse and resource centre for providing advice and assistance for both employers who may want to prevent workplace discrimination/harassment and employees/jobseekers who may encounter unfair/unreasonable employment practices and workplace discrimination.

Organisations that have gained a reputation for embracing fair and progressive employment practices will find it easier to attract and recruit employees. Their good reputation will help create a positive impact on sales and customer satisfaction levels. Learn more about fair and progressive employment practices, and adopt the Tripartite Standards today!

Download the Tripartite Guidelines	Adopt the Tripartite Standards	Attend TS Clinics	Visit TAFEP website
			

Upcoming!	
Dec	NEA Environmental Services (ES) Star Awards 2022

Dialogues, Briefings and Engagements



As the cleaning industry transitions and onboard the upcoming **Enhanced Training Requirements (ETR)** (which will take place on 31 Dec 2022), there has been feedback and challenges faced by licensed cleaning businesses (LCBs) ahead of the implementation of the ETR.

For more details on the upcoming ETR, please on this link:
<https://www.nea.gov.sg/our-services/public-cleanliness/cleaning-industry/cleaning-business-licence/enhanced-training-requirement>

Several trilateral meetings on Enhanced Training Requirements (ETR) with **NEA, SSG, NTUC-UCC and EMAS** were held. NEA shared some of the challenges faced by the LCBs and discussed how the tripartite parties can lean in to help the industry transit, onboard, and improve the ETR compliance rate before 31 Dec 2022.

EMAS presented the preliminary findings of a survey on the ETR. Of the 25 cleaning businesses that responded, the majority faced challenges in meeting the ETR on time. A critical challenge that many cleaning businesses had reflected were manpower shortages which impeded the scheduling of trainings.

EMAS is in the process of drafting a circular to seek Service Buyers’ understanding and support to the ETR by letting cleaners attend their trainings when required (and without imposing Liquidated Damages; or agree on lower cleaning schedules during low manpower period).

Upcoming!	
Early Nov	EMAS with Ministry of Trade and Industry (MTI) Economists

Skills Development and Training

Sep-Oct 2022

ORGANISED BY: Environmental Management Association of Singapore

SUPPORTED BY: Workforce Singapore

KNOWLEDGE PARTNER: AAARYA Business College

REDESIGNING JOBS

FOR THE ENVIRONMENTAL SERVICES INDUSTRY MASTERCLASS

"Learn how the 4D Job Redesign Framework can help you embark on Job Redesign in a structured approach."

WHAT WILL BE COVERED IN THE MASTERCLASS?

- Introduction to Job Redesign (JR)
- Industry challenges and how Outcome-Based Contracting (OBC) will affect jobs
- How to apply the 4D JR Framework
- Adoption of progressive human capital practices to support JR
- Group activities, case studies and presentations of JR solutions
- Introduction to various government funding schemes for JR
- Develop a workable implementation plan for your workforce based on your key business concerns by the end of the Masterclass using 4D JR Framework
- Optional post-masterclass in-person coaching session by facilitators

*We encourage different departments of a company to attend.

EXPERIENCED FACILITATORS

KIRPAL SINGH
Principal Consultant & Master Trainer

ALEX HAW
General Manager
OBC Specialist & Job Redesign Curator

22 NOV 2022
9:00AM - 5:00PM

23 NOV 2022
9:00AM - 5:00PM

1.5 DAY IN-PERSON SESSION

NO 10 ARUMUGAM ROAD,
#07-02, LTC BUILDING A,
EINSTEIN ROOM
SINGAPORE 409957

WENT TO MACPHERSON MRT,
EXIT B

MASTERCLASS FEE

\$280 EMAS MEMBER

\$380 NON-MEMBERS

\$1,088 FOREIGNERS
(WORK PERMIT / S PASS & ALL OTHER PERMITS)

*FOREIGNERS FEE APPLICABLE FOR COMPANY/EMPLOYEE PERMANENT RESIDENTS WHO HAVE NOT ATTENDED THE MASTERCLASS PREVIOUSLY.

GET YOUR TICKETS TODAY!

"Redesigning Jobs for the Environmental Services Industry Masterclass" presents a unique opportunity for your organisation to mitigate challenges ahead in the new year. EMAS is pleased to organise this JR Masterclass that offers a holistic view of how to transform your business in the Environmental Services industry – with inter-department discussions and cross-functional collaborations in a hands-on approach.

For business continuity in the long term, we encourage different departments (e.g. HR, Operations, staff of different worksites, etc) of your company to participate in this workshop, with the vision to multi-skill your workforce.

Masterclass participants will be required to develop and submit a workable implementation plan (relevant to their business concerns) as one of the key takeaways from this workshop. In addition, there will be an optional post-Masterclass in-person coaching session by our Facilitators.

To Register for our JR Masterclass:

<https://form.jotform.com/222502137431443>



Upcoming!	2 ND Run
22 - 23 Nov	Job Re-design for Environmental Services (ES) Industry Masterclass (2nd Run)
	To register, please click here: https://form.jotform.com/222502137431443

Environmental Management Association of Singapore



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