



Environmental Management Association of Singapore (EMAS)

A bi-monthly news bulletin brought to you by EMAS

Nov-Dec 2022

Top stories in this news bulletin



Events and Activities



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Events and Activities



Environmental Management Association of Singapore (EMAS)

EMAS CNY Dinner 2023

To purchase your Additional Seats / Tables / Sponsors for Dinner:

<https://forms.gle/sTWLZST9g1gDGZxa9>

| | |
|---------|--|
| Date: | Friday, 3 February 2023 |
| Time: | 7.15pm to 10.00pm |
| Venue: | PARKROYAL on Beach Road |
| G.O.H.: | Dr Amy Khor Senior Minister of State, Ministry of Sustainability and the Environment |



EMAS had annually organised its **CNY DINNER** as its key networking platform for the cleaning industry. The last EMAS CNY Dinner was held in 2020, we look forward to meeting you to usher in the year of the Rabbit!

Members enjoy 1st Complimentary Seat

Each member company is cordially invited to EMAS CNY Dinner to **enjoy the 1st Complimentary Seat** per member company. **Registration and RSVP to confirm your attendance** for your Complimentary Seat (1 seat only per member company) is available in this link: <https://forms.gle/Kour3zVnpsp9YjXG6>

Join us for this auspicious event, to be held at **PARKROYAL on Beach Road on 3 Feb (Friday)**, as we bring together about 160 members, together with our strategic partners from related agencies. This is an exceptional opportunity for us to mingle, network and build industry camaraderie.

Additional Seats/Tables are available for booking at special rates! (please see next page)



Calling all Associates – for Lucky Draw Prize Sponsorships

EMAS is requesting for **Lucky Draw Prize Sponsorship**! As our valued business partners for all our members, your support is vital to help us accomplish a memorable and successful event. Hence, we would like to seek your **kind contribution of prizes in our lucky draw segment** – which is one of the highlights for the evening's festivities.

As our **Lucky Draw sponsor**, your company may wish to sponsor some prizes which include **shopping vouchers** (e.g. CapitaLand, Takashimaya, etc), **grocery vouchers** (e.g. NTUC), **transport vouchers, cash vouchers or products**. Your company's sponsorship will help to enhance its brand visibility; and may help your company to garner new business opportunities in the near future.



Urgently, we look forward to receipt of your generous contributions by **19 January 2023**.

For Lucky Draw queries, kindly contact EMAS Secretariat Team @ 69700650 or email secretariat@emas.org.sg

Purchase of Additional Seats, Tables, Sponsors

The Dinner programme includes: fun pre-event activities, Lion Dance performance, Suzie Wong Showtime entertainment, more exciting games through the evening and lucky draw prizes to be won!
Please reserve and book by 20 January 2023.

| EMAS Members (1st Dinner Seat : Complimentary) | |
|--|------------------------------------|
| * 1 st Seat | Complimentary |
| 2 nd Seat | \$288 |
| 1 Table of 10 Seats (9+1 Member FOC) | \$2,288 (1 Appreciation Plaque) |
| * Additional Request (Food) | |
| Chinese Vegetarian | |
| Muslim Meal | |
| Sponsors | |
| * Platinum: \$5,888 (2 VIP Seats + 1 Table of 10 Seats + 1 Company Logo Display + 1 Appreciation Plaque) | |
| * Gold: \$3,888 (5 Seats + 1 Company Logo Display + 1 Appreciation Plaque) | |

| Upcoming! | |
|-----------------------|---|
| 3 Feb 2023, Friday | <p>EMAS Chinese New Year (CNY) Dinner 2023</p> <p>RSVP (1st Complimentary Seat): https://forms.gle/Kour3zVnpsp9YjXG6</p> <p>Lucky Draw Prizes Sponsorship: email to secretariat@emas.org.sg</p> <p>Purchase of Additional Seats, Tables, Sponsors: https://forms.gle/sTWLZST9g1gDGZxa9</p> |

Events and Activities (continued)



The National Environment Agency (NEA) recently hosted the annual **Environmental Services (ES) Workforce Day** that celebrates the commitment and excellence of ES companies and their employees in creating a clean, green and sustainable Singapore.

For the 2022 edition, the **ES Workforce Day awards – ES Star Awards and Certificate of Excellence (CoE)** – was streamlined and integrated with the Clean & Green Singapore (CGS) Best Cleaners Awards to reap synergies of both award platforms and have better coverage of the workforce across the whole ES industry. This cements the **recognition of the ES workforce as part of the larger CGS campaign**. NEA award nominations were sent in Aug 2022 and received overwhelming submissions.

ES Star Awards recognised a total of 27 awardees, 9 from each of the three sectors (Cleaning Services, Waste Management, Pest Management). Their awards were presented at the ES Star Awards ceremony - which was held in conjunction with the CGS 2022 main launch event - on Sat, 3 Dec 2022. Guest-of-Honour (GOH) for the event, Deputy Prime Minister Mr Heng Swee Keat, presented the ES Awards to the recipients.

Industry News



EMAS recently participated in a **Lunch Dialogue** held on 15 Nov 2022, with SMS Mr Tan Kiat How, representatives of relevant public agencies, and trade associations. EMAS President Mr Tony Chooi and Vice President Mr Edy Tan attended the dialogue session to provide views and inputs from EMAS.

In view of fostering a closer relationship between **SIFMA and EMAS**, both associations are in the process of discussing and identifying potential collaborative projects (with relevance to technology, sustainability and scalability). More details will be shared as we progress.



EMAS was proud to be a **Supporting Partner** for **Facilities Management Expert Summit (FMES) 2022** held on 1 Dec 2022 - which serves as **SIFMA's** flagship event which brought together distinguished speakers, professionals, industry partners, and other stakeholders from the Built Environment (BE) and Facility Management (FM) sectors in a conference to exchange their views on the latest FM issues and trends.

Mr Tan Kiat How, Senior Minister of State for Ministry of National Development, graced the event as the Guest-of-Honour for FMES 2022. Ms Sharon Kee, Honorary Secretary of EMAS, attended FMES' full-day Conference, followed by a Cocktail Reception and Gala Dinner.



In more Industry News, EMAS is delighted to pledge our support for the PW Mark and come onboard as a partner.

The Progressive Wage (PW) Mark is an accreditation scheme to recognise eligible firms that pay progressive wages to lower-wage workers. It is administered by the **Singapore Business Federation on behalf of the Tripartite Partners**.

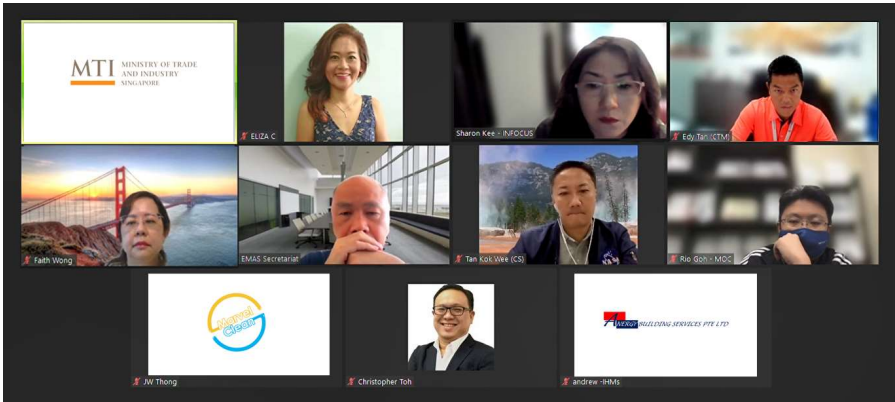
The Tripartite Partners, comprising the Ministry of Manpower (MOM), National Trades Union Congress (NTUC) and Singapore National Employers Federation (SNEF), initiated the PW Mark as part of a national effort to uplift the wages and well-being of lower-wage workers.

The PW Mark accreditation scheme was one of the key recommendations put forward in the Tripartite Workgroup on Lower-Wage Workers Report which was published and endorsed by the Government in August 2021.

For more information, please see: <https://www.sbf.org.sg/what-we-do/jobs-and-skills/progressive-wage-mark/>

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| Upcoming! | |
| 3 Feb 2023 | Lunch Dialogue with SMS Tan Kiat How |

Dialogues, Briefings and Engagements



On 2 Nov 2022, EMAS engaged with economists from **Ministry of Trade and Industry (MTI)** – as they sought to understand the latest industry developments and outlook for the cleaning sector.

EMAS shared views on the general near-term business outlook (until end-2023) for the cleaning sector in Singapore and what the most pertinent near-term opportunities and challenges were. We were also forthcoming

in sharing the critical manpower challenges of the cleaning industry, which included the recruiting and retaining of cleaning staff and workers.

Other pertinent points discussed: companies' main sources of stress on cashflow; and what is the medium-term outlook (3 years ahead) for the cleaning sector in Singapore. EMAS provided insights on some challenges we foresee, whilst looking towards opportunities and some of the key capabilities cleaning firms are focusing on.

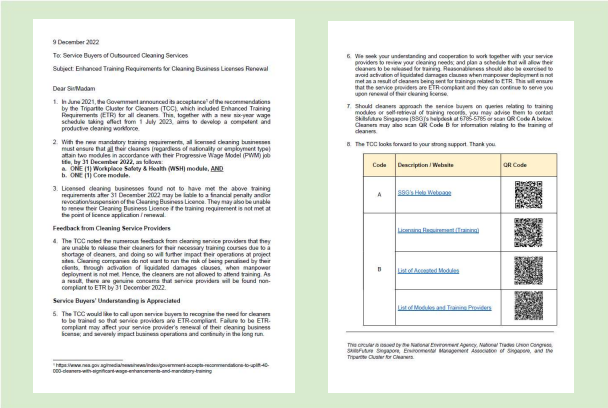
EMAS is represented in **Tripartite Cluster for Cleaners (TCC)** chaired by National Trades Union Congress (NTUC). In the inaugural TCC meeting for the new term held on 24 Nov, **NTUC U Care Centre (UCC)** held a session discussing matters relating to the Progressive Wage Model (PWM), as well as updates from NEA on the Cleaning Business License Regime and Enhanced Training Requirements (ETR).



As the cleaning industry transitions and onboard the **Enhanced Training Requirements (ETR)**, there had been feedback and challenges faced by licensed cleaning businesses (LCBs) ahead of the implementation of the ETR.

Several trilateral meetings 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 for operational stability which impeded the scheduling of trainings.



A circular was shared on 12 Dec with EMAS Members for “Service Buyers of Outsourced Cleaning Services” to seek their understanding and support in this matter. EMAS encouraged for our members to share this with your Service Buyers.

This circular was issued by the National Environment Agency (NEA), National Trades Union Congress (NTUC), SkillsFuture Singapore (SSG), Environmental Management Association of Singapore (EMAS), and the Tripartite Cluster for Cleaners (TCC).

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

| Upcoming! | |
|-------------|---|
| 16 Jan 2023 | Launch of Environmental Services Industry Transformation Map (ITM) 2025 |

EMAS EXCO Meeting (Salient Points)

A*STAR was cordially invited to a sharing session of **Operations Management Innovation (OMNI) Programme** by A*STAR Representatives from the Urban Solutions and Sustainability, Innovation and Enterprise division.

The OMNI Programme provides the necessary fundamental knowledge and concepts needed to understand Operations Management by introducing key concepts in operations improvement and productivity.

More information about OMNI can be found at this link: <https://www.a-star.edu.sg/simtech/kto/modular-programmes/omni>

Some of the salient points discussed during the EXCO meeting include: Job Redesign Masterclass held in Nov 2022, EMAS Golf 2022 in conjunction with “Thank Your Cleaner Day” held on 19 Oct 2022 and NEA’s ES Workforce Day held on 3 Dec 2022.

There are **future plans for ES Workforce Day** – where the recognition for **Certificate of Excellence (CoE)** recipients could continue in the form of a more informal appreciation or celebratory event EMAS is planning to organise this in Q1 or early Q2 2023.

EMAS Chinese New Year Dinner 2023 will be held on 3 Feb 2023 at ParkRoyal Hotel on Beach Road (details in “Events and Activities” section). Organising Chairman Mr Edward Goh and Mr Andrew Ang are working with EMAS Secretariat on the final details of the auspicious event.

Further updates were shared regarding the **36th Annual General Meeting (AGM)** held on 28 Oct 2022, at Devan Nair Institute. Secretariat provided a background of what took place in the past year between the 35th and 36th AGM. The AGM minutes have since been circulated to members.

The Executive Council was updated on several engagements held with economists from the **Ministry of Trade and Industry (MTI)** as well as **Tripartite Alliance for Fair Employment Practices (TAFEP)**.

EMAS shared feedback with MTI that the business outlook is cautiously optimistic, with some challenges on cash-flow. EMAS also provided feedback on labour challenges and its impact to cleaning operations and business growth.

EMAS supported TAFEP through sharing of their fair and progressive employment practices through EMAS Facebook post, e-Bulletin, EMAS newsletter and website so as to promote its adoption.

EMAS supported a member company and represented the industry to engage related Agencies on the **cleaning industry’s manpower challenges**, taking into consideration the key pillars of ES ITM 2025. A report - taking information gathered from EMAS’ recent **Foreign Worker (FW) diversification and ETR survey** - was drafted and shared with the related Political Office Holder (POH) and TCC members. In the report were some proposed measures to mitigate the critical manpower challenges the cleaning industry is currently facing.

Lastly, a meeting took place in Nov to discuss the matter of potential **Alliance or Collaboration of TACs that are related to IFM**.

Guidance was provided by the Executive Council for EMAS to clarify and/or define the Terms of Reference (TOR) and the objectives of this alliance. There were also suggestions for EMAS to work on a collaboration basis; to identify projects to collaborate on, subject to project details.

| Upcoming! | |
|-------------|-------------------|
| 13 Jan 2023 | EMAS EXCO meeting |

Skills Development and Training

Nov-Dec 2022



Organised by EMAS, the second run of our Job Redesign ES Industry Masterclass was completed in November 2022. There were a total of 26 Masterclass participants from 14 cleaning companies.

In the 2nd run, “**Redesigning Jobs for the Environmental Services Industry Masterclass**” offered 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.

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



“The course work that was done makes it an easy aid for presentation to the Management.”

“I will focus looking closely at the scope and designing of job role. Staff retention is important in the industry.”

| Upcoming! | |
|-----------|--|
| 2023 | Job Re-design for Environmental Services (ES) Industry Masterclass |

Environmental Management Association of Singapore



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www.emas.org.sg