



# Environmental Management Association of Singapore (EMAS)

A bi-monthly news bulletin brought to you by EMAS

Jul-Aug 2023

## Events and Activities

The **37<sup>th</sup> EMAS Annual General Meeting (AGM)** will be held on 27 October 2023, Friday from 2pm to 5pm, with a physical in-person meeting (venue to be confirmed).

This is an **election year** for appointment of EMAS Executive Council (EXCO) and Observers, with also a re-appointment of EMAS' auditor.

The AGM notification for 2023 will be sent via post and Whatsapp in the next few days.



### AGM 2023 Register your attendance here:

Date:	Friday, 27 October 2023
Time:	2.00pm to 5.00pm
Venue:	Temasek Polytechnic
Register:	<a href="https://forms.gle/T2ZnCfni4SAuiFVQ8">https://forms.gle/T2ZnCfni4SAuiFVQ8</a>

### Upcoming!

27 Oct 2023	EMAS Annual General Meeting (AGM) 2023 <b>* Election year for Executive Council *</b>
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## Industry News



EMAS extends a warm welcome to Cecilia Woo as the **new Executive Director of EMAS**.

Cecilia has more than 5 years of working experience, as Executive Director, in the Trade Associations and Chambers (TACs) sector. Prior to this, she has about 30 years of working experience in the media industry, and has held several positions such as Sales and Marketing VP, General Manager and Managing Director.

## Industry News



### Is your organisation ready for Workplace Fairness Legislation?

Find out what you can start doing to prepare your organisation for the **upcoming Workplace Fairness legislation**.

With the **Tripartite Guidelines on Fair Employment Practices (TGFEF)** being retained and enhanced to work in concert with legislation, it presents a clear opportunity now for business and human resources (HR) leaders to take stock and know where your organisation stands in terms of its fair employment practices in adherence with the prevailing TGFEF.

#### As a start, employers need to do the following:

1. Review your organisation's recruitment practices and put in place policies and procedures.

To learn more about how to implement fair recruitment practices, access the '[Introduction to Fair Hiring](#)' e-learning module.

2. **Put in place clear grievance handling processes (GHP) to resolve grievances and disputes at the workplaces.**

To learn more about how to implement a proper grievance handling process in your workplace, go to the [Grievance Handling Handbook](#) for more information.

#### [Introduction to Fair Hiring](#)



#### [Grievance Handling Handbook](#)



#### Ways to prepare your organisation for the upcoming legislation:

1. Take a quick self-assessment of your organisation via the [Fair and Progressive Employment Index \(FPEIndex\)](#), to know how well your organisation adheres to the [Tripartite Guidelines on Fair and Progressive Employment Practices](#).

Review the insights and recommendations provided to identify where your organisation can close the gaps and create a truly conducive workplace.

2. Refer to the list of practices found in the [Tripartite Standards](#) on **Recruitment Practices** and **Grievance Handling** as an additional guide in the implementation of fair employment practices.

#### [FPEIndex](#)



#### [Tripartite Standards](#)



## Industry News

NEA shared details on this year's **Environmental Services (ES) Awards 2023**; with the nomination period from end-June to end-July. Winners will be announced in December 2023.



The ES Awards Evaluation Panel consists of representatives from WMRAS, EMAS, SPMA, Union and NEA. 27 recipients will be awarded across the three categories (Frontline, Supervisory, Operations Support).

Mr Thong Jong Woei and Mr Rio Goh are representing EMAS in the above ES Awards 2023 Evaluation Panel.

For more details on NEA's ES Awards 2023, please see link: <https://tinyurl.com/NEA-ES-Awards2023>

## Dialogues, Briefings and Engagements



On 20 July, in a virtual session, EMAS was invited to participate in NEA's briefing session to cleaning businesses on its **revised licensing framework**; by sharing with the LCBs on how to increase their paid-up capital.

On 21 Aug, an in-person session was held at MSE Hall, ENV building.



EMAS met with **NEA's CEO Mr Wong Kang Jet** in a dialogue session that took place on 16 Aug 2023 - to discuss how we can work closer together to support the cleaning industry better and to accelerate the move towards Outcome-Based Contracting (OBC).

### Upcoming!

4 Sept 2023	MSE Family National Awards (COVID-19) Investiture
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## EMAS EXCO Meeting (Salient Points)



EMAS was approached by the Singapore Business Federation (SBF) to support the **Job Redevelopment Partner Programme (JDPP)**. We are discussing a potential collaboration to facilitate transformation for local businesses – where businesses will be able to leverage on SBF’s ecosystem (network, resources, etc) for their project implementation.

EMAS provided an update on **Smart Urban Co-Innovation Lab** memberships. 5 EMAS member companies were interested, with 2 approved by SmartLab and 3 pending consideration.



EXCO is in discussion to further strengthen EMAS’ capabilities by having a Technical Advisor related to chemicals and infectious diseases. We will share updates as we progress.

### Upcoming!

15 Sept 2023	EMAS EXCO meeting
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Environmental Management Association of Singapore



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