



Year-in-Review for AGM 2022



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PRESIDENT'S MESSAGE



As ASPRI celebrates its Silver Jubilee, members can recall with pride how far we have come as an association. From a modest beginning in 1997 with some 50 members, ASPRI is now nearly 600-member strong, representing the broad cross section of the PCM industry.

From a fledgling, financially challenged Association with barely enough in the coffers to pay the staff, ASPRI now has a well-tuned secretariat, undertaking initiatives to advance the best interests of the PCM industry, supported by a training centre comparable to some of the best in Singapore. Integrated with a dormitory, it delivered nearly 300,000 training hours a year at its height before Covid-19 struck.

ASPRI would not have achieved its current standing without the active support and counsel of government agencies, plant owners and non-governmental organisations, which have enabled key initiatives to be rolled out successfully over the years. Amongst them are the Local Industry Upgrading Programme (LIUP), On the Job Training (OJT) for 13 skillsets, Local Enterprise and Association Development (LEAD) programme for skills training and capability development, and the PCM Management Committee (PCMMC), a high-level platform for industry collaboration to improve productivity and competitiveness.

1. Overcoming Covid-19 and emerging stronger

ASPRI has even more reason to celebrate as the Silver Jubilee has coincided with the lifting of much of the restrictions imposed to contain the spread of Covid-19. Petrochemical and clean energy projects that were stalled because of the pandemic are being revitalised and the deployment of manpower and equipment has also become a lot easier.

For two long years, the Association and its members, like the rest of the world, had to labour under trying conditions with all the uncertainties. We recalled the early days when we were all still trying to come to grips with the virus and government advisories were changing by the hour.

The Secretariat rose to the challenge. In spite of having to deal with multiple moving parts, ASPRI engaged with government agencies and stakeholders to put all systems and procedures in place to ensure that members were kept updated on developments, essential plant maintenance continued to be carried out, and the 7,900 workers lockdown in the ASPRI--Westlite Dormitory-Papan stayed informed, engaged and safe.

As the Covid-19 situation improves, ASPRI, together with its counterparts in marine and construction, has worked with the Government to steadily ease requirements to facilitate the entry of much-needed workers for ongoing projects and alleviate the labour shortage. In a successful partnership with Fullerton Health Group, over 4,000 workers from India and Bangladesh were brought in by some 200 ASPRI member companies under an industry led safe bubble-wrap initiative, since its pilot in September 2021.

ASPRI has also worked with the MOM to provide mediation between work permit holders (WPHs) and employers (current and new) under the Change of Employer – Without Consent (COE w/o consent) programme. From 1 March 2021, ASPRI has assisted some 95 member companies to retain about 190 experienced WPHs and helped to minimise inter-company transfers to stabilise the workforce.

Under the programme ASPRI has also helped the industry to retain about 400 skilled workers. Companies facing a manpower shortage due to the Covid-19 border restrictions are able to plug the gap from this experienced pool of workers while those with excess manpower can transfer their WPHs to other companies more quickly and save on repatriation costs.

By being able to face up squarely to the most difficult phase in the Singapore PCM industry's history, ASPRI has proven its mettle and earned the trust of members, the Government, plant owners, and

non-governmental organisations in its leadership. The membership has also never been more cohesive, which bodes well going forward.

2. Busy year ahead

We have a packed year ahead. Within the Association, programmes that were stalled, as members had to attend to more immediate concerns, can now resume. In our busy calendar is the roll-out of the Digital Readiness Index (DRI) and Productivity Certification Framework to allow members to make a fair assessment of their capability, paving the way for improvements in both their operation and productivity.

As more projects resume after a two-year hiatus, companies have their hands full, quite literally. Many are finding they have more work than they can manage with the resources they have as many of the workers who have returned home at the height of the pandemic are not expected to return.

While this is a challenge that most would rather not have to deal with, it offers companies an opportunity to enhance their efficiency at a time when the Government has already announced further plans to tighten the employment of foreign workforce. By taking firm measures to train the existing workers and raise their capability, improve processes for improved efficiency and mechanise where possible, we will be able to achieve more with less workers.

3. Transitioning to greener future

Even as we celebrate our past achievements, we are mindful of the future. While fossil fuels will remain vital to the global economy, the world is transitioning to a greener, cleaner future to mitigate the worst effects of climate change. Singapore has unveiled a green plan, a whole-of-nation movement to advance the national agenda on sustainable development. As key players of the chemical industry fraternity, we are an integral part of this transition.

ASPRI will have to align and keep members informed of Singapore's Green Plan and decarbonisation, collaborate with partners to advance sustainable development and reduce reliance on fossil fuels, and start a sustainability chapter for like-minded members within the Association.

In terms of trade skills, while we believe existing trade skills will remain relevant, the nature of the trades will change. New skills will also be required for the projects that are expected to come on stream. We must stay attuned to these developments and determine how they will impact us, so that member companies and their workers can prepare for what is to come.

Closing

ASPRI has come a long way since it was established in March 1997 and the Association owes it to the continued and arduous support of our members.

As this is the last message I'm writing as President, I like to seize this opportunity to thank the many wonderful people I have had the pleasure to work with, within ASPRI and in the larger PCM and chemical community and in Government, during my 20 years in the Executive Council, including the last 10 years as President. ASPRI has had many challenges over the years, but you have come alongside to journey with me. With your support, we have helped raise the Association to its current stature.

As I advance into the role of Immediate Past President (IPP), I am confident that the new president will lead the Association well with his passion to serve the industry. May the Council continue to press forward to advance the best interests of ASPRI members and the broader PCM sector.


Charles Quek
President
ASPRI 13th Executive Council

ASPRI 13th Executive Council (1 August 2020 – 31 July 2022)



PRESIDENT
MR CHARLES QUEK

Chief Executive Officer,
HSL Constructor Pte Ltd



IMMEDIATE PAST PRESIDENT

MR JAMES GOH
Chief Executive Officer,
FRP Products Co. Pte Ltd



VICE PRESIDENT
MR MELVIN TAN

Managing Director,
Cyclct Electrical Engineering
Pte Ltd



HONORARY MEMBER
MR FRANCIS TAY

Director,
Aedge Technologies Pte Ltd



SECRETARY
MR DANNY CHUA

Managing Director,
CYC International Pte Ltd



ASSISTANT SECRETARY
MS GRACE CHIA

Deputy Executive Chairman,
Rotary Engineering Pte Ltd



TREASURER
MR STEVEN NAH

Managing Director,
Shing Leck Engineering Service
Pte Ltd



ASSISTANT TREASURER
MR DANIEL ONG

Director,
Mighty Engineering & Construction
Pte Ltd



COMMITTEE MEMBER
MR CHENG BENG KWANG

Director, Projects
PEC Ltd



COMMITTEE MEMBER
MS HUANG WEN JIA

General Manager,
Cuestar Industry (S) Pte Ltd



COMMITTEE MEMBER
MR LOH LOCK MUN

Director,
FRP Products Company Pte Ltd



CO-OPTED MEMBER
MR FAN MING KEONG

Managing Director,
Plant Engineering Services Pte Ltd



CO-OPTED MEMBER
MR THOMAS CHONG

Engineering Director,
IEG Oilfield Services Pte Ltd

**Information is accurate as at 19 June 2022*

ASPRI Organisation Chart

ASPRI 13th Executive Council



MR WAYNE YAP
Executive Director

Programme



MR ETHAN CHIA
Programme Manager



MR BRYAN LOWE
Digital Transformation
And Innovation Manager

Finance



MR LUNG SZE WYNN
Finance Manager



MS KARIN CHOONG
Assistant Manager,
Accounts



MR LEE KWOK FAI
Assistant Manager,
Accounts



MS IVY LOO
Senior Executive,
Accounts & HR

ASPRI Secretariat



MS CHANTAL QUEK
General Manager,
ASPRI Secretariat



MR KENNETH LEE
Senior Executive



MS WYNN LOON
Senior Executive



MS TAN PEI NI
Senior Executive



MR WONG JUN YUAN
Senior Executive

ASPRI-IPI



MS CAPHINE LEE
General Manager,
ASPRI-IPI



MR CAI HONG WEI
Senior Centre Manager



MS JOYCE TEE
Assistant Manager, Technical
Training Specialist Unit



MR CHRIS LIM
Chief Specialist,
Training Specialist Unit



MS ASHWINI NILOFER
Manager, Service Quality Unit



MR MARCUS WONG
Team Lead, Technical
Training Support Unit



MS TEO JIA YI
Executive,
Service Quality Unit



**MR PANDIAN
PALANIYANDI**
Specialist, WSH,
Training Specialist Unit



MS GWEN ONG
Executive, Technical
Training Support Unit



MR PRASAD BOKKA
Specialist, Process Skill,
Training Specialist Unit



MS BRYANA ONG
Executive, Technical
Training Support Unit



MR ERIC KOH
Specialist, WSH,
Training Specialist Unit



MR WARREN TAN
Specialist, Process Skill,
Training Specialist Unit



**MR DEVADASON
EDMUND DANIEL**
Curriculum Developer,
Training Specialist Unit



MR THAM KOK CHEONG
Trainer (Contract)



MR NEO CHEOW LANG
Trainer (Contract)



MR PETER HO
Trainer (Contract)

**Information is accurate as at 19 June 2022*

e2i Biomedical Sciences & OPEC Industry Job Fair

6 April 2021, Singapore – In an effort to assist our members with their recruitment drive, the Association was pleased to be involved in the Biomedical Sciences & Oil, Petrochemical, Energy and Chemicals (OPEC) Industry Job Fair organised by Employment & Employability Institute (e2i).

The job fair was held at Devan Nair Institute for Employment and Employability on 6 April, Tuesday, which involved 29 hiring companies with over 100 job vacancies. Assuming the role of a hiring company, ASPRI represented our member companies by attending the job fair on their behalf.



The Association received numerous enquiries from various job seekers of diverse background. While most were familiar with the Process Construction and Maintenance (PCM) sector, there were also a few who had no knowledge of the Industry. They raised concerns on whether they would find it difficult to assimilate to a new environment.

To address their concerns, ASPRI took the opportunity to briefly educate them about the PCM sector and introduced them to the Professional Conversion Programme (PCP) which is career conversion programme targeted at mid-career Professionals, Managers, Executives and Technicians (PMETs).

ASPRI sincerely wishes the best for all job seekers and hope they can find a fulfilling career in the PCM sector.



Recovering Payment & Variation Claim

9 April 2021, Singapore – Following the webinar ASPRI organised in January which saw Mr David Shanmugam talked about the updates to the COVID-19 (Temporary) Act, the Association once again partnered with the Counsel from Netto & Magin LCC to bring our members a webinar titled, "Recovering Payment & Variation Claim" on 9 April 2021.

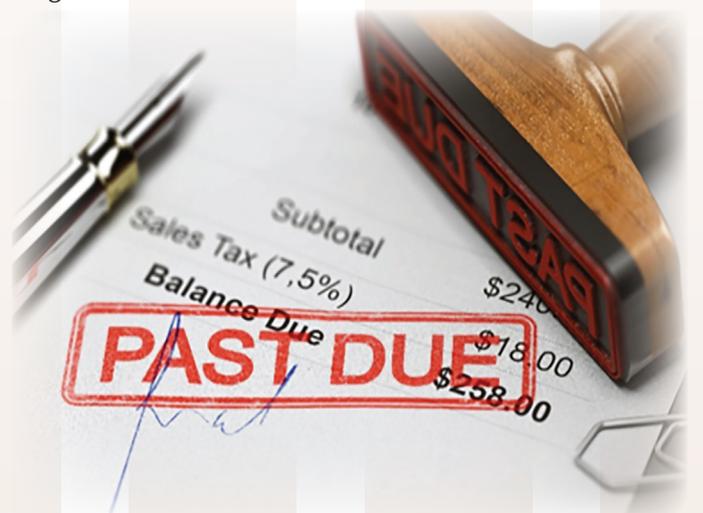
In the first part of the webinar, Mr Shanmugam explained that most contractors were often asked to perform work which they considered they were entitled to payment in excess of the original sum. To claim the excess payment, one must be prepared to prove the following:

1. That it is extra work not included in the work for which the contract sum is payable
2. That there is a promise expressed or implied to pay for the work
3. That any agent who ordered the work was authorised to do so
4. That any condition precedent to payment imposed by the contract has been fulfilled

Mr Shanmugam then stated that there is no one accepted definition of "variation. However, in a lump sum contract, "variation" may be defined as work not expressly or impliedly included in the work for which the lump sum is payable.

In the second part of the webinar, Mr Shanmugam discussed the various possible scenarios that companies could face when performing their contractual obligations. He cited numerous examples to give the attendees a better understanding of the dos and don'ts.

Before the webinar was concluded, ASPRI members managed to ask Mr Shanmugam several questions and clarified their concerns and doubts. The webinar was attended by over 50 ASPRI member companies and they have found it to be insightful.



Jurong Island Vision Zero Forum: Steering Towards Safer Roads For All

7 April 2021, Singapore – As part of their commitment to manage process operations safely to achieve zero incidents, the Jurong Island Vision Zero (JIVZ) Group organised a virtual forum titled, “Steering Towards Safer Roads for All”. The forum, which involved four guest speakers from different organisations, discussed traffic management and safe driving on Jurong Island (JI).

Er. Lucas Ng, Chairman of JIVZ Group, commenced the forum with his opening address where he emphasised that everyone plays a part in ensuring the road safety and security of not just JI, but the nation as well. As an industry veteran, Er. Ng holds over 30 years of experience and has always been passionate about road safety. He hoped the forum could be a platform for road safety discussion.

Er. Ng introduced Mr Fabio Garagiola, Singapore Refinery Manufacturing Director of ExxonMobil Asia Pacific Pte Ltd, to give his presentation. Mr Garagiola highlighted that work environments such as process sites and plants pose a higher risk of security due to the nature of work and machine-laden operations. In an attempt to reduce incidents, ExxonMobil imposed speed limit and special rules for high-risk vehicles such as forklifts, scissor lifts and large vehicles.

Following Mr Garagiola’s presentation, Mr Amir Rahaman, Assistant Director of JI Security Operations Division at JTC Corporation, talked about three recent JI road accidents which happened in late 2020 and early 2021. He also echoed Er. Ng’s opening address and stated that the road safety and security of JI is a shared responsibility. JTC aims to reduce future incidents by improving road conditions, installing relevant road signages, enforcing checks and patrols and more importantly, spreading public awareness through outreach and education.

To emphasise the importance of outreach and education, Mr Amir introduced Superintendent Jimmy Law, Commanding Officer of Traffic Police at Singapore Police Force. JTC and the Traffic Police has often collaborated to organise Road Safety Talks. Mr Law revealed that there are different types of talks for different target audience such as drivers, riders, heavy vehicles, seniors, children and cyclists. These talks aim to discuss Accident Statistics, Case Studies and Road Safety Advice. While concluding his presentation, Mr Law urged the attendees to reach out to the Traffic Police via spf_tp_rs_enquiry@spf.gov.sg if they are interested in future talks.

For more details, members of public could visit the following resources:

1. <https://www.police.gov.sg/advisories/traffic/road-safety-tips>
2. <https://www.facebook.com/roadsense.sg>

Lastly, Ms Dorcas Teo, Executive Director and Mr Harish Kumar, Group Head of Health, Safety and Environment at Nordic Group Pte Ltd revealed how the utilisation of technology allowed them to adopt safe driving practices by monitoring drivers’ road behaviour. By monitoring driving patterns such as harsh braking, acceleration, turning and speeding, they were able to identify poor driving behaviours and facilitate coaching if needed.

Mr Harish explained that this data can then be used to better schedule work and rest days to prevent drivers’ fatigue and improve route planning. A report could be generated to extrapolate the data for future planning. The system also allows for fuel usage to be monitored which will result in improved vehicle maintenance in the long run.

Aside from relying solely on the IT system, Nordic Group also adopted other measures such as adopting a strict selection process of drivers, providing drivers a compulsory pre-health screening and sending them for refresher trainings. Mr Harish highlighted that most drivers were migrant workers and the driving cultures of Singapore and their country of origins might differ greatly. This accentuates the need for trainings and safety talks to instil the importance of road safety.

Before the forum concluded, Er. Ng addressed some of the questions and concerns raised by attendees and further reiterated that everyone has a part to play in ensuring the road safety and security at JI. The forum was attended by over 150 industry partners, including plant owners and ASPRI members.



Opening Address

Er. Lucas Ng
Chairman, Jurong Island Vision Zero (JIVZ) Group

Work Injury Compensation Act & Handling Insurance Claims

21 May 2021, Singapore – In light of the increased safety concerns during COVID-19, the Association partnered with Mr David Shanmugam, Counsel of Netto & Magin LCC and Ms Pamela Koh, Financial Service Consultant at AIA to organise a webinar for ASPRI members on 21 May 2021, Friday. The webinar covered the updated Work Injury Compensation Act (WICA) and explained the liabilities of an employer.

In the first part of the webinar, Mr Shanmugam explained that the WICA lets employees make claims for work-related injuries or diseases without having to file a civil suit under common law. It is a low-cost and quicker alternative to common law for settling compensation claims.

He pointed out that employees who sustained injuries or contracted occupational diseases arising out of their work, or the estates of employees who died in a work-related accident, are entitled to claim work injury compensation. The WICA covers all employees engaged under a contract of service or apprenticeship, regardless of their salary.

An employee can make a claim under the WICA for personal injuries by accident arising out of and in the course of his employment i.e. arising during working hours or while on official duties; including accidents that happen while travelling to and from the workplace in company provided transport (not by public transport); and injuries sustained abroad while on overseas assignments.

Mr Shanmugam revealed that employees can claim medical expenses (including consultation), hospitalisation fees, treatment and surgery fees, artificial limbs and surgical appliances, compensation for permanent incapacity or death and wages while on medical leave.

There is, however, a group of people that are not covered by the WICA. They are self-employed people, independent contractors, domestic workers, members of the Singapore Armed Forces, Singapore Police Force, Singapore Civil Defence Force, the Central Narcotics Bureau and the Singapore Prison Service.

Though the WICA served to enhance the protection for employees, Ms Koh revealed that the WICA also influenced companies and employers to prevent injuries from happening in the first place. In the second part of the webinar, Ms Koh covered the WICA from the perspective of an employer. It covers the insured employer against any legal liability as required under the Act.

She highlighted all employers are required to provide compensation to any employee or his dependants. Failure to do so constitutes as an offence punishable by a maximum fine of S\$10,000 and/or imprisonment of up to 12 months. Ms Koh then went through the claims procedure step-by-step and shared some case studies with the attendees.

ASPRI members got the opportunity to ask questions and clarify their concerns at the end of the webinar. It was attended by over 50 member companies who found the session to be very useful. The Association thanks everyone for attending and both Mr Shanmugam and Ms Koh for making this webinar possible.



Knowing and Innovating with the Enhanced PDPA

28 May 2021, Singapore – With more and more work processes being digitised, more employees are relying on technology and digital tools to efficiently carry out tasks at the workplace. This includes the sharing of personal data, both intentionally and unintentionally. As many may or may not be aware, there have been amendments to the Personal Data Protection Act (PDPA).

In support of the Privacy Awareness Week 2021, and to help ASPRI members stay updated on the amendments to the PDPA, ASPRI has worked with the Personal Data Protection Commission (PDPC) to organise a webinar titled, "Knowing & Innovating with the Enhanced PDPA". The webinar, which was held on 28 May 2021, aimed to educate business owners, data protection officers (DPO) and any personnel handling personal data to understand the amendments made to the PDPA and how it relates to organisations handling personal data.

The webinar also covered Infocomm Media Development Authority's (IMDA) Data Protection Trustmark (DPTM) certification, and how it can help organisations strengthen consumer and regulator trust and increase one's competitive advantage in the digital economy.

Mr Justin Lee, Senior Associate (Technology, Media & Telecomm) at Rajah & Tan Singapore LLP, was the guest speaker of the webinar. Rajah and Tann Singapore LLP is a full service law firm in Singapore. Due to their experience and track record in data protection matters, they have been appointed by PDPC and IMDA to support the industry engagement efforts in raising awareness and promoting compliance of the PDPA.

In the first part of the webinar, Mr Lee defined personal data as data about an individual who can be identified from that data, or from that data and other information to which the organisation has or is likely to have access.

The PDPA provides a baseline standard of protection for personal data in Singapore. It complements sector-specific legislative and regulatory frameworks such as the Banking Act and Insurance Act. It comprises various requirements governing the collection, use, disclosure and care of personal data in Singapore. It also provides for the establishment of a national Do Not Call (DNC) Registry. Individuals may register their Singapore telephone numbers with the DNC Registry to opt out of receiving unwanted telemarketing messages from organisations.

The PDPA covers personal data (PD) stored in electronic and non-electronic formats. However, there are common exceptions. The PDPA does not apply to the following situations:

1. Responding to an emergency that threatens the life, safety or health of an individual
2. Managing or terminating employment relationship
 - Using employee's bank account details to deposit salary
 - Monitor how employee uses company resources
 - Posting employees' photos on the staff directory
 - Managing staff benefit schemes

3. Evaluative purposes – to determine suitability or eligibility of an individual for:
 - Employment or for appointment to office
 - Promotion in employment or for continuance in employment
 - Removal from employment
 - Award of contracts, awards, bursaries, scholarships or other similar benefits
4. Publicly available
 - PD that is generally available to the public
 - At a location or an event at which the individual appears and that is open to the public
 - Any member of the public could obtain or access the data with few or no restrictions

Mr Lee then shared on the new exceptions that were part of the amendments. He noted the following:

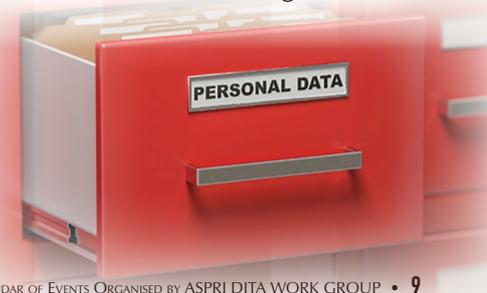
1. Use of PD without consent for:
 - Enhancing goods and/or services
 - Improving operational efficiencies
 - Understanding customers to offer personalised services
 - o Example: Credit card company derive customers' spending habits to develop a new line of credit or reward schemes
2. Collect, use and disclose of PD without consent for lawful interest of organisation, or for a segment of the public
 - o Example: Hotels get together to compile and share a blacklist of "hotel skippers" who do not fulfil payment for the use of hotel services

In the second part of the webinar, Mr Lee discussed the DPTM in detail. The DPTM is a voluntary enterprise-wide certification for organisations to demonstrate accountable data protection practices. The DPTM will help businesses increase their competitive advantage and build trust with their customers and stakeholders.

From the perspective of a consumer, they can be rest assured that an organisation certified with the DPTM has put in place responsible data protection practices and will take better care of their personal data. The directory of DPTM-certified organisations can be found here.

The certification involves two fees. Firstly is an application fee of S\$535 (with GST) which is payable to IMDA. The second is an assessment fee which is payable to the Assessment Body (AB). The AB acts as an independent body to assess that an organisation's data protection practices conform to the DPTM requirements. More details on DPTM can be found here.

Towards the end of the webinar, the attendees got the opportunity to clarify their concerns and doubts through a Q&A session with Mr Lee. The webinar was attended by over 90 attendees who found the session to be insightful and useful.



Explosion Protection Training IEC 60079 & SS 667

23 June 2021, Singapore – With more and more work-related injuries and accidents happening in 2021, the Association has called for an urgent Safety Time Out to encourage member companies review their risk management processes. In lieu of this, ASPRI, together with the Singapore Chemical Industry Council (SCIC), worked with TÜV SÜD PSB, to organise a webinar on Explosion Protection Training.

The webinar aims to provide insights into Causes of Explosions, Hazard Identification, Ignition Hazard Assessment, Explosion Protection Classification, and Ignition Protection Methods. Quality managers, safety managers, production workers, and personnel working in hazardous locations were encouraged to attend the webinar to learn how to reduce risk and promote safety within the workplace.

Mr Balakrishnan Velayudhan, Programme Manager, Additive Manufacturing H&S, TÜV SÜD PSB, started off the webinar by introducing Hazard Identification and Dust Hazard Analysis (DHA). He covered the alarming rate of combustible dust incidents worldwide and why companies should take note of such issues. He discussed the ways on how to determine the combustibility of various types of combustible solids. Mr Balakrishnan stated DHA must be performed by competent personnel and they need to maintain such records for the life process.

Subsequently, Dr Zhang Danqing, Head of Additive Manufacturing Center of Excellence, TÜV SÜD PSB, touched on SS667, Clause 7, Storage requirements. The storage refers to flammable, pyrophoric and water reactive powders, that are intended to cater for the normal need of working stock. Dr Zhang also covered the Requirements for Additional Fire Safety Cabinet in a Working Area. Lastly, she pointed out that for storage of metal powders, which are combustible, they have to be kept dry. Additionally, an automatic fire

suppression system appropriate for the type of metal powders need to be used. It should also be stored in closed steel drums or other closed non-combustible materials.

Finally, Mr Tan Heng Khoon, Product Manager, Electrical and Electronics Centre, TÜV SÜD PSB, presented on Protection (EN/IEC 60079). He covered the Risk Analysis according to EN 1127 or, Ignition Hazard Assessment and identification of hazard pertaining to it. He also touched on the Outline of EN/IEC 60079 Requirements for Electrical Equipment. When looking at the requirements, companies need to be aware of a set of labels. He also explained the Ignition Protection Methods based on different atmosphere. Lastly, companies must also comply to the International IECEx Scheme for Equipment Manufacturer, where companies can do a Conformity Assessment Tool.

After all three presentations were concluded, the webinar transitioned to a Q&A session where attendees managed to verify their doubts and concerns. The webinar was attended by over 50 pax and was deemed to be useful by both ASPRI and SCIC members. We would like to thank Mr Balakrishnan, Dr Zhang, and Mr Tan for the insightful sharing session.



Webinar – Increasing Profit Through Lowering Emissions

28 July 2021, Wednesday – ASPRI held a sustainability-themed webinar which was co-organised by Carbon Pricing Leadership Coalition (CPLC) Singapore. The webinar titled, **“Increasing Profit Through Lowering Emissions”**, was led by Dr Ryal Wun, Deputy Executive Director of the United Nations Global Compact Network Singapore (GCNS), as well as the Managing Director of CPLC Singapore. Please click here to view the webinar slides.

GCNS and CPLC Singapore work in collaboration with the National Environment Agency (NEA) and Enterprise Singapore (ESG) to help local companies lower emissions, facilitate business matching and internationalise.

Dr Ryal explained the benefits of reducing one's carbon footprint and highlighted that more industries and companies are being more transparent in improving their sustainability efforts. He also shared some of the tools and solutions ASPRI members can adopt to measure and monitor their carbon footprint and reduce operation costs. One such tool was the Carbon & Emissions Recording Tool (CERT).

One of ASPRI's member, Vac-Tech Engineering Pte Ltd, is a CPLC partner and has participated in their Carbon Management Workshop. Mr Retna Vinod, Safety Manager of Vac-Tech, shared their decarbonisation journey and how CERT was useful to quantitatively measure data, eventually helping them reduce their electrical and water usage.



ASPRI AGM 2021

21 July 2021, Singapore – The Association of Process Industry (ASPRI) convened an Annual General Meeting (AGM) via Zoom which was attended by approximately 70 individuals from 60 member companies.

Mr Charles Quek, President of ASPRI's 13th Executive Council, initiated the AGM and in his opening address highlighted key achievements of the association for the past financial year.

Mr Wayne Yap then provided an important update regarding the tightened end to end process to bring in workers from India and information on the pilot program.

The Passing of Resolutions, Dialogue Session & Lucky Draw

This year's AGM saw the passing of the following three resolutions:

1. Confirm and adopt the Minutes of AGM 2020
2. Receive and adopt the Audited Accounts for FY20/21
3. Re-appoint BDO LLP as ASPRI's Auditor for FY21/22

After the AGM was officially closed by Mr Quek, the virtual meeting room transitioned to an informal dialogue session. Members took this opportunity to clarify their doubts which were mainly about manpower issues.

As a gesture of appreciation and goodwill to our members, ASPRI held a lucky draw at the end of session, which saw ten lucky winners each won an attractive prize worth around \$15,000 in total.

Moving Forward

Moving forward, Mr Quek reminded everyone to brace for a long and difficult fight to recovery. It is important that the Process Industry stay united, help each other survive and emerge stronger together. Mr Quek also thanked all ASPRI members and stakeholders for taking time to attend the AGM. ASPRI will continue working together to do all we can to serve our members.



Understanding Part 10A of the COTMA

30 July 2021, Friday – In view of the increased foreign manpower cost due to foreign manpower shortages caused by the COVID-19 pandemic, an **additional legislative relief under Part 10A of the COVID-19 (Temporary Measures) Act 2020 (“COTMA”)** is provided to ensure that all parties along the value chain step up to co-share the increased costs.

To help our members better understand Part 10A of the COTMA, ASPRI organised a webinar which **covered its purpose and how it helps to defray manpower costs**. The webinar was led Mr David Shanmugam, Counsel of Netto & Magin LLC. To view the webinar slides, please click here.

In the context of Part 10 of the COTMA, “foreign manpower salary costs” refers to the **remuneration – including bonuses, allowances, and overtime payments** – payable to individuals who are **neither citizens or permanent residents of Singapore holding a work permit**. This excludes any quarantine, insurance or miscellaneous test costs.

Contract parties are to negotiate and adjust contract sums to take into account of increased foreign manpower salary costs incurred. If the negotiation is successful, there is no

need to apply for this relief and parties may proceed to adjust contract sum as negotiated.

However, if the negotiation is unsuccessful, the contractor can seek determination from an Assessor. The contractor **must show documentation of reasonable attempts of negotiation**. Examples of such negotiation could include meeting minutes, correspondence, and recordings of such attempts. The Assessor will then conduct the necessary checks for eligibility.



Employment Act & Employee Benefits for Local and Foreign Employees

20 August 2021, Friday – In view of the recent changes to the Employment Act, this webinar covers the updated changes, including insurance and claims benefit and the recent addition of benefits for employees during this pandemic.

To help our members better understand Employment Act & Employee Benefits for Local and Foreign Employees, ASPRI organised a webinar which **covered its purpose and how it helps to understand the various benefits and Employment Act**. The webinar was led Mr David Shanmugam, Counsel of Netto & Magin LLC and Ms Summer Foo, Financial Service Consultant of AIA Singapore. To view the webinar slides, please click on the links below.

Mr Shanmugam started off by mentioning the various benefits employees should get under the Contract of Service, which includes annual & medical leaves and basic medical benefits. He also added on a few scenarios for Termination of Service, such as employers cannot reject one’s resignation notice. Finally, he touched on a few guidelines on the dismissal grounds and what employers should be aware of.

Next, Ms Foo presented on the various employee benefits for both local and foreign employees, such as implementing basic insurance care for them. She also covered certain insurance companies allow teleconsultation when one is sick. She also introduced for those that are experiencing COVID-19 symptoms, will have a quicker access route to the General Practitioners (GP).



New Digital Plan Launched to Help Process Construction & Maintenance (PCM) Industry Digitalise

26 August 2021, Thursday – The Process Construction & Maintenance (PCM) **Industry Digital Plan (IDP)** was jointly developed by ASPRI, Enterprise Singapore and the Infocomm Media Development Authority (IMDA), to enhance the digital capabilities of the PCM industry.

Part of the **SMEs Go Digital programme**, the IDP is designed to make going digital simple for small and medium-sized enterprises (SMEs) by providing them with a step-by-step guide on the digital solutions available for adoption at each stage of their growth.

The IDP was officially launched by Ms Low Yen Ling, Minister of State (MOS) for Trade and Industry, at a virtual engagement session, which saw over 100 attendees comprising ASPRI members, government representatives, industry partners and media personnel.

In her opening remarks, MOS Low explained that the IDP comprises two roadmaps – the Digital Roadmap to chart out different digital solutions SMEs can adopt at each stage of development; while the Digital Training Roadmap offers a corresponding training roadmap for employees. This also highlights the importance of continuous workforce upskilling to ensure that companies are better placed to succeed and to emerge stronger from the pandemic.

Mr Charles Quek, President of ASPRI's 13th Executive Council, highlighted that the pandemic has created the perfect set of conditions to propel the adoption of digitalisation. He added that the industry needs to adapt and be digitally enabled to stay relevant and capture future businesses.

To make it easy for SMEs to adopt digital solutions recommended in the IDP, IMDA provides **a list of pre-approved solutions** assessed to be market-proven, cost-

effective and supported by reliable vendors. The IDP will continue to be updated over time as the industry progresses and newer technologies are introduced.

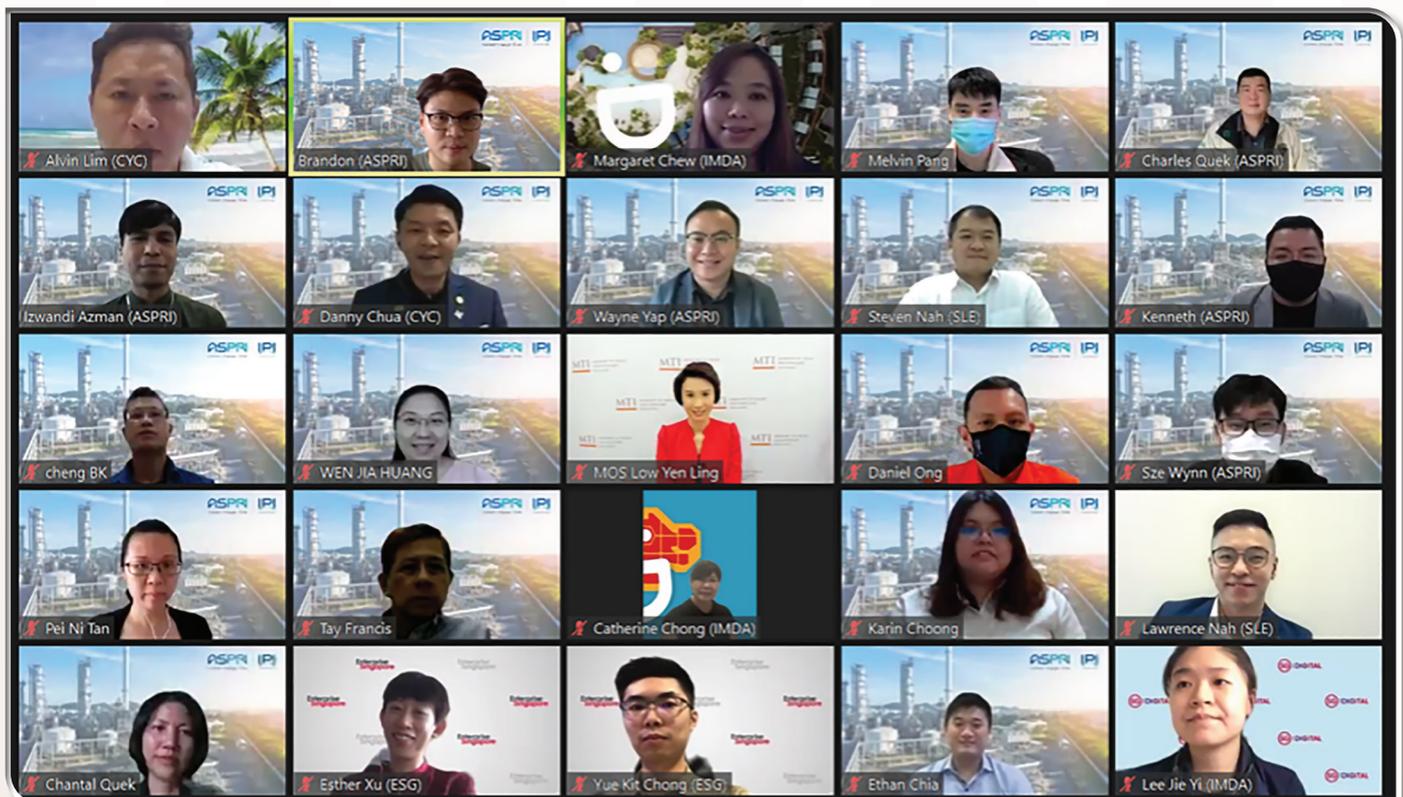
Lastly, the attendees managed to hear first-hand from two local SMEs, CYC International Pte Ltd and Shing Leck Engineering Service Pte Ltd, about their experiences on adopting digitalisation and how it has benefitted their businesses.

To help them improve productivity, CYC International Pte Ltd adopted a Workforce and Project Management Mobile Application. It allows CYC's employees to notify each other of onsite issues, and thus enabling the management to keep track of a project in an efficient manner. This removed the need for manual updates via email or text messages, which saw an improvement in business operations efficiency by up to 20%.

Similarly, Shing Leck Engineering Service Pte Ltd implemented an Inventory Management System to digitise their asset tracking operations using RFID and QR code technologies. This gives them full visibility of their assets deployed across various locations. By reducing time spent on manual asset tracking, Shing Leck was able to focus on delivering higher value-added services to their clients instead.

Watch how CYC International Pte Ltd and Shing Leck Engineering Service Pte Ltd have enhanced their business operations by going digital in this **video**.

ASPRI would like to thank our members, Enterprise Singapore, and IMDA for making this possible. In an effort to enhance members' productivity and competitiveness, the Association will continue to focus our resources and efforts to promote the adoption of digitalisation within the PCM industry.



ASPRI 7th Lunar Month Prayer Recap

03 September 2021 – In lieu of the 7th Lunar Month, ASPRI conducted a closed prayer session at the Trade Association (TA) Hub, marking the 24th year that the Association has celebrated this occasion. Similar to last year's, the prayers this year were done in observance of the COVID-19 Safe Management Measures (SMM).

In the morning, Executive Council (EC) members, staff, and members of ASPRI gathered at the basement of TA Hub to observe the 7th Lunar Month prayers. To promote safe distancing and prevent overcrowding, each member company was designated a different prayer time slot. This ensured the safety of everyone and minimise any potential

transmission of COVID-19 by reducing the number of people that were present at any given moment.

The prayer sessions were conducted by the Taoist priest-in-charge, Mr Koh Kim Tean. After the prayer sessions were concluded, Mr Koh led everyone to the TA Hub carpark where he initiated the burning of joss papers.

ASPRI would like to thank our members and the vendors involved in making this event possible. Albeit different from the celebration of previous years, we were still grateful to catch up with our loyal members and see their faces after a long time.





Stress Management Webinar

29 September 2021, Wednesday – Due to the Covid-19 pandemic, many of our well-beings are affected which may lead to stress and anxiety especially for our migrant workers. Many of these stress are caused by work, health or even from their families back home where they have no one to turn to or not knowing how they could manage it.

As such, ASPRI is grateful to have collaborated with **Wong Fong Academy** to organise a Stress Management Webinar to educate and raise awareness to our migrant workers on the different ways on how to manage stress.

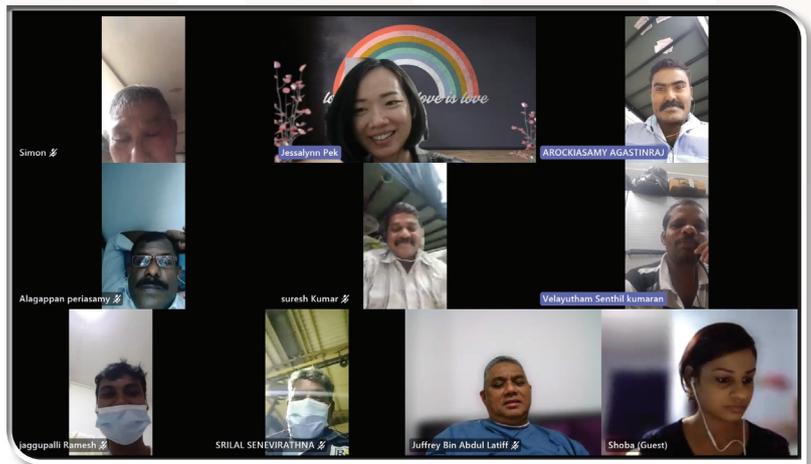
Ms. Shoba Krishnan was the speaker during the webinar. She is currently a lecturer in a private hotel and tourism school. She is also doing trainings in various aspects and job scope with her psychology background.

Ms. Shoba opened the webinar by giving an overview of what exactly is stress. She further shared that there are two types of stress, which are the positive stress and negative stress. Positive stress are good stress such as starting a new job or even taking a vaccination while negative stress are bad stress that are caused by overworking or due to stress-related tension built up from losing someone or having busy work schedules.

Ms. Shoba also shared various ways on how stress can be managed such as by meditating, focusing on the good things, or even spending more time with positive people. She also encouraged the audience to fill up the Stress Reduction Plan whenever one is feeling stress to help them manage their stress better.

The **National Care hotline (1800-202-6868)** was also shared with the participants if they needed someone to talk to about any issues they are facing and is impacting their personal and family lives.

We would like to thank Wong Fong Academy, Ms. Shoba and all our participants for making this an enjoyable and engaging evening.



Mitigating Lightning & Electrical Surge Damages

17 November 2021, Wednesday - In the year of 2010, Singapore Standard SS 555 was introduced and updated in 2018. However, wrongly applied lightning protection system are still seen in the industry. As such, ASPRI has partnered with DEHN (SEA) Pte Ltd to organise a webinar titled, "Mitigating Lightning and Electrical Surge Damages according to Singapore Standard SS 555"

Mr Tan Chi Sheng, Technical Sales Manager of DEHN, opened the webinar by giving a short introduction of his company with more than 100 years of experience in electro-technical. The webinar aimed to help members understand the local requirement through proper design process and select suitable lightning protection design method and components.

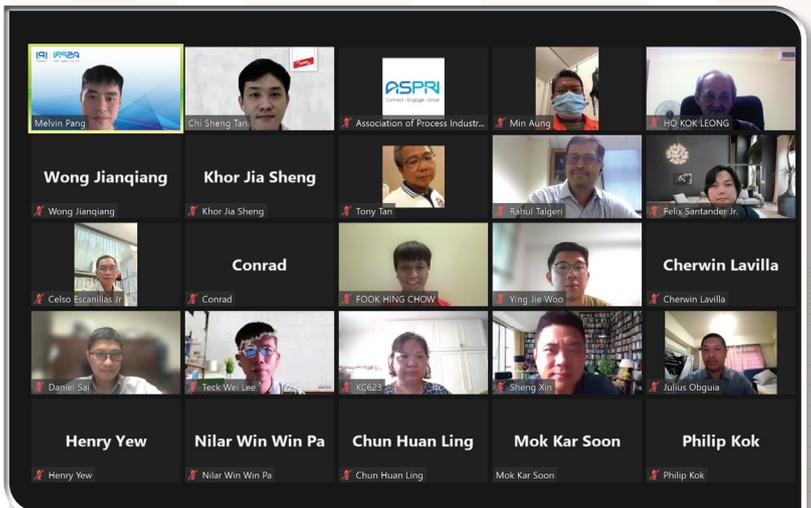
After which, Mr Tan shared on the mandatory requirement of Singapore Lightning Protection Standard SS 555 and its sub parts. It covers the essentials of Lightning Risk Assessment (SS 555, Part 2) and the respective counter measures to ensure human safety and system's efficient performance.

He also talked about Lightning Protection System design for hazardous zone (EX zone 1 and 2) and implementation of surge protection device for

instrument and control/monitoring system which is required to protect electrical and electronic equipment even though external lightning protection is installed.

The webinar then transited into a Q&A session where attendees managed to ask questions and clarify their concerns about SS 555.

ASPRI would like to thank both our members and DEHN (SEA) Pte Ltd for making this webinar possible. We hope the attendees found it to be beneficial and valuable.



Webinar - Next Generation of Broadband Push to Talk Solution

13 October 2021, Wednesday – As an advocate of digitalisation and technology that promotes business efficiency, ASPRI was pleased to work with Motorola Solutions to organise a webinar for our members. The webinar was also jointly organised by Technics Communication & Electronics (TCE), a distributor of Motorola products.

The webinar, attended by around 50 pax, covered Motorola's solutions which were suitable for hazardous environments such as work sites in the Process industry. Product Sales Specialist of Motorola Solutions, Mr Choong Kit Soon, opened the webinar with an overview of Motorola's products and services. More details of all products be found here.

Firstly, Mr Choong shared about three devices of different tiers. They are the Wave PTX Two-Way Radios TLK 100/150, MOTOTRBO Ion, and EVOLVE LTE. With it being the most basic of the three devices, the TLK100/150 is a rugged two-way radio which is easy to use and manage.

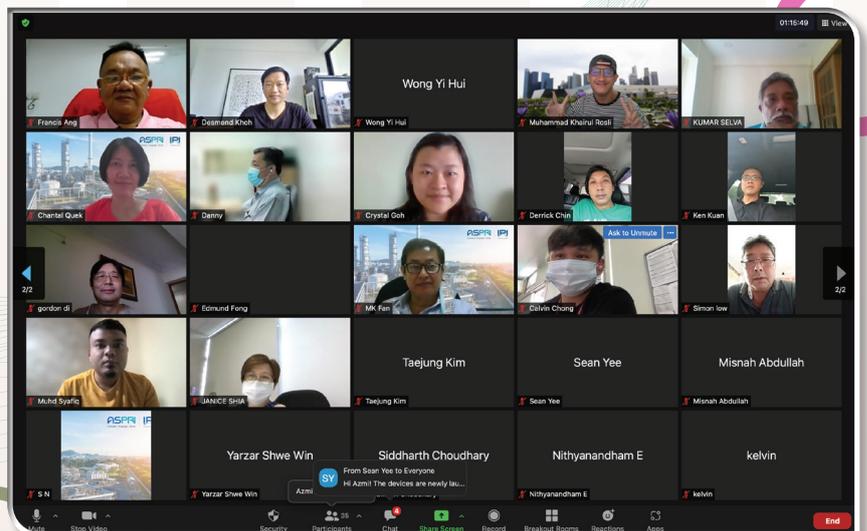
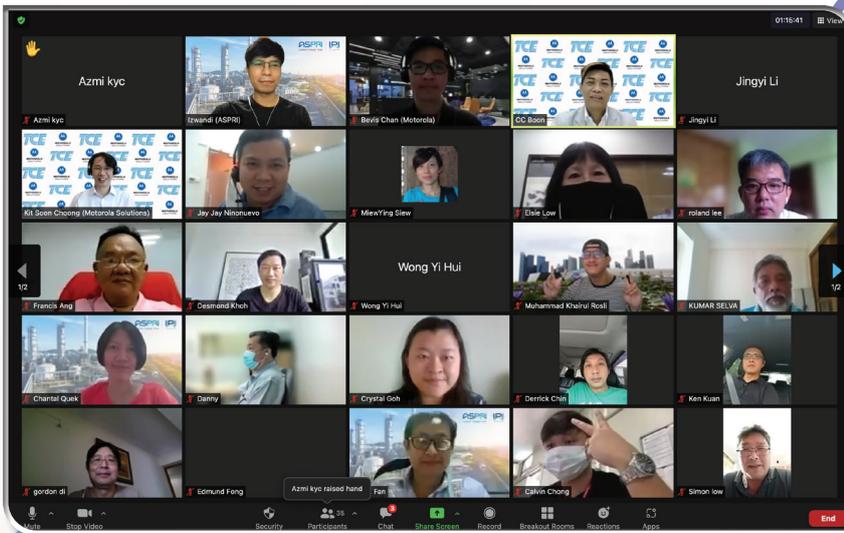
The MOTOTRBO Ion is a tier higher than the TLK100/150. A business-ready communication device with all-on voice and broadband data capabilities, it has smartphone capabilities with built-in camera, touch screen, app ecosystem, and runs an Android operating system.

The highest tier device, EVOLVE LTE, looks like a typical smartphone but with the capabilities of radio. It possesses a built-in push-to-talk (PTT) button, LTE antenna, touch screen, and a camera, all enclosed in a rugged case.

Mr Choong also touched on the Wave PTX mobile app that allows users to turn their smartphone into a PTT handset. This could be useful for users that want the speed and simplicity of PTT communications, and the ability to share multimedia information at the touch of a button. He also shared on the Wave PTX Dispatch – a centralised communication console that allows a user to instantly communicate with other users on the same channel. It also allows for location monitoring.

Lastly, Sales Manager of TCE, Mr Boon, shared a special package of discounted prices specially for ASPRI members. Interested attendees were asked to indicate their interests in a survey after the Q&A session.

ASPRI would like to thank Motorola Solutions, TCE, and all ASPRI members that attended for making this webinar possible. We will continue to connect our members with tools and technology that help to improve their business efficiency.



Carbon Management Workshop

19 November 2021, Friday – For most businesses, cost reduction has always been the main priority, but in recent times, sustainability has started to become a rising concern. With the Singapore Green Plan 2030, more businesses are moving towards reducing operating costs and gaining a competitive advantage by going green!

Be it if you are operating a small business or working for a large corporation, finding measures that reduce costs and increase sustainability should be a big part of your business plan! As such, ASPRI is grateful to have collaborated with **Carbon Pricing Leadership Coalition (CPLC)** in organising a 1-day Carbon Management Workshop.

The workshop started with an opening address given by **Ethan Chia, Programme Manager of ASPRI**, who oversees Sustainability and Digitalisation for the Association. He briefly shared on the vision of ASPRI and how the Association is trying its very best to support member companies on their sustainability journey.

Dr Ryal Wun, Managing Director of CPLC Singapore, took over to introduce CPLC and shared a video on what greenhouse effects and climate change is all about. He further shared on what are emissions and the 4 pillars of sustainability which are Business Human Rights, Labour, Anti-Corruption and Environment. Other topics on carbon footprint, carbon pricing, carbon credits and many more were also shared.

After which, **Gabriel Tan, Assistant Manager (Upskilling & Recognition) of CPLC Singapore** shared in details the benefits of using the Carbon & Emissions Recording Toll (CERT) tool. With the CERT tool, members will be able to calculate their carbon footprint as well as to measure the progress on emission reduction across a period of time.

After lunch, CPLC Singapore invited 3 guest speakers who are sustainable solution providers to share on sustainability

solutions which members can adopt. The 1st speaker was **Mr Leela Krishna Sriramula, Co-Founder and Chief Business Officer of SpaceAge Labs**. Mr Leela shared on how IOT and AI can help improve resources efficiency and regulatory compliance.

The 2nd speaker was **Mr Leonard Chen, Sales and Marketing Manager of Uniweld Products (USA)**, shared on the different types of products and services that are available such as Augmented Reality (AR) and Artificial Intelligence (AI) Process Automation, Productivity Enhancement Technology, Induction Heating System, Additive Manufacturing, Air Quality Management System and more!

The 3rd and last guest speaker, **Mr Kang Jen Wee, Founder and CEO of T.RECs.ai** then further shared on the difference between ESG and Greenwashing. He also briefly talked about the myths about zero carbon and how we can be powered by 100% renewal energy and more.

Following which, all participants were broken up into different breakout rooms where an interactive discussion was conducted to gather feedback and comments from the participants of different companies. It was great to see how everyone participated and gave their feedback on how their company can reduce emissions and to share the type of innovations that their company requires to help reduce emissions.

The workshop ended with a Q&A session followed by a summary of the whole workshop. ASPRI would like to thank CPLC Singapore and all the speakers for making this workshop possible! Last but not least, we would also like to thank our very supporter and co-sponsor of this workshop, Employment and Employability Institute (e2i). It was an insightful sharing and I believe our members have a better idea of how they can better manage, track and improve their carbon emissions.



Webinar Recap – Cybersecurity Best Practices & Managing Data Privacy Risks

26 January 2022, Wednesday – Following the launch of the Process Construction & Maintenance (PCM) Industry Digital Plan (IDP) last year, the Association continues to advocate for the adoption of digitalization. With most digital tools available online, there is an increased dependency on the Internet to perform day-to-day operations. While the nation is advanced in Internet connectivity than ever, the industry's cybersecurity practices are falling short.

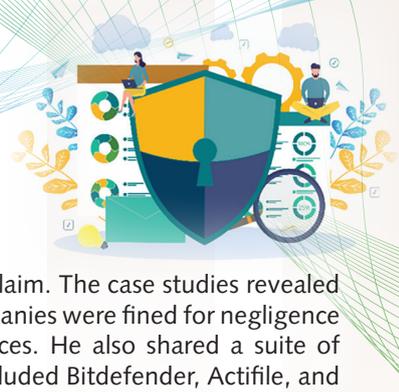
To address the cybersecurity concerns and raise awareness of the industry, ASPRI collaborated with the Association of Information Security Professionals (AiSP) to organise a webinar on this very topic. It aimed to provide insights into the best cybersecurity practices and how to manage data privacy risks.

In the first part of the webinar, Ms Faith Chng, AiSP EXCO Member, shared on the common cyber risks. They included ransomware, phishing, data leakage, hacking, and insider threats. Ms Chng explained that a cybercriminal first gathers information before developing a relationship with a victim. Once a relationship is formed, they then exploit any identified vulnerabilities and execute their cyber-attack.

Next, Mr Philip Ng, Co-founder and CEO of BitCyber, shared a study from Gartner, highlighting 91% of cyber-attacks start from phishing. It was also revealed a total of \$2.29 million in fines were issued by the Personal Data Protection Commission (PDPC) for Personal Data Protection Act (PDPA) breaches in Singapore from 2019 to 2021.

Mr Ng highlighted the importance for companies to appoint a data protection officer. Failure to do so will result in a fine from PDPC. He then shared various case studies which supported this claim. The case studies revealed no data were lost but the companies were fined for negligence and poor cybersecurity practices. He also shared a suite of data protection solution. It included Bitdefender, Actifile, and mamori.io, each protecting different types of data.

Finally, ASPRI would like to express our gratitude to our members for their attendance and commitment towards cybersecurity. We would also like to thank AiSP for collaborating with us. We hope to see you in future events!



Proper Disposal of IT Assets & Safeguarding of Data

9 February 2022, Wednesday – An e-waste management system is established in 2021 by the Government to build on existing voluntary e-waste recycling initiatives in Singapore through the Extended Producer Responsibility (EPR) framework. Under this framework, producers of covered electrical and electronic equipment will be required to take on responsibility for their products to be properly recycled upon reaching their end of life, by fulfilling e-waste collection targets and channelling the e-waste collected to formal recyclers. ASPRI is pleased to partner with Metalo International to organise a webinar on **'Proper Disposal of IT Assets & Safeguarding of Data'** to discuss the importance of proper IT Assets Disposition (ITAD).

Mr. Benny Cheng, Vice President of Metalo shared that ITAD is important especially data security as data breaches could occur if the data in a hard drive is not properly deleted when disposed of and information getting into wrong hands which could lead to theft and fraud for both customers or employees. Compromising of personal data that could leads to severe breaches, and may get into legal trouble with the authorities. Additionally, security breach could disrupt business operations and lead to bad reputation if any incident such as customer data lost or stolen.

Therefore, to ensure the proper and secure , ITAD providers use certified recyclers to have a complete data erasure by

physically destroying the hardware or by degaussing, which electronically removes the magnetic field of a disk or hard drive using a special device. This is secure way to ensuring a total data deletion.

Hence, it is advisable for organisations to work with ITAD providers which specialises in the process of streamlining the disposition as the devices may contain heavy metals, chemicals and other materials that could be harmful to the environment when disposed of in a landfill which could leak into the ground and affect water sources. The ITD providers typically provide the secure destruction of data and environmentally friendly e-waste recycling.

Finally, ASPRI would like to express our gratitude to our members for their attendance. We would also like to thank Metalo International for collaborating with us. We hope to see you in future events!

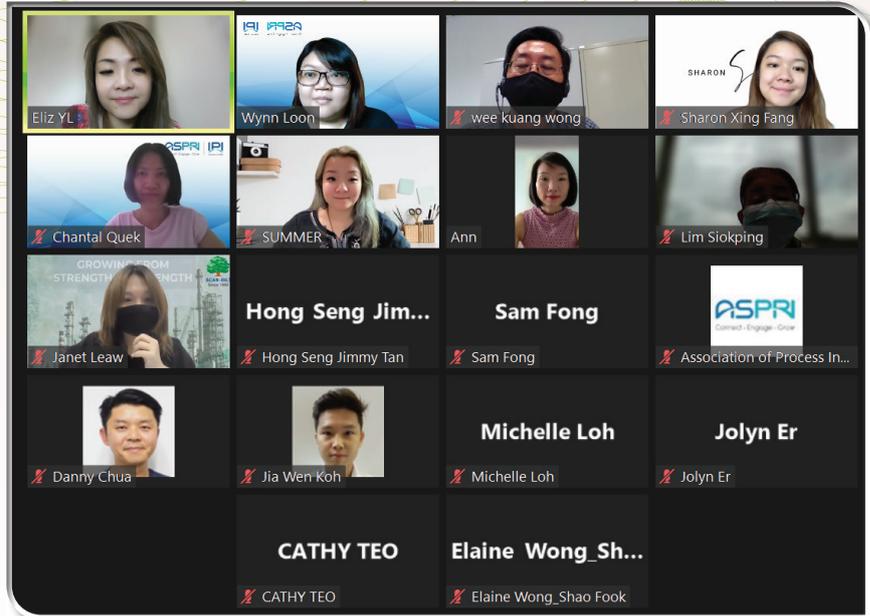


Update your Knowledge on Chinese Metaphysics

15 February 2022 – In light of Lunar New Year spirit and to welcome the Year of Water Tiger, ASPRI is pleased to conclude a webinar this morning to impart knowledge of 'Chinese Metaphysics' to our members for their interest.

Our speaker, Master Eliz introduced the participants about 'Bazi' - An ancient Chinese traditional practice that helps to know about self and knowing the element which uses energy forces to harmonise individuals with their surrounding environment. Our participants were actively engaged to understand the different elements under 'Bazi' and the methods to calculate what elements they belonged to with their date of birth and the relations between different elements of 'Water, Earth, Wood, Fire and Metal'. Master Eliz also shared with the participants what to expect in the Year of a Water Tiger.

ASPRI would like to thank all participants for their support and participation and we look forward to organising more events in the near future.



ASPRI 25th Anniversary Golf Tournament 2022

18 February, Singapore – We are delighted to conclude ASPRI's 25th Anniversary Golf Tournament this afternoon at the Singapore Island Country Club, where we teed-off our very first interactive, fun and physical networking session since COVID-19.

This event is part of ASPRI's 25th anniversary celebration and is one that has been long anticipated by our members since the last golf tournament we organised. Despite instituted numerous safety protocols, it did not dampen the spirits of about 130 enthusiastic golfers who took part in the tournament. Our avid golfers were enthralled with the game as all 32 flights were snapped up in just a short span once the registration was open.



Mr Danny Chua, Organising Chairman and Secretary of ASPRI's 13th Executive Council shared, "The situation with COVID-19 is a true resilience and continuity test for many industries. While we put health first, we also want to support our members in ways it is possible in the current situation. We strived to ensure that the event supported our members and partners in the best possible way to grow their businesses again. On behalf of ASPRI, I would like to congratulate all the participants on their fantastic performances this afternoon. I hope that everyone had a great time networking while having fun. This has always been and remains very important to ASPRI and all our stakeholders – to have the opportunity to experience this camaraderie. I look forward to more future collaborations and to continuing the support."

We would also like to thank our key council members, Mr Charles Quek, President of ASPRI and Mr James Goh, Immediate Past President of ASPRI for hosting the VIPs golfers, Mr Damian Chan, Executive Vice President of EDB and Mr Andrew Lim, Council Member of SCIC respectively.

Congratulations to all the winners of the tournament!

- 1st Place: Kim Tae Jung**
- 2nd Place: Thong Tuck Seng**
- 3rd Place: Rajesh**

Novelty Award Winners

- Nearest to Line: Liang Weh Min
- Nearest to Pin: Eddie Chua
- Nearest to Pin: Mark Chia
- Longest Drive: Deng Jian Ping

Last but not least, a big thank you to our generous sponsor, Swagelok Singapore and to everyone for making this event a great success. This event takes us to the next level and create a memorable experience for all. ASPRI is looking forward to organising more upcoming events to commemorate our 25th Anniversary this year.



Enterprise & Workforce Transformation

23 February 2022, Wednesday – As an advocate for growth and transformation, ASPRI firmly believes the way to progress collectively is by developing business growth capabilities. With rising business cost, manpower shortages, and disruptions to the hiring process caused by COVID-19, the need to transform one's business model is more prevalent than ever.

To help our member companies in their transformation journey and encourage the next phase of growth, ASPRI has partnered with Enterprise Singapore (ESG) and Workforce Singapore (WSG) and organised a webinar to share on the various support they can tap on.

Firstly, ESG introduced its Enterprise Leadership for Transformation (ELT) Programme. It is a 1-year programme which supports promising small and medium-sized enterprises (SME) leaders in their business transformation goals through modular learning and business coaching. First announced by Deputy Prime Minister Heng Swee Keat at Budget 2020, the ELT Programme is administered by a network of partners including Institute of Higher Learning (IHL), financial institutions and industry experts.

Mr Lawrence Nah, General Manager of Shing Leck Engineering Service Pte Ltd, shared his experiences of undergoing the ELT Programme (NUS). "As an SME leader, it can be a lonely experience at times. After enrolling into the programme, I realized there were so many of us out there. There was a sense of camaraderie and I felt at ease knowing we were all in it together," Mr Nah said. Despite the 1-year commitment, he was grateful to have undergone the programme as he found it to be enriching experience. For costing and application instructions, please refer to this deck.

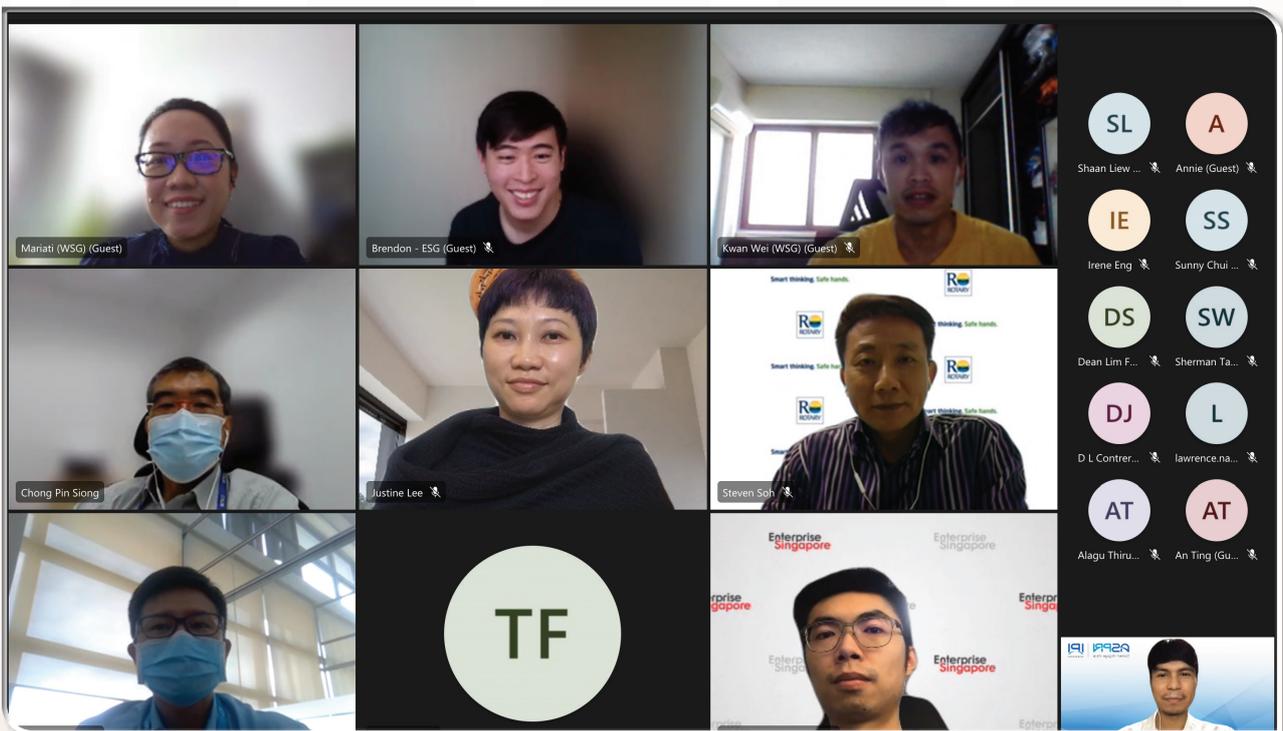
WSG then shared on three programmes for workforce transformation. Firstly, the Productivity Solutions Grant (PSG-

JR) encourages companies to implement Job Redesign (JR) initiatives, with support from pre-approved JR Consultants to redesign work processes, tasks, and responsibilities. This helps companies to enhance quality of jobs, making jobs more productive and attractive for employees, and allows companies to drive business and workforce transformation.

Next, the Career Conversion Programme (CCP) trains and facilitates the placements of mid-career switchers to meet one's business needs. It is a career conversion programme for professionals, managers, executives, and technicians (PMETs) and Rank-and-File (RnF) workers to undergo skills conversion and move into new sectors or job roles with good prospects and opportunities for progression.

Last but not least, the Capability Transfer Programme (CTP) seeks to improve local-foreign workforce complementarity by facilitating the transfer of capabilities from foreign specialists to locals. This encourages companies to develop and acquire new capabilities in Singapore by ensuring that there is sustainable supply of Singaporeans with the requisite skillsets. For funding and more details, please refer to this deck.

ASPRI would like to thank our members, ESG, and WSG for making this webinar possible. We hope to see you in future events!



Briefing on Primary Care Plan for Migrant Workers

2 March 2022 - From 1 April 2022, employers that hire migrant workers (MWs) will be required to purchase a Primary Care Plan (PCP) as part of work pass requirements for Work Permit and S Pass holders who live in dormitories. ASPRI, together with the Ministry of Manpower (MOM), and supported by Anchor Operators in the west: Fullerton Healthcare Group, and St Andrew's Mission Hospital (SAMH), engaged with our members on Wednesday afternoon to provide them with an overview of the PCP.

MOM revamped the primary healthcare system for migrant workers to improve care accessibility and affordability, and fortify the system against future disease outbreaks. It covered most of the MWs' primary care needs, including the medical examination for work pass application or renewal, unlimited acute or chronic medical consultations and treatments, 24/7 telemedicine services, annual basic health screening, and scheduled conveyance to and from dormitories and MOM medical centres within each geographical sector.

Employers of eligible newly arrived MWs, or of existing MWs who renew their work passes or change employers, must purchase the PCP before the new work passes can be issued. As shared, employers are expected to save about 54% when compared to an average outpatient (primary care) group insurance annual premium of about \$280, or about 27% when compared with the annual cost of GP consults for each worker.

With the PCP, workers will be able to receive quality healthcare that is easily accessible while at the same time ensuring medical costs are kept affordable for employers. All eligible existing MWs must have a valid PCP by **31 March 2023** even if their work passes are due for renewal after that date.

ASPRI would like to thank our members, MOM, Fullerton Health and SAMH for making this webinar possible. We hope to see you in future events.



The Smarter Way of Equipment Rental

23 March 2022 – It is only common that there is a need for ASPRI members to require specific equipment for the fulfilment of certain projects. However, purchasing them just to use on a project-by-project basis may not be financially viable.

As part as ASPRI's role to facilitate growth opportunities for our members, we were pleased to work with Antbuildz, to organise a webinar about online equipment rental. Antbuildz is an online rental platform that seamlessly connects equipment suppliers and users in just a few clicks. Not only does online equipment rental saves money for businesses, but it makes equipment rental smarter, faster, easier, and safer.

Mr Kek Hean Hooi, CEO of Antbuildz, opened the webinar by explaining that the COVID-19 pandemic has caused the nation's gross domestic product (GDP) to drop by about 80%. In adherence to safety regulations, businesses that still rely on face-to-face business development are unable to procure new customers.

Next, Mr Kek shared that for every crisis, there will be new opportunities arising. There are more and more companies adopting Cloud Solutions which digitalises the way they work. The pandemic forced companies to take up technology in a faster pace than ever. Robotic and technology companies are on the rise to try and solve the manpower issues, which makes jobs easier than ever, especially regarding safety management.

Construction equipment rental was estimated to be up to S\$500million per annum from small equipment such as forklift and generators to big equipment such as crane. Based on the Mobile Elevated Working Platform, Singapore's rental market is one of the most matured and competitive rental market in the world. However, the rental process in Singapore is no different as that from a third-world country. He explained the process of

the traditional rental process the problems that current renters faced. Equipment suppliers also face unprecedented situations in the current market where they do not have enough technician and marketing professionals to run their business.

Mr Kek strapped on the participant's thinking cap by asking them to reimagine a better way of rental equipment and asked if they would still want to use the same traditional method of renting equipment three to five years later.

Antbuildz.com is then introduced to the participants with mentions about digitalising the traditional way of rental and seamlessly connect equipment suppliers and users in just a few clicks. Instead of repeating steps to research for a supplier, request for a quotation, and doing a clarification and comparison for every equipment, Antbuildz.com is able to display these information on their webpage more effectively and safely. Online equipment rental is not new in other corner of the world but is new in Southeast Asia, and that Antbuildz.com is the first company to complete a online transaction in Southeast Asia. The adoption of online rental is not about to happen but is already happening in the new normal. Digitalisation of the rental will create a greater sustainable impact on the ecosystem as traditional rental will require companies to print 6-7 papers for a single rental compared to 0 for Antbuildz.com.

Mr Kek ended off by saying that the world is moving ahead, and we cannot be status quo. Companies are quite resistant to digitalisation and he encouraged companies to explore websites on whether digital solutions assist with the day-to-day operations and companies can move on from there ASPRI would like to thank Antbuildz for sharing with our members on Online Equipment Rental platform and how it could help to push the industry forward.



Snapshot of Events Organised and Supported by ASPRI

S/N	Name of Event	Date
1	e2i - Biomedical & OPEC Industry Job Fair	6-Apr-21
2	JIVZ Group – Steering Towards Safer Roads for All	7-Apr-21
3	SBF – Hiring & Re-Skilling: Facilitating a Resilient Workforce	8-Apr-21
4	Recovering Payment & Variation Claim	9-Apr-21
5	WSH Council – Return to Work Webinar	9-Apr-21
6	SCIC – Training Course on Best Productivity Practices Implementation Index (BPPII) Level-1 (Beginner)	14-Apr-21
7	WSH Council – Return to Work Webinar	23-Apr-21
8	SCIC – Launch of SS 667 : 2020 Code of practice for handling, storage and processing of combustible dust	19-May-21
9	SSG – Funding Policy Adjustments and Related Updates	21-May-21
10	Amendments to Work Injury Compensation Act & Handling Insurance Claims	21-May-21
11	Knowing and Innovating with the Enhanced PDPA	28-May-21
12	Mental Wellness: Stress Management	10-Jun-21
13	SGTech – Making Digital Transformation Work For Your Business	14-Jun-21
14	UAESBC – Abu Dhabi: Gateway for Singaporean Businesses to the Middle East and Beyond	16-Jun-21
15	Explosion Protection Training IEC 60079 & SS 667	23-Jun-21
16	SIWW – PS11 Sustainable Water Solutions: Performance Achieved Across Industries	24-Jun-21
17	FMAS – The Singapore Heartland Enterprise Seminar 2021	25-Jun-21
18	SCCCI – IP Playbook for Success in China	28-Jun-21
19	MOM – Employers on Mental Health Support for Migrant Workers	8-Jul-21
20	ASPRI Annual General Meeting 2021	21-Jul-21
21	Increasing Profit Through Lowering Emissions	28-Jul-21
22	Understanding Part 10A of the COTMA	30-Jul-21
23	JIVZ Group - Stop Falling for STF Hazards	6-Aug-21
24	MCBI - The Future of Businesses 2021	17-Aug-21
25	UAESBC - Oil, Petrochemical and Logistics In the Post COVID-19 Era	18-Aug-21
26	Employment Act & Employee Benefits for Local and Foreign Employees	20-Aug-21
27	Process Construction & Maintenance (PCM) Industry Digital Plan (IDP) Launch	26-Aug-21
28	ASPRI's 7th Lunar Month Prayer	3-Sep-21
29	HRM Asia - HR Tech Festival Asia Online 2021	21-Sep-21
30	Stress Management for Migrant Workers	29-Sep-21
31	SGTech - Leverage on Cloud Technologies to Maximise Productivity	6-Oct-21
32	Bringing in Workers from Myanmar (Soilbuild)	6-Oct-21
33	Next Generation of Broadband Push To Talk Solution	13-Oct-21
34	Lightning & Surge Protection	17-Nov-21
35	Carbon Management Workshop	19-Nov-21
36	What Business Do I Have in Sustainability?	12-Jan-22

Snapshot of Events Organised and Supported by ASPRI

S/N	Name of Event	Date
28	WSH Council - WSH Leadership Convention ChemPact 2022	20-Jan-22
29	Cybersecurity Best Practices	26-Jan-22
30	Proper Disposal of IT Assets & Safeguarding of Data	9-Feb-22
31	Update Your Knowledge on Chinese Metaphysics	15-Feb-22
32	ASPRI 25th Anniversary Golf Tournament 2022	18-Feb-22
33	JIVZ Group - Maintaining Confined Spaces & Mental Wellness	21-Feb-22
34	Enterprise and Workforce Transformation	23-Feb-22
35	Briefing on Primary Care Plan for Migrant Workers	2-Mar-22
36	SBF - Singapore Apex Business Summit	22-Mar-22
37	The Smarter Way of Equipment Rental	23-Mar-22

Updates from ASPRI – Institute of Process Industry (ASPRI-IPI)

Embracing Technology for training

IPI eConnect, ASPRI-IPI 2nd version eLearning mobile app. This new platform is designed to be user-friendly for our Process workforce, features include digital safety passport, company bulk registration and payment gateway.

ASPRI-IPI has been offering FREE E-LEARNING COURSES on **IPI eConnect** for all PCM workers since circuit breaker and for those on Stay-Home-Notice. The training statistic has shown the progressiveness and adaptability of our PCM workforce in embracing technology for training.

IPI eConnect	FY20/21	FY21/22
Training headcounts	77,155	17,262
Training hours	199,720	40,566

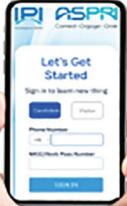
Currently Shell Seraya Jurong Island, Shell Bukom and Shell Tuas Lubricant have converted their Shell contractor training series in asynchronous eLearning via IPI eConnect.



IPI eCONNECT

"A companion to every PCM worker in learning and upskilling in Singapore"

An enhanced mobile app, allows Process workers to create their skill profiles, receive relevant news update and curated "on-demand" e-learning contents, to enhance knowledge retention.







For any enquiries or technical support,
please write to enquiries@ipi.org.sg

User Login:
<https://ipieconnect.ipi.org.sg>

Company registration login:
<https://company-econnect.ipi.org.sg/>

Updates from ASPRI – Institute of Process Industry (ASPRI-IPI)

Mental Wellness programme for Process workforce

The prolonged movement restrictions, have exacerbated migrant workers' feelings of segregation and despair. The social isolation has caused negative mental health outcomes, with more migrant workers experiencing symptoms of depression and anxiety.

ASPRI-IPI engaged HealthServe to roll out a series of Mental Wellness Webinars for our Process Workers. The 8 webinars available in day or evening session with multiple languages were complimentary to all ASPRI Members.

The prolonged movement restrictions, have exacerbated migrant workers' feelings of segregation and despair. The social isolation has caused *negative mental health outcomes*, with more migrant workers experiencing *symptoms of depression and anxiety*.

ASPRI-IPI partnered with **HealthServe** to roll out 8 sessions of Mental Wellness Webinars for our Process Workers. The webinar is **complimentary to all ASPRI Members, registered by employers only**.



Module 1: Care for Self - Day sessions (40pax per session)	
English sessions	3 November (Wed), 11am - 12pm
	10 November (Wed), 11am - 12pm
Module 1: Care for Self - Evening sessions (40pax per session)	
Tamil Session	1 November (Mon), 8pm - 9pm
	8 November (Mon), 8pm - 9pm
Bengali Session	2 November (Tue), 8pm - 9pm
	8 November (Mon), 8pm - 9pm
English Session	1 November (Mon), 8pm - 9pm
	8 November (Mon), 8pm - 9pm

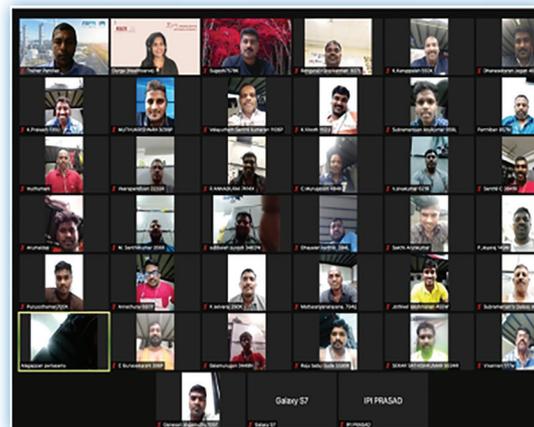
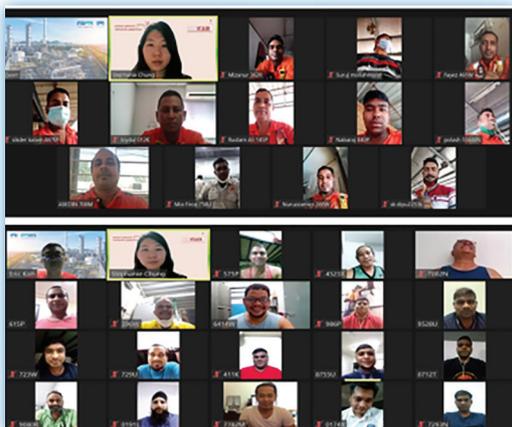
- Learning Objectives
 - Understanding what stress is
 - Identifying symptoms of stress – physical, emotional and mental
 - Managing stress by employing 4 tips and breathing technique

Employers are encouraged to register your workers for the complimentary sessions online <http://ipi.org.sg>. For any enquiries please email us at enquiries@ipi.org.sg



**Built by the Industry
For the Industry**

ASPRI-IPI also partnered with Assurance, Care & Engagement (ACE) Group, Ministry of Manpower, to support MOM Project Dorm by targeting 100 pax of ASPRI Westlite Papan's residents to be Peer Support Leader. The competency training programme conducted by Healthserve 25-30 professional volunteer doctors, were targeted at providing ASPRI Westlite Papan resident with the additional skills to help fellow migrant workers and one of the areas to address would be on mental well-being awareness.



Updates from ASPRI – Institute of Process Industry (ASPRI-IPI)

Enhancing assessment integrity and authentication

As a credible public training provider, there is a strong need for security and integrity in assessment delivery, as well as for the making and in the submission and storage of trainees' results. Currently ASPRI-IPI is using Mettl AI proctoring software, approved by MOM and adopted by numerous Institute of Higher Learnings and International Examination Boards.

AI proctoring software record video of trainees taking their test and then use AI to analyze students and recognize behaviour that looks like cheating. They do this with facial recognition, detection and eye tracking. Cheating behaviour can include leaving the camera view for a few seconds as well.

ASPRI-IPI has successfully converted most of the mandatory safety courses and WSQ Process Skill courses to incorporate AI proctoring software in onsite and in-person assessment.



International certification and training

The current industry-leading inspection certifications, the NACE CIP and the SSPC PCI programs have been combined to create the AMPP Coating Inspector Program. ASPRI-IPI is collaborating with The Association for Materials Protection and Performance (AMPP) to support AMPP level 1 Basic Coatings Inspector Certification. Trainees in Singapore are required to perform the basic coating inspections using non-

destructive techniques and instrumentation in AITC blasting and painting lab.

Beside the AMPP level 1 Basic Coatings Inspector Certification, ASPRI-IPI is in close discussion with AMPP to offer the C7 (Abrasive Blaster Certification) and C12 (Spray Application Certification) to Singapore contractors and applicators.



Updates from ASPRI – Institute of Process Industry (ASPRI-IPI)

Rolling out new courses

In the September 2021 Call for Proposal (CFP) for the Appointment of Public Approved Training Providers (TPs) for Workplace Safety and Health (WSH) Workforce Skills Qualifications (WSQ) Courses by SSG and MOM, ASPRI-IPI has been awarded the next 5 years accreditation for the following courses.

Cluster 2 – Work-At-Heights	
1	Perform Work at Height
2	Manage Work at Height
Cluster 3 – Lifting works	
3	Perform Rigger and Signaller Tasks
4	Supervise Safe Lifting Operations

Cluster 4 - Scaffold works	
5	Perform Metal Scaffold Erection
6	Supervise Metal Scaffold Erection
Cluster 5 - Metal works	
7	Apply Workplace Safety and Health in Metal Work

The new accredited courses will include in-person and online training options, as well as, to incorporate a combination of technology platforms (example Microlearning, Virtual Reality (VR) / Augmented Reality (AR) etc.) into the Workplace Safety and Health training by 31 October 2022.

International certification and training

Since shifted to ASPRI Integrated Training Centre (AITC) at 5D Jalan Papan in 2016, ASPRI-IPI has been offering more relevant training courses to the Process sector. In FY 20/21, due to COVID-19 and the related control in safe management measures, there was a significant drop in the in-person training number. However, ASPRI-IPI swiftly incorporated digitalization in its training delivery and a record of more

than 199,000 training hours was clocked via the eLearning from the Process sector. In the same year, ASPRI-IPI delivered more than 1 million training hours to the sector since the shift to AITC.

ASPRI-IPI will continue to offer quality training to improve the livelihood of the Process workforce.

Training headcounts	FY16/17	FY17/18	FY 18/19	FY19/20	FY20/21	FY21/22
In-person	4,700	12,700	26,800	30,000	6,600	9,100
eLearning	0	0	0	0	77,100	17,200
Accumulative total	4,700	17,400	44,200	74,200	157,900	184,200

Training hours	FY16/17	FY17/18	FY 18/19	FY19/20	FY20/21	FY21/22
In-person	54,000	175,000	253,600	267,000	79,500	124,400
eLearning	0	0	0	0	199,700	40,500
Accumulative total	54,000	229,000	482,600	749,600	1,028,800	1,193,700



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