

THE CONTRACTOR



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Building Our Nation Together

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Welcome New Members

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The Singapore Contractors Association Ltd (SCAL) will cease the printing, publication, and circulation of the SCAL Contractor Newsletter and will be going all-digital from issue 2 (2023). For more information, please visit www.scal.com.sg or email us at hello@scal.com.sg.

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Message From the President

Dear members,

As we approach the end of another eventful year for the Singaporean construction industry, it's time to look back on the highlights of the year. The most important event of this quarter was the 2023 SCAL Annual Dinner, graced by the presence of Minister Indranee Rajah and made special by the participation of over a thousand guests. The industry remains strong and shows up!

I was glad to see and meet many of you at the Annual Dinner, as well as share some of the major developments that SCAL as well as the industry are moving towards. These are also covered in this issue of The Contractor: growing technology adoption, better professional accreditation standards (with a record new 13 Tier A CPAS holders), and continuously evolving legal instruments for better collaboration and project execution.

The most important thing to look forward to in the new year is the official launch of the Construction Management (Production) or CM(P) accreditation. This industry certification, developed by SCAL in association with the Government, will propel our industry's capabilities in construction production management for the next generation of construction projects in Singapore and beyond, while making our supply chains more resilient and efficient. This is in line with the upcoming roll-out of the Domestic Sub-Contract (DSC) 2.0, which will make our industry cohesion better.

This issue also features profiles of two of our industry's shining stars—Busways and Woh Hup—to learn more about what they're doing right in a wide variety of areas:

from technology and productivity excellence at Woh Hup to a vibrant corporate culture and sustainability practices at Busways. As the new year comes and brings new challenges and opportunities, we can all profit from these examples.

Finally, I would like to wish you and your families as well as colleagues a joyous festive season! May the new year be a productive, progressive, and professional year for all SCAL members, and for the industry at large.

Mr Lee Kay Chai
President
The Singapore Contractors Association Ltd

A Night to Remember: Highlights from the SCAL Annual Dinner 2023



The Singapore Contractors Association Limited (SCAL) Annual Dinner, held on October 24, 2023, at the Marina Bay Sands Convention Centre, was a resounding success, attended by over a thousand guests, including key industry stakeholders and distinguished members. The evening not only served as a celebration of the construction industry's achievements but also as a platform for recognizing innovation and excellence.



Celebrating Excellence in Construction

The evening was graced by the presence of Ms. Indranee Thurai Rajah, Minister in the Prime Minister's Office, Second Minister for Finance and National Development

A major highlight of the night was the Productivity and Innovation Awards 2023, which celebrated the groundbreaking ideas and commitment to innovation within the construction industry. Woh Hup (Private) Limited clinched the gold award for their innovative approach in integrating prefabricated MEP with structural and architectural elements. Silver and bronze awards were presented to Expand Construction Pte Ltd and BHCC Construction Pte. Ltd., respectively, each recognized for their innovative solutions that enhance efficiency and reduce manpower dependency.



DfMA- Prefabricated MEP Integrated with Structure and Architectural Elements in One Module



*Dynamic Glide System
[Mechanical Handling Device – Trolley, Pulley & Roller]*



Robotic Construction for Skimming, Skimcoat Sanding & Painting



Reducing lane occupancy time during road construction with Conflexpave (Precast Rigid Pavement) Panel



SCAL's Construction Professional Accreditation Scheme (CPAS)
Tier A accredited construction professionals

Launching New Initiatives

President Lee Kay Chai, in his speech, highlighted several significant initiatives launched during the event. These included the introduction of the Construction Management (Production) Scheme (CM(P)) which aligns with trends in Advanced Manufacturing & Assembly. The CM(P) scheme promises to reduce manpower costs by up to 40%, decrease on-site pollution, and enhance quality control.

Additionally, the revised Domestic Subcontract was unveiled, an evolution of the legal template first introduced in 2005. This update, spearheaded by Ms. Monica Neo and Mr. Jacob Wong, aims to provide a more balanced and fair approach for both main and subcontractors, with improved dispute resolution mechanisms and digital document exchange capabilities.

Another key introduction was the Dispute Consultation Clinic (DCC), offering efficient and cost-effective dispute resolution strategies. This initiative is set to assist in navigating construction-related disputes, fostering positive working

relationships and enabling companies to focus on core operations and sustainable growth.

A Collective Vision for the Future

The Annual Dinner underscored SCAL's commitment to supporting builders of all sizes in their transformational journey. In a time of great change in all aspects of the industry, SCAL reminded members that it stands ready to provide support to those propelled by the tailwinds of these changes, and shelter to those impacted by the headwinds. With an emphasis on sustainability, relentless innovation, increased productivity, and professionalism, SCAL's initiatives are set to shape a more profitable, resilient, and appealing construction industry.



As the night drew to a close, Mr. Lee Kay Chai expressed gratitude to all attendees, including member companies and sponsors, for their contributions and support. The event was not just a celebration but also a call to action for all stakeholders to shape the future of the industry with shared commitment and resilience under the vision of "Construction: NEXT."



Relive the excitement and experience



Photo Gallery



[View Online](#)

Domestic Subcontract ver 2.0



[Register for Interest](#)

Dispute Consultation Clinic (DCC)



[Register for Interest](#)

[Find Out More](#)

Innovation in Integration: PIA Gold Winner, Woh Hup (Private Limited)



In the highly competitive, profit-scarce arena of construction, innovation is not just a buzzword but a crucial key to unlocking new levels of productivity and efficiency necessary for survival. The story of Woh Hup, the gold winner at the SCAL Productivity & Innovation Awards 2023, stands as a testament to this. Their journey in introducing prefabricated Mechanical, Electrical, and Plumbing (MEP) components into an existing but often inefficient industry workflow reveals valuable insights for any SCAL member looking for ways to embrace innovation.

The Prefabrication Paradigm Shift

Woh Hup's timely decision to push the envelope on and implement prefab MEP was initially driven by the desire to meet the stringent productivity benchmarks set by the Built Environment Transformation Gross Floor Area Incentive Scheme.

This venture into uncharted territory was challenging due to the lack of existing benchmark models in Singapore or abroad. Woh Hup recognised that this innovative approach,

despite short-term challengers, was a strategic long-term investment. In order to address difficulties in integrating MEP elements and modules in the larger project management workflow—especially for structural and architectural work—Woh Hup worked to innovate on existing prefab MEP integration methods to develop its own approach. Introducing Prefab MEP into Woh Hup's workflows resulted in a significant workforce reduction, from an average of 120-150 workers to just about 50-60, underscoring the efficiency and effectiveness of the prefab approach.

The transition to prefab MEP was not without its hurdles. Logistical complexities in storage, delivery, and on-site integration of prefab components demanded innovative solutions, and a willingness to accept short-term costs in favour of reaping long-term benefits. Woh Hup's success story underlines the importance of seeing challenges as opportunities for improvement.

The company's success in overcoming these hurdles was attributed to collaborative problem-solving and proactive planning. They navigated these complexities through a concerted effort, involving specialised subcontractors from the early stages of design and fostering a culture of teamwork and mutual understanding.

Cultivating a Culture of Innovation

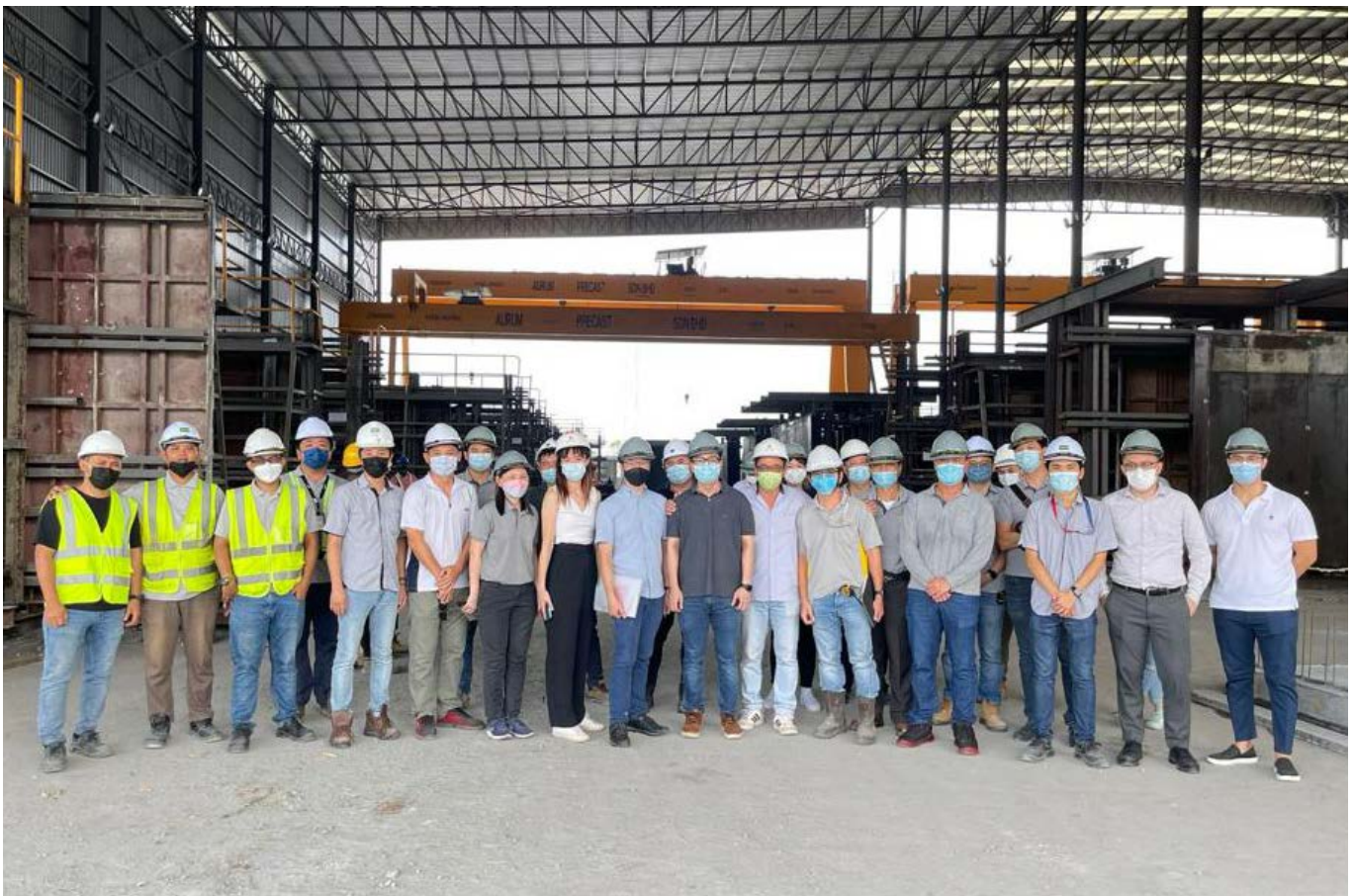
The culture at Woh Hup, characterised by a sense of ownership and collaborative problem-solving, played a crucial role in their successful adoption of innovative practices. This culture, where employees are encouraged to view projects as their own, is pivotal in fostering an environment conducive to innovation. It demonstrates that embracing new methods and technologies starts with a company culture that values forward-thinking and collective effort.

Innovation in construction is not just about adopting new technologies; it's about tangible improvements in productivity, cost-efficiency, safety, and quality. The journey from adoption to realising outcomes is just as important, if

not more, than the journey from identifying the problem to adopting a technology solution. And without adequate diligence, this is where most companies' modernisation efforts are frustrated.

Woh Hup's experience shows that the benefits of innovative practices, such as reduced manpower and accelerated project timelines, can serve as effective and reliable key performance indicators for any innovative project and can be achieved with the right people, plan, and process. This is also a powerful example for other companies in the construction sector. Woh Hup's story encourages contractors and subcontractors to critically evaluate their current processes and remain open to new ideas and improvements. Whether it's through adopting new technologies or rethinking project management strategies, the essence of innovation lies in continuously seeking better, more efficient ways to work.

For its contribution to better resource use and workflow integration, Woh Hup was awarded the Gold Award at the 2023 SCAL Productivity & Innovation Awards. Woh Hup serves not just as a case study but as a source of inspiration. We should aim to look beyond traditional methods and embrace innovative practices. In a field that is constantly evolving, staying ahead means being willing to innovate, adapt, and grow. For those in the construction industry, the message is clear: the future belongs to those who innovate.



Building a Sustainable Future: Insights and Innovations from **BUSWAYS**

We Deliver What We Promise

In Singapore's competitive construction sector, companies like Busways Pte Ltd are setting benchmarks in embracing diversity, sustainability, and employee engagement. Buzzwords like 'diversity, sustainability and employee engagement' can often be found touted as fluffy ideals, but practical implementation can be challenging. However, Busways has managed to integrate these values into their company culture and day-to-day work even amidst the constantly evolving landscape of the electrical engineering sector.

Growth Philosophy

With flexibility and a proactive approach to pursuing change, Busways' saw each hiccup not as a problem, but as an opportunity to refine processes, enhance services, and fortify their standing within the industry. When resource constraints posed a challenge at the start, it was instead taken as an opportunity to prioritise and optimise operations – creating a culture of efficiency and innovation, where every team member played a crucial role in upholding Busways' tagline: "We Deliver What We Promise."

The belief in their staff propelled Busways as a team and organisation to shape the company's direction collectively, going beyond a workplace to create a community where everyone looked forward to coming in every day. Doing so fostered an environment of collaboration, innovation, and adaptability while allowing employees to develop a sense of ownership over their own work, feeling valued as an employee and a team member.

Celebrating Employees & Diversity

Busways' employee engagement strategies, including internal promotions and regular celebrations of various festive occasions, underscore the importance of recognising and nurturing talent. Their approach to promoting from within fosters a culture of growth and loyalty, encouraging long-term career development and boosting employee retention. Additionally, their recreational team activities, such as cricket and bowling tournaments, enhance team cohesion and morale. These practices illustrate how valuing employees extends beyond wages and benefits; it involves creating a supportive and rewarding work environment.

On top of recognising and celebrating employees, Busways has also begun to incorporate inclusivity particularly in language – exemplifying how acknowledging and embracing cultural differences can enhance workplace efficiency and morale. With some staff members who are fluent in Tamil, Busways is able to ensure that a large portion of their workforce is able to communicate comfortably in their native tongue. This practice aids day-to-day operations, and also fosters a sense of belonging and respect among workers.

An integral part of Busways' commitment to their workforce is also reflected in their management of in-house dormitories

for employees. These dormitories are not just spaces for rest; they symbolise the company's dedication to providing a high standard of living for their workers. Equipped with amenities like air conditioning and maintained by dedicated staff, these facilities ensure a comfortable and healthy living environment. This investment in employee well-being extends beyond the job site, reinforcing Busways' ethos of caring for their employees in every aspect of their lives. Such practices set a benchmark for other companies in the industry, demonstrating that employee welfare is fundamental to building a resilient and committed workforce.





Sustainable Practices: Beyond Compliance

Sustainability at Busways isn't simply about meeting regulatory standards; it's woven into their business model. Through investments in green infrastructure, such as solar panels and EV charging hubs, Busways illustrates a commitment to environmental stewardship at an organisational level.

Simultaneously, at a ground level, recycling initiatives have been introduced at project sites and the 3R (Reduce, Reuse, Recycle) practices have been implemented at their headquarters, demonstrating a comprehensive approach to reducing their environmental footprint. Workers on-site are incentivised to recycle used material properly, with returns from recycling being used for perks such as meals. As an organisation, Busways has also embraced digitalisation through initiatives such as adopting Building Information Modeling (BIM) solutions in their data centers and semiconductor projects, marking a significant step toward technological advancement and efficiency.

These practices not only contribute to global sustainability efforts but also offer long-term cost savings and efficiency improvements. And they demonstrate the tangible benefits of introducing sustainable practices and approaches into their operations, moving from reactive, compliance-driven actions to proactive, responsibility-driven environmental responsibility.

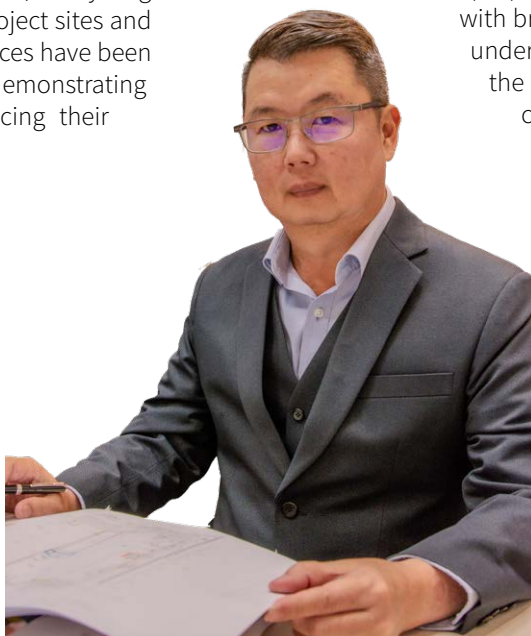
Adaptation and Innovation: Busways' Growth Story

Busways' journey from a modest beginning to becoming



an industry leader is marked by constant innovation and adaptation. Their growing collaboration with industry players, startups, and research institutions demonstrates their commitment to continuous learning and growth.

For example, the decision to create a one-stop EV charger solutions department was one that took several steps—it was not only about following trends but was a purposeful step to align Busways' offerings with broader environmental goals. It required understanding market trends, and foresight—the rising popularity of electric vehicles consequently meant that more charging stations would be required. Making such a move for diversification in the midst of all the existing challenges brought about by the pandemic demonstrates Busways' commitment to delivering innovative solutions and contributing to a sustainable future. By going into partnership with Shell Recharge in EV charging, for instance, it also illustrates a shared vision and dedication to a cleaner, greener world, and the understanding that in our industry, long-lasting partnerships are essential.



"We deliver what we promise."

Mr. Sunny Chong
Managing Director of Busways Pte Ltd

These strategic decisions and cultural shifts highlight Busways' dynamic approach to navigating industry shifts, offering lessons in

resilience and innovation for the construction industry.

Busways Pte Ltd's journey is a testament to the value of diversity, sustainability, and employee engagement in the construction sectors. Embracing these principles can lead to not just a more resilient and responsible company but also contribute to shaping a progressive and sustainable industry landscape.

Greening Graciously: The GGBS Initiative for Small and Medium Construction Firms

In an industry where the importance of greening and graciousness is matched only by their apparent scarcity, the GGBS SMC initiative, launched by the Building and Construction Authority (BCA) holds the potential to be the starting point of a transformative journey towards effective sustainability. The Contractor interviewed **Mr. Izwan, Workplace Safety and Health Officer from Ang Tong Seng Brothers Enterprise Pte Ltd, a GGBS SMC holder**, to find out how the GGBS (SMC) scheme has positively impacted them.

Understanding the GGBS for SMCs

Originally introduced in 2009, the GGBS was a response to growing concerns about the environmental and social impacts of construction activities, which contribute to more than one-third of all carbon emissions. Recognising and understanding the unique challenges and opportunities of SMCs, the scheme offers a comprehensive framework for SMCs to incorporate green and gracious practices into their operations.



The scheme emphasises standardised contracts, equitable risk allocation, improved administrative efficiency, reduced disputes, and a push towards modernisation and digitalisation. These aspects are designed to make SMCs more competitive and efficient while adhering to high environmental and social standards. While there may be a misconception that doing so will incur higher costs, Mr. Izwan shared with us how CarbonCure, a preferred environmental-friendly material, actually was priced reasonably and lower.

Real-world Benefits of GGBS (SMCs)

- **Market Differentiation:** Ang Tong Seng Brothers Enterprise found that they stood out in tender applications by participating in the GGBS, providing a competitive edge. This participation communicated a commitment to sustainable and community-friendly practices, which is increasingly valued in the industry, particularly in public sector tenders.
- **Operational Efficiency:** The adoption of standardised contracts and clear guidelines streamlined operations, making administrative tasks more manageable and efficient. Practices like effective waste management and energy conservation not only help the environment but also reduce operational costs in the long run.
- **Enhanced Reputation:** Being part of the GGBS improved the company's image and credibility in the eyes of clients and the public, reflecting a commitment to higher standards.
- **Dispute Reduction:** The clarity provided by the GGBS in terms of contractual obligations and expectations reduces disputes between stakeholders, saving time and resources that might otherwise be spent on conflict resolution.



- **Adaptation to Modern Practices:** Embracing the digital aspects of the GGBS enabled the company to keep up with technological advancements, making them more agile and responsive in a rapidly evolving industry.
- **Future Readiness:** The GGBS prepares companies for upcoming regulatory changes and client expectations, ensuring they are not left behind as the industry evolves.

The GGBS Criteria for SMCs

The GGBS for SMCs encompasses various criteria, including company policy, housekeeping and air quality, accessibility, public safety, noise and vibration control, communication, manpower management, and innovative practices. These criteria are designed to be attainable for SMCs while remaining impactful on a broader scale.

Realizing the Benefits: Practical Steps

- **Adopting Company Policies for Sustainability:** Implementing green policies at the organisational level is the first step towards transformation. Companies can set clear environmental goals and train employees on sustainable practices.
- **Enhancing Housekeeping and Air Quality:** SMCs can implement measures to control dust and emissions, significantly reducing environmental impact and improving air quality at construction sites – benefiting the workforce and the public.
- **Improving Accessibility and Safety:** Ensuring safe and convenient access around construction sites enhances the efficiency and safety of construction operations while positively impacting the public.

- **Effective Communication with Stakeholders:** Regular and transparent communication with all stakeholders, including the local community, can mitigate misunderstandings and foster a positive image of the industry and company, creating a more pleasant work environment.
- **Focusing on Workforce Welfare:** Prioritising the health and safety of the workforce is crucial. This includes providing adequate training, facilities, and ensuring a safe work environment.

Challenges and Overcoming Them

While the journey to full GGBS compliance may seem daunting, especially for smaller firms with limited resources, the long-term benefits outweigh the initial hurdles. SMCs can start with small, manageable steps, gradually integrating more comprehensive practices as they progress, ultimately attaining the standards for the GGBS (SMC) Certification.

The GGBS for SMCs is not just a scheme but a catalyst for positive change in Singapore's construction industry. By embracing these guidelines, SMCs can play a pivotal role in building a more sustainable, gracious, and community-friendly construction landscape. As the industry evolves, those who adopt and adapt to these practices, like Ang Tong Seng Brothers Enterprise Pte Ltd, will not only contribute to a greener future but also enjoy a competitive edge in the ever-evolving construction sector – setting them up for long-term success.

Find Out More

Embracing New Accreditations: Construction Management (Production) Accreditation Scheme



In Singapore's construction sector, the Construction Management (Production) Accreditation Scheme, commonly known as CM(P), is a new and trailblazing initiative to help individuals seize new opportunities in the growing field of construction prefabrication. Jointly developed by SCAL and the Building and Construction Authority (BCA), this scheme is designed specifically for construction professionals specialising in precast, prefabrication, and Design for Manufacturing and Assembly (DfMA) works. The Contractor dives in to what the CM(P) offers and why it's an important step for you, a professional, in our industry.

Why Do We Need The CM(P)?

Singapore's construction sector faces critical challenges, including labour shortages, rising building material costs, and limited site space. With a significant portion of HDB residential projects now utilising precast concrete and PPVC methods, there's a growing need for specialised skills in production management. The CM(P) scheme addresses these challenges by recognising and validating the highest skill standards in this crucial field.

Objectives of CM(P)

The CM(P) scheme has three core objectives:

- **Validating Skills and Competencies:** It aims to assess and certify the expertise of professionals in construction production management.
- **Career Progression Pathways:** The scheme offers a structured progression for professionals, aiding career advancement in the sector.
- **Creating a Pool of Competent Professionals:** By accrediting individuals, CM(P) ensures a ready supply of skilled professionals in production management.

Structure of the CM(P) Scheme

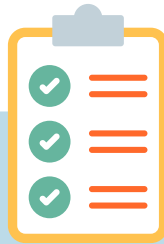
The CM(P) is a three-tiered program covering various roles in construction production. Each tier has its own set of specific academic and professional requirements, and candidates are evaluated based on a comprehensive framework covering seven key competencies, including production planning, factory management, continuous improvement, QA/QC planning, and safety & sustainability.

Why Embrace CM(P)?



Recognition of Expertise

For professionals, the CM(P) accreditation is a testament to their skills and technical competence, enhancing their marketability and credibility.



Ensuring Industry Standard

Employers can be assured that their staff are evaluated against an objective, industry-leading standard, ensuring quality and efficiency in their operations.



Supporting Young Professionals

The CM(P) encourages newer professionals to gain accreditation, fostering a culture of continuous learning and professional development.

The Way Forward

The CM(P) scheme is more than just an accreditation; it's an investment in the professional development of those who shape the future of our built environment. By aligning with this scheme, professionals not only demonstrate their commitment to excellence but also help elevate the entire industry's standards.

For those looking to advance in the construction industry, the CM(P) scheme offers a valuable opportunity for career advancement and professional growth. It's a chance to benchmark one's skills against the industry's best, ensuring readiness for the next generation of challenges and opportunities in construction. As the scheme rolls out, consider how obtaining this accreditation can benefit both your professional journey and your organisation's quality of work.

The CM(P) Accreditation Scheme is a key development for Singapore's construction industry, offering a pathway for professionals to excel and for companies to ensure high standards in their workforce and projects. It's an opportunity not just for career growth but also for contributing to the sector's progress and excellence. Finally, CM(P) is an opportunity for professionals to stand out and for companies to build a team of accredited experts, ready to tackle the challenges of tomorrow's construction landscape.

As applications open, it's time to embrace CM(P) as a catalyst for your professional growth and your company's success in the evolving world of construction.

The Domestic Sub-Contract (DSC) 2.0: Upgrading To Meet Present Needs



Almost two decades after its original inception in 2005, the DSC has undergone a comprehensive revision to align with the current needs and practices of the industry. This evolution marks a proactive step towards more efficient, fair, and transparent contracting within the construction sector. This template document is more than just a set of rules – it's a testament to our industry's commitment to co-operation, co-creation, and co-ordination.

The Genesis and Journey of the DSC

Introduced in 2005, the DSC emerged as a solution to the absence of a standardised contract form for dealings between main contractors and domestic sub-contractors or suppliers. This gap often left smaller firms grappling with contractual nuances, leading to inefficiencies and disputes. Fast forward almost 20 years, and the DSC has evolved, reflecting the dynamic nature of construction practices and the growing emphasis on equitable treatment of all parties involved. This recent update to the DSC was spearheaded by a diverse group of industry experts, reflecting the changing industry environment, and addressing common modern challenges faced by all stakeholders.

What's New in the DSC 2.0?

Mr. Jacob Wong, the Chairman of the DSC Council, highlights how the DSC 2.0 has been thoughtfully revised: "It is not just

a simple update to meet new regulations from governing bodies, but also a fine-tuning of clauses to better suit current industry needs". In the spirit of consensus-driven framework evolution, the revision process involved extensive discussions and input from a diverse panel, including main contractors, lawyers, claim consultants, and subcontractors.

One of the most significant changes in the DSC 2.0 is the introduction of additional appendices, allowing parties to curate and tailor clauses relevant to their specific project type—be it building, civil, or M&E work. This bespoke, customisation-friendly approach ensures flexibility and applicability across various scopes of work.

The DSC as a Beacon of Fairness

The revised DSC is designed to serve as a guide for best practices, outlining the rights and responsibilities of both main contractors and subcontractors. By providing a neutral

"The evolution of the DSC reflects the construction industry's ongoing journey towards greater professionalism, fairness, and efficiency. As we embrace these changes, it becomes imperative for companies to align with these updated practices. Adopting the DSC 2.0 is not just about compliance—it's about being part of a movement that values progress, fairness, and clarity."

ground that balances the interests of main contractors and subcontractors, it reduces the likelihood of disputes and, failing that, provides smoother resolution pathways. For instance, earlier requirements like the mandatory bankers' guarantee have been modified to include insurance bonds, making compliance easier for subcontractors.



The DSC also emphasises clear and explicit communication, mandating written notifications for variations and other contractual changes. This shift from informal agreements to documented communication is pivotal in minimising misunderstandings and ensuring both parties are on the same page for smooth project execution.

Why Should Companies Use the DSC?

The question then arises: why should companies in Singapore's construction industry adopt the DSC? The answer lies in the numerous benefits it offers:

- **Enhanced Clarity and Efficiency:** The DSC 2.0's clearer guidelines and accessible nature streamline contractual processes, leading to more efficient project management with better legal risk mitigation.
- **Balanced Interests:** By offering a neutral platform, the DSC ensures that neither main contractors nor subcontractors are disadvantaged, fostering a more collaborative industry environment.

- **Future-Proofing:** With its digital-friendly approach, the DSC is keeping up with best practices, ensuring that companies are prepared for future industry shifts
- **Dispute Minimization:** The DSC's emphasis on clear, written communication and fair clauses reduces the likelihood of conflicts, saving time and resources that might otherwise be spent on resolution processes
- **Tailor-made Solutions:** With the addition of several appendices crafted in collaboration with various stakeholders, companies can draw up contracts that are relevant to their specific needs

A Call to Action

Sometimes more than concrete and rebar, holding up every building is an intricate web of contractual links, liabilities, responsibilities, and relations. The evolution of the DSC reflects the construction industry's ongoing journey towards greater professionalism, fairness, and efficiency in contractual structures and relationships. As we embrace these changes, it becomes imperative for companies to align with these updated practices. Adopting the DSC 2.0 is not just about compliance—it's about being part of a movement that values progress, fairness, and clarity.

The DSC 2.0 stands as a bellwether of change in Singapore's construction industry. Its adoption is a step towards a more equitable, efficient, and future-ready industry. As we forge ahead, let's remember that progress is a collective effort, and the DSC 2.0 is a tool that helps us build not just structures in our day-to-day work, but also stronger, more collaborative relationships within our industry.

Register for Interest



NEGOTIATION? MEDIATION? ARBITRATION? LITIGATION?

Introducing Dispute Consultation Clinic:
A new conflict resolution mechanism for
the construction industry.

About Dispute Consultation Clinic (DCC)



The construction industry is known for its complexity and the potential for disputes to arise during project lifecycles.

Recognizing the need for effective conflict resolution mechanisms, SCAL launched the DCC to assist construction companies in navigating and resolving construction-related disputes.

The Clinic will provide consultations in relation to disputes arising out of building and construction projects and allow companies to make an informed decision on how you can proceed with the next steps.

Find Out More



Expert Consultants

Each DCC is facilitated by two (2) highly skilled and experienced construction consultant (1 lawyer and 1 practitioner).



Alternative Solutions

The consultants will collaborate with all parties to grasp the unique details of the dispute. They'll then work together to help find alternative solutions



Time and Cost Efficiency

DCC aims to expedite the resolution process, reducing the time and expenses associated with litigation or arbitration.



Preserve Business Relationships

Through open communication and a focus on finding acceptable options, the consultants help foster amicable resolutions that preserve long-term partnerships and collaborations.



Confidentiality and Impartiality

DCC's consultants approach each case with impartiality, ensuring fairness and promoting a neutral environment conducive to productive discussions.

Growing Across the Region



Continuing from our 2022 win.



Consecutive wins since 2019.

For a second consecutive year from a poll comprising fund managers, analysts, bankers, and rating agencies.

We **Thank You** again and are humbled by your continuous confidence in us.

gamuda.com.my

Reflecting on 2023...

11 Jan Future of Concrete
31 Jan SCAL Chinese New Year Lunch



3 May SCAL Lu Ban Education Bursary Awards
3 May SCAL CPAS Speaker Series 5 - Stakeholder Management
19 May Contractors IDD Masterclass by Autodesk Construction Cloud
25 May SCAL 2023 CEO Networking on the Green



23 Mar SCAL Technology Symposium @ BuildTech 2023
28-30 Mar BuildTech Asia
31 Mar ASEAN Contractors Federation - 53rd Council Meeting

26 May SCAL CPAS Speaker Series 6 - People Management
26 May Build Green Like A Pro (National JC)
26 May Singapore Institute of Technology (SIT) sharing session on B.Eng (Civil) programme

JAN

MAR

MAY

FEB

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JUN

2023 Past Events

9 Feb Site visit to Samwoh
23 Feb Expanded Foreign Worker Dormitory Act (FEDA) Briefing by Ministry of Manpower
24 Feb SCAL Blood Donation Drive



11 Apr SCAL CPAS Speaker Series 1 - Problem Resolution
14 Apr SCAL CPAS Speaker Series 2 - EHS Management
14 Apr SCAL CPAS Speaker Series 3 - Contractual Management
18 Apr SCAL CPAS Speaker Series 4 - Project Execution

1 Jun SCAL CPAS Speaker Series 7 - Technical Proficiency
10 Jun WeCare @ Northwest (organised by CIJC)
23 Jun SCAL Annual General Meeting 2023
16 Jun Family Business Workshop
27 Jun Unlocking Potential: Best Practices for Contractor HR Transformation
30 Jun Built Environment Innovation Hub (BEIH): Robotics & Automation in Construction



26-27 June International Green Building Conference (IGBC)
26 June SAC Specialist Builders Certification Schemes Workshop
15 18 June 42nd IFAWPCA Mid-Term Executive Board Meeting

6 Jul SCAL Environment, Health & Safety (EHS) Campaign 2023 - Site Visit
7 Jul SCAL Environment, Health & Safety (EHS) Campaign 2023 - Seminar



11 Jul-23 SCAL Lu Ban School Donation Presentation Ceremony
31 Jul Birthday Celebration of Master Lu Ban
26 Jul Sharing with Japan Federation of Construction Contractors
30 Jul Lu Ban Committee Raised \$1 million for construction fund of the new Lu Ban Hall

LEGEND

■	SUPPORTED EVENTS/ INITIATIVES
■	OVERSEAS ENGAGEMENT
■	SCAL MILESTONE

4-Oct Unlocking the potential of AI, Data Science, and Analytics (ADSA) for a data-driven digital transformation

7 Oct Spearheading The Sustainable Future of Construction in Singapore

23-27 Oct Singapore International Energy Week (SIEW)

24 Oct SCAL Annual Dinner 2023

24 Oct Soft Launch of CM(P) Scheme

25 Oct Soft Launch of Domestic Subcontract

26 Oct Introduction of Dispute Consultation Clinic



5 Sep SCAL-CSR Event: Willing Hearts
6- 8 Sep IBEW BE Leaders' Summit 2023
6-8 Sep BEX Asia 2023
28 Sep ASEAN Contractors Federation - 54th Council Meeting
30 Sep CPAS launched a simplified revision of its application form (Tier A-Star, A, B, C)



1 Nov Executive Dinner: Industry Roundtable hosted by Autodesk
8- ov SCAL HR Forum 2023
15 Nov DfMA and Robotics & Automation - A Paradigm of New Opportunities



30 Nov Briefing on Foreign Workforce Policy Updates
15-17 Nov Architecture & Building Services (ABS)
21-25 Nov 46th IFAWPCA Convention
25 Nov SCAL Assumes Chairmanship of IFAWPCA, Host for 47th Convention
29 Nov New Release: Total WSH Programme Guidebook
29 Nov SCAL Site Traffic Management Guidebook (update 14 Nov 2023)

...& Charting the Path Forward in 2024



Paving the Future Ahead in 2024

Looking ahead, SCAL remains unwavering in its commitment to guide its members in integrating technology into their business operations, fostering competitiveness, reducing reliance on resources, promoting innovation, and encouraging collaboration for sustainable growth. In an interview with Ms. Louise Chua, SCAL's Executive Director, we delve into the past year's experiences and gain a glimpse of the exciting prospects that await us in the future.

Celebrating 2023: A Year of Strategic Advancements

Operating with a streamlined team, SCAL has been fortunate to have a dedicated and motivated workforce that embraces an "all hands on deck" approach. Each team member plays a pivotal role, contributing to overarching goals and transforming concepts into tangible reality. The invaluable guidance from our Board and Council has provided the wisdom and advice needed to navigate industry challenges, propelling our sector forward.

In 2023, SCAL embraced a forward-thinking mindset, not merely addressing current issues but also envisioning the future with optimism. A culture of positivity and fearlessness prevailed, where innovative ideas and challenges were not only welcomed but celebrated.

Envisioning 2024: Strategic Goals and Aspirations

Under the leadership of President Mr. Lee Kay Chai and his supporting Council, SCAL intends to elevate the value provided to its members through targeted efforts in key areas, serving as a primary resource to cater to their diverse needs for sustained competitiveness.

Tackling challenges in talent attraction and retention, SCAL will engage with authorities regularly to provide feedback and address manpower issues, as well as pacing the industry to work towards a lean workforce and collaborating to enhance the branding of the Built Environment sector to reshape public perception positively. Efforts to upskill employees through schemes like CCP and Job Placement Programme, provided by SCAL Academy, will help modernise construction practices.

Intensifying outreach on accreditation programmes like CPAS and CM (P) will better recognise engineers' skillsets, fostering talent retention and creating a happier, more productive labour force. A comprehensive HR guidebook for the Construction Sector, including case studies, templates, and guidance on talent management, is set to launch in the upcoming months.

A New Hub Taking Shape

As the construction of 10 Tannery Lane progresses, SCAL eagerly anticipates the creation of a centralised hub housing all its services and subsidiaries. This one-stop hub will offer convenience to members, and further updates on this exciting development will be shared soon.

International Engagement & Forward Momentum: IFAWPCA Convention 2025

Being an active member of IFAWPCA and ACF, SCAL's international engagement has allowed contributions to and learning from the global construction community. Such affiliations contribute to the advancement of the local knowledge base, foster stronger relationships between governments and contractors, and open doors for collaborative problem-solving.

The appointment of Mr. Kenneth Loo as IFAWPCA President and Singapore hosting the IFAWPCA Convention in 2025 are significant milestones. The theme, "Embracing Construction of Tomorrow," reflects Singapore's commitment to transformative ideas, sustainable practices, and collaborative solutions. This convention provides an opportunity to strengthen ties with international partners, collectively driving innovation and progress in the local construction sector while showcasing Singapore's position on the international stage.

International Engagement & Forward Momentum: IFAWPCA Convention 2025 & ACF 2024

SCAL is an active member of IFAWPCA (International Federation of Asian and Western Pacific Contractors' Associations), and ASEAN Constructors' Federation (ACF). Our participation in such international bodies has allowed us to contribute to and learn from the global construction community. Through active engagement, we gain information on engineering construction technology, contributing to the advancement of the local knowledge base. Such interactions also foster stronger relationships between governments and contractors to open doors for collaborative problem-solving.

IFAWPCA and ACF also serve as platforms for us to showcase Singapore's advancements in the Built Environment. We will be hosting the IFAWPCA Convention in 2025, a significant regional gathering that unites industry leaders, stakeholders and experts. The theme will be "Embracing Construction of Tomorrow", which reflects Singapore's dedication to exploring transformative ideas, sustainable practices and collaborative solutions to shape our industry's future. Such opportunities allow us to strengthen ties with international partners, collectively driving innovation and progress in the construction sector locally, while bringing forth our position on the international stage.

Looking Ahead With Purpose

Over the years, SCAL has positioned itself to tackle new challenges and seize opportunities. The ongoing efforts to enhance capabilities, sustainability, and talent within Singapore's construction industry will remain at the forefront of SCAL's mission as it steps into the new year, with boundless possibilities and opportunities awaiting.

2024

01

- JAN • Student Engagement Outreach @ Singapore Institute of Technology
- JAN • SCAL x CloudTech: Construct Tech Symposium: Building a Digital Future in Construction
- FEB • SCAL Blood Donation Drive 2024
- FEB • Launch of SCAL-Lu Ban Bursary Awards
- FEB • SCAL Chinese New Year Luncheon
- MAR • Carbon Accounting & Report Seminar (by-invitation only)
- Planned Dialogue Session with Members
- Members' Night
- Young Leaders Connect

02

- Proposed Launch of Productivity and Innovation Awards (PIA)
- ASEAN Contractors Federation (ACF) Seminar
- Proposed Launch of Technical Reference for Battery Energy Safety Storage (BESS)
- Planned Dialogue Session with Members
- Tentative: CEO Luncheon
- Members' Night
- Launch of HR Guidebook
- Safety Time-Out: Traffic Management
- Young Leaders Connect
- SCAL Environment, Health & Safety (EHS) Campaign

03

- BCA-SCAL Joint Seminar
- Birthday Celebration of Master Lu Ban
- Digital Tools Selection Guide - Outreach Programme
- Members' Night
- Contract Collaborative Seminar
- Safety Time-Out: Work At Height
- Planned Dialogue Session with Members
- Young Leaders Connect

04

- International Federation of Asian and Western Pacific Contractors' Associations (IFAWPCA) Mid-Term Meeting
- SCAL Annual Dinner
- Proposed Launch of Operation Transformation Roadmap for SCAL
- Members' Night
- Safety Time-Out: Lifting Operations
- Planned Dialogue Session with Members
- Young Leaders Connect

... and more!

Welcome New Members (Oct to Dec 2023)

ORDINARY, ASSOCIATE & TRADE

SINOTCC (SINGAPORE) PTE LTD
SMRT TRAINS
Y3 CONSTRUCTION PTE LTD

SLOTS REGISTERED CONTRACTORS

1-SOLUTIONING PTE LTD
A.H.M ENGINEERING & CONSTRUCTION PTE LTD.
A1 PARTITION FAMILY
ACJ PAINTING PTE LTD
ADVANCE SURFACE INDUSTRIES PTE LTD
AERA INTERIOR PTE LTD
AGB RENOVATES PTE LTD
ALLBEST ENGINEERING AND TRADING PTE LTD
ALLSTAR METAL & GLASS TECH. PTE LTD
ANN HOME PTE LTD
ANTAR CRANES SERVICES PTE LTD
AQUEOUS ENGINEERING PTE. LTD.
ARACKING & SHELVING SOLUTIONS
BAOPING CONSTRUCTION PTE LTD
BEAUWOOD PLASTER DESIGN PTE LTD
BEN'S EXPRESS ENGINEERING PTE LTD
BH AIRCON SOLUTIONS PTE. LTD.
BOK SENG TRANSPORT & CONSTRUCTION PTE LTD
BOWEI INTERIOR PTE LTD
BRAVAT SINGAPORE PTE LTD
BRAVE LOONG ENGINEERING PTE LTD
BSB SERVICES PRIVATE LIMITED
CABLEVOLTS PTE. LTD.
CERBERUS GROUP PTE. LTD.
CURTAINS BLINDS ETC PTE LTD
CXE ENGINEERING PTE LTD
D-MAJOR ENGINEERING PTE LTD
DIGI ENG & CONS PTE LTD
DOST 1988 PTE LTD
DOUBLE-H AIRCOND SERVICES PTE LTD
EARTHERO SERVICES PTE LTD
EASTERN FURNITURE & RENOVATION PTE LTD
EC AIRCON SERVICES PTE LTD
EL ARTE DESIGN PTE. LTD
ENERCON CONCRETE CORE-CUT TECHNOLOGY PTE. LTD.
ESPERTO PAINTWORKS PTE LTD
EVERGREEN ID SOLUTIONS
FENG LI CONSTRUCTION PTE LTD
FENG SHENG CONTRACTOR PTE LTD
FOMO RE PTE LTD
FOODNET INTERNATIONAL CONSULTING & PROJECTS PTE. LTD.
FOOK LIM CONSTRUCTION PTE LTD
FULMINARE ELEGANCE PTE LTD
GUO JIAN ENGINEERING PTE LTD
H PLUS SOLUTIONS PTE. LTD.
HAN POWER PTE LTD
HANDYMANHERO PTE LTD
HOCK YUAN INTERIOR AND EXHIBITION PTE LTD
HOMETOWN DESIGN & BUILD
HOTAN CONTRACTOR PRIVATE LIMITED
HSH ENGINEERING & CONSTRUCTION PTE LTD
HUP LIK HIN CONSTRUCTION PTE LTD
JIA AN CONSTRUCTION PTE LTD
JIAN BANG CONSTRUCTION PTE LTD
JL PAINTING SERVICES PTE LTD
K & G PLASTERCEIL & DESIGN PTE LTD

KIMBUILD CONSTRUCTION PTE LTD
KOW YEE CIVIL & CONSTRUCTION PTE LTD
KYLE SERVICES PTE LTD
L & O RENOVATION & DESIGN
LAM KEONG RENOVATION CONTRACTOR AND TRDG CO
LANDSCAPE KONSORTIUM PTE LTD
LAU KOK SHEN ENGINEERING PTE LTD
LEE PLUS DEMOLITION & CONSTRUCTION PTE LTD
LHC COATINGS PTE LTD
LIAN HONG DESIGN RENOVATION CONTRACTOR
LIGHT & LIGHTS PTE LTD
LION CITY CONDITIONER SERVICES PTE LTD
LNT COATING PTE LTD
LUXMEE SERVICES & ENGINEERING PTE. LTD
M TRADING AND SERVICES PTE LTD
MBAY88 CONSTRUCTION PTE LTD
MICHEAL PLUMBING SOLUTIONS
MTM SOLUTIONS PTE LTD
MY CONTROL PTE LTD
OMNI CONSTRUCTION PTE LTD
ONG CONSTRUCTION PRIVATE LTD
OST TECHNOLOGIES PTE. LTD.
PAD CONCEPT DESIGN PTE LTD
PCM AUTOMATION (CONSTRUCTION) PTE LTD
PENG CHENG BUILDER PTE LTD
PING PROJECT PTE LTD
POH HENG CONSTRUCTION PTE LTD
POH MENG TRADING & CLEANING SERVICES PTE LTD
PROPE SUCCESS PTE LTD
QAIR ENGINEERING PTE LTD
RANGER FIRE SYSTEMS PTE LTD
RIE ENGINEERING PTE LTD
SAMSON MACHINERY MOVERS PTE LTD
SANTECH CONSTRUCTION & TRADING
SECURE SOLUTIONS PTE LTD
SENG HUAT GLASS WORKS PTE LTD
SENTRON ENTERPRISE
SG INTERIOR KJ PTE LTD
SGBETTERHOME PTE LTD
SGHALO PTE LTD
SHAN FENG CONSTRUCTION PTE LTD
SHAN YANG WOOD PRODUCTS PTE LTD
SHUNAMITE PTE LTD
SIN HUP SOON CONSTRUCTION PTE LTD
SINGBAY OFFSHORE SERVICE PTE LTD
SINLY BUILDER PTE LTD
SMART UNIQUE DECOR PTE LTD
TAG ALLIANZ INTERNATIONAL PTE. LTD.
TAI FENG CONSTRUCTION (PTE. LTD.)
TENG FUNG CONSTRUCTION PTE LTD
TOH YONG DESIGN CONSULTANTS PTE LTD
TONTA PTE LTD
TS DEMOLITION WORK PTE. LTD.
TSM PROJECT PTE. LTD.
TWINARCH ENGINEERING PTE. LTD.
VASARI SINGAPORE PTE LTD
VIVA NUEVA PTE LTD
WIN FOONG AIR-CON SERVICES
WINSTEEL ENGINEERING PTE LTD
WK ENGINEERING & CONSTRUCTION PTE LTD
WU GUI SCAFFOLDING SERVICES
YAFEN ELECTRICAL PTE LTD
YEO HENG ENGINEERING PTE LTD
YEW HUAT SCAFFOLDING & CONSTRUCTION
YU CHEN PTE LTD
YUAN FENG ORGANISATION PTE LTD

