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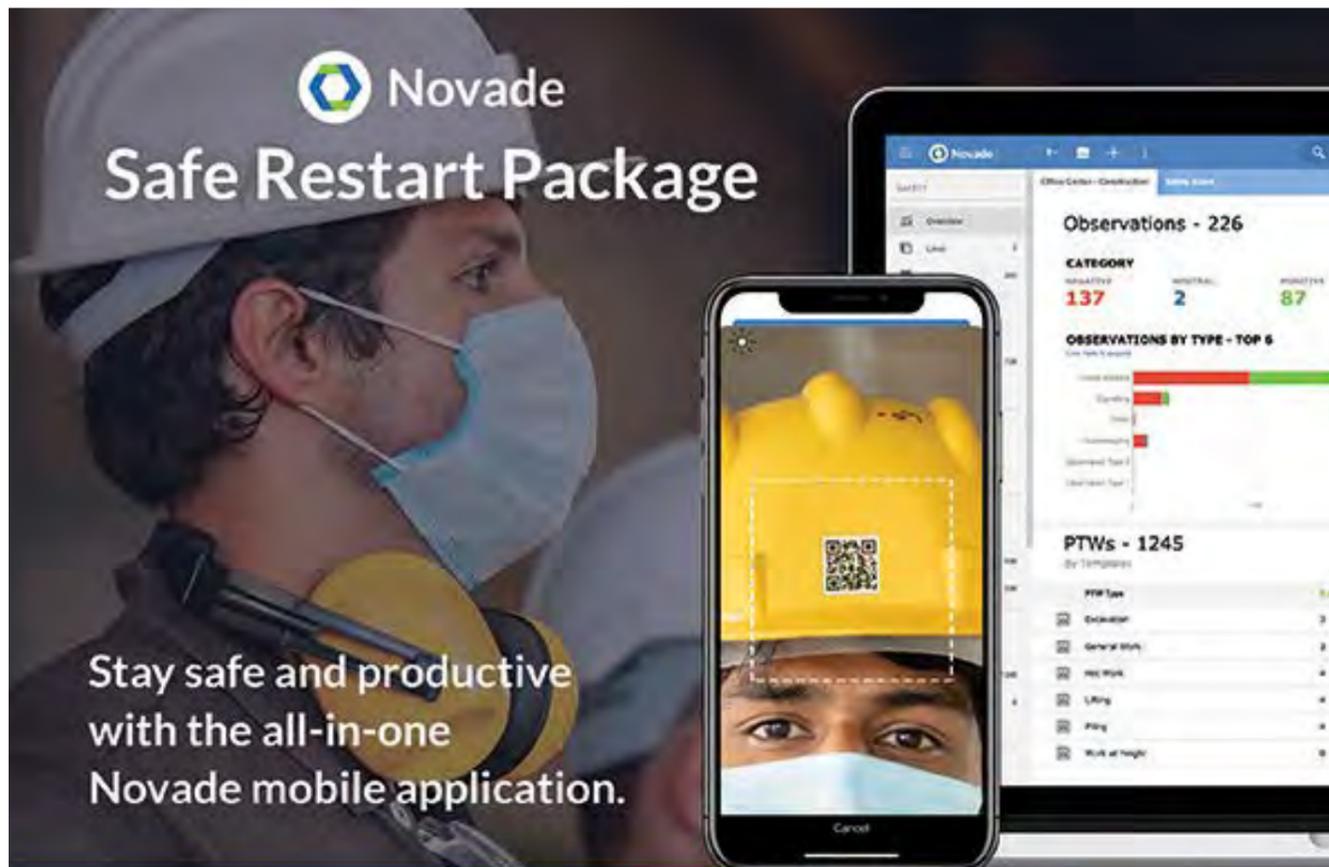
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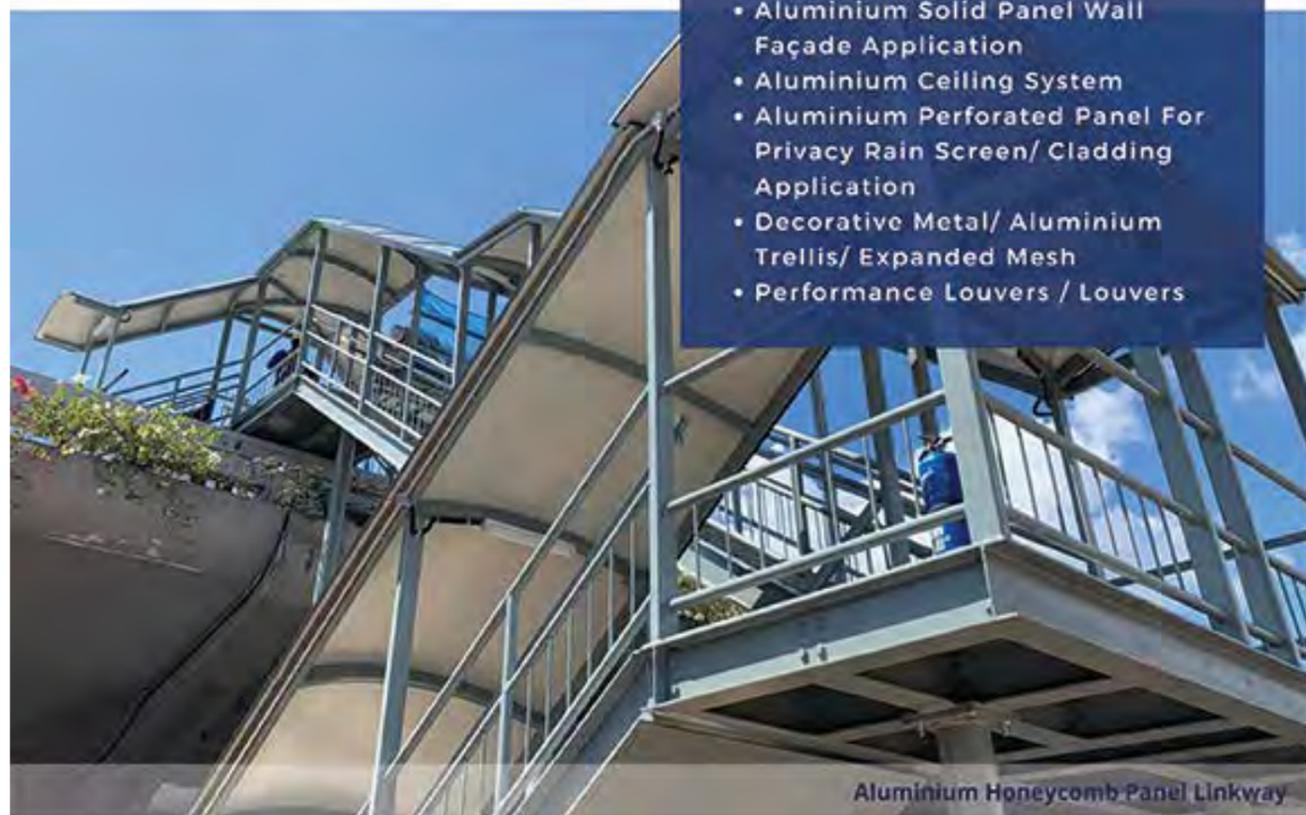
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PRESIDENT'S MESSAGE



“Time goes by swiftly as we now reach the end of this difficult year. The tumultuous events since have disrupted the construction sector beyond our imagination.”

During the past six months, SCAL has continued with our advocacy efforts to appeal for further government assistance to help the industry get back on its feet.

We are grateful that the government had responded positively by implementing many of our proposed measures, such as the extension of foreign worker levy waiver and rebates, refund of man-year entitlement (MYE), as well as the legislation of extension of time (EoT) and co-sharing of prolongation cost relief for contractors, for both public and private projects to further cushion the sector from the impact of the pandemic. To solve the issue of worker shortage, we are working very closely with government agencies to expedite the opening of borders for workers to return safely to Singapore, as soon as possible.

Reaching out to our stakeholders, SCAL had extended assistance to construction companies on various fronts. Together with the Ministry of Manpower, Temasek Foundation and Migrant Workers Centre (MWC), SCAL organised the distribution of Livinguard reusable masks and BluePass contact tracing devices to the construction sector. We also worked with non-governmental organisations such as Healthserve to advocate and raise awareness of mental wellness amongst the migrant worker demographic.

Looking forward, our focus will be in rebuilding a stronger industry and advancing sustainability by nurturing skills and talents, as the industry continues to transform. To ensure that our workforce braces itself to face greater challenges ahead, we launched the SCAL Young Leaders Programme, and introduced new classes of Individual and Student SCAL members to attract and retain like-minded professionals who can contribute to the industry's growth.

To all our members, thank you for your continuous support. As SCAL continues striving to serve as the voice of the construction industry, I am confident that we will emerge stronger from the lessons learnt as one, in the wake of these unprecedented times.

Ng Yek Meng
President
The Singapore Contractors Association Ltd



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NEW MEMBERSHIP CATEGORIES FOR SCAL

Since its founding dating back 1937, SCAL membership has been open to companies and businesses in the building and engineering construction industry.

This was further enshrined in the Memorandum of Association and Articles of Association of The Singapore Contractors Association Ltd (SCAL) when it was incorporated on 30 December 1977. They have remained largely unchanged over the years.

At the 42nd Annual General Meeting (AGM) held on 28 August 2020, SCAL reached a new milestone where individuals and students are now allowed to join SCAL as members.

These new Individual and Student membership classes were created with the aim of widening the platform for participation and contributions from professionals and experienced individuals in the

construction industry. It also aims to shape the future of the industry through the involvement of future industry practitioners.

SCAL also took the opportunity to align the Articles of Association with current practices and legislation. Members under the Singapore List of Trade Subcontractors (SLOTS) are now a separate membership class. Other changes include updating references to the current Companies Act and permitting electronic delivery of notice of AGM and AGM documents.

With the latest amendments, SCAL looks forward to uplifting the construction industry through greater inclusivity to raise the professionalism and quality of the construction industry eco-system, and to shape the future of the industry through the involvement of all industry stakeholders and practitioners.

Membership Categories

Ordinary Members

Any person, corporate firm or partnership actively participating as general main contractors in the building and engineering construction industry.

Associate Members

Any corporate bodies, firms or partnerships engaging in allied services of the building and engineering industry, suppliers, product subcontractors and also firms with majority foreign equity or management.

Trade Members

Corporate bodies, firms, partnerships or sole proprietors engaging in the building and engineering construction industry as labour only subcontractors and / or other trade services suppliers.

Singapore List of Trade Subcontractors (SLOTS) Members

Subcontractor firms that are certified under the SLOTS scheme. The SLOTS Scheme was launched by SCAL in October 1992 to provide a list of competent subcontractors for the reference of main contractors, consultants and developers.

Individual Members

Any persons who have graduated from studies in the building and engineering construction industry from institutions of higher learning, and are either working in or have experience in the said industry.

Student Members

Full-time students in institutions of higher learning undertaking studies in the building and engineering construction industry courses.

For further enquiries on SCAL membership, please contact enquiry@scal.com.sg or visit our website www.scal.com.sg.

42ND ANNUAL GENERAL MEETING 2020



The 42nd Annual General Meeting in progress with (from left), Executive Director Lam Kong Hong, President Ng Yek Meng, Secretary General Wilson Wong and Assistant Treasurer Yong Jian Rong

The Singapore Contractors Association Ltd (SCAL) held its 42nd Annual General Meeting (AGM) on Friday 28 August 2020 at 5.00 pm in the SCAL Multi Purpose Hall, Level 2 Construction House. The AGM was attended by 45 members, with safe management measures in place such as temperature taking and safe distancing arrangements.

The AGM was chaired by SCAL President Ng Yek Meng. Kicking off the proceedings, Assistant Treasurer Yong Jian Rong delivered the financial report for the year 2019, highlighting that SCAL remains in a strong fiscal position. The AGM approved and adopted the annual and consolidated financial statements.



Enthusiastic turnout at 42nd AGM

Presenting the Secretary-General's report, Mr Wilson Wong gave a comprehensive overview of the state of the construction industry and economy, reporting that construction demand rose to \$33.5 billion in 2019, up from 30.5 billion in 2018. However against the backdrop of the COVID-19 pandemic, the construction industry will be expecting a negative full-year growth in 2020, although initial forecasts for construction demand was to be between \$28 billion and \$33 billion.

Mr Wong then shared with members SCAL's activities and events in 2019, with a sneak peek on the upcoming new SCAL Construction Hub to be developed. He highlighted the other major initiatives by SCAL to uplift the industry such as the setting up of a Construction Professional Accreditation Scheme, an Accredited Builders Scheme, and a Young Leaders in Construction Programme.

At the AGM, members unanimously approved an Ordinary Resolution for an additional budget of \$7 million for the development of the new SCAL Construction Hub. A sum of \$45 million was initially approved at the 38th AGM in 2018 for a new SCAL building. With the purchase of the freehold property at 10 Tannery Lane at \$35 million, the



The AGM in progress

additional budget is required as redevelopment cost is estimated to be about \$17 million.

The AGM also unanimously approved a Special Resolution for amendments to the SCAL Articles of Association. The amendments were made to introduce new Individual and Student membership

classes to promote greater inclusivity and strengthen the recognition of SCAL, as well as update the Articles with current practices and legislation. [See separate story]

In his closing address, President Ng Yek Meng highlighted how SCAL had supported members since the onset of COVID-19. He thanked fellow council members for their hard work as SCAL held numerous dialogues with policy and government leaders on the challenges confronting industry and preparations for safe restart of construction activities.

Mr Ng also thanked members and industry partners who have contributed to the SCAL COVID-19 Fund to help SME member firms tide through the crisis.

"I am confident that together, we will overcome the immense challenges as we look forward to greater opportunities for the industry in the years ahead", Mr Ng said in conclusion as the AGM ended in compliance with Phase 2 re-opening of the COVID-19 Circuit Breaker.



Members voting on the resolutions

CONTINUING TO SUPPORT OUR MEMBERS DURING THE PANDEMIC

This tumultuous year, SCAL extended its reach and exercised its influence with the government bodies to further help its members during this difficult period.

A few key examples of these actions came in the form of various broad-based initiatives.

During the last six months, SCAL did not rest but continued with our advocacy efforts to request further government assistance to the industry such as appealing for extended foreign worker levy (FWL) waiver and rebates, man-year entitlement (MYE) refund as well as prolongation costs to companies affected by the pandemic. We also

highlighted the need to provide and legislate the extension of time (EoT) as well as prolongation costs relief for contractors both for public and private sector projects.

As the industry leader, SCAL extended assistance to construction companies in their safe management practices. In partnership with the migrant workers centre (MWC) and Temasek Foundation, SCAL organised the distribution of Livinguard reusable masks that are purported to have antiviral properties.

Please view the list of initiatives completed from June to December 2020.

Keeping members updated

SCAL Webinars

Topic	Date
Webinar Clinic on Good Practice Guide on Project Restart Applications	30 June 2020
Webinar 2 nd COVID-19 Update for the Construction Industry - Preparations for back to work post-Circuit Breaker	7 July 2020
BCA-SCAL Webinar on “Good Practices and Common Pitfalls of COVID-Safe Measures for Construction Projects”	27 July 2020
BCA-SISO-SCAL Webinar “Community of Practice on Safe Management Measures (SMM)”	13 August 2020
Webinar Safe Management Measures, Safe Restart for the Construction Industry	26 August 2020
Webinar on Mental Resilience for Migrant Workers, Employees and Employers	11 September 2020
Webinar Navigating COVID-19’s Impact on the Construction Industry	16 October 2020
Webinar Innovation and Technology for the Construction Industry	25 November 2020
BCA-SISV-SCAL-SIA Restart Webinar: COTMA Revision & Contracts Management Best Practices	9 December 2020

Feedback and advocacy



1 Safe Management Measures (SMM)

- Provided feedback and requested for review of SMM requirements that affect productivity on project sites.
- Advocated for reverting lorry capacity to 100%.
- Advocated for removal of transport requirement for S Pass holders.



2 Shortage of manpower

- Provided feedback on the acute shortage of manpower in the industry.
- Advocated for the opening of borders for the workers to return safely to Singapore as soon as possible.
- Advocated for quarantine and swab test at source countries for workers entering Singapore to minimise the risk of imported COVID-19 cases.



3 Extension of time (EOT) and prolongation cost support to public and private sector projects

Advocated for the provision and legislation of EoT and prolongation cost support to contractors for both public and private sector projects through Ministry of Law.



4 Cohorting and decanting foreign workers at purpose-built dormitories

Provided feedback to Building and Construction Authority (BCA) & Dormitory Association of Singapore Ltd (DASL) to establish protocol / procedure for cohorting at purpose-built dormitories (PBDs).



5 Targeted containment of COVID positive cases at site and at dormitories

Advocated for early implementation of contact tracing device, BluePass across the construction, marine and process sectors to shorten contact tracing time and have a more targeted containment of C+ cases.



6 Extended man-year entitlement (MYE) refund

Advocated for the MYE refund to be extended throughout the period from pre-Circuit Breaker to restart of construction activities 1 April to 31 August 2020.



7 Extending validity of temporary living quarters (TLQ) scheme

Requested for the TLQ scheme to be extended for employers to make the necessary arrangements to rehouse foreign workers in alternative approved housing.



8 Extending COVID-safe project-based support to more firms

Advocated for the COVID-safe project-based support to be extended to construction companies doing civil works.

Services

1. SCAL COVID-19 Fund & SCAL-SBF Foundation Compassion Fund

SCAL raised about \$1.12m in total through the generous contributions from members with fund matching from BCA, SBF Foundation and Enterprise Singapore (ESG). The funds will benefit some 500 small and medium sized member firms with financial relief to tide over the pandemic.

2. Distribution of Livinguard Mask and BluePass to the construction industry

Worked with Ministry of Manpower, Temasek Foundation, Migrant Workers' Centre to distribute over 180,000 Livinguard masks and 10,000 BluePass. SCAL will be one of the collection centres for BluePass Ver 2.0 replacement exercise.

3. Facilitation for greater understanding of Change of Employer (COE) rules

Worked with MOM to facilitate the change of employer by foreign workers during the "no consent" period of 40-21 days before work permit expiry, with the aim to establish proper understanding by the employers, the workers and employment agents (where involved) on the COE rules.

4. Simplified template for prolongation cost claims

Worked with BCA to provide simplified prolongation cost claim template for the industry.



Distribution of BluePass to workers



Workers arriving to collect BluePass



Workers queuing to receive BluePass

GROOMING YOUNG LEADERS FOR THE FUTURE



On 25 September 2020, SCAL launched its new programme to develop a pipeline of young leaders for the construction industry.

The SCAL Young Leaders Programme (YLP) marks a significant milestone for the Association in its commitment to nurture young talents for the construction industry. The programme provides a platform to proactively engage and retain young professionals in the construction industry, and to support the development of the next generation of industry leaders. It will also lend a voice in shaping the future of the industry with engagement of different stakeholders.

During the online launch conducted via videoconferencing, 22 young professionals nominated by SCAL member companies were inducted, eager to make a positive change in the industry. To be eligible for the programme,



individuals must be below the age of 40 years, groomed for management position in their companies and possess good track record and experience of construction projects.

On the need for YLP, Mr Ng Yek Meng, President of SCAL said: *"For our young professionals, this is a time of growth and transformation of our industry. There remain many challenges ahead, especially as we enter the new normal after COVID-19. We need to keep our focus to adapt to new scenarios in the built environment, look ahead and overcome the challenges."*

Said Mr Yong Jian Rong, Asst Treasurer and Chairman, SCAL YLP Workgroup: *"The SCAL Young Leaders Programme will enable our young professionals to network and form meaningful connections, gain exposure to the latest industry developments to benefit from greater opportunities and contribute proactively to the built environment industry."*

Mr Raymond Chan, Director (Special Projects), Teambuild Engineering & Construction Pte Ltd also shared some interesting but thought-provoking insights titled "What Inspires Us?" that gave the attendees some good takeaways on the construction industry from the event.





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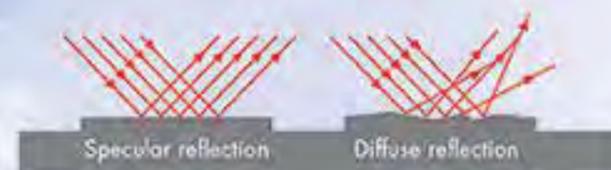
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SCAL WSH AWARDS 2020

The annual SCAL WSH Innovation Awards recognise companies that have demonstrated innovative practices and solutions to improve workplace safety and health within the industry. The annual SCAL WSH Awards for Supervisors recognise contributions of exemplary supervisors who demonstrate care for workers under their charge by cultivating safe and healthy workplaces in Singapore.

Due to the COVID-19 situation, the judging sessions for this year were conducted through online conferencing on 5 August 2020 for the WSH Awards for Supervisors and on 7 August 2020 for the WSH Innovation Awards.



SCAL WSH Awards 2020

We are pleased to announce this year's Awardees! Congratulations to the winners!

SCAL WSH Innovation Awards

Award Category	Company	Name of Team	Name of Project
Gold	Hyundai Engineering & Construction Co. Ltd	Team Silane R' Us	Project SASA
Silver	Straits Construction Singapore Pte Ltd	In-Steel-Passion	Automated Steel Plate Cutting Machine
Bronze	Asiabuild Construction Pte Ltd	Asiabuild EHS Innovation Team	Invisible Connection

SCAL WSH Awards for Supervisors 2020

Award Category	Name	Company
Gold	Mr Jewel Khan	Santarli Construction Pte Ltd
Silver	Mr Manickam Senthil Kumar	Teambuild Engineering & Construction Pte Ltd
Bronze	Mr Mohammad Farooq Bin Abdul Hai	Nishimatsu Construction Co., Ltd

SCAL would like to thank all the submissions for both awards, we look forward to your active participation next year and hope you will continue to uphold high safety and health standards at our workplaces.

National Workplace Safety and Health (WSH) Awards

The annual Workplace Safety and Health (WSH) Awards are hosted by the WSH Council (WSHC), which recognises companies and individuals who have upheld high safety and health standards at their workplaces.

Each year, winners from the SCAL WSH Innovation Awards and SCAL Awards for Supervisors will be nominated for the National WSH Awards.

This year, 190 companies and individuals were recognised for their leadership, commitment, and outstanding achievements in WSH. In light of the current COVID-19 situation, the WSH Awards 2020 was presented online for the first time in the form of an interactive commemorative e-book, on 9 November 2020.

Among the winners was SCAL Innovation Awards Gold winner, Hyundai Engineering & Construction Co. Ltd with Project Silane Apache & Silane Alpinist

(SASA), who was awarded the National WSH Innovation Awards.

Hyundai utilised technology to design an unmanned silane sprayer for use on internal and external concrete walls. This eliminated the risk of workers working at height and also resulted in cost savings and improved productivity. The project was also highlighted during the Minister's Speech by Minister for Manpower and Second Minister for Home Affairs Mrs Josephine Teo.

Our SCAL Awards for Supervisors Gold winner, Mr Jewel Khan (Santarli Construction Pte Ltd) was awarded the National WSH Awards for Supervisors, as he had demonstrated exceptional efforts in improving the safety and health of his workers.

We would like to congratulate all winners of the WSH Awards 2020 who have achieved outstanding WSH performance.



Submission from SCAL Innovation Awards Gold Winner



Submission from SCAL Innovation Awards Bronze Winner

MEDIATION SUCCESS STORIES: FROM THE CONTRACTORS' PERSPECTIVE

Introduction

Mediation is a voluntary and confidential process through which disputants seek a practical solution to their dispute. The disputants are guided in their decision-making process by a neutral third party – the mediator, who assists them in finding a solution to which both assent with regard to their different concerns.

The features of mediation are voluntary, consensual, confidential, listening, understanding problem identification, resolving dispute, will and the mediator facilitates the ways to reach a sustainable outcome.

Mediation legislation in Singapore

There has been adhoc mediation settings in Singapore until the late nineties, when institutionalised mediation settings were introduced by the enactment of several mediation-related legislations.

Singapore has the following mediation legislations in place:

- a. Community Mediation Centres Act 1998
- b. Community Disputes Resolution Act 2015
- c. Mediation Act 2017
- d. Singapore Convention on Mediation Act 2020

However, there are other legislations with the requirements of mediation stipulated in those legislations.

The bulk of the disputes mediated in Singapore have been handled by the Singapore Mediation Centre (SMC) and Community Mediation Centre (CMC) since 1998.

Motivation towards a successful resolution

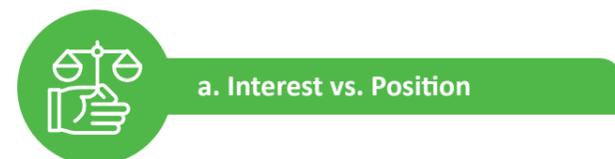
In the construction industry, potential disputants could be employers (usually the developer of the development), main contractors, sub-contractors, various tiers of sub-contractors, suppliers and parties affected by the development (third party).

As a starting point to prepare for mediation, it is essential to have on hand useful documents and information – which will serve the purpose of fact determination related to the dispute, rather than as evidence.

Yet, disputants are often hesitant about embarking on mediation for fear of an unsuccessful outcome. Disputants worry resorting to mediation would bring up the problem of not having the know-how to reach a settlement live-able by the disputants although the mediation is facilitated by mediator.

In this section, let us take a look at a few mediation cases that were settled illustrating the motivation factors leading to their successful outcomes and instil confidence in potential participants considering mediation.

Key motivational factors towards successful mediation are as follows:



a. Interest vs. Position

Interest is what matters to the disputant per se to move on with his / her life, businesses and dealings be it the case considering any underlying reasons behind why he / she wants it. Position is what the disputant strongly desires to get from the other party or what the disputant would give to the other party. In short, Interest reflects the big picture while Position reflects the narrow picture the disputant desires.



b. Concerns / Issues

Concern is what worries the disputant in the aspects of conflict or dispute, but it won't affect his / her interest. The issue, however, if not addressed and resolved, will affect the interest of the disputant.



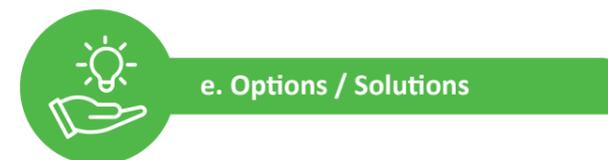
c. Communication

Communication is crucial in mediation with the assistance of the Mediator enabling disputants to make their respective statements, conversations, discussions and negotiations of the issues effectively between or among disputants.



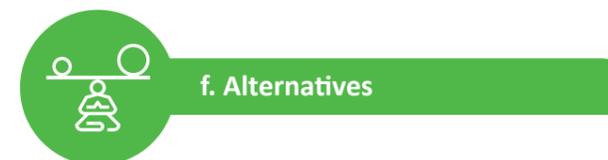
d. Understanding

Understanding is unique during mediation session whereby the disputants and Mediator have the opportunity to listen to relevant parties communicate and understand the subject-matter of each issue of the dispute from the parties face-to-face, aided with documents provided for the mediation. Such understanding of issues by disputants is usually hampered before mediation session is convened whereby each disputant holds their uncompromised position tightly.



e. Options / Solutions

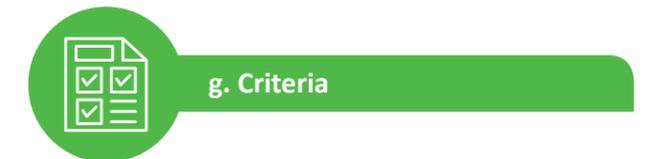
An alternative solution, is having the options of ideas, suggestions and / or proposals generated by the respective disputant with regard to each issue for the other party to consider.



f. Alternatives

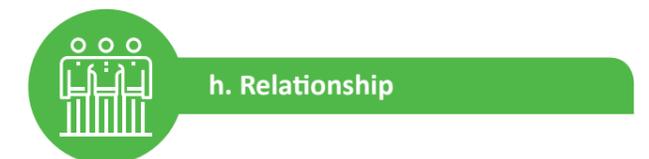
Alternative is the choice the disputant would choose for the resolution of each issue with regard to option(s) generated by himself / herself or option(s) from the other party for his / her acceptance. It is a reality test for the disputants to choose and accept the ALTERNATIVE that is BATNA

(best alternative to negotiated agreement), WATNA (worst alternative to negotiated agreement), or MLATNA (most likely alternative to negotiated agreement) so as to reach a settlement.



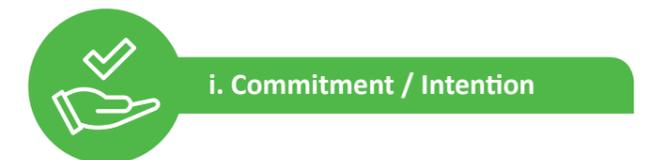
g. Criteria

Criteria is the legitimacy, standards, yardsticks, basis or condition to objectively consider and accept the option corresponding to each issue.



h. Relationship

Relationship is the revisiting, rekindling and preserving of personal, working, business and any other connections between or among the disputants, over the issues building on the interests and concerns of the disputants.



i. Commitment / Intention

Commitment is undertaking the disputant's willingness to accept the option(s) for each issue, whereas Intention is the expectation each disputant's desire to reach settlement of each issue. Intention sets out the extent and limit of the disputant to resolve each issue while Commitment sets out disputants' resolution bottom-line of each issue.



j. Face Aspect

Face aspect recognises the dignity of the disputants during the mediation without forgetting to save and give face (respect) to the disputants during the mediation process, and considers options tabled by all parties in the mediation.

Case Studies

Case No. #1

Parties: Subcon vs 1st level Subcon

No. of Parties: 2

Project: High-rise Commercial

Issues: 1. Outstanding works
2. Defect rectification
3. Payment

Motivation to settle

- On motivation factors of relationship and communication, parties agreed on an adjournment of the mediation session on account of the missing authorised person.
- On forging a business relationship
- On face aspects
- On realistic interest
- On relationship and understanding, indeed mediation succeeded after both parties' authorised persons were present for the 2nd mediation session.

Case No. #2

Parties: Maincon vs Subcon

No. of Parties: 2

Project: High-rise Condo

Issues: 1. Back charges
2. Overcharging
3. Counter-claim on loss of profit

Other: Mediation was carried out partially in Hokkien & Mandarin

Motivation to settle

- On motivation factors of alternatives and criteria with many on-going disputes from one party, it was advantageous to quickly settle the dispute so as to be paid earlier while the other party still has financial muscle to pay up.

Note:

The extracts of the cases are based on memories, as such, there might be some inaccuracies of fact, if any.

A substantial portion of this article was presented by me on 12 March 2019, to Singapore Contractors Association Limited, during Contracts & Practices Seminar, and on 10 July 2019, to Master Builders Association of Malaysia Conference.

Author:

Lee Kok Eng, Certified Mediator (IMI, SIMI)

Case No. #3

Parties: Labour Subcon vs Maincon

No. of Parties: 2

Project: Various Job Sites

Issues: 1. Job cards
2. Labour logistics
3. Payment

Motivation to settle

- Parties could not resolve the dispute by themselves until they concurred with the Mediator to accommodate each other on the motivation factors of mediator, communication, understanding and face aspects.

Case No. #4

Parties: Subcon vs Supplier (Foreigner)

No. of Parties: 2

Project: Low-rise Apartments

Issues: 1. Wrong material supplied
2. Replacement costs
3. Payment

Other: Mediation was carried out in Hokkien & Mandarin

Motivation to settle

- On motivation factors of communication, understanding and mediator in the parties' familiar language or dialects helped.
- On interest, parties accommodated each other and achieved a win-win outcome.

Case No. #5

Parties: Level 2 Subcon vs Level 1 Subcon

No. of Parties: 2

Project: MRT Station

Issues: 1. Termination
2. Certification of WO
3. Rates

Motivation to settle

- On motivation factors of relationship, communication and understanding, mediation built-up environment for 1-to-1 talk, which worked.
- On face aspects

SCAL MENTAL HEALTH WEBINAR

COVID-19 has certainly been a traumatic experience. At the individual level, it has had a profound impact on mental health, not the least of which are thousands of our foreign construction workers who had been in isolation indoors for so long, away from home, troubled by financial concerns, job security, and worries about loved ones back home.

Even as the industry slowly gets back on its feet with gradual resumption of construction activities, many lingering worries remain on the minds of business owners, employees and workers alike.

Since May 2020, there have been reports of at least four workers detained under the Mental Health Act after attempting to hurt themselves, and two reported cases of workers dying of unnatural causes in the dormitories. At the global level, a study by the University of Sydney has found that suicide deaths could rise by 25 per cent annually for the next five years.

To help address and gain better understanding of mental health, SCAL hosted a webinar on "Mental resilience for migrant workers, employees and employers: How to spot the warning signs and manage them". The event was co-organised with welfare voluntary organisations Healthserve and We The Good.

Mr Justin Paul from Healthserve shared case studies and deep insights on mental health for workers and companies. Taking part in a panel discussion thereafter were Mr Yong Jian Rong, Assistant Treasurer and Chairman of the CSR

Subcommittee of SCAL, Mr Roy Khoo, Assistant Secretary General of SCAL, and Mr Michael Cheah of Healthserve who moderated the session.

Attended by more than 400 participants, the webinar was hailed as timely as it addressed the implications and how to identify signs of mental distress among workers, staff and even within ourselves.

MENTAL RESILIENCE
for Migrant Workers, Employees and Employers
- How to spot the warning signs and manage them

Free Webinar

Jointly Organised by:

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SCAL CONSTRUCTION MANPOWER EXCHANGE (SCMX)

Retaining skilled foreign construction workers in Singapore

With travel restrictions imposed globally due to the COVID-19 pandemic, foreign construction workers whose work permits have expired or are cancelled are unable to return to their home countries.

At the same time, construction companies that no longer need their foreign workers and do not wish to retain them under their employment are unable to repatriate their workers.

And as construction activities restart, employers are unable to bring in any new foreign manpower to work on their projects.

Recognising the predicament of both the employers and workers, SCAL worked with the Ministry of Manpower (MOM) to facilitate the transfer of manpower through the **SCAL Construction Manpower Exchange (SCMX)** scheme, which helps companies source for available foreign workers who are already in Singapore.

Authorised by MOM, the SCMX scheme helps to provide job matching to allow construction workers with work permits cancelled and / or when their original employers have no intention of continuing with their employment, to carry on working in Singapore without having to be repatriated during this COVID-19 pandemic.

All transfers under SCMX are carried out with mutual consent of all parties.

Frequently Asked Questions (FAQ)

Am I still liable for my foreign employee's stay in Singapore while waiting for the job match?

Yes, you remain responsible for your worker's upkeep and maintenance until he / she leaves Singapore or is transferred to another employer. This includes ensuring he / she has a valid stay in Singapore and providing him / her with acceptable accommodation, adequate food and medical treatment.

Can I re-hire my foreign employees whose work permits have already been cancelled?

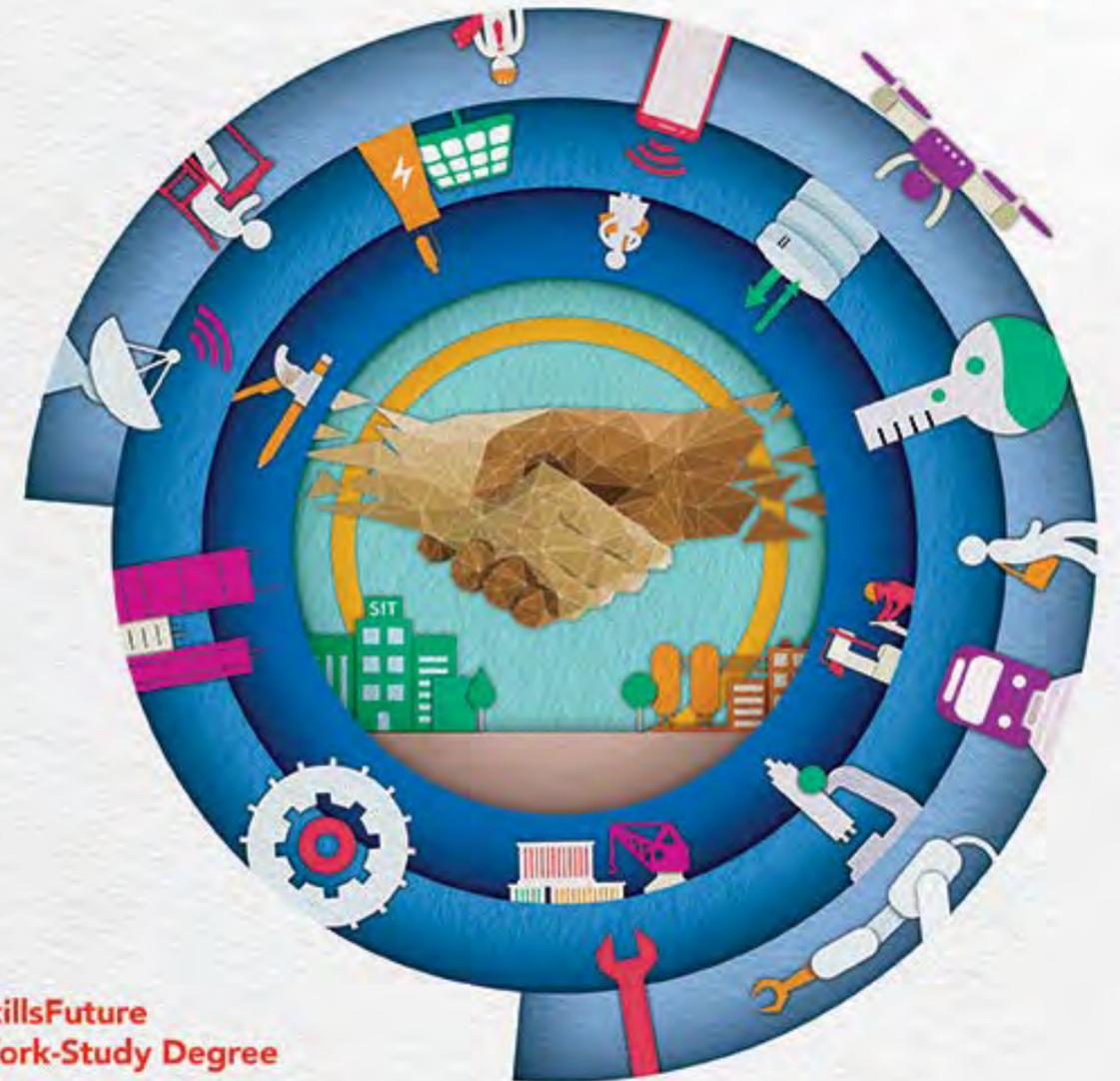
Yes, you can re-hire your worker. Please submit a new Work Permit application using WP Online for our consideration.

Can I cancel my foreign employee's work permit if he / she insists on going back to their home country?

Yes, you can cancel the Work Permit. Please email SCAL at scmx@scal.com.sg that your worker no longer wishes to proceed with the job match and complete these steps:

1. Settle all outstanding employment issues with the worker, including salary payment.
2. Buy an air ticket, including check-in luggage, to send the worker home. If he / she needs to travel from the airport to his / her hometown, please also provide for the necessary arrangements.
3. Cancel the Work Permit using WP Online.

For further information on SCMX, please email us at scmx@scal.com.sg or visit our website at scmx.com.sg



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Feedback

"The onboarding process as a SCAL Associate Member has been a smooth experience. Both Benjamin and Shujun were extremely professional and helpful. The effective support helped us overcome hurdles especially during the peak of the COVID-19 crisis, which has greatly impacted the building and construction sector."

-Aung Tun, Managing Director of T & S Engineering Construction

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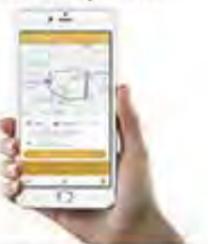


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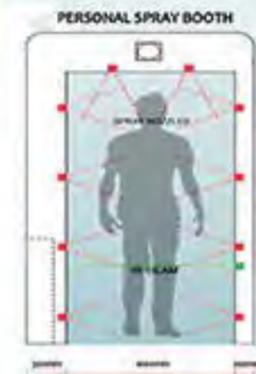
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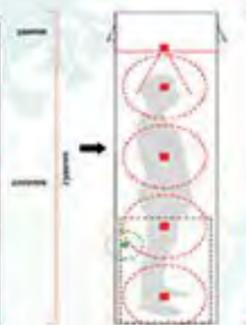


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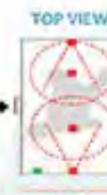


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