

# KEPPEL O&M AND SEMBCORP MARINE RECEIVED SEATRADE MARITIME AWARDS

**K**eppel Offshore & Marine Ltd (Keppel O&M) and Sembcorp Marine Ltd were awarded the Talent Development Award and Sustainability Award respectively at the 13<sup>th</sup> Seatrade Maritime Asia Awards on 23 June 2020, an annual event celebrating the best achievements in Asia's maritime industry. These two awards are among the 12 awards presented this year.

## Keppel Won Talent Development Award

Keppel O&M was awarded the Talent Development Award in recognition of its efforts in nurturing its workforce. It adopts a mix of multi-faceted development initiatives to cater to its global workforce. These include offering over 100 in-house technical, customised and advanced certified programmes for employees as well as collaborations with various Institutes of Higher Learning (IHLs) to provide participants with structured career progression while allowing them to learn on the job.

Keppel O&M's longstanding two-year Management Trainee scheme has groomed about 1,500 management trainees since it was introduced in 1986. Keppel O&M has invested a generous amount of effort and budget to develop a comprehensive learning journey and talent development across all levels from ITEs and IHLs on a regular basis.



Keppel O&M, winner of the Talent Development Award at the 13<sup>th</sup> Seatrade Maritime Asia Awards.

In 2019, Keppel O&M invested about \$18 million in training and development programmes for staff, with each employee receiving an average of 35.8 hours of training.

## Sembcorp Marine Won Sustainability Award

Sembcorp Marine was presented the Sustainability Award, which lauds the Group's steadfast commitment to sustainability. This commitment has delivered impactful outcomes through the Group's increasingly greener focus on its products, solutions and operations, technology-enabled manpower and innovation development, and employee-led contributions to the community.

Some \$530 million of Sembcorp Marine's new orders in 2019 were related to greener solutions including scrubber and ballast water management system retrofits as well as gas and renewable energy projects. The Group aims to achieve 30% of its total income from sustainable products by 2030.

At Sembcorp Marine's flagship Tuas Boulevard Yard, over 5 gigawatt-hours (GWh) of grid-supplied electricity were replaced with clean energy harnessed from its solar-roof. This amount of solar electricity also helped Sembcorp Marine avoid over 2,100 tonnes of carbon emissions, equivalent to taking 660 cars off the road for a year. Sembcorp Marine will progressively scale up the solar power output at Tuas Boulevard Yard.



Sembcorp Marine won the Sustainability Award which lauds the company's steadfast commitment to sustainability.

## FOCUS GROUP DISCUSSIONS ON INDUSTRY DIGITAL PLAN

**A**SMI is partnering the Infocomm Media Development Authority (IMDA), EDB and ESG to develop an Industry Digital Plan (IDP) for the M&OE sector.

The IDP aims to provide small and medium-sized enterprises (SMEs) in the M&OE sector a direction on what digitalisation means, with an easy-to-use, step-by-step guide on digital solutions to adopt at each stage of growth and training programmes to enhance employees' digital skills.

ASMI engaged some 66 SMEs in the M&OE sector to understand the digitalisation efforts companies have worked on including their needs and challenges. This led to the development of a preliminary roadmap for industry validation. ASMI then organised a total of four 3-hour focus group sessions on 25 and 26 June. 74 participants from 69 unique SMEs participated in these validation workshops. The preliminary IDP is under refinement and is expected to be rolled out before the end of 2020.

# PROFESSIONAL CONVERSION PROGRAMME FOR MARINE & OFFSHORE AND OIL & GAS PMETS

The Professional Conversion Programme (PCP) for the Marine and Offshore (M&O) Industry was launched in October 2016 by Workforce Singapore (WSG) to help mid-career Professionals, Managers, Executives and Technicians (PMETs) undergo skills conversion and move into new job roles in the industry.

The Marine PCP is applicable for technical occupations such as engineers, assistant engineers and technicians. The Marine PCP is also extended to PMETs in the oil & gas (O&G) sector.

The 6-month Marine PCP supports industry members' efforts to train and reskill employees to meet competencies required for occupations in their respective companies. Applicant company should be a Singapore-registered Singapore-based company operating in the M&O or O&G sector.

Marine PCP is targeted at Singapore citizens and Singapore Permanent Residents in technical and engineering positions. It is available either for redeployment of existing employees for new job roles or recruitment and placement of newly hired employees from other industry sectors as well as those with different skills, occupations or job experiences.

There are two types of Marine PCP:

- **Place-and-Train**  
PMET is hired by the employer before undergoing training to take on new job role.
- **Redeployment**  
PMET at risk of redundancy is retained by existing employer and provided with training to reskill and take on new job roles within the same company.

The PCP participating employer will have to identify the training needs and place the PMET on a customised training programme to equip him/her with new and required knowledge and skills to perform the new job role. The PCP trainee will attend facilitated training courses conducted in-house and/or by external training providers, and undergo structured on-the-job training over a six-month period to complete a total training duration of at least 1,038 hours.

WSG provides funding for course fee and salary support for each PMET placed in the programme. ASMI was appointed by WSG as Programme Manager for the Marine PCP.

As Programme Manager, ASMI evaluates company's training proposals for PCP employees, assesses suitability of trainees for PCP and issues letters of offer for PCP grants. ASMI also verifies companies' claims for grants, submits claims to WSG for approval, and disburses grants to companies.

According to Mr Glendle Sim, Chief Executive Officer from Mencast Holdings Ltd, "Mencast recognises the crucial role every employee plays in the success of the Group. The Professional Conversion Programme comes at the right time to help Mencast ride through the painful disruptions caused by the downturn. The programme has enabled Mencast to retain core engineering expertise, redeploy talent and prevent the

loss of knowhow which has been painstakingly built up over the decades. At the same time, the programme is supporting Mencast's advancement into new promising business areas by assisting existing personnel to acquire the knowledge and skillset needed to compete in these areas. Overall, the PCP has been effective in preparing Mencast to be ready and become even stronger, when the recovery happens."

"PCP provides ICFs' employees the appropriate structured but customised training for the individual's career conversion. It has allowed ICF to tap on these training and retraining opportunities and support to equip our employees with the relevant skills and competences," said Ms Annie Chua, Chief Executive Officer of ICF International Pte Ltd.

Under the Marine PCP, WSG funds up to 70% of eligible course fee, capped at \$14 per hour for external training course or at \$15 per hour for in-house facilitated classroom-based training programmes. It also funds between 70% to 90% of the PCP trainee's monthly salary, subject to a cap, and for up to six months. Enhanced funding is given for Singapore citizens aged 40 years and above, and those unemployed for six months or more.

"I joined ST Marine as part of a mid-career switch. I felt it was a golden opportunity for me to realise my childhood ambition of working in the marine industry, especially with a major employer. It was big move from a different industry to rebuild my career, but the PCP has helped me a lot with the new skillset. What really helped is that my superior and colleagues have been patient in helping me settle down quickly in the new environment." said Mr Neo Kok Hua, Senior Assistant Engineer at Singapore Technologies Engineering Marine Ltd.

"It was challenging to look for a job relating to my expertise as a rope access geotechnical specialist in construction. When I came across the opportunity to take up the PCP at Vantage Marine, I applied and managed to secure a position at the company. The structured training provided by the PCP has helped me greatly in my career switch, without the need to get a certificate or work experience prior to entering the marine sector. I now have the skills and competency for my new job role as a sales and safety engineer," said Mr Kelden Goh, Sales and Safety Manager at Vantage Marine Pte Ltd. Kelden was previously working in the construction sector.

PCP makes it possible for mid-career PMETs to be reskilled and take on new occupations. It also minimises redundancies by assisting companies to retain and reskill experienced employees to take on new job roles.

As at end 2019, ASMI had approved 71 PCP applications from 24 companies to reskill some 493 employees.

Employers interested in participating in the Marine PCP can contact Ms Tan Geok See at Tel: 6264 6436 or via email at [geoksee.tan@asmi.com](mailto:geoksee.tan@asmi.com).

# COVID-19 UPDATES FOR MARINE & OFFSHORE INDUSTRY

**W**hen the Circuit Breaker measures kicked in on 7 April 2020, there was a suspension of activities at workplace premises. The Government later announced that Circuit Breaker measures would be gradually eased from 2 June 2020, and businesses would be allowed to resume activities in a phased manner.

With gradual reopening, businesses must comply with the general requirements for Safe Management Measures, in line with the Ministry of Manpower (MOM)'s latest advisories, as well as sector-specific requirements at the workplace.

This article highlights the key COVID-19 advisories and updates relevant to the marine and offshore industry.

## Advisory for a Safe and Controlled Restart of the Marine and Offshore Sector from 2 June 2020

The Marine & Offshore (M&O) sector was allowed to resume work in phases from 2 June, but in a safe and controlled manner to minimise the risk of a COVID-19 resurgence.

Shipyards, Resident Contractors and Common Contractors undertaking Earlier Permitted Activities must adhere to the additional COVID-Safe Restart Criteria for Shipyards, Resident Contractors and Common Contractors (Marine & Offshore), and submit their safe management plans. Workers performing earlier permitted activities, who work on the shipyards' production sites or at constructors' workshops and/or live in dormitories, are required to undergo regular swab tests.

The COVID-Safe Worksite requirements include establishing and implementing a system of Safe Management Measures to provide a safe working environment to minimise the risks of further outbreaks, and implement these measures in a safe and sustainable manner.

Employers must ensure that employees who work on the shipyards' production sites or at contractors' workshops, as well as those who stay in purpose-built dormitories, factory-converted dormitories, construction temporary quarters or temporary occupation licence quarters undergo regular swab tests.

The Government announced that it would bear the costs of COVID-19 testing for the M&O sector until 31 March 2021. The national digital check-in system SafeEntry must be deployed to record all entries and exits. Additional COVID-Safe Restart measures must be enforced at worksites. These include segregating workers by split teams to minimise interaction and having staggered breaks. Employers are required to segregate workers by split terms that minimise interaction at their places of accommodation and provide dedicated transport for workers living in dormitories to and from their worksites.

## Extension of Jobs Support Scheme

The Jobs Support Scheme (JSS) was announced in the Unity Budget on 18 February 2020 to provide wage support to employers to help retain their local employees during the COVID-19 period of economic uncertainty. The JSS payouts are

intended to offset local employees' wages and help protect their jobs. Employers received up to 75% support for the first \$4,600 of wages paid to local employees.

The JSS was enhanced in the Resilience, Solidarity and Fortitude Budgets to continue saving jobs, through additional wage support to employers. Employers in the aviation and tourism sectors received 75% support; those in the food services, retail, arts and entertainment, land transport, and marine and offshore sectors received 50% support; and employers in all other sectors received 25% support.

On 17 August, the Government announced the extension of the JSS by up to seven months but at lower support levels to cover the wages paid up to March 2021. The marine and offshore sector will receive 30% wage support from September 2020 until March 2021.

## Extension of Foreign Worker Levy and Rebate for Foreign Worker Levy

As part of the Solidarity Budget, the Government provided employers with Foreign Worker Levy (FWL) waiver and rebate of \$750 in April and May 2020, for each Work Permit or S Pass holder. With the special concession on FWL, employers were reminded to pass on the rebate to the workers.

The 100% FWL waiver and FWL rebate of \$750 was extended to June 2020, but at a lower rate of 50% FWL waiver and \$375 FWL rebate for July 2020 under the Fortitude Budget.

On 1 August 2020, the MOM announced additional support to companies in the Construction, Marine Shipyard and process sectors with further extension of the FWL waiver and rebate. With the extension, companies in the Marine Shipyard sector will receive 100% FWL waiver for levies due in July, August and September 2020, and 75% waiver in October 2020, 50% in November 2020, and 25% in December 2020.

Companies will also receive FWL rebate of \$375 for each Work Permit and S Pass holder for the months of July to September 2020, and FWL rebate of \$90 for October to December 2020.

## Staggered Rest Days Work Pass and S Permit Holders in the Marine Shipyard Sector

The Government agencies have been working closely with ASMI to help the Marine Shipyard sector resume work safely. Measures such as cohorting workers at the worksites and in the dormitories are necessary to reduce the risk of transmission and impact of possible disruptions, and in turn ensure business continuity for employers.

Efforts to cohort workers will reduce the pool of people interacting with others outside of work on any given day, and mitigate the public health risk to themselves and others. To minimise the risk of large group movements, the Marine Shipyard Sector is required to implement staggered rest days over Mondays to Saturdays for Work Permit and S Pass holders, regardless of their place of residence.

Sponsoring shipyards will have to coordinate with their resident contractors for one-sixth of the Work Permit and S Pass holders to rest on each day of the week excluding Sundays. Non-sponsoring shipyards and common contractors will have to place one-sixth of their Work Permit holders and S Pass holders to rest each day of the week excluding Sundays or opt for all of them to rest on a designated day, assigned by EDB or ESG.

Staggering rest days will help to spread out the number of workers at any particular location and prevent large gatherings. All employers are required to update MOM on their foreign workers rest day assignments via the Safe@Work system.

For a listing of COVID-19 advisories and updates relevant to the marine and offshore sector, please visit ASMI's website.

## ASMI WEBINARS ON COVID-19 SAFE MANAGEMENT MEASURES

**D**uring the period of May to August this year, ASMI collaborated with various government agencies to host a series of Zoom webinars on COVID-19 related issues including safe management measures implemented for the marine industry.

### COVID-Safe Restart for the M&OE Sector

With the significant reduction of COVID-19 community spread cases, Singapore successfully concluded and exited its Circuit Breaker on 2 June 2020. To avoid another wave of the virus being spread in the community, the Government announced that Singapore will exit the Circuit Breaker through a three-phased approach to resume activities safely.

Some businesses in the M&OE sector resumed operation on 2 June with both general and sector specific safe management measures put in place. With the support of Economic Development Board (EDB), Enterprise Singapore (ESG), ASMI organised a Webinar on COVID-Safe Restart for the M&OE Sector to help companies better understand these measures.

A total of 360 participants attended the one-hour webinar held on 10 June. The webinar covered the updates of the COVID-19 situation and its impact to the M&OE sector, the sector-specific safe management measures on the resumption of businesses for the sector, swab testing registration process and activation of TraceTogether app.

Safe management measures to be implemented included appointment of Safe Management Officers and Safe Distancing Officers, segregation of workers into different teams, optimisation of day/night shift works, regular swab tests, staggered rest days and point-to-point dedicated transportation.

### Webinar on Transitional Medical Support for Migrant Workers

The Webinar on Transitional Medical Support for Migrant Workers was held on 12 August. The session was organised together with the Ministry of Manpower (MOM) and Ministry of Health (MOH). 103 participants attended the one-hour webinar.

With the clearing of migrant workers' dormitories, MOM and MOH have introduced a range of transitional medical support measures, to partner employers in providing the necessary healthcare for workers. These measures are intended to detect

and manage health-related risks to ensure that all workers return to work safely to mitigate any future outbreaks.

Dr Lam Meng Chon, Director (Medical) at MOM, was the main speaker at the webinar. Dr Lam highlighted the need for employers to respond responsibly to workers' health issues to detect and manage new or potential COVID-19 clusters as early as possible. He explained the need for a transitional medical support plan to ensure that workers continue to get necessary medical support. This medical support plan comprises the three-pronged medical initiatives of telemedicine, medical centres and mobile clinical teams as well as non-government funded medical treatment at the polyclinics and general practitioners.

Dr Lam also provided information on how companies could tap on the support available to achieve a safe transition to work for all employees. The webinar allowed employers to seek clarification on workers' health issues during the COVID-19 period. Some 103 participants attended the webinar.

### Webinar on Implementation of Staggered Rest Days for Work Permit and S Pass Holders in Marine Shipyard Sector

MOM, EDB, ESG and ASMI issued a Joint Advisory on the implementation of staggered rest days for Work Permit and S Pass holders for companies in the marine shipyard sector on 12 August. A webinar was held on 18 August to explain this advisory to industry members.

The implementation of the staggered rest days is part of an on-going effort to spread out the number of workers at any particular location and prevent large gatherings which will help reduce the risk of COVID-19 transmission in worksites and dormitories, and in turn ensure business continuity for employers.

Staggered rest day is necessary to prevent the risk of large numbers of people congregating at popular areas on their rest day, which will heighten the risk of COVID-19 transmissions. This arrangement will reduce the pool of people interacting with others outside of work on any given day, and mitigate the health risk to themselves and others.

Representatives from MOM, EDB and ESG were at the webinar to answer queries from industry participants. The hour-long session was attended by 253 participants.

# ASMI PARTNERS MANPOWER MINISTRY ON JOB-MATCHING PROGRAMME FOR MARINE SHIPYARD SECTOR

**A**SMI is collaborating with the Ministry of Manpower (MOM) on a six-month job matching programme for the marine industry. The Marine Manpower Connect Scheme (MMCS), launched on 1 August 2020, is a temporary job matching assistance programme to help companies in the marine sector better manage their foreign manpower requirements in view of the COVID-19 situation.

The MMCS allows companies with immediate and ongoing projects to hire existing foreign workers who are already in Singapore. These include Work Permit holders whose passes have expired or been cancelled as well as those workers with valid work passes wanting a change of employer under the existing Change of Employer (COE) rules. It allows marine Work Pass holders with work permit terminated to continue working in Singapore without having to be repatriated to their home country during this period.

ASMI will facilitate the job matching which is subject to mutual agreement between hiring employer and prospective employee. ASMI will arrange interviews for both parties to discuss the terms of employment prior to recruitment. The employment terms must be mutually agreed between the hiring employer and prospective employee.

The MMCS is applicable only for the transfer of Work Permit holders in the Marine Shipyard sector and does not cover S Pass holders. To be eligible for the job matching assistance, the hiring employers must have quota or obtain prior approval from MOM to hire NTS workers.

Upon successful match, the hiring employer will have to sign a Worker Transfer Agreement and submit work permit application via Work Permit Online (WPOL) to MOM. All work permit applications are subject to approval by MOM and must meet existing work permit requirements in place for marine shipyard sector.

Employers with excess foreign manpower may apply to transfer them to other hiring employers under the existing COE rules. They can apply directly to the MOM online using FormSG. They may also contact ASMI for assistance.

For enquiries on the MMCS, please contact Cynthia or Lydia at Tel: 6264 6436. For more information on the MMCS including frequently-asked questions, please visit ASMI's website:



## ASMI AND NAMIC HOSTED WEBINAR ON WIRE ARC ADDITIVE MANUFACTURING IN OIL & GAS INDUSTRY

**A**SMI and the National Additive Manufacturing Innovation Cluster (NAMIC) jointly organised a Webinar on "*The Progress of Large Format Wire Arc Additive Manufacturing in the Oil & Gas Industry*" on 21 August.

As the Additive Manufacturing (AM) industry and ecosystem in Singapore continues to grow, the new world post-COVID-19 requires a technology solution that could support enterprises to attain cost-saving and operational efficiency, which Wire Arc Additive Manufacturing could offer.

Wire Arc Additive Manufacturing (WAAM) is a technology solution that utilises arc-welding process in combination with wire

feeding for AM purposes. The technique has demonstrated many advantages including high deposition rates that lowers the cost of deposition compared to powder-based AM processes, and the ability to print large parts that greatly reduces lead time in production.

The webinar started with opening remarks from Mr Michel Goedegebuure, Chairman of ASMI Productivity and Future Economy Committee and Dr Ho Chaw Sing, Managing Director of NAMIC Singapore.

This was followed by the presentation on "Overview of WAAM and its usage at AML3D Limited", by Mr Andrew Sales, Founder and Managing Director and Dr Paul Colegrove, Technical Engineering

Manager of AML3D Limited. Mr Anthony Lasjournades, SEA Director with Vallourec Accessories, also presented on "Wire Arc Additive Manufacturing for Oil & Gas and Marine Industry". The one-hour webinar was attended by 125 participants from both marine & offshore and oil & gas sectors.

NAMIC, led by NTUitive, is the national AM accelerator, orchestrating and implementing breakthrough strategies for the future of production harnessing AM technologies. It aims to help Singapore companies address barriers to AM adoption, providing access to AM technologies, knowledge, infrastructure and developmental funding.

# ASMI CONDUCTED ITS FIRST VIRTUAL ANNUAL GENERAL MEETING

**A**SMI's 52<sup>nd</sup> Annual General Meeting (AGM) was held on 25 June 2020 virtually via Zoom. This was the first time in the Association's 52 years history that the AGM was conducted virtually.

The AGM started with President Simon Kuik delivering his report on the Singapore Marine and Offshore Engineering (M&OE) Industry's performance in 2019. The Singapore M&OE industry recorded a total turnover of S\$11.1 billion despite challenges posed by the protracted offshore cyclical downturn. This was 7.8% higher than the turnover of S\$10.3 billion achieved in 2018.

On the industry's outlook, Mr Kuik commented that offshore drilling and production would continue to be a major segment

in the industry's orderbooks for newbuild, maintenance and repair projects. He also said that offshore wind was gaining traction globally with growing demand for offshore renewable solutions in Asia. There are opportunities in the area of offshore jackets and wind turbine installation vessels. In addition, the demand for maintenance and operation services will continue to benefit Singapore's M&OE companies.

Mr Kuik commented on the increasing number of LNG-related projects undertaken by the industry in 2019. He opined that LNG and sustainable energy-related projects would account for 30% to 60% of the new orderbooks for Singapore's major shipyards in the foreseeable future. The green and sustainable product solutions are likely to form a significant part of the revenue for the ship repair sector.

Mr Kuik iterated the resilience of the M&OE industry having overcome many challenges in the past. He believed the industry would work through the unprecedented challenges brought on by COVID-19 pandemic to emerge stronger than before.

Following the President's Report, ASMI's Executive Director Winnie Low took members through the Association Report for 2019. She highlighted the Association's activities during the year, focusing on key thrusts and programmes implemented.

Honorary Treasurer Phua Siang Ling wrapped up the annual reporting with his presentation of the Financial Statement for the Year 2019. Members noted the audited accounts were audited by both the honorary auditors and independent external auditor.



ASMI 52<sup>nd</sup> Annual General Meeting held on 25 June 2020 via Zoom.

# ASMI WON PARTNER OF LABOUR MOVEMENT AWARD

**T**he Association of Singapore Marine Industries (ASMI) was conferred the Partner of Labour Movement Award at this year's NTUC May Day Awards. The May Day Awards 2020 honours exemplary union leaders, workers and tripartite partners who contribute towards better wages, welfare and work prospects for workers.

The Partner of Labour Movement Award is conferred on associations and partners in the Labour Movement's network that have made significant contributions through collaborations, projects or initiatives of national impact, as well as promoted and supported the Labour Movement and its initiatives. ASMI was one of nine organisations which received the Partner of Labour Movement Award 2020.

The Association works in close partnership with the Shipbuilding and Marine Engineering Employees' Union (SMEEU) to organise skills upgrading and productivity promotion programmes and activities. ASMI will continue to work closely with the NTUC and



ASMI was conferred the PARTNER OF LABOUR MOVEMENT award at this year's NTUC May Day Awards.

SMEEU, so that collectively the partners can help the marine and offshore engineering industry navigate the challenges ahead.