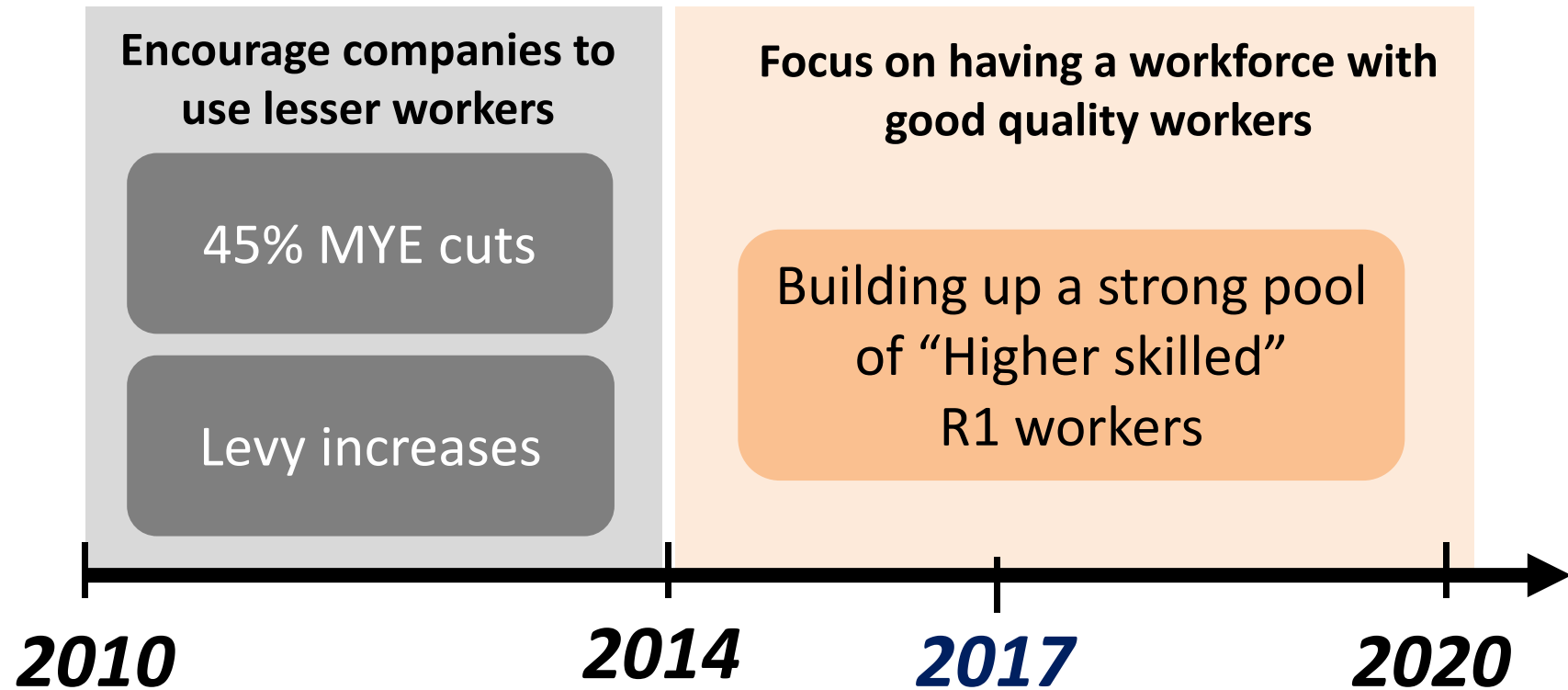


# **Measures to improve quality of Construction Workforce**

**Manpower Strategy and Planning Group  
Building & Construction Authority**

# Shifting from tightening measures to quality controls



# Summary of additional measures

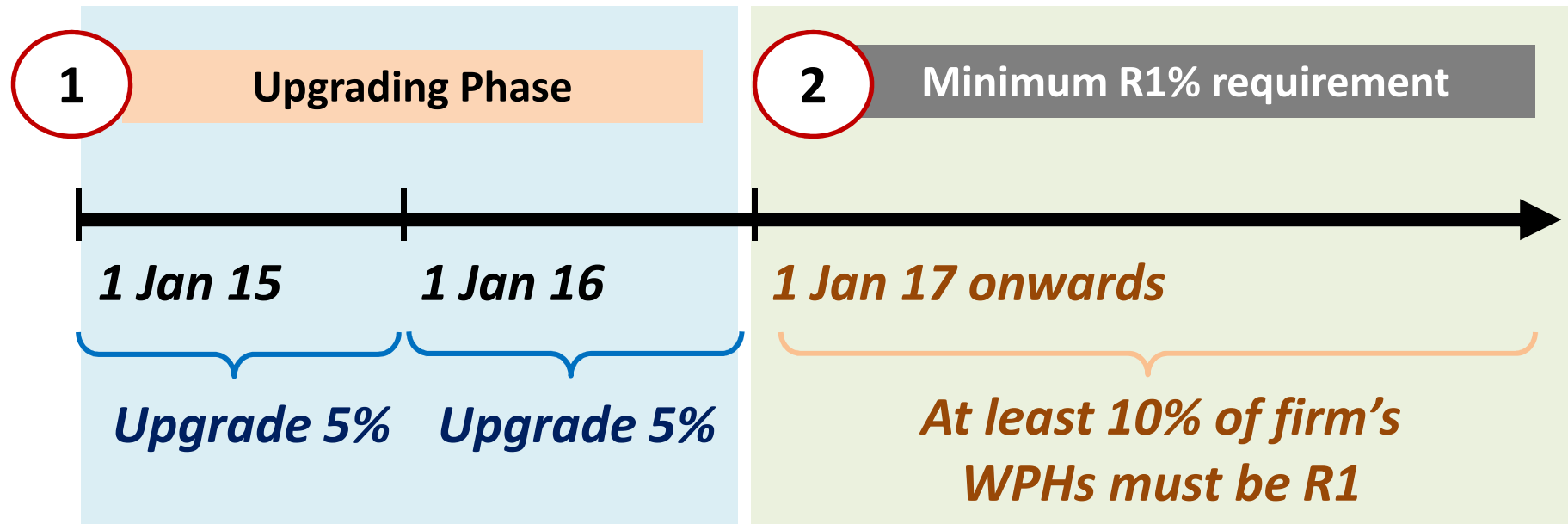
**1) Upgrade 5% each year in 2015 & 2016**

**2) New Direct R1 pathway**

**3) Minimum R1% requirement**

- Removal of CoreTrade Tradesmen Deployment

***DPM Tharman announced that firms must employ a min. number of R1 workers***



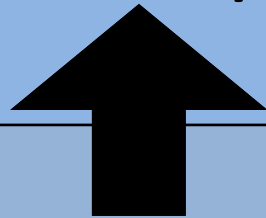
Transition to help firms to build up R1 to min R1% in 2017

# Upgrading Phase

(1 Jan 2015 – 31 Dec 2016)

## *Upgrading of R2 to R1 workers*

**R1  
(Higher  
Skilled)**



**R2  
(Basic  
Skilled)**

**Higher-Skilled (R1) workers  
enjoy:**

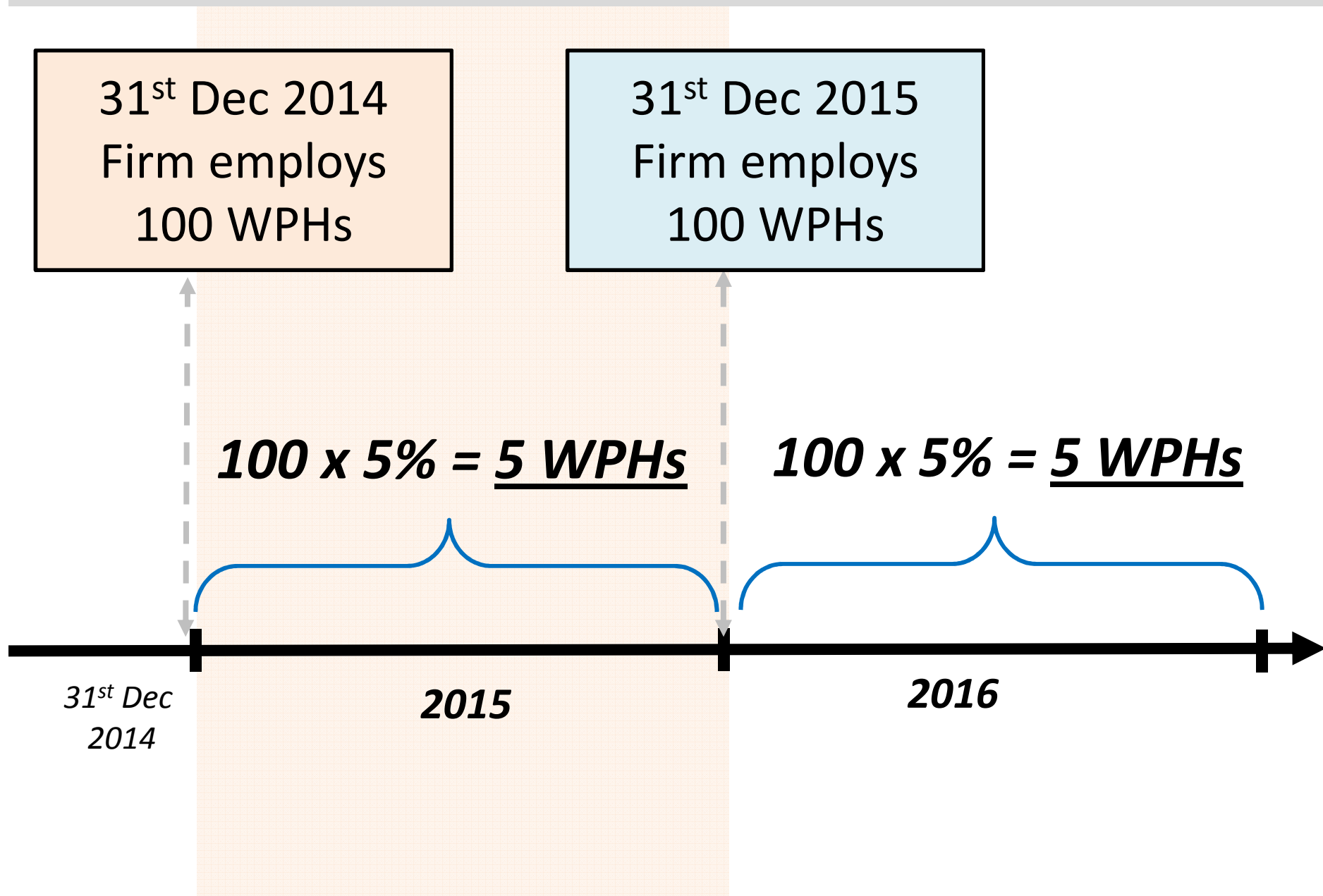
- *Lower levy*
- *Longer Period of  
Employment*

- R1: 22 years
- R2: 10 years

## ***What does BCA mean by upgrading?***

1	Send R2 for CoreTrade/Multiskill test & Pass <i>(R2 must have min. 4 years local experience)</i>	√
2	Upgrade R2 through Market Based Skills Framework (MBF) <i>(with min. 6 years local experience + paid \$1,600 fixed salary)</i>	√
3	Direct R1 pathway (New) (Sep 2015) <i>(pass BCA's skill certification + paid \$1,600 fixed salary)</i>	√
4	Employ a R1 from another company	X
5	Upgrade from CoreTrade Tradesmen to CoreTrade Trade Foremen / Supervisors	X

## How to calculate the numbers to upgrade?





# How will firms be informed on the workers to train?

## Notification letters sent to firms

*To be printed on Company Letterhead*

1 December 2015  
To: <Employee Name>

Dear <Name>

**Re: Warning Notice**

You and I met on the \_\_\_\_\_ day of \_\_\_\_\_ 2015, to discuss your <Employee Name> performance. The following aspects of your performance were identified as being unsatisfactory:

<Details>

In order to improve your performance the following points should be implemented:

<Details>

Your performance will be evaluated again on the \_\_\_\_\_ day of \_\_\_\_\_ 2015. If your performance is not brought up to a satisfactory level by that time, further disciplinary or corrective action, including suspension or termination, may be taken.

Yours sincerely,

Manager Name  
Title

I acknowledge that I have received a copy of this warning.  
(Employee Signature)

<Signature/Name on 2015>

## Send notification letters to firms

*To be printed on Company Letterhead*

1 December 2016  
To: <Employee Name>

Dear <Name>

**Re: Warning Notice**

You and I met on the \_\_\_\_\_ day of \_\_\_\_\_ 2016, to discuss your <Employee Name> performance. The following aspects of your performance were identified as being unsatisfactory:

<Details>

In order to improve your performance the following points should be implemented:

<Details>

Your performance will be evaluated again on the \_\_\_\_\_ day of \_\_\_\_\_ 2016. If your performance is not brought up to a satisfactory level by that time, further disciplinary or corrective action, including suspension or termination, may be taken.

Yours sincerely,

Manager Name  
Title

I acknowledge that I have received a copy of this warning.  
(Employee Signature)

<Signature/Name on 2016>

Reminder

Reminder

Reminder

Reminder

Jan

Jun

Sep

Jan

Jun

Sep

2015

2016

[https://www.bca.gov.sg/upgrading\\_selfcheck/r1upgrade.aspx](https://www.bca.gov.sg/upgrading_selfcheck/r1upgrade.aspx)

## *Are all firms required to meet the upgrading requirement?*

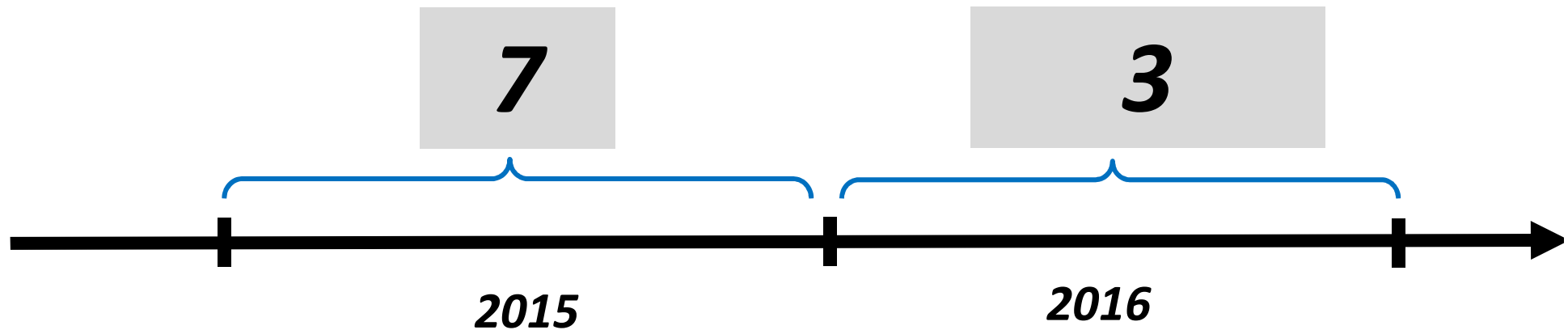
No	Type of firms	Upgrading Phase	
		2015	2016
1	Firms who have a big pool of R1s	Exempt firms with $\geq$ 15% R1 in Dec 2014	Exempt firms with $\geq$ 15% R1 in Dec 2015
2	Small Firms (less than 10 WPHs)	Must upgrade at least 1 worker in 2 years	Must upgrade at least 1 worker in 2 years
3	New Firms who hire 1 <sup>st</sup> WPH	Exempted	All new firms to upgrade 5% or at least 1 WPH

*I am required to upgrade 5% each year but can I do more?*

*Yes. We can count cumulative upgrading*

*Example:*

*Company A with 100 WPHs. Must upgrade 5 workers each year*

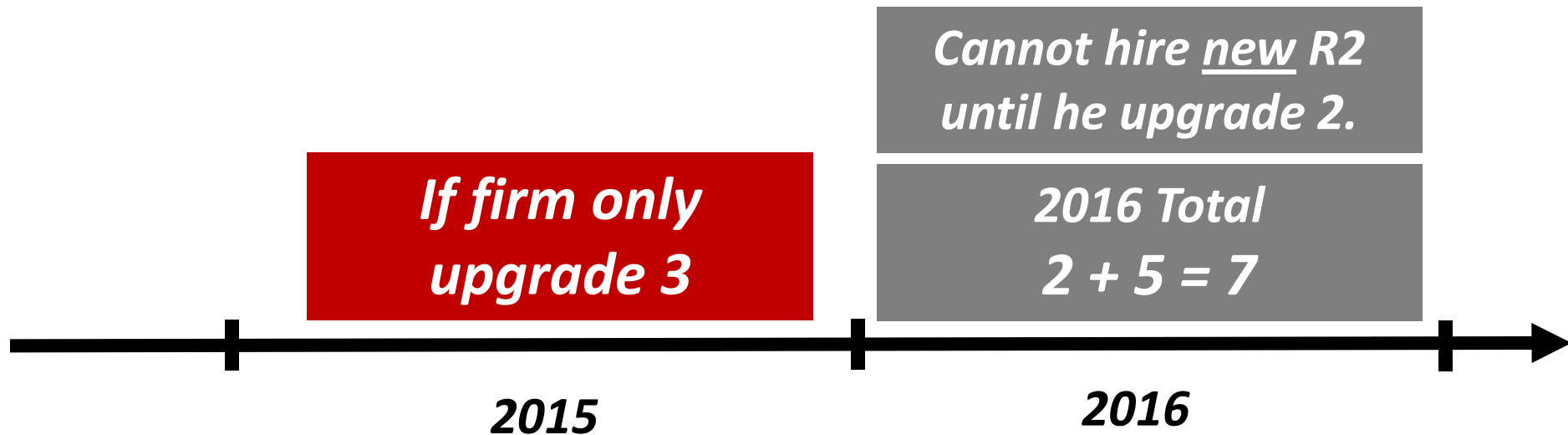


***What will happen to firms who do not meet the stipulated requirements?***

***Cannot hire new R2 for 12 months or shorter if firms rectify***

***Example:***

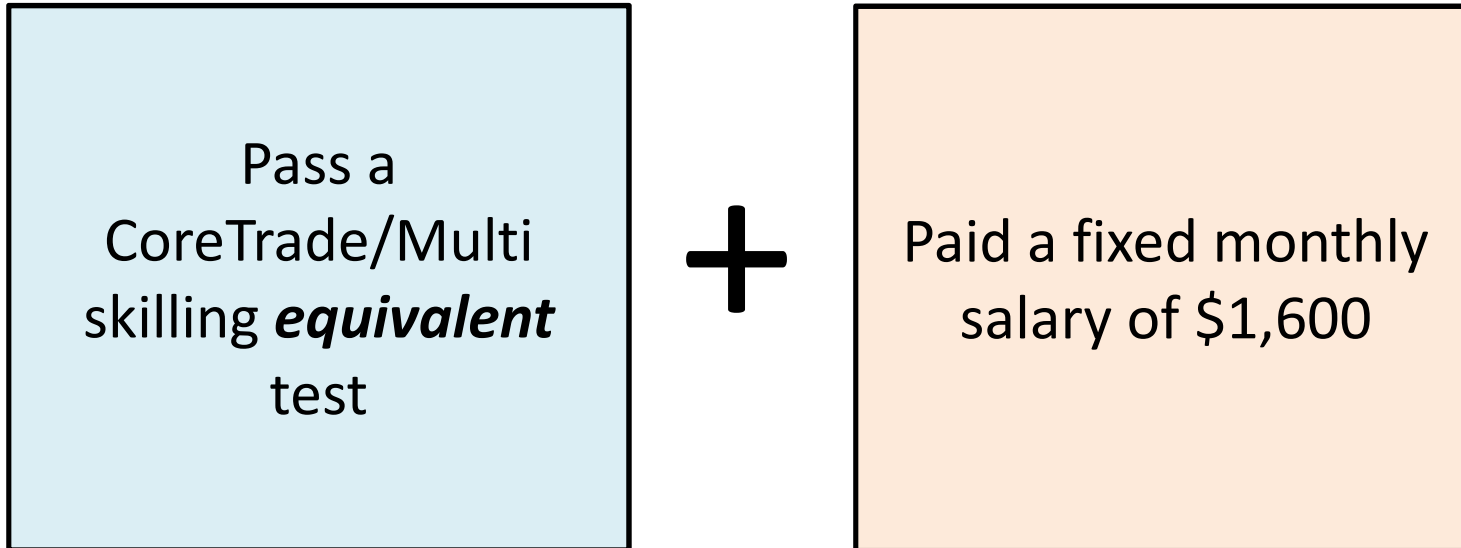
***Company A with 100 WPHs. Must upgrade 5 in 2015***



# **Direct R1 Pathway**

(from 1 Sep 2015)

## Criteria for New Direct R1 pathway



Applicable to :-

- New workers to come directly from overseas
- Existing workers who has less than 4 years local experience

## ***What are the upgrading pathways and criteria?***

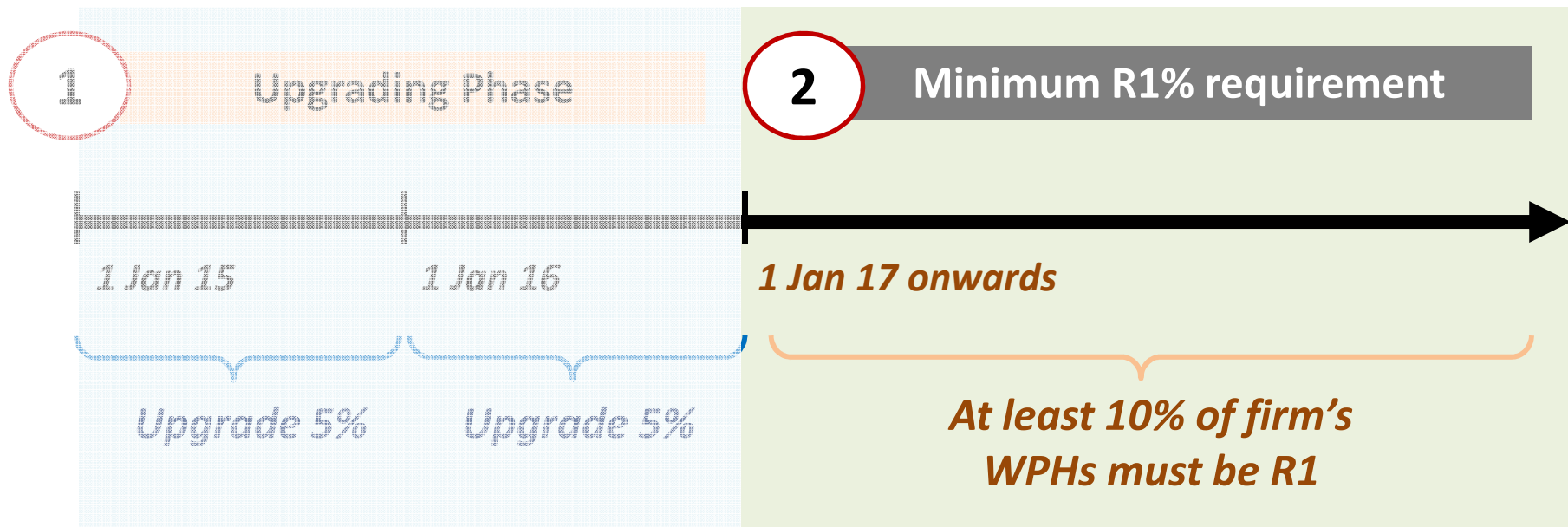
<b>Criteria</b>	<b>Existing Pathways</b>		<b>New Pathway</b>
	<b>(a) CoreTrade (b) Multi-skilling</b>	<b>(c) Market-based Skills Recognition Framework (MBF)</b>	<b>(d) Direct R1</b>
Experience	Min 4 years	Min 6 years	-
Skills Assessment (Test)	Pass	-	Pass
Minimum Fixed salary <sup>1</sup>	-	\$1,600	\$1,600

*Note 1: "Fixed monthly salary" means the sum of basic monthly salary and fixed monthly allowances.*

**Minimum R1%**  
(from 2017)



# 2-phase Implementation



## ***Example:***

***Company has 100 WPHs.  
10% or 10 workers must be R1***

*Are all R1 workers recognised?*

**Under Phase 2**

**Minimum R1% at the firm level**

**All type of R1s will be recognised**

- **Existing R1s**
- **New R2 to R1**
- **Direct R1**

***What will happen to firms who do not meet the 10% R1 at firm level requirements?***

**MOM will track firms R1% based on 3 month average (same as locals under DRC)**

***If firms' 3 months running average of R1% falls below 10%***

- In 2017, no new R2 until rectified
- In 2018, no new R2 and no renewal of R2 until rectified
- From 2019, no new R2, no renewal, and release excess R2 until rectified

# Phasing out CoreTrade Tradesmen Deployment

①

**Min R1% requirement**  
(Firm level)

②

**CoreTrade deployment**  
(Project level)

~~Tradesmen~~

Foremen

Supervisor

- Effective in 1 Jan 2015
- Apply to new/existing projects
- Foremen/Supervisor deployment remains

# Revised Deployment Requirement

## Projects under New Building Works

CoreTrade Personnel	Type of Trades	Deployment Requirements	
		<i>Figures below are GST inclusive</i>	
		1st \$100m (per \$10m)	Excess of \$100m (per \$20m)
<b>Supervisor</b>	Structural Trades	0.25MY	0.25MY
	Non-Structural Trades	0.25MY	0.25MY
	<b>Total</b>	<b>0.5MY</b>	<b>0.5MY</b>
<b>Trade Foreman</b>	Structural Trades	1MY	1MY
	Non-Structural Trades	1MY	1MY
	<b>Total</b>	<b>2MY</b>	<b>2MY</b>
<b>Tradesman</b>	Structural Trades	0.5MY	0.5MY
	Non-Structural Trades	1MY	1MY
	Construction Plant Operation	1MY	1MY
	<b>Total</b>	<b>2.5MY</b>	<b>2.5MY</b>

# Revised Deployment Requirement

## Projects under Addition and Alteration Works

CoreTrade Personnel	Type of Trades	Deployment Requirements	
		<i>Figures below are GST inclusive</i>	
		1st \$100m (per \$10m)	Excess of \$100m (per \$20m)
<b>Supervisor</b>	Structural Trades	0.25MY	0.25MY
	Non-Structural Trades	0.25MY	0.25MY
	<b>Total</b>	<b>0.5MY</b>	<b>0.5MY</b>
<b>Trade Foreman</b>	Structural Trades	1MY	1MY
	Non-Structural Trades	1MY	1MY
	<b>Total</b>	<b>2MY</b>	<b>2MY</b>
<b>Tradesman</b>	Structural Trades	0.5MY	0.5MY
	Non-Structural Trades	2MY	2MY
	Construction Plant Operation		
	<b>Total</b>	<b>2.5MY</b>	<b>2.5MY</b>

# Revised Deployment Requirement

## Projects under Civil Engineering Works (MRT Station)

Core Trade Personnel	Type of Trades	Deployment Requirements	
		<i>Figures below are GST inclusive</i>	
		1st \$100m (per \$10m)	Excess of \$100m (per \$20m)
<b>Supervisor</b>	Structural Trades	0.25MY	0.25MY
	Non-Structural Trades	0.25MY	0.25MY
	<b>Total</b>	<b>0.5MY</b>	<b>0.5MY</b>
<b>Trade Foreman</b>	Structural Trades	1MY	1MY
	Non-Structural Trades	1MY	1MY
	<b>Total</b>	<b>2MY</b>	<b>2MY</b>
<b>Tradesman</b>	Structural Trades	0.5MY	0.5MY
	Non-Structural Trades	1MY	1MY
	Construction Plant Operation	1MY	1MY
	<b>Total</b>	<b>2.5MY</b>	<b>2.5MY</b>

# Revised Deployment Requirement

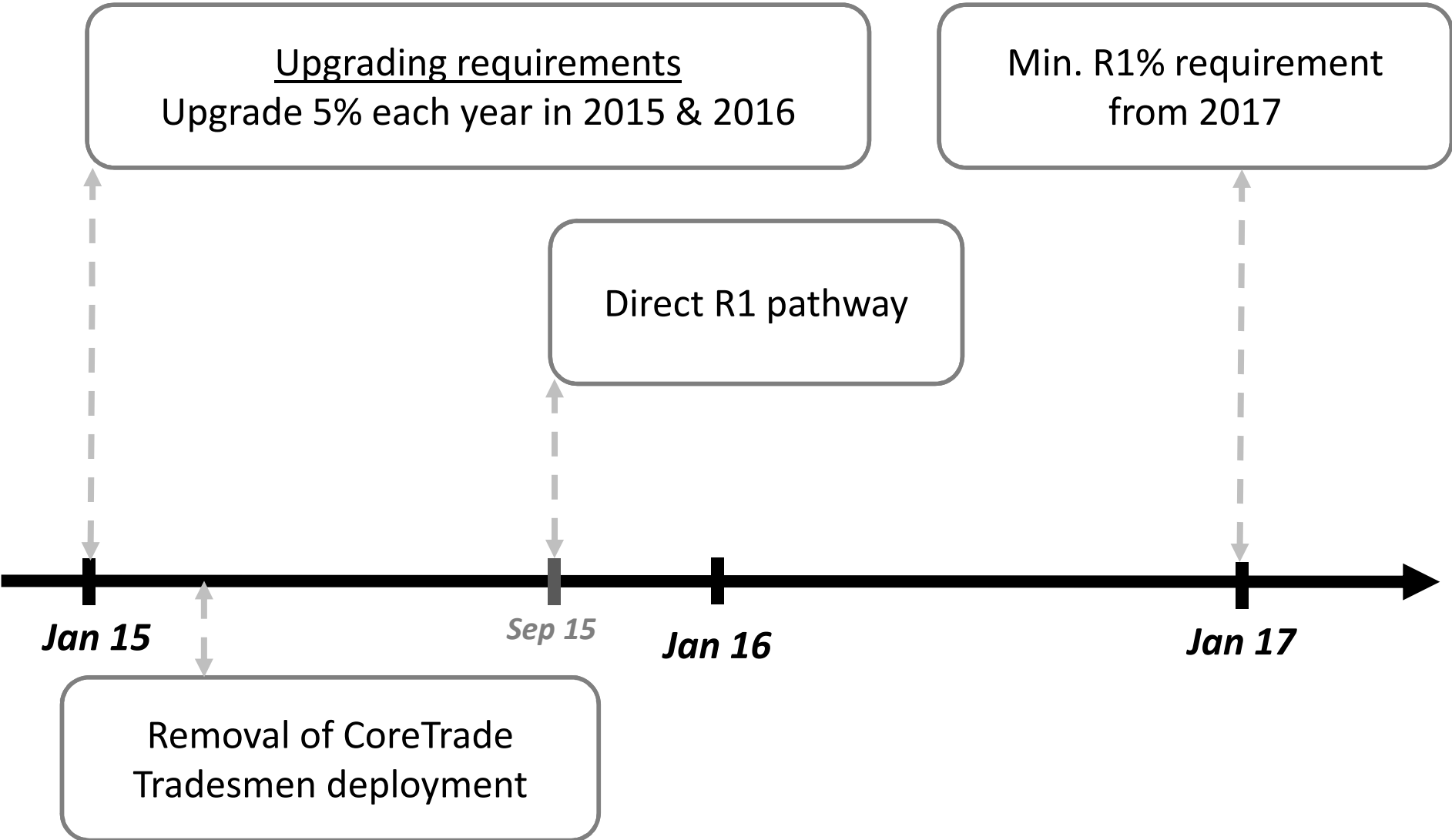
## Projects under Civil Engineering Works (General)

Core Trade Personnel	Type of Trades	Deployment Requirements	
		<i>Figures below are GST inclusive</i>	
		1st \$100m (per \$10m)	Excess of \$100m (per \$20m)
<b>Supervisor</b>	Structural Trades	0.25MY	0.25MY
<b>Trade Foreman</b>	Structural Trades	0.75MY	0.75MY
<del>Tradesman</del>	<del>Construction Plant Operation</del>	<del>0.75MY</del>	<del>0.75MY</del>

<del>Supervisor</del>	<del>Structural Trades</del>	<del>0.25MY</del>	<del>0.25MY</del>
<del>Trade Foreman</del>	<del>Structural Trades</del>	<del>1.5MY</del>	<del>1.5MY</del>



# Summary of measures



Thank you