

## Process Industry Manpower Requirements

Confidential

In order to serve your organisation better, we would like to take this opportunity to invite you to participate in our survey regarding "Turnaround Manpower requirements in the Process Industry"

Please fill up the questionnaire below. Please note that the information which you provided for is treated with strictest confidentiality. We'd appreciate your taking the time and effort in this survey. Please return the completed questionnaire by faxing to us @65609692 or via email [survey@aspri.com.sg](mailto:survey@aspri.com.sg) by 3/11/04.

Q1 Please indicate the category that represents your company principal activities

- Oil/Petrochemicals    Specialty Chemicals  
 Pharmaceuticals    Offshore / Utilities

Q2 Please indicate whether in the short term (within next 3 months) you have any problems regarding the manpower requirements ?

- Yes    No

a) If yes, please indicate the shortfall (number) \_\_\_\_\_  
forecast demand \_\_\_\_\_

b) No, please indicate existing manpower that you have that enable you to meet your present needs  
\_\_\_\_\_ (TS workers) \_\_\_\_\_ (NTS workers) \_\_\_\_\_ (Locals)

Q3 Is your company involved or highly probable to be involved in the shutdown in coming May/Jun 2005 ?

- Yes    No

a) If yes, please indicate the number of workers required by your company during the period.  
\_\_\_\_\_ (TS workers) \_\_\_\_\_ (NTS Workers) \_\_\_\_\_ (Locals)

Q4 a) In the cases where there is a shortfall of manpower requirement, which is/are the most likely reason(s) faced by your company. Please rank the following cause (es) accordingly . (1- primary cause, 2- secondary cause, 3- occasionally one of the causes , 0-Not Applicable)

- Unable to recruit enough locals to meet the 1:3 ratio  
 Unable to get enough foreign workers of the required skillset within the process industry  
 Reached quota of current category



Q5i) For your company's long term needs, what is your projection for your company's requirement (number) of workers (Quota). Please put N.A if not applicable.

	Q1 (Jan-Mar 05)	Q2 (Apr-Jun 05)	Q3 (Jul-Sep05)	Q4(Oct-Dec05)
Process Construction*				
Process Maintenance				

\* where applicable

ii) Type of workers  
Please indicate the numbers as appropriately.

	Q1 (Jan-Mar 05)	Q2 (Apr-Jun 05)	Q3 (Jul-Sep05)	Q4(Oct-Dec05)
TS Workers				
NTS Workers				
Locals				

Q6) For the Year 2006 \_\_\_\_\_ (total)  
 \_\_\_\_\_ Process Construction,  
 \_\_\_\_\_ Process Maintenance

Breakdown of forecasted manpower needs in 2006  
 \_\_\_\_\_(TS workers) \_\_\_\_\_(NTS Workers) \_\_\_\_\_ (Locals)

*For classification purposes only*

1. Please indicate the names of MNCs that you have existing contracts with

- Singapre Petrochemical Complex / Petrochemical Corporation of Singapore (Pte) Ltd  
 SHELL  Exxonmobil,  
 Singapore Refining Company  Invista  Seraya Chemicals

2. Company Name \_\_\_\_\_  
 Company Address \_\_\_\_\_  
 Postal Code \_\_\_\_\_  
 Process CPF Account \_\_\_\_\_

Tel No. \_\_\_\_\_ Fax No. \_\_\_\_\_

Name of Director \_\_\_\_\_

We thank you for taking part in this short survey. At the same time, we're also pleased to announce that ASPRI have been approaching EDB and MOM to discuss both short term and long term approach to Turnaround Manpower requirements. The following is what MOM have shared to us on two key approaches that are adopted in addressing these issues.

(i) Short Term Manpower Requirements– (E.g Shell's coming Nov 04 TA)

MOM has agreed to temporarily raised the 1:3 quota ratio for contractors involved in the Nov 04 Shell TA to bring in the required foreign workers to meet the manpower requirements. Shell is to provide the following for MOM for approval:

- a. List of contractors involved in the TA.
- b. Type of skills & No. of additional foreign workers required.

(ii) Long Term Manpower Requirements – short-term work permit approach, ie:

- a. A *special scheme of 3 month work permit* to allow contractors involved in TA to employ foreign workers.
- b. Foreign workers employed under this scheme will not be considered as PCM workers, ie, they will not be counted in the 1:3 ratio quota limit.
- c. The source country of these foreign workers have to be predetermined, ASPRI members will be supplying the list of source country for MOM to approve.

We hope the above information will be useful and provide an understanding of the approaches in addressing the TA Manpower requirements.

With the findings of this survey, ASPRI will continue to work with EDB, MOM to get the “short term work permit scheme” in place by next year's SCP turnaround.

Thank You

Kenneth Tan *for*  
*Association of Process Industry*

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