

PERSPECTIVES



**STAY SAFE AND KEEP INFORMED
MEMBERS & FRIENDS**



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Dear SAAA Members, Readers
and all,

Welcome to the first issue of
SAAA "Perspectives" 2022 – a
newsletter aimed at providing you with the on-goings in our
Aviation Industry.

We have had the recent sharing on Covid-19 rules relaxation,
which is likely well received by many of us. After facing the
obstacles and challenges of the pandemic thus far, we can
finally look forward to the return of 75% of colleagues back
to work, group gathering increased to 10 pax, large scale
social events to resume and most importantly, donning
masks outdoors is optional rather than mandatory at all
times.

Besides these, workers in all sectors will soon no longer need
to undergo rostered routine testing (RRT). Employers and
businesses that want to impose regular testing at the
workplace may continue to do so, at their own cost.
Regardless, from operational perspectives, companies can
now have more leeway to implement rather than regulatory
stipulated. There is a light on the horizon.

Moving forward, let's strive on in staying safe, informed of
any further new developments and nimble to adapt to the
changes swiftly in navigation of the pandemic and to emerge
stronger, together.

Thank you.

Warmest Regards,
"Perspectives" Editorial Team

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MCI (P) 070/04/2021

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Government Events / News – WSG

Hiring? Level Up Your Hiring Game With These Tips



Every company knows that getting the right job candidate is crucial for the company's success. However, finding the right talent can be challenging in this ever-changing market. And with the pandemic, many employees are re-evaluating their priorities and redefining what career satisfaction means.

Yet, companies are on the urgent hunt to fill important roles as they are pushed to adopt new and innovative business models. So how can you attract the right people? Here are some tips to help level up your hiring strategy.

1. First acknowledge the talent within

Having an internal recruitment strategy allows you to fill positions with employees who already understand your company's values, culture and expectations.

2. Flaunt your company's pro-employee culture

Having a strong company identity impresses upon candidates that your company is a desirable workplace.

3. Adopt a proactive recruitment approach

Instead of waiting for the right candidate to come by, take a proactive approach. National jobs portal MyCareersFuture allows employers to invite potential candidates to apply to the job role. Furthermore, it also allows screening questions to be included to job posts to help in the pre-selection process.

4. Go for a mobile-first strategy to get more applicants

Going for a mobile-first interface ensures that talents are able to view and submit their job application easily and conveniently on the go via their mobile device.

5. Make it convenient yet safe

The pandemic has resulted in many companies taking up digital technologies, including in the hiring process.

Companies now are adopting virtual or recorded interviews to get a feel of the candidate's personality.

6. Invest in an Applicant Tracing System (ATS)

An ATS is a programme that sorts through applicant resumes and compares them against the job description. The ones that are a good fit for the position will be presented to your hiring manager to review.

7. Tap on personality tests

Personality tests, such as the Myers-Briggs Types Indicator (MBTI) and DiSC, match candidate results to personality archetypes and can help ensure that those with the most suitable skillsets are selected. The results can guide recruitment decisions but of course, not all job roles suit personality testing. Consider the position you're hiring for to determine if it would benefit from additional screening.

Finding the right talent can be challenging but if you are willing to try new methods and get creative with the processes, you'll be opening more doors of opportunity to get that dream candidate.

Want more career advice and resources? Visit the MyCareersFuture content site by Workforce Singapore for more articles to suit your employment needs: go.gov.sg/saaa-workipedia.

Government Events / News – SPF

Be Part of the Community Watch Scheme

The Community Watch Scheme (CWS) was launched on 11 December 2021 by Mr. Desmond Tan, Minister of State, Ministry of Home Affairs & Ministry of Sustainability and the Environment. CWS aims to create a vigilant and informed local community with heightened sense of ownership to ensure safety and security in their respective areas of interests.

With its interest-based approach, the CWS is the 'entry-level' community volunteer scheme for the Singapore Police Force. Members of the public of diverse ages and profiles can join the scheme and be updated on safety and security information and advisories related to their areas of interests, be involved in trainings and activities and play an active role in helping to keep our loved ones and the community safe!



Under the CWS, Airport Police Division (APD) will also be launching its own Airport Workers on Watch (AWOW) programme in second half of 2022. This AWOW programme aims to enhance general awareness of the airport community on the safety and security situation in the airports and encourage participation from the airport community to help keep our airports safe and secure.

Upon signing up (using the appended QR code), based on the airport workplace address that you have provided in the registration form, you will be emplaced in this AWOW programme and receive regular crime and security information from APD. Such information will allow you to be aware of the prevailing crime and security trends within the airport precinct and to assist APD to lookout and report suspicious persons or provide information on crime and security. We look forward to your support on this!

[Sign up](#) via the QR Code. Select Workers On Watch (WOW) and provide your workplace name and postal code to be part of the AWOW community. Together we can build an empowering community where all airport staff can partner APD in ensuring a safe and secure Airport!

Scan the QR Code to sign up
or find out more!



Government Events / News – CAAS

Changes in the 63rd Edition of the IATA Dangerous Goods Regulations Manual Affecting the Transport of Lithium Cells and Batteries as Air Cargo Consignments

Over the years, requirements in the transport of lithium batteries as air cargo have evolved in order to effectively mitigate the safety risks of transporting such batteries in aircraft cargo compartments. Some of the significant changes include prohibiting the carriage of standalone lithium ion and lithium metal batteries on passenger aircraft, limiting lithium ion batteries' state of charge to not more than 30%, and the introduction of Class 9 lithium battery hazard label to improve the identification of lithium batteries from other dangerous goods in the same class. The current 63rd edition of the International Air Transport Association's (IATA) Dangerous Goods Regulations (DGR) manual introduced further changes to the lithium battery cargo transport requirements.

Removal of Section II Provisions from Packing Instructions 965 and 968 applicable to the Transport of Small Lithium Cells and Batteries

Section II provisions in the Packing Instruction (PI) 965 and 968 had provided for the transport of small quantities (not more than 8 cells or 2 batteries) of standalone lithium batteries having an energy capacity not exceeding 100 Wh for lithium ion batteries or 2 g of aggregate lithium content for lithium metal batteries. Shippers of such batteries were excepted from having to comply with the stringent packing, marking, labelling and documentation requirements applicable to Section I and IB. However, these exceptions have also resulted in flight crew not being provided with the dangerous goods information necessary to allow them to mitigate an inflight emergency involving such dangerous goods. Consequently, many airlines assessed the safety risk of transporting such consignments of batteries in aircraft cargo compartments to be unacceptable.

From 1st April 2022, shippers of standalone lithium batteries consignments that had previously met with the Section II requirements of PIs 965 and 968 will have to comply with the more stringent marking, labelling and documentation requirements of Section IB of these PIs. When offered for acceptance, such consignments must also be accompanied by a completed Shipper's Declaration for Dangerous Goods (DGD).

Airlines transporting lithium batteries consignments meeting the requirements of Section IB of PIs 965 and 968 have to provide the required dangerous goods information to its flight crew based on the information in the DGD.

Clarification on Packing Requirements in PI 966 and 969 for the Transport of Lithium Cells and Batteries Packed with Equipment

Requirements on the packing of lithium cells and batteries packed with equipment are also clarified in Section I of PIs 966 and 969 applicable to lithium batteries having an energy capacity exceeding 100 Wh for lithium ion batteries or 2 g of aggregate lithium content for lithium metal batteries. To comply with the packing requirements of Section I, shippers may either:



pack the lithium batteries in UN specification packaging meeting Packing Group II performance standards before placing it with the equipment into a strong outer packaging; or



pack the lithium batteries in a strong inner packaging before placing it with the equipment inside a UN specification packaging meeting Packing Group II performance standards.

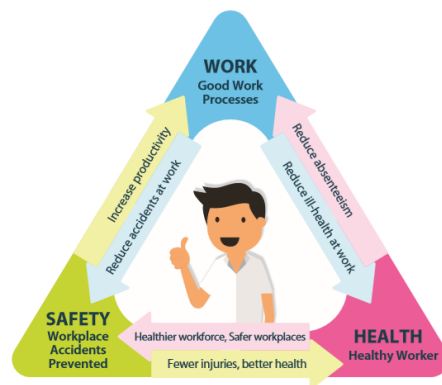
To ensure compliance with the latest changes to the requirements for transporting lithium cells and batteries by air, shippers and freight forwarders should provide up-to-date dangerous goods information and training to its staff and service providers (warehouse, transport etc) responsible for preparing and offering lithium batteries for transport by air. The handling procedures for such dangerous goods should also be reviewed to ensure consistency in complying with the requirements. Please share this information with all customers who may offer lithium batteries for transport by air.

Government Events / News – WSH Council

Boost productivity with a holistic approach that improves your workers' safety and health

Total Workplace Safety and Health (Total WSH) is an approach that looks at work, safety, and health together. It involves proactive, broad, and integrated assessments of all risks at the workplace, such as those regarding safety, occupational and personal health, which also includes mental well-being.

The Total WSH Programme is a FREE¹ programme where our Total WSH Service Providers will teach your company to manage safety and health in an integrated way and educate your workers on how to better take care of their safety and health through modular activity packages.



First introduced in 2019 to guide companies through the Total WSH 3-step process of Assessment-Interventions-Monitoring & Evaluation (A-I-ME), the programme is now more bite-sized and new modules have been introduced. You can choose from any of the following seven packages:



Implementing Total WSH helps minimise injuries, ill-health and improves productivity of the company. With a healthier, safer workplace and fewer employee injuries, you can improve your employees' quality of life and improve staff retention, which contributes to a boost in productivity.

Email TotalWSH@wshc.sg and we will help you kickstart your Total WSH journey!

¹ Terms and conditions apply



Scan the QR code for more information on the Total WSH programme

Statistics

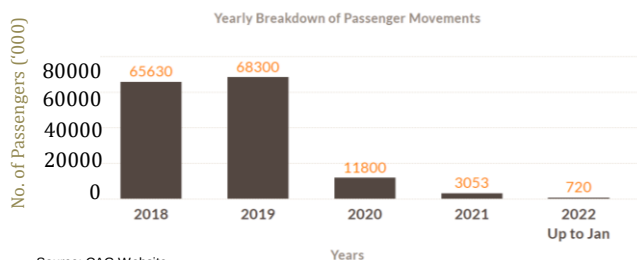
Current Pulse of the Air Freight Industry

Item Description	2020 (Jan - Dec) Total	2021 (Jan - Dec) Total	YTD Variance Amount	YTD Variance %	2020 Monthly Average (Jan-Dec)	2021 Monthly Average (Jan-Dec)	2021 (Jan) Total	2022 (Jan) Total	YTD Variance Amount	YTD Variance %
Outbound Air Volumes	719,522	934,883	215,361	29.93	59,960	77,907	69,340	81,549	12,209	17.61
Inbound Air Volumes (Discharge)	824,579	1,011,806	187,227	22.71	68,715	84,317	76,617	87,916	11,299	14.75

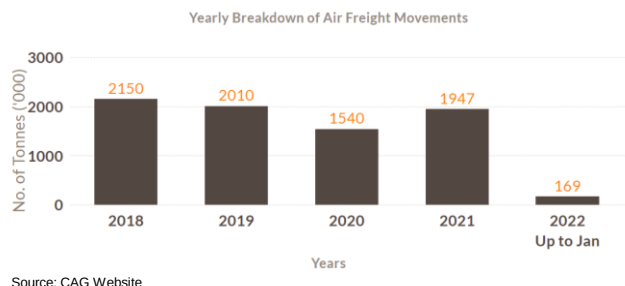
Current Pulse of the Ocean Freight Industry

Item Description	Jan-Dec 2020	Jan-Dec 2021	YTD Variance	YTD Variance (%)	Monthly Average 2020 (Jan - Dec)	Monthly Average 2021 (Jan - Dec)
Total Cargo ('000 Tonnes) (Thousand Tonnes)	590,738.30	599,642.80	8,904.50	1.507	49,228.19	49,970.23
Cargo (General) (Thousand Tonnes)	376,370.30	385,317.10	8,946.80	2.377	31,364.19	32,109.76
Cargo (Bulk) (Thousand Tonnes)	214,368.00	214,325.50	(42.50)	-0.020	17,864.00	17,860.46
Cargo (Oil-In-Bulk) (Thousand Tonnes)	194,328.70	191,604.60	(2,724.10)	-1.402	16,194.10	15,967.05
Cargo (General & Non-Oil In Bulk) (Thousand Tonnes)	396,409.70	408,038.00	11,628.30	2.933	33,034.14	34,003.16
Total Container Throughput ('000 TEUs) (Thousand Twenty-foot Equivalent Units)	36,870.90	37,467.80	596.90	1.619	3,072.58	3,122.32
Bunker Sales ('000 Tonnes) (Thousand Tonnes)	49,833.00	49,988.80	155.80	0.313	4,152.75	4,165.73

Yearly Breakdown of Passenger Movements



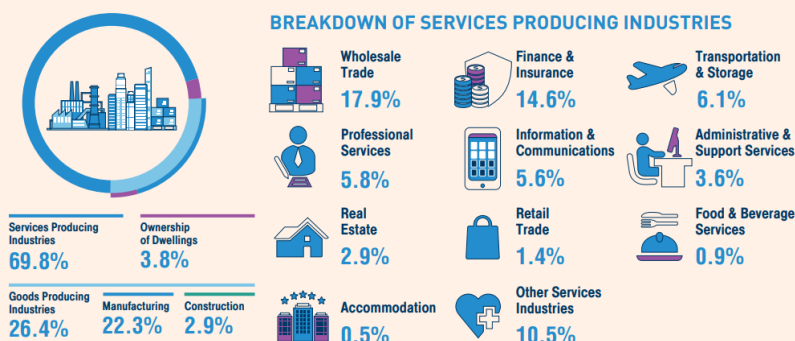
Yearly Breakdown of Air Freight Movements



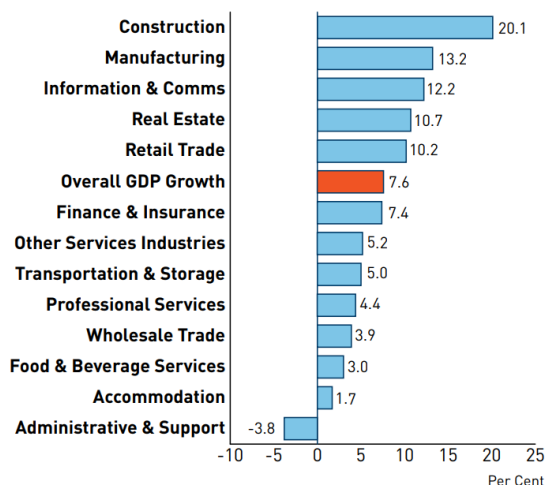
OVERALL ECONOMY



STRUCTURE OF THE ECONOMY IN 2021 (% OF NOMINAL VA)

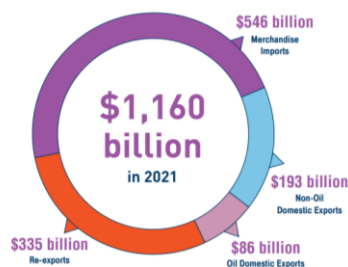


GDP and Sectoral Growth Rates in 2021

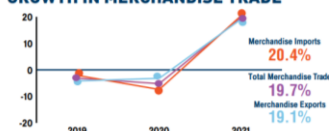


Statistics

TOTAL MERCHANDISE TRADE AMOUNTED TO...



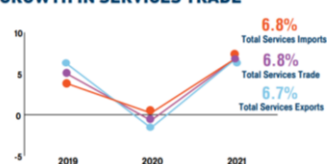
GROWTH IN MERCHANDISE TRADE



COMPONENTS OF MERCHANDISE EXPORTS (Year-On-Year Growth)



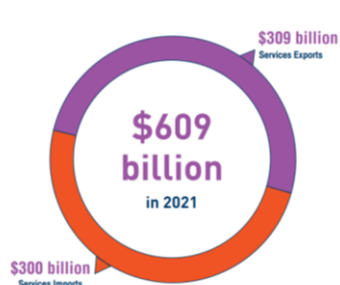
GROWTH IN SERVICES TRADE



THE INCREASE IN SERVICES EXPORTS WAS LED BY...



TOTAL SERVICES TRADE AMOUNTED TO...



Growth Rates of Total Merchandise Trade, Merchandise Exports and Merchandise Imports (In Nominal Terms)

	2020	2021				2021
		I	II	III	IV	
Total Merchandise Trade	-5.2	4.9	27.2	19.0	28.8	19.7
Merchandise Exports	-3.2	6.9	26.0	17.4	26.9	19.1
Domestic Exports	-6.8	-0.2	25.8	18.8	34.8	19.0
Oil	-28.1	-19.2	85.7	49.2	78.2	38.0
Non-Oil	4.3	9.6	10.1	9.0	20.1	12.1
Re-Exports	0.1	13.6	26.3	16.2	21.1	19.2
Merchandise Imports	-7.4	2.7	28.6	20.9	31.0	20.4
Oil	-34.0	-12.5	115.4	51.9	94.8	49.4
Non-oil	-0.3	6.5	17.7	15.6	21.2	15.3

Sectoral Performance: Transportation & Storage

TRANSPORTATION & STORAGE

SEGMENTS	Nominal Value Added Share (%)	Real Growth (%)
Land Transport*	15.4	6.0
Water Transport*	56.8	1.7
Air Transport*	4.3	15.0
Storage & Other Support Services	19.7	10.6
Post & Courier	3.9	9.7

*Including supporting services



+1.5%

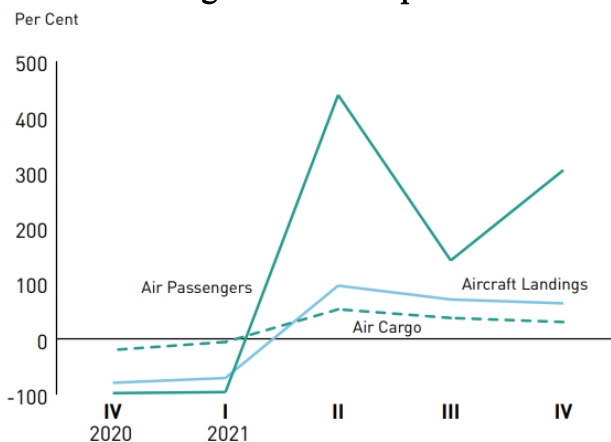
Total Sea Cargo Handled Growth



-74.0%

Air Passengers Handled Growth

Changes in Air Transport

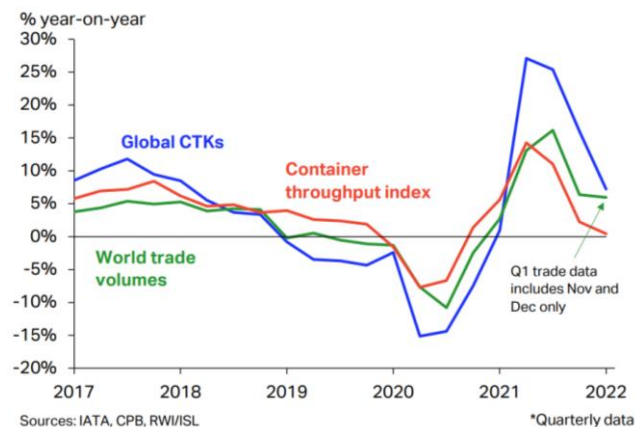


Air cargo volume grew by 30.3 per cent year-on-year in the fourth quarter, extending the 37.6 percent expansion in the previous quarter.

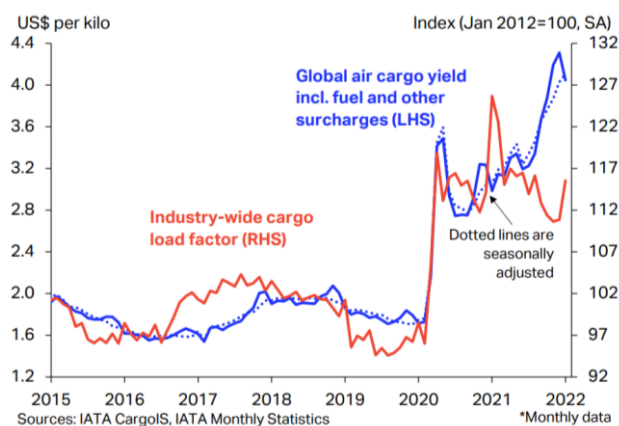
For 2021 as a whole, **air cargo shipments rose** by 26.1 per cent, rebounding from the 23.3 per cent contraction in 2020.

Statistics

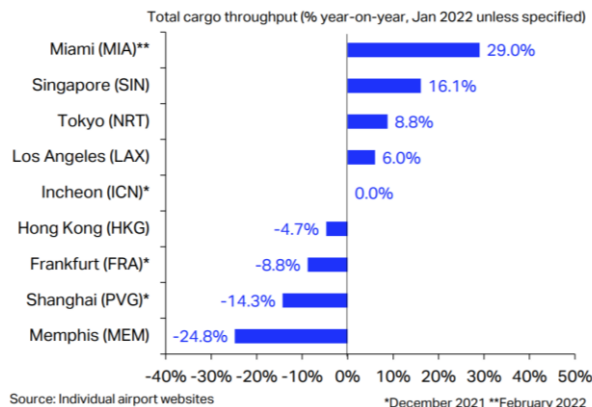
Air cargo continued to **overperform global goods trade** in recent months, although to a lesser extent than previously.



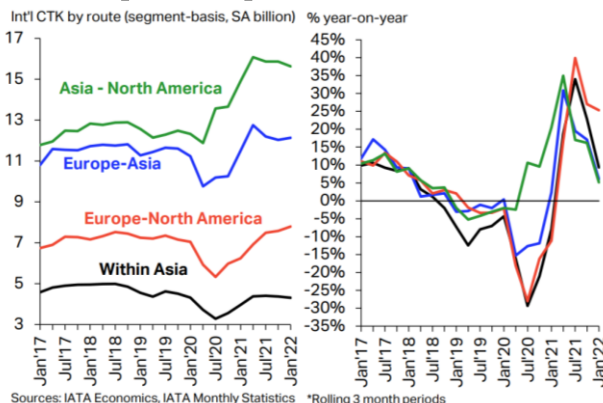
The **global air cargo load factor** had been falling in H2 2021, before Omicron, **labor shortages** and **other disruptions** led to rebound in January 2022.



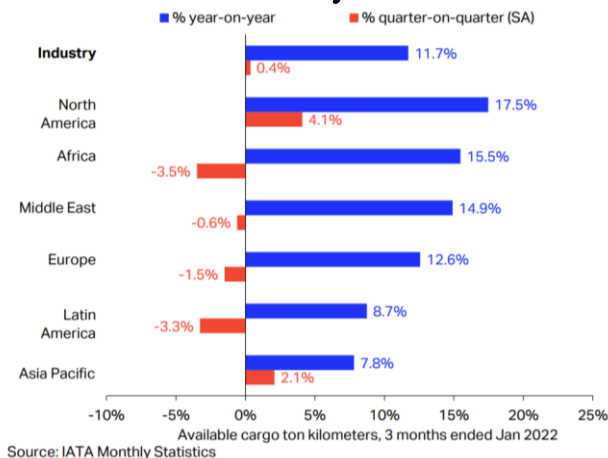
There was **significant divergence** in the **performance of key cargo hubs** recently, although in most cases, **growth rates have eased**.



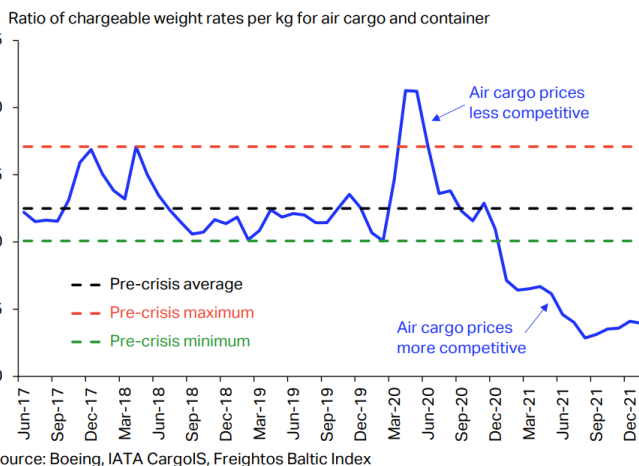
In SA terms, many of the main air cargo routes have **softened** a bit in recent months, including Within Asia where CTKs remain roughly 14% below the pre-crisis peak.



Global air cargo capacity has been recovering at a slow but steady pace, and **rose** far above levels of the three months to January 2021.



Air cargo remains **more price competitive** versus container shipping than in the past.



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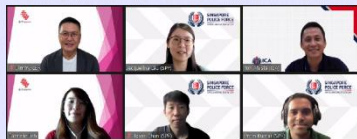
Customers enjoy the same reliable airfreight service within our GEODIS' network, with the transit time of 4-7 days. Suitable for businesses looking to consolidate cargo from multiple sources, this service is invaluable for customers with flexibility on lead time.



Contact your local GEODIS representative today or visit www.geodis.com to let us help you.

SAAA-CPS Protective Security Awareness Webinar

SAAA-CPS Protective Security Awareness 2022



In collaboration with Singapore Police Force (SPF) and Immigration and Checkpoints Authority (ICA), SAAA hosted the virtual SAAA-CPS Protective Security Awareness 2022 on 4 March 2022. The online session was well attended by over 60 attendees.

The opening address was delivered by Mr Jimmy Ler, SAAA Honorary Treasurer, and Mr Andy Tan, Director, Centre for Protective Security (CPS), SPF. The key messages are the critical importance to ensure Singapore safety and security through prepared alertness for terrorism, and continued collaboration among agencies and logistics industry players to safeguard borders and enable seamless clearance.

The webinar focused on the different topics such as the terrorism trends, the reporting and handling procedures of prohibited and controlled items, as well as the means of working together as a connected Air Cargo Community to keep Singapore safe.

Over all, the session ended on a good note with an informative and interactive Q & A session.

SAAA@Singapore Industry Updates (Past Events)

Let's Talk Cargo 2022



Changi Airport Group (CAG) hosted the Let's Talk Cargo 2022 hybrid event on 10 March 2022.

The session offered insightful sharing from Seabury Cargo, CAG, TIACA and Shopee – touching upon the following topics, Global Air Cargo Dynamics: Recent Trends and Future Outlook, 2021 Year in Review, Building Resilience in Air Cargo Hubs Through Community Collaboration and Building Shopee's Cross-Border E-commerce Logistics Network respectively.

Let's Talk Cargo 2022 concluded with the Changi Cargo Partners Appreciation Ceremony, of which we would like to take the opportunity to congratulate the various stakeholders of their respective contributions for the various categories.

Stand-down of CBTs and adjustments to SMMs in CAC Webinar



On 25 March 2022, Changi Airport Group (CAG) and Civil Aviation Authority of Singapore (CAAS) jointly organized a virtual informative webinar which highlighted on the stand-down of Cross-Borders Truckers and adjustments of the Safe Management Measures in Changi Airfreight Centre (CAC) to the logistics community.

Mr Paul Teo, SAAA First Deputy Chairman, together with the organizing partners, delivered the opening address. The webinar featured a sharing on some key topics such as no Pre-Departure test for CBTs required from 1 April 2022, available booster shots for CBTs, the continual application of Trace-Together (TT) Token scanning, removal of segregated queuing lanes and et cetera. The webinar ended with a Q&A session.

Members Update



@ Singapore



UNIQUE
Est. 1983

**Unique Logistics
International (SIN) Pte Ltd**



**For companies interested to join SAAA membership,
please email to SAAA at saaasin@saaa.org.sg**



Tel: 63852155 Email: group@declarators.com.sg

Website: www.declarators.com.sg



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- Courier Service (By motorbike)

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Congratulations to

Michelle Chin –

Freight Mark Logistics (S) Pte Ltd

Stephanie Khoo–

Quickflo Logistics Pte Ltd

Sheikh Sulaiman Banafek –

Silk Express Freight Pte Ltd

Eunice Chan– Silk Express Freight Pte Ltd

our winners of the previous

“Spot the Difference” game!



We encourage YOU

to participate in the current

“Spot the Difference” game on the next page!

ANSWERS
Did you get them right?



Upcoming Industry Events & Training Schedule



Date	Industry Event
Apr 04 – 08	Singapore Maritime Week
Apr 14	ULI Asia Pacific Digital Programme: The FutuRE of Logistics and Supply Chain (Full Series)
May 18 – 19	LogiSYM Asia Pacific 2022
Jun 14 – 15	Digital Airport Asia
Jun 14 – 15	Aviation Human Capital Asia
Jun 14 – 15	Air Retail & Payments Show
Jun 22	Cyber Security for Ports and Terminals 2022

*Information are deemed accurate at time of print and may still subject to changes.
Due to COVID-19 situation, kindly note on the high possibility of events delay/cancellation.

SAAA Training Programs Schedule for 2022

Training	April	May	June
Airfreight Forwarders Basic Course	25 th – 27 th	04 th – 06 th	15 th – 17 th
DG Regulations Initial Course	18 th – 22 nd	23 rd – 27 th	20 th – 24 th
DG Refresher Course	11 th – 12 th	17 th – 18 th	28 th – 29 th
Incoterms 2020 (Virtual classroom)	7 th	10 th	13 th
Supply Chain Overview (Virtual Classroom)	8 th	11 th	14 th
Lithium Batteries Awareness Course	14 th	12 th	17 th



FOR MORE INFORMATION ON TRAINING MATTERS

Please contact Ms Peggy Lim at 6545 5006 or admin@saaa.org.sg



SAAA CARGO SERVICES PTE LTD

7 Airline Road, #04-05, Cargo Agents Building E, Changi Airfreight Centre, Singapore 819834.

Tel: 65 6545 4620

Fax: 65 6542 6820

Training Announcements



SAAA Cargo Services Pte Ltd

INCOTERMS



2021

The Incoterms 2021 provides comprehensive working knowledge of International Chamber of Commerce (ICC)'s globally recognised commercial trade terms, which offer specific guidance for those participating in the import and export of global trade.

COURSE OUTLINES:

- History of International Chamber of Commerce
- What is Incoterms
- Evolution from 1923 to 2010
- Understanding Incoterms
 - Purpose
 - Implications
- Incoterms Rules & Types
 - Segregation
 - Types
 - Focus
 - Risks
 - Responsibilities (Buyer & Seller)
 - GAPS in Insurance
- Changes in Incoterms 2020
- Analyzing the intertwined relationship on Costs in association with each term
- Usage of Incoterms
- Practical Application
- Case study

Who should attend this course?

Staff involve in effecting

- Procurement
- Logistical arrangement
- Coordinating of goods inbound and outbound

For more information, please access our SAAA website at <http://www.saaa.org.sg/incoterms-2020/> or contact Peggy at 6545 5006.



SAAA Cargo Services Pte Ltd

LITHIUM BATTERIES AWARENESS COURSE

2022

NEW!

The Lithium Batteries Awareness course is to offer an understanding to the identifications of the packing, marking, labelling and documentation requirements for shipping lithium batteries based on IATA Dangerous Goods Regulations.

Who should attend this course?

- Shippers
- Packers
- Cargo Agents/Freight Forwarders and all employees involved in the transportation of lithium batteries by air

For further enquiries, please email Peggy at admin@saaa.org.sg or call at 6545 5006.



AIRFREIGHT FORWARDERS BASIC COURSE

SAAA Cargo Services Pte Ltd

The Airfreight Forwarders Basic Course is to provide an overview of the air cargo industry through coverage on airlines, cargo handling agents and freight forwarder operations. It is also to educate participants in import/export procedures and eFreight operations.

Who should attend this course?

New entrants into the airfreight industry, sales & marketing personnel who want to understand the operational background of freight forwarding, all who wish to learn more about the airfreight industry.

For further enquiries, please email Peggy at admin@saaa.org.sg or call at 6545 5006.

SAAA@Singapore 'Spot the Difference' Game

WIN a \$20 NTUC Fairprice Vouchers* by participating in Our 'Spot the Difference' Game!



WIN

Simply spot and circle in **red** the 10 Differences, scan this page and email it to saaasin@saaa.org.sg by 17th May 2022. Please state your name, organization, office mailing address, contact and email address in your submission.

*The first 5 scans received (with the correct differences circled) will be entitled to a \$20 NTUC Fairprice Voucher. This is subjected to SAAA's approval.



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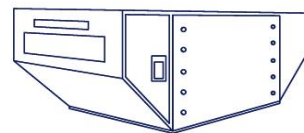
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