

PERSPECTIVES

A festive illustration of a snowman wearing a red Santa hat and a red and green striped scarf. It has a carrot nose and stick arms. The snowman is surrounded by falling snow, colorful Christmas ornaments (red, yellow, green), and small wrapped gifts. The background is a light blue sky with white snowflakes.

*We Wish you
a
Merry
Christmas*

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NOTE

Something to chew

on first.....



Dear SAAA Members, Readers
and all,

Welcome to the fourth issue
of SAAA "Perspectives" 2022 –

a newsletter aimed at providing you with the on-goings in
our Aviation Industry.

We would like to wish our members and friends a Merry
Christmas and Happy New Year 2023! As 2022 draws to a
close, there's much we would like to share with you on the
new initiatives which are made available to you in 2023.

Firstly, we have officially opened our new Training Centre on
4 November 2022, which is located at CT Hub – ideally
nestled at the junction of Kallang Avenue and Kallang Bahru.
It is accessible through the nearest MRTs including
Bendemeer DT23 and Lavender EW11 and is a short 15-
minute drive to the Central Business District (CBD) of
Singapore. The address is as follows: 2 Kallang Ave, #08-03,
CT Hub, Singapore 339407.

Secondly, we have expanded our available Competency
Based Training and Assessment (CBTA) Training courses and
we highly encourage shippers, freight forwarders and
members to sign up with us – let's enhance our existing
workforce for the future!

Lastly, in collaboration with Marshall Cavendish Business
Information, we are pleased to present the 26th edition of
the Singapore Airfreight Directory. These are available for
both online viewing and you can purchase hard copies from
us as well! For those interested, please drop us an email to
saaasin@saaa.org.sg. Thank you.

Warmest Regards,
"Perspectives" Editorial Team

MCI (P) 037/04/2022

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Special Thanks to Our Contributors Team:

CAAS, WSG & WSH Council.

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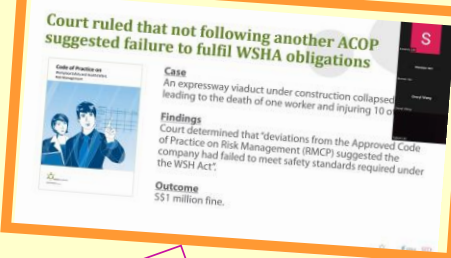
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Summary of Events/Activities for this year: 2022

JANUARY TO JUNE

1. SAAA-CPS Protective Security Awareness 2022 (04 March 2022)
2. Temasek Polytechnic (TP) Virtual Orientation Day 2022 (01 April 2022)
3. CAAS One Aviation Careers (27 & 28 May 2022)
4. Digitalise Your Trade Processes with Networked Trade Platform (NTP) (24 June 2022)



JULY TO DECEMBER

1. CBTA Dangerous Goods Sharing (22 July 2022)
2. SAAA-IATA DG CBTA for H6.1 (12 August 2022)
3. Airfreight Community Reconnect 2022 (14 October 2022)
4. SAAA 48th AGM 2022 (04 November 2022)
5. Code of Practice for Chief Executives' and Board of Directors' WSH Duties (16 November 2022)



Government Events / News – WSH Council

Drive Safe, Work Safe, and Ensure Vehicular Safety

Vehicular incidents was the top fatality type as at end October 2022. Out of 40 workplace fatalities, 15 (38%) were related to vehicles. The Workplace Safety and Health (WSH) Council launched its Drive Safe, Work Safe Campaign on 4 November 2022, encouraging all employers and drivers/operators to play their part in ensuring vehicular safety.

For Employers

- Engage drivers and forklift operators regularly on safe driving tips.
- Develop and implement a workplace traffic safety management plan.
- Demarcate pedestrian walkways clearly from vehicular paths.
- Use only attachments approved by manufacturers (when using forklifts).

For Drivers/Operators

- Drive and operate vehicles that you are licensed and authorised to.
- Operate vehicles with care and use them only for their intended purposes
- Always check for blind spots when reversing and changing lanes.
- Engage parking/hand brake fully.

Supporting Resources

To facilitate sharing of WSH messages to workers through various social media and messaging platforms, the WSH Council has produced a series of images and gifs on vehicular safety. The gifs are also available in five native languages, namely Bengali, Mandarin, Tamil, Thai and Vietnamese.



Gif:



Gif:



Image:

Other gif and image messages include:

- Buckle seat belt
- Engage your hand brake fully
- Hydrate yourself
- Use a designated pedestrian walkway
- Be careful of swinging sideboard or tailboard
- Put the wheel chock when the heavy vehicle is parked
- Rest if feeling tired

Visit www.wshc.sg/drivesafeworksafe to find out more about the Drive Safe, Work Safe Campaign as well as download the various resources on vehicular safety.

Government Events / News – WSG

Knowledge-Sharing Culture: Less Pool Tables, More Pooled Resources

Pay, prospects and perks aside, the modern employee desires a positive work culture, which goes beyond just brand image or keeping employees entertained. In LinkedIn's 2019 Workforce Learning Report, 94% of employees said they would stay at a company longer if it simply invested in helping them learn.

It is important to establish a work culture that facilitates the open sharing of knowledge, insight, and experience that benefits employees and supports business goals – this is known as a knowledge-sharing culture. Employers can build this culture with these tips.

1. Redesign reward and recognition systems

To create a workplace culture that supports knowledge sharing and re-use, those behaviours must be rewarded. This means rewarding not just the contributor, but also the person using the knowledge shared, to encourage employees to build upon existing knowledge.

Employee feedback is also a form of new knowledge. When staff share their findings or insights, the company can make justified improvements. Neelesh Bhatia, CEO and founder of Akadasia shared: "I make sure to directly email and thank employees once we have considered their feedback and acted upon it."

2. Make knowledge-sharing a job requirement

One of the most common reasons for people not sharing knowledge is lack of time. To overcome this, make knowledge-sharing a formal part of work obligations, incorporating it into job descriptions and appraisal processes.

3. Educate staff on the value of knowledge and how to apply it

People might not share their knowledge as they think it isn't worth discussing or beneficial to the organisation. It is vital to ensure that everyone understands the business and can identify what knowledge is most valuable and how it can be leveraged.

4. Demonstrate how information sharing works

Every business has "knowledge naturals" – folks who thrive on learning new things and sharing their knowledge with others. Identify them and create semi-formal responsibilities to recognise their value, and give staff role models.



5. Make sure the technology works for people, not the other way around

Technology can facilitate communication and information exchange, though difficulty of use can make it a barrier. In tech start-up Akadasia, employees share new things they have learnt in a private virtual community.

6. Make it clear that it is acceptable to make mistakes

Make knowledge-sharing open and enjoyable – give out prizes for the best blunders. Frowning upon mistakes hinders learning and growth, but when employees can acknowledge their mistakes, they feel encouraged to share their lessons learned.

Knowledge-sharing culture: Don't force it too fast, too soon

Cultural change is neither quick nor easy, but employers can do a lot to catalyse it by incorporating knowledge-sharing into everyday work to foster a thriving, motivating culture for your employees.

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

Government Events / News – CAAS

New Air Navigation (92 - Carriage of Dangerous Goods) Regulations for the Transport of Dangerous Goods by Air



Regulating the transport of dangerous goods by air is vital in ensuring that articles and substances that are inherently hazardous can be safely transported on an aircraft as cargo, mail and in passenger baggage. Currently, CAAS's safety regulations for the carriage of dangerous goods reside in the Air Navigation Order (ANO).

As part of efforts to modernise its safety regulatory framework, CAAS will be introducing the Air Navigation (92 - Carriage of Dangerous Goods) Regulations (ANR-92) which will replace the dangerous goods regulations in Part VB and the Nineteenth Schedule of the ANO. As a subsidiary legislation made under the Air Navigation Act (ANA), ANR-92 will contain restructured and redrafted provisions addressing safety aspects of transporting dangerous goods by shippers in cargo, by postal operators in air mail and by passengers and crew in baggage. These regulations are based on the international standards and recommended practices of ICAO Annex 18, The Safe Transport of Dangerous Goods by Air and its associated Technical Instructions for the Safe Transport of Dangerous Goods by Air (ICAO TI). The ANR-92 will be supported by a suite of Advisory Circulars (ACs) which will provide additional guidance on demonstrating compliance with the regulatory requirements.

Reduced Regulatory Burden for Industry; Tightened Training Requirements

Two significant enhancements will also be introduced with the implementation of ANR-92.

To avoid duplication and reduce regulatory burden, Singapore air operator's certificate (AOC) holders will no longer be required to apply for a dangerous goods permit, as they are currently required under ANR-121 (Commercial Air Transport by Large Aeroplanes) and ANR-135 (Commercial Air Transport by Helicopters and Small Aeroplanes) to seek authorisation as part of air operator certificate requirements, prior to transporting dangerous goods as cargo on its aircraft. When granted by CAAS, authorisation of Singapore AOC holders to transport dangerous goods cargo on its aircraft will be reflected in the operations specifications of its AOC.

The second significant enhancement relates to the approval of dangerous goods training programmes. In addition to approving dangerous goods training programmes of Singapore AOC holders and the public postal operator, new regulations have also been established in ANR-92 to require dangerous goods training programmes of ground handling and aviation security screening service providers to be approved by CAAS. This is to ensure that staff of ground handling service providers responsible for accepting, loading and handling cargo, mail and baggage and staff of aviation security screening service providers responsible for screening such articles are trained and assessed to be competent prior to fulfilling their responsibilities.

The ANR-92 is expected to be published by 23 December 2022 and will come into effect on 1 January 2023. CAAS will continue to engage and work with stakeholders to ensure that dangerous goods are transported by air in a safe manner.

Harnessing the power of technology

to digitalise and simplify global trade processes



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Statistics

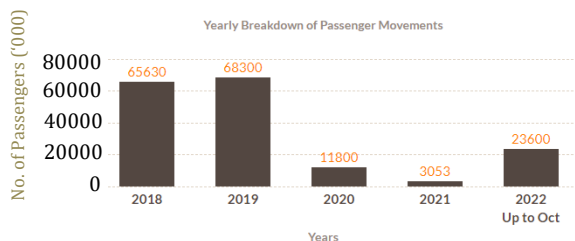
Current Pulse of the Air Freight Industry

Item Description	2021 (Jan - Oct) Total	2022 (Jan - Oct) Total	YTD Variance Amount	YTD Variance %	2021 Monthly Average (Jan-Oct)	2022 Monthly Average (Jan-Oct)	2021 (Nov-Dec)	2021 Monthly Average (Nov-Dec)	2021 Total
Outbound Air Volumes	758,970	749,760	(-9,210)	-1.213	75,897	74,976	175,913	87,956.50	934,883
Inbound Air Volumes (Discharge)	826,479	799,881	(26,598)	-3.218	82,648	79,988	185,327	92,663.50	1,011,806

Current Pulse of the Ocean Freight Industry

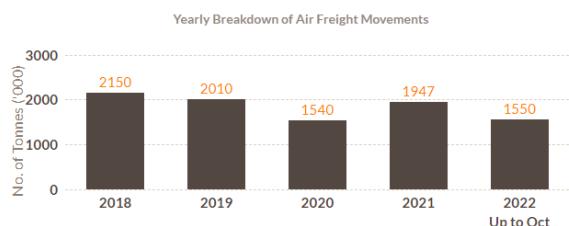
Item Description	Jan-Oct 2021	Jan-Oct 2022	YTD Variance	YTD Variance (%)	Monthly Average 2021 (Jan - Oct)	Monthly Average 2022 (Jan - Oct)	Monthly Average 2021 (Nov - Dec)	2021
Total Cargo ('000 Tonnes) (Thousand Tonnes)	498,838.00	482,412.90	(16,245.10)	-3.293	49,883.80	48,241.29	50,402.35	599,642.70
Cargo (General) (Thousand Tonnes)	319,664.10	307,818.00	(11,846.10)	-3.706	31,966.41	30,781.80	32,826.50	385,317.10
Cargo (Bulk) (Thousand Tonnes)	179,173.60	174,595.10	(4,578.50)	-2.555	17,917.36	17,459.51	17,576.00	214,325.60
Cargo (Oil-In-Bulk) (Thousand Tonnes)	160,143.10	157,988.80	(2,154.30)	-1.345	16,014.31	15,798.88	15,730.75	191,604.60
Cargo (General & Non-Oil In Bulk) (Thousand Tonnes)	338,694.40	324,424.10	(14,270.30)	-4.213	33,869.44	32,442.41	34,671.80	408,038.00
Total Container Throughput ('000 TEUs) (Thousand Twenty-foot Equivalent Units)	31,129	31,081.10	(47.90)	-0.154	3,112.90	3,108.11	3,169.40	37,467.80
Bunker Sales ('000 Tonnes) (Thousand Tonnes)	41,589.00	39,292.70	(2,296.30)	-5.521	30.80	3,929.27	4,199.90	49,988.80

Yearly Breakdown of Passenger Movements



Source: CA's website

Yearly Breakdown of Air Freight Movements



Source: CAG Website

OVERALL ECONOMY

Real Gross Domestic Product (Year-on-Year Growth)

Period	Growth (%)
2022	+4.5%
3Q22	+4.1%

Gross Domestic Product at Current Market Prices

Period	Value (billion)
2022	\$147.2
3Q22	\$148.0

MERCHANDISE TRADE

Merchandise Exports

Period	Value (million)	Growth (%)
2022	\$184,288	+24.9%
3Q22	\$190,063	+23.5%

Merchandise Imports

Period	Value (million)	Growth (%)
2022	\$173,418	+31.6%
3Q22	\$175,361	+28.2%

SERVICES TRADE

Services Exports

Period	Value (million)	Growth (%)
2022	\$86,158	+13.8%
3Q22	\$89,618	+15.8%

Services Imports

Period	Value (million)	Growth (%)
2022	\$81,867	+12.4%
3Q22	\$83,735	+12.4%

Singapore Economy

Main Drivers of Growth in 3Q22

Wholesale Trade



0.9%-point contribution

Other Services Industries



0.8%-point contribution

LABOUR MARKET

Resident Unemployment Rate

2.9% in 3Q22

Employment (Q-Q Change)

+83,100 employed

Sectors with the Highest Employment Growth in 3Q22

+30,500 employed



+12,400 employed



+12,100 employed



PRODUCTIVITY

Value-Added per Actual Hour Worked decreased by

1.7% in 3Q22

Sectors with the Highest Growth in Value-Added per Actual Hour Worked in 3Q22

19.0%



13.6%



9.1%



Source: MTI Economic Survey of Singapore in Third Quarter 2022

SAAA 48th AGM 2022

SAAA 48th AGM 2022



On 04 November 2022, SAAA@Singapore hosted the 48th AGM 2022 at its new training centre in CT Hub. The meaningful event signified the beginning of a new term for the elected SAAA Council board 2022/2024, as well as the official opening of SAAA training centre – which will offer a new exciting and conducive learning environment for the future cohort of students of the Association's training courses.

The 48th AGM 2022 was attended by 21 Ordinary and 4 Associate members. Mr Ken Chua, SAAA Honorary Secretary, shared on the election committee for the upcoming new term, the financial summary and budget of SAAA@Singapore and this was followed by Ms Pauline Tok, SAAA Executive Director, who gave exciting new developments the Association and shared on the future plans ahead for 2023. A live voting was conducted on-site in approval for the election of the 12 nominees for the new term of SAAA Council Board 2022/2024.

The event concluded with Mr Ken Chua expressing thanks to members for their continued support to the Association.

Council Board for new Council Term 2022/2024

S/N	Names	Role	Representing
1	Mr Steven Lee	Chairman	Ceva Logistics Singapore Pte Ltd
2	Mr Paul Teo	First Deputy Chairman	Speedmark Air Transportation Pte Ltd
3	Mr Benjamin Ong	Second Deputy Chairman	Alliance 21 Pte Ltd
4	Mr Ken Chua	Honorary Secretary	UT-WAYS Freight Services Pte Ltd
5	Mr Jimmy Ler	Honorary Treasurer	Logwin Air + Ocean Singapore Pte Ltd
6	Mr Roger Chew	Council Member	SFS Global Logistics Pte Ltd
7	Mr Gabriel Lam	Council Member	Shalom International Movers Pte Ltd
8	Mr Ramadas Naidu	Council Member	Raffles Fulfillment Pte Ltd
9	Mr Marc Ong	Council Member	Aspac Aircargo Services Pte Ltd
10	Mr Daniel Chng	Council Member	Airtropolis Express (S) Pte Ltd
11	Mr Gary Ong	Council Member	Cargotec Pte Ltd
12	Mr Tan Liang Jian	Council Member	Union Air Freight (S) Pte Ltd

Code of Practice for Chief Executives' and Board of Directors' WSH Duties

Code of Practice for Chief Executives' and Board of Directors' WSH Duties

In collaboration with WSH Council, SAAA@Singapore organized an online webinar, which featured a presentation talk on the Code of Practice for Chief Executives' and Board of Directors' WSH Duties on 16 November 2022. The webinar served as an ideal platform to address the respective areas of concern from the SAAA members community.

What's the importance of the Code of Practice on Chief Executives' and Board of Directors' Workplace Safety and Health Duties?

The board of directors, together with the Chief Executive Officer, steers the operations and oversees management of their organisation. The board also bears responsibility for the organisation's conduct. Section 48(1) of the Workplace Safety and Health (WSH) Act holds company officers personally responsible for their company's WSH lapses, unless they have exercised due diligence. The Code of Practice gives company directors clearer guidance on what actions are considered as having exercised due diligence, which could potentially support their legal defence, if prosecuted under the WSH Act.

For reference of the Code of Practice, the community can scan the QR code:



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Members Update

Spirit of Enterprise (SOE) Winner Featuring Declarators Pte Ltd

Declarators Pte Ltd, a multiple award winning declaring agent, clinched the Spirit of Enterprise Award at the SOE Awards Ceremony and Dinner on 28 November 2022.

The SOE Awards honours the achievements of homegrown entrepreneurs and encourages innovation and fair practices. The prominent event celebrated the achievements of 45 Honourees and was graced by Guest-of-Honour Minister of State Low Yen Ling.

In her speech, she highlighted upon the importance of enterprises to be adept and agile to succeed in the face of the new challenges arising from heightened geopolitical tensions, global economic uncertainty and climate change. She further added that there are opportunities of new markets and business continuity with the adoption of digitalization, as well as the potentials which can arise from sustainability.

Several SOE Awardees have scaled up in the abovementioned respective areas and it certainly serves as an inspiration to the future generation.



Members Update

One of Asia's Best Workplaces Featuring Shalom International Movers Pte Ltd

Shalom Movers, an Award-winning Singapore moving company, recognized as one of Asia's best workplaces with a distinctive 90% satisfaction rate among employees and accredited by the Singapore Quality Class in Business Excellence. The homegrown company's continued success is attributed to its commitment to the employees' happiness and well-being.

Investment in people is of paramount importance. Personal autonomy was granted to staff for decision making. Career growth and welfare are at the forefront of priorities as their in-house talent specialists include a chief learning curator who comes up with on-the-job training blueprints and career progression roadmaps. The Annual Shalom Day is a bonding time for the employees and families, alike. And, Shalom Movers adopts a culture of open communication to encourage employees to provide constructive feedback via the one-on-one breakfast meetings and pulse surveys. The moving company advances further one step ahead to venture beyond the perimeters to be actively involved in community engagement with over 30 outreach programmes.

As a second-generation business owner, Mr Gabriel Lam had grasped on the importance of technological advancement in paving the future for Shalom Movers. Amidst the pandemic, he determinedly pursued an Executive MBA (EMBA) at Nanyang Technological University to ensure he could fulfil his leadership aspirations. Now, he is confident that the EMBA has equipped him with the knowledge and network needed to grow Shalom's employees further while maintaining the strong values and culture it has become renowned for. Advancing onwards, Shalom Movers!

Article reproduced with permission and first appeared in Nanyang Business School's Graduate Studies Blog at the link: <https://blogs.ntu.edu.sg/nbsgradstudies/2022/10/13/balancing-business-growth-with-company-culture-lessons-from-a-homegrown-family-business/>.

Learn more about the Nanyang Executive MBA: Scan the code or visit: <https://bit.ly/NanyangExecutiveMBA>



SAAA@Singapore Industry Updates (Past Events)

The National Day of the Kingdom of Thailand



The Royal Thai Embassy, Singapore, hosted a reception on the occasion of the Birthday Anniversary of HM King Bhumibol Adulyadej The Great, the National Day of the Kingdom of Thailand at the Island Ballroom, Shangri-La Singapore on 5 December 2022.

The reception was attended by more than 500 members of the Diplomatic Corps, representatives of the Singapore government, members of the Thai and Singaporean business communities, and members of the Thai community. Mr Steven Lee, SAAA Chairman, had attended on behalf of Association as a show of support.

Upcoming Industry Events & Training Schedule



UPCOMING INDUSTRY Events

2023

HAPPY NEW YEAR



Date	Industry Event
Jan 12 – 13	Cloud Expo Asia Singapore
Feb 15	Logistics Innovation & Technology Enablement Showcase
Feb 28 – Mar 01	Aviation Festival Asia
Mar 01	Inter Airport SEA Singapore

*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 2023

Training	January	February	March
Airfreight Forwarders Basic Course	16 th – 18 th	13 th – 15 th	22 nd – 24 th
Transport of DG by Air (Initial) 7.1 – 4 days (Preparing DG Consignment, exclude Radioactive materials)	09 th – 12 th	06 th – 09 th	06 th – 09 th
Transport of DG by Air (Initial) 7.1 – 5 days (Preparing DG Consignment, include Radioactive materials)	09 th – 13 th	06 th – 10 th	06 th – 10 th
Transport of DG by Air (Initial) 7.3 – 4 days (Processing or accepting DG Consignments, exclude Radioactive materials)	16 th – 19 th	13 th – 16 th	13 th – 16 th
Transport of DG by Air (Initial) 7.3 – 5 days (Processing or accepting DG Consignments, include Radioactive materials)	16 th – 20 th	13 th – 17 th	13 th – 17 th
Transport of DG by Air (Recurrent) 7.3 – 3 days (Processing or accepting DG Consignments)	04 th – 06 th	22 nd – 24 th	01 st – 03 rd
Incoterms 2020 (Virtual classroom)		21 st	06 th
Supply Chain Overview (Virtual Classroom)		22 nd	07 th



FOR MORE INFORMATION ON TRAINING MATTERS

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

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Announcements

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KT Tech Pte. Ltd.



Federal Express (S) Pte Ltd



WELCOME



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

Congratulations to
Michelle Chin – Freight Mark Logistics (S) Pte
Ltd

Christy Chai– TIC Traffic International
Consortium (S) Pte. Ltd.

Foo Choo Yen – Temasek Polytechnic

Jenny Chong – TFS Freight International Pte Ltd

Joseph Khoo – Quickflo Logistics 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?



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 February 2023. 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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