12 January 2024

ADDENDUM TO THE TRIPARTITE CLUSTER FOR LANDSCAPE INDUSTRY RECOMMENDATIONS ON THE ENHANCED TRAINING REQUIREMENTS FOR THE LANDSCAPE INDUSTRY

1 OBJECTIVE

1.1 This Addendum Report sets out the updated list of training modules as validated and endorsed by the Tripartite Cluster for Landscape Industry (TCL) for the landscape maintenance sub-sector. In-house landscape maintenance employers can take reference from the updated list of modules to send their in-house landscape maintenance employees for training, where applicable, to meet the PWM training requirement. Please refer to Annex A for details.

1.2 The members of the TCL are listed in Annex B.

2 OVERVIEW

2.1 In April 2015, the TCL had released its recommendations on the Progressive Wage Model[1] (PWM) for the landscape industry, which was incorporated as one of the mandatory requirements for landscape companies looking to register under the Landscape Company Register[2] (LCR) in June 2016. The full details of the previous TCL recommendations, which were accepted by the Government, could be found at www.ntuc.org.sg/tripartiteguidelines.

2.2 The TCL then recommended enhancements to the PWM Skills Ladder in January 2021, as part of its ongoing review to ensure PWM remains relevant to the industry. The TCL had endorsed a wider menu of Workforce Skills Qualification (WSQ) courses to meet the upskilling needs of landscape maintenance employees. These modules are aligned to the Skills Framework (SFw) for Landscape which maps out the Technical Skills and Competences (TSCs) for the various job roles. The list of WSQ courses will be reviewed periodically and be validated and endorsed by the TCL.

2.3 Based on industry feedback, the TCL made further reviews to the PWM training requirements on 20 August 2021 and recommended that each PWM job level to attain three WSQ modules with effect from 1 July 2023.

[1] PWM is applicable to Singapore Citizens/Permanent Residents. For migrant workers, employers are encouraged to adopt the key principles of progressive wages in their wage structure, considering other cost components such as Government levies, full medical treatment incurred and acceptable accommodation for these workers.

[2] Administered by National Parks Board (NParks), the Landscape Company Register (LCR) provides recognition that a company is a genuine service provider with trained landscape employees. With effect from 1 January 2019, suppliers of landscape services are required to have two consecutive years of LCR status in order to be awarded government contracts or to qualify for renewal. Companies with LCR status may also apply for NParks' Landscape Productivity Grant.

3 EXPANDED LIST OF WSQ MODULES FOR LANDSCAPE TECHNICIANS

3.1 The SFw for Landscape serves as a common reference guide for workers, employers, and training providers, which has been validated by the industry. It facilitates skills recognition and supports the design of training programmes. This is in addition to skills deepening for a leaner workforce, enhancing business competitiveness, and supporting workers' employment and employability.

3.2 Before recommending for modules to be endorsed, the TCL would consider the TSCs for each PWM job level in the landscape maintenance sub-sector. As an example, if a landscape worker is required to perform mainly watering, pruning of shrubs, and applying mulching material on soil, the worker may not need to be trained in turf maintenance.

3.3 Based on the job description of each role, the proficiency level as indicated in the SFw was designed to ensure that the worker has the required knowledge and ability to perform their duties that commensurate with the job requirements. Nevertheless, landscape employers could send their workers for training in higher proficiency levels to prepare them for career progression and deployment to higher-level job roles.

3.4 The TCL recognised that some landscape technicians in the maintenance sub-sector could be cross deployed to support duties as landscape technicians for turf maintenance, nursery technicians, and arboriculture technicians. As such, with reference to the TSCs prescribed in SFw for landscape technicians for turf maintenance, nursery technicians and arboriculture technicians, the TCL had recommended for the additional training modules to be included (refer to Annex A). The list of endorsed training modules in Annex A will be periodically reviewed to ensure training requirements are refreshed and kept relevant to meet industry needs.

3.5 The opportunity for landscape technicians to perform work in the different landscape sub-sectors signals the potential for landscape technicians to progress into different career progression pathways. As such, the expanded list of modules provides employers the flexibility to send their landscape maintenance employees to relevant training to meet the skills upgrading needs. Certainly, employers are also encouraged to send their employees for additional training beyond the listed modules to promote lifelong learning and a highly skilled workforce.

4 CONCLUSION

4.1 The TCL urges all landscape companies to identify training needs of their landscape maintenance workforce, support them in continual skills upgrading, and recognise those who have shown commitment to improve their work performance and competencies.

4.2 The TCL recommends for Service Buyers to recognise the skillsets of higher-level job roles to encourage Service Providers to deploy higher-skilled maintenance employees when bidding for contracts. Service Buyers are highly encouraged to take reference from the TSCs in SFw and specify in their tender specification courses that landscape maintenance employees should attain. This would ensure a level playing field for all interested bidders so that the costs for such training provisions would be accounted for by the Service Providers when submitting their bids.

4.3 Furthermore, the TCL would like to call upon Service Buyers to support upskilling efforts, and place emphasis on Outcome-Based Contracting to leverage on technology to improve labour productivity. If service standards are not compromised, Service Providers should be allowed to send their landscape maintenance employees for upskilling during non-peak working hours. Service Buyers should not insist on headcounts replacement.

4.4 While the PWM Wage Ladder will see landscape maintenance employees benefiting from sustainable wage increments, landscape maintenance employees should also keep pace with the drive for productivity and adopt a positive mindset towards learning new methods to execute their tasks.

4.5 Landscape maintenance employees are encouraged to approach their supervisors or company's HR personnel to discuss their training needs and highlight any skills gap they may have. They need to recognise the importance of upskilling to uplift their professionalism, which would in turn instil a sense of pride in their work.

4.6 The TCL believes that by having a competent, productive, and effective landscape workforce, all stakeholders would stand to benefit in achieving the City in Nature vision.

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ANNEX A: UPDATED LIST OF WSQ TRAINING MODULES RECOMMENDED AND ENDORSED BY TCL WITH EFFECT FROM JANUARY 2024

Module Title	TSC Code	PWM Training Requirements
Landscape Supervisor (Cumulatively 12 Modules)		
Plant Health Management and Disease Control (Level 3)	LNS-GNM-3014-1.1	Mandatory for all 3 Modules
Plant Identification (Level 3)	LNS-GNM-3015-1.1	
Soil and Media Assessment and Remediation (Level 3)	LNS-GNM-3017-1.1	
Assistant Landscape Supervisor – Total 3 WSQ Modules (Cumulatively 9 Modules)		
Hazards and Risk Control, and Policy Management (Level 3)	LNS-WSH-3087-1.1	Mandatory
Horticultural Chemical Usage (Level 2)	LNS-GNM-2011-1.1	+ Choose any 2 other Modules excluding those already attained at Landscape Technician level
Plant Health Management and Disease Control (Level 2)	LNS-GNM-2014-1.1	
Plant Identification (Level 2)	LNS-GNM-2015-1.1	
Plant Pruning (Level 2)	LNS-GNM-2016-1.1	
Soil and Media Assessment and Remediation (Level 2)	LNS-GNM-2017-1.1	
Turf Maintenance (Level 2) *[new]*	LNS-GNM-2018-1.1	
Chainsaw Operation and Maintenance (Level 2) *[new]*	LNS-GNM-2001-1.1 & LNS-GNM-2021-1.1	
Tree Health Management (Level 2) *[new]*	LNS-GNM-2005-1.1	
Tree Pruning (Level 2) *[new]*	LNS-GNM-2006-1.1	
Tree Climbing and Aerial Rescues (Level 2) *[new]*	LNS-GNM-2003-1.1	
Plant Propagation and Production (Level 2) *[new]*	LNS-OPR-2058-1.1	
Landscape Technician – Total 3 WSQ Modules (Cumulatively 6 Modules)		
Hazards and Risk Control, and Policy Management (Level 2)	LNS-WSH-2087-1.1	Mandatory
Horticultural Chemical Usage (Level 2)	LNS-GNM-2011-1.1	+ Choose any 2 Modules
Plant Health Management and Disease Control (Level 2)	LNS-GNM-2014-1.1	
Plant Identification (Level 2)	LNS-GNM-2015-1.1	
Plant Pruning (Level 2)	LNS-GNM-2016-1.1	
Soil and Media Assessment and Remediation	LNS-GNM-2017-1.1	
Turf Maintenance (Level 2) *[new]*	LNS-GNM-2018-1.1	
Chainsaw Operation and Maintenance (Level 2) *[new]*	LNS-GNM-2001-1.1 & LNS-GNM-2021-1.1	
Tree Health Management (Level 2) *[new]*	LNS-GNM-2005-1.1	
Tree Pruning (Level 2) *[new]*	LNS-GNM-2006-1.1	
Tree Climbing and Aerial Rescues (Level 2) *[new]*	LNS-GNM-2003-1.1	
Plant Propagation and Production (Level 2) *[new]*	LNS-OPR-2058-1.1	
Landscape Worker – Total 3 WSQ Modules		
Plant Health Management and Disease Control (Level 1)	LNS-GNM-1014-1.1	Choose any 3 Modules
Plant Identification (Level 1)	LNS-GNM-1015-1.1	
Plant Pruning (Level 1)	LNS-GNM-1016-1.1	
Turf Maintenance (Level 1)	LNS-GNM-1018-1.1	
Vegetation Planting (Level 1)	LNS-GNM-1019-1.1	

ANNEX B: TRIPARTITE CLUSTER FOR LANDSCAPE (TCL) INDUSTRY FOR THE TERM OF APPOINTMENT FROM NOVEMBER 2022 TO NOVEMBER 2024

Description	Organisation	Representative
Chair	National Trades Union Congress (NTUC)	Mr. Melvin Yong Assistant Secretary-General *Concurrently Director, NTUC U Care Centre*
Co-Chair	Singapore National Employers Federation (SNEF)	Mr. Felix Loh Deputy Honorary Secretary *Concurrently CEO, Gardens by the Bay*
Industry Association	Landscape Industry Association Singapore (LIAS)	Ms Jacqueline Allan *(wef July 2023)* President *Concurrently Executive Director, Nature Landscapes Pte Ltd*
		Mr Jeverss Choo 1st Vice President *Concurrently Director, Mao Sheng Quanji Construction Pte Ltd*
		Mr Ivan Heng *(wef July 2023)* Honorary Treasurer *Concurrently Director, Swee Bee Contractor Pte Ltd*
	Singapore Hotel Association	Ms Linda Koh Member *Concurrently, Director of HR, Shangri-La Singapore*
Service Buyers	Singapore International Facility Management Association (SIFMA)	Mr Koh Hock Seng, BBM Vice Chair, Membership *Concurrently, Group Managing Director, Exceltec Property Management Pte Ltd*
	Real Estate Developers' Association of Singapore (REDAS)	Mr. Lee Liang Huat Member *Concurrently, Chief Operating Officer, CBM Pte Ltd*
	Town Council	Mr Chua Boon Kwang General Manager, West Coast Town Council
Labour Movement	Building Construction and Timber Industries Employees' Union (BATU)	Mr. Zainal Sapari Executive Secretary
	Singapore Manual & Mercantile Workers' Union (SMMWU)	Mr Surash R Mukundan Senior Deputy Secretary-General and Senior Deputy Director
	Attractions, Resorts & Entertainment Union (AREU)	Mr Wang Wey Shian (Andrew) General Treasurer
Government	Ministry of Manpower (MOM)	Mr. Lee Chung Wei Divisional Director, Workplace Policy and Strategy Division
	National Parks Board (NParks)	Dr Yap Him Hoo Deputy Chief Executive Officer and Director-General
	SkillsFuture Singapore (SSG)	Ms. Loh Gek Khim Director, Industry Development Division 1
	Institute of Technical Education (ITE)	Mr Alfred Tan Wee Hiong Director, School of Engineering, ITE College East

ANNEX C: CLASSIFICATION OF LANDSCAPE JOB TYPES

Guidelines and Definitions of Landscape Job Types

For workers whose job responsibilities fall into more than one job category (e.g. a landscape technician and landscape specialist), the said landscape technician shall be classified under the job category where he/she spends 50% or more of his/her time in and the corresponding wage level would apply.

Job Role	Job Description
Landscape Worker	A person assigned to 5 basic general duties. Job duties include watering, weeding, basic pruning, soil aeration, clearing of horticultural waste. The person should observe safety regulations.
Landscape Technician	A person assigned to 5 basic general duties. Job duties include watering, weeding, basic pruning, soil aeration, clearing of horticultural waste. The person would also have to use fertiliser and pesticide treatment, operate motorised equipment and machinery, and observe safety regulations.
Assistant Landscape Supervisor	A person assigned to maintenance duties. The person would have to assist in deploying workforce, manpower supervision, reporting and updating of completed work, and ensure safety regulations are complied with.
Landscape Supervisor	A person assigned to the following duties: 1) Deployment of workforce 2) Supervision of workforce 3) Ensure work schedules are completed on time. 4) Inspection of site 5) Ensure safety regulations are implemented.
Landscape Specialist	Performance & Control Duties: 1) Diagnose, prescribe and perform: a. Pruning and trimming requirements for turf, groundcovers, shrubs, aquatic plants, palms and trees. b. Preventive and corrective measures for pest and diseases, nutrient management and soil management c. Propagation, transplanting and planting works. 2) Ensure proper handling, usage & application of fertilisers / pesticides. 3) Perform preventive maintenance and minor repairs on equipment. 4) Diagnose and perform basic maintenance and repair of irrigation system & simple water management requirements. Administrative Duties: 1) Submit reports on work done. 2) Maintain records of inventory and usage of chemical and fertiliser, tools and equipment.
Senior Landscape Specialist	Performance & Control Duties: 1) Plan and prescribe a. frequency of maintenance task for turf, groundcovers, shrubs, aquatic plants, palms and trees to deliver desired outcomes. b. suitable tools and equipment to achieve desired productivity. 2) Diagnose, prescribe and perform a. preventive and corrective measures for pest and diseases, nutrient management, soil management. b. propagation, transplanting and planting works. 3) Ensure proper handling, usage & application of fertilisers / pesticides. 4) Perform preventive maintenance and minor repairs on equipment. 5) Diagnose and perform basic maintenance and repair of irrigation system & simple water management requirements. Administrative Duties: 1) Submit monthly planned schedules and reports on work done. 2) Maintain records of inventory and usage of chemical and fertiliser, tools and equipment.