

## **ANNEX A – QUOTES FROM INDUSTRY PARTNERS REGARDING ANNOUNCEMENTS MADE**

### Regarding the Progressive Removal of Overseas Testing for New Construction Work Permit Holders

1. A spokesperson from the Singapore Contractors Association Ltd (SCAL) said “SCAL welcomes the removal of the overseas testing requirement, as responsible firms benefit from a shorter lead time when bringing in new skilled workers. These firms will also have greater agility to respond more effectively to their projects’ manpower requirements. SCAL will also work with members to ensure that their new Construction workers’ skills are assessed in a timely manner, to uphold the skills standards in the industry.”

2. Mr Ian Teo, President of the Specialists Trade Alliance of Singapore (STAS) said “STAS is supportive of the removal of the overseas testing requirement, as it will provide flexibility for specialist contractors to directly assess, select and bring in new workers with skills sets needed for the projects. We look forward to working with BCA to effectively utilise the skills tests available at Approved Training and Testing Centres (ATTCs) and validate workers’ skills locally.”

### Regarding the Launch of Buildability Type Approval and Adoption of “Kit-of-Parts” Approach

3. Mr Tan Poh Tuck, Executive Director of Building Construction, Teambuild Engineering and Construction Pte Ltd said “From an operational standpoint, precast standardisation enhances efficiency across the entire value chain. In our precast operations under Integrated Precast Solutions Pte Ltd, it enables better mould reuse, production planning, and resource optimisation, which directly improves throughput and reduces wastage. On site, Teambuild Engineering and Construction benefits from simplified installation processes, and potentially shorter cycle times, contributing to safer and more predictable project delivery. Importantly, standardisation also supports scalability and industry-wide adoption of advanced

technologies. Whether it is automation in precast production, digital design integration, or robotics on site, these solutions are far more effective when working with standardised components and workflows.”

4. Er. Aaron Foong, Managing Director, KTP Consultants Pte Ltd said “The Buildability Type Approval for the Kit-of-Parts approach enables a pre-validated regulatory pathway through cataloguing of repetitive designs that shortens the design-to-approval cycle. This initiative elevates engineering design productivity by systematising routine processes and improving consistency across supply chain delivery.”

#### Regarding the Annual Rating System on Public Sector Agencies and Projects

5. Ar. Tiah Nan Chyuan, President of Singapore Institute of Architects (SIA), said, "This is a significant step towards realising [BE CARE's](#) vision: better workplace well-being and stronger project partnerships. SIA is looking to mirror BCA's efforts and provide our members a similar feedback system for the private sector.”

6. Sr. Natalie Yong, 1<sup>st</sup> Vice President (QS Division) of Singapore Institute of Surveyors and Valuers, said, “This reciprocal feedback platform is a timely and meaningful step towards a more balanced and transparent procurement ecosystem. It should not be seen as a channel to fault-find or air grievances, but as a safe and constructive mechanism to drive continuous procurement practices, strengthen collaboration, and ultimately raise overall public sector project delivery standards and outcomes.”

7. Er. Chuck Kho, President of the Association of Consulting Engineers Singapore, said, “The reciprocal feedback system is a positive step towards enhancing transparency and collaboration across public sector procurement. By enabling open, two-way dialogue, it empowers both agencies and consultants to drive continuous improvement and achieve greater project outcomes together.”

## **ANNEX B – PROGRESSIVE REMOVAL OF OVERSEAS TESTING FOR NEW CONSTRUCTION WORK PERMIT HOLDERS**

1. Currently, all new Construction Work Permit holders (WPHs) are required to obtain the Skills Evaluation Certificate (Knowledge) or SEC(K) in their source countries before entering Singapore. The SEC(K) assesses a Construction WPH's essential trade knowledge and practical craft-skills competencies.

### Removal of Overseas Testing Requirement for New Construction WPHs from January 2028

2. To expedite the process of bringing in new workers, BCA will progressively cease overseas testing in the People's Republic of China (PRC) and Thailand from January 2027 and expand to all sources from January 2028. This means that new Construction WPHs will no longer be required to obtain SEC(K) before entering Singapore to work and will be allowed to obtain their SEC(K) in Singapore.

3. This change will significantly reduce hiring timelines, from the current four months to about one month, while maintaining the quality of new workers. In addition to time savings, firms will benefit from better matching between workers' skills and job requirements, and gain greater flexibility to provide on-the-job training for new workers to best meet their projects' need.

4. Firms bringing in new Construction WPHs must continue to meet prevailing Work Permit criteria by the Ministry of Manpower (MOM), including the Dependency Ratio Ceiling (DRC).

Upholding Standards for New Construction WPHs

5. To uphold skills standards in the construction sector, BCA will partner MOM to implement the following measures from January 2028:

<b>Timeframe</b>	<b>Measures to be introduced from January 2028</b>
Prior to new Construction WPH's entry into Singapore	Firms must reserve a local SEC(K) test slot with BCA for prospective new Construction workers entering Singapore without SEC(K) or equivalent, before applying for Work Permits.
Work Permit issuance	New Construction WPHs <sup>1</sup> without SEC(K) who meet all other Work Permit requirements will be issued a one-year Work Permit.
First six months from Work Permit issuance	Construction WPHs without SEC(K) will be subject to prevailing R2 (Basic-skilled) levy rates in their first six months following Work Permit issuance.
From seventh month onwards to one year from Work Permit issuance	<p>If SEC(K) has not been obtained, Construction WPHs without SEC(K) will be subjected to \$600 increase in monthly levy rates on top of the prevailing R2 (Basic skilled) levy rates (details on levy rates in the table below).</p> <p>Construction WPHs who have not obtained SEC(K) at the end of one year will not be able to renew their Work Permit.</p>

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<sup>1</sup> WPHs without SEC(K) do not include Malaysian Construction WPHs with Sijil Pelajaran Malaysia (SPM) certification or equivalent qualification, or Malaysian or North Asian Construction WPHs with end-to-end validation of the Accelerated Learning Programme (ALP) – as both are recognised for Construction WPH R2 (Basic-Skilled) status.

Levy Rates for New Construction WPHs without SEC(K) or equivalent from 1 January 2028

Worker Status		Source	Monthly Levy Rate
New Construction WPHs without SEC(K) or equivalent <sup>2</sup>	First six months from Work Permit issuance	Non-Traditional Sources (NTS) <sup>3</sup>	Prevailing R2 levy rate (i.e. \$900)
		Malaysia, North Asian sources, <sup>4</sup> People's Republic of China	Prevailing R2 levy rate (i.e. \$700)
	From seventh month onward from Work Permit issuance	Non-Traditional Sources	\$600 increase from prevailing R2 levy rate (i.e. \$1,500)
		Malaysia, North Asian sources, People's Republic of China	\$600 increase from prevailing R2 levy rate (i.e. \$1,300)

6. New Construction WPHs who have obtained their SEC(K) locally will be subject to the prevailing levy rate for R2 (Basic-skilled) or R1 (Higher-skilled) workers, depending on their worker status.<sup>5</sup>

7. Firms can send new Construction WPHs for SEC(K) trades tests available across [local Approved Training and Testing Centres \(ATTCs\)](#), and should select the relevant trade that the Construction WPH is deployed in. To ensure new Construction WPHs obtain SEC(K) locally in a

<sup>2</sup> Construction WPHs with BCA-recognised vocational certifications will be deemed as SEC(K)-equivalent.

<sup>3</sup> This refers to Bangladesh, Bhutan, Cambodia, India, Laos, Myanmar, the Philippines, Sri Lanka, and Thailand.

<sup>4</sup> This refers to Hong Kong, Macau, South Korea, and Taiwan.

<sup>5</sup> Based on prevailing R1 pathways, a new Construction WPH who passes SEC(K) at a higher-level will be eligible for Direct R1 upon obtaining SEC(K) and will qualify for R1 (Higher-skilled) levy rates if they earn a minimum fixed monthly salary of \$1,600.

timely manner, firms should plan ahead once their new WPHs arrive in Singapore to ensure that they are sent for the SEC(K) test as soon as they are ready.

8. Safety and health of workers remains a priority. All new Construction workers are still required to pass the “Apply Workplace Safety and Health (WSH) in Construction Sites” course before Work Permits can be issued. This ensures that they understand their WSH roles and responsibilities prior to starting work. MOM and BCA are reviewing the need for additional safeguards to ensure that WSH standards continue to be upheld under the new arrangement. Firms must also play their part in mitigating any WSH risks, including for new Construction WPHs who enter Singapore without SEC(K).

#### Ceasing Overseas Testing in People’s Republic of China (PRC) and Thailand from January 2027

9. From January 2027, BCA will first cease the overseas SEC(K) testing in PRC and Thailand and end the appointment of Overseas Testing Centres (OTCs) in these countries.

10. Firms can bring in new Construction WPHs directly from PRC and Thailand via Alternative Entry Pathways (AEP). This includes vocational certifications that are recognised by BCA and the list of certifications will be released when ready. As workers’ skills have been proven to be on par with existing standards, workers with vocational certifications that are recognised by BCA will not be required to obtain SEC(K) locally.

11. Firms can also apply to BCA to pilot their own recruitment channel for new Construction WPHs without SEC(K) or equivalent. Firm must submit a proposal to BCA on how they intend to select and train better quality new Construction workers in specific trades<sup>6</sup>. The parameters for new construction WPHs without SEC(K) or equivalent entering in 2027 are:

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<sup>6</sup> More details on the AEP Programme can be found here ([Alternative Entry Pathway \(AEP\) Programme | Building and Construction Authority](#)). Firms can use this form ([Alternative Entry Pathway \(AEP\) to bring in Better Quality Worker | FormSG](#)) to submit their proposal to BCA.

- a. Monthly levy rate. Prevailing R2 levy rate of \$700 (Malaysia, North Asian sources, PRC) and \$900 (NTS) for the first three months from Work Permit issuance. If the worker does not attain SEC(K) locally from the fourth month onwards, the levy rate will be \$900.
- b. Work Permit validity and renewal. Valid for two years with non-renewal thereafter, if the worker does not attain SEC(K) locally.

12. The detailed process for bringing in new Construction WPHs, including registering for local testing, will be shared subsequently to prepare firms for the upcoming changes.

## **ANNEX C – LAUNCH OF BUILDABILITY TYPE APPROVAL TO INCENTIVISE ADOPTION OF KIT-OF-PARTS APPROACH**

### Kit-of-Parts (KoP) Approach

1. Today, prefabrication construction technologies have been mainstreamed in Singapore. In the next phase of Singapore’s Design for Manufacturing and Assembly (DfMA) journey, BCA is working to help the industry to shift from project-centric practices towards a programme-level<sup>7</sup> approach. This will involve adopting the KoP approach, where standardised and modular building parts are used across projects of suitable typologies (e.g. those involving scale and high level of repeatability). This approach aims to improve design and manufacturing efficiency, enable automation, reap economies of scale, and enhance supply resilience.
  
2. The KoP approach involves organising buildings into pre-designed parts (e.g. standardised/modularised components, assemblies) that are optimised for manufacturing and assembly and enables interchangeable use across multiple projects. Even with the use of standardised components, consultants can vary their building layouts and façade designs to differentiate their projects and cater to users’ needs. Examples of possible pre-designed parts include:
  - a. Architectural elements: Façade walls, parapet walls, etc.
  - b. Structural elements: Household shelters, bathroom units, staircases, etc.
  - c. Mechanical and Electrical (M&E) elements: Integrated M&E ducts, etc.
  
3. The KoP approach delivers value across the Built Environment ecosystem:
  - a. Developers: Accelerate review and approval processes, achieve cost efficiencies through demand aggregation, offer greater certainty in project delivery, as well as build supply chain resilience.

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<sup>7</sup> Involving multiple projects of similar project typology.

- b. Consultants: Eliminate repetitive design checks and modelling tasks, enabling greater focus on higher-value design innovation areas.
- c. Prefabricators: Justify investment in automation and high-quality reusable moulds through consistent specifications, reduce storage needs with cross-project inventory deployment, reduce precasting costs by at least 10% and manpower needs by at least 20%.
- d. Builders: Enhance coordination efficiency and minimise waste, simplify installation processes, and achieve more predictable project cost and scheduling.

#### Buildability Type Approval Simplifies Compliance and Reduces Business Cost

4. Currently, each applicable building project makes individual submissions to BCA to substantiate compliance with requirements in the Buildability and Constructability Framework.<sup>8</sup> There is opportunity to streamline this project-by-project submission approach, particularly when standardised designs are adopted across similar projects.

5. With the KoP approach, BCA will be implementing Buildability Type Approval from 30 April 2026 as a new regulatory pathway to encourage developers to adopt programme-level design standardisation. Developers only need to submit a Design Standardisation Plan (DSP) and catalogue of standardised/modularised parts once for BCA's acceptance.

6. Projects subsequently declared by the developer to adopt the DSP and catalogue will be compliant with the Buildability and Constructability frameworks, as the design and construction methodology would be consistent. This eliminates the need for projects to submit individual Buildability and Constructability plans. Instead, they only need to submit a project-level declaration of conformance to the accepted DSP and catalogue at the

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<sup>8</sup> Buildability requirements cover the use of labour efficient construction methods such as prefabricated and modular building components, while Constructability requirements comprise efficient construction processes on site such as robotics and automation. More information on the Buildability and Constructability Framework requirements can be found on: <https://www1.bca.gov.sg/growth-and-transformation/productivity/buildability-and-constructability-framework/>



Construction Gateway<sup>9</sup> as part of Building Plan submission. This is expected to yield considerable time, cost, and manpower savings. A typical large residential non-landed or institutional project onboarded onto the Buildability Type Approval pathway can save around 320 man hours per project.

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<sup>9</sup> Gateways are the major submission milestones in CORENET X, where the submission needs to comply with multiple agencies' statutory requirements. The Construction Gateway is to resolve multi-agency requirements concerning design details that need to be coordinated before commencement of main structural works and launch of Sales. Read more here [info.corenet.gov.sg/regulatory-process/by-key-gateways](https://info.corenet.gov.sg/regulatory-process/by-key-gateways)

## **ANNEX D – ANNUAL RATING SYSTEM ON PUBLIC SECTOR AGENCIES AND PROJECTS**

1. Currently, consultants working on public projects are assessed half-yearly by public agencies through the Consultants Performance Appraisal System (CPAS).
2. As part of ongoing efforts to facilitate two-way feedback between the parties, BCA launched an ad-hoc feedback channel on 9 March 2026, for consultants to raise issues as they arise, for BCA and relevant public agencies to give more timely responses to the feedback.
3. Complementing the ad-hoc feedback channel, BCA will be conducting a new annual survey for consultancy firms working on public sector projects. This allows regular feedback to public agencies on areas for improvement.
4. The first survey will be launched in May 2026 and will remain open for one month to provide sufficient time for consultants to give their feedback. The survey will be administered by BCA.
5. In this annual survey, consultancy firms can give ratings to agencies on a scale of 1 “Strongly Disagree” to 6 “Strongly Agree” in specific areas on agencies’ practices.
6. To provide consultants with a safe space to share candid and constructive feedback to the agencies, the feedback will be collated by BCA. BCA will share the aggregated findings with the relevant agencies without attributing them to any firms. The relevant agencies will be encouraged to improve on their practices to enable better project outcomes.