

Fact sheet for Media Release – Taskforce for Architectural and Engineering Consultants recommendations to uplift the Built Environment sector

Annex A – Building Singapore Festival

1 The inaugural “Building Singapore Festival: From Dreams to Reality” (“Festival”) was launched on 5 September 2025 at VivoCity, Level 1 Central Court, by Ms Indranee Rajah, Second Minister for National Development. Organised by the Building and Construction Authority (BCA) from 5 – 7 September 2025, the Festival is targeted at families and the wider public. It seeks to deepen Singaporeans’ understanding and appreciation of the Built Environment (BE) sector’s vital contributions to Singapore’s development. In support of the Taskforce’s recommendations, the Festival will contribute towards a stronger talent pipeline for the BE sector to deliver on Singapore’s ambitious building and infrastructure plans.

2 The Festival offers a unique opportunity for visitors to understand how the BE sector has transformed Singapore’s skyline and shaped the way Singaporeans work, live and play in the past 60 years. It aims to inspire the next generation to continue building up a safe, sustainable and liveable Singapore.

3 The Festival comprises five interactive zones that bring visitors on an experiential journey through the lifecycle of Singapore’s buildings and infrastructure – from planning, to construction, and maintenance. Visitors will get to role-play as BE professionals through digital games and experiential activities, to get a glimpse into how BE professionals shape Singapore’s identity and build communities through the physical structures around us.

4 BCA has also partnered engineering consultancy firm Arup and architectural consultancy firm Gensler, as well as The LEGO Group, to curate and conduct ‘Build the Change’ LEGO workshops at the Festival. The workshops challenge young learners to reimagine and enable playful urban spaces, and create inclusive designs for diverse communities.

Annex B – INSPIRE, an Enhanced Internship Programme

5 The Taskforce observed that many students aspire towards careers that can make tangible impact on society. The BE sector is well-positioned to meet these aspirations because BE professionals, such as architects and engineers, are able to make a lasting impact on Singapore’s skyline through their work.

6 The INSPIRE enhanced internship programme attracts and supports students to pursue BE careers by providing them with enriching positive internship experiences that improves their employment prospects. The key features of the programme are:

- Interactive mentorship;
- Structured learning;
- Purposeful tasks;
- Innovative solutions; and
- Rewarding experience.

7 Through the programme, participants can work on real-life projects under the guidance of a dedicated mentors, to hone their skills and start making impact. In recognition of the improved readiness to contribute to the workplace, participating firms will recognise the internship period as relevant work experience and consequently offer higher starting salaries to returning interns upon graduation.

8 Key differences between current internships in the sector and the INSPIRE programme are as follows:

| Current internships | Enhanced internship programme |
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| Internship period of approximately 20 weeks | Internship period extended to minimally 30 weeks, structured to help interns develop key technical and soft skills, without a delay to graduation timeline |
| Supervisor is assigned to interns to guide them on technical areas of their work | Dedicated mentors to guide interns, providing advice in areas such as career development and corporate expectations |
| Internship allowance based on market rates, approximately \$1,000 to \$1,500 | Higher internship allowance of at least \$1,500 |
| Starting salaries based on market rates | Higher starting salaries that are above market rate upon joining their internship firm upon graduation |

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| Gross monthly median salary for fresh graduates in the BE course cluster in 2024 was \$4,100 ¹ . | |
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9 We are glad that more than 20 industry heavyweights have committed to host the programme and offer higher starting salaries for returning interns who join their firms upon graduation. The firms which have committed to host the programme thus far are listed below:

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| 1. ADDP Architects | 12. KTP Consultants |
| 2. AECOM | 13. Kyoob Architects |
| 3. Aedas | 14. Ong&Ong |
| 4. Arup | 15. P&T Consultants |
| 5. Beca | 16. PH Consulting |
| 6. CPG Corporation | 17. SAA Architects |
| 7. DCA Architects | 18. SCDA Architects |
| 8. DP Architects | 19. Surbana Jurong Consultants |
| 9. DP Engineers | 20. WOHA |
| 10. ECAS Consultants | 21. WSP |
| 11. ID Architects | |

10 IHLs offering BE courses, such as the Nanyang Technological University, National University of Singapore, Singapore Institute of Technology, and Singapore University of Technology and Design, will work with the participating firms to offer this programme to students.

11 This underscores the industry's strong commitment to attract and nurture talents to build the future Singapore. Other firms and IHLs interested to participate in the programme may reach out to BCA.

12 Students who are interested to find out more about the enhanced internship may do so through the BuildSG microsite [webpage](#).

¹ moe.gov.sg/-/media/files/post-secondary/ges-2024/joint-web-publication-ges-2024-5-aus.pdf

Annex C – Enhancing Procurement Processes

13 To ensure that firms have the resources to invest in human capital and transformation, the Taskforce recommends for public and private sector service buyers to enhance procurement practices to continue emphasising quality-based procurement and ensure a better balance of risks between service buyers and consultants.

Emphasising Quality-based Procurement

14 For example, the Taskforce noted that the Government is looking at updating its procurement evaluation criteria to further disadvantage bids that are too low and disincentivise fee-diving. This is done by increasing the coverage of the “Reduced Fee Score” pilot to more projects. Previously, it only covered public sector projects up to \$50 million. The Government is looking to expand this to \$100 million for public sector projects.

15 As part of the Government’s efforts to strengthen quality-based procurement rather than focusing mainly on cost, the “Reduced Fee Score” (RFS) pilot was first introduced in March 2024 for all consultancy tenders with an estimated construction project cost of \$50 million and below. For such projects, all low outlier bids that fall below 70% of the median price bid will be disqualified except when the bid also receives the best quality score, or when there are 3 or less tenderers.

16 Following the successful implementation of the RFS for projects up to \$50 million, and in-line with the recommendations, the RFS will now be expanded to projects up to \$100 million. This would allow more service buyers and consultants to benefit from this approach, as it promotes sustainable bidding and quality proposals.

17 This would create a more sustainable bidding environment which favours quality bids to encourage firms to focus on delivering value. The change will take effect by end of this year. Private sector service buyers are encouraged to adopt similar quality-based procurement methods where applicable.

Enhancing Contractual Clauses

18 The Taskforce also recommends for public and private sector service buyers to continue enhancing contractual clauses to enable a more equitable distribution of risks between service buyers and consultants. Contractual clauses currently being reviewed include:

- Limitation of Liability clause

19 In November 2024, the Government had introduced an optional Limitation of Liability clause in the Standard Consultancy Agreement (SCA). This sets a cap on the maximum damages that can be claimed from BE consultants in the event of a breach of contract, thereby allowing BE consultants to acquire the appropriate Professional Indemnity Insurance (PII) coverage and provide a more sustainable risk-sharing.

20 BE consultants engaged by Government agencies such as the Land Transport Authority (LTA) and PUB, have already benefited from the Limitation of Liability contractual provisions. Additionally, such contractual provisions have also become increasingly common in other jurisdictions in Australia, Europe, and New Zealand.

21 Based on the lessons drawn from these examples, the Government is looking at expanding the use of the Limitation of Liability clause in public sector BE consultancy projects to be a default provision in the SCA, instead of an optional provision. The appropriate liability limits would then consider the consultancy fee quantum, as well as the scale and complexity of the consultancy projects.

22 The private sector is likewise considering similar moves.

- “Fit for Purpose (FfP)” clause in Design & Build (D&B) contracts

23 D&B contracts allow developers to contract out both design consultancy and construction works as a package to builders, to promote better integration between the design and construction processes. In such contracts, builders are responsible to ensure that the completed building is ‘fit for purpose’ or will be liable for claims.

24 However, builders may pass on the FfP liabilities for design to their BE consultants, thereby exposing BE consultants to significant liabilities that may not be insurable through the consultants’ professional indemnity insurance.

25 The Government is reviewing the FfP clause under the Public Sector Standard Conditions of Contract (PSSCOC) for D&B to calibrate liability provisions appropriately based on the nature and type of projects. The review aims to reduce consultants’ exposure to disproportionate liabilities and create a more sustainable business environment. A more equitable distribution of risks also enables firms to price their services reasonably and lead to healthier pricing practices.

26 As part of the review, we are examining examples in other jurisdictions such as the UK and Hong Kong's D&B contracts, where the FfP clause has been removed or made optional.

27 The private sector is similarly performing similar reviews.

Annex D – Built Environment Culture of Appreciation, Respect and Empathy (BE CARE) Charter and Strengthening the recognition of BE consultants

28 The BE sector has made encouraging progress in fostering positive work environments and improve staff well-being, to allow BE professionals to flourish in the workplace. However, more can be done to improve workplace well-being.

(i) BE CARE Charter

29 The BE CARE Charter is a new initiative by the Taskforce that spells out best practices that project teams can adopt when interacting with colleagues and other project parties. The charter can be adapted and implemented at firm level as well. It consists of three key pillars: (i) Openness and Respect, (ii) Smart Meetings and Communications, and (iii) Respecting Rest Periods. Together, these pillars guide project stakeholders to build stronger project partnerships and ensure stakeholders' wellbeing.

30 It also features a feedback channel for project parties to raise concerns. Project leadership and senior management from each firm are encouraged to take an active role in overseeing the implementation of the Charter, which includes assessing any feedback received. This would demonstrate and reinforce their commitment to their employees' well-being and professional development.

31 Government agencies such as JTC Corporation, Land Transport Authority (LTA), Ministry of Education (MOE) and PUB, as well as private service buyers such as Allgreen Properties, CapitalLand Development, Far East Organisation, GuocoLand, Pontiac Land, REDAS and SingHaiYi Group are supportive of the BE CARE Charter and will pilot it in selected upcoming projects. Additionally, more than 30, comprising service buyers and consultants, have committed to the implementation of the Charter, either at the project or firm level as follows:

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|-------------------|------------------------------|
| • ADDP Architects | • KTP Consultants |
| • AECOM | • Kyoob Architects |
| • Aedas | • P&T Consultants |
| • Arup | • PH Consulting |
| • Beca | • RSP |
| • CPG Corporation | • SAA Architects |
| • DCA Architects | • SCDA Architects |
| • DP Architects | • Surbana Jurong Consultants |

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| <ul style="list-style-type: none">• ECAS Consultants• ID Architects | <ul style="list-style-type: none">• WSP and more |
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32 The industry can access the Charter on [BCA's website](#) to adopt and adapt, where necessary, for their firm or projects. They can also pledge their commitment to the Charter through BCA's website, and they may be featured across BCA's platforms. They can also feature this on their own communication channels to highlight their focus on building a positive workplace environment and employee wellbeing.

(ii) Recognising BE Consultant's efforts

33 BE consultants have been instrumental in shaping Singapore's Built Environment. Their contributions and expertise have created distinctive and sustainable world-class infrastructure.

34 However, their achievements are seldom recognised as they often work behind-the-scenes.

35 The Taskforce recommends both public and private sector service buyers to make greater efforts to showcase the consultants' contributions through various channels, such as media features, industry roadshows, physical installations (e.g. wall plaques).

36 Through such simple gestures, we can express our thanks to the consultants and honour their hard work that made the building possible.