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SAMUDRA

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SINGAPORE RATIFIES

MLC 2006



SAMUDRA

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NTUC MARKS GOLDEN JUBILEE

Fifty luminaries were honoured with Special Recognition Awards at this year's May Day dinner on 13 May. Honoraries included veteran unionists, grassroots and political leaders.

In conjunction with the celebration of NTUC's 50th Anniversary, the awards were fitting tributes paid to the men and women who were key pillars to the formation and growth of the National Trades Union Congress (NTUC).

Held at the Marina Bay Sands Integrated Resort, a 3,500 strong crowd comprising union leaders - past and present, tripartite representatives, NTUC staff, unions and Social Enterprises and unionists from the international labour fraternity joined in the celebration.

In his speech, NTUC President Mr John De Payva credited the 50 stalwarts for their deep-seated understanding of the Labour Movement's importance to the welfare of Singapore workers.

"Many of them were there when NTUC first started in 1961, and have used their influence and power to fight for the rights of all workers, whether it was enhancing labour-management relations, charting new directions or championing workers' causes in good times and bad. Workers today are reaping the fruits of their hard labour, and much can be learnt from them."

Of the 50 luminaries, three had long standing ties with the Singapore Organisation of Seamen (SOS). They are former SOS President Mr R A Hamid, SOS Advisor and IPSG Mr Lim Boon Heng, and SOS Legal Advisor Mr Choo Eng Khoon.



Mr R A Hamid (Posthumous)

Between 1962 and 1970, no registered trade union existed to serve local seamen. Instrumental in the formative years of SOS, Mr Hamid, then SOS' first President persuaded port workers from the Singapore Harbour Board Staff Union to join the NTUC.

"Our seamen at that time were facing a lot of problems. Their working conditions were appalling. The need for a union had never been greater."

- The late Mr R A Hamid, Former President of SOS



Mr Lim Boon Heng

A former NTUC Secretary-General who championed the call for a flexible wage system in response to the 1997 Asian Financial Crisis, Mr Lim pushed for training, skills upgrading and job re-designing, helped grow union membership by 200,000, and is a strong advocate of tripartism. In addition to his other portfolios, Mr Lim currently serves on SOS' Executive Committee as an Advisor.

Mr Choo Eng Khoon

A stalwart who had served faithfully in the NTUC, Mr Choo dedicated much time serving in the NTUC's Administration and Research Unit (NTUCARU). He now serves as SOS Legal Advisor.

"It was a pleasant surprise when I was informed of this special recognition. NTUC, when I first joined the NTUC's Administration and Research Unit, was very different from what it is today and I am very proud of its growth and achievements in these years. I wish the Labour Movement greater success in the next 50 years." - SOS Legal Advisor Mr Choo Eng Khoon



Mr John De Payva also recognised Guest-Of-Honour Mr Lee Kuan Yew for his pivotal role in the labour scene - citing Mr Lee's waiver of his professional legal fees in fighting for the rights of workers prior to entering politics, and his foresight as Prime Minister to transform the confrontational labour relations approach to a collaborative one between union and management. His mindfulness of workers' and unions' interests had formed the basis of the tripartite relationship we now know today.

"From uncertainty and unrest with no job security to speak of in the fifties, to a strong economy and steady employment today, Mr Lee's vision and commitment saw improvement in the quality of life for millions of Singapore workers."

Before his speech, guests watched a video of Mr Lee - capturing his past speeches in his trademark fiery, steely and inspirational style.



“I am happy to join you today in celebrating the 50th Anniversary of the NTUC. ...In Government, I have never forgotten that it is in the interest of workers and their unions that we must strive for growth and development. In other words, growth is meaningless unless it is shared by the workers, shared not only directly in wage increases but indirectly in better homes, better schools, better hospitals, better playing fields, a healthier environment for their families and for their children to grow up. I am glad that since I stood down as Prime Minister in 1990, successive Prime Ministers, first Goh Chok Tong, now Lee Hsien Loong, both carried out the same policies - pro-worker, pro-trade unions.”

Pointing out that Singapore trade union leaders and members are agents of change as opposed to the old British and European trade unions, Mr Lee added that NTUC’s present challenge lies in keeping up with the rapid pace of economic transformation in the midst of rapidly changing technology, which introduces new lifestyles, new ways of communication,

and opens up new horizons.

“And you have to help our young workers, including the old workers, professionals and rank-and-file to secure better jobs, better pay and live a better life for many more years to come,” said Mr Lee.

Titled ‘U & Me’, Mr Lee also signed and launched NTUC’s commemorative book – a historical account of the Labour Movement’s heritage.

“The tripartism that we share today is the result of the vision and hard work of our predecessors. They have held fast to the belief that a collaborative labour relations approach was indeed a possible realisation. Our gratitude goes to these men and women who have helped change our lives for the better.”

- SOS General Secretary Mr Kam Soon Huat



SINGAPORE RATIFIES MLC 2006

On 14 June 2011 during his speech at the International Labour Conference in Geneva, Switzerland, Senior Parliamentary Secretary of the Ministry of Manpower (MOM), Mr Hawazi Daipi announced Singapore's ratification of the International Labour Organisation's (ILO) Maritime Labour Convention (MLC).

Ranked as one of the world's top 10 largest ship registries, and regarded as a flag state reputed for its fleet and an efficient maritime administration, Singapore's decision to ratify the MLC 2006 makes it the 13th ILO member state and first Asian country to do so.

Mr Hawazi explained that Singapore's ratification is a significant step in applying provisions stated in the Convention to Singapore-flagged ships in order to provide decent work for seafarers.

In addition to strengthening co-operation between Singapore and the ILO through the enhancement of human resource management and regional development, Mr Hawazi also added that the MOM and ILO will be signing an agreement to develop and implement a joint co-operation programme in progressive labour and workplace practices in the ASEAN region.

The ratification of the MLC is the fruit of extensive discussions and deliberations by a tripartite workgroup consisting members from seafarer unions, the National Trades Union Congress (NTUC), the maritime industry, and the Singapore National Employers Federation (SNEF) over the past few years. With this realised, Singapore can now begin taking definite steps to effect legislative changes in alignment with MLC provisions, minimum standards and fair working conditions for seafarers worldwide.

“The MLC serves as a pillar of protection for seafarers. This signals the start of a series of measures to improve the plight and working conditions of seafarers. There’s still a lot of work to be done in terms of implementation, and the interpretation of provisions. Part of the preparation involves comparing and fine tuning our collective agreements to make sure they are on par with the provisions in MLC 2006.” – Mr Kam Soon Huat, General Secretary of the Singapore Organisation of Seamen

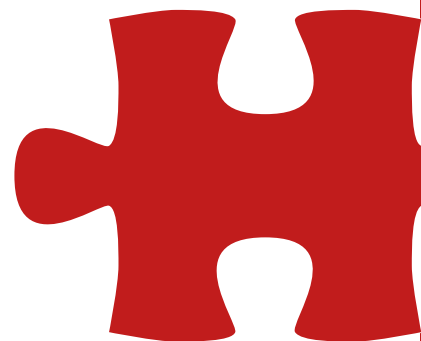
“Seafarers play a critical role in enabling shipping, world trade and the world’s economy. As a responsible maritime nation, Singapore is committed to enhancing and looking after the wellbeing of seafarers. The ratification of MLC is part of this commitment.”
- Mr Lam Yi Young, Chief Executive of the Maritime and Port Authority of Singapore

“This is a significant step for Singapore, as we commit to applying the Convention’s provisions to Singapore-registered ships and ships that call at our ports, as well as to achieve decent working conditions for seafarers. As a responsible flag state, Singapore had actively participated in the discussions that led to the adoption of this important Convention, which consolidates and updates over 60 ILO Conventions and Recommendations. We look forward to it entering into force in due course.”
- Mr Loh Khum Yean, Permanent Secretary of Singapore’s Ministry of Manpower in submitting the instrument of ratification to the ILO



BUILDING BILATERAL RELATIONS

LEARNING JOURNEY TO NCSU



SOS Exco and staff visited the National Chinese Seamen's Union's (NCSU) headquarters in Taipei City on 7 April 2011 as part of a learning trip to strengthen bilateral ties with the union.

Greeted by Union President Mr Sun Jer-in, General Secretary Mr Wu Hsueh-Chi, committee members and NCSU staff members, the visitors were taken on a tour of the union office and oriented on the union's history, welfare schemes, functions, as well as outreach methods to members faced with geographical inconveniences and more.





NCSU is one of several leading unions in Taiwan with more than 20,000 members. Founded in 1946, the 65 year old union has branches in Keelung and Kaohsiung harbours and service centres which serve as havens for seafarers in transit.

Its membership as an ITF affiliate means that NCSU absorbs international information and works closely with international seafarer unions to protect the rights and prevent the exploitation of both local and foreign crew members.

That same evening, a dinner was held in true Taipei hospitality for the visitors.

“The trip was an opportune time to dialogue and forge long lasting ties with the NCSU. It was also a good eye-opener to observe the operations of a fellow union, glean experiences and share best practices. We would like to thank Union President Mr Sun Jer-in, General Secretary Mr Wu Hsueh-Chi, the committee members and staff for their very warm hospitality and wonderful insight.”

- SOS General Secretary, Mr Kam Soon Huat





SOS WORKSHOP

GOING BEYOND;
GOING FORWARD

Over the last 40 years, SOS has constantly gone beyond the call of duty; reinventing itself, and progressing onward to venture and break new grounds. 'Beyond' and 'Forward' gives a renewed sense of hope, confidence and vision.





As such, in line with its 40th Anniversary theme, 40 SOS Executive Committee members and management staff held a workshop on 8 April to map its directions for FY2011/12 and determine how the Union could go beyond and forward in serving the members.

After reviewing the existing membership services and welfare schemes, the workshop participants brainstormed on ways to further improve the benefits; and creative methods to enhance the marketing and promotion of the benefits to the members.

One of the resolutions made at the workshop was widening the reach and increasing the participation of the Seafarers' Provident Fund, Seacare Medical Scheme, Seacare Maritime Training Scheme, and Seacare Sailor's Home Scheme.

"We want to do more, reach more and better our service to our members," said Mr Kam Soon Huat, SOS General Secretary.

On the Industrial Relations front, the Union will continue to increase the number of vessels covered and create focus groups to specialise on the developments of Maritime Labour Convention, Standards of Training, Certification and Watch keeping for Seafarers (STCW), Piracy and criminalisation of seafarers.

The workshop, which took place in Taipei, Taiwan, also included a learning journey to the National Chinese Seamen's Union's (NCSU) on 7 April 2011.





ITF OTFG Seeks Resolution to Misuse of Flag

The International Transport Workers' Federation (ITF) held their Offshore Task Force Group (OTFG) Meeting from 24 to 26 May 2011 at Hotel Park Split, Croatia.

The meet saw the adoption of the provisional OTFG agenda, the report of the previous ITF OTFG Meeting in Mumbai in February 2010, a general report of OTFG activities the past year, motions and upcoming campaigns of 2011-2012.

Issues raised at the meeting included the subject of offshore vessel companies conveniently flying the flag of Singapore and hiding behind it to evade ITF affiliates, and the need to protect the welfare of seafarers through the signing of Collective Bargaining Agreements (CBAs).

Considering previous setbacks of spurned advances to develop relations with Singaporean offshore companies, the OTFG will now discuss a way forward, which might include a work programme

to map out all offshore companies registered in Singapore and to find ways of imposing political and industrial pressure to move the position.

Said SOS Vice President Mr Mohamad B Abu Bakar who was present at the three day meet: ***"We are working closely with the ITF to see how we can work through this issue to discourage and prevent the further misuse of flags of convenience."***

US\$28,000 RECOVERED FOR MYANMESE SEAFARERS



Seven Myanmar crew members on board the Vietnam flagged MV Far East vessel were denied their wages for five months from January to May this year.

The Seafarers Union of Burma (SUB) requested SOS to assist in the matter. Industrial Relations Officer, Mr Tan Kok Heng attended to the matter by boarding the vessel to obtain and witness the payout of crewmembers' dues amounting to US\$28,000 when the vessel arrived in Singapore Port.

MODELS FOR GOOD PRACTICE AT ICSW SEAFARERS' WELFARE SEMINAR

Challenges facing seafarers' welfare and scrutinised key issues for seafarers' welfare including new technology (both ashore and at sea), the Maritime Labour Convention (MLC 2006), piracy, and shipping companies and seafarers' welfare - these and other critical issues were presented at the Seminar on Seafarers' Welfare held at the Danish Shipowners Association on 14 April in Copenhagen, Denmark.

SOS President Mr Mohamed Idris B Mohamed Ibrahim was one of 80 representatives from shipping companies, seafarer welfare organisations, and trade unions in attendance at the International Committee On Seafarers' Welfare (ICSW) seminar.

A range of interesting speakers including Mr Pia E Vos, Vice President of the Danish Shipowners' Association, and Mr David Furnival, Group Managing Director of Bernard Schulte Ship Management spoke on the needs of seafarers, the challenges they face, crew welfare and safety.

Mr Per Gullestrup, CEO of Clipper Group, gave an elaborate presentation on how his company managed the taking of one of their ships by pirates and how they took care

of the affected crew and their families. The presentation was well received and can be seen as a model of good practice.

In describing how the pirates' area of operation is extending to 250 nautical miles from the coast of India, Chair of 'Maritime Piracy – A Humanitarian Response' project, Mr Peter Swift, touched on how the new project is currently identifying the needs of seafarers and their families before, during and after piracy incidents.

The ICSW Seminar on Seafarers' Welfare was preceded the day before on 13 April with an Annual General Meeting, which included a major session on the strategic review, sessions on the finances of the ICSW, and reports on projects and on 2010's activities, which included the success of the International Seafarers' Welfare Awards and the Party in the Park in Manila.

Attended by 40 people, the AGM discussed existing and new projects, and plans for the next year, including the proposed merger with the International Seafarers' Assistance Network (ISAN) and office relocation.



SHARPENING SKILLS; BOOSTING CAPABILITIES

SEACARE MARITIME TRAINING SCHEME (SMTS)

Two training sessions conducted by Neptune Shipmanagement Services (Pte) Ltd and co-sponsored by SOS under the Seacare Maritime Training Scheme (SMTS) recently took place in Kuala Kubu Bharu, Malaysia and Cebu, Philippines.

Seacare Technical Skills Enhancement Training Programme

The Seacare Technical Skills Enhancement Training Programme in Kuala Kubu Bharu, Malaysia was initiated as a helpful refresher for trainees (previously seafarers) who have not worked onboard ships for many years. It served to enhance their safety and prepare them in all aspects for their first assignment onboard the ship. Eight attendees underwent the nine-day training programme from 23 to 31 May 2011.

Among the many subjects taught, the syllabus included modules on safety such as Fire Fighting & Prevention, Hazardous Material Handling, and Life Saving; technical skills and knowledge such as Steering, Maritime Terminology/ Ship Structure, Hot Work, and Mooring Operations; and environment such as MARPOL Pollution Prevention, and Garbage Disposal and Segregation.

Trainees were taught relational skills and how to get along with multi-nationals. They were also brought up to scratch with International Safety Management (ISM) and International Ship and Port Facility Security (ISPS) codes as well as seafarers' rights on the MLC2006.



Seacare Quality Cooks Training

Over in Cebu, Philippines, 10 experienced cooks currently working with Neptune Shipmanagement Services (Pte) Ltd were put through their paces in a Culinary Cooks Training Course at the University of Cebu from 24 to 26 May 2011.

The three day course began with an introduction to the requirements of MLC 2006 before delving into the nuts and bolts of food preparation.

Apart from theory based deliveries such as Nutrition; Balanced Diet; Cultural preferences; Proper Storage; Food Segregation; Galley Layout & Equipment; and Food & Personal Hygiene, trainees were taught the considerations of food preparation such as how to prepare food for a crew member who is unwell and instructed on how to cook healthy food using healthier alternatives.

Theory and practical lessons were delivered in a classroom setting that was purposefully and thoughtfully constructed into a replica of the galley for simulation, greater impact, and practical application of theoretical concepts.

Trainees were also shown practical tips on improving one's knowledge on different cuisines; understanding the uses of various ingredients; improving one's food preparation skills; and how to observe proper food and personal hygiene. In addition, the trainer demonstrated creative methods to prepare and vary dishes using the same types of ingredients.

Each trainee was provided with close to a hundred international recipes to get them started on providing adequately nutritious food with tastefully sufficient varieties of dishes for multi-national crews.





WALKING IN SEAFARING SHOES

SOS-NSSPL SHIP FAMILIARISATION PROGRAMME

Five SOS staff were seconded to ships from the Neptune Shipmanagement Services (Pte) Ltd (NSSPL) for one or more voyages – each lasting between four days and two weeks. The programme was mooted to boost one's understanding of a members' life onboard a vessel, developments in ship technology and industry happenings as part of the SOS-NSSPL Ship Familiarisation Programme.

Samudra looks at the experiences of the five SOS staff – Executive Secretary Daniel Tan, Welfare Manager David Shoo, Manager Koh Soo Lee, and Executives Jullienne Low, and Colin Chia to find out what life was like for them onboard the ships.

How long was your voyage?

Daniel: David and I lived onboard APL Scotland from 18 to 22 May 2011.

Colin: Mine was a five-day voyage spanning from 27 April to 1 May 2011.

Jullienne: Soo Lee and I departed Singapore on 30 May and returned on 5 June 2011.

What sort of insights did you gain?

David: Safety and discipline onboard was highly emphasised. On the first day, the Master held a briefing involving all crews onboard, gave a short introduction about the voyage, and highlighted all the important safety procedures, with supporting examples and reasons, that need to be observed at all times.

Soo Lee: I gained insights about a ship's basic structure, the

responsibilities of each seafarer, and

teamwork in ensuring everyone's safety. The ocean is very vast, so it can sometimes seem as though there is no end point in sight. This is why good teamwork and mutual support are so important.

Daniel: We received a firsthand glimpse into the day-to-day operations and inner workings onboard a ship, such as viewing the mooring ropes; observing the storage of containers; visiting the engine room, galley, stores and rooms onboard; learning about the different kinds of pumps; and about bridge operations among other duties.

Colin: I learnt that there are a hundred and one ways to prepare different dishes with the same ingredients. Cooks receive special training on this and learn to vary their menus depending on the nationality and palates of crew members.

How has your perspective of seafaring life changed after this experience?

David: A number of them enquired about SOS welfare schemes such as the Seafarers' Provident Fund (SPF), Seacare Medical Scheme (SMS), Seacare Maritime Training Scheme (SMTS), and Seacare Sailor's Home Scheme (SSS); as well as clarified points contained in the Collective Bargaining Agreement signed with the Union. Listening to them share about their family backgrounds, sailing experience, and hardships, and taking time to respond meticulously to their questions, gives us a better feel of ground sentiments. This helps us tremendously in our work of providing better social and welfare benefits for our members.

Colin: Far from taking a leisurely cruise around the world, there are drills to run, mouths to feed, machines that need maintaining and schedules to keep track of!



Jullienne: I now have a better grasp of the job scopes of the different ranks. I was also pleasantly surprised by their high level of self-discipline towards their duties.

Daniel: Although we were not directly involved in the actual work onboard, I'm able to empathise with the tough life of seafarers through our living and eating with them, our understanding and observation of ship operations, protocols and procedures.

What were some challenges of living onboard?

Jullienne: As they are away from home for most of the time even during festive seasons, the seafarer must learn ways to overcome their home sickness and while at sea, contend with limited phone and internet connectivity.

Soo Lee: The seafarers are tough, and the fact that they continue doing what they do despite being away from their families and other forms of recreation and entertainment (which we sometimes take for granted) deserves our utmost respect and admiration.

Colin: Meeting people from different races, places and cultures can sometimes result in culture shock since one will need to make adjustments to integrate into a multi-ethnic, multi-cultural setting. But once I got to know the rest better, it was easier. We shared stories about our own home countries.

What were your most memorable highlights onboard?

Colin: Trying to check under the grating of the cargo hold for stowaways. It surprises me that people can hide themselves in the weirdest of places. It was also interesting to find out how seamen keep themselves entertained on long journeys. Although largely replaced by the burgeoning influence of the Internet, the ship has multiple avenues for recreation; there are rooms for exercise, ping-pong tables, karaoke sets, DVD stations, bars for the enterprising bartender. I heard that some ships also come with swimming pools, barbecue pits and fishing gear!

David: It was interesting to see how the crew, Master, tugboat operator and the pilot communicate, co-ordinate and maneuver/steer the vessel at various stages – especially how the vessel pulled away from the berth when they left Brani Terminal in Singapore Port; when the vessel passed through the busy and narrow Hong Kong-China waters; and how the vessel “parked” or pulled alongside/parallel to the berth upon arriving at Chiwan Port, Shenzhen in China.

Daniel: The small parties they organised onboard. They usually have these once a week to relax, mingle and bond.

Jullienne: We had a small gathering before leaving. I felt like a crewmember myself when we sang and played games together. There was good team spirit.

Soo Lee: Yes, I observed a close sense of companionship and camaraderie among the Captain and crew members.





A CLOSE SHAVE

WITH DEATH

tsunami waters flood the wharf

They were survivors of the worst disaster ever to hit Japan in recent years.

Singaporean SOS members - Mr Masrom B Mohd Ersat, and his colleagues Mr Haris B Omar and Mr Rahman B Sidek were part of a 21 member Wallenius marine crew engaged by EUKOR Car Carriers Inc to have survived a 9.0 magnitude earthquake and tsunami in northeastern Japan on 11 March 2011, and live to tell about it.

The vessel transported cars from Korea to America and Canada; and lumber from Westminister Vancouver to Okanama in Japan and Tai Keng in China.

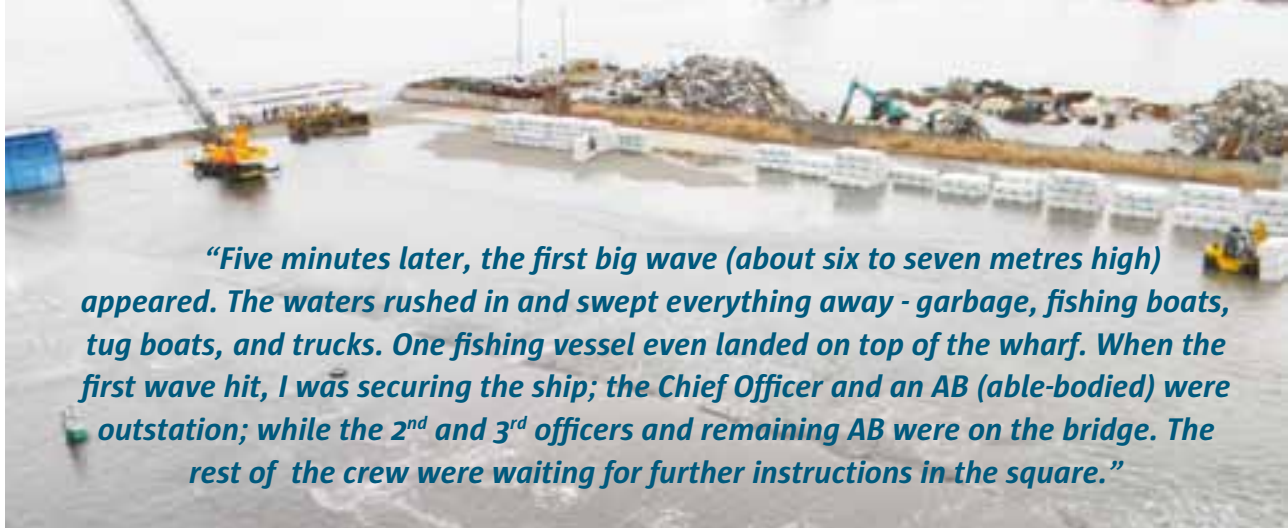
Mr Masrom, a Bosun and SOS member of 35 years who was in charge of the crew, recounts his close encounter in what he calls “his worst and scariest disaster” since his brush with a typhoon in Guttenberg and Werder Bremen, Germany years ago.

“We arrived at Okanama Port (between Tokyo and Fukushima) in Japan on 11 March 2011 at 1000 hours, and started discharging until 1200 hours. We went for our lunch and returned to work at 1300 hours; checking in on the cargo before our coffee break just before 1445 hours, when we felt the ship shaking.”



cracks in the wharf from earthquake

“We rushed out and saw large cracks appear on the wharf and water gushing in from under it; even the container cranes were shaking like coconut trees. We knew we had just experienced an earthquake. Both our Chief and 2nd Officers lifted the ramp. Almost instantly, the weather changed. The fog and snow affected visibility.”



“Five minutes later, the first big wave (about six to seven metres high) appeared. The waters rushed in and swept everything away - garbage, fishing boats, tug boats, and trucks. One fishing vessel even landed on top of the wharf. When the first wave hit, I was securing the ship; the Chief Officer and an AB (able-bodied) were outstation; while the 2nd and 3rd officers and remaining AB were on the bridge. The rest of the crew were waiting for further instructions in the square.”

The ship's captain (Capt Gilbert) tried to initiate contact but there was no reply. When they were discussing their next course of action, the second wave approached – smashing the rear of the ship against the wharf when the water receded and caused its rope to snap.



When the third tsunami approached, the crew had already moved out. “We had to leave. So we cut the rope and sailed. When we sailed, the third wave came and pushed our ship towards the breakwater. Another ship was not as lucky. It collided with the breakwater. We saw some other



ships, bulk carriers and cars sink. Lucky for us, we managed to avoid any sort of collision.”

So on after, the 21-membered crew received news that radiation had broke from the Fukushima nuclear plant.

That evening - three hours after the incident, the crew managed to make phone calls at the master station.

“I phoned my wife. When my family saw reports on the news, I was told they phoned Wallenius Marine. My wife, children and grandchildren were nervous but relieved. They had just celebrated my birthday on 21 May. I'm very grateful to be alive.”

Wallenius Marine rewarded each crew member with a monetary token, while EUKOR (car carrier) honoured them with medals.

“They were relieved that everyone was safe. EUKOR's General Manager came onboard to thank us for saving the ship and cargo. The superintendant of EUKOR even gave me the title of ‘tsunami bosun’,” said Mr Masrom with a laugh.

Tsunami Bosun,
Mr Masrom

“I'm glad the company appreciates and recognises us. This experience is not going to deter me from sailing. I have been sailing a long time – ever since 1969.”



“During the incident, my immediate reaction was to save the ship and cargo first. The crew was alert and well trained. They followed instructions, and showed good cooperation leading up to the master station; and we managed to account for every crew member and repair the ship damage by welding. It has been a privilege working with Capt Gilbert, 1st officer Rowan and the rest of the officers and crew. We were in very good and capable hands.”

SOS salutes Mr Masrom B Mohd Ersat, Mr Haris B Omar, Mr Rahman B Sidek and the Wallenius marine crew for their bravery and dutiful valour.



TUG-OF-WAR CHAMPS!

INTERNATIONAL SPORTSWEEK FOR SEAFARERS 2011

It was a sweet victory as SOS and Seacare emerged from last year's runners-up position in the tug-of-war local team category to emerge champions this year. Triumphant over teams in the semis and finals to earn top spot, SOS and Seacare dug deep, leaned into it and heaved with all their might.

Tug-of-War was but one of several events at the International Sportsweek for Seafarers organised by the Maritime and Port Authority of Singapore (MPA) to encourage recreational activities among seafarers.





Held over a week from 11 to 16 April at the Yio Chu Kang Stadium, the event saw 1,371 competitors from 13 ships of nine nationalities, four ship flag states and eight maritime related organisations participate in sporting events like Soccer, Track & Field, Basketball, Shot Putt, Long Jump, Tug-of-War and Tele-matches. Ships in port during the week were also invited to participate.

Of these, SOS and Seacare also clinched first, second and third placings in various other events:

Track & Field Competition 60m Dash (Veteran)

1 st	Rahmat B Abu Bakar	8.47 secs
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Shot Putt (Open)

2 nd	Jumari B Kariman	8.6 m
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3 rd	Harun B Salleh	7.6 m
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Long Jump (Open)

2 nd	Musa B Sias	4.8 m
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3 rd	Zakaria Zahit	3.9 m
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AN EVENING OF FUN AND GAMES

SOS Members' Night

SOS members were challenged in ways they never thought possible as they guessed the names of logos, used their facial muscles to edge a biscuit from their foreheads to their mouths and strung penne pasta into a strand of spaghetti using only their mouths. The most "logocentric" and niftiest facial navigators went home with fabulous prizes.

These and other activities were part of several table games played at the SOS Members' Night on 28 May held at Union Square in Amara Shopping Centre.

Members were treated to a buffet spread of gado gado, prawn noodle soup, pineapple seafood fried rice, baked chicken, salmon fillet, prawn, mutton rendang, crab meat fritter, brownies, and red bean soup.

The evening opened up to a live band performance; free flow of soft drinks, juices, beers and house pour spirits; entertaining games; and a lucky draw where winners danced their way to the dance floor to collect their prizes. Participants did not go home empty-handed as each received a bag of neatly-packed muffins.





SEACAREFOCUS



SEACAREFOCUS

SEACAREFOCUS



SEACARE 2015

WORKPLAN SEMINAR

A bold, visionary strategy for Seacare 2015 was put forward by Seacare Group Executive Officer Mr Leow Ching Chuan at the Co-operative workshop held on 19 April 2011 at Furama City Centre.



The group was challenged to sustain a staff strength of 800 to 1,000 and to have its resources focused on core competencies especially on enterprises that can be competitive. Seacare also set its sight on being a significant shareholder of at least one Singapore listed company.

“In our pursuit of high performance with good net profits, we must not forget the reason why Seacare was set up. In our 2015 plan, we will continue to strengthen the social role of Seacare Co-operative,” said Mr Leow.

The heads of the five clusters - HR & Lifestyle; Maritime Services; Medical; Property and Environmental; and Investment shared their projections and together, the growth plans for Seacare 2015 were mapped out.

HR & Lifestyle Cluster

Seacare Manpower Services Pte Ltd

Started as a human resource agency for maritime and non-marine personnel, Seacare Manpower Services Pte Ltd now has an impressive 15 year track record and is one of the leading staffing and HR service provider in the education industry sector.

The company sees itself providing a highly competent workforce catered to clients' HR needs and offering numerous employment opportunities to satisfy jobseekers' requirements.

By 2015:

To continue to be one of the leading service providers to the education industry sector.

To provide staffing and HR solutions to diverse industry sectors.

To contribute to 80% of Seacare's total workforce.

“The team has done well in meeting the HR needs of the different industries and creating training opportunities for employees to be more employable. We will continue to step up our efforts to increase our market share, enhance our brand and explore the growth areas.”



- Seacare Manpower Managing Director and HR & Lifestyle Cluster Chief Operating Officer, Mr Lee Van Chong

Seacare OKiKi p-Hub (S) Pte Ltd

A joint venture between Seacare Manpower Services Pte Ltd and Seabay Innovation Centre Pte Ltd, the Seacare OKiKi p-Hub (S) Pte Ltd is headed by Mr Yuan Min, Chief Executive Officer of ECNU (East China Normal University) Okiki.

Its core activity is in coordinating training in Singapore and Malaysia for personnel from PRC childhood education industry players.

By 2015, Seacare OKiKi will be THE bridge between Singapore and PRC childhood education industry players.

“We are exploring business opportunities through PRC staff attachment with premier childcare operators in Singapore and to effectively utilise key resources both in Singapore and China. We are also looking into professional training and event management in Singapore and Australia.”



- Assistant Cluster Chief Operating Officer, Ms Evelyn Siow

Seacare Seafarer's Club (SSC)

Registered on 26 August 2010, the SSC seeks to promote the well-being and welfare of its members and their families through interacting in social, cultural and recreational activities.

With a present membership strength of 800 ordinary members and 19,000 associate members, expansion plans include a KTV and pool table in the refurbished Club@52, the increase of voting membership strength, and the organising of social activities to supplement SOS' membership services/welfare division.

"The Seacare Seafarer's Club is set up to complement the membership services and welfare division of SOS. As a new club, we can look set to offer a wide range of benefits and activities for our growing membership."

- Seacare Senior Group Business Development Manager, Ms Jacquelyn Lam



Seacare i-ConnecZ Pte Ltd

Seacare e-Place facilitates in the import of gift items, supply of corporate gifts, and provides events management services. Upcoming projects include the newly renovated Club@52, a jackpot room for the SSC, a Seacare Hotel Roof Garden, Hotel Restaurant, and a 24-hour Convenience Store.



"Our business is about people – connecting them and meeting their social needs. The few years leading up to 2015 will be exciting years!"

- Seacare i-ConnecZ Pte Ltd Director, Mr David Sim



Maritime Services Cluster

Magnum Marine Services Pte Ltd (MMSPL)

MMSPL provides logistical support during seafarers' transits in Singapore and is intended as a one-stop agent for marine support services under one roof.

By 2015, MMSPL sees itself meeting the new needs of Seacare Hotel clients and expanding its current market base to include collaborations with companies that complements its services.

"With the continued growth in global marine activity, MMSPL looks to expand its services and strengthen our marketing efforts through training staff for service excellence, sourcing better quality protective gears for sea crew, reviewing the needs of clients and developing new areas of services."

- MMSPL Chief Administrative Officer, Mr Alec Chew



- Mr Kong Mun Kwong shares his input on MMSPL



Seacare Thrift Pte Ltd (STPL)

Seacare Thrift Pte Ltd (STPL) plays the critical role of managing and administering the four schemes – Seafarers' Provident Fund, Seacare Medical Scheme, Seacare Maritime Training Scheme and Seacare Sailors' Home Scheme.

The company is exploring the feasibility of making it easier for members to self-manage and administer their own SPF members' accounts.

"To meet the needs of SOS CA companies subscribing to SMTS, we are studying the idea of setting up permanent maritime training centres equipped with full-fledge teams of training professionals in China and the Philippines. In fact, over in Nantong, China, we have found a place to do just that and are expected to officially begin operations soon."

- Seacare Thrift Pte Ltd General Manager, Mr Daniel Tan



Seacare International Phils. Inc.

Primarily STPL's representative in the Philippines, Seacare International Philippine's (SIP) functions as a branch office to coordinate the various welfare schemes for SOS Filipino members.

"We have in store excellent benefits for our Filipino members. What we will focus on is enhancing the awareness and visibility of the welfare schemes to more members and have bigger reach. We will also continue to study and refine the various schemes to have wider impact."

- Assistant Cluster Chief Operating Officer, Ms Sharon Li



Medical Cluster

Seacare Maritime Medical Centre Pte Ltd (SMMC)

SMMC provides comprehensive medical services largely attuned to the needs of seafarers. Currently operating 14 affiliated clinics in China, Indonesia, Philippines and Singapore, there are plans to further expand its coverage to include non maritime industries – specifically corporate accounts including hotels, managed care accounts, and private family practices.

With its newly acquired digital x-ray facility, SMMC is set to increase its patient pool by offering value-add radiological services for general practitioners in the vicinity of Tanjong Pagar. It has also expanded its reach of services in Seacare Shanghai to include mandatory/pre-employment checkups for seafarers as well as healthcare services for staff of shipping companies.



"In the pipeline are more projects, collaborations and acquisitions so that we will fulfill our mission to be a leading healthcare provider with comprehensive medical services."

- SMMC Chief Executive Officer, Dr Chia Yih Woei



Property & Environmental Cluster

Seacare Properties Pte Ltd



"Growing from building operations and maintenance to active involvement in hotel management and property development within Singapore and beyond." This is Seacare Properties' target by 2015 and Seacare Hotel is one such project.

In South East Asia, Seacare Properties will be looking forward to expanding its hotel management footprint through the development of hotels in Malaysia and Indonesia.

In Vietnam, Seacare Properties (Vietnam) anticipates the successful completion of City View Condominium in Ho Chi Minh City by the 2nd quarter of 2011, with its marketing launch slated for the 3rd quarter of 2011. The condominium features 29 storeys and 280 apartment units of residential development with two residential tower blocks of 25 storeys each.

In the Philippines, Sunshine Garden II – a residential complex with 290 apartment units is slated for completion by the end of 2011.

"We are living in exciting times for the hotel management and property development in the region. Our action plan is to create the foundation for a strong regional presence and build up the Seacare brand name."

- Seacare Properties General Manager, Mr Lim Chye Teen



Seacare Environmental Pte Ltd

Seacare Environmental Pte Ltd provides customised cleaning solutions for commercial buildings; clubs; foodcourts; hotels; industrial and residential buildings; vessels; warehouses; childcare centres; and school campuses.

The company aims to grow its manpower and operational capabilities to handle increasingly bigger scale projects and enlarge its network coverage to ensure economies of scale.



“By 2015, Seacare Environmental will seek to strengthen revenue by consolidating and growing our core businesses as well as seeking new avenues for growth.”

- Seacare Environmental Pte Ltd General Manager, Mr Alan Toh

Investment Cluster



By end of the financial year, the group structure will be streamlined with 18 subsidiary companies, four associate companies, and four investments.

To strengthen corporate governance and growth strategies, an investment advisory committee (IAC) will be formed to provide independent investment and divestment advice. The IAC shall take into consideration the strategic direction of the business of the Seacare Group of Companies, returns and benefits versus the risks, and the final terms and conditions of investment or divestment.

“We will strengthen the Seacare brand while the Seacare group of companies work on building stronger services and expand their footprint in the next five years.”

- Seacare Assistant CEO, Ms Shena Foo

WaterTech Pte Ltd

WaterTech Pte Ltd is an environmental engineering specialist providing integrated systems for water and wastewater treatment.

In focusing on being one of the earliest Singapore companies to open up new territories in Northeastern China, WaterTech expands with her eco-engineering expertise. Its strengths lie in three main areas: ‘Technical Expertise’, ‘Contract and Financial Solutions for BOT and BOOT projects’, and ‘Operating, Servicing, and Maintaining Industrial Water Treatment Plants’.

WaterTech’s technical expertise lies in its ability to customise design, and construct water eco-systems and technical solutions to meet clients’ specific needs. It also possesses the right to use two patentable technologies - a specific Dissolved Air Flotation (DAF) method and a micro-organism technology to treat wastewater.

“Developing and building a high and steady recurrent stream of revenues through the construction, packaging, ownership, and management of long term ecologically friendly engineering facilities and other assets will remain part of WaterTech’s strategy to secure long term revenue generation and income.”

- WaterTech Pte Ltd Chairman, Mr Goh Yeow Tin





IN THE WORKS:

NEW MARITIME TRAINING INSTITUTE IN NANTONG, CHINA

Good news! Within the fourth quarter of 2011, seafarers will have the added flexibility of receiving training to upgrade and refresh their skills whenever they transit in Nantong!

Noting the increased demand for quality maritime training, and after much research and studies on feasibility, top officials from Nantong Shipping College, Singhai Marine Services (S) Pte Ltd, and the SOS were in unanimous agreement that there is a need for more training institutes dedicated to seafarers. This paved the way for the signing of a Joint Venture Agreement on 17 May 2011 for the formation of a Maritime Training Institute in Nantong, China.

Assuming SOS' roles and responsibilities in the joint venture, Seacare Thrift Pte Ltd travelled to Nantong to sign the agreement for the Institute – whose training services will be made available to SOS CA companies subscribing to the Seacare Maritime Training Scheme (SMTS), as well as other shipping and industry-related companies.

Singapore (Nantong) International Maritime Institute (SNIMI)

Currently undergoing renovations to prepare for its official opening in the fourth quarter of 2011, the training institute is leasing an existing building within the premises of Nantong Shipping College (NTSC) – a vocational college engaged in higher education under the direct authority of the Communications Department of the Jiangsu Provincial Government.

Why Nantong Shipping College?

Situated in the city of Nantong, Jiangsu Province, in the People's Republic of China, the College provides maritime education to nearly 7,500 students spanning nine academic departments from nautical; ship engine engineering; ship engineering; management; automobiles and port machinery; to mechanical and electrical engineering; information technology; foreign languages; and the arts.

The college boasts 36 programmes of study with over 60 established laboratories including a state-of-the-art ship-handing simulator, an engine room simulator, a multimedia language teaching center, an industrial automation control center, an automobile maintenance and repair center and a numerical control processing center.





Why Nantong?

Located near the mouth of the Yangtze River's golden waters and the East China Sea in Jiangsu province, Nantong is adjacent to the river and the sea coast and opposite the international metropolitan city of Shanghai.

Ranked 32nd in a comprehensive list of competitive facilities for Chinese cities, Nantong has the strongest development potential among the six world mega-cities and the Yangtze Delta area cities. It has established a modern road, railway and water transportation network which connects land, sea, river and airways to form an expeditious, efficient and advantageous transportation system for both international and domestic markets.

Only less than an hour's drive from Shanghai, Nantong's strategic location not only boasts advantages in terms of development, but makes it the second port along the Yangtze River and one of the ten largest ports in China.

Nantong's Economic and Technological Development Zone was one of the earliest national level development zones in China and one of the primary destinations for international capital in the Yangtze Delta Area. It is suitable for ongoing development of the neighbouring harbour related industry and new advanced technology industries. It is the most liveable city in the Yangtze Delta area.

Nantong emphasises a blend of commerce and civilization and is fortunate to have an honest civil service, high social credibility and developed social environment. It has also been given the accolade of a 'safe city' for ranking the highest in Jiangsu Province in terms of public security and is second in terms of city orderliness and safety indices in all of China.



"The training institute will offer relevant maritime courses to seafarers. Its centre will be equipped with an expert team of full-fledged training professionals with the proper credentials and relevant industrial experience. Together with its strategic location, we believe the institute will serve to boost the ongoing training, development and growth needs of seafarers."

- SOS General Secretary Mr Kam Soon Huat

SAME BUT DIFFERENT



The social mission etched in the DNA of a co-operative enterprise model, sets it apart and gives it the capacity and potential of outperforming conventional corporations. However, despite this latent potential, many co-operatives still struggle in navigating the path to differentiation.

Aptly themed “differentiation”, this year’s ACLC organised by the Singapore National Co-operative Federation (SNCF) aimed at helping co-operatives differentiate their co-operatives from commercial businesses through value propositions, products, services, brand and customer experience.

Representing Seacare Co-operative Ltd (Seacare) in the three-day conference were Directors Mr Raja Mohd Said B Raja Mohd Shafik, Mr Mohamad B Abu Bakar, and Mr Abdul Rahim B Mohamed, Assistant Group CEO Ms Shena Foo, and SNCF Youth Committee Chairperson and Seacare Senior Group Business Development Manager Ms Jacquelyn Lam. Insights were gleaned from 11 conference speakers from the private and co-operative sectors; SNCF counterparts; as well as small-group discussions facilitated by members of SNCF’s executive council and secretariat team.

Annual Co-operatives Leader’s Conference (ACLC) 2011





“For the first time, representatives from non-cooperative sector were invited to speak at the ACLC. Having them in the panel of speaker is a good initiative as ACLC will now also provide co-operators with the opportunity to hear and learn from leading commercial enterprises.”

- Ms Shena Foo

“We gained valuable insights from the presentations that were centred around the theme of “Differentiation” by the key note speakers. The speakers from the commercial sector underlined the importance of branding to differentiate itself, while the two speakers from the co-operative movement showcased differentiation through social mission.”

- Ms Jacquelyn Lam

Held in Le Grandeur, Jakarta, Indonesia from 15 to 17 May, the ACLC targeted three key areas of ‘capability enhancement’, ‘relationship building’ and the ‘generation of awareness’ on the importance of developing and implementing a ‘differentiation’ strategy.

Expounding on these areas and citing specific initiatives, SNCF CEO Mrs Dolly Goh touched on discussions with SPRING Singapore on co-operative enterprise funding, the launch of the Business Process Improvement Programme and Shared IT Services, as well as SNCF’s revamped web portal during her opening address.

These initiatives were respectively deployed to secure funding for SNCF affiliates in order to allowing co-operatives to be accorded due regard as sustainable enterprises; enable co-ops to gauge and further improve upon current levels of performance in key areas like business processes and risk management; enhance the capability and operational efficiency of co-operatives through affordable shared services (i.e.: accounting systems, human resource systems, email and calendar solutions); and receive and engage members, target markets and the public, on-and off-line in order to remain relevant, and differentiated.

“SNCF has done much to help co-operatives through their providence of relevant tools and resources. The Shared Services launched will definitely go a long way to reducing the labour of short listing reliable systems and software.”

- Mr Raja Mohd Said B Raja Mohd Shafik



Photos courtesy of SNCF

MMSPL

Magnum Marine Services Pte Ltd

YOUR PREMIUM ONE-STOP MARINE SUPPORT SERVICES

CORE BUSINESSES

- Ship boarding services
- Immigration and customs clearances
- Crew land transfer
- Medical services and aftercare
- Crew emergency services in-port and outer-port-limits
- Supplies of working and protective gears
- Stocking and trans-shipment of ship owners' items
- Customised services to shipowners in Singapore/Malaysia
- Cash delivery to ship Masters
- Repatriation of injured/deceased crew
- Replacement of lost documents