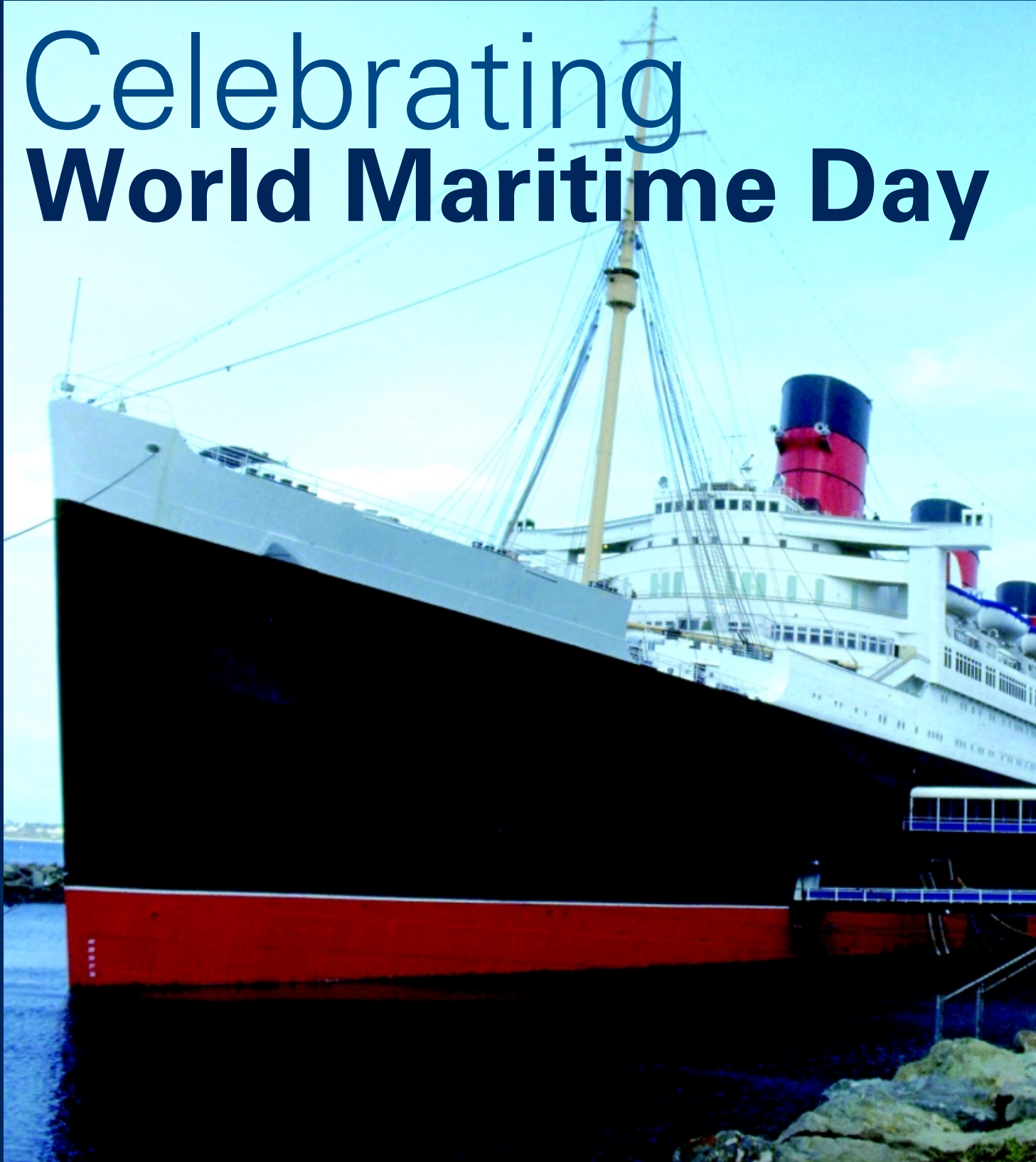


August + September 2004

# samudra

## Celebrating World Maritime Day



August + September 2004

# samudra

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# World Maritime Day: a resounding success

World Maritime Day on 30 September has been heralded a resounding success after seafarers' trade unions and shipowners' organisations joined together to highlight the plight of seafarers denied shore leave in the wake of 9/11 security measures, highlighted the ITF press release issued on 6 October 2004.

All across the world seafarers took part in a mass lobby of the US and other governments to treat the world's 1.25 million seafarers as partners in terrorism prevention, not potential criminals. Enhanced security will be achieved by cooperation and not confrontation.

Right here in Singapore, SOS, led by Executive Secretary Mr Kam Soon Huat and Vice President Mr Mohd Idris, together with Mr Larry Chan, SMOU Assistant General Secretary and Mr Alex Mahendran, SMOU IR Officer, personally delivered a letter to the US Embassy urging the US government 'to do all that it can to facilitate the movement of seafarers and the provision of shore leave'.

Receiving the letter from the Singapore union leaders on behalf of USA Ambassador to Singapore H.E. Mr Franklin Lavin were Mr Laurent D Charbonnet, Counselor, Economic/Political Affairs, Mr David Hillon, Second Secretary, Political Section and Ms Lynn Gutensohn, Consul.

The letter emphasised that the provision of shore leave in the foreign ports that seafarers visit is vital to ensure their well-being and welfare. However, one of the unresolved problems created by post 9/11 security concerns is the tighter restrictions being placed



Mr Kam Soon Huat presenting the letter to Mr Laurent D Charbonnet.

on the movement of seafarers by the United States government.

Apart from concerns about welfare, the entry into force of the International Maritime Organization (IMO) International Ship and Port Facility Security (ISPS) Code has conferred a major new security role on seafarers.

"Maritime employers and seafarers' trade unions therefore believe that unreasonable restrictions on shore leave are counter productive. They simply generate ill feeling amongst those who have such an important part to play in ensuring the security of ships, port facilities and society at large," the letter stated.

Ninety per cent of all world trade – the food we eat, the clothes we wear, the fuel we use and the goods we buy – is carried by sea. If seafaring is seen as a constant daily battle against overzealous bureaucracy and life onboard as one of virtual captivity, we will face a worldwide crisis in recruiting competent crews. The stark choice is between motivated and trained personnel who work together to protect lawful trade and the marine environment, or a demotivated and almost persecuted workforce. This is happening just as all of us have worked together to develop the ISPS Code (International Ship and Port Facility Security Code - a new regime that adds a substantial security role to ships' crews) and ILO Convention 185, which features a new worldwide identity card for seafarers. We are using this day to call on governments to get behind these very valuable new initiatives. **David Cockroft**, ITF General Secretary





The most acute problems have been experienced in the United States, where in addition to the frequent denial of shore leave some companies have been required to hire armed guards to prevent foreign seafarers from leaving their ships.

The letter also highlighted that the new Convention on the Security of Seafarers' Identity Documents (ILO 185) maintains the principle that port states must afford special treatment to seafarers for the purpose of facilitating shore leave or crew transits, and that seafarers holding the new ID should not normally be required to apply for a visa in advance in their home country.

"It is very much hoped that all governments will ratify and/or implement the provision of ILO Convention 185 as soon as possible," it stated.

The global shipping industry and seafarers' trade unions thus are especially disappointed by the decision of the United States to abolish "crew list visas" and the insistence that seafarers appear in person at US consulates to obtain visas. Apart from the huge practical difficulties this policy creates, it also gives a very negative signal to other governments that are considering whether to ratify the new ILO Convention.

"As we celebrate World Maritime Day, we respectfully urge your government to do all that it can to facilitate the movement of the seafarers and the provision of shore leave," the letter, which was signed by Mr Kam and Mr Chan, concluded.



World Maritime Day has helped raise awareness of the basic rights of those who work at sea and reminded the US and other governments that enhanced security requires the active participation of seafarers. We hope that the reasonable demands of the industry will be realised, as they would make a significant improvement in the working lives of seafarers and, at the same time, enhance homeland security.

**Jon Whitlow**, ITF Seafarers' Section Secretary



# It's World Maritime Day. Let's *Celebrate!*



All work and no play? No way. At least not on World Maritime Day.

On the special day, Maritime and Port Authority of Singapore (MPA) and SOS jointly organised a celebration at Club@52 on 29 September 2004. The guests and hosts including MPA Chief Executive Rear Admiral (NS) Lui Tuck Yew and SOS General Secretary Mr Leow Ching Chuan, all familiar faces in the shipping industry, freely mingled and dined to their hearts content. After all, it was a day where their contribution to the industry was recognised.

Indeed, there were many things to be thankful for - for peace and economic progress; for good tripartite relationship and for the harmonious working relationship to improve the seafarers' welfare.

Cheers!



# You're Appreciated

## – MPA and SOS Express on World Maritime Day



To the shipping community, World Maritime Day is a significant day that is welcomed and celebrated on 30 September 2004 by all ships and crew members alike. To commemorate this special day, the Maritime and Port Authority of Singapore (MPA) and SOS jointly present hampers to seafarers whose ships called at the Singapore port during the last week of September.

This year the gesture of appreciation was shown to some 600 ships, one of which was the cable ship ARCOS which was docked at Jurong Shipyard.

MPA Chief Executive Rear Admiral (NS) Lui Tuck Yew and SOS General Secretary Mr Leow Ching Chuan presented a hamper to Captain Walter Bentrup who appreciatively accepted it on behalf of the mainly Germans, British and Ukrainian crew.





Here in Singapore, the hamper gift was a way of appreciating the contributions of seafarers onboard vessels. The hamper contained goodies including food items, entertainment material and a printed message from the International Maritime Organisation (IMO).

The joint effort by the MPA and the SOS also demonstrated the strong co-operation between the MPA and the Union in promoting the interests and the welfare of the seafarers.

The World Maritime Day, which is observed every year, provides the ideal opportunity to share the objectives and achievements of the IMO. This year, the theme for World Maritime Day is 'Maritime Security'.



# A Community where

Prime Minister Lee Hsien Loong in his National Day Rally 2004 Speech spoke on many issues that were close to the heart of Singaporeans. In these two pages of Samudra, we feature some of the highlights of his speech that have a deep impact in the way we think, work and live.



## Vision

- \* Future of Opportunity and Promise
- \* Prospering economy creating good jobs for all, and opportunities for Singaporeans to venture & create new businesses
- \* Honest, capable government, with leaders whom Singaporeans support & trust
- \* Open society welcoming diverse views, yet cohesive & with a sense of national purpose
- \* Community where every citizen counts, each one can develop his potential to the fullest, and everyone participates in building our shared home

## Approach

- \* Fresh & bold approach needed
- \* Keep our strengths, discard out-moded & obsolete policies, develop new strategies
- \* Never be satisfied with status quo, relook at policies even if they are still working well

- \* Key is mindset change. Singaporeans should see opportunities rather than challenges in new situations, be less conventional and be prepared to venture out
- \* Government will rethink problems, make changes where necessary, support entrepreneurs, encourage participation & debate
- \* As a society, we should be forward-looking, and be prepared to accept diversity of views

## Building the Economy

- \* Economy doing well because of restructuring, so we must continue to restructure to continue growing
- \* Because of globalisation, ferocious competition everywhere, less job security & more need to adapt as market changes
- \* To create jobs, allowing wages & bonuses to go up provided we make labour market more flexible through wage reform and raising productivity
- \* Must press on with upgrading and restructuring, and looking after those affected through retraining & job redesign
- \* Best solution for higher cost of living is to raise income through growth. For low income households, government has financial assistance and job training programmes
- \* Medical costs a major worry for many Singaporeans. Need to improve MediShield to be more effective. Health Minister Khaw Boon Wan working on this





# Every Citizen counts

## Older Singaporeans

- \* Government has not forgotten older Singaporeans, especially those in the 45 to 60 age group
- \* Government will address main concerns of older Singaporeans - namely job security, medical costs, financial security and elder friendly living environment
- \* Government will give senior citizens something extra when there are surpluses to distribute, especially to their Medisave account



## New Generation

- \* For the future, must focus on post-independence generation
- \* New generation, grown up in different circumstances and much more exposed to outside world, has different points of reference, expectations & values
- \* These Singaporeans distinguish themselves internationally, and willing to try different paths in Sports & Arts
- \* Must groom our young, give them wings, but also emotional roots. Must empower the young, involve them in community service, national affairs, education & the arts
- \* Political self-renewal critical - younger Singaporeans should come forward to serve and not wait to be asked

## Babies

- \* Declining birth rate a national problem
- \* Having babies - matter of values & priorities, not just financial incentives
- \* Government will make it easier for families to marry and have children, but decision up to families
- \* Must change mindsets and attitudes of singles, couples and employers. Singles should have realistic expectations; couples to share responsibility more equally, government to equalise benefits for men & women; and employer to be family friendly
- \* Maternity leave will be extended from 8 to 12 weeks, and to 4th child. Government will reimburse companies
- \* Infant Care subsidy, like existing childcare subsidy but larger
- \* Childcare leave - 2 extra days per year for each working parent with children below 7 years of age, not just for illness but for any other purpose
- \* Lower maid levy for families with children below 12 years of age
- \* Tax breaks and baby bonuses extended to 1st and 4th child
- \* Civil service to have 5-day work week, public counters to stay open on Saturdays



## Bright Future

- \* Opportunities abound in the region. Singapore is in the middle of the most dynamic region of the world
- \* Economy thriving and competitive - new investments will create new jobs
- \* Many races live in harmony, Singapore has clean & meritocratic system, with opportunities for all
- \* We must be confident of the future - while we fix our weaknesses, we should not doubt our ability to stay ahead
- \* We may be small, but we have high hopes & big dreams. We will keep on trying & not give up. With this spirit, the future is ours to make!



# PRC Bilateral Agreement Renewed



The PRC Bilateral Agreement with Chinese Seamen's Union (CSU) was renewed on 10 August 2004 in China.

There were smiles and warm handshakes all round when the agreement which aims to organize, represent and protect PRC seafarers onboard Singapore flag vessels, was signed between Mr Kam Soon Huat, Executive Secretary of SOS and Mr Thomas Tay, General Secretary of SMOU, and Captain Wu Ziheng, Chairman of CSU.

SOS Treasurer Mr Lee Van Chong and Union President Mr Tan Jing Bock were part of the Singapore delegation together with SMOU Assistant General Secretary Mr Larry Chan and Ms Mary Liew.

Besides the renewal of the Agreement, the three parties also agreed to follow up with more exchange programmes to further understand and build better rapport among themselves. The trip also enabled the Singapore unionists to touch base with the representatives from All China Federation of Trade Unions.

## Indonesia hosts **APRC Meeting**



Indonesia hosted the Asia Pacific Regional Committee (APRC) meeting on 1-2 September 2004.

The meeting, which was organised by the International Transport Workers' Federation (ITF) for the Asia Pacific Region, was attended by delegations from shipping, aviation, railway, road transport and tourism trade unions. Some 35 member countries attended the meeting which was opened by Minister for Manpower and Transmigration Jacob Nuwa Wea.

Representing SOS were Union Vice President Mr Mohd Idris as advisor and Assistant Secretary Mr Nazarudin Nandok as observer.



# Strong Unions need Women

by Mariana Angel



That is the title and message for this year's ITF Asia/Pacific Regional Women's Meeting held on 30 and 31 August in Jakarta. My participation in this second year meeting as an observer provided me the opportunity to get to know and interact with women union leaders from the region, some of whom I have met in the previous meeting.

The women represented their country's transport unions, which are affiliated to International Transport Federation (ITF). Today, the ITF oversees workers in ships, ports, railways, road freight, passenger transport, inland waterways, fisheries, tourism and civil aviation.

In the country report, each delegate gave an update on the activities they had organised since September last year, pertaining to women's participation at union or national levels such as seminars and conferences on training and education on unionism, HIV, health and safety at the workplace.

During the panel discussion, we shared on the challenges facing women transport workers. They struggle with concerns such as gender stereotyping, refusal of management to allow women to rise the rank, difficulty for women to air their concerns in public, security at workplace, equality and fairness. For the women union activists, they need support and funds to organise education programs on trade unionism and leadership skills to urge their female counterparts to join unions.

A very interesting topic that we shared was about sexual harassment, discrimination and stereotyping at the workplace and in public. I can't say for others but in my job environment, I feel fortunate that I do not face these issues.

The Thailand delegate was sharing that in her country it is difficult for women in the unions to get their views published and heard in public because their government exercises control and moderation of the media, and articles on union activities are not given the least consideration to be featured.

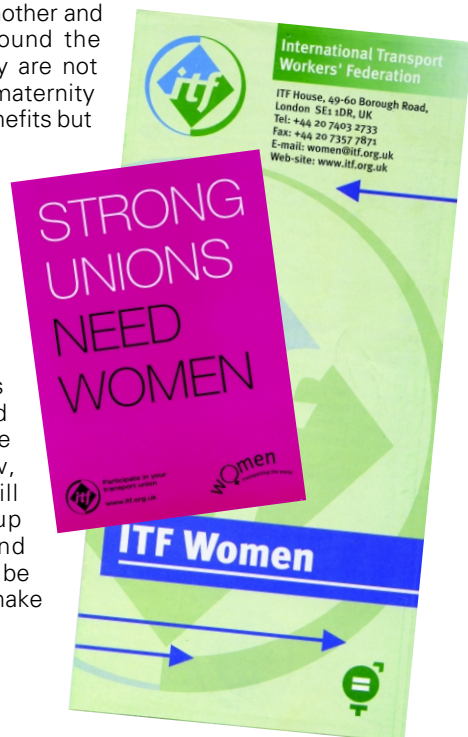
In other countries, women publicly organised numerous rallies, demonstrations and strikes together with their

male colleagues to make known their concerns to the relevant authorities. Some are successful in achieving what they want while others are not. Nevertheless, they all go home and sleep soundly at night. In Singapore however, we do not have much need for rallies or demonstrations as our government do understand the importance of tripartism and the needs of the workers.

## Cheers to Women!

There are two days in each calendar year that have been internationally recognised. 8 March is the "International Women's Day" and 25 November is the "International Day to Eliminate Violence against Women". Activities such as observation ceremony, conference, seminars, rally and fund-raising are organised and participated by women actively.

At the end of the two-day meeting, I am more aware now that there are other issues concerning women than just domestic chores, being a good wife, mother and worker. Women around the world in this century are not satisfied with just maternity leave or childcare benefits but are putting their voices together to command respect from the highest level. We want to be recognised for having the same capability as the opposite gender. All in all, things have progressed much from a decade ago. As it is now, I believe things will eventually look up for women all round the world. Women, be united because we make unions strong!



Six months after the explosion of the cargo ship, Ythan, the families of the six Myanmar crew, who died during the tragedy, have received compensation.

The six Myanmar personnel were killed when the bulk carrier, which was transporting iron bars from Venezuela to China via the Panama Canal exploded and sank in the Caribbean Sea off Colombia on 28 February 2004. The vessel was operated by Singapore-based Eastwind Ship Management Company and owned by a New York company.



# Families of Victims of Ythan Receive Compensation



Another three members of the 27 Myanmar crew were seriously injured. The 21 survivors floated at sea for 10 hours before being rescued by two container ships.

The compensation was paid under an arrangement between the ship's insurer, the P and I Club, and the Singapore company to double payout amounts set by the Department of Marine Administration. An average of \$120,000 was paid to the families of the deceased, with an extra \$30,000 for each child aged under 21. Those aged over 21 received \$10,000. The seamen who survived the blast received at least \$15,000 each.

Mr Michael Tham from SOS was present at the ceremony to convey his condolences to the families of the victims. He noted that most of the crew members had served the company for a long time and was sad about the unfortunate accident.



Daw Mi Mi Khaing, the widow of captain Kyaw Htay Oo, and her three children received the largest compensation payment of \$322,000. A grateful Daw Mi Mi Khaing said at the ceremony to sign the payment documents at the Sedona Hotel on 12 August, that the compensation would ensure the future of her children.



# Up Close and Personal with Lim Swee Say



Some 100 young unionists had a heart-to-heart talk with NTUC Deputy Secretary-General Lim Swee Say on 21 August 2004 at the NTUC Centre.

Organised by the NTUC Youth Committee, the NTUC Young Unionists' Interaction Series: In Person with Mr Lim Swee Say saw a very frank discussion taking place.

Representing SOS and Seacare were Seacare Co-operative Group Project Manager Ms Jacquelyn Lam, Seacare Thrift Manager Mr David Shoo, SOS Welfare Committee Member Mr Abdul Rahim and SOS Acting Manager and NTUC Youth Committee Member Ms Mariana Angel.

The dialogue session is the first of many that the NTUC Youth Committee hopes to organise. They aim to create an environment to attract younger leaders and union members to step forward and get connected with NTUC key leaders, communicate with them and hear from them first-hand their views. The session also provides a platform for veteran leaders to know and understand the aspiration of the younger unionists.

Imploring the participants to keep the passion of trade unionism burning, Mr Lim warned the young union leaders that they should not join the labour movement with a short-term perspective. "Each one of us has to recognise that coming to the labour movement is a long journey. I would not have come back to the labour movement if I was not willing to commit myself in the long run."

Mr Lim pointed out that unionists must understand that it will take a long time to see through necessary changes that the labour movement is championing for, such as a flexi-wage system, getting workers to take to life-long learning and portable medical benefits. "All these will take years!" he said.

He also emphasised three vital points that union leaders must do: commit themselves, reach out to the ground, and build up rapport with and earn the trust of fellow workers.

Before the dialogue with Mr Lim, Assistant Secretary-General Seng Han Thong and Vice-President Cyrille Tan had a chat with the young unionists. Mr Seng emphasised the importance of passion and empathy. "If you're in the labour movement, you have to enjoy being in it. If not, you will just create problems for both yourself and others," he said.



Such talks are very beneficial because you learn so much from meeting and interacting with the NTUC leaders like Mr Lim Swee Say. More of such talks must be organised, and more people should be invited. We can learn from their experience and they inspire us to do even more for the workers, Ms Mariana Angel gave the thumbs up.

## CMD Meets at Seacare Building

The NTUC Community Development Committee (CMD) held their fourth meeting on 24 August 2004 at the Seacare Building. The agenda was to discuss the progress and process of being a caring and active trade union movement, supporting community projects of deserving causes and raising funds for charities of worthy causes.

SOS Assistant Secretary, Mr Mohamed Abu Bakar who serves in the Committee told Samudra that "it is necessary that CMD takes an active role and concern for the union members' life, whether personal or work related."

"This way, CMD is always in the know of what affects members and can keep one step ahead of how best to assist them," said Mr Abu Bakar.

The Committee's bi-monthly meeting is held at various unions' offices. This is to allow CMD members to get to know the other unions better. The meeting at Seacare Building ended with a dinner hosted by SOS at Club@52.

# Two SOS Leaders receive Branch Officials Recognition Award



NTUC Quality Lifestyle Director Mr Yeo Guat Kwang commended the 56 union leaders from 42 unions at the Branch Officials' Recognition Award presentation held at Hotel Inter-Continental on 16 August 2004.

Mr Phua Bak Khin and Mr Norani Mohd Rais from the SOS Welfare Committee and Alternate Executive Committee respectively were among those who were given a pat on the back by Mr Yeo for their dedication, responsibility and ability to inject "new vitality and drive" into their unions.

"We need more grassroots leaders like you to come forward and serve. Strong grassroots leaders who are able to connect with our workers, understand their needs and win their support," he said.

Recipients of the NTUC Branch Officials' Recognition Awards went on a four-day learning trip to Bangkok from 2 to 5 September 2004. Amongst the highlights of the trip was a dialogue session with International Labour Organisation (ILO) officials, whereby discussions of labour issues, labour standards and labour conventions took centre-stage.

The Branch Officials' Recognition Awards aims to recognise and reward branch officials for their contributions to the labour movement, as well as to

create opportunities for more social interaction, networking and exposure among branch officials from various unions and associations. Since the launch of the award by the NTUC Leadership Development Department in 2001, more than 200 unionists have been recognised for their contributions.

Award recipients are nominated by their respective unions and must have served at least one term as a union official.

Your efforts have strengthened our movement... Every success we gain is a step closer to giving our workers a better life.”



# SOS Invests \$50K to Support Learning

When NTUC invited unions to subscribe shares in NTUC Investment Co-operative, SOS reaches deep into its pockets and responded with a Yes to the tune of \$50,000.

The reason is simple. The NTUC Investment Co-operative's first priority is to set up NTUC Learning Hub Pte Ltd. And SOS believes in the delivery of quality and affordable training and skills upgrading to union members and the public especially in this ever-changing, volatile global environment.



SOS places heavy emphasis on skills upgrading. The investment in the Co-operative reflects our strong commitment to promote lifelong employability, Mr Leow Ching Chuan, SOS General Secretary, said to Samudra.

NTUC LearningHub Pte Ltd, formerly known as the NTUC Computer Training Centre, conducts up to 60 IT courses comprising of 3 tiers, from basic to intermediate and advanced levels, in topics ranging from desktop applications, web design and multi-media design to system administration, programming and networking.

Situated in Tanjong Pagar and Buona Vista, the centre has a total of more than 30 rooms well-equipped with more than 600 state-of-the-art PCs to cater to the learning needs of students. Students learn in a comprehensive environment of modern computer

system configurations and from friendly and highly-qualified trainers.

As a private limited company, the NTUC LearningHub is allowed the operational flexibility while continuing to ensure affordable training for workers and union members. The Hub would start off with an initial capital of \$1.5million in cash, and about \$1.1 million in assets and receivables transferred from NTUC.

The centre works closely with world-class partners in making available IT courses current with the technological requirements of the economy, with the hope of enhancing productivity and morale. It also aims to forge closer collaborations with other industry partners including employers, unions and training providers to identify training needs and define training roadmaps.

In the pipeline is a more diversified and holistic product range, as well as working more closely with industry leaders and relevant committees to improve the skills and employability of workers in Singapore.

# Still Not STCW 95 Certified? Read On...



Want to renew your seamen registration card and continue your Ordinary Membership (OD) with the Union? There's no other way except for you to get STCW 95 certified. The usual practice of clocking of sea service is no longer a requirement. However, you are required to complete all the four modules before being STCW 95 certified .

## STCW 95 - BASIC SAFETY TRAINING

MODULE 1: PST

MODULE 2: FPFF

MODULE 3: ELEMENTARY FIRST AID (EFA)

MODULE 4: PERSONAL SAFETY & SOCIAL RESPONSIBILITY (PSSR)

The Union has appointed Seacare Thrift Pte Ltd as the course organiser. For your convenience, Seacare Thrift has arranged with the Singapore Maritime Academy (SMA) to conduct a series of EFA and PSSR training sessions at the Seacare Building. The duration of the course will span two days, from 9am to 6pm\*.

What's even better is that **course fees for both modules will be fully subsidised\*\*** by the Union. In addition, your attendance at this EFA and PSSR training session will not constitute as part of the Training Grant Scheme and you shall continue to be entitled to claim up to 2 training grants per year. Course notes, lunch and light refreshments will be provided during the course of the training, and registration is on a first-come-first-served basis.

What are you hesitating for? Pick up the phone and call now!

Please contact **Mariana Angel** at **63795671** or email **angel\_mariana@seacare.com.sg** should you require further information.

\* The date will be confirmed upon receiving 20 applications.

\*\* You are required to pay a deposit of \$30 per module at the point of registration. Upon attaining certification, the deposit will be refunded. You will be entitled to training allowance of \$15 per day. Kindly refer to the terms and conditions in the course registration form.

## Thank you Goh Mai Kiang

After two decades as a union activist, Mr Goh Mai Kiang relinquished his membership of the SOS Executive Committee and also the Union Membership & Organising and the Industrial Relations Committees with effect from 25 October 2004.

SOS would like to thank Mr Goh for the contributions and invaluable services that he has rendered to the Union.



# Union Leaders Train Up and Show the Way

It is heartening to know that our union leaders are not just showing support for upgrading, but are even setting the example by taking part in IR courses on a frequent basis. A one-day in-house training programme was conducted on 19 August for SOS EXCO members and participants sat through a series of short lectures, group discussions, case studies and short video clips.

The course, conducted by experienced IR Practitioners from NTUC/OTC Institute, provided a comprehensive understanding of the Trade Union Movement in Singapore, the Industrial Relations System and legislated employment conditions. The course also provided participants with a good grasp of the latest issues challenging trade unions, which is indeed, very necessary given the dynamic and constantly evolving employment conditions.

Participants discussed about how IR and Tripartism have a part to play in today's work environment, and in addition to a briefing on Globalisation and National Challenges and Tripartism Framework, talks on issues such as Understanding Employment Terms & Conditions, Current IR & Labour Issues and IR System at Work certainly enriched the participants immensely.

The scope of the course spanned from the early beginning to present-day NTUC. Closer to what matters most to workers today were issues such as Wage Restructuring, Structural Unemployment, Job Redesign and Workers Retraining. This would certainly benefit the unionists in being better able to handle IR issues when they arise.

Each participant received a Certificate of Attendance at the end of the course.

## Revision of Courses for September 2004 under Schedule 2 and 3

### SCHEDULE 2 - SEAFARING RELATED COURSE

There is no addition or deletion of the courses.

### SCHEDULE 3 - NON-SEAFARING RELATED COURSE

#### A) Deletion

Course Provider - NTUC Learning Hub Pte Ltd  
Internet Security for You

#### B) Addition

Course Provider - NTUC Learning Hub Pte Ltd

##### Security

1. Security Basics  
Fee-\$175.50 / 21hrs  
Level-Intermediate

##### Beginners

- A. National IT Literacy Programme Module 1 & 2 (10.5hrs)
- B. IT Power Basic (21hrs)
- C. IT Power21 (21hrs)





# For Members Only



Thank you for your support! Thank you for believing in us! With these words, Seacare Chairman Mr Leow Ching Chuan gave a toast to the Seacare shareholders - all members of the SOS - who were at Club@52 for the World Maritime Day cum Seacare 10th Anniversary celebration.

Though different celebratory events had been organised to commemorate the Co-operative's 10th Anniversary, the gathering on 18 September 2004 was one set aside strictly for SOS members and spouse. After all, Seacare belongs to them.

At the dinner, Mr Leow gave the assurance that the management and staff would continue to work hard and 'bring Seacare to new heights'. The Co-operative, which started with no employee, now has a 1,000 staff strength. "This is due to the loyal support of the members," Mr Leow attributed.

The dinner provided the perfect opportunity for the members to celebrate World Maritime Day as well.





# Swing with Style

SOS and Seacare celebrated the Co-operative 10th Anniversary with style - by inviting its clients, business associates, supporters and friends in the trade union movement to Orchid Country Club for a friendly tournament on 20 August 2004.

The response was overwhelming and 125 participants were registered just before lunch commenced at the Vanda Terrace. It was after midday when marshals led golfers to their respective starting holes. By this time, participants were gearing to go and couldn't wait to pit their skills and lay their hands on the various prizes that were prepared. All eyes were on the Hole-In-One prize – a cool Alpha Romeo. The moment arrived. The siren sounded signifying the start of the tee-off, and off they went led by guest-of-honour Mr Matthias Yao, Mayor of South East CDC.



Here's a quick look at the winners of this SOS/Seacare Golf Tournament:

Winner	Names	Handicap	Points
<b>'A' Division (handicap 0 to 18)</b>			
Champion	Kelvin Lee	8	38 OCB
First Runner-Up	Azlan Khalil	13	38
Second Runner-Up	Lee Chee Kiang	15	37 OCB
<b>'B' Division (handicap 19 to 36)</b>			
Champion	Chung Kin Soon	19	37
First Runner-Up	Robert Lim	19	36 OCB
Second Runner-Up	Liu De Tian	22	36 OCB



There were various categories whereby each contestant could aim to win, such as the Longest Drive, 'A' and 'B' Division Golfing Prizes, Tikam Tikam, 'Nearest the Pin' prize and...the Novelty Prize of Hole-In-One... which no one won.

All the attractive cash and prizes were sponsored by the Seacare group of companies.

Non-golf players were not left out too. There were 130 prizes specially set aside for the final lucky draw.



# Rollin' Good Times!



SOS members celebrated a night of tombolaing at the Novotel Apollo Hotel. Goes without saying, they played their favourite game of Tombola during the event held on 27 August 2004.

Members were thrilled to bits with the six games that came with prizes. All too soon, the night drew to an end, though not before some members got lucky during the final lucky draw and walked away with fabulous prizes.





Ms Teo, Seacare Foundation Pte Ltd Project Manager is becoming a familiar face at Seacare. Having joined 10 months ago, she has eased and adapted into the job. Running projects, overseeing the operations and progress of the projects are all in a day's work. She is constantly kept on her toes and has to react quickly to challenges and make decisions.

In the pipeline are more projects, and Ms Teo is raring to go. Having been carving a career in the private sector, it took her more than courage to come out of her comfort zone and enter a whole new realm of challenges. "I want to push myself to greater heights. It's not just about trying something new. I see it as a personal challenge, whether I have the ability or drive to start all over again," she shared.

Indeed, Ms Teo acknowledged that she is exposed to more things than she had ever before, said 29-year old Ms Teo who was previously from the real estate industry: "The spectrum is so wide, and the learning curve steep. I may be new and have to learn from scratch, but I find the job exhilarating! I am learning lessons that I never knew. But I must say, having been on the job for the past ten months, I am proud to say that I'm working for a caring organisation. It is comforting to know of instances of welfare considerations that are set out especially for the workers."



"Challenges are not as daunting as they seem, but we must be prepared to learn."

## Gillan Teo and Yang Pei Gen join Seacare

Assistant General Manager of Seacare Education Pte Ltd Mr Yang Pei Gen's first day was on 1 September 2004. He has been involved in the education business for almost his whole life. For more than 10 years, Mr Yang spent three quarters of the time in China, running education centres and managing kindergartens. This time, he came back to Singapore to contribute to the Joint Venture and his responsibilities have somewhat changed.

"I organise seminars, run training courses to enhance the bilingualism in teachers in China, and hope to bring about creative teaching to Singapore's education system."

Seacare Education Pte Ltd is a joint venture between Seacare Foundation Pte Ltd and Global Resources & Consultants Pte Ltd.

A Chinese studies major graduate from Nanyang University and subsequently, a trained and qualified social worker from University of Singapore, Mr Yang is trilingual, and boasts of a third language, the Malay language. Mr Yang is game for the challenge and is confident that he can tackle this job of encouraging young children to learn Chinese language. He wants to bring the best resources from China and apply them here, and at the same time, help mould the China education system with resources from Singapore.

"The years I spent in China has taught me many valuable lessons, which I can put into use when I take on this job. Finally I can come back to Singapore and spend time with my family. The best thing is, at the same time, I get to do what I enjoy most!" The Singaporean remarked heartily.



# Coming Events

It's going to be busy for the following months ahead! The following events lined up for you include...



19 November 2004

## Deepavali Night

Let your hair down for the night and celebrate the festival of lights!

26 November 2004

## Hari Raya Gathering

Serve the kueh and let's have an enjoyable day!



16 - 19 December 2004 (4D3N)

## Family Outing to Kuala Lumpur / Malacca

Rev your engine and off your family go to the outing!

## Members' Corner

### Condolences

SOS wishes to extend our deepest sympathy to the family of Hj Kolman Hj Salleh who passed away on 6 September.



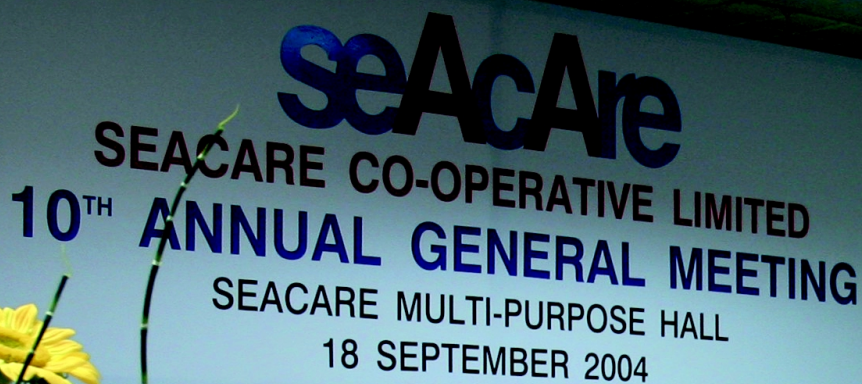
### *New Birthday Cards for SOS Members!*

Look out for the new birthday cards from October onwards and look inside to find a special gift - a KFC Voucher worth \$15 as a token of our well wishes to you.

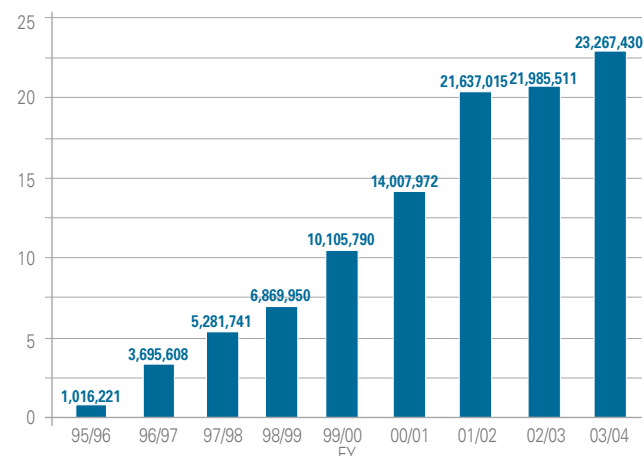


# Seacare Focus

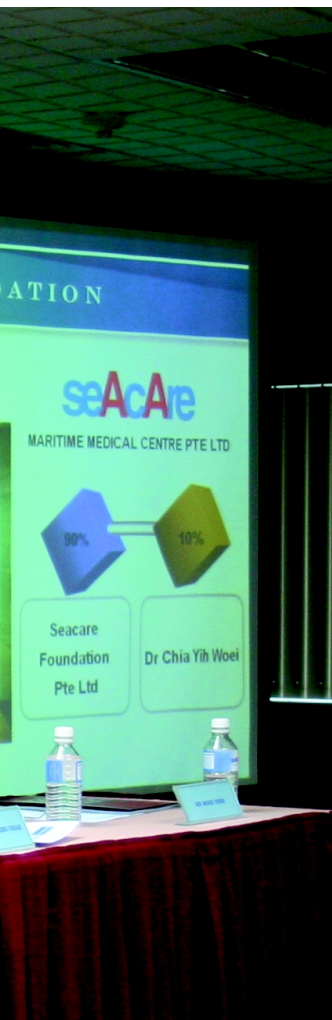




## (S\$ Million)







# It's Great to turn 10!

Seacare has ended the decade under review on a high note of confidence, with the Group seeking to extend its reach further in the region.

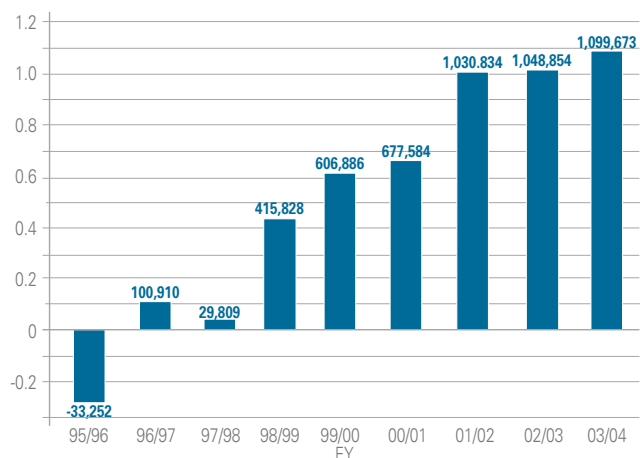
Seacare Maritime Medical Centre, for example, has plans to offer medical services in Port Klang, Ho Chi Minh and Manila.

Mr Leow Ching Chuan, Seacare Chairman, pointed this out to the shareholders at the 10<sup>th</sup> Annual General Meeting held on 18 September 2004 at Seacare Multi-Purpose Hall.

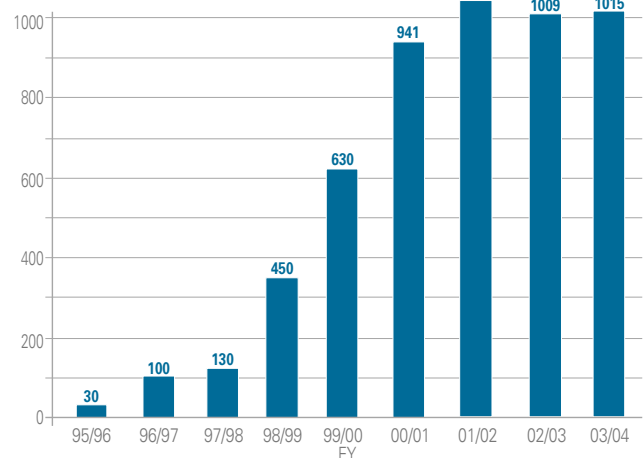
In his report, Mr Leow spoke on the formation of Seacare Evolution Pte Ltd as well as Seacare Education Pte Ltd. Both companies were the result of the Group's ongoing strategy to look for new business opportunities.

## Profit before Tax

(S\$ Million)



## Number of Employee





He was, however, quick to add that in seeking out new avenues for growth, “we are ever mindful of the inherent risk of overextending ourselves”. It is a matter of business prudence that the Co-operative strikes “a careful and viable balance between caution and optimism”.

“We cannot afford the thrill of wildly and recklessly expanding without any regard to our capacity. Neither can we afford the luxury of resting on our achievements without any regard to our competition,” he pointed out.

In his assessment of the decade of performance, Seacare has consistently followed a policy of alternating a phase

of growth with a phase of consolidation. The 2004 Seacare Annual Workshop which will be held later will reassess how Seacare can better achieve its mission to help and benefit Singapore seamen through more work opportunities and investment projects.

The findings of Seacare Annual Workshops, Mr Leow explained, have shaped the policies of Seacare in the decade under review and will continue to provide new directions for Seacare in the future. “We have every confidence that, with well thought-out directions and good management, Seacare will strive for and attain new heights in the coming decade.”





# The Perfect

# 10



By day, they played golf under the hot sun. By night, they relaxed and dined in the cool ballroom at Orchid Country Club. The occasion – celebrating Seacare’s 10 years of growth and achievements.

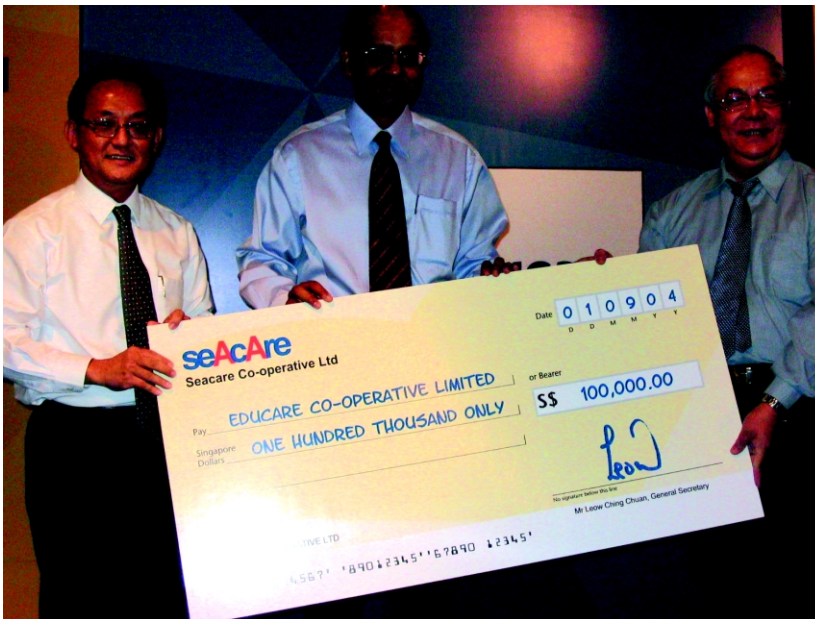
After an exhilarating morning of golf excitement, everyone was still in high spirit and with a glowing tan they talked shop and exchanged tips on how to perfect the golf swing.

The theme for the night was ‘Hawaiian Nite’ and a pre-dinner cocktail was specially set up prior to the dinner to help the guests unwind and relax. The Guest-Of-Honour was Mr Matthias Yao, Mayor of South East CDC.

Besides the sumptuous dinner, it was lucky draw prizes galore. Amidst the succulent food and peals of laughter, this was indeed a night to be remembered. What a way to celebrate – with good food, good fun and among good friends.



# Breaking New Grounds in Education



Mr Seng Han Thong, NTUC Assistant Secretary-General, is the Chairman of the Board of Directors of EDUCARE Co-operative.

One of Seacare Co-operative's most recent investments was launched on 1 September 2004 by Minister for Education Mr Tharman Shanmugaratnam at the Grand Hyatt Hotel.

Educare Co-operative, with Singapore Teachers' Union as its Founder Member, has five Institutional Members – namely Seacare Cooperative, Amalgamated Union of Public Employees' General Services Cooperative, Singapore Teachers' Cooperative, Union of Institute of Technical Education Training Staff and United Workers of Electrical and Electronic Industries.

At the launch, the Education Minister said that he found it "particularly encouraging" that these Institutional members "have committed their support, financially and in spirit, to the ventures that EDUCARE will undertake".

It is a clear sign of the value that the wider community attaches to the teaching profession, he said.

Mr Tharman also pointed out that Educare has both the experience and expertise to break new ground.

Besides running professional activities and providing educational services to teachers, the Co-operative will reach out to parents and others interested in education. Educare will also work with local and overseas partners, to provide childcare and kindergarten services, run an International Students' House, bring in qualified teacher aides to support the work of its teachers in schools and publish and distribute a magazine for children in Singapore and the region, among other things.

The Co-operative is also setting its sight on other new business ventures and provide educational consultancy services both locally and overseas.





# Stressing on Managing Stress

SOS and Seacare Senior Executives, Managers and Directors attended a talk on Stress Management organised by Seacare Thrift on 24 August 2004 at Club@52.

The speaker, Ms Saras Atre, is highly qualified and well-versed in individual, family and group therapy dealing with issues such as depression, anxiety, anger management, parenting skills, adolescent skills and many more. Having worked with professional psychiatrists from established hospitals before, Ms Atre was able to engage her participants in a lively and enriching exchange.

In the highly pressurising and fast-paced society today, this course was certainly conducted in good time and in a cosy environment. Ms Atre, who is fluent in English, French, Hindi and Tamil, was humorous during her presentation and participants laughed along as they gained new insight into the realm of 'Stress' and 'Stress Management', which has been much taken granted for.

The course discussed the various factors leading to stress, symptoms of stress, how it affects our bodies and the practical aspects of stress management. Particularly the dos and don'ts of coping with and alleviating stress, which can make much difference in how one handles his affairs.

Such information and knowledge certainly came in handy for all busy people who lead such hectic lifestyles. At the end of the session, all participants were visibly more relaxed than they had first been before the course started.

# Sun Shines on Seacare Properties (Philippines)

The first venture that Seacare Properties (Philippines) Pte Ltd invested in after it was incorporated on 28 September 2004 is a 7-storey residential condominium development that sits on a total construction area of 4,948 square meters.

The luxurious Sunshine Garden Condominium, located at Arayat Mandaluyong in the heart of the Central Business District, will put 140 units up for sale once it is completed.





The Condominium project came about after Seacare Properties (Philippines) Pte Ltd acquired shares in Pan-Asia Investments Group Holdings Company Inc., a corporation engaged in the business of real estate development, including construction of housing and condominium projects in the Philippines. Pan-Asia is presently developing Sunshine Garden Condominium.

The fully-owned subsidiary of Seacare Properties Pte Ltd is incorporated for the purpose of making our presence in the Philippines, after Australia. In the financial year 2002/2003, Seacare Properties acquired a 3-storey commercial building in Adelaide, South Australia, which marked the Group's first foray down under.



# Venture to connect

Seacare Foundation Pte Ltd has acquired a piece of the pie in the newly set up Connect Centre.

Incorporated on 10 September 2004, the primary objective of the Centre is to setup and manage a call center and to engage in all other related activities.

It is a joint-venture between PH1 Innovax Callcentre Pte Ltd, RE Holdings Pte Ltd and Seacare Foundation Pte Ltd.

PH1 Innovax Callcentre Pte Ltd is a consortium of Innovax Systems and PH1. Innovax Systems is a leading provider of systems development and integration of end-to-end integrated Contact Center solutions and Web-based applications. Headquartered in Singapore, Innovax has three offices including a subsidiary in Japan, and a development center in Singapore. The solutions the company offers include Computer Telephony Integration (CTI), Multi-channel Contact Center Management, Customer Relationship Management (CRM), e-Procurement, Backend Enterprise System Integration and Mobile Internet Platform solutions.

# Going deeper into Good Co-operative Governance



Representing Seacare, from right to left, SOS Vice-President Mr Mohd Idris, SOS Assistant Secretary Mr Mohamad Abu Bakar and SOS EXCO member Mr Michael Tham.

This year's Annual Co-operative Leaders' Conference, organised by Singapore National Co-operative Federation (SNCF), further deepened and enhanced the leaders' understanding of what constituted good governance and the role and importance of the audit committee.

About 148 leaders from 30 co-operatives, including Seacare, benefited from the conference which was held on 27 August 2004 at Batam. The theme on "Enhancing Good Co-operative Governance" was a sequel to last year's conference which focused on "Promoting Good Co-operative Governance".

In order to gain confidence of members and the general public, SNCF Chairman Mr Seah Kian Peng highlighted that sound co-operative governance has to be enhanced. This applies to smaller co-operatives as well who may think that it would be too onerous for them to comply with the general

corporate governance standards as their primary concern would be to operate their cooperatives more efficiently.

Good governance practices, pointed out Mr Seah, need to be established regardless of the operational size of co-operatives as failure of any co-operative would tarnish the good reputation of the whole Co-operative Movement which has been built over the years.

Mr Seah asked the participants to deliberate on three key points:

- to examine where we are, where do we go from here and how do we get there;
- to take many incremental steps to improve the corporate governance practices in co-operative;
- to meet the needs and aspirations of members and stakeholders and serve them well.

In the conference, Mr Philip Moulton, Senior Manager, Enterprise Risk Services of Deloitte & Touché touched on two thematic papers, "Corporate Governance and the Board" and "Accountability and Audit".

NTUC Thrift CEO Mr Daniel Tseng also shared the Co-operative's experience pertaining to good corporate governance.





# Pays to Save!



65-year old Mr Tan Ee Suan, a member since 1973 and Mr Wood Ah Jee, 63 years old and member since 1985.

Retired seafarers upon reaching the age of 50 years old and has maintained the account for a minimum of three years are eligible to withdraw the fund. Any other withdrawal application that do not satisfy these criteria will be looked into on a case-by-case basis by the Administrative Committee (AC), which comprises of representations from SOS, employers and other organisations.

Withdrawal application must be supported with a certified true copy of relevant documentation such as passport, seamen's

book, birth certificate and other relevant documents, whichever applicable.

It certainly pays to have a nest egg to fall back on. All thanks to the effort of Seacare Thrift Pte Ltd, more than 7,000 seafarers all of whom are SOS members, now have a provident fund account that they and their family members can bank on.

In September 2004, four retired seamen withdrew their savings. They are 63-year old Mr Yeo Tong Liang, 62-year old Mr Yoong Onn Meow, a member since 1973,

book, birth certificate and other relevant documents, whichever applicable.

Launched in 2001 with the aim of promoting and protecting the seafarers' well-being by helping them build a nest egg for retirement and rainy days, the scheme also seeks to encourage continuous employment and loyalty of seafarers.

Administered by Seacare Thrift Pte Ltd and co-managed by NTUC Thrift & Loan Co-operative Ltd, the saving scheme was established by SOS. So far, more than 35 shipping companies covered under the Collective Bargaining Agreement with SOS are contributing to the Scheme. Seafarers who worked onboard any of these shipping companies' 270 vessels would have an individual account opened under their names.

The companies' contribution to the seafarers' thrift accounts also attracts annual interest payment dispensed by the NTUC Thrift & Loan Co-operative Ltd.



Forget Singapore Idols! Seacare has unveiled their very own Karaoke idols!

The competition, opened to all guests at Club@52, saw a total of 45 participants took part in the competition. The quarter and semi finals were conducted over three weeks and eventually, there were five finalists, down from fifteen during the semi-finals.

The finals took place on 4 October and the competition saw a neck-to-neck race, or rather, a throat-to-throat race. The five finalists pitted their guts and lungs, all in the hope of winning a position in one of the top five spots.



Judges

# Presenting Seacare's version of Singapore Idols

The top prize comprised of a DVD player, a bottle of Jacob's Creek Shiraz Cabernet Wine, while the second prize, a bottle of Chivas as well as a bottle of Jacob's Creek Shiraz Cabernet Wine. The third prize winner walked away with two bottles of house wine. Even the fourth and fifth placing won consolation hampers sponsored by Carlsberg!

What was more interesting was the way the finalists were decided. The audience put in their votes for whom they supported during the quarter and semi final rounds of the competition and the final was judged by an invited guest, Mr Alan Yeo ex-Mediacorp TV. Elvis Tan, Alice and Sandy clinched the top three spots respectively.

The contest received overwhelming response and everyone had a great time singing and swaying to the beat of the music. No wonder all the house guests ask for more!



Winner



Five Finalists





# Feeling Lucky?

Come to **Club@52** and enjoy a chilled glass of beer or stout and relax! Who knows, you may walk away with more than you expect to get! From **15 October**, Club@52 will be having a **promotion "Lucky@52"**.

With every jug of beer, Stout or Hennessy VSOP that you order, you will be given a throw of two dice. If you manage to land the numbers '5' and '2' during the throw, you will win another free jug! And that's not all... if you get a double number during the throw, such as '1, 1', '5, 5', '8, 8' etc, you will still win a free glass of beer, stout or Hennessy!

On top of all these good deals, for every bottle of Hennessy VSOP that you buy, you will get not one, not two, but three throws! This time, if you manage to land a '5' and '2', you will get a bottle of Hennessy Pint, absolutely free! One purchase, double the fun, triple the chances!

*\* Promotion good while stocks last. For more enquiries, please call **6379 5653**.*

## **Club@52**

52 Chin Swee Road  
#02-00 Seacare Building  
Singapore 169875

## **Opening Hours:**

Mon to Sat: 5pm to 2am,  
Sun & Public Holiday: Closed  
Tel: 6379 5653



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