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SAMUDRA

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UNION LEADER HONoured
AT UNITE LEADERSHIP SUMMIT



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SOS TURNS 40

GOING BEYOND; GOING FORWARD

The date - 30 OCTOBER 1971 MARKED A SIGNIFICANT MILESTONE IN THE LIVES OF SEAFARERS IN SINGAPORE AND ABROAD. ON THIS SPECIAL DAY, THE SINGAPORE ORGANISATION OF SEAMEN WAS BIRTHED.

No one would have thought that this humble union, representing ratings, would one day hit the membership mark of 20,000 no one would have guessed that this union would grow to establish its own co-operative which today employs close to 1,000 employees, with a group revenue of some \$26 million.

In 2011, SOS looks back and celebrates with confidence its 40th birthday.

To commemorate this memorable year, the union commissioned a special logo to be designed. The outcome – a stylish creation that weaves the 40th anniversary message to the existing SOS logo.



Logo Rationale

The wavy feel of the logo articulates a strong sense of movement forward. The fresh blue stylised 40, which looks like tides, complements well with the SOS logo. Each purple 'wave' represents a decade of transformation as well as the riding of waves. The contemporary look points to new changes that will drive SOS forward.

Going Beyond; Going Forward

The tagline for SOS 40th Anniversary is Going Beyond; Going Forward. SOS is where we are today because for the last 40 years, we have constantly gone beyond our call of duty; and have gone forward to break new grounds. The two key words, 'Beyond' and 'Forward', give a sense of hope, confidence and vision.

TO OUR ALL MEMBERS, TRIPARTITE PARTNERS, A BIG THANK YOU FOR JOURNEYING WITH US THESE 40 YEARS. THE LAST 40 YEARS WERE GOOD; THE NEXT 40 YEARS ARE GOING TO BE BETTER.



VETERAN UNIONIST MR LEOW CHING CHUAN RECEIVES UNITE LEADERSHIP TRIBUTE

SOS Executive Advisor Mr Leow Ching Chuan was one of 12 veteran unionists to receive the inaugural Unite Leadership Tribute on 28 October 2010.

Held at The Legends in Fort Canning Park, the Unite Leadership Summit honoured former union leaders for contributions made to leadership renewal in the unions they had served in and who were exemplary in planning the renewal.

The strength of the Labour Movement undoubtedly lies in its union leaders who are committed in their service and selfless in their actions. To ensure a steady “flow in” of new, dedicated and capable leaders, leadership succession planning is imperative for a smooth and seamless transition.

As such, NTUC Secretary-General Mr Lim Swee Say paid fitting tributes to these leaders for their dedicated service as well as their willingness to ‘flow on’ – relinquishing their posts in order to allow new and upcoming leaders to shine.

Mr Leow with fellow award recipient ex General Secretary for Singapore Shell Employees' Union, Mr Thomas Thomas

THE ENTREPRENEUR

Nicknamed “The Entrepreneur”, Mr Leow Ching Chuan started off as an Industrial Relations Officer before becoming Executive Secretary in 1976. Assuming the role of General Secretary in 1982, he was instrumental in the setting up of Seacare Co-operative in 1994, when he noticed many members of SOS losing their jobs to foreign seafarers. The Co-operative’s mission then was to help and benefit Singapore seamen and their families through increased work opportunities and astute investment projects.

Among the many accomplishments spanning his illustrious career, Mr Leow was appointed by Minister for Community Development, Youth and Sports Dr Vivian Balakrishnan, as a member of the Central Cooperative Fund (CCF) Committee for a period of three years with effect from 1 March 2006. He is currently serving his second term (2009 to 2012) in the CCF and was re-elected as EXCO member in the Singapore National Co-operative Federation (SNCF) for 2008 to 2011.

Under his leadership, Seacare Co-operative has grown to 25 subsidiaries from an initial six subsidiaries, with eight associated companies boasting staff strength of 1,000 employees; while SOS membership has grown from a few hundred in 1974 to nearly 20,000 today. Mr Leow has since “flowed on” to assume the role of SOS’ Executive Advisor.



“Brother Ching Chuan wants SOS, and Seacare Co-operative to be even more successful, not only for the next five to next ten years but for the next 20 or 50 years. So as a result, he decided at the age of 58 to flow on, and hand over the leadership to the younger team... Thank you Brother Ching Chuan!”

commented Mr Lim Swee Say on Mr Leow’s willingness to ‘flow on’.



Mr John De Payva announces his decision to 'flow on'

LEADERSHIP SUCCESSION - VITAL IN ANY ORGANISATION

Far from fading into inactivity, Mr Lim stressed that leaders stepping aside will continue to play important roles, as illustrated in a three “F” approach: “flow in” young potential leaders, “flow up” promising individuals to take on greater responsibilities, and “flow on” veteran unionists to advisory roles as they make way for younger leaders.

‘Flow in’ and ‘flow up’ is evident in the leadership profiles of unions where more than one-third of the 3,762 branch union leaders and one quarter of the 869 executive committee leaders elected since 2007 were newbies. In addition, 49 out of the 180 leaders holding the top three positions – president, general secretary and treasurer – in all 60 unions were rookies.

In a bid to formalise its leadership renewal process, NTUC plans to set an age limit for top union leaders in 2011, making it compulsory for them to step down once they have reached 62. Turning 62 in August 2011, NTUC President Mr John de Payva exemplified this by announcing at the summit that he would be stepping down. An acting secretary-general will be appointed to understudy and eventually succeed him.

A high-level council will also be set up to coordinate leadership renewal efforts at the top levels of NTUC and among its 60 affiliated trade unions.

Such moves, will cultivate the adoption of a “renewal framework” which will map out practices to groom younger leaders.

The labour movement constitution will also be changed to include an age-limit clause on a union leader’s tenure following which, the labour movement looks to set the age limit of 62 years for its 21-member Central Committee at the National Delegates Conference (NDC) in November next year.

“We’re not correcting a failure, but building on our success and institutionalising our best practices for the future because leadership renewal is a critical factor for the long-term survival and growth of the labour movement.”

The hope, Mr Lim said, is that most of the unions will have either amended their constitutions or adopted special resolutions to implement the leadership renewal framework at the November conference.

He emphasised that there will be no pressure on the unions to follow the example of NTUC’s central committee.

BROADENING PERSPECTIVES AT NTUC INDUSTRIAL RELATIONS SECTOR SEMINAR



The Labour Movement issued an urgent rally call with NTUC President Mr John De Payva reasoning that the fate of the Labour Movement was at stake as rising numbers of Professionals, Managers, Executives and Technical workers (PMETs) have replaced traditionally defined rank and file workers.

Painting a serious picture, Mr De Payva cautioned that if the Labour Movement fails to reach out to PMETs, it was only a matter of time before it becomes obsolete.

Several hundred representatives from NTUC affiliated unions, the Ministry of Manpower (MOM) and Singapore National Employers Federation (SNEF) gathered from 15 to 17 October 2010 at Ho Chi Minh City to participate in presentations and workshops such as 'Exploring the \$40 million Inclusive Growth Programme (IGP)'; 'Re-employment of Older Employees'; 'Professionals, Managers and Executives (PME) Tripartite Mediation Framework'; 'Inclusive Membership' and 'A Healthy Leadership Pipeline'.

SOS was represented by President Mr Mohamed Idris B Mohamed Ibrahim, Executive Secretary Mr Daniel Tan, Assistant Secretary Mr See Boon Kwang, Assistant Treasurer Mr David Sim, and Exco member Mr Raja Md Said R Md Shafik at the four day seminar.

Delivering a comprehensive overview, NTUC Secretary-General Mr Lim Swee Say referred to the IGP being based on a win-win model which encourages wage increases for

low wage workers while approving the IGP project. IGP's objective is lift workers' skills, pay, and lives across all 12 sectors identified by the National Productivity and Continuing Education Council (NPCEC). This way, both companies and low wage workers benefit. The higher the wage increase, the better for all. "If there is no wage increase for the low wage workers, we will not approve the IGP project, as simple as that," said SG Lim.

When questioned about PMETs who are non union members, SG Lim had this to say: "Our position is very simple. If there is no union, there is no tripartism. Without tripartism, that mechanism is not applicable. However, a PMET who is not a union member can continue to seek help through MOM under the existing bipartite mechanism without the involvement of the union."

Referring to nEbO, the NTUC community for the young launched in July 2007 as a positive example, SG Lim highlighted the importance of catching members when they are young - elaborating on the All CAN (All Collars, Ages and Nationalities) and 3-GEN (3 Generations) strategies.

SOS President Mr Mohamed Idris B Mohamed Ibrahim saw this as an ambitious but realistic target, "It's extremely important to broaden our definitions of members by responding to the sign of the times in order to remain relevant as a Labour Movement. So angling our approach as a multi-pronged and All inclusive movement is definitely the way to go."

STROKES OF GOOD GOLF AND BETTER RELATIONSHIP

They teed off; they made their stroke; they bonded
through a game of golf... in Thailand.



Some 30 golfers consisting of SOS guests from shipping companies, directors of Seacare Group of Companies, SOS Management and IR staff, took time off from their busy schedules, for an uninterrupted time of good golf in Chiang Mai on 22-24 October 2010.

The three-day programme, which also included ample time for social interaction, featured as its main event, two rounds of golf games spread over two days – the first being held in Alpine Golf Resort and the latter at Chiang Mai Highland Golf & Spa Resort (*voted No 1 golf course in Thailand and Top 10 in Asia*).



All golfers know this – that the game of golf offers opportunities for networking, exchange of ideas, sharing of latest industry developments and building of relationships, in a relaxed setting. It was precisely with this in mind that SOS organised the IR Networking Golf 2010 for the shipping community.

During his opening address at the welcoming dinner, SOS General Secretary, Mr Kam Soon Huat thanked all the representatives of shipping companies for their participation and urged for their continual support toward better industrial relations.

True to its objective, the SOS IR Networking Golf 2010 saw the deepening of relationships and perhaps the catalyst for fresh input of ideas. Congratulations to the challenge trophy winners who also walked away with shopping vouchers. All in all, a good game with good friends under a good setting.





STRUGGLE ON

6TH ICSW – SEA RWC

The 6th International Committee On Seafarers' Welfare (ICSW) – SEA RWC kicked off on 18 October 2010 at Siriacha, Thailand. On behalf of ICSW Chairman, SOS President Mr Mohamed Idris B Mohamed Ibrahim, welcomed everyone and delivered a brief review of the programme.

An international charity dedicated to the relief of need, hardship or distress amongst seafarers of all nationalities, irrespective of gender, races, colour and creeds, the ICSW is a voluntary organisation established for the purpose of bringing together appropriate interests in the field of seafarers' welfare. Thus, ICSW provides a forum for information exchange; as well as the coordination of projects on the care of seafarers.

An international umbrella organisation dedicated to the practical implementation of the International Labour Organisation (ILO) instruments on Seafarers Welfare Convention



163 & Recommendation 173 and the Marine Labour Convention (MLC) 2006, ICSW conducted its first international seminar in Singapore in 2007, before convening subsequent meetings in Taipei (2008), Jakarta and Bangkok (2009), and Manila and Sriracha in 2010.

Addressing and thanking VIPs, members and speakers, ICSW Vice Chairman Ms Apinya Tajit fittingly underscored: "Even though there are different faces from different countries, everyone in this meeting room has the same vision and mission of Seafarers' Welfare Convention 163, Recommendation 173 and MLC 2006."

At the meeting, citing the world community's effort in collecting signatures for an Anti Piracy Petition to IMO, Mr Roy Paul, Assistant Administrative Officer of ITF Seafarers' Trust, highlighted the "Struggle" phase that is being faced by the ICSW - SEA RWC.

"WE ARE IN A CONDITION TO 'STRUGGLE' BECAUSE WE ARE CONFIDENT IN ACHIEVING OUR GOALS. WITHOUT THIS NECESSARY 'STRUGGLE', THERE WOULD BE MORE SEAFARERS BEING LEFT ALONE. LET US THEN COMMIT OURSELVES TO ACCOMPANYING THEM, AND STRUGGLING FOR THEM TO THE SUCCESS OF THE ICSW - SEA RWC PROGRAMME."

– Mr Roy Paul

Following the petition, which saw over a million signatures, ICSW, ICMA, and many industry bodies met in London to start "Maritime Piracy - A Humanitarian Response".

On the programme, ICSW Executive Director Mr Roger Harris commented: ***"The main impact of the ICSW - RWC programme is empowerment of port-based welfare services and facilities. In order to achieve these goals, ICSW - SEA RWC must have the right key partners."***

Meeting delegates also had a chance to visit the Twin Towers of Thailand on the third and final day of the seminar. Greeted by Laem Chabang Port Authority Director of Port Operations Mr Thongchai Thammaphredee, the visitors were escorted to the tower and oriented to a tour around the port by Chief of the Public Relations Section Mr Chunrapat Sriaplun.

SMTS CELEBRATES

COURSE COMPLETION IN IPOH AND CONVOCATION IN NANTONG



In the last issue of Samudra (Issue 3 October 2010), the Seacare Maritime Training Scheme (SMTS) had just launched its 5th Seacare Quality Rating Training (SQRT) in Nantong, China on 11 October 2010 and the Seacare Technical Skill Enhancement Training Programme in Ipoh on 19 October 2010.

Fast forward a month later, their respective course completion and graduation on 27 October and 5 November 2010 saw 14 ratings from Ipoh, Malaysia and 45 from Nantong, China join the 140 ratings who have benefitted from previous training installments conducted under the SMTS.

SOS and Seacare would like to congratulate all ratings for having successfully completed their courses. Read on, as Samudra takes a look at what some of them had to say about their experiences during the programmes.

“It was a good refresher course as we have not sailed for a few years.”

– Mr Abdul Majid B Abdul Khalid

“It serves as a good preparation course before we return to sailing.”

– Mr Mohamad B Ariffin

Seacare Technical Skill Enhancement Training Programme in Ipoh, Malaysia

In a bid to enhance the skills of Neptune ShipManagement’s ratings and help them perform their support functions better, the Seacare Technical Skill Enhancement Training Programme was jointly organised by SOS, under the SMTS and Neptune Shipmanagement Services Pte Ltd.

Held from 19 to 27 October 2010 at the Ungku Omar Polytechnic in Ipoh, Malaysia, trainees were taught an interesting array of subjects ranging from shipboard safety topics like Hazardous Material Handling – Dangerous Goods, Chemicals and Paints; and Fire Fighting and Fire Prevention, to practical seafaring 101s like Steering, Bridge Watchkeeping, Bunker Operations and Mooring Operations.

The course was catered specifically for ratings serving on container vessels. Some trainees had worked ashore for a few years, but all 14 of them have had relevant seafaring experience. Here are some sound bites:

“The course has provided us with the knowledge of new regulations, new systems, etc.”

– Mr Mohammad Adam B Abdullah

“It would be good to add some practical courses as it may be easier for us to refresh what we already know if we did it hands-on.”

– Mr Sallehoddin B Mohd Tahir





5th Seacare Quality Rating Training (SQRT) in Nantong, China

Over in Nantong, China, the month-long SQRT which ended on 5 November focused on imparting Maritime Technical Skills to trainees with particular emphasis on the learning of the English language. The 45 graduates were joined by honoured guests: Chairman of Singapore Maritime Employers Federation and Director & General Manager of Herning Shipping Asia Pte Ltd Capt Francis Joseph, Director of Hong Lam Marine Pte Ltd Mr Choo Eng Hua, General Manager of Maersk Ship Management (Wuhan) Co. Ltd Mr Aaron Ruan Xiao Dong, Managing Director of Singhai Marine Services Mr

Terence Zhao Wei, and SOS General Secretary Mr Kam Soon Huat.

It also included hands-on topics on personal grooming, personal hygiene in preventing the spread of disease, correct ways of handling food preparation, useful body language to express discomfort, fire fighting and emergency response drills, as well as military training to instill and cultivate necessary discipline.

Here are some comments from the guests, trainers and the graduates:

By improving their command of English, they are more confident when communicating with crew of other nationalities and will be able to perform their duties more effectively.

- Capt Francis Joseph, Chairman of Singapore Maritime Employers Federation/ Director & General Manager of Herning Shipping Asia Pte Ltd

In future, I hope to see more trainings conducted in order to maintain the competitiveness of both shipping companies and seafarers.

- Mr Choo Eng Hua, Director of Hong Lam Marine Pte Ltd

"Overall, the trainees displayed positive attitudes towards the learning of English but they will need more practice to brush up on their communication skills. The four-week course has markedly improved their command of English, and the trainees are more motivated to stay relevant to the global trend so as to meet expectations of international ship owners. They are also well-equipped with relevant knowledge and are more confident of joining foreign flagged vessels."

- Capt Wu Wen, Singhai Marine Services, Training Manager

"In terms of English, I believe they have built the foundation to continue learning. The majority of the trainees were already skillful and experienced seafarers. This course helped to provide them with further insights into international seafaring life. In the week I spent with them, I could see their enthusiasm towards learning and trust that they would have no trouble adapting well to seafaring life. They are a very industrious lot and have made tremendous progress."

- Mr Li Zhang De, Nantong Shipping College, Instructor



“The food preparation and handling module was most relevant to my profession. It increased my vocabulary of foods and taught me correct food handling techniques. Now I can create more interesting menus in English.”

– Mr Guo Jin Liang, Cook

“The interactive learning had injected much fun into the lessons. We are encouraged not to just absorb information but also to express our thoughts. We are glad to be able to exchange experiences and opinions with each other.”

- Mr Lin Zong Yong, Bosun

“My English has improved significantly and I am now more confident to communicate with crews from other countries. The pronunciation and interview unit were especially useful.”

– Mr Wang Wen Yong, Able Body



YOUTHFUL ENTHUSIASM AT ITS BEST

YOUNG NTUC WORKPLAN SEMINAR 2010



The Young NTUC Workplan Seminar 2010 turned out to be an incredibly eventful four days as the seminar touched on several pertinent issues facing young union leaders today. Challenges such as leadership renewal, youth engagement and the planning of national initiatives were discussed, while participants also had the chance to visit a school as part of a community project.

SOS Welfare Executive Ms Clarissa Lim and Industrial Relations Executive Mr Tan Kok Heng participated together with 69 others representing various unions, youth chapters and Team Young NTUC Affinity Groups (TYN).

Shortly after arriving on 19 November, participants met with NTUC Assistant Secretary-General and Young NTUC Advisor, Mrs Josephine Teo over tea for an overview of the workplan seminar and the scope of contributions of young leaders.

This was followed by a fruitful exchange with the Vietnam General Confederation of Labour (VGCL) office on the unique functions of trade unions. There, participants were welcomed with local snacks, folk songs, traditional dances and games by VGCL Youth Representatives. Both parties exchanged mementos and red silk which had everyone's autographs on it.

Day two saw the young leaders visit Bodhi Tree Pagoda School for a community project where they read books, played games and distributed donation items such as books, toys,

stationery, drinks and food items to the 100 orphans aged four days old to 16 years old living within the school grounds.

Young NTUC Chairperson, Mr Benjamin Tang who addressed the participants on the final day recapped objectives from the first day's session with Mrs Josephine Teo; while Young NTUC Executive Secretary, Mr Steve Tan led a reflection of achievements in 2010 and the workplan for 2011 before breaking participants into groups to discuss youths' involvement in membership growth and youth activism.





ITF APPOINTS ASIA PACIFIC YOUTH REP

SOS Manager, Ms Sharon Li was recently appointed by the International Transport Workers' Federation (ITF) in November 2010 to be Asia Pacific's Regional Representative in the ITF Young Transport Workers Committee.

The scope of Ms Li's duties will include participating and contributing in all meetings; encouraging the vibrant participation of more young people in union and ITF's work; and promoting the labour movement with specific foci on climate change, precarious work, strengthening the ITF's young workers' network, and organising and campaigning for the work of young activists to be relevant to young workers in the workplace.

When asked about the sort of impact she aspired to create in SOS, ITF, and the Young Labour Movement, Ms Li replied without missing a beat: "In voicing out local and regional concerns and developments, I hope to initiate the youth movement locally through meaningful interactions and exchanges with ITF representatives from all over the world."



SOS and Seacare would like to extend their heartiest congratulations to Ms Sharon Li on her appointment.



BRINGING CONVENIENCE TO YOU

SEACARE SAILORS' HOME SCHEME

Its components are thoughtfully planned with SOS members, international seafarers and the shipping community in mind – bringing comfort and convenience to a whole new level.

The Seacare Sailors' Home Scheme offers the modern comforts of home away from home by providing accommodation and services which cater to the welfare and benefit of seafarers.

Whether one enters the Seacare Sailors' Home for SOS members in Manila, the Seacare Drop-In Centre for International Seafarers at Pasir Panjang Terminal or the upcoming Seacare Hotel for Shipping Companies in Chin Swee Road, secured with warm reception and a sense of familiarity, one can rest assured that amenities and services are well within reach.

Manager of the scheme, Mr David Shoo explains the scheme in further detail.





Seacare Drop-In Centre for International Seafarers

Seacare Sailors' Home for SOS Members

SOS members enjoy subsidised accommodation in Seacare Sailors' Home located at Sunshine Garden Condominium in Manila.

Whether our seafaring members are waiting to sign on ships or planning to stop in Manila after signing off; getting their documentations done; obtaining their assignments; undergoing medical checkups or performing errands, the condominium offers comfortable, temporary accommodation at affordable rates.

Seacare Drop-In Centre for International Seafarers

The Seacare Sailors' Home Scheme also offers beneficial, value add service to international seafarers. When international seafarers are working onboard ships that call at Singapore, they can make use of the facilities at the Seacare Drop-in Centre for International Seafarers at no cost.

Located at the Pasir Panjang Terminal Centre Building in Singapore, the Drop-in Centre hosts facilities and services such as high-speed internet access and games, telephone booths and reading materials as well as light refreshments.

Seacare Hotel for Shipping Companies

Lastly, the Seacare Sailors' Home Scheme looks to provide qualified shipping companies with transit accommodation for their seafarers in Singapore when the Seacare Hotel swings into operation.

With construction already well underway, the 16-storey, 103-room hotel seeks to offer 3 - 3.5 star rating comfort complete with well furnished guest rooms, an outdoor dining area, a fitness centre and café.

For shipping companies and their crew, Seacare Hotel will offer comfortable lodgings, while providing guests with convenient access to facilities, services, and amenities.

Seacare Sailors' Home at Sunshine Garden Condominium in Manila.



With the Seacare Sailors' Home Scheme, whether you are in the Philippines or Singapore, convenience is only a stone's throw away!





A TRIUMPHANT FESTIVAL OF LIGHTS

SOS DEEPAVALI CELEBRATION 2010



Parkroyal Hotel was transformed into a celebration of good triumphing over evil as SOS set about illuminating hearts through the spread of goodwill and friendly camaraderie.

178 members and staff gathered in merriment to celebrate the Festival of Lights, on the evening of 12 November 2010.

Several Indian members came dressed in traditional costumes; while pre-event activities such as henna and crystal tattoos; a dinner buffet with popular Indian dishes such as Naan and Dhall plus traditional sweets and snacks such as muruku and kacang puteh added colour and vibrancy to the festive atmosphere.

SOS General-Secretary Mr Kam Soon Huat, and SOS President Mr Mohamed Idris Bin Mohamed Ibrahim presided over the Diwali light-up, while performances from a dance group, a multilingual songstress, Michael Jackson impersonator and Kyle Ravin's exciting "Magic and Illusion Show" upped the entertainment factor.

These and more with attractive lucky draw prizes and 5-piece glassware door gifts with Indian food products made the celebration a thoroughly enjoyable evening for all.



NATURE'S BEST FOR COMMUNITY HOME RESIDENTS



Thirty four participants assembled at the Asian Women's Welfare Association (AWWA) Community Home for Senior Citizens in Ang Mo Kio on 1 December 2010 for what promised to be a refreshing day of fun and learning with nature.

Under the watchful care of two SOS staff, two AWWA staff and two Welfare Committee members, the excursion kicked off at Agrotech Park Lane in Lim Chu Kang for a farm tour at Hay Dairies Goat Farm. Before setting off to observe how goats were milked, the tour was preceded by a 20-minute introduction by a farm worker.

Next up was a farm visit to Gardenasia Pte Ltd at Neo Tiew Crescent where residents took a short tour of the nursery before the one-hour Terrarium* Workshop began.

With the help of an instructor, residents tried their hands at creating their own little 'garden-in-a-glass' and had lots of fun learning and designing their very own personalised terrariums.

Thereafter, residents were treated to a Japanese set lunch (complete with Miso soup, Japanese salad and Teriyaki Chicken with Rice) served at Petals & Leaves Bistro within Gardenasia before returning home with self-made terrariums, souvenir bookmarks, and bottles of fresh goats' milk in tow.

*A terrarium is a container designed to hold small plants in controlled conditions.



SOS CAUGHT OUR EYE!

One was previously working in IT internal support, while the other had just arrived from the private sector. Their experiences couldn't have been more diverse, but one thing was for sure... SOS had caught their eye. Samudra finds out how as we speak to SOS Executive, Mr Colin Chia and SOS Industrial Relations Executive, Mr Tan Kok Heng.

Samudra: Welcome and congratulations on your appointments! Why SOS?

Colin: SOS caught my eye as I had some experience on seafaring life (I was in the Navy during my NS days) and thought this was the best time to put my new found communication skills to good use for the betterment of sailors as I had graduated with a Mass Communications degree.

Kok Heng: I was looking for a job which suited my abilities; found SOS to be the perfect fit and joined them on 10 August 2010.

Samudra: How are your duties different from your last line of work?

Colin: Previously, performing Internal Support in an IT job had me working extensively with computers. Now, I attend to people; handle the iSPF system and related enquiries from both shipping companies and members. Occasionally, I get the chance to prepare overseas training courses for seafarers and recently had the opportunity to do some small write-ups and video-edits for the SOS website.

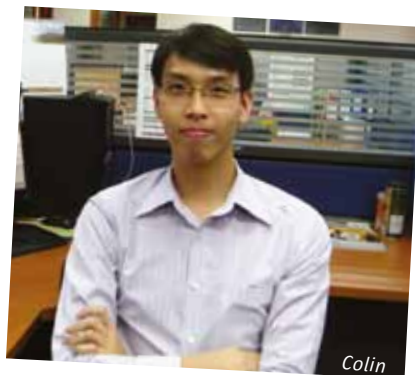


Kok Heng: The shift in perspective is definitely more people centred. Previously from the private sector, I now work with shipping companies to discuss collective agreements for seamen who are ratings - attending to their feedback and assisting them in addressing concerns and grievances.

Samudra: What have you discovered since joining SOS?

Kok Heng: Through the events that I attended and the experiences gained, I have been exposed to an interesting and dynamic side of Union activism. There is much to do and learn. It takes a special calling to work in a union for the collective good of our tripartite partners.

Colin: SOS has taught me to handle a fast-paced environment (office-wise) in the midst of varying job requirements. You can be handling member's enquiries one day, and be planning for a training session in the Philippines the next. It's a very challenging and exciting job! I've also increased my social skills and met many new people.



Samudra: How do you see yourselves fulfilling your new roles?

Colin: I hope to offer new insights, as well as inject creativity, enthusiasm and passion into the tasks I've been allocated.

Kok Heng: I hope to assist in whatever way possible to fulfil and facilitate SOS's aspirations and duty towards seafarers.

SEACAREFOCUS



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SEACARE RESTRUCTURES FOR GROWTH TOWARDS 2015

The thinkers and movers of the Seacare group of companies came together for five days to reflect on the Group's performance and set goals and action plans for 2015.



The annual five day Seacare Summit ended on 29 November 2010 with a new beginning – to restructure the Seacare Group to meet the goals of doubling the annual turnover, sustaining staff strength and strengthening the social role of the Seacare Co-operative. Plans to become a significant shareholder of at least one Singapore listed company and to focus resources on core competency especially on enterprises that can remain competitive are also in the pipeline.

“We are optimistic about Seacare’s future. We know our strengths and we have established a good network of people with foresight and expertise to come alongside us to grow Seacare. This Summit achieved its objectives of clarifying goals and setting benchmarks for us to strive towards,” said Mr Leow Ching Chuan, Seacare Executive Chairman.

At the Summit, which was held in Zhangjiajie and Changsha, China, the Directors and Management staff concurred to restructure the Group. “We took a critical look at the Seacare Group as a whole and deliberated on how it can be best restructured for its continued progress,” Mr Leow added.

The Seacare Group will be restructured into five clusters - Property & Environmental Cluster; HR & Lifestyle Cluster; Medical Cluster; Maritime Services Cluster and Investment Cluster.

The objectives of the restructuring are five fold – to achieve more effective management control; focus resources;

consolidate corporate structure & achieve better reporting; improve business efficiency and strengthen growth & achieve higher impact.

“The key words are **focus, consolidate, strengthen** so that we can be **more efficient** and create a **bigger impact**,” Mr Leow highlighted.

Giving insights into pertinent issues and trends were Summit speakers

Mr Ake Selander, Director of Seacare Medical Holdings, who spoke on ‘Seacare & The Maritime Market Place’;

Mr Goh Yeow Tin, Chairman of Seacare Maritime Medical Centre Ptd Ltd and Seacare Manpower Services Pte Ltd who shared on NTUC Vision SE 2015;

Mr Kong Mun Kwong, Chairman of Seacare Holdings Pte Ltd, who delivered a keynote address touching on inflation, currency fluctuations and market shifts;

Mr Yuan Min, Chief Executive Officer of Seacare Okiki p-Hub Pte Ltd who shared on preschool education in China.



Strengthening Ties with SMEF and HKSCC

One of the highlights of the Seacare Summit 2010 was the opportunity to strengthen the bond between SOS/Seacare and Singapore Maritime Employers Federation which was represented by Capt Francis Joseph (Chairman), Mr Victor Lim Aik Tew (Vice-Chairman) and Mr Dennis Lim Seow Ping (Honorary Secretary) and also the Hong Kong Seafarers' Coordinating Committee (HKSCC) as well as promote networking among Seacare directors and non-executive directors and staff.

HKSCC was represented by Capt Chung Tung Tong, Chairman, Hong Kong Seafarers' Coordinating Committee & General Secretary, Merchant Navy Officers' Guild; Mr Ting Kam Yuen, Head of Hong Kong ITF (FOC) Campaign Office; and Capt Ho Kai Hung, President, Merchant Navy Officers' Guild.





ANOTHER PIECE OF THE MAGN

Magnum Marine Services Pte Ltd (MMSPL) was formed with the intention of being a “one-stop centre”; handling various logistical requirements for the convenience of ship owners and agencies for seamen to enter and depart Singapore hassle-free, fuss-free, and smoothly.

MMSPL’s role involves taking care of all seamen in Singapore from their arrivals to departures – from the time they arrive in Singapore to the time they join their vessel in Singapore or from the time they leave the vessel until their departure for home or transfer to another vessel.

Accommodation though, has always been a constant bugbear. With limited availability of hotel rooms, finding lodging can prove to be an uphill task for docked seafarers, especially for seamen arriving in Singapore on short notice.

With the upcoming Seacare Hotel, seamen’s, ship owners’, and agents’ minds can now be set at ease.

With all the necessary arrangements for a seamless and fuss-free operation taken care of, ship owners and agents need only give a one-time instruction required for their seamen and leave everything else into the care of MMSPL.

From the handling of land transport, ferry and airline ticketing, to hotel bookings, immigration and customs clearances and communicating with the Master for the seamen’s departure, MMSPL leaves no stone unturned as no detail is considered too big or small for the convenience of seamen.

MMSPL also prepares seamen to join their vessels with full safety and winter gears, out of pocket allowances and other miscellaneous needs ranging from transportation to the owner’s or agent’s office to medical check-ups and treatment, and applying for marine certificates.

Details are furnished in the illustrations below.

SHIP OWNER OR AGENT GIVES MMSPL FULL INSTRUCTIONS FOR

ARRIVING SEAMEN

MMSPL TAKES CARE OF:

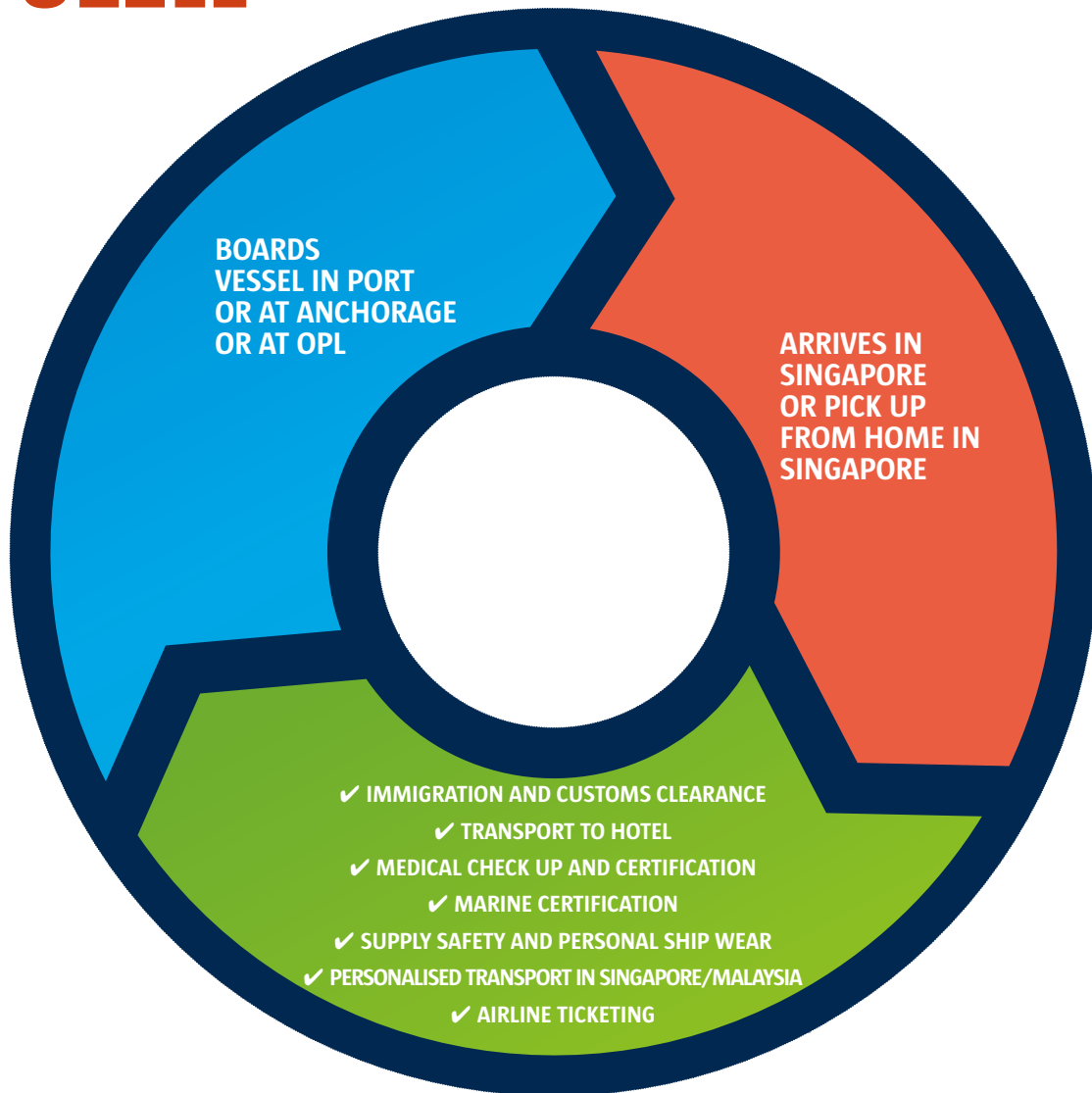
- Immigration and customs clearances at the airport or ferry point
- Hotel bookings and arrangement of meals
- Transport arrangements to ship owners’ or agents’ offices
- Out of Pocket expenses and allowances
- Preparing seamen with proper safety and winter gears
- Contacting the Master for any special instructions
- Transport arrangements to join the vessel
- Arrangements to transport seamen to the airport to join up with vessels in other countries. Air tickets may also be procured upon request.
- Invoicing- where ship owners or agents will receive a single, consolidated invoice for all expenses incurred.

DEPARTING SEAMEN

MMSPL TAKES CARE OF:

- Immigration and customs clearances at the seaport
- Hotel bookings and arrangement of meals
- Transport arrangements to ship owners’ or agents’ offices
- Out of Pocket expenses and allowances
- Air or ferry tickets to transport seamen back to their place of domicile.
- Invoicing - where ship owners or agents will receive a single, consolidated invoice for all expenses incurred.

UM PUZZLE



IF YOU ARE LOOKING FOR A ONE-STOP SERVICE, COME TO MAGNUM MARINE SERVICES PTE LTD.

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SINGAPORE 119962

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EMAIL: MAGNUMMS@SINGNET.COM.SG
OR DIAL OUR NEW MOBILE HOTLINE AT (65) 9663 5159

SEACARE VENTURES ONWARDS

WITH NEW DIRECTORSHIP APPOINTMENTS

Seacare is aspiring to even greater heights and hopes to inject new perspectives and bridge new frontiers with the appointment of three individuals – Mr Peter Boo, Mr Daniel Tan and Mr Abdul Rahim B Mohamed in new directorship roles (effective 15 October 2010).

Samudra gets upclose and personal with the directors in an all-exclusive interview.



Samudra: Tell us about the Seacare companies you represent.

Daniel: I was appointed as a Director for Seacare Foundation Pte Ltd. While Seacare Holdings Private Limited was formed as a wholly-owned subsidiary to provide a convenient umbrella for our commercial activities, Seacare Foundation handles activities which attend more to the obligations of SOS, and to its seafarers than merely to commercial dealings.

Seacare Foundation is Seacare Co-operative Ltd's other commercial arm. It was instituted as a second holding corporation in November 1999. We provide management and marketing services to subsidiaries which fall under the Seacare Foundation umbrella.

Peter: I became Director of Seacare Medical Holdings Pte Ltd (SMH). SMH was incorporated in May 2007. We have two subsidiary companies under SMH: Seacare Maritime Medical Centre Pte Ltd and Seacare Shanghai Investment Services Co. Ltd.

Abdul Rahim: Seacare Enviaronmental Pte Ltd provides cleaning services to food courts, cookhouses, childcare and eldercare centres as well as commercial buildings and campuses. One of its core objectives is to create greater employment opportunities by securing more cleaning contracts. We have been active since April 1995.

AND UPWARDS



Samudra: What roles do you play as directors of your respective companies?

Abdul Rahim: I hope to contribute to the progression and expansion of the company by giving better value to our clients in order to extend current contracts and secure new cleaning contracts. And in doing so, create more employment opportunities. There's much to learn and I'm still in the process of familiarising myself with the finer points of Seacare Environmental Pte Ltd.

Daniel: My role is to ensure that an effective self-regulatory and monitoring mechanism exists and is practiced. But I also hope to add value by contributing good ideas and exchanging views to build a stronger and more vibrant organisation. This will allow us to explore new areas of business and create greater opportunities for all.

Peter: My role as a director would be to look to the health and expansion of SMH and its subsidiaries by surveying how else we may promote Seacare Maritime Medical Centre Pte Ltd's presence in the region as a reputed healthcare provider. In the capacity of Seacare Shanghai Investment Services co. Ltd, through engaging in sound and astute investments, we may indirectly plough back profits to SOS for the welfare of seamen.

"WE WOULD LIKE TO THANK SOS EXECUTIVE ADVISOR, MR LEOW CHING CHUAN, AND THE SENIOR MANAGEMENT OF SEACARE HOLDINGS AND SEACARE FOUNDATION FOR ENTRUSTING US WITH THESE NEW ROLES. WE ARE COMMITTED TO WORKING HARD TO SERVE OUR MEMBERS AND SEAMEN THROUGH THE DELIVERY OF POSITIVE DEALINGS IN OUR RESPECTIVE COMPANIES."

Mr Abdul Rahim B Mohamed





PROACTIVE LEARNING – A LIFELONG PURSUIT



Employability Skills (ES) -
Learning & Personal Development
(Operations) Course

Helping workers to stay relevant and employable in an ever-changing economy, Seacare Manpower Services Pte Ltd collaborated with NTUC Learning Hub to offer a successful run of the Employability Skills (ES) course on Learning and Personal Development (Operations).



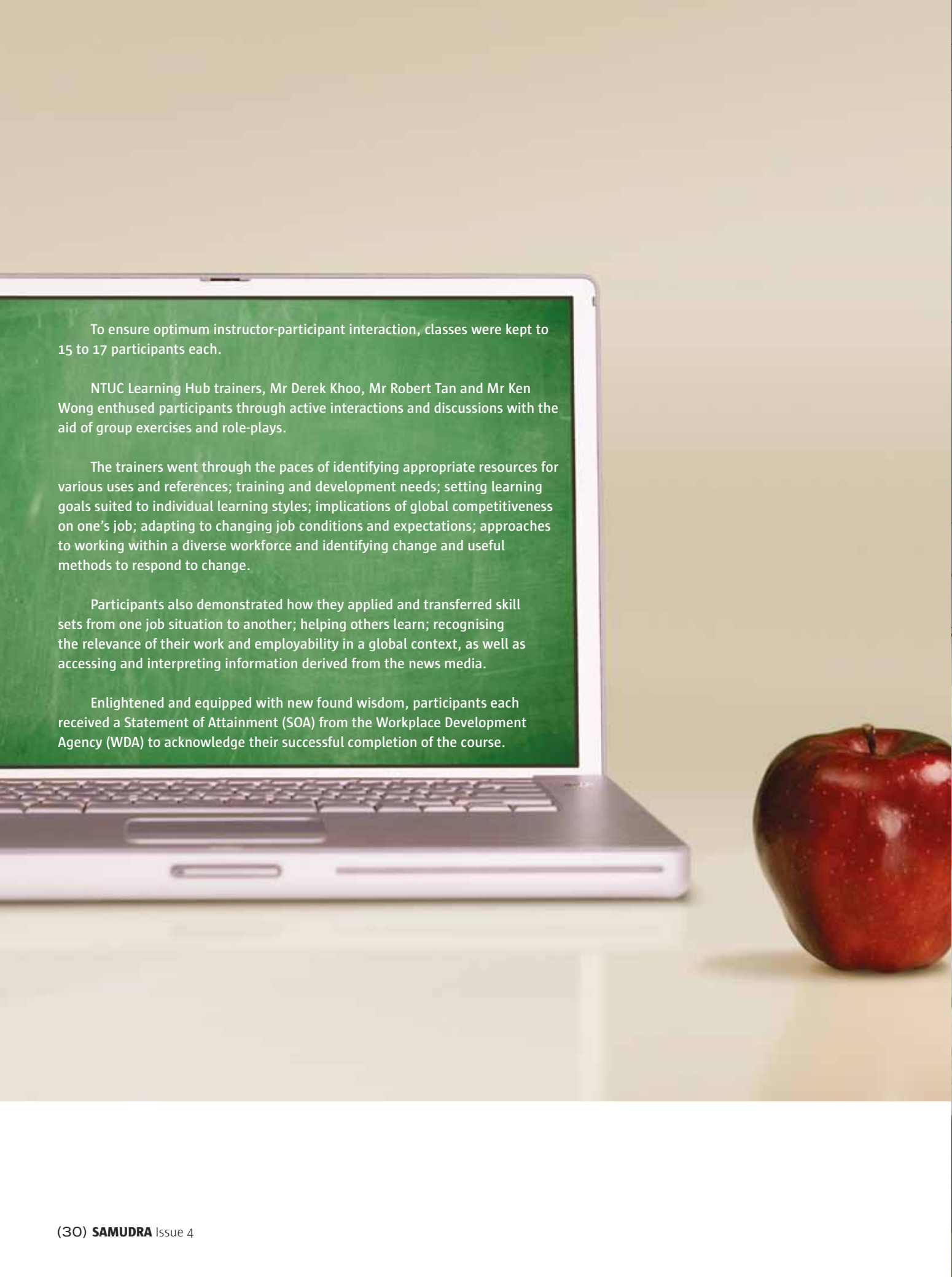


The effort is part of the Singapore Employability Skills Systems (ESS) which prepares people for careers by offering training in essential skills needed at the workplace.

Held over two eight hour sessions on the weekend of 13 and 14 November 2010, the course aimed to empower participants to take personal responsibility for professional growth through lifelong learning opportunities; apply the knowledge and skills they learn to their workplaces; recognise the relevance of one's work and employability in a global context; and adapt to change.

Conducted by NTUC Learning Hub, the course had three classes of 47 participants in total turn up at the Employment & Employability Institute (e2i) on Redhill Road.



A photograph of a silver laptop on a light-colored surface. The laptop screen is open and displays a green background with white text. To the right of the laptop, a single red apple sits on the same surface. The background is a plain, light-colored wall.

To ensure optimum instructor-participant interaction, classes were kept to 15 to 17 participants each.

NTUC Learning Hub trainers, Mr Derek Khoo, Mr Robert Tan and Mr Ken Wong enthused participants through active interactions and discussions with the aid of group exercises and role-plays.

The trainers went through the paces of identifying appropriate resources for various uses and references; training and development needs; setting learning goals suited to individual learning styles; implications of global competitiveness on one's job; adapting to changing job conditions and expectations; approaches to working within a diverse workforce and identifying change and useful methods to respond to change.

Participants also demonstrated how they applied and transferred skill sets from one job situation to another; helping others learn; recognising the relevance of their work and employability in a global context, as well as accessing and interpreting information derived from the news media.

Enlightened and equipped with new found wisdom, participants each received a Statement of Attainment (SOA) from the Workplace Development Agency (WDA) to acknowledge their successful completion of the course.

Join our **fun-filled** interest groups & activities where you can learn a **new skill**, pick up a **new hobby** or **widen** your circle of friends.

Be part of the **U Live** community, specially for NTUC members aged **55 years & above**.

GREEN SWINGERS TEAM



Take to the green and putt a birdie while networking with fellow enthusiasts.

GOURMET CLUB



Enjoy mouth-watering culinary delights, and learn how to prepare them, with our eager 'makan kaki's.

GOLDEN EYE



Capture precious moments while learning photography tips from us.

CRAZY BOOTS



Step into the spotlight as you line dance your way to an energetic and healthy tempo.

JUST TRAVEL



Let the world be your oyster as you travel with us!

GOLDEN BOWL



Blaze the lanes to glory as you strike a bond with our bowlers.

WOODBALL WARRIORS



Play like the Royals do with us in this lawn game.

ECO CLUB



Let your green fingers create magic with our award-winning club.

Call 6582 3605 or email to events@ulive.com.sg for enquiries on activities or interest groups. Call 6213 8008 or email to membership@ntuc.org.sg for enquiries on membership matters.

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Adding quality to customised solutions, Magnum Marine Services Pte Ltd provides the **24-hour land transfer services** you need, anywhere, anytime.

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Our value added services:

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- **Safe, reliable** and **comfortable** ride by our trained and dedicated staff.
- **Personalised, high-quality** and **value-added** services specially tailored to meet all your transportation needs.
- Our teams are **well-versed** with port formalities and application for Embassy visas.

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