

Issue 2
15/16

SAMUDRA

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Majulah Singapura

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MAJULAH SINGAPURA!

2015 marked an important milestone. It is Singapore's Golden Jubilee. The National Day Parade was celebrated on 9 August 2015 at the Padang where the first NDP was held in 1966.

"For everyone who took part at the Padang, at the Floating Platform, around the Bay, watching at home or overseas, that night was something special to remember. It was not just a birthday bash, we were celebrating something far greater," said Prime Minister Lee Hsien Loong at the National Day Rally.

First of all, we celebrated our resolve to defend ourselves and to survive over the last 50 years. Secondly, on National Day, we celebrated how we had turned vulnerability into strength. Thirdly, we celebrated our journey from third world to first as one united people, the Prime Minister highlighted.



What got us to SG50

What an exhilarating journey these 50 years have been. How did we get here? I will put it down to three factors. Firstly, we determined to be a multi-racial society. Secondly, we created a culture – a culture of self-reliance, and also mutual support. And thirdly, we kept faith between the Government and the people.

Challenges facing us at SG50

These principles have made us special. They are not so easy to do. Easy to say, not so easy to do. Very few countries have got this right but by and large, we have got it right. And Singapore has to stay special because if we are just a dull little spot on the map, a smudge, we are going to count for nothing. We have to be a shining red dot. If we are soft and flabby, we are going to be eaten up. We have to be rugged and we have to have that steel in us. If we are divided, whether along racial lines or class lines, we cannot survive. We have to stand as one united people, we have to progress together.

In his speech, PM Lee shared that in Mr Lee Kuan Yew's old age, a group of friends would regularly take him out for meals. The last time they had dinner together was in January this year, shortly before he was taken to hospital. After Mr Lee died, one of the friends wrote to PM Lee, describing what happened. The letter read:

As it was the start of 2015, we talked at length about the celebrations for SG50. We took turns to encourage Mr Lee to attend as many SG50 events as possible. Actually, we hoped he would be there for the SG50 National Day Parade. Mr Lee listened to our exhortations, but stopped short of saying yes to our suggestions.

At each of our gatherings, it had become a tradition to ask Mr Lee "Will there be a Singapore many years from now?" Once, Mr Lee said "Maybe". On another, Mr Lee said "Yes, if there is no corruption".

This was classic Mr Lee – ever-believing in Singapore, yet ever-cognisant that there was always work to be done, that we should never take things for granted. Continuing with our tradition and in the spirit of SG50, that evening we asked him "Will there be a Singapore 50 years from now?" Mr Lee's answer took us all by surprise.

That evening, for the first time, Mr Lee said "Of course there will be ... even better!"



SOS members and their families joined over 5,000 unionists, pioneer generation union leaders and tripartite partners at the National Day Observance Ceremony organised by NTUC on 1 August 2015. Held at the Promontory at Marina Bay, the large scale event kick-started a series of celebratory events and activities for everyone. Happy birthday Singapore!



NTUC SECRETARY-GENERAL CHAN CHUN SING'S NATIONAL DAY MESSAGE

As we celebrate Singapore's 50th year of independence, our Labour Movement is proud that Singapore has a robust and capable workforce and enjoys strong tripartism and harmonious industrial relations. Our unemployment rate remains low and our workers continue to see real wage increases.

At a recent International Labour Conference held in Geneva, it was apparent to us that unionists from other countries were worried about many things that we often take for granted – good jobs, sustainable wage growth and harmonious industrial relations. Many could not build up a strong tripartite culture because of the lack of trust and continuity in their Government and its policies. Many of these policies were dictated by short-term political considerations rather than the long-term interests of the workers. In some countries, companies would actively avoid working with unions. Ultimately, it is the workers that suffer, as the economy stagnates and the number of quality, available jobs decline.

In Singapore, we have taken a different approach. The Labour Movement believes that cooperation and not confrontation is more beneficial to our workers. We understand that the best way to take care of our workers' interests is to build and sustain a successful economy with steady creation of good jobs with good pay for our workers. We achieve these through strong tripartism where the Labour Movement works closely with Government and companies to provide a conducive environment to attract quality investments, while ensuring that our workers are fairly rewarded. The improvements in our workers' wages and standard of living over the last 50 years is living testament of tripartism as our winning advantage.

While our tripartism is strong today, we must never take this for granted. It is a relationship that needs to be continually strengthened. We must groom a new generation of tripartite leaders, and extend the national tripartite movement to the

sectoral level so more workers in every sector and level can benefit. While Singapore may face ever tougher competition, tripartism can continue to be a significant advantage for us in charting a winning strategy for the next chapter of the Singapore story.

As our population ages and our workforce shrinks, we cannot compete by lowering our prices or increasing our manpower to expand the economy. Instead, we must compete on the quality of our products and services, our innovation and the trust that people have in our Singapore Brand. In many countries, low-skilled jobs are being replaced by technology and other newly created high-skilled jobs. We must find new ways to improve our workers' capabilities so that they can take on these higher-skilled jobs and continue to enjoy real wage growth.

In order for our workforce to have a brighter future, we must not only be able to take on the better jobs of today. Our workers should continually upgrade themselves so that we can win the better jobs of tomorrow as well. To this end, the Labour Movement will work closely with the Government and businesses to ensure that SkillsFuture becomes a central pillar of our workers' skills and professional upgrading throughout their working life. We will work with our tripartite partners to map out the Skills Ladder for each and every sector and strengthen investment in training, so our workers of today can acquire new skills for the needs of tomorrow.

As we celebrate SG50, let us build on the Singapore Brand of trust and assurance. That when others do business with Singapore, our workers and companies can be trusted to deliver on our promises.

Let us work together for a vibrant economy where our workers have opportunities to progress and enjoy a fair share of the fruits of success. Together, we can build a better life for our workers and their families for the next 50 years.

Happy SG50! Happy National Day!

Photo credit: NTUC This Week

COMRADES, CONGRATS!

OS and Seacare would like to congratulate our fellow unionists and co-operative leader for receiving the National Day Awards.

Public Service Star

Ms Diana Chia Siew Fui

NTUC President and General Secretary of Healthcare Services Employees' Union

Ms Diana Chia has served the Labour Movement for more than 25 years. In 1989, she founded the Health Corporation of Singapore Staff Union (HCSSU) together with other colleagues to serve fellow workers following the restructuring of the public healthcare sector. She was President of HCSSU (1991 to 2004) before becoming General Secretary in 2005. As NTUC President, she is playing a key role in fostering mutual trust and respect between employers and labour unions.



Public Service Star (Bar)

Mr Goh Yeow Tin

Chairman, Seacare Medical Holdings Pte Ltd
Chairman, Seacare Manpower Services Pte Ltd



Mr Goh Yeow Tin is Seacare's Lead Independent Director. Since 2001, he is a Non-Executive Chairman of Seacare Medical Holdings Pte Ltd and WaterTech Pte Ltd. Mr Goh was also a founding member of the Association of Small and Medium Enterprises (ASME) in 1986, and in 1989, Mr Goh founded and served as general manager of International Franchise Pte Ltd, a pioneer in the franchising business in Singapore until 1991. He is also a member of the Singapore Institute of Directors.

The Public Service Medal

Mr Tan Chee Tiong

General Secretary of Chemical Industries Employees' Union (CIEU)

Since 2003, Mr Tan has also served and contributed as a member in various NTUC committees, like NTUC Club's Advisory Committee (Scarlet City), NTUC Employment and Employability Committee, International Relations Committee and Industrial Relations Committee. For developing good labour-management relations between his branch and management, and spending time recruiting and reaching out to union leaders at various work locations in Singapore, Mr Tan was presented the Comrade of Labour Award in May Day 2006.



Ms Sylvia Choo Sor Chew

Singapore Industrial and Services Employees' Union Executive Secretary and Director of NTUC's Women's Development Secretariat (WDS)



Ms Choo started out in the Labour Movement in 2001 as an Industrial Relations Officer, and rose through the ranks to hold various appointments in NTUC. Besides her appointments in SISEU and WDS, she is also the Lead for the NTUC Financial & Business Services Club Director of WDS. Ms Choo is passionate about the cause for enhancing women's employability through training and upskilling programmes, which are anchored by WDS' Back2Work with U (B2W) Programme.

Mr Martin Chan Wing Sing

General Secretary of Air Transport Executive Staff Union (AESU)

Mr Chan's Labour Movement journey began 40 years ago when he actively helped the Aircraft Engineers Branch of the now defunct Singapore Air Transport-Workers Union. He has served the Air Transport Executive Staff Union (AESU) since 1988 in various capacities before becoming General Secretary in 2010. Mr Chan's quantitative skills and intelligent reading of financial statements have helped secure many negotiated settlements with the management, which improved the welfare of members.



Source: NTUC This Week



Receiving a warm Indian traditional reception at NUSI



SOS CELEBRATES WITH NUSI



Addressing NUSI Women's Committee members



Mr David Shoo with Ms Kalpana Desai (left), ITC POC Coordinator, India and Capt N. Hiranandani, President of NUSI (right)



Front row: Mr David Shoo with Mr Rejesh Tripathi, Guest of Honour (far right), Capt N. Hiranandani, President of NUSI (third front right) and Capt B. B. Sinha, Chief Guest & Director, The Shipping Corporation off India Ltd



The National Union of Seafarers of India (NUSI) organised a celebratory dinner in its head office in Mumbai, India for winning the “Best Welfare Organisation of the Year – 2015” awarded by International Maritime Organisation. Instituted by the United Kingdom-based International Seafarers’ Welfare and Assistance Network (ISWAN), the prestigious award recognised NUSI’s excellence in providing welfare services and facilities for the community.

SOS Assistant Secretary and Head of Membership & Welfare Services Division David Shoo attended the function on 20 July 2015 with some 700 NUSI members and representatives from the shipping community in India. On behalf of SOS, he congratulated NUSI and presented a memento to the union, symbolising the strong bilateral relationship between the two unions.

The next day, Mr Shoo was invited to present the NUSI Book, Bags cum Education Grants to the spouses and children of its members from Khar, a fisherman folk area that has a high concentration of seafarers. Around 200 NUSI members who made up part of the NUSI’s Women’s Committee were present to congratulate the recipients.

After the grant presentation, Mr Shoo attended a Cocktail Reception at Trident Nariman Point Hotel organised by NUSI and the Maritime Union of India (MUI). Some 200 guests made up of employers and members of the shipping community in India enjoyed the evening at the top floor of the hotel, overlooking the Mumbai coast line.

Before returning to Singapore, Mr Shoo paid a visit to both the NUSI and MUI head offices where he had a rewarding discussion with leaders from each union.

ITF AP OFFSHORE TASKFORCE FOSTERS CLOSER CO-OPERATION



The International Transport Workers' Federation (ITF) Asia Pacific Offshore Taskforce Group Meeting convened in Batam, Indonesia where delegates from Norway, Australia, Papua New Guinea, Philippines, Timor Leste and representatives from SOS – Executive Secretary Daniel Tan, Industrial Relations (IR) Assistant Manager Maximillian Francis, IR Senior Executive Chen Chuanyi - met and discussed about various regional offshore matters.



At the start of the meeting, delegates were given an introduction and background of the establishment of the Regional Offshore Taskforce group.

With increasing development of Liquefied Natural Gas (LNG) in the Asia Pacific region, the meeting, held on 29 and 30 June 2015, aimed to identify future challenges and establish close cooperation among the unions within the region by leveraging on each union's strengths and resources.

Delegates were active in sharing their views with each other during the discussions. They were also invited to a visit to Batam Safety Training Centre (BSTC), a provider for Survival, Fire, Safety & Skills for Marine, Petrochemical and Oil & Gas industry. They toured of the training facilities and observed a helicopter and fire fighting demonstration put up by the trainers. During the two-day stay, the delegates received warm hospitality from the Indonesia's Seafarers Union, Kesatuan Pelaut Indonesia (KPI).

SPOTLIGHT ON EXPANDING AND DEVELOPING SINGAPORE MARITIME TALENT

The 8th Maritime Manpower Singapore (MMS) 2015 Conference organised by the Singapore Maritime Officers' Union (SMOU) and Wavelink Maritime Institute saw participants from all over the world and SOS representatives coming together to examine and discuss latest maritime trends, insights and analysis surrounding the development of Singapore's maritime talent.

Guest speakers included shipping companies' representatives, senior academics and senior figures from maritime authorities. Mr Chan Chun Sing, NTUC Secretary-General and Minister at Prime Minister's Office



spoke about encouraging the youths to join the maritime industry and implementing measures to help seafarers and port workers develop their skills and retain their jobs. Maritime and Port Authority of Singapore (MPA) Chief Executive Andrew Tan outlined several initiatives in line with the national-level SkillsFuture effort such as cadet allowance reimbursement and Achievement Awards for Singaporean cadets for completing their first professional Certificate of Competency (CoC) certification.



Steering group of the Asia Pacific review meeting held in Singapore on 15 July 2015. They came from countries such as Singapore, Indonesia, Japan, South Korea, India, Philippines and Solomon Islands

STRENGTHENING WORKERS' RIGHTS

The International Transport Workers' Federation (ITF) Asia Pacific review meeting in Singapore on 15 July 2015 presented a set of proposed priority campaigns and several tier two projects in the Asia Pacific region aimed at strengthening workers' labour rights and their positions in trade unions.

The campaigns that were presented to members of the steering group, comprising unionists from transport sectors across Asia, including representatives from SOS, were proposed after a series of assessments on current projects and consultations with key transport sections and departments.

Joining the meeting held at Seacare Maritime Hall, ITF General Secretary Stephen Cotton presented the review's objectives and progress, and underscored the ITF Executive Board's support for the progress of change in the Asia Pacific.

During the discussion, the steering group reviewed their division of responsibilities in the implementation of the proposed campaigns and projects. They also recommended a reduction of work capacity from non-priority functions and the integration of ongoing initiatives such as gender work and education to yield higher potential.

The steering group will reconvene in Chennai in October 2015 to discuss matters of equal significance such as the structural changes in Asia Pacific - with which they seek to address the governance of the region, the ownership of priorities, and the driving force behind ITF affiliates in Asia Pacific.





FUTURE READY LEADERSHIP

In the face of rapid changes, what traditional traits of leadership will still hold true, and how are leaders today preparing for the future changes in their industry? How are leaders evolving the concept of leadership to stay relevant with an accelerated pace of change?

These questions and more were addressed at the Future Leaders Summit on 24 July 2015 at NTUC Centre where leaders from diverse industries gathered to discuss their concept of leadership in the new age. The lineup of speakers included Managing Director of Emerging Markets and Joint Ventures South East Asia at Diageo Apurvi Sheth, Group Chief Financial Officer of CapitaLand Limited Arthur Lang and Managing Director of Adobe Southeast Asia. It was a rewarding time for SOS officers Kam Soon Huat, Shena Foo, Sia Ai Ngoh, Jacquelyn Lam, Koh Soo Lee, Loh Suan Hin, Lim Thizi Chee, Ho Yew Chun, Chung Keng Meng and Kamis Hussain as they all learnt more about best practice business strategies and trends.

Photo credit: NTUC Membership Facebook



OTCI _ Servant Leadership Conference _ 23 Jul 2015 (287)



OTCI _ Servant Leadership Workshop _ 24 July 2015 (104)



OTCI _ Servant Leadership Workshop _ 24 July 2015 (47)

U MAKE A DIFFERENCE

Everything that you do, big or small, makes a difference in the lives of workers and union members. Almost 400 union leaders attended the LM Servant Leadership Conference at NTUC Centre Auditorium on 23 July 2015, organised by Ong Teng Cheong Labour Leadership Institute.

With the theme “U Make a Difference”, speakers across different industries and backgrounds were invited to share their personal journey in breaking challenging norms and finding ways to make the world a better place. Setting the stage for the conference, NTUC Secretary-General Chan Chun Sing recounted his days as a commanding officer in the Singapore Armed Forces and stressed that the greatest achievement of a servant leader is leaving a legacy that progresses and develops even after the leader’s departure, not just the immediate successes.

Participants from SOS – Alison Ang, Tan Siew Hui, Sharon Li and David Shoo listened and learnt from the experience of various speakers such as:

- Chua Yen Ching, Pioneer Principal of Northlight School
- Jason Wong, man behind the Yellow Ribbon Project and Dads For Life Movement
- Matt Tenney, ex-convict turned current social entrepreneur.

LEARNING TRIP TO HONG KONG FOR NTUC WSH UNIONISTS

SOS Vice President Bon Sheun Ping and 57 other unionists went on a four-day learning trip to Hong Kong from 22 to 25 July 2015. Organised by NTUC Workplace Safety and Health (WSH) Committee, the learning journey provided a holistic view of WSH Standards at the Organisations of Hong Kong. Participants were split into focus groups to visit Hong Kong Occupational Safety & Health (OSH) Council Academy, Hong Kong Federation Trade Union (HKFTU) and OSH Department of Hong Kong Disneyland.



At the end of the visits, the unionists gathered to share their learning observations and opinion with each other. Mr Bon presented on the best practices from HKFTU, the largest labour organisation in Hong Kong with membership of over 390,000, and highlighted the contrast between the working hours of construction workers in Hong Kong and Singapore. He felt that safety awareness education for children is a meaningful initiative that will raise their awareness of safe work practices even before joining the workforce in the future. Mr Bon added that children should also learn about workplace risks, hazards and preventive methods. It was an informative and fruitful learning trip for everyone.



REFINING CARING AND SHARING

Some 60 leaders from 38 unions, representatives from NTUC Membership Department and staff from the Care & Share Secretariat spent four days in Bangkok, Thailand for the annual NTUC Care & Share Committee Workplan Seminar.

Alternate Member of NTUC Care & Share Committee 2011-2015 Halimahtul Saa'diah Mohamed Sadon represented SOS at the seminar that saw participants analysing and evaluating NTUC U Care programmes in a form of a debate. They were divided into two teams – For and Against to debate on the motion: The House believes that U Care Programmes such as Family Recreation & Fun Carnival (FRF), U Stretch and



Back To School Vouchers and Education Co-Funding Scheme should be continued.

A review of other U Care events such as the Back To School Fair, U Care Charity Dinner, engagement activities for beneficiaries and Fundraising for 2016 was also carried out to refine and improve the committee's activities.



Special Guest Heng Chee How distributing green packets to invited guests from the welfare homes



Special Guest Heng Chee How receiving an Arabic inscription of his name, as a token of appreciation, from SOS GS Kam Soon Huat (left) and Vice President Mohamad Abu Bakar



A TIME OF TOGETHERNESS

SOS HARI RAYA CELEBRATION 2015

The SOS Hari Raya Celebration 2015 combined all the elements of SG50 togetherness into a wonderful dinner. Held on the 24 July 2015 at the Stamford Ballroom, Raffles City Convention Centre, guests included Special Guest Mr Heng Chee How, Senior Minister of State, Prime Minister's Office and MP for Whampoa SMC; and Zulkifli Mohammed, Advisor for SOS. Together with SOS members and their families, SOS and Seacare staff, Seacare Directors and SOS Executive Committee members, they all gathered for this grand occasion.

In celebration of Singapore's golden jubilee, each of the 300 participants was presented a commemorative SG50 silver-plated medallion. SOS Vice President Mohamad Abu Bakar took the opportunity to wish all Singaporeans a Happy Golden Jubilee year.



Just like Singapore, SOS has come a long way since the Union was founded 44 years ago - from a one-room office in Shenton Way, to a nine-storey building together with Seacare Co-operative and from a membership base of 500 to 25,882 members as of 31 May 2015. The growth and achievements of the Union and its Co-operative were credited to its members.

In the true spirit of giving, SOS invited 50 guests from three welfare homes, namely the Darul Ihsan Orphanage, Ramakrishna Mission Boys' Home and AWWA



Community Home for Senior Citizens to share in the celebration, and presented them with green packets. Their presence was part of an ongoing community outreach initiative.

Top notch entertainment was provided by popular local and foreign artistes. Food was a delicious spread of all-time favourites. There was so much going on throughout the night, while food was served and the spirit of togetherness was an all time high.

SEAFARERS' PROVIDENT FUND

REMINDER

TO: ALL SOS SEAFARERS' PROVIDENT FUND (SPF) MEMBERS

With the termination of SPF Scheme, all SOS SPF members can come forward to apply for withdrawal from their SPF account.

Documents to be submitted for SPF withdrawal

Please note that:

a) The following are the documents required for withdrawal applications:

i) ALL CASES - Mandatory documents as follows:

- Completed original withdrawal form with signatures of claimant and witness.
- Passport - Current and previous copies showing bio-data and signature pages (if available).
- Seamen book - Current and previous copies showing bio-data & sailing period
- Birth certificate copy or equivalent
- Any form of photo ID copy (e.g.: driving licence, library card, Identification card, residential card)

Secondary documents (if members cannot provide all the mandatory supporting documents due to loss of documents):

- SOS Membership Card
- Seamen card

ii) DECEASED CASES - Additional mandatory supporting documents as follows:

- Death certificate copy
- Lawyer letter to prove claimant as the duly authorised nominee of the Participant, his assign or success or in title or such legal representative duly recognised in law applicable to the Participant;
- Married certificate copy (if claimant is the spouse of deceased)
- Birth certificate copy (if claimant is the parent/ child /sibling of deceased)
- Claimant passport copy

b) All documents except withdrawal form must be certified true copies and signature of claimant in withdrawal form is to be witnessed by either one of the following groups of people:

- Justice of Peace
- Public Notary
- Lawyer
- Document Issuing Authorities
- SOS / Seacare Regional Offices (if applicable)

c) All forms and supporting documents must be submitted by post or in person.

Withdrawal Forms can be obtained from our SOS Website : www.osea.org.sg/p-forms.html

For enquiries, please contact us at:

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Members eager to outdo one another during stage games

SOS FAMILY GOES BACK TO NATURE

When it comes to relaxing and enjoying family time, there is no other better place than to go back to nature, away from the hustle and bustle of city life. Over 100 SOS members and their families headed to Gardenasia, located at the heart of Kranji Countryside for a day of bonding and fun on 14 June 2015. Each participant was given a Family Day package filled with a bottle of water, activity coupons and a lucky draw coupon.



SOS Vice President Mohamad Abu Bakar officiating the Family Day celebration at Gardenasia



SOS Vice President Mohamad Abu Bakar delivered a welcome note before the activities began. The Family Fishing Challenge tested the participants' skill and luck while others demonstrated their creativity in making a DIY mini egg terrarium which they could take home. They had a delicious lunch and a sumptuous durian feast along with other fruits like mangosteens and lychees. A birthday celebration was also prepared for June babies after participants played several games on stage with the emcee. Before the end of the SOS Family Day & Durian Feast event ended, top 20 Grand Lucky Draw winners were selected and prizes were presented to 'Family Fishing Challenge' winners.



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KARAOKE FUN WITH AWWA RESIDENTS

SOS staff and Voluntary Service committee members welcomed 55 residents from AWWA for an afternoon of fun and karaoke at Club@52 on 25 June 2015.

Organised by SOS and co-funded by the NTUC U Care CSR Co-Funding Scheme, the collaboration aimed to strengthen

community engagement in the Union and encourage social activism and care for the community.

SOS staff mingled with the elderly over food, drinks and rounds of karaoke sessions. They also played memory stimulating games, such as 'Don't Forget The Lyrics' and 'Guess The Song', where vouchers were given to participants with the right answers.

During the get-together, one of the committee members spontaneously led the residents on stage, where they sang merrily and danced in the midst of applause and laughter. Despite their age, the senior citizens are retaining a youthful outlook on life and a sparkling vibe in their personalities.

A coin set was given to each of the residents to thank them for their participation. The quality time spent with the elders made the event especially memorable and heartwarming for the staff and Voluntary Service committee members.





Raja (far right) with his seafarer friends in front of TS Singapore, a former training vessel anchored near Sembawang.

Young Raja (left) touching a strikingly beautiful sailfish he and his crew mates caught during their sea voyage in East Africa

HAVING PASSION AND COURAGE TO SERVE OTHERS



Passion, courage and communication are key to excellent leadership, says ExCo member and former Bosun, Raja Mohamad Said Raja Mohamad Shafik

SOS ExCo Member, Raja Mohamad Said Raja Mohamad Shafik shares his take on good seamanship and leadership qualities for aspiring unionists.

“In my time, to be a respectable seaman, you need only experience and technical know-how, and you would be well-fed. But today, things have changed. As the maritime industry constantly evolves, the requisites for good seamanship are also changing,” said Raja who is a former Bosun.

Hard skills alone will not guarantee job security and seafarers have to upgrade themselves continually to keep up with the times and to stay employable.

“Soft skills, such as good communication skills, good relations with colleagues and the willingness to learn and go the extra mile are equally important in this day. Of course, to stay competent, you have to keep learning, keep improving your existing skills and knowledge.”

On Performing Well as A Bosun

“A Bosun onboard is like a supervisor onshore. We shoulder the responsibilities assigned by the Chief Officer. As a Bosun, I applied both firmness and flexibility at work. I don’t mean you should appear very strict, but that you should voice out, for the benefit of the crew, whenever necessary.



“I once approached a young Chief Officer, who had deployed my men without my knowledge. We had an urgent task to complete that day and were short-handed. Although I was unhappy, I respectfully explained my priorities and my role as a Bosun to him. He understood at once and apologised for his action. Skilful communication is important if you want to be an effective Bosun because it’s a position between the Chief Officer and the men.”

On His Leadership Style

The duration of each voyage usually lasts for a long period of time, so seamen have to work together and maintain amicable relationships. As a Bosun, Raja has to lead and take care of his men.

“I reward my men with good welfare. Sometimes, I will ‘give and take’ and not be overly-calculative at work. When you are responsible to others, you must do your best for them. You have to understand that when your crew need something, you will be the first person whom they approach. There were cases of last minute requests to buy items onshore and I have heard about cases of crew slipping out to buy items without permission. As a Bosun, I would never let that happen, I will explain to them that such action will delay the ship’s departure.

“A lot boils down to sincere communication and the constant cultivation of trust and mutual respect. You must first have some self-respect. I will never do favours for anybody. I don’t give my friends any privilege just because we drink together onshore. Work is work. In that case, people will respect you.”

Leading By Example

To be a good leader, Raja believes that one has to sacrifice more, lead others by example and show them the right way to do things. It is the responsibility of a Bosun.

“I made sure things are done ahead of time, even before the inspection, be it the opening of the hatches, or moving of the cargo, or extending the port side ladder. That is my job. As a result, when I go on board, many other seamen will also ask the agent if there are openings on that same vessel. They want to follow me.

“If you develop a good reputation, it will follow you, because everyone knows everyone. So if you’re good, your agent will also know, because everyone will want to be on the ship you’re on.”

Fighting for Your Workers

A good leader not only leads others, but also takes good care of their welfare and health. This will build trust and rapport among the crew.

“You have to be fair and exercise discretion. If this group of seamen has had a heavy job on this day, I make sure they get a lighter job the following day. I fight for our men; I might ask my Chief Officer to give them more welfare because they had a tiring day. In this case, the chief officer is also pleased because I am accountable to him.”

Go Beyond Seafaring

Raja who has been with SOS since 1994, said he finds great satisfaction in helping fellow seafarers who face challenges at work.

“If you have the wish to contribute your time and energy to a seafarer union, then your knowledge must expand beyond the confines of seafaring. You should learn and understand areas like tripartism, labour movement and shipping and possess vast knowledge of the maritime industry.”

“In the first place, you must have the passion and courage to help fellow seamen. This is most crucial and in my opinion, qualities to look for in unionists.”

SEACAREFOCUS

SEACAREFOCUS

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SEACARE HOSPITALITY JOINTLY ACQUIRES THE BIG SLEEP HOTELS IN UK

Seacare Hospitality Pte Ltd in collaboration with Compass Hospitality Group, have successfully completed the acquisition of The Big Sleep Hotels' portfolio comprising three hotels in Cardiff, Cheltenham and Eastbourne, and The Victoria Hotel situated in Manchester, United Kingdom.

Once described by Travel Trade Gazette as "UK's first design hotel for budget travellers, but with more sex appeal", The Big Sleep hotels have since undergone refurbishment and caters to business and leisure travelers with a keen eye on good hotel designs and affordability. The Big Sleep hotels are ideally located for business, leisure and pleasure. Both Cardiff and Cheltenham occupy city centre locations, while the hotel in Eastbourne has a lovely sea view of the English Channel. The Victoria Hotel in Chadderton, Manchester, has the charm of the Yorkshire countryside, away from Manchester City Centre, yet highly accessible.

Across the group, all the hotels have a restaurant and bar as well as meeting rooms. It has everyone's accommodation and leisure needs in mind. Aimed at those who don't want to spend a fortune but do need a place to stay and great value at affordable prices, The Big Sleep hotels and Victoria Hotel is the thinking man's choice.

The hotels will be managed by Compass Hospitality which is already managing The Lion Hotel Shrewsbury and The White Swan Halifax in the UK as part of a portfolio comprising 49 properties located in Thailand, Malaysia and the UK.

Seacare Hospitality already has in its portfolio of acquisition, Citin Seacare Pudu, which was officially opened on 29 March 2014, and has been managing The Seacare Hotel since 2012. Through Seacare Hospitality, SOS has been able to offer gift certificates to shipping companies covered by SOS CBAs with Seacare Sailors' Home Scheme participation, and discount rates for members at the Seacare Hotel in Singapore and Citin Seacare Pudu Hotel in Kuala Lumpur.

Seacare Hospitality CEO Lim Chye Teen said, "We are excited about the joint acquisition of these hotels in UK. We are confident that the hotels will continue to attract a niche clientele of business and leisure travellers."



For more information on these hotels, go to

www.thebigsleephotel.com

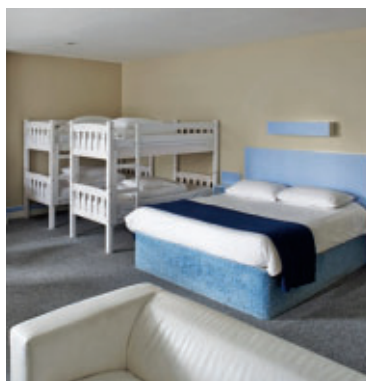


THE BIG SLEEP CARDIFF, UK

The Big Sleep Cardiff is located right in the heart of Cardiff City Centre, a port city on the south coast of Wales, and the capital of Wales. Local tourist attractions such as the new St David's shopping arcade and Café Quarter's al fresco dining street, Cardiff Central railway station and Millennium Stadium, are a mere walking distance from the hotel.

The Big Sleep Cardiff offers

- 81 bedrooms featuring standard, triple, family and penthouse suites;
- 24 hour reception and a lobby bar to refresh yourself with light snacks and refreshments anytime;
- State-of-the-art meeting rooms with conference facilities including food and beverage, to meet all your needs;
- a breakfast room to start the day with a hearty meal;
- disabled access, child and family-friendly designs, and even dogs are welcome.



THE BIG SLEEP EASTBOURNE, UK

The Big Sleep Eastbourne can be found at the Eastbourne Seafront, East Sussex County, strategically positioned at the seaside resort with a fantastic sea view of the English Channel across the Western Lawns, near to Eastbourne Town Centre, Eastbourne Pier and Beachy Head's white cliffs, and 19 miles from Brighton.

The Big Sleep Eastbourne offers

- 50 rooms featuring standard single, twin, double, triple, family studios and suites, with unbeatable seafront views;

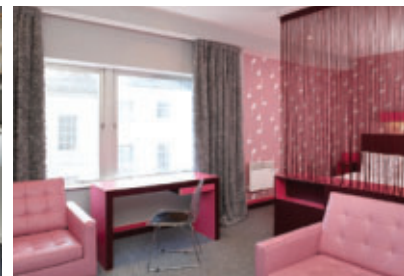
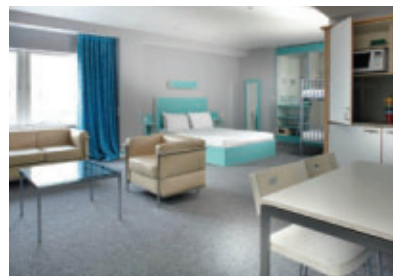


THE BIG SLEEP CHELTENHAM, UK

The Big Sleep Cheltenham is located in the affluent Spa town of Gloucestershire, England, a stone's throw from the City Centre, right at the heart of the shopping hub along Bath Road and a short distance to Cheltenham Town Hall and Cheltenham Art Gallery & Museum.

The Big Sleep Cheltenham offers

- 59 rooms featuring standard, triple, family, group, suites and executive suites;
- 24 hour reception and a lobby bar to refresh yourself with light snacks and refreshments;
- State-of-the-art meeting rooms with conference facilities including food and beverage, to meet all your needs;
- a breakfast room to start the day with a hearty meal;
- disabled access, child and family-friendly designs, and even dogs are welcome.



- 24 hour reception and a lobby bar to refresh yourself with light snacks and refreshments;
- state-of-the-art meeting rooms with conference facilities including food and beverage, to meet all your needs;
- a breakfast room to start the day with a hearty meal;
- disabled access, child and family-friendly designs, and even dogs are welcome;
- games room featuring favourite English games like billiards and darts.





THE VICTORIA HOTEL, MANCHESTER



The Victoria Hotel in Chadderton is located away from the congestion of Manchester city centre yet highly accessible via the Metro and driving with easy access from the M60 motorway to many Manchester attractions such as, The Trafford Centre, Media City, Old Trafford Football Ground and many more.

The Victoria offers

- 67 bedrooms featuring standard, executive, family and club rooms;
- exquisite function room where Victorian meets Modern and is enhanced by stunning chandeliers for special occasions catering up to 100 people;
- beautiful Victorian restaurant and lounge bar where you can relax and dine;
- huge front porch with ample space for parking;
- beautiful and well kept terraced area plus landscaped garden which makes a perfect backdrop for you to sit back, relax and unwind from your day.



Front row from left: Mr Ong Zhiwei, Mr David Sim and Mr Lim Chye Teen. Back row from left: Mr David Lim, Ms Priscilla Han, Ms Halimahtul, Mr Abdul Rahim Mohamed, Ms Mariana Amad, Ms Yvonne Teo and Mr George Foo



SEACARE SEAFARERS' CLUB GROWING STRONG

At the recent Seacare Seafarers' Club (SSC) 5th Annual General Meeting on 16 June 2015, held at the Maritime Hall, Seacare Building, two highlights stood out at the meeting – membership and new appointments of SSC management committee.

It was reported that membership strength for SSC, as at 26 May 2015, had crossed over the 25,000 mark, since last year. This would mean an addition of 1,102 members to the fold, or about a 4 per cent increase in membership.

Among other matters reported pertained to SSC main facilities, Club@52 and the Jackpot Room. SSC continues to appoint Seacare i-Connec Pte Ltd as the Managing Agent to run the operation of Club@52 and Marketing Agent to promote the SSC membership recruitment.

During the financial year reported, SSC underwent several other changes. The Jackpot Room was renamed Club 777 and its license for the Fruit Machines was also successfully renewed. A direct access to Club777 from The Seacare Hotel and Club@52 was created to further boost traffic and convenience to all three locations.

At the SSC AGM, the appointment of eight management committee members including chairman was also announced to its members. They are:

Chairman

Mr David Sim Hor Pheng
Treasurer, SOS and Seacare Co-operative Ltd

Deputy Chairman

Mr Lim Chye Teen
CEO, Seacare Properties Pte Ltd

Secretary

Mr Ong Zhiwei
Marketing Manager, Seacare Co-operative Ltd

Assistant Secretary

Mr George Foo Shiwen
Manager, Corporate Communications, SOS

Treasurer

Ms Evelyn Siow Chin Chin
Senior Manager, Seacare Manpower Services Pte Ltd

Assistant Treasurer

Ms Halimahtul Sa'adiah Mohamed Sadon
Assistant Manager, Welfare & Membership Services, SOS

Members

Ms Mariana Amad
Manager, Welfare & Membership Services, SOS

Ms Priscilla Han Weiping
Manager, Welfare & Membership Services, SOS

Ms Yvonne Teo Wen Ling
Assistant Director of Sales, The Seacare Hotel, Seacare Hospitality Pte Ltd

Mr Abdul Rahim Mohamed
Standing Committee Member, SOS

David Lim Eng Seng
Alternate Executive Committee Member, SOS

TAPPING THE MARKETS IN SOUTHERN CHINA

The Singapore (Nantong) International Maritime Institute (SNIMI) is stepping up its plans to cement its strategic position as a regional training partner in Southern China, with the recent launch of its Singhai Shenzhen office and its simulator facilities in Ming Hua Training Centre.

Having passed a recent audit conducted by the China Maritime Safety Administration (MSA) as a recognised training



SNIMI Shareholders and training partners at 1st Board Meeting in Shenzhen, China



centre, it plans to enlarge its existing scope of maritime courses by rolling out Cruise staff training, Oil Majors related training and short academic courses to meet the current market demands and tap the lucrative markets of Shenzhen and Hong Kong.

The plans, announced this year at the 1st Board Meeting in Shenzhen were welcomed by SNIMI Director and SOS General Secretary Kam Soon Huat, fellow shareholders and training partners, which collaborate to run these training initiatives.

Mr Kam attributed SNIMI's meteoric development and growth to excellent corporate cultures and staff professionalism – which had earlier driven its achievement as the first institution in China to obtain MSA's course recognition for ECDIS and BRM simulator training systems.

SNIMI, which aims to combine the best practices and culture of the East and the West, is currently awaiting its official status from the MSA as a recognised training centre.



HEALTHY SHIP = HEALTHY SEAFARERS

Seacare Medical Holdings Pte Ltd Chief Executive Officer Dr Chia Yih Woei emphasised that the health of seafarers is closely linked to the health of the ship on which they are working on. His belief, based on his research and medical records of the seafarers, was further strengthened during his visit to Bergen, Norway at the 13th International Symposium on Maritime Health (ISMH) Bergen from 23 to 26 June 2015. Dr Chia was glad that the ISMH focused on the relationships between healthy seafarers and healthy shipping and justified how each can be improved for the benefit of the other.

Some of the major topics at the symposium, which aimed to define the priorities for the future of maritime health included: *Medical emergencies at sea and integrated approaches to their management; Human factors and maritime accidents; Fitness, fatigue and function; Stress, mental health, psychosocial factors and health: the individual and their environment.* According to Dr Chia, seafarers are exposed to a high diversity of occupational health hazards onboard ships, which may cause serious short term and long-term damage to their health. He stressed the need for employers to conform to safety and health practices and outline for the protection of workers.



CHIT JEAN AWARDED FDAWU/NTUC/SHA EMPLOYEE OF THE YEAR



An elderly lady and her daughter from Indonesia once booked The Seacare Hotel's shuttle service to Outram Park. Driver cum Concierge Chua Chit Jean assisted the elderly lady up to the shuttle van when he saw that she had difficulty boarding. Mr Chua then found out that the elderly lady was going to seek eye treatment at Singapore General Hospital, but were unsure of the way there.

He drove straight to the Singapore National Eye Centre (SNEC) out of his own initiative and ensured that they were both in good hands of the SNEC staff before leaving. Being a caregiver to his elderly mother who has eye problems, Mr Chua empathised with the Indonesia guests and went out of his way to help them.

"When you have the opportunity to take care of the elderly, you will understand their feelings and their needs," Mr Chua said.

On another occasion, Mr Chua helped a Filipino guest to hand over her parcels to a courier when she had to rush to the airport for her flight to Hong Kong. After recording her contact details, he got a taxi for her and informed the taxi driver that she was in a hurry to catch a plane. After handing the parcels to the courier, Mr Chua took a photograph of the delivery order and emailed it to the guest to assure her that the parcels had been sent.

CONGRATULATIONS MR CHUA!



This afternoon, we recognize the efforts of hotels and individuals who have taken those steps and made exemplary progress in their respective capacities. I hope that others will be inspired by your fine examples and be committed to the same spirit in striving for service excellence, lifelong learning and raising productivity.

– Guest-Of-Honour Minister for Trade and Industry Lim Hng Kiang

A former engineer and IT professional, Mr Chua, 55, joined The Seacare Hotel last year and has been giving his all to provide excellent service to his guests. Not only does he perform his tasks with full responsibility, he is very observant and always ready to go the extra mile for both the hotels guests and his colleagues whenever they are in need. His humility and dedication also enable him to get along well with his peers. Mr Chua was received his award at the 33rd FAWU/NTUC/SHA Productivity Seminar and "Employee of the Year" Awards Ceremony on 21 July 2015 at Concorde Hotel Singapore.

ENHANCING SERVICE INTERACTIONS USING EQ



Have you ever encountered an emotional outburst in a service environment? How do you deal with emotional challenges at work? Do you understand emotional meanings in service communication?

More than 25 trainees from several primary and secondary schools were all geared up to learn in the two-day Apply Emotional Intelligence in Service Interactions workshop organised by Seacare Manpower Services Pte Ltd. One group attended the session from 5 and 6



FEEDBACK FROM THE WORKSHOPS' PARTICIPANTS

I enjoyed this fantastic class with warm friends and trainer. No doubt a short period of two days it seems to me that you all are my old friends. Thanks Nancy for brightening up the class.

– **Luna Quek Chat Huang**

Nancy, you are a nice trainer. Great to meet you and all the classmates.

– **Teresa Quah Koh Kheng**

Nice learning journey for us in the last two days Nancy. We learnt a lot of soft skills and the shared real examples you shared were very useful. Thank you so much Nancy. Well done.

– **Kaliyamurthy Ambika**

Hi Nancy, it's good to be in your class. I enjoyed it so much. I have never felt this way in other classes I had attended. Even though it was already 4pm, I was still awake.

– **Jamila Saim**

Hi Nancy, just dropping a note to say it had been a pleasure to have you as our trainer the past two days. I have fun while gaining useful knowledge at the same time. Thank you!

– **Amy Ho Ai Ling**

June while the other had theirs on 12 and 13 June 2015. Both sessions were held at Orchard Plaza.

Through role play and engaging discussions, trainees learned about the importance of inclusiveness in a diverse service environment and various techniques in applying EQ from Ms Nancy Yoong, a trainer from Impact Management Seminars Pte Ltd. They also picked up several practical skills in managing disruptive impulses and emotions that usually occur under stressful situation.



Feedback from the participants was more than favourable. They felt that the workshop is useful in their area of work and found the role play activity interesting and effective in helping them understand concepts better. Many trainees also look forward to attending other courses to boost their professional development.



Workshop Title: **Applying Emotional Intelligence**

Date: **5 - 6 June 2015**

Date: **12 - 13 June 2015**

Participants who have completed the workshop:

Blangah Rise Pri Sch	Lissy Kozhikottu
Fuchun Primary Sch	Alemalay D/O Vellasamy
	Quek Chay Huang
Guangyang Sec Sch	Foong Sui Kum
Kong Hwa Sch	Neo Yam Hoon
Marymount Convent Sch	Chow Mei Yeng
Methodist Girls' Sch (Pri)	Kaliyamurthy Ambika
	Subaidah Bte Motea
Sengkang Pri School	Tan Pheok Tiang
Teck Ghee Pri Sch	Koh Lay Choo
	Sim Bee Huat
Yusof Ishak Sec Sch	Lim Sieow Leng

Beatty Sec Sch	Rohayah Bte Mohamed
Bukit Panjang Pri Sch	Quah Koh Kheng
Commonwealth Sec Sch	Jannata Bee Binte Abdul Wahab
	Laila Beevi Bte Mohamed Hussain
	Nur Aisyah Binte Shukor
Compassvale Pri Sch	Kwek Quat Heong
Corporation Pri Sch	Janathul Firthous
Dunearn Sec Sch	Asliyah Binte Jumadi
Marymount Convent Sch	Lim Siok Eng
Swiss Cottage Sec Sch	Jamila Binte Saim
Tampines Sec Sch	Mohamad Bin Syed Ali
	Sum Kwai Ling
Yusof Ishak Sec Sch	Lum Chui Yoke
Sengkang Pri Sch	Sam Kwai Kheng



BIG The Big Sleep Hotel in Comfort and Convenience

Savvy and chic Singaporean travelers visiting the United Kingdom will love The Big Sleep Hotel's location, affordability and concept-driven décor.

The Big Sleep Hotel chain, partially owned by Seacare Hospitality Pte Ltd, is strategically located for business, leisure and pleasure. Both Cardiff and Cheltenham occupy city centre locations while Eastbourne overlooks the English Channel and Western lawns. The Big Sleep Hotel offers a classical Scandinavian minimalist theme with retro-stylish fittings, eye-catching splashes of colour, and chic treatments with light wood-toned furniture. For consummate travellers, the marriage of such simplicity and functionality provides a great breadth of character and maximum comfort.

Priced competitively to stand out from the crowd, all three hotels provide complimentary high speed broadband, Wi-Fi, wide-screen TV, complimentary tea and coffee making facilities and include Continental Breakfast. To put icing on the cake, its customer-oriented service ethos is as friendly as its price point.

Planning to maximise your business trip? Visit the nearby Eastbourne's Winter Gardens or Congress Theatre. Explore the Cotswolds in Cheltenham or buy a ticket to a rugby game at Cardiff City Stadium. The Big Sleep Hotel promises both accessibility and comfort without the additional costly luxuries.

For booking, visit:

<http://www.thebigsleephotel.com>

