

Issue 3  
15/16

# SAMUDRA

A bi-monthly Publication of the Singapore Organisation of Seamen and Seacare Co-operative Limited

MCI (P) 162/08/2015



*EDUCATION  
& TRAINING*

Issue 3  
15/16



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# NEWLY-ELECTED NTUC CC UNVEILS LM2019 PLANS



A 21-member NTUC Central Committee for the four-year term from 2015 to 2019 was elected at the National Delegates Conference (NDC) on 29 October 2015. Held at Downtown East, SOS leaders and over 400 delegates from 60 affiliated unions reviewed the work of the Labour Movement (LM) over the past years. Together, they charted a new direction that will improve the lives of workers and bring the LM forward in the next four years.

Four members of the Central Committee stepped down to make way for the younger generation of leaders. SMOU General Secretary and former Nominated Member of Parliament Mary Liew replaced Ms Diana Chia as the new NTUC President while Mr Chan Chun Sing remained Secretary-General (SG).

Director General of International Labour Organization (ILO) Guy Ryder, representatives from Singapore National Employers Federation (SNEF) as well as delegates from ITUC-Asia Pacific and the ATUC-ASEAN Trade Union Council also attended the conference.

Now, Singapore is 50 years old and we are going into the next phase. The question is, what do we do? I say, we keep the tripartism formula, but the tripartite partners have to upgrade themselves, have to raise their game. You have to strengthen and maintain the trust that we have built into the next generation. And each of the partners must do its own upgrading – the Government to develop new economic policies, employers making sure their companies stay viable, finding new business opportunities, unions staying relevant to new union members, in a new economy.

**– Prime Minister Lee Hsien Loong at the Opening Dinner of the NTUC NDC 2015**

Together, my union leaders and I are determined to do our utmost. Whilst we may not have a perfect tomorrow, we can always make tomorrow less imperfect than today. With this mindset, I am confident that we can continue to defy the odds by continuing to grow alongside Singapore for the next 50 years and more.

**– NTUC SG Chan Chun Sing**





## Labour Movement 2019 – Care, Fair, Grow

At the conference, NTUC SG Chan Chun Sing presented a report on the LM's key achievements, citing the increase in workers' real wage and successful lobbying of legislative changes to benefit more Professionals, Managers and Executives (PMEs). Going forward, LM2019 will focus on three fundamental areas: Care, Fair and Grow. He explained:

**"We want to Care for our working people by helping to lessen the burden on their living needs, and so that they can look forward to having good jobs in a good working environment.**

**We want to be Fair to our working people by protecting their interests and taking care of their welfare at the workplace.**

**We also want to Grow with our working people. We want to help them grow in their careers for a better future for their families, and for them to Grow together with us as one Labour Movement."**

Extra efforts will be placed on the following three areas:

- strengthening tripartism
- growing and strengthening union leadership and
- preparing working people to take on tomorrow's jobs through SkillsFuture.

"These are not easy tasks for the Labour Movement, but with the dedication and commitment of our unions and partners, we can achieve all these and more," SG Chan said.

## NTUC Central Committee 2015-2019

### President

Mary Liew

### Secretary-General

Chan Chun Sing

### Secretary for Financial Affairs

Toh Hock Poh

### Vice Presidents

K Karthikeyan  
Edwin Lye  
Tan Hock Soon

### Asst Secretary for Financial Affairs

Yeo Chun Fing

### Deputy Secretary-General

Heng Chee How

### Asst Secretaries-General

Cham Hui Fong  
Patrick Tay Teck Guan

### Members

Arasu Duraisamy  
Andy Lim  
Ong Hwee Liang  
Benjamin Tang  
Abdul Samad  
Luke Hee

K Thanaletchimi  
Philip Lee  
Tan Richard  
Thuvinder Singh  
Eileen Yeo







## TOGETHER – ONWARD, SURE AND STEADY



“SOS will determinedly, persistently and patiently strive to advance onwards, sure and steady, whatever the seemingly insurmountable obstacles, so as to contrinue to fulfil our mission and serve our members well,” affirmed SOS General Secretary Kam Soon Huat at the Union 14th Quadrennial General Meeting (QGM) held at Furama City Centre on 3 October 2015.

In his QGM report, Mr Kam called upon seafarers to rally onwards together, amidst challenging times ahead. “We have to maintain our progress forward regardless of events and circumstances and stay clear of drifting along the tide or running aground,” he urged.

The period under review saw the number of vessels covered by SOS CBA hit all time high with 1,237 ships in June 2015. The last five years witnessed a steady average increase of 9 percent.

As of mid-2015, SOS has gained a record 24,562 members – an average increase of 6% in the past five years. With more members, more resources were pumped into training, social activities and membership benefits to meet the needs of the members.



At the QGM, Mr Kam reiterated that the Union's commitment to training and raising the knowledge base and competencies of seafarers and members, through the access of training and development programmes. This also aligns with the SkillsFuture national movement, which enables Singaporeans to realise their aspirations and reach their fullest potential.

The SOS in-house Certified Cooks Training Programme has trained nearly 500 Ships Cooks since it was launched two years ago. In 2014, SOS in collaboration with the Employment and Employability Institute (e2i), shipping employers and other social partners, kicked-off the Seafaring Cook Place-and-Train Programme, to engage Singaporeans and Permanent Residents as ships cooks onboard merchant vessels. As a pilot run, SOS successfully placed 20 Trainees with 7 shipping companies.

SOS GS also highlighted that since last November, the Singapore (Nantong) International Maritime Institute (SNIMI) has included the Bridge Resource Management (BRM) and Electronic Chart Display & Information System (ECDIS) Desktop Simulator Stations as part of its curriculum. "SOS is proud to report that Chinese seafarers/trainees are receiving the best in China's maritime education and training system," he said.

Some 295 trainees also benefited from the Seacare Quality Cooks Training, Seacare Quality Rating Training and MLC Certified Chef Training offered by Seacare Maritime Training Scheme in China.



The SOS delegates were encouraged to hear that during the period under review, 1,195 international seafarers from over 30 nationalities and 564 vessels visited the Seacare Drop In Centre where they could enjoy high speed fibre optics internet, computer games, light refreshments and sound proof telephone booths. The members' take up rate for Citin Seacare Hotel and Sunshine Garden also remains high. As of June 2015, more than 2,000 vouchers for complimentary one-night stay in The Seacare Hotel have been issued to shipping companies covered by SOS CBAs with Seacare Sailors' Home Scheme (SSS) participation.

On leadership renewal, SOS GS highlighted that finding the right leaders to take SOS into the future remains the Union's top priority. In line with NTUC's 3-Flow Model of leadership and development: "Flow In", "Flow Up" and "Flow On", veteran leaders will guide and impart leadership qualities and experience to a new generation of leaders.

"We are confident that with continual leadership training and development for members and staff, the Union can harness their different strength, passions and skills to bring value to the lives of seafarers," Mr Kam said.





**Front row:**

(L) Mr Mohamed Idris Mohamed Ibrahim, Mr Lim Thizi Chee, Mr David Sim Hor Pheng, Mr Kam Soon Huat, Mr Leow Ching Chuan, Mr Mohamad Abu Bakar, Mr Daniel Tan Keng Hui, Mr Raj Moham and Ms Shena Foo Jee Hwee.

**Back row:**

(L) Ms Sharon Li Ying Ying, Mr Bon Sheun Ping, Mr Loh Suan Hin, Mr Kamis Hussain, Mr Ho Yew Chun, Mr Hong Sian Beng, Mr Jeffrey Chew Thiam Chye, Mr Chung Keng Meng, Mr Abdul Rahim Mohamed, Mr Mohammad Kodrasono and Mr David Shoo Weng Leong.

*Not in picture: Mr Norani Bin Mohamad Rais and Mr Lee Van Chong*

## Singapore Organisation of Seamen

Office Bearers and Executive Committee for the Term 2015-2019

<b>Executive Advisor</b>	Mr Leow Ching Chuan
<b>President</b>	Mr Mohamad Abu Bakar
<b>Vice Presidents</b>	Mr Raj Moham Mr Lim Thizi Chee
<b>General Secretary</b>	Mr Kam Soon Huat
<b>Executive Secretary</b>	Mr Daniel Tan Keng Hui
<b>Assistant Secretaries</b>	Mr David Shoo Weng Leong Ms Shena Foo Jee Hee
<b>Treasurer</b>	Mr David Sim Hor Pheng
<b>Assistant Treasurer</b>	Ms Sharon Li Ying Ying
<b>Ordinary Committee Members</b>	Mr Lee Van Chong Mr Bon Sheun Ping Mr Mohamed Idris Mohamed Ibrahim Mr Loh Suan Hin Mr Norani Mohamad Rais Mr Mohammad Kodrasono
<b>Alternate Members</b>	Mr Kamis Bin Hussain Mr Ho Yew Chun Mr Chung Keng Meng Mr Abdul Rahim Mohamed Mr Hong Sian Beng Mr Jeffrey Chew Thiam Chye



# MARITIME CLUSTER FUND SUPPORT FOR REVALIDATION OF CERTIFICATE OF COMPETENCY (CoCs)

To minimise the financial burden resulting from the revalidation exercise, the Maritime Port Authority of Singapore (MPA) will be providing Maritime Cluster Fund – Manpower Development (MCF-MD) to help co-fund local seafarers (Singapore Citizens and Singapore PRs) to attend appropriate STCW courses required to revalidate their Singapore-issued CoCs.

The general guidelines of MCF-MD support:

- **Eligibility:**  
All Singapore Citizens and Singapore PRs on self-sponsorship or company-sponsorship holding Singapore-issued CoCs
- **Validity of scheme covers:**
  - i. All revalidation courses conducted and completed by 31 December 2016; and
  - ii. Retrospective funding support for locals who have completed the CoCs revalidation courses from 25 June 2014 onwards
- **Supportable courses:**  
List of mandatory CoCs revalidation course types approved by MPA and as listed in Shipping Circular No. 10 of 2014; and performed in Training institutes, in Singapore
- **Co-funding level from MCF-MD:**  
70% co-funding support of qualifying course fees.

For MCF-MD support, see Annex A in:

[http://www.mpa.gov.sg/sites/circulars\\_and\\_notices/pdfs/shipping\\_circulars/sc\\_no\\_24\\_of\\_2015.pdf](http://www.mpa.gov.sg/sites/circulars_and_notices/pdfs/shipping_circulars/sc_no_24_of_2015.pdf)

## Queries on Revalidation of CoCs

**Email :** coc@mpa.gov.sg  
**Te :** (65) 6375 6205 (Capt I G Sangameswar) or  
**Tel :** (65) 375 6218 Mr Zulfiquir Husain  
(for Marine Engineer Officers)

## Queries on MCF support

**Email :** mcf@mpa.gov.sg  
**Tel :** (65) 6375 1203 (Ms Suhaizianti Talib)

## Reminder: Revalidation of CoCs

Holders of Singapore-issued CoCs must revalidate their CoCs to meet the requirement of the 2010 Manila amendments to the International Convention on STCW 2010 to serve on board a ship. CoCs issued by Singapore in compliance with the 1995 amendments to the STCW are valid up to 31 December 2016.

Holders of existing Singapore-issued CoCs must take up additional courses in order to comply with the competency requirements of the 2010 Manila amendments to the STCW, and are advised to refer to Shipping Circular No. 10 of 2014 for the details of additional training required.

Application for revalidation should be made online at MPA's website  
<http://www.mpa.gov.sg>

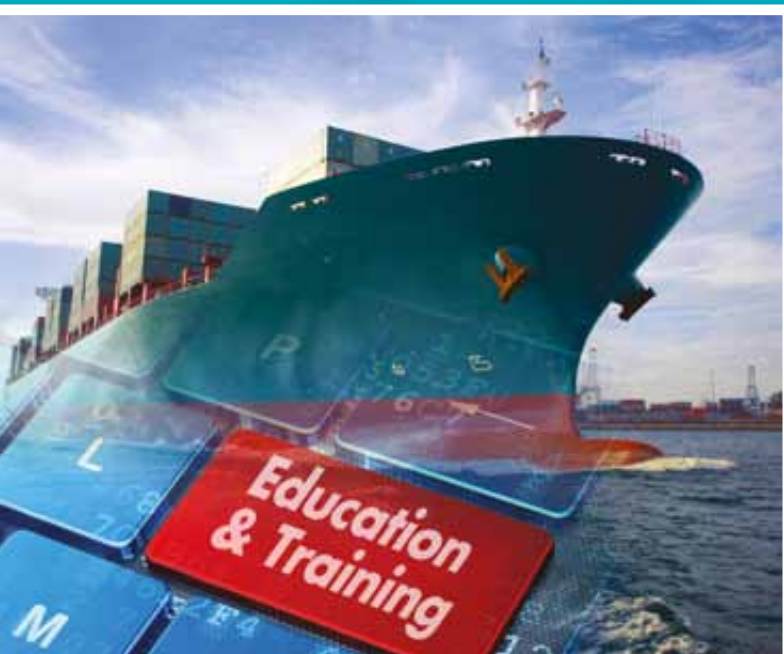
## Training Updates

Visit our website for the latest update of courses available under Training Schedules 2 and 3.

<http://www.sosea.org.sg/t-schedules.html>

Photo credit: IMO

# CELEBRATING IMO WORLD MARITIME DAY



**T**he international maritime industry's contribution towards the world's economy was recognised and appreciated at the World Maritime Day.

As a gesture of gratitude to the efforts and good work of seafarers, MPA, SOS and SMOU got together on 18 September 2015 to present about 600 hampers containing food items, magazines, DVDs, and informational materials about Singapore, reaching out to some 12,000 seafarers.

SOS Advisor Grace Fu, then Minister of State for National Development graced the ceremony as the Guest-of-Honour and presented the hampers to representatives from the shipping industry. At the hamper presentation ceremony, MPA Assistant Chief Executive (Development) Tan Beng Tee presented a financial grant of S\$100,000 to four seafarer missions in Singapore, namely, the Mission to Seafarers, the Norwegian Seamen's Mission, the Danish Seamen's Church, and the Lutheran Seafarers' Mission.

SOS topped up the celebration by hosting a special World Maritime Day buffet lunch at Club@52 on 25 September for SOS members.

The IMO symposium, on 24 September, provided an opportunity for a discussion on the future of maritime education and training and how it can meet the demands of the shipping industry through targeted discussion on the topic: "Shipping's future needs people: Is global maritime education and training on course?"

Speakers at the symposium stressed the need to raise the profile and the image of shipping in general, in order to attract young people into the maritime professions. Opinion formers, including teachers and politicians, including those managing education policies, were key targets who should be informed about shipping and the maritime world. Easy access to the internet onboard ships was identified as another key requirement if young people are to be attracted into the seafaring profession and shipping needs to be more visible in the public eye, according to speakers at the symposium. IMO Assistant Secretary-General Andy Winbow said that the panels of speakers had provided much food for thought and that the shipping industry clearly needs people and its image - or lack of one - needed to be addressed.



## IMO World Maritime Day 2015

With the theme “Maritime education and training”, International Maritime Organisation (IMO) World Maritime Day 2015 focused on the need for adequate and high quality maritime education and training, as the bedrock of a safe and secure shipping industry. The quality, practical skills and competence of qualified human resources are essential to ensure sustainability. The IMO World Maritime Day is observed every year and is celebrated at IMO Headquarters on the day itself and around the world on the last week of September. It provides the ideal opportunity for IMO to share its objectives and achievements in the past year.



Photo credit: IMO

Attendees at the Symposium on “Shipping’s future needs people: Is global maritime education and training on course?”

This year’s World Maritime Day theme is on Maritime education and training. At SOS, we give our full support by organising training courses and offering training subsidies to help seafarers better their skills, competency and employability. This year’s WMD focus and theme is indeed timely and relevant.

– **SOS General Secretary Kam Soon Huat**

Without a quality labour force, motivated, trained and skilled to the appropriate international standards, shipping cannot thrive. Not only that, all the many advances that have been made, in terms of safety and environmental impact, are at risk if personnel within the industry are unable to implement them properly.

– **IMO Secretary-General Koji Sekimizu in his annual World Maritime Day message**

The importance of training and education for the maritime personnel of today and tomorrow is greater than ever before.

The world depends on a safe, secure and efficient shipping industry; and the shipping industry depends on an adequate supply of seafarers to operate the ships that carry the essential cargoes we all rely on.

– **IMO Secretary-General Koji Sekimizu**

Seafarers are often out of touch with their families, friends and the wider world when out in the open sea. We recognise their many sacrifices and to show our appreciation to seafarers for their dedication.

– **MPA Chairman Lucien Wong**

Today, shipping is a modern, highly technical, professional discipline that requires a great deal of skill, knowledge and expertise from the maritime workforce. A safe, secure and clean shipping industry can only be built on effective standards of education and training, which is the theme for this year’s World Maritime Day.

– **United Nations Secretary-General Ban Ki-moon also issued a message for World Maritime Day:**

# MPA LAUNCHES NEW MANPOWER DEVELOPMENT INITIATIVES



## SkillsFuture Credit

In line with Deputy Prime Minister and Minister for Finance Tharman Shanmugaratnam's call at this year's May Day Dinner for government, unions and businesses to work together to prepare Singaporeans for the future, MPA has launched a series of initiatives to support Singaporeans' career advancement in the maritime sector.

A total of S\$5 million will be committed towards the development of the initial measures drawn up by the Tripartite Maritime Manpower Taskforces for Seafaring (TF-Sea) and Shore-based sector. Chaired by MPA, the two taskforces were formed in 2014 to address and recommend new initiatives to strengthen maritime efforts at both the national and industry levels. SOS General Secretary Kam Soon Huat is a committee member of TF-Sea.

The initiatives were announced by Mr Teo Chee Hean, Deputy Prime Minister, Coordinating Minister for National Security and Minister for Home Affairs at the Singapore Shipping Association's (SSA) 30th Anniversary Gala Dinner on 25 September 2015.



## SkillsFuture Study Awards

### Maritime Singapore Connect (MSC) Office

Formed under the Singapore Maritime Foundation, the MSC Office will work together with maritime employers, schools, relevant government agencies and industry associations to elevate the current profiling efforts of the maritime industry. Apart from offering maritime education and career guidance, it will also organise outreach events and publicity campaigns to promote careers in the maritime industry.

Members of the public will be able to find maritime career opportunities and training related information on the MSC Portal in 2016.

### Extending SkillsFuture Programme to Maritime Industry

**SkillsFuture Earn and Learn Programme** will be introduced in the second quarter of 2016 with the purpose of encouraging Singaporeans to deepen and broaden their skills in the maritime sector. Targeted at fresh polytechnic students, the programme consists of a year-long structured work-study arrangement, leading to an industry-recognised certification. Each Singaporean will receive a sign-on incentive of S\$5,000 upon successful completion of the programme. Employers who sign up for the programme will be eligible for a grant of up to S\$15,000 per trainee.

MPA will also launch **SkillsFuture Study Awards** in the fourth quarter of 2015 and adopt **SkillsFuture Credit** in the first quarter of 2016 to support Singaporeans who are currently





### SkillsFuture Mid-Career Enhanced Subsidy

in the maritime sector. The SkillsFuture Study Awards will provide each recipient S\$5,000 to help defray the cost of attending work-related training, while the SkillsFuture Credit will provide Singaporeans aged 25 and above with an initial credit of S\$500 to cover fees for a wide range of work skills-related courses.

#### Subsidising Training Costs

From October 2015, a total of S\$4 million will be used to subsidise three programmes that will cover training costs for employers and offer study awards to Singaporean seafarers.

##### 1. Cadet Allowance Reimbursement Programme

MPA will reimburse companies up to half the monthly allowance which they pay Singaporean cadets undergoing the certificates of competencies (CoCs) training.

##### 2. Achievement Award Programme

A monetary award of up to S\$2,000 will be offered to candidates who complete shipboard training to become junior deck and engineering officers. Singaporean seafaring officers with a CoC Class 2 and 1 will get a monetary award of up to S\$3,000 when they reach each of these stages.

##### 3. Up-skill Allowance Scheme

Employers can tap on this scheme to offer junior seafaring officers a training allowance of up to S\$6,000 while they pursue full-time CoC 2/1 programmes.

The maritime industry offers many exciting and rewarding opportunities to Singaporeans. MPA is committed to working closely with key industry players, associations, unions and other government agencies to attract more Singaporeans into both the seafaring and shore-based sectors. This local core will support the growth of Singapore not only as a premier global hub port, but also a leading international maritime centre that offers a wide range of maritime services including chartering, broking, shipmanagement, finance, legal and insurance.

– **Mr Andrew Tan, Chief Executive, MPA**

The new MSC Office is a natural extension of SMF's work of developing and promoting Singapore as an International Maritime Centre. The MSC Portal is one key initiative that we would be working on to give Singaporeans easy access to maritime job openings, and information on maritime education and training options. We would also be drawing on our connections with the private sector and the government as well as the schools to identify and drive other initiatives to profile and promote maritime careers.

– **Mr Michael Chia, Chairman, Singapore Maritime Foundation (SMF)**

The maritime sector is fast moving and evolving constantly, it is important for Singaporean seafarers to embrace lifelong learning and skills upgrading, so that they can continue to secure good jobs and remain relevant amid ever changing workplace demands. These good initiatives will help to develop skilled local talents to meet and sustain the manpower demand of our maritime industry.

– **Mr Kam Soon Huat, General Secretary, SOS**

## ADDITIONAL COURSES UNDER SCHEDULE 2

Course Providers	CoC Revalidation Courses	Funds
Singapore Maritime Academy (SMA)	1. Bridge Resource Management – Leadership and Teamwork Skills (Operational Level) <b>STCW 2010 Section A-II Code A- II/2</b>	Maritime Cluster Fund - Manpower Development (MCF-MD)
Wavelink Maritime Institute (WMI)	2. Bridge Resource Management – Leadership and Managerial Skills (Management Level) <b>STCW 2010 Section A-II Code A- II/1</b>	
	3. Engine Resource Management – Leadership and Teamwork Skills (Operational Level) <b>STCW 2010 Section A-II Code A-III/2</b>	
	4. Engine Resource Management – Leadership and Managerial Skills (Management Level) <b>STCW 2010 Section A-II Code A- III/1</b>	
	5. Certificate of Proficiency as Ship Security Officers Training (STCW Table A-VI/S)	
	6. High Voltage Installation system at Management Level	
	7. High Voltage Installation system at Operational Level	
	8. Electronics Chart Display and Information Systems (ECDIS) Training	

## ADDITIONAL COURSES UNDER SCHEDULE 3

Course Providers	CoC Revalidation Courses
BCA Academy <a href="http://www.bcaa.edu.sg/centrewsh.aspx">http://www.bcaa.edu.sg/centrewsh.aspx</a>	Lorry Crane Operator Course Fee: \$594.10 for 2.5 days
NTUC Learning Hub Pte Ltd <a href="http://wsh.ntuclearninghub.com/">http://wsh.ntuclearninghub.com/</a>	After the theory and practical courses, participant will have to take a half day competency test leading to Certificate of Attainment. The test fee is not supported under the training grant benefit.

Visit [www.sosea.org.sg/t-abouttraining.html](http://www.sosea.org.sg/t-abouttraining.html) for more information on courses under training schedules 2 and 3, and the Important Notes (pt. 3 and 4) under the revised Grant Application procedures.

## HAVE YOU COLLECTED YOUR YEAR END GIFT 2015?

**S**OS paid-up members can now collect their Year End Gift 2015 – an electric glass oven from Seacare Building, Level 5. A family member may be authorised to collect the gift on member's behalf by producing a valid identification card upon collection. While stocks last.

*Collection period:*  
**Till 31 March 2016**

### Akira Electric Glass Oven

- 12L capacity
- 1300W power
- Multi-function cooking: grilling, baking, roasting
- Convection circulation
- Mechanical control for temperature, setting and timing
- Cooks food more evenly and efficiently
- With temperature and induction light
- Safe and power saving





# 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](http://www.osea.org.sg/p-forms.html)

For enquiries, please contact us at:

#### Seacare Thrift Pte Ltd

52 Chin Swee Road, #08-00 Singapore 169875.

Tel: +65 6379 5666 • Email: [thrift@seacare.com.sg](mailto:thrift@seacare.com.sg) • Website: [www.ispf.org.sg](http://www.ispf.org.sg)





# LEARNING JOURNEY TO SEMBCORP MARINE TUAS BOULEVARD YARD



Photo credit: OTCi



It was an eye-opening experience for SOS Officer Jullienne Low who visited the new Sembcorp Marine Tuas Boulevard Yard for the first time. She was amazed by the yard's intelligent design, which "maximises work efficiency and produces higher productivity and faster turnaround". Other SOS officers Loh Suah Hin, Kiam Long Jong and Michael Tham who also visited the yard said that the trip was informative and beneficial as they learned more about upskilling efforts and career opportunities for employees at the yard.

Co-organised by The Shipbuilding and Marine Engineering Employees' Union (SMEEU), Sembcorp Marine and OTCi, the learning journey on 29 September 2015 saw more than 40 union leaders touring the yard to understand more about

modern production processes and advanced equipment that help drive productivity. The entourage was led by NTUC SG Chan Chun Sing and included former NTUC President Diana Chia and Deputy Secretary-General Heng Chee How.

The participants also had a chance to learn how the yard redefines employee care with a new "In-Yard Living" concept where employees live in self-contained dormitories and accommodation within the new yard premises. The dormitories and apartments can house up to 9000 personnel. Amenities such as centralised kitchen, sports and recreational, in-house laundry services provide a better quality of life for all employees.

## LEARNING ABOUT BETTER EAR HEALTH

SOS, together with Digi-Sound Hearing Care Centre Pte. Ltd, conducted a lunch talk on hearing health for SOS members on 25 September 2015. Consultants and an audiologist were invited to give a detailed presentation about symptoms of hearing loss, such as tinnitus (ringing in your ears), and its effects. They also shared with members the evolvement and range of hearing aid technology.

The talk has benefitted SOS members, who are mostly seniors. They had a hands-on experience on a range of wireless accessories that aid hearing. Many also took a complimentary hearing screening conducted by Digi-Sound's in-house audiometrist. It was estimated that some 360,000 people in Singapore suffer hearing impairment today.







## AWARENESS OF SOCIAL ENTERPRISE IMPORTANT, SAY YOUNG SOS OFFICERS



“**M**any of us have limited knowledge of NTUC’s social enterprises, other than perhaps the discounts offered by NTUC FairPrice,” said SOS IR Senior Executive and Young NTUC committee member, Chen Chuanyi.

Mr Chen, who attended a forum on ‘Understanding Social Enterprises’ with his colleague, Priscilla Han, on 29 September 2015, pointed out that social entrepreneurship is gaining momentum in Singapore, but more is needed to raise awareness of these beneficial initiatives among Singaporeans.

Fellow Young NTUC Committee member, Priscilla agreed: “The public will be more supportive of social enterprises if they have a better understanding about them.”

“There is a spectrum of fields, ranging from education to wellness to financial protection that has a positive effect on our society and environment. I believe there is strong potential for social enterprises to thrive in Singapore, but people must first understand what they are and how they work, in order to benefit from what’s available,” she said.

The high energy forum, organised by the Young NTUC Committee, at the Orchid Country Club is part of the

committee’s plan to help youth understand and improve the framework of Singapore’s social entrepreneurship.

Many questions were raised during the Q&A session with presenter Mr Quah Chee Seng, Head of Corporate Affairs, NTUC Enterprise. Topics such as group insurance, commitment to social mission versus the sustainability of social enterprises and staff employment practices were discussed.

With the founding principles of social enterprise that address different social needs in various areas, Chuanyi noted that current key priorities of social enterprise revolve around cost of living, ageing concerns and health.

“If more consumers are aware of the massive ripple effect triggered by social enterprises in the community, and the value of giving something back to society when you buy from a social enterprise, then we will start seeing a tipping point of ‘buying acceptance’ that can propel this movement to higher levels of impact and sustainability,” he said.

For more information on NTUC social enterprises, visit:  
[www.ntucenterprise.sg](http://www.ntucenterprise.sg)



## ENGAGING OUR PARTNERS OVER A FRIENDLY GAME OF GOLF



Interpersonal relationships matter. To deepen the ties and friendship, SOS and Seacare organised a game of golf on 14 August 2015 at the Orchid Country Club for the various business partners, associates, stakeholders and government agencies representatives.

The golf enthusiasts had plenty of opportunities to bond with each other and strengthen their network. After the game of golf, they headed to the Emerald Suite of the Golf Clubhouse for a delectable buffet dinner spread. Prizes were given to winning golfers and lucky draw winners.





# BRINGING MID-AUTUMN FESTIVE CHEERS TO SEAFARERS



Carrying boxes of Seacare Hotel mooncakes, SOS Vice President Mohamad Abu Bakar and Assistant IR Manager Maximillian Theodore visited seafarers onboard 21 vessels that called on Singapore in September 2015.

The heartwarming gesture was well-received by the seafarers who were touched when the SOS officers also asked about their welfare concerns and quality of life onboard. The SOS union members onboard were reminded to submit withdrawals for their Seafarers' Provident Fund (SPF) and went through a step-by-step procedure on how to go about doing so. Time was well spent engaging them and hearing them out.

I am happy to spread the festive joy with our seafarers. Seeing the smiles on their faces made me think that our effort used in carrying the heavy boxes of mooncakes is worth it.

– Mr Mohamad Abu Bakar



## BORA AWARDS FOR 2 SOS BRANCH OFFICIALS



Mr Chew and his wife (right) with SG Chan and then NTUC President Diana Chia



Mr Yang (middle) receiving the award from SG Chan

Two SOS branch officials, Mr Chew Sian Hai and Mr Yeng Ying Leong, were among the 75 Branch Official Recognition Award (BORA) recipients who were recognised for their contributions.

More than 250 attendees including NTUC Secretary-General (SG) Chan Chun Sing, union leaders and management partners gathered at the BORA ceremony held at Downtown East on 12 August 2015 to appreciate the work and effort of the branch officials from the 43 unions.

"We can only be successful if the people we are taking care of improving their quality of life, and is better taken of," said SG Chan, emphasising that the success of branch officials should be defined by the things they are able to achieve for the members under their care.





BORA recipients at their learning visit in Shanghai



Photo credit: OTCi

Ong Teng Cheong Labour Leadership Institute (OTCi) Director for Leadership and Engagement S Thiagarajan said: “Branch officials are the lynchpin of the trade union movement. They are the frontline of the union at the workplace for members, workers and management alike ... Branch officials often do their work quietly from the glare of publicity. Their reward is the quiet satisfaction of helping their members and working with management to improve the lives of workers.”

A week after the ceremony, the BORA recipients also went on a learning journey to Shanghai Volkswagen plant to learn about robotic technology and attended dialogue sessions with officials from the Shanghai Municipal Trade Union Council and representatives from the Shanghai Labour and Social Security Bureau.



# THREE CHEERS FOR OUR STAFF!

**T**he SOS family congratulates the following staff on their promotions:

**Ms Sia Ai Ngoh**

as Head of Finance & Investment Division

**Ms Miko Neo**

as Manager of Finance & Investment Division

**Ms Peggie Neo**

as Senior Executive of Finance & Investment Division

**Ms Geeta Bagga**

as Assistant Manager of IT Division

Thank you for all your hard work and contributions!



Ms Sia Ai Ngoh



Ms Miko Neo



Ms Peggie Neo



Ms Geeta Bagga



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## SEACARE - ANCHORING STABILITY

“The financial performance does not give us cause to be complacent. We are very much aware of the need to be more vigilant than ever in sustaining a steady rate of progress and growth.”

Mr Leow Ching Chuan, Executive Chairman, Seacare Co-operative Ltd, highlighted this when reporting on the performance of the Co-operative during the year of review 2014-2015.

In his take on the outcomes and outlook of the Seacare Co-operative, Mr Leow underscored the importance of capable leadership and management. He added that the “continuing loyal support of members is vital for the viability of the Co-operative too.”

At the Co-operative’s 21st Annual General Meeting held on 25 September 2015, it was reported that 598 Ordinary Members have received \$108,720 worth of NTUC Fairprice and Capita vouchers as part of the Seacare Pioneer Appreciation Scheme. The strong take-up rate revealed the positive response from the members.

During the year of review, Seacare received at least five awards for the good work put forth.



Connect Centre Pte Ltd of the Seacare Investment Cluster bagged three awards at the Contact Centre Award 2014. They were: Individual Category: Best Contact Centre Team Leader of the Year’ (Gold and Silver Award) and ‘Special Category: Best Contact Centre Employee Recruitment &/or Retention Programme (Bronze Award).

Seacare Manpower Services Pte Ltd was named the Top Agency in the NTUC Link Card Year End Sales Challenge for their impressive achievement in Membership Recruitment.

Mr Leow himself flew the Seacare flag high when was awarded the Friend of MCCY Award 2015. Commenting on the accolade, he said that the credit for the Award should be equally attributed to all those who have helped and assisted him in his chairmanship. “On my own personal effort, I would not have been able to achieve half as much,” he pointed out.





Other highlights which brought much cheer to the Seacare family was Seacare Hospitality Pte Ltd's maiden entry into Europe with presence in Cardiff, Cheltenham and Eastbourne, United Kingdom through a joint venture of 30%.

Another joint venture, Singapore (Nantong) International Maritime Institute (SNIMI), passed the Jiangsu Maritime Safety Administration (MSA) audit in March 2015 to be recognised as an authorised training institute in China. During the year of review, SNIMI also unveiled its 240-degree Full Mission Shiphhandling, Bridge Resource Management and Electronic Chart Display & Information System (ECDIS) Desktop Simulator Stations. These achievements enhance the SNIMI's reputation as a maritime training centre.

Seacare Mariitme Medical Centre Pte Ltd added a feather to the cap by announcing its plans to make inroad into pharmaceutical distribution and adding Diamagnetic Therapy, a non-invasive pain management therapy, into its medical services.

As an indication of growth in he Co-operative's business activities, there was an marked increase in staff strength by 15%.

"The Seacare Group is now here where it is because of the contributions and endeavours of various persons, either collectively or individually," said Mr Leow.

When it comes to anchoring stability and sustaining growth, Seacare Co-operative is on the right track.

# SPECIAL SG50 BONUS FOR SEACARE MANPOWER EMPLOYEES



Ms Lissy Suresh, a contracted staff under Seacare Manpower Services, works as a primary school Science Laboratory Technician. She received her SG50 NTUC vouchers in August



Driver Tan Chin Chye, one of the 450 recipients of the SG50 NTUC vouchers, has been with Seacare Manpower for more than 5 years

The 450 part-time and full-time staff of Seacare Manpower Services Pte Ltd were pleasantly surprised when each of them received a special National Day gift in August this year.

To celebrate Singapore's Golden Jubilee, the human resource agency, Seacare Manpower Services, presented a special one-off bonus between \$50 to \$200 NTUC FairPrice gift vouchers to its staff as a token of appreciation and in recognition of the employee's contribution towards nation-building.

"While it is not a big sum, we hope that it can help our lower-wage workers offset their daily expenses and

help cope with the rising cost of living," said Seacare Manpower Managing Director Lee Van Chong.

Ms Lissy Suresh, Science Laboratory Technician in Blangah Rise Primary School said the gift voucher was a nice gesture from the company, which benefitted not only herself, but also many of her fellow colleagues.

Driver Tan Chin Chye, 64, agreed: "I am, of course, very happy to receive the \$200 voucher, though I hadn't expected the special gift. It was a pleasant surprise. I have already used them to buy groceries."





(L) Mr Jiao Jianfeng (Housekeeping Supervisor), Mr Mohamed Tahir (Security Concierge) and Mr Ibrahim Teo (Senior Duty Manager)



# SEACARE HOTEL STAFF LEARNS LIFESAVING TIPS



**D**id you know that for every minute of delay in giving cardiopulmonary resuscitation (CPR) following a cardiac arrest, survival rate decreases by 7-10%?

To safeguard customers' lives and prepare for such emergency situations, The Seacare Hotel staff underwent an Automated External Defibrillator (AED) and CPR training conducted by Singapore Heart Foundation. An AED was recently installed at the hotel that automatically analyses potentially life threatening cardiac rhythms in a patient and treats it by defibrillation.

"The installation of the defibrillator is not a requirement for hotels in Singapore. It is an added feature that we want to incorporate as part of our well-rounded service to guests," said Head of Seacare's Hotel & Property Cluster Lim Chye Teen.

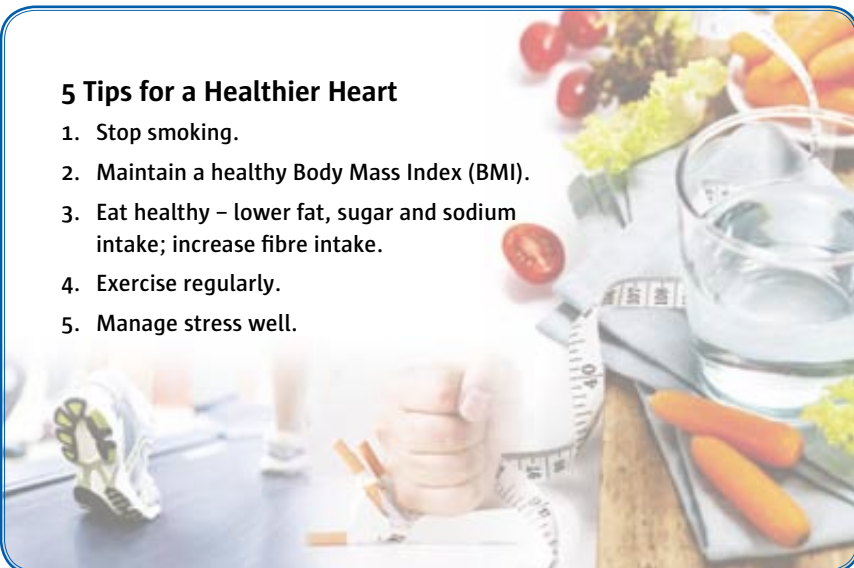
"Our staff from the front office and operations has been trained in basic CPR. With the additional skill in administering the AED, they would be able to respond to emergencies more confidently," he added.

Role-play and hands-on training methods were used to help the trainees better understand the steps and procedures. Those who had went through the training were thankful to be given the chance to learn practical tips that will help to save lives.

Mr Lim also added that staff from the Operations and Emergency Response Team of Seacare Properties Pte Ltd (under the Hotel & Property Cluster) will likewise receive similar training in future to be competent in the administration of both CPR and AED.

## 5 Tips for a Healthier Heart

1. Stop smoking.
2. Maintain a healthy Body Mass Index (BMI).
3. Eat healthy – lower fat, sugar and sodium intake; increase fibre intake.
4. Exercise regularly.
5. Manage stress well.



Source: National Heart Centre Singapore





## A CELEBRATION OF TOGETHERNESS WITH JALAN KUKOH SENIOR CITIZENS



Special Guest, Capt. Billy Lee distributing mooncakes to the senior citizens of Jalan Kukoh during annual Mid-Autumn Festival

It's the Mid-Autumn Festival! To celebrate the festival of togetherness, SOS and Seacare invited our Jalan Kukoh family to Club@52 for a time of warm, nostalgic reunion with old friends, community partners and our Special Guest, Director of Seacare Co-operative Ltd Capt. Billy Lee on a moonlit night.

Some 130 Jalan Kukoh senior citizens participated in the event which featured famous local actor, host and singer Chen Jian Bing and other veteran singers. The guests were seen singing and dancing to catchy Chinese and Hokkien numbers after savouring a delicious dinner that came complete with roasted duck. Throughout the night, SOS and Seacare staff also helped to serve bento





boxes and usher residents who have walking difficulties.

“We are happy to help serve food to the residents. This is the least we can do to ensure they enjoy their celebration with us,” said Ms Phua Sze Lu.

Thirty lucky draw winners received \$50 vouchers kindly sponsored by Sheng Shiong Group. All residents enjoyed themselves thoroughly and went home with a box of The Seacare Hotel mooncakes and well wishes.







# SINGAPORE CO-OP FAMILY MARKS MILESTONES

**H**appy 90<sup>th</sup> birthday Singapore Co-operative Movement!

The Singapore National Co-operative Federation (SNCF) hosted a special celebration at The Grassroots' Club on 26 September 2015 to mark two significant milestones - 90 years of economic and social contributions of the co-operative (co-op) movement in Singapore and SNCF's 35th anniversary. There was also another good reason to celebrate – it was Singapore's Golden Jubilee.

To commemorate 90 years of Singapore co-op movement, SNCF put together an exhibition and published a coffee-table book to showcase the movement's contributions in almost a century. The book chronicles compelling stories of how co-ops have made an impact and supported Singapore's changing social needs in different times of our history. Guest-of-Honour Mr Lawrence Wong, Minister of Culture, Community and Youth officially launched the book at the anniversary dinner.



Mr Chan Tee Seng, SNCF Chairman said: "Many Singaporeans are not aware of co-ops even though these enterprises are around them. There is a need to help Singaporeans, especially the younger generation, better understand the work of co-ops that has contributed to the Singapore story."

"We hope that this will inspire more people to embrace the co-op model of social enterprise to address current social needs and work together to build a more resilient society," he added.

The anniversary dinner saw over 500 co-operators, including representatives from Seacare, turning up in retro party outfits and partying the night away with great food and music.



Photos credit: SNCF



# WELCOME TO SEACARE SAILORS' HOME IN MANILA



For reservations and enquiries, please call  
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## Seacare Manpower Services A Contractor of Vital

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- Seacare Manpower Services is one of the appointed Contractors for Vital's on-going Demand Aggregation (DA), which is the provision of temporary contract for services and sourcing for Public Officer positions to various Government Agencies. Vital, a department under the Ministry of Finance (MOF) was formally launched in July 2006, as part of the Singapore public sector's effort to aggregate common administrative services and to reap economies of scale in order to bring about greater business value for the whole of Government.
  - Effective from 21 July 2014 to 20 July 2016 (with an option to extend for another year), the DA allows Seacare Manpower to service more agencies in the public sector such as:
    - Ministry of Education (MOE)
    - Ministry of Manpower (MOM)
    - Ministry of Home Affairs (MHA)
    - Ministry of Trade and Industry (MTI)
    - Prime Minister's Office (PMO)
    - Singapore Polytechnic
  - Seacare Manpower helps in the recruitment of a wide range of public officer positions including admin support, communications, events, finance, infocomm technology as well as research.
  - Job seekers have more prospects in finding a position that gives them exposure in the public sector and matches their skill set.