

SAMUDRA

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

MCI (P) 162/08/2015

Psychologist IT Manager
Programmer Engineer Web Developer
Dentist Sportsman **SEAFARER**
Lawyer Veterinarian
Analyst Teacher Unionist Chef Photographer
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Banker Accountant Pharmacist

SOS
Investing
in the
Young





SAMUDRA

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SOS STRONGLY CALLS FOR SAFETY AT SEA

Statistics show that accidents at sea were mainly caused by negligence or not knowing or understanding ship operations due to inadequate training among the ship's crew.

The Singapore Organisation of Seamen (SOS) calls for urgent measures to be taken to ensure crews are competent to provide safety and protection whenever emergencies occur at sea. Regulators must likewise enforce a tighter adherence and compliance to the codes of practice for ship operators.

"Many accidents at sea result not only in financial loss, pollution, damages to properties but also loss of seafarers' and passengers' lives and livelihood. Many of these accidents could have been avoided if preventive measures and emergency procedures were strictly adhered to. Prevention of human error has direct impact on accident prevention," SOS General Secretary Kam Soon Huat told Samudra.

"One accident is one too many," he added.

Some 300 ship accidents have been reported in 2015; these included all ships sunk, grounded, foundered, and lost. A number of these mishaps were also caused by preventable and predictable acts such as the overloading of passenger vessels and fire outbreaks.

Two recent sea accidents were the China cruise ship disaster in December 2015, which cost the lives of 430 passengers and crew, and the capsizing of the South Korean ferry in November 2014, which killed some 300 students. Closer home, the lack of training and preparations for accidents at sea as reflected in torn life rafts, substandard life jackets and the delay of rescue boats unnecessarily endangered the lives of passengers on the Indonesia-registered ferry plying between Singapore and Batam.

SOS believes that all crew members must adhere strictly to the codes of practices on board. This includes using credible standards in calculating the passenger loading capacity and the stability of the ships or ferries, and using up-to-date and properly maintained life-saving appliances onboard, such as life jackets and safety rafts.

"We want to emphasise the ILO's requirements to have all necessary safety appliances onboard to prevent any safety and health issues," Mr Kam said.

SOS maintains that it is imperative to train and re-train seafarers in handling accidents in accordance with the requirements and guidelines of the ILO, as stated in the MLC 2006, to ensure the effective reduction of offshore accidents. The Union added that, according to the Convention, it is a crime to employ uncertified individuals to work on ships and boats.

Mr Kam also highlighted the need for regular and more stringent inspections of vessels to further protect the safety and livelihood of seafarers and passengers.

In addition to accidents at sea, Mr Kam noted that the governance of shipping activities in the region must continue to be monitored strictly, especially along the Straits of Malacca where too frequent piracy attacks have occurred. More regular inspections and patrols will undeniably raise the safety and morale of seafarers.

The recent events and occurrences that threatened the lives of seafarers and passengers should serve as a wake up call for regulators and ship operators to take prompt and effective action. Every strategy, resource, and plan for safeguarding the life and livelihood of all persons at sea is paramount, so as to ensure the safety of our seafarers and other persons at sea in 2016 and beyond.



SINGAPORE RE-ELECTED INTO IMO COUNCIL



Congratulations to Singapore for being re-elected into the Council of the International Maritime Organization (IMO) for a 12th consecutive two-year term! The election was held at the 29th Session of the IMO Assembly on 27 November 2015 in London, United Kingdom.

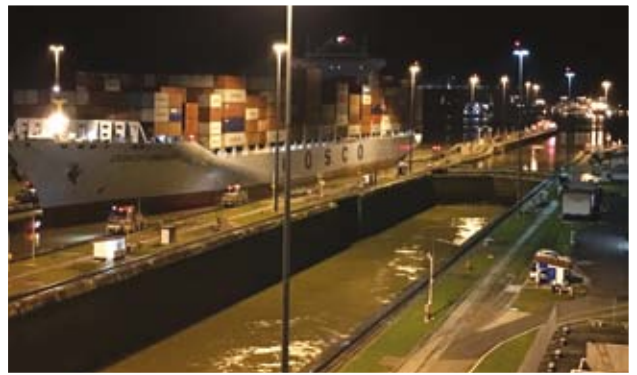
As a member of the IMO Council, Singapore will be able to make significant contributions towards advancing the efforts of the international maritime community in areas such as navigational safety, promoting efficient and sustainable shipping, and protecting the marine environment. Serving the IMO Council since 1993, Singapore has held various leadership position in the IMO such as Chairman of the IMO Council for a two-year term between 2001 and 2003, Chairman of the then Sub-Committee on Bulk Liquids and Gases, and more.

At the regional level, Singapore has worked closely with IMO, Indonesia and Malaysia in developing the Co-operative Mechanism on Safety of Navigation and Protection in the Straits of Malacca and Singapore under the IMO's "Protection of Vital Shipping Lanes" initiative in 2007. The Co-operative Mechanism aims to foster international co-operation to keep the Straits of Malacca and Singapore safe and open for international shipping.

Singapore is honoured to be re-elected to the IMO Council and is grateful for the support of our fellow IMO Member States. We are heartened that our contributions to the IMO over the years are valued and recognised. Singapore takes our responsibility as a Council member seriously and will continue to play an active role to contribute towards the IMO's goal of safe, secure and efficient shipping.

– **Mr Khaw Boon Wan,**
*Coordinating Minister for
Infrastructure and Minister for
Transport*

ITF INSPECTORS NETWORK, PLAN AND DISCUSS IN PANAMA CITY



The International Transport Workers' Federation (ITF) Worldwide Inspectors' Seminar gathered 118 inspectors working in ports all over the world from 12 to 16 October 2015 to develop new skills and plan for the delivery of ITF objectives. SOS Executive Secretary Daniel Tan and other ITF inspectors deliberated on issues related to the ITF flags of convenience (FOC) campaign and ensure that seafarers have fair wages, working conditions and living conditions.

Besides discussing on ITF inspectors day to day challenges, they also contributed various constructive ideas and opinions on topics such as International Bargaining Forum (IBF) Reporting, FOC & Ports of Convenience Interface, Campaigning, Promoting Union Values, Maritime Labour Convention (MLC), Seafarers Wellbeing and Tools for Communication. While at Panama – the country with the largest FOC registry, the inspectors toured the Panama Canal on a vessel and had plenty of opportunities to network with each other.





ITF MISSION TO PALESTINE & ISRAEL



A high-powered International Transport Workers' Federation visit aimed at promoting workers' rights took place from 14 to 18 September 2015 in Palestine and Israel.

The delegation, made up of ITF President Paddy Crumlin, ITF General Secretary Stephen Cotton, Director for Human & Trade Union Rights Mamadou Diallo, Unifor (Canadian labour union) Secretary-Treasurer Peter Kennedy and SOS Assistant Treasurer and ITF Young Transport Workers Committee Co-Chair Sharon Li, spent their time learning more about the local working conditions and encouraging the trade unions in both Palestine and Israel to step up their fight for workers' rights and equality.

The visit was part of the ITF's four-year programme to support workers and members of ITF-affiliated trade unions in the region.

Engaging with Young Workers and Government Officials

While in Palestine, the ITF mission visited Ramallah, Nablus, Qalqilia and Duma; and was warmly welcomed by Shaher Saad, General Secretary of Palestinian General Federation of Trade Unions (PGFTU), Naseer Younes, Head of the Palestinian General Union for Transport Workers (PGTWU) and other Union officials from PGFTU and PGTWU.

From the open dialogues and meetings, the delegation gained a more indepth understanding of the current situation in Palestine. Topics on general concerns faced by the Palestinians; labour issues such as unemployment and job loss; and union activities and membership recruitment were highlighted.

The delegation also visited the Palestinian truck drivers' project at Ertah crossing, a refugee camp and made a condolence visit to the Dawabsheh family over the death



of a couple and their child when their house was burnt down allegedly by settlers.

“We also had the opportunity to interact with the Palestinian young union activists who spoke about the educational and social activities, such as football matches, workshops, visits to nursing homes, they organised for young workers. Some of the discussion topics included ITF related campaigns like violence against women and climate change. The young unionists also raised their concerns on high youth unemployment rate and challenges in unionising young workers,” Sharon Li reported.

Tackling Hot Button Issues with Israeli Unions

During the two-day visit in Israel, the ITF delegation met up with Avi Edri, Chair of the Transport Workers Union, Avital Shapira, Director of the International Department and other trade unionists from the Transport Workers’ Division of Histadrut.

A co-operative approach to the easing of the problems for Palestinian truck drivers at check points was explored when the delegation met with the trade unionists in Tel Aviv, Sderot and Ashdod. “We discussed what further practical assistance we could offer the unions in future so that they can step up their fight for workers’ rights and equality,” commented Steven Cotton.

They also went on a port inspection and held a meeting with dockworkers over industrial issues in the port sector, including automation and private port development.

Paddy Crumlin was quoted as saying that the ITF’s support for building strong, well-resourced and functional trade unions in both Palestine and Israel provided an important part of the essential foundation for reconciliation and constructive next steps for workers and their communities, who were labouring under extraordinary humanitarian duress and hardship.



INAUGURAL ITF AP YOUNG TRANSPORT WORKERS MEETING IN NEW DELHI



Some 25 young leaders from various Asian countries such as India, Thailand, Indonesia, Philippines, Bangladesh and South Korea gathered for an inaugural International Transport Workers' Federation (ITF) Asia Pacific Young Transport Workers Meeting at New Delhi, India. SOS Assistant Treasurer and ITF Young Transport Workers Committee Co-Chair Sharon Li and Industrial Relations (IR) Senior Executive Chen Chuanyi represented the Union at the meeting held over two days from 17 October 2015.

Organised by ITF Asia Pacific Regional Office and ITF Young Transport Workers Committee's Asia Pacific representatives, the meeting began with an introduction of the ITF Young Workers' programmes and activities as well as the formation of a network group within the Asia Pacific region.

The participants then got down to work, brainstorming and engaging in group discussions about



setting objectives, directions and expansion for the network group, the establishment of mission statement and setting up the communication modes to enhance closer collaboration among the affiliates within the Asia Pacific region. After acquiring a deeper understanding on ITF existing campaigns, they presented ideas on how they can contribute and play their part in the development of these campaigns.

We had a constructive and active discussion. The participants were enthusiastic and outgoing. We were engrossed in our discussion that we skipped our tea break! This meeting on the formation of the network group is a good start for the young transport workers affiliates in Asia Pacific to unite and pledge our solidarity.

– SOS IR Senior Executive Chen Chuanyi

THANK YOU, MAHENDRA SHARMA

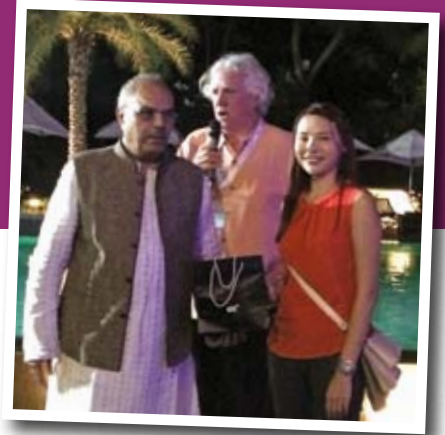
SOS expresses our deepest appreciation and gratitude to International Transport Workers' Federation (ITF) Asia Pacific Regional Secretary Mahendra Sharma who retired from his position in 2015. Passionate in improving workers' lives, Mr Sharma had offered enlightened advice and suggestions in key ITF Asia Pacific campaigns.



SOS representatives, ITF Executive Board Members and ITF affiliates from India attended the retirement party for Mr Sharma organised by ITF on 22 October 2015 that was held in conjunction with ITF Executive Board Meeting in Chennai, India.

SOS wishes Brother Sharma the very best for the future.

Mr Sharma at the ITF Women's Conference in New Delhi in 2014



Mr Sharma (left) with ITF President Paddy Crumlin and SOS Assistant Treasurer cum Co-Chair of ITF Young Transport Workers Committee, Sharon Li

Thank You

UNDERSTANDING MORE ABOUT THE ILO MLC, 2006



SOS Industrial Relations (IR) Executive Alan Kor was among the 20 unionists who participated in the workshop on Maritime Labour Convention (MLC), 2006 held at International Transport Workers' Federation (ILO) International Training Centre in Turin, Italy.

The workshop, which took place on 5 to 7 October 2015, aimed to raise awareness on ILO MLC, 2006 and strengthen the capacity of seafarers' representation in the promotion and application of the convention. The participants now have a clearer understanding about the technicalities integrated into Collective Bargaining Agreements (CBAs) for negotiations and learnt to identify the basic elements and minimum standards for seafarers to work on a ship such as conditions of employment, hours of rest and safety protection.

It was a meaningful time spent at Turin for Mr Kor, who gained valuable knowledge and insights at the workshop.

The role of seafarers and tripartite partners in the enforcement process is very important. The workshop was a good platform for seafarers representatives from different countries and unions to interact and know more about the different operations and the types of challenges faced. We primarily learnt how the Convention works and where to find the precise requirements that are to be complied with.

– SOS IR Executive Alan Kor



CHRISTMAS CELEBRATION AT THE DROP-IN CENTRE



On 22 December 2015, SOS organised its annual Christmas celebration party for the seafarers who visited the Seacare Drop-In Centre For International Seafarers at the Pasir Panjang Terminal Building.

SOS President Mohamad Abu Bakar, together with SOS Assistant Secretary David Shoo and IR Executive Alan Kor brought more than just food, drinks and gifts but much Christmas cheer. Mr Toh Soon Kok from the Mission to Seafarers also joined in the celebration.

The log cakes was a sweet way to celebrate Christmas as it was a pleasant surprise for the seafarers who came from different countries and ethnicities. Mr Mohamad said, "The seafarers are happy that we take the initiative to celebrate Christmas with them. Festive holidays away from home can be lonely and so we hope to bring some cheer to our members."

The seafarers who visited the Drop-In Centre that evening, walked away with Christmas goodie bags. A bonus for most of them were the opportunity to use the Drop-in Centre's high speed optic fibre broadband to conduct online chat or to video conferencing with their family members overseas.

COMPETENT COOKS IN THE MAKING

The Seacare Thrift Certified Cooks Training Programme held at Ocean Tankers premises in Tuas from 22 and 23 October 2015 saw 11 Indonesia Ship Cooks achieving competency to work onboard in the galley.

Under the guidance of trainer and former Executive Chef Maximillian Theodore, who has a vast experience working in the galleys of both merchant and cruise ships, the cooks from Ocean Tankers learned the different aspects of food handling onboard vessel according to the Maritime Labour Convention (MLC) 2006. Under the Regulation 3.2 'Food and Catering' of the MLC 2006, ship cooks are required to serve food and drinking water of appropriate quality, nutritional value and quantity, taking into account the differing cultural and religious background. Some of the topics covered included sanitary food practices, dietary nutrition, personal hygiene, menu planning, and ordering of stores.

To help cooks build confidence in their skills, Mr Theodore offered professional advice and clarifies the cooks' doubts over uncertainties they had faced in the galley. The cooks received certificates of qualification after completing a series of theoretical training and stringent assessments.





YULE TIDINGS ONBOARD VESSELS



The joyous Christmas season arrived early for many seafarers whose ships called on Singapore's port end of the year.

It has always been the Union's yuletide tradition to celebrate Christmas with seafarers, by visiting them onboard. So, with Christmas log cakes on one hand and tokens on another, the SOS IR Team boarded ships, bearing 'gifts' of goodwill and cheer. SOS President Mohamad Abu Bakar, Assistant IR Manager Maximillian Theodore, IR Senior Executive Chen Chuanyi and Assistant Treasurer Sharon Li, visited seafarers onboard that called on Singapore during the month of December. Peggy Chen, NTUC IRO attachée joined the SOS team to understand the concerns of members and celebrate the festive season with the crew.

Holiday seasons such as Christmas and New Year can be lonely for seafarers who are thousands of miles away from family and friends. For many of the seafarers, the presence of SOS officers during such times really perk up their day.





GOOD TIMES



Since 2009, the SOS Year End Dinner for SOS Filipino members and their families, held in their 'home' ground has been the rave and craze. Held at the New World Manila Bay Hotel, the recent SOS Year End Dinner 2015, saw some 430 members "rock n' roll" to good times.

On 27 November, members and their families, manning agent representatives, Seacare associates, and staff from Seacare International Philippines Inc, joined in the night of





fun with the Union. SOS officials were represented by General Secretary Kam Soon Huat, President Mohamad Abu Bakar, Assistant Secretary David Shoo, Manager of Schemes Administration Shirley Lai and Assistant Managers Halimahtul Saa'diah Mohamed Sadon and Jullienne Low.

For the third year running, children from Asilo de San Vicente de Paul were invited to join in the dinner celebrations. To show their appreciation, the children opened the night with a doxology rendition. Following the opening act, the National Anthem of the Philippines had participants standing on their feet with their hands to their hearts as a sign of respect.

In his welcome address, SOS President Mohamad Abu Bakar highlighted: "The SOS Year End Dinner is an important event in our union calendar. A large scale celebration such as this one is an excellent occasion to rekindle friendships and create new ones."

Going rock n' roll set the pace for a good time of bonding with family and friends. The entertainment lineup included celebrity impersonator performances of Elvis, Tina Turner and Marilyn Monroe. The Red Thread Band entertained members

during dinner with songs related to the movie theme Grease.

There was a best costume competition and a lucky draw with some 40 prizes to be won. Following the first prize giveaway, which was a 5D/4N stay at The Seacare Hotel, Singapore, the dance floor was opened for everyone to dance the night away, accompanied by the band and guided by dance instructors.

The annual event serves to reinforce familial bonds among SOS members and their families; provide an opportunity for the Union to gather feedback; and strengthen ties with the employers and manning agencies.





Newly Appointed Clinic SMS for Filipino Members in Cebu

SMMC/Cebu Sagrada Corazon Health Services, Inc.

Rm.310 & 304 City Savings Financial Plaza,
Osmeña Blvd.cor.P.Burgos St.,Cebu City

Tel: (63)-032-412-2925 / +63918-459-4526

Operating Hours: Mondays to Fridays, 0800H to 1700H
Closed on Saturday, Sunday & Public Holiday

UPDATE OF CLINICS AND BENEFITS FOR SOS FOREIGN MEMBERS

SMS for SOS Filipino Members

Benefits	<p>Free Medical Examinations</p> <ul style="list-style-type: none"> • Medical Consultation • Stool Examination • ECG • Fasting Blood Sugar test • Pap smear • Tooth Extraction without Surgery • Complete Blood Count (CBC) • Urinalysis • Chest X-Ray • Total Cholesterol check • Dental consultation • Simple Tooth filling <p>Each family, comprising a Qualified SOS Filipino Member and his dependants, is entitled to 4 medical examinations per month.</p> <p>Reimbursement Benefit</p> <ul style="list-style-type: none"> • Medicine <p>Each medicine reimbursement is as per amount stated on the receipt or up to Php500 per person.</p> <p>Each family, comprising a Qualified SOS Filipino Member and his dependants, is entitled to 4 medicine reimbursement benefits per month capped at Php500 per person.</p>
SMS Appointed Clinics	<ul style="list-style-type: none"> • Galenus Clinic Inc., (Manila) • Micah Medical Clinic and Diagnostic Laboratory (Manila) • Ilano's Medical and Dental Clinic (Cavite) • Medicus Diagnostic Center and Medical Clinic for OFW (5 branches in Iloilo, Capiz & Antique) • Buhangin Medical Clinic and Diagnostic Center (Davao) • Cebu Sagrada Corazon Health Services, Inc. (Cebu)

SMS for SOS Indonesian Members

Benefits	<p>Free Medical Examinations</p> <ul style="list-style-type: none"> • Medical Consultation • Stool Examination • ECG • Fasting Blood Sugar test • Pap smear • Tooth Extraction without Surgery • Complete Blood Count • Urinalysis • Chest X-Ray • Total Cholesterol check • Dental consultation • Simple Tooth filling <p>Each family, comprising a Qualified SOS Indonesian Member and his dependants, is entitled to 4 medical examinations per month.</p> <p>Reimbursement Benefit</p> <ul style="list-style-type: none"> • Medicine <p>Each medicine reimbursement is as per amount stated on the receipt or up to Rp100,000 per person.</p> <p>Each family, comprising a Qualified SOS Indonesian Member and his dependants is entitled to 4 medicine reimbursement per month capped at Rp100,000 per person.</p>
SMS Appointed Clinics	<ul style="list-style-type: none"> • Klinik Baruna (Central Jakarta) • Klinik Indosehat Pasar Kemis (Banten) • Klinik Indosehat Warakas (North Jakarta) • Klinik Indosehat (Bogor) • Klinik Indosehat Cilincing (North Jakarta) • Klinik Indosehat Cakuang (East Jakarta) • Klinik Indosehat (Tangerang)



HAPPY DEEPAVALI AT HAPPY DAYS

SOS wowed 126 members and guests with a fun-filled Deepavali celebration held on 14 November at the NTUC Club – Happy Days.

The four hour event was packed with a host of activities including the henna candle customisation, the popular instant photo print booth, classical Indian dance, popular Tamil and English songs as well as upbeat Bollywood Dance. The exciting stage games, mesmerising LED Props Manipulation Act and the generous buffet spread made the celebration all the more special and memorable.

The festival would not be complete without the symbolic lighting of the 3.5 feet tall brass kuthuvilakku (or Indian lamp) by Executive Secretary Daniel Tan, President Mohamad Abu Bakar, Treasurer David Sim and Vice President Raj Moham.

To top it all, lucky draw prizes were given away including the top prize of Samsung Tab S2 32GB. Everyone went home with their door gifts.



HAVE YOU COLLECTED YOUR YEAR END GIFT 2015?

SOS 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:
Starting 1 December 2015

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





MOTIVATING OUR CHILDREN TOWARDS ACADEMIC EXCELLENCE



“I am very happy to get the award because I can use it to buy more books,” said Muhammad Riz Halfey Rahmat, a cheerful Primary 1 student who received the SOS Best Award at the Study Grant Presentation Ceremony held at NTUC Centre on 10 October 2015.

Some 106 study grants and 10 Best Awards totaling up to S\$41,300 were presented to students in primary



and secondary schools, polytechnics, Institute of Technical Education (ITE) and universities. Partially supported by the NTUC U Care Education Co-Funding Scheme, the study grant inspires students to press on in their studies and alleviates the financial burden of our members.

Before the presentation ceremony, members and their children were invited to a buffet lunch and participated in a pre-event activity called “Personality Fruit Tree” organised by Employment & Employability Institute (e2i).

SOS Treasurer and Chairman of Study Grant Selection Committee 2015 David Sim then delivered a welcome note, congratulating the award recipients and encouraged them to embrace a holistic learning experience through character improvement



My mother is very glad that I managed to receive the Best Award for the third time. It is a motivation for me to work harder on my weakest subject.

– Louis Ngu Han Wei, son of SOS member John Ngu Tai Hock

Recipient of Best Award (Secondary School)



I'm really happy to receive the award again. I'm thinking of enrolling into a polytechnic so that I can continue to study aerospace and follow my dream.

– Chiam Yao Ji (left), son of SOS member Chiam Tow Kang (right)

Nitec in Aerospace Avionics, Recipient of Best Award (ITE)



The study grant helps my family financially and my mother is very proud of me for receiving the Best Award. I will work harder in my final year to pursue my dream of becoming a landscape designer.

– Mardiah Mohamed Hisham (left), daughter of SOS member Mohamed Hisham Hassan

Diploma in Environment Design, Recipient of Best Award (Polytechnic)



It's my first time getting the Best Award so I'm very surprised. My younger sister received it last year. I'm planning to give a portion of the money to my parents and save the rest for my polytechnic course in aerospace or mechanical engineering.

– Jamshik Sahib Maricar Abdul Latiff Maricar, son of SOS member Abdul Latiff Hassan Maricar

Higher Nitec in Mechanical Engineering, Recipient of Best Award (ITE)



I'm pleasantly surprised and glad to receive this award for the first time because I'm the only one to receive it in the family. I will treat my family to dinner and thank them for supporting me without expecting anything in return.

– Muhammad Aefy Mohamed Raib, son of SOS member Mohamed Raib Karmat

Bachelor of Project & Facilities Management, Recipient of Best Award (University)

and leadership development. Many of SOS members' children have received the study grant and Mr Sim was heartened to see the children grow up to become well-mannered teenagers and young adults, with dreams and high aspirations in life.

Highlighting the Union's continuous efforts in supporting children's education, Special Guest Mr Gilbert Tan Chye Hee, Chief Executive Officer at e2i said: "I would like to commend SOS for undertaking this study grant initiative for so long. Over the past 35 years, the Union has put much commitment, dedication and passion into shaping the lives of members as well as their children. Well done, SOS."

SOS President Mohamed Abu Bakar and Mr Gilbert Tan presented the study grant awards to the deserving students. For this year, the Best Award recipients

also received a special SG50 book. A SG50 video presentation "The Story of a 50 year old Country" was played at the ceremony to mark Singapore's Golden Jubilee.

FITNESS FOR A HEALTHY HEART



Cardiovascular disease, including heart disease and stroke, is the one of the top two killers in Singapore. The disease accounted for 29.9% of all deaths in 2014 or about 15 death cases every day. This also means that almost one out of three deaths in Singapore is a result of heart disease.

To educate its members on the importance of cardiovascular health, SOS collaborated with the Council For Third Age (C3A) for the first time and organised a learning visit to the Heart Health Hub of the Singapore Heart Foundation (SHF) on 29 October 2015.

The visit, attended by mostly senior union members, included a comprehensive introduction to the exercise and training facilities in the Heart Health Hub, located at Fortune



Centre. It also comprised a basic medical check-up for the members, whose blood pressure and body-fat percentage were recorded to gauge their chances of contracting heart diseases. Members also had their BMI taken to predict cardiovascular related complications, such as diabetes and hypertension.



During the visit, the group had the opportunity to attend a talk on nutritional health, titled 'Are You Ready for Heart Smart Eating?' SHF nutritionist Toh Yun Xuan shared her expertise with the members on food nutrition and healthy eating habits. She also taught them ways to achieve a balanced diet, which can be combined with physical activities, to help maintain weight and reduce the risk of heart diseases.

During the talk, Ms Toh demonstrated a creative way to prepare the popular Southeast Asian dessert, Bubur Cha-Cha, using a variety of healthy and nutritious ingredients as substitutes.

"It was very interesting to learn the nutritional benefits of eating vegetables and fruits of different colours. We were

told that the different coloured foods contain different nutritional properties. We should try to have a good mix of each colour in our meals every day to maximise the nutritional benefits," said Mr Jeffery Chew, SOS member.

"We also learned about the benefits of eating whole grain and multi-grain diet, and the types of food to eat in moderation. The visit was an eye-opener for me. More members should join this type of learning visit in the future. I am sure they will benefit greatly," he said.



UNDERSTANDING MEDISHIELD LIFE

From end-2015, all Singapore Citizens and Permanent Residents will be protected for life by MediShield Life, a basic healthcare insurance.

MediShield Life is designed to provide coverage for large hospitalisation bills in Class B2/C wards and selected outpatient bills such as dialysis and chemotherapy for cancer.

Frequently Asked Questions

1. What if I already have a Hospitalisation and Surgical (H&S) insurance plan?

You may experience some overlap between your H&S plan and MediShield Life's benefits, if your H&S plan is not a Medisave-approved Integrated Shield Plan.

2. What should I do if I want to avoid/remove such duplication?

Please read the FAQs on the MediShield Life website at www.medishieldlife.sg or speak to your financial advisor who will be able to share more about your options and their implications.

3. Besides the difference in benefits, what other differences are there between my H&S plan and MediShield Life?

MediShield Life	Other H&S plans
Payable by Medisave	Not payable by Medisave
Covers all pre-existing	May not cover pre-existing conditions
Covers you for life	May not cover you for life



Credit: MOH



Source: Ministry of Health (MOH)

KNOWING THE TRAINING GRANT PROCEDURES

When it comes to upgrading of skills, SOS goes the extra mile to support its members. The Union provides training grants for both seafaring related courses (Schedule II) and non-seafaring related courses (Schedule III).







Here's a check list on how to apply and how to claim. Read on.

Please also note the following:

** The course fee as stated on the original receipt issued by the training provider will be reimbursed. The reimbursement will not cover other items that are not stated in the receipt, such as registration fees, material fees or booking fees.*

** Training allowance will be granted for the actual hours attended for theory and practical lessons. It excludes time taken for examinations, assessment or absenteeism.*

For more information, please refer to www.osea.org.sg/t-traininggrant.html

1.  Ensure that the course(s) you enrol is listed in Schedule II & Schedule III, a copy can be obtained from the Membership & Welfare Services Division or through www.osea.org.sg. Only courses listed in Schedule II and Schedule III are eligible for the training grant.
 2.  Submit the duly completed course application form to the Membership & Welfare Services Division for endorsement together with the completed Union's Training Grant application form (also obtainable from the Membership & Welfare Services Division or via www.osea.org.sg).
 3.  Proceed to enrol for the course and make payment to the training provider. You must keep the original receipt issued by the training provider for reimbursement.
 4.  Inform the Membership & Welfare Services Division once the course schedule is confirmed. It must be done within 6 months from the date of application or submission of the Union's Training Grant application form. Failure to do so will result in the cancellation of the training grant application.
 5.  On completion of the course or module+, submit the following to the Membership & Welfare Services Division for reimbursement of course fee and/or training allowance (within 3 months from completion of modules/course/training or last date of 1st attempt, whichever is earlier):-
 - a) The original receipt or a proof of payment of course fee or a receipt with Certified True Copy stamp by training provider;
 - b) A copy of the certificate or licence or in the absence of both, the course result from the training provider;
 - c) The attendance list from the training provider or a letter from training provider confirming the number of training hours attended.
- + For module courses that lead to course certification, only the course fee may be claimed at the end of the module by submitting the required documents. The training allowance can only be claimed upon obtaining the course certification at the end of all the prescribed modules.*
6.  Having adhered to the procedure and met the requirements specified, the reimbursement of SOS training grant (for courses not funded by other parties) will be made within 2 weeks from the date of submission of item (5).

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;
- Marriage 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 forms, must be certified as true copies. The signature of the claimant in the withdrawal form must be witnessed by 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.sosea.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 • Website: www.ispf.org.sg



SEAFARERS' PROVIDENT FUND (SPF) WITHDRAWAL APPLICATION

- UPDATE OF SOS/SEACARE REPRESENTATIVE OFFICE LOCATIONS

Members with Seafarers' Provident Fund (SPF) account can approach any of the following SOS or Seacare Thrift Pte Ltd representative offices to facilitate submission of their withdrawal applications, accompanied by certified true copies of supporting documents.

Singapore



Seacare Thrift Pte Ltd
52 Chin Swee Road
#08-00 Seacare Building
Singapore 169875

Tel : +65 6379 5666
Fax : +65 6836 3976
E-mail : thrift@seacare.com.sg

Philippines



Seacare International Phils. Inc.

Unit 515 5th floor.
S&L Building 1
1500 Roxas Boulevard
Ermita, Manila 1000, Philippines

Tel : +63 2 521 6839
Fax : +63 2 521 7170

*The previous Representative Office at Wuhan University of Technology – Skaugen Training and Consulting Co., Ltd (WSTC) has ceased operations on 31 December 2015.

China



*Representative Office as of
1 January 2016:*

**Singhai Marine Services
(Shanghai) Co. Ltd**

Building 4, 600 Min Sheng Road,
Pudong District, Shanghai, China
200135

Tel : +86 21 5885 9799
Fax : +86 21 6855 4760
PIC : Ms Sun Jialia

Singhai Marine Services (Wuhan) Co. Ltd
HePing Avenue, Wuchang District,
#19-01, Kanjiang Building, Shui An International,
Wuhan, China.
Postal Code 430000

*Members who wish to visit Singhai's Wuhan office, may
first contact Ms Sun Jialia for assistance.*

Indonesia



**c/o Kesatuan Pelaut
Indonesia (KPI)**

Jalan Cikini Raya No. 58 AA/BB
Jakarta Pusat 10330

Tel : +62 21 314 1495
Fax : +62 21 314 1491



ALAN TOH RETIRES AND RENEWS



Friendly, helpful, good team player and leader – these are attributes commonly associated with Alan Toh.

Alan started his days in SOS as an industrial relations officer in 1980. Till the day he stepped into SOS, he has shown his dedication and service commitment to the Union and its members.

He embodies what it means to be a keen learner, responsible leader, proficient service provider. In 2003, he was seconded to Seacare Environmental Pte Ltd as Operations Manager. To equip himself for the new role, Alan went back to school to learn new skills and was awarded BICS Cleaning Operators Proficiency Certificate and Trade Certificate in Landscaping Practices.

In the new industry he was appointed to, he proved himself capable to learn and excel. Alan rose through the ranks, and became the Senior Manager of SOS and General Manager of Seacare Environmental, overseeing cleaning contracts for cookhouses, childcare centres, education institutions and commercial buildings.

Alan's people centered disposition put him in good stead when handling a growing team of cleaning specialists. The enlarging pool of clients appreciates him going above and beyond to meet their needs.

On 30 September 2015, Alan hit the retirement age of 67. He continues to lend his expertise as General Manager of Seacare Environmental Pte Ltd on a two year contract, assuming the same roles and responsibilities prior to his retirement.

SEACAREFOCUS

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MAKING GOOD MONEY SENSE

Managing investments and making investment decisions requires analytical discussions, business experiences and at times investment gut-feeling. Seacare Foundation Pte Ltd decided to make good money sense by hiring an investment consultant with the right credentials and investment philosophy to advise on the management of its investment portfolios.

Mr Steve Kek was brought in as Seacare Foundation's Investment Consultant in November 2015. Steve brings along more than 17 years of financials, investments and capital market experiences in private equity, corporate finance and business consulting. Steve also has a wealth of experience in public listed companies in the engineering, biotechnology and property industries.

Steve is currently the CEO of OMG Capital Pte Ltd, an Investment company that invests and incubates tech firms. He is also the Lead Independent Director of GS Holdings Limited, a company listed on the Catalist of the SGX-ST.

Steve holds directorships in the following companies: CCL Capital Pte Ltd, Cloudzen Pte Ltd, OMG Capital Pte Ltd; Onwards Media Group Pte Ltd; SIEG Capital Pte Ltd; Wasser Media Pte Ltd; and Fujian Zhenyun Plastics Industry Co., Ltd (another public company listed on the SGX-ST) and India Infrastructure Fund (Singapore) Pte Ltd (a MAS-registered fund managing with close to USD 1 billion of funds).

A graduate with a Bachelor of Accountance (Honours) Degree from Nanyang Technological University in 1998 and a certified CPA, Steve started his career as a Civil Servant at the Ministry of Finance and was the Assistant Director before joining KPMG, an International Accounting Firm in 2001 and later becoming the Associate Director at KPMG Corporate Finance Pte Ltd in 2005.



In 2005, Steve commenced his Public Listed Companies' experiences as the Group CFO of Advanced Holdings Limited - a SGX Mainboard company that provides process equipment to customers in the oil & gas and power generation industries. Three years later, he joined Transcu Group Ltd, a SGX Mainboard listed Japanese biotechnology company as its Group CFO and subsequently in 2010, took on the position as its EVP (Business Development - International).

In 2010, he joined Weiye Holdings Limited, a SGX Mainboard listed PRC property developer based in Henan and Hainan, China, as the Group CFO to spearhead the company's successful S\$600 million Reverse Take-Over ("RTO") Transaction in 2011.

Steve's experience in a wide range of sector industries such as technology, pharmaceutical, oil & gas and petrochemical, engineering services, energy and power, real estate/construction and private equity, across Middle East, USA, China, Europe, Korea, Japan and South East Asia, puts him in good standing and expertise in investment, listed equities, financing and mergers & acquisitions.

His scope of work as an Investment Consultant for Seacare Foundation would be to identify and advise investment opportunities in activities such as subscribing to investment instruments that include equity instruments, convertible notes and debt instruments.

He would be advising the Investment Team to (i) understand and evaluate the commercial viability and the strategic considerations; (ii) understand and evaluate the structure of the investments; (iii) negotiate the key investment terms; and (iv) complete of proposed investments.



SEACARE HOTEL ASSISTANT HOUSEKEEPER AWARDED SHA/SKM SERVICE GOLD

Congratulations to Mr Phang Kok Liang, Assistant Housekeeper at The Seacare Hotel for winning the Service Gold – The National Kindness Award at the annual National Kindness Awards for Service.

Jointly organised by the Singapore Hotel Association (SHA) and the Singapore Kindness Movement (SKM), the ceremony recognised the outstanding efforts of 87 service professionals from 52 hotels in Singapore who has created extraordinary experience for their guests. The Service Gold Award recipients were selected by a panel comprising representatives of Singapore's hotel industry and the SKM based on nominations from guests, peers and supervisors. Guest-of-Honour Mr Heng Chee How, Senior Minister of State, Prime Minister's Office presented a certificate of recognition and a collar pin to each recipient at Raffles Hotel on 24 November 2015.

Since joining the Seacare Hotel in 2013, Mr Phang is known for his service dedication shown to hotel guests and fellow co-workers. Always striving to go the extra mile in providing value-added services to all guests, Mr Phang not only takes great pride in ensuring that daily housekeeping operations are in accordance to the hotel's required standards, he is also patient in guiding and training housekeeping staff.



I feel very honoured to receive this award among many other deserving candidates. Receiving this award gives me even more motivation to serve and gain better recognition for The Seacare Hotel.

– Mr Phang Kok Liang, recipient of the SHA/SKM Service Gold Award 2015



SNCF SERVICE SECTOR LEADERS RETREAT IN HCMC

S NCF Service Sector Leaders Retreat, saw a 34-member delegation consisting of SNCF team and co-operative leaders from 8 different service co-operatives, spending time in Ho Chi Minh City, Vietnam, from 3-6 December.

For two full days, service sector co-operative leaders attended and participated in workshop sessions about Building the Organization of Tomorrow.

Participants learned about best leadership strategies in a VUCA world; branding to attract talents; leadership tips for attracting, engaging and retaining a multi-generational workforce. The service sector co-operative leaders discovered that generational

differences could impact organisations and found strategies to leverage the unique strengths of each generation, engaging key players, improving productivity, maximising teamwork, in order to drive company performance and achieve organisational goals. The workshop helped participants to enhance and facilitate the process to build relationships within their organisation and to strengthen each other's business.

During their time in Ho Chi Minh City, service sector co-operative leaders had the opportunity to visit Co-op Xtra Plus, a joint venture between NTUC FairPrice and the Saigon Union of Trading Co-operatives Limited (Saigon Co-op).





Located in the Thu Duc District, half an hour from downtown Ho Chi Minh City, Co-op Xtra Plus, which uses a business model that combines hypermarket and large-scale distribution chain, offers close to 50,000 types of products sourced from Vietnam and around the world. This includes FairPrice housebrand products. The 10,000 sqm store is FairPrice's first to serve both shoppers and businesses. Businesses can buy items in bulk to enjoy discounts, an option open to shoppers too.

The visit to Co-op Xtra Plus offered good learning opportunities for delegates to enhance their own co-operatives.



CLAIM YOUR NTUC FAIRPRICE GIFT VOUCHERS AND CAPITA VOUCHERS

Calling all Seacare Pioneer Members to claim your gifts!

The gift vouchers is a gesture of appreciation by Seacare Co-operative under its Pioneer Appreciation Scheme, which recognises members' loyalty and support, since its incorporation in 1994.

Look for any of our Membership and Welfare Services staff at Seacare Building Level 5 to collect your vouchers.

Collection period:
9am - 5.30pm, Mondays to Fridays.





ACHIEVING SERVICE EXCELLENCE AT THE WORKPLACE



Anyone whose nature of work involves dealing with customers would aspire to deliver positive customer service experience – one who meets and exceeds customers' expectations. Thirty trainees from primary and secondary schools were keen to master service excellence, in a two-day Achieving Service Excellence at the Workplace workshop organised by Seacare Manpower Services Pte Ltd. The first group attended the workshop which took place on 27 to 28 November 2015, while the other attended theirs on 4 to 5 December 2015. Both sessions were held at Orchard Plaza.

Through role play and engaging discussions, facilitated by Ms Nancy Yoong, a trainer from Impact Management Seminars Pte Ltd, trainees learned to perform their role in understanding customers and their needs, interacting professionally, and recognising service performance issues. They also picked up practical skills which they could apply immediately at their workplace, such as developing expertise in information commonly sought by customers, interacting with team members in service delivery, and handling service performance issues.

Workshop Title: Achieving Service Excellence at the Workplace

Date: 27-28 November 2015

Date: 4-5 December 2015

Participants who have completed the workshop:

CHIJ St Nicholas Girls' Sch (Sec)	Law Kia Lan
Civil Aviation Authority of Singapore	Afiza Yaacob
Clementi Town Sec Sch	Yip Luen Kee Nee
	Cheong Yin Yiong
Corporation Pri Sch	Chia Meow Luang
	Janathul Firthous
East View Sec Sch	Chan Sai Ling
Methodist Girls' Sch (Pri)	Kao Nyuk Lan Patsy
	Subaidah Motea
MOE, MLCS	Safaaton Selamat
Nan Hua High Sch	Choo Siew Yoon
Pioneer Sec Sch	Letchimi Ayasamy
	Letchimi Ravesadran
Seng Kang Pri Sch	Tan Pheck Tiang
St Gabriel's Sec Sch	Linda Lim
Yew Tee Pri Sch	Aishamal Abdul Razak

Blangah Rise Pri Sch	Lissy Kozhikottu
Bukit Panjang Pri Sch	Quah Koh Kheng
Dunearn Sec Sch	Asliyah Jumadi
Fuchun Primary Sch	Alemalay Vellasamy
	Quek Chay Huang
Kong Hwa Sch	Neo Yam Hoon
Marymount Convent Sch	Lim Siok Eng
Methodist Girls' Sch (Pri)	Ambika Dasarathan
Nan Hua High Sch	Wee Pay Kiat
Peiying Pri Sch	Goh Peng Lin
Seng Kang Pri Sch	Sam Kwai Kheng Cecilia
Swiss Cottage Sec Sch	Jamila Saim
Tampines Sec Sch	Mohamad Syed Ali
	Sum Kwai Ling
Tanjong Katong Girls' Sch	Lok Oi Lee Alice
Xin Min Sec Sch	Tan Ah Siew

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