

Issue No. 3 (October 2009)

# samudra

“SOS, you made my day!”



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52 Chin Swee Road #09-00  
Seacare Building Singapore 169875  
Tel: 6379 5666 Fax: 6734 5525  
Email: [sosea@seacare.com.sg](mailto:sosea@seacare.com.sg)  
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■ [www.sosea.org.sg](http://www.sosea.org.sg) ■ [www.seacare.com.sg](http://www.seacare.com.sg)



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# SECOND COHORT OF SEACARE QUALITY RATING TRAINING

## Trainees Graduate with Flying Colours



shipmates regarding daily routine operations. Topics such as ISM Code and Ship Security; international conventions such as MARPOL (Prevention of Pollution on Ships), Maritime Labour Convention 2006 were covered. Specific Deck, Engine and Galley topics were also included to cater to the various positions of the trainees.

Mr Terence Zhao Wei, Managing Director, Singhai Marine Services (S) Pte Ltd which is the SQRT facilitator in China, succinctly highlighted that the Chinese ratings have had three main barriers to overcome.

For four weeks, 26 ratings from China totally immersed themselves in an English speaking environment right in their home country. On 15 September 2009, they graduated with a certificate for completing the second Seacare Quality Rating Training (SQRT) under the Seacare Maritime Training Scheme (SMTS) and with a new found confidence of working on board.

After the successful first run of the SQRT in Wuhan last year, a number of shipping companies with SOS collective bargaining agreements have expressed strong support for the SMTS; a scheme which aims to provide SOS CBA vessels with quality seafarers and to cater to the training, re-training and pre-sea training needs of ratings.

Their keen interest led to the second SQRT course on Maritime English & Safety Awareness Course for Ratings which took place from 19 August to 15 September 2009. The training, co-sponsored by A.P. Moller Singapore Pte Ltd, was conducted by Maersk Training Centre (Wuhan) Co., Ltd in Wuhan China.

Out of the 26 trainees in the second cohort, 20 were A.P. Moller newly employed ratings.

The training curriculum focused on equipping the ratings with practical knowledge of working and communicating on board in a multi-national environment. The trainees learned how to recognise notices and signs on board, report and respond to emergencies and communicating with their

"Firstly, it is English. They have problems with working independently due to their inadequate English proficiency. The course has helped them improve their communication skills. Secondly, they are unsure of the foreign cultures of other nationalities. Generally they are able to work well, as they possess the necessary skills for their work. But they face the problem of working in a cross-cultural environment. This course helped by highlighting the various aspects to note when working in such an environment. Thirdly, they would need to brush up on their inter-personal skills." After assessing the outcome, he concluded that the training went beyond expectations.

The graduation ceremony held at Gaoxiong Hotel in Wuhan was celebrated with pride especially for two ratings, Mr Zhou Chang and Mr Zhang Qiang, for achieving the Best Trainee and Best Improvement Awards.



**"It is also our way of adding value to our CBA companies by coming alongside them to train, equip and enhance the skills of their seafarers. We see before our eyes how the ratings' confidence levels are enhanced when they master the English language." – Mr Kam Soon Huat, SOS Executive Secretary**

# THE LIVES WE

## Ma Tong Wei, 33

"My English standard has improved and after learning many new maritime English words such as words for ship equipment, I am now more confident in speaking the language with the foreign crew. I also learned how to carry out drill on ships."



## Zhang Qiang, 38

"I found the oral English sessions most helpful in the training. Practice makes perfect."



## Best Trainee! Zhou Chang, 22

"The course has helped me very much. It has given me knowledge on safety working procedures and on areas of the vessel which I didn't even know exist. I also learned that communication in English is important in my work on board. I did face some problems initially as I found that Maritime English was quite different from normal English usage. There were many new words which I learned in the course. I have learned about many parts of the vessel, safety working procedures, the various drills and how to communicate with other crew from other parts of the world."



## Wang Fan, 29

"Besides the new English words, I also learned that safety is first in my work. In an emergency, I now know what I should do and how to respond. I am also able to communicate with an English speaking Engineer on board."



# INVESTED IN



**Captain Aaron Ruan, General Manager**

Maersk Ship Management (Wuhan) Co. Ltd

"I am satisfied with the outcome of the training. The Chinese ratings have benefited from the training and their standard of English has improved. Having instructors who monitor the trainees full-time works."

**Mr Terence Zhao Wei, Managing Director**

Singhai Marine Services (S) Pte Ltd

"Training is a must. What SOS is doing with SQRT is making the ratings more employable by trying to meet the employers' standards. It is a good move by SOS to sponsor and give more ratings the opportunity to know more about the industry and about SOS. Now the trainees know that there is someone who cares about them."





**Ms Cindy Liang, Instructor (Maritime English)**

Maersk Training Centre

"The students' performance was very good. They made the effort to improve their English spoken ability and their listening comprehension skills.

Before the course, some only knew their own duties and responsibilities, but lack the ability to express themselves. After the training, they know more about cross-cultural aspects of being on board and are able to communicate in English. Their confidence level has increased and they are not afraid of speaking in English now.

Most students have made improvements in their listening comprehension and spoken English. I would say that 100% of the students have made improvements after the training."

**Ms Mary Liu, Chief Instructor (Maritime English)**

Maersk Training Centre

"With systematic training materials, all our participants benefitted from the course. They really did very well in the final assessment. To my surprise, they were very fluent after the training. I am very satisfied with this group of trainees.

On average I would say that there was around a 70% – 80% improvement. As the Chief Instructor, I am very happy to see their progress. I believe most of them are now able to work with other nationalities on board."

**Ms Nadia Ji, Instructor (Maritime English)**

Maersk Training Centre

"The trainees were willing to learn. Even if they are taught topics for the other positions on board, they were willing to learn about the new positions. There has been very obvious improvement in quite a few of the trainees."

**Mr William Mclean Wang, Instructor (Maritime English)**

Maersk Training Centre

"The trainees were able to have a simple English conversation and understand what is said to them. Positive attitude was strongly instilled in them to learn the English language. One of the trainees was unable to communicate during the initial assessment. He was only able to say a few words. Now he is willing to speak up in English and share his opinion."



# SOS PAYS TRIBUTE TO SEAFARERS

## Celebrating World Maritime Day

Singapore celebrated the World Maritime Day (WMD) on 24 September 2009 at the Mariners' Corner Restaurant at the Maritime House.

Joining in the celebration as the Guest-of-Honour was Mr Lam Yi Young, Chief Executive of Maritime and Port Authority of Singapore (MPA) who said: "World Maritime Day is a fitting occasion to salute seafarers for their valuable contribution to the industry. MPA works closely with the industry to promote seafarer welfare and well-being."

As part of the celebration and to promote seafarers' welfare, some 600 hampers, co-sponsored by SOS and SMOU, were presented to ships that call at the port of Singapore. Hampers will be distributed to the different vessels through their shipping agents.

At the event at Mariners' Corner, Mr Lam presented hampers to 20 representatives of the shipping industry. Each hamper



contained foodstuff, a health magazine, a movie DVD and the IMO message which chose "Climate Change: A Challenge for IMO too!" as the focus of this year's WMD. A cheque of \$100,000 was also presented to the mission to seafarers to assist in the efforts of the welfare network of chaplains, staff and volunteers offering guidance and aid to seafarers regardless of nationality or faith.

SOS General Secretary Mr Leow Ching Chuan and SOS President Mr Mohamed Idris Bin Mohamed Ibrahim attended the event.

Mr Mohamed Idris expressed: "The hampers act as a gift of appreciation to the seafarers on board the ships to let them know that we are always here supporting them and thankful of their efforts and hard work."

***"At IMO, we are heavily and consistently engaged in the fight to protect and preserve our environment – both marine and atmospheric. Having, in 2008, achieved a breakthrough in our efforts to reduce air pollution from ships, we are now energetically pursuing the limitation and reduction of greenhouse gas emissions from shipping operations – indeed, when considering which theme to choose for this year's World Maritime Day, we unanimously opted for "Climate Change: A Challenge for IMO too!"***

– Mr Efthimios E. Mitropoulos, Secretary-General, International Maritime Organization







**More comprehensive rights and protection at work for seafarers; more secure and safe operations; more level playing field.**

These and many more benefits are to be expected when a new maritime labour standard, the International Labour Organisation's (ILO) Maritime Labour Convention 2006 (MLC 2006) comes into force in 2011.

To get up to speed with the legislative changes of the MLC 2006, SOS arranged for a presentation to be conducted for its executive committee members and staff on 18 August 2009. Some 40 SOS leaders and staff members had the opportunity to hear an overview of the convention, its provisions, the government's perspective and the implications of its ratification to Singapore.

Presented by three experts in the field from the Maritime and Port Authority of Singapore (MPA), Mr Mark Lim, Deputy Director







### About the Maritime Labour Convention 2006 (MLC 2006)

The Maritime Labour Convention was developed and adopted by the ILO in February 2006. The Convention will come into force 12 months after ratification by at least 30 countries accounting for 33 percent of the world's gross tonnage. MLC 2006 is expected to enter into force in December 2011 based upon European Union's planned ratifications before 31 December 2010. The new consolidated Convention defines the minimum labour standards for maritime work covering employment, health, training, minimum age and recruitment, welfare and social security protection. Apart from being described as the 'fourth pillar' of the international regulatory regime (the others being SOLAS, STCW and MARPOL), MLC 2006 is a landmark Convention

in other respects, including the new system for enforcement and compliance to ensure the effectiveness of the provisions and a simplified amendment procedure to ensure that the Convention keeps pace with the changes in the industry. Unlike the previous labour Conventions, it sets out in detail the rights of the seafarers while affording considerable flexibility to ratifying countries in terms of the implementation of the provisions for the protection of the seafarers.



(Shipping Division), Mr Martin Marini, General Counsel and Ms Irene Goh, Manager (Mercantile Marine Office of Registry and Manning Department), SOS leaders and staff were able to better understand their role in the implementation of MLC 2006.

***"When the new major convention comes into effect, it will have implications on the lives of all the players in the maritime industry. As a union, we are in a position to impact the future of this industry in Singapore. Through our involvement especially in the area of fighting for the interest of our members and working together with shipping employers and the government, we can add value and play our part in promoting Singapore as an International Maritime Centre. It is thus, the duty of every leader and staff member of SOS to take ownership of the legislations stipulated in MLC 2006"***, says SOS General Secretary,

Mr Leow Ching Chuan who fully endorses the convention.



Under the MLC 2006, more than 1.2 million seafarers will receive comprehensive social protection for the first time. The comprehensive set of basic maritime labour principles and rights as well as ILO fundamental rights, spells out in clear

terms, seafarers' basic employment rights, including rights to complaints both onboard and ashore; definition of who a shipowner is and their responsibilities under the convention; and minimum standards of ship operations.

With proper implementation and enforcement of the convention, the maritime industry can expect fairer competition, a more socially responsible shipping environment, a more protected and efficient workforce, a more safe and secure operations with less problems and delays in ports.

SOS fully supports and looks forward to a better future in the maritime industry with the enforcement of MLC 2006.

# SOS – SWINGING FOR GOOD TIES AND FRIENDSHIP



Chatting and cheering on each other on the scenic greens of Orchid Country Club, the ties and friendships of SOS and its partners were reaffirmed as golfers took turns to tee off at the golf course.

Attended by over 120 participants, representatives from the government, shipping companies as well as SOS and Seacare Group of Companies and their associates, the SOS IR Networking Golf event got the players into the heat of the game as cheers of "Hole in one!" and "Birdie!" filled the air.

After the players gave their best shots on the golf course, the participants adjourned to the networking cocktail reception. The excitement was still running high as discussions on how to improve the swing and the impressive "eagle" that was scored.

Guest-of-Honour, Mr Hawazi Daipi, Senior Parliamentary Secretary, Ministry of Manpower & Ministry of Health was all smiles as he joined in the networking session and mingled with everyone.



Thanking all the golfers, guests and supporters at the dinner, SOS President Mr Mohamed Idris Bin Mohamed Ibrahim in his speech emphasised the importance of tripartism and the efforts in strengthening good relationships.

The event, which was held on 21 August 2009, ended with cheers and loud applause as prizes were presented to the winning golfers, novelty prize recipients as well as lucky draw winners.







## SOS IR Networking Golf Winners

**1st Prize:** Mr J Masilamanny  
**2nd Prize:** Mr Terrence Zhao  
**3rd Prize:** Mr David Ng

### Novelty Prizes

Mr John De Payva  
 Mr Ronald Olsen  
 Mr Masilamanny  
 Mr Phua Cheng Tar

### Hole-In-One Prize:

Mr Ong Yen Her (Divisional Director,  
 Labour Relations and Workplaces  
 Division, Ministry of Manpower)



# UNION ASSISTS MV MARITZA CREW

## to Recover Outstanding Wages



Unpaid wages and compensation of up to US\$146,827 were finally claimed by the seafarers onboard M/V Martiza and the Singapore unions played a major part in ensuring that all was well before the seafarers were safely repatriated home.

The crew members onboard M/V Maritza were owed more than two months of wages. It did not help that their provisions were running low and food rations were depleting. The lack of information on their status got the Ukraine seafarers even more anxious.

SOS stepped in and visited the vessel on 2 September 2009 with officials from SMOU to understand the situation on board.

"The crew reported that they ran out of bread five days ago and had only two days' worth of other food rations. They were also unsure of how things will turn out and were therefore pretty anxious." Said SOS Industrial Relations Officer, Mr Mohamad Bin Abu Bakar.

The vessel was subsequently arrested on 3 September 2009. On 11 September 2009, SOS received news that the crew's outstanding wages would be fully paid for including compensation of one month's gross wages and the repatriation expenses.

Mr Mohamad expressed, "As a former seafarer, I know how tough it can be living in such a situation. Thus SOS will always do whatever we can to help our fellow seafarers."



# MEMBERSHIP AND RE-EMPLOYMENT

## Focus of Labour Movement Sector Seminar

Singapore has to cast its eyes beyond the current world economic downturn, think long-term and be very strategic over the next two years and beyond.

NTUC Secretary-General Mr Lim Swee Say made this call at the two-day intensive Labour Movement Sector Seminar jointly organised by NTUC's Industrial Relations Department and Membership Department on 25 and 26 September 2009.

"For the Labour Movement to be strong, two things must be settled. Firstly, union leadership must be strong because without strong union leadership, our unions cannot be strong. Secondly, if our membership base stops growing, a strong leader is like a general charging ahead with no soldier following behind. What kind of movement is a smaller and smaller and weaker and weaker movement. So for us to be strong, leadership must be strong and membership must be strong."

The seminar, which was held in Batam, saw SOS leaders Mr Mohamed Idris Bin Mohamed Ibrahim (President of SOS), Mr Kam Soon Huat (Executive Secretary of SOS), Mr Mohamad Bin Abu Bakar (Vice President of SOS) and Mr Daniel Tan Keng Hui (Executive Committee Member & IR Manager) joining more than 400 participants from the labour movement and guests from the Ministry of Manpower and the Singapore National Employers Federation to deliberate on the bread and butter issues of the labour movement i.e. membership and industry relations.

With the current membership of 530,000, Mr Lim is optimistic that the labour movement can hit its target of one million members by 2015 if the recruitment rate is high and attrition rate is low.



On the new economic landscape that will emerge after the downturn, Mr Lim highlighted that the emphasis will be on the productivity of every worker: young and old; local and foreign.

"Given that the better competitors are getting cheaper, and the cheaper competitors are getting better, we will have to make better and smarter use of every worker, whether local or foreign."

Topics on membership retention, recruitment and relationship as well as re-employment were deliberated on at the Workshop.

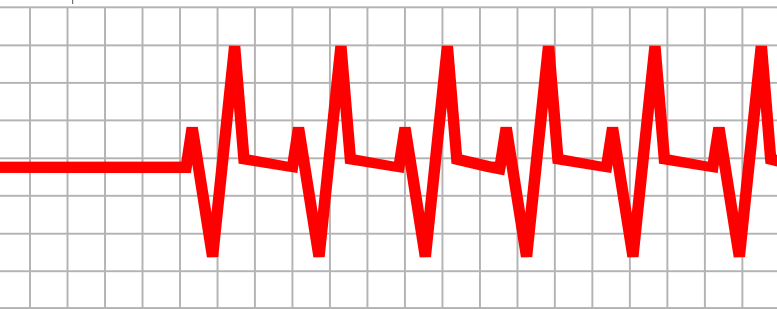


## From Singapore to Philippines and Indonesia – The Seacare Medical Scheme (SMS) is now in Malaysia!

SMS is now made available and accessible in Malaysia from 1 September 2009. Introduced by the Singapore Organisation of Seamen (SOS) as a special medical scheme, SMS aims to provide SOS Malaysian members and their dependents with free or affordable forms of basic medical and dental benefits in Malaysia.

SOS Malaysian members, serving on board a vessel covered by the SOS Collective Bargaining Agreement and whose employer is participating in the SMS will be deemed as eligible for the scheme. In its initial period within the stipulated validity period at appointed Pantai Group of Hospitals in West Malaysia.

The qualified SOS Malaysian member is entitled to nominate one dependent to receive the free health screening benefit.



# SOS EXTENDS SMS BENEFITS AND COVERAGE TO MALAYSIA

### The Health Screening Package covers:

- Physical examination by medical officer
- Chest x-ray
- ECG
- Lung Function Test
- General Screening
  - Liver function test
  - Full blood examination
  - Gout screening
  - Diabetes screening
  - Renal Function test
  - Lipid studies
  - Urine examination
  - VDRL (titre if reactive)
  - TPHA (if VDRL reactive)
  - Thyroid screening
  - Hepatitis B screening
  - Hepatitis A screening
  - Alpha fetoprotein (AFP)
  - Carcino embryonic antigen (CEA)
  - Rheumatoid factor (RF)
  - Blood group & rhesus



***“SOS and Seacare aim to make the scheme available to all foreign SOS members. We have been working hard to collaborate with overseas medical providers and partners to develop the benefits and make it accessible for them.”***

Ms Mariana Amad, SMS Manager





Pantai Hospitals, one of Malaysia's pioneer and leading healthcare providers, has a network of nine hospitals and collectively has a total of more than 1,300 beds, with over 100,000 patient admissions a year. Since 1974, beginning with the flagship hospital of Pantai Hospital Kuala Lumpur, they have excelled in serving local, expatriate and foreign patients, and have been a preferred provider for most major health insurances, both locally and abroad. In addition to state-of-the-art facilities, they are staffed by multi-lingual and multi-ethnic medical personnel. Many of their consultant specialists are trained abroad and have received their fellowships from the USA, UK or Australia.

Qualified SOS Malaysian members may check with SOS check on their eligibility at the following contact details:

**Tel: 6379 5689**  
**Email: [sms@seacare.com.sg](mailto:sms@seacare.com.sg)**

For more information on SMS Malaysia, please visit our website at [www.sea.org.sg](http://www.sea.org.sg)



## HOSPITAL

## CONTACT PERSONS

### Pantai Hospital Kuala Lumpur

8, Jalan Bukit Pantai,  
59100 Kuala Lumpur

### Mr Anwar Anis

Senior Business Development  
Manager  
Tel: 603-2296 0790

### Pantai Hospital Cheras

Jalan 1/96A,  
Taman Cheras Makmur,  
56100 Kuala Lumpur

### Ms Noor Hasnizan Hassan

Manager – PR & Marketing  
Tel: 603-9139 2102

### Pantai Hospital Ampang

Jalan Perubatan 1,  
Pandan Indah  
55100 Kuala Lumpur

### Ms Maggie Solomon

Business Development Manager  
Tel: 603-4289 2882

### Pantai Hospital Klang

Lot 5921, Persiaran Raja Muda Musa,  
41200 Klang

### Mr Gan Kah Long

Marketing Executive  
Tel: 603-3374 2020

### Pantai Hospital Ayer Keroh

No. 2418-1, KM 8,  
Lebuh Ayer Keroh,  
75450 Melaka

### Mr Cliff Gan

Business Development Manager  
Tel: 606-2320 072

### Pantai Hospital Batu Pahat

9S, Jalan Bintang Satu,  
Taman Koperasi Bahagia,  
83000 Batu Pahat, Johor

### Ms Rajam Sinnathambi

Marketing Executive  
Tel: 607-4338 811

### Pantai Hospital Ipoh

126, Jalan Tambun,  
31400 Ipoh, Perak

### Ms Joanne Wong

Business Development Manager  
Tel: 605-5484 333

### Pantai Hospital Sungai Petani

1 Persiaran Cempaka  
Bandar Amanjaya  
08000 Sg Petani  
Kedah Darul Aman

### Ms Susan Choong

Marketing Executive  
Tel: 604-4428 888

### Pantai Hospital Penang

82, Jalan Tengah,  
Bayan Baru,  
11900 Bayan Lepas, Penang

### Ms Michelle Baum

Marketing Executive  
Tel: 604-6396 322

# 154 STUDENTS RECEIVE STUDY GRANT AWARDS FROM SOS

At the SOS Study Grant Presentation 2009, it was easy to feel the atmosphere of joy and pride of the SOS members whose children would be receiving study grants from SOS

Mr Mohamed Idris Bin Mohamed Ibrahim, President of SOS, in his welcome speech reaffirmed not only the union's strong belief in education but also thanked the guest-of-honour Mr Kong Mun Kwong, who is the Chairman of Seacare Holdings Pte Ltd, for taking time out to present the study grants to the students.

The excitement and pride of the SOS members, whose children have proven themselves to have put in hard work and effort for their academic pursuits, were written on their faces. It is a significant moment for both the parents and their child as student went on stage to receive the grant from Mr Kong.

The SOS Study Grant is just one of the many membership benefits that have been set in place since 1978. Every year, SOS members have the opportunity to apply for study grants on behalf of their children. This year, a total of \$47,500 was awarded to 154 successful applicants who are pursuing studies ranging from the primary level to the tertiary level. Seacare Foundation Pte Ltd has



also sponsored 12 Best Awards worth \$150 to \$250 each for the individual students with the best results in their category.

The SOS Study Grant Presentation Ceremony was held at the NTUC Auditorium on 5 September 2009.





SINGAPORE ORGANISATION OF SEAMEN  
**STUDY GRANT PRESENTATION CEREMONY 2009**  
 Guest-of-Honour : MR KONG MUN KWONG  
 Chairman, Seacare Holdings Pte Ltd  
 NTUC Centre  
 Saturday, 5<sup>th</sup> September 2009



**MOHAMAD FAHMY BIN HAZALI**, who is now in Yuhua Secondary, expressed his excitement at receiving the award for the first time. When asked about his plans for future, he was eager to share, "I have already set my eyes on the Security Networks Course which is offered in ITE College (East). I am going to give it my best and strive for it."

An aspiring teacher, **MUSTAQIMAH BINTE ABDUL AZIZ** is currently in Primary 1 but is showing great potential in her academic prospects. The second child in her family, she expressed that she is really happy to get the award.

**NIGEL WOO**, who is one of the Best Award recipients, is currently studying Mechanical Engineering in ITE College (East) and plans to further his studies in a polytechnic after his National Service. A gentleman mature beyond his age, he works during the holidays to help lighten the burden on his family.

# ARMED WITH KNOWLEDGE

## To Upturn the Downturn

As a firm believer in constant upgrading and education, SOS endorses the stance of NTUC to "Upskill, Reskill & Multiskill."

This is why when the Upturn the Downturn Workshop was introduced, SOS immediately sent several leaders and staff,

As the workshop was specially designed for union leaders, it also included updates on the latest global and local economic situation, the role of the union in an economic downturn, Industrial Relations practices as well as management of excess manpower and handling of issues during retrenchment and unexpected circumstances.



Led by Mr Wong Siew Hong, Associate Trainer of the OTC Institute, the workshop participants also learnt about the various schemes available to help their fellow comrades who may be facing problems of unemployment as well as their employers.

In the later part of the one-day workshop, the participants from SOS also got to know more about personal and financial resilience from Mr Joshua Ng from Ministry of Community Development, Youth & Sports (MCYS). Other than understanding the concepts and principles, Mr Ng also imparted practical tools to build financial resilience so as to let the participants be in a better position to help their fellow union members.

including Mr Bon Shuen Ping, Mr Mohamad Bin Abu Bakar, Mr David Shoo and several others to attend the one-day Upturn the Downturn workshop on 1 August 2009 at the OTC Labour Leadership Institute.



# SOS COVERS THEIR MEMBERS



Mr Saad Bin Abdul Ghani, a loyal SOS Member since 1976, passed away in August 2009. As a union member who has been with SOS for more than 20 years,

Mr Saad Bin Abdul Ghani is covered under the Unit for Contract & Casual Workers (UCCW) of the Seacare Medical Scheme for local members as well as NTUC Gift, a group insurance that covers death and permanent disability for members of participating unions and associations.

SOS made the claim for both NTUC Gift and UCCW on behalf of Mdm Rosnah Binte Abdullah, his wife and presented the cheques of \$5,500 and \$8,000 to her at her home in Tampines on 7 October 2009.

Representing SOS to send their regards and concern to Mdm Rosnah were Mr Mohamed Idris Bin Mohamed Ibrahim, President of SOS, Mr Mohamad Bin Abu Bakar, Vice-President of SOS, Mr David Shoo, Welfare Manager and Ms Adila Juman, Welfare Officer.

Mdm Rosnah expressed her gratitude for the concern and assistance rendered by SOS all these years. She is also thankful for the claims that SOS has made on her behalf to help her and her family tide over the financial difficulties due to Mr Saad's passing.

President of SOS, Mr Mohamed Idris, expressed, "SOS has always placed the well-being of our members and their loved ones as our top priority. We are glad that we are able to help Mdm Rosnah in whatever ways we could."

## MEMBERS GATHER TO CELEBRATE World Maritime Day

Club@52 was filled with happy chatter and laughter on 30 September 2009 while the delicious aroma of food teased the noses of anyone who is near.

In celebration of World Maritime Day, SOS members were treated to a sumptuous buffet lunch. Another highlight of the World Maritime Day celebrations took place the previous week when hampers, which were co-sponsored by SOS, were distributed to crew on board ships which call on the port of Singapore.

SOS President Mr Mohamad Idris Bin Mohamad Ibrahim highlighted to Samudra at the buffet lunch, "Many of these SOS members have put in much effort and have toiled for the maritime industry. We at SOS would like to show our appreciation towards their efforts and let them know that their hard work is not forgotten."



**Happy**  
*World Maritime Day, SOS!*





## FEELING LUCKY?

Tombola is a game familiar to many SOS members, having played it for many years during the annual gathering where members gather with their close friends for fun and relaxation.

Tombola – this favourite game of many was made the highlight of the second SOS Members' Night which was held at Club@52 on 15 August 2009. With NTUC FairPrice vouchers worth \$25 or \$30 waiting to be given to the winners, everyone was eager to start the three line games and three full house games.

To add on to the excitement of the evening, 20 lucky draw prizes, which were NTUC FairPrice vouchers, were also presented to the lucky ones. Some 152 members were present at the event. Tucking into the buffet dinner and enjoying the hearty meal, many agreed that they will not miss the next SOS Members' Night!





# Seacare Focus







# SEACARE LOOKS INTO LONG TERM SUSTAINABILITY

## Seacare Annual General Meeting

"We have been fortunate not to be too badly affected by the sudden and massive economic meltdown but we could not realistically expect to have come through completely unscathed."

At the Seacare 15th Annual General Meeting held on 30 September 2009, Mr Leow Ching Chuan, Chairman, Seacare Co-operative Ltd, painted the economic climate of the year under review ended on 31 March 2009. The world had plunged into a severe economic crisis that was mainly brought on by a collapse of major financial institutions. The severity of the global economic recession must inevitably be reflected to some extent in the balance sheets of Seacare for the review year.

He reported that the group revenue of Seacare increased by about \$2.8 million to \$27.7 million in the review year while group profit before tax was \$0.40 million. However, the one percentage point decrease in the group staff strength reflected the less than favourable business conditions faced by Seacare in the review year.

"While the business climate was not too congenial, Seacare continued to operate normally as it could in the review year," Mr Leow, who is also SOS General Secretary, highlighted.

On investment, Mr Leow reported that Seacare has always sought to invest wherever there are promising returns. Thus, the Co-operative has invested in a Singapore water treatment company that operates two water treatment plants in Inner Mongolia under BOOT arrangement. The company also receives funding from SPRING Singapore, which is the enterprise development agency for growing innovative companies and fostering a competitive SME sector.

Mindful of the maritime connection of Seacare, Mr Leow reported that a sizeable proportion of Seacare's business activities are



still rooted in the maritime sector. One business has been in the provision of crew husbandry services to ships and the provision of transportation services for marine industries in Singapore and Malaysia. In the review year, an intra-group restructuring was effected to establish a joint venture company as a one-stop maritime support services provider.



Another area of activities in which Seacare was significantly involved in the review year was property development. Seacare is a minority shareholder in the development of two residential property projects, one in Vietnam and one in Philippines. The biggest property development is Seacare's very own hotel to be housed in an annexe to the Seacare Building to cater to seamen. At the AGM, the proposal to construct and develop the Seacare Hotel received overwhelming endorsement from members.

"Looking ahead to the future, we can foresee that the business environment we will be facing is likely to become more competitive and complex. We will have to look into the need to reassess and redefine Seacare's future direction with particular regard to its long term sustainability," Mr Leow pointed out.



## Board Members

The compositions for the new term of office from the 15th AGM until the 2010 Extraordinary General Meeting of Seacare Co-operative Ltd are:

### Board of Trustees

Chairman: Mr Leow Ching Chuan  
 Vice Chairman: Mr Lee Van Chong  
 Secretary: Mr Kam Soon Huat  
 Members: Mr Mohamed Idris Bin Mohamed Ibrahim & Mr Nazarudin Bin Nandok

### Board of Directors

Chairman: Mr Leow Ching Chuan  
 Secretary: Mr Kam Soon Huat  
 Treasurer: Mr Lee Van Chong  
 Members: Mr David Sim Hor Pheng, Mr Mohamad Bin Abu Bakar, Capt Billy Lee Chee Fong, Ms Jessie Yeo Hong Cheng & Mr Raja Mohd Said Bin Raja Mohd Shafik



# CO-OPERATIVE SERVANT LEADERS TRAILBLAZING NEW HORIZONS



In the spirit of servant leadership, the Singapore National Co-operative Federation (SNCF) Executive Council members, including Seacare Chairman, Mr Leow Ching Chuan, served food and drinks at the Annual Co-operative Leaders' Conference. More than 150 co-operators from various co-operatives who attended the conference benefitted from the service with a smile during the morning tea session.

Held on 4 October 2009 at John Jacob Ballroom, The St Regis Singapore, the Conference had everyone present thinking about "Trailblazing New Horizons - Re-View, Re-New and Re-Charge" the Co-operative movement.

Speaking at the Conference, Dr Vivian Balakrishnan, Minister for Community Development, Youth and Sports, applauded the Co-operative Movement for promoting economic growth and contributing to Singapore's recovery. Co-operatives have, in their own way, played an important role in meeting the needs of their members and society at large, he said.

In his speech, the guest-of-honour also pointed out that to maintain the trust of members and the general public would include not only trust in the co-operative's stewardship of money and resources but also, the assurance that they will serve and protect members' interests for the long term.

One of the highlights of the event was the breakout session which got the SNCF affiliates thinking strategically about charting possible new directions for the Co-operative Movement.

The feedback received gave the Conference the thumbs up – for the content, networking opportunities and refreshing servant leadership concept.





# QUALITY MARITIME HEALTH & SEAFARERS WELFARE TAKE CENTRESTAGE

Quality maritime health and seafarers' welfare took centrestage at the 10th International Symposium on Maritime Health.

Organised by the International Maritime Health Association and held in Goa, India from 23 to 26 September 2009, the symposium aimed to bring together experts and learners from maritime and related fields and offer them a platform to share, discuss, debate and solve problems on quality issues concerning seafarers' health, safety and welfare. Topics covered in depth ranged from Safety, Culture and Prevention, which are issues related to the well-being and safety of seafarers onboard and on land, to Medical Fitness Standards which zoomed into issues concerning the overall health status of the seafarer.

Dr Chia Yih Woei, CEO of Seacare Medical Holdings Pte Ltd, attended the four-day event which was aptly themed as "Quality Maritime Health & Seafarers Welfare – A Global Perspective". Closely in sync with the Maritime Labour Convention 2006 as set down by the International Labour Organisation, the symposium featured speakers from among maritime health professionals, government officials, administrators, ship owners and managers, seafarer organisations, and other stakeholders of the international shipping industry.

More than 200 participants from over 36 countries who attended the event also took part in an open forum which highlighted the challenges and priorities in maritime health and welfare.

Dr Chia expressed: **"I find the symposium useful. The partners and stakeholders were all there to know more about the expectations of the maritime health scene, share ideas and experiences. Contacts have also been exchanged with some ship insurers, ship owners and agents who have expressed their interest in our maritime medical services in Singapore and the region."**





# SEACARE LANDSCAPE INTO TREE



Singapore has always been known as the Garden City and this is all thanks to the lush greenery and rich vegetation all around the island. But what happens when we need to move or even remove some of these plants due to improvement or construction works?

This was the situation faced by a local company, Pay Ah Heng Pte Ltd (PAH), when the Public Utilities Board of Singapore (PUB) engaged them to be the main contractor for the laying of pipes recently. Located in the East of Singapore, the working area was covered with numerous trees and greenery which was an obstacle for their underground pipe-laying work.

Seacare Landscape was consequently engaged by PAH for the transplanting of the trees. They not only have to ensure that the trees are moved to and maintained in the nursery till the works are completed, the Seacare Landscape team also has to see to it that the trees are undamaged and suffer as little stress as possible as well.

Seacare Landscape General Manager, Mr Firos Angullia, elaborated: "When we transplant the tree, we do not just simply use a crane and pluck the tree out of the soil. We have to first dig trenches around the roots of the tree before we use a crane to slowly pull it up while a staff member slowly cuts away some parts of the roots and adjusts the shape of the tree base. Only then can we lay it flat on the ground after we wrap the roots in a protective plastic and transport it to our nursery on the lorry. We also have to take into consideration the amount of stress caused to the tree as well."

Mr Win Khai, Resident Arborist of Seacare Landscape, then explained: "Trees face stress when they are transplanted due to the moving as well as loss of water. As the tree is uprooted, the roots cannot function as normal and hence there is no continuous absorption of water for the tree itself."



# BRANCHES TRANSPLANT

Nodding with agreement, Mr Firos also cited many challenges the team faced in this latest project. As it is a big scale project with tight deadlines, he highlighted that logistics is a major issue.

"We have to note the timing the contractor has allocated to us. If we do not move the tree in time, the contractor cannot proceed to dig the holes for laying the pipes as it will damage the tree. The whole project will be delayed as a result."

Mr Firos also brought up the issue of space constraints, which hindered the movement of the transport vehicles, to which Mr Win Khai added in agreement: "The site was next to a canal and the space allowed only one lorry to move in and out. Should the lorry be maneuvered the wrong way, the whole lorry will fall into the water."

It can be seen that safety is the most important issue to the two gentlemen, as they discussed at length with Samudra the working conditions of the staff, how they are fully equipped with the proper safety gear and even shared that the limit on the number of trees that can be transported on one lorry as stipulated by law is actually five!

Mr Firos left a deep impression with his concluding comment: "This project is huge in scale and is entirely on arboriculture, which is our latest portfolio addition. We have many challenges but we are very confident that Seacare Landscape can rise to the challenge!"

So the next time you pass by a site where numerous construction and working processes are going on, take a closer look at the plants and trees around the area. They might have been transplanted by our very own Seacare Landscape Team who is still hard at work!

**"This project is huge in scale and is entirely on arboriculture, which is our latest portfolio addition. We have many challenges but we are very confident that Seacare Landscape can rise to the challenge!"** – Mr Firos Angullia, General Manager, Seacare Landscape Pte Ltd'



Ready to Save;

# SEACARE MANPOWER

Anyone, Anytime, Anywhere

Always Prepared



Imagine this. A colleague walks up to you, complains of a burning pain in his chest and then collapses. You rush forward and discover that your colleague, now lying motionless on the floor, is no longer breathing.

Do you know what to do? If you don't, then you're one of the many people out there who are not equipped with the necessary first aid skills to help save lives.

This is where employees of Seacare Manpower are different from the rest. They will be able to move the colleague to lie flat on the floor, check their vital signs and arrange for the immediate evacuation of the colleague to hospital for urgent medical attention in a calm coordinated manner.

Seacare Manpower staff contracted to schools now has more to offer. Each of them is a valuable asset in times of urgency. In a First Aid Course held at The Red Cross Training Centre, the 22 trainees working in different schools learnt about the treatments for different injuries, various types of bandages and their functions, cardiopulmonary resuscitation and even management of emergency situations.

Equipped with the skills and knowledge imparted to them by instructor Mr Tamodaran Subbarayan, the Seacare Manpower employees expressed confidence in their ability to handle any emergency that comes their way!

The First Aid Course was held over three days on 29 August, 30 August and 6 September 2009. It was the second successful run of the course with a third and final class scheduled to span over 26 September, 27 September and 4 October 2009.







## We're First Aid Qualified!



SCHOOL	FULL NAME OF TRAINEE
1 ADMIRALTY SEC SCH	IRWAN BIN SUHAIMI
2 BOWEN SEC SCH	JAMALULLAIL BIN SALIM
3 BUKIT PANJANG PRI SCH	TAN GEOK HONG
4 CATHOLIC HIGH SCH (PRI)	HO HEE PENG
5 CHIJ OUR LADY OF GOOD COUNSEL	CHEONG SIOK MENG PHYLLIS
6 CHIJ ST THERESA'S CONVENT	KOH AI CHEN
7 CHUNG CHENG HIGH SCH (YISHUN)	LUI TIOW KAR
8 COMPASSVALE PRI SCH (CLUSTER FUND)	SABRINA YESMIN
9 EAST SPRING PRI SCH (SCIENCE EXPLORER)	RASHIDA BEE BTE ABDUL HAMEED
10 HENRY PARK PRI SCH	PREMA LETHA V K G NAIR
11 HENRY PARK PRI SCH	LIM BENG IM
12 HENRY PARK PRI SCH	NORAINI BTE RAHMAT
13 LAKESIDE PRI SCH	NG KIM WAH
14 MARYMOUNT CONVENT SCH	LIM SIOK ENG
15 NORTH VIEW PRI SCH	TAN LAY CHIN
16 NORTHBROOKS SEC SCH	GERVRY D/O RAGUVARAN
17 NORTHBROOKS SEC SCH	STA ANA JOCELYN FAZON
18 NORTHVIEW PRI SCH	TAN GUEK LEE
19 PEIYING PRI SCH	D'COTTA JUDY CHRISTINA
20 RIVERVALE PRI SCH	GOH TET PHONG
21 SWISS COTTAGE SEC SCH	ASAITHAMBI S/O KARUPPIAH
22 TELOK KURAU PRI SCH	CHAN SOCK FANG JULIE



# DOLLARS AND SENSE TALK

## For Non-Financial Professionals



Both the Co-operative and Union are aware of the importance of good financial knowledge and how critical the knowledge is for any organisation's success. To get a good grip of financial principles and terminologies, working capital management, profitability guide and more, the seminar on finance for non-finance professionals was conducted for the Seacare and SOS team. The seminar was specially catered to help equip the leaders and staff from non-financial and accounting.

Seacare and SOS leaders and staff came together to refresh their understanding of financial terms and concepts and gain insights to financial issues and challenges that confront them

Seacare Chairman, Mr Leow Ching Chuan, and SOS President, Mr Mohamed Idris Bin Mohamed Ibrahim, together with SOS EXCO and Standing Committees Members as well as SOS and Seacare managerial staff were at Club@52 on 4 September 2009 to enhance their knowledge about finance and sharpen their practical skills required for smoother running of an organisation.

Conducted by Ms Koh Siew Min, an Accountancy graduate from the National University of Singapore and also a Certified Financial Analyst, the course also touched on reading financial statements and understanding the significance behind the numbers through in-depth analysis for performance measurement.





## Club@52's special promotions



### UNWIND WITH FINE WINE

**Red Wine "BIN 999" \$85 nett for 2 bottles**

Sip in this red wine and let the rich berry and cherry flavours linger in you while you unwind with your friends.

### BLACK IS BACK

**Johnny Walker Black Label @\$198 nett for 2 bottles**

Unravel the depth of its taste as it unfolds at your first sip with a myriad of flavours intertwined in one blend.



Relax at Club@52  
with these fabulous offers!

### DOUBLE THE GOODNESS

**Chivas Regal 12 Yrs @\$229 nett for 2 bottles**

Indulge in the smooth, mellow taste of this premium Scotch whisky and swoon over its honeyed, round and creamy taste.

Seacare i-ConnecZ Pte Ltd  
52 Chin Swee Road #02-00  
Seacare Building  
Singapore 169875  
Tel: 6379 5636 Fax: 6836 6285  
Email: [iconnecz@seacare.com.sg](mailto:iconnecz@seacare.com.sg)



club@52





SUNSHINE  
GARDEN

II

MANDALUYONG CITY



## SUNSHINE GARDEN II CONDOMINIUM

Co-developer: Seacare Properties (Philippines) Pte Ltd



located at Mandaluyong City, launching soon.

For details, inquiries and reservations, please contact:

Pan Asia International Sunshine Garden Inc.  
2504 & 2505 Union Bank Plaza, Meralco Ave.,  
cor. Onyx St., Ortigas Centre, Pasig City

Tel: +632 7063388

Fax: +632 7063311

