

Oct + Nov 2005

# samudra

A Bi-Monthly Publication of the Singapore Organisation of Seamen and Seacare Co-operative Limited

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“FAR MORE  
THAN I EXPECTED,”

Oct + Nov 2005

# samudra

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## contents



### Features

- 3 Dialogue with NTUC Deputy Secretary-General
- 7 NTUC ODC Meeting
- 9 SOS and SMEF Meet in China
- 10 NTUC Tripartite IR Seminar
- 13 Dialogue with SOS General Secretary



### Industrial Relations

- 10 Ship Visit
- 11 Naming of Vessel, Cape Baltic
- 11 MPA Maritime Community Relay Run
- 12 International Drop-In Centre



### Welfare and Social Activities

- 21 Children's Day Party
- 22 Hari Raya Celebrations
- 23 Deepavali Nite
- 24 Members' Corner



### Training

- 17 SOS EXCO Trains Up
- 18 Training: Featured Course
- 19 Members' Training: List of Courses under Training Grant Benefit

### Membership

- 14 SOS Welfare & Membership Workshop
- 16 NTUC Back-to-School Vouchers
- 20 Farewell to Michael



### Seacare Focus

- 26 Seacare Manpower Provides Quality Teacher Aides
- 28 Seacare Thrift
- 30 Visit by Indonesian Counterparts, CEVEST
- 31 HK Seamen Union Drops by Seacare
- 32 Vietnamese Co-operative Exchanges Ideas with Seacare
- 33 Welcoming Seacare Manpower New Staff
- 34 NTUC Eldercare
- 35 Seacare ePlace Meets Your Party Needs



## “YOU ARE DOING FAR MORE THAN I EXPECTED”, Commends Mr Lim



“I thought I knew SOS and Seacare. I was wrong! You’re doing far more than I expected and I am very impressed.”

“I thought I knew SOS and Seacare. I was wrong! You’re doing far more than I expected and I am very impressed,” commended NTUC Deputy Secretary-General Mr Lim Swee Say at the dialogue session held on 13 October 2005 at the Seacare Multi-Purpose Hall.

“You are able to adapt to the changing circumstances and come out with new ideas including job creation. In many ways, you are ahead of other unions. Many ideas that you are embarking on are in line with what are trying to do,” added Mr Lim, Minister, Prime Minister’s Office.

His response came after SOS General Secretary and Seacare Chief Executive Officer Mr Leow Ching Chuan outlined the many measures taken by the Union and Co-operative to stay relevant in the fast changing economy.

The fruitful dialogue with Mr Lim was attended by SOS Executive Council Members and Seacare Directors and Managers. Ms Joanne Cham, Director of NTUC IR Department, was also present at the session.

Below we bring you highlights of our conversation with Mr Lim.

### **Race to the top**

All over the world, countries are facing the challenge of job creation and are competing in the race to the top. Singapore’s

decisions to have the integrated resorts and to invest in life sciences are our strategy in the race to the top. It is a very exciting development. We are very determined to succeed in building a vibrant global city.

However, the labour movement has a tremendous concern. Not all rank and file workers can work in the integrated resorts or life sciences. We recognised that a segment of the workforce who will not have the expertise, skills and education to race to the top and they may end up in a race to the bottom, becoming cheaper and cheaper labour.

**NTUC concern for workers left behind**

If workers are trapped in the race to the bottom, it is going to be a no win situation. The workers remain poor and unions will be seen as not doing their part to protect them. Employers will exploit the situation and workers will get de-motivated. The government will not win as wage gap widens.

This is a serious challenge to the labour movement. What can we do to help the lower income workers who are trapped in the race to the bottom and prevent others from being trapped? The Prime Minister launched the Job Recreation Programme (JRP) in March this year to reverse the race to the bottom. We are targeting to recreate 10,000 jobs.

**Outsourcing is not Cheap Sourcing but Best Sourcing**

Our aim is have every Singaporean join in the race to the top but at different entry points. For example, how do we help a gardener be the best gardener? How do we redefine his \$800 a month job to one where he can earn \$1,000 or moving up to \$1500, \$2500 and even \$4,000 one day? In Japan, the gardeners are well paid. These plant doctors, as they are called, are able to see that the plants are under stress and are able to take care of them.

The process of outsourcing in Singapore effectively means cheap sourcing. This should not be the case. I believe Seacare can play a part. We are looking for outsourcing contractors who are committed to best sourcing where we compete not on the lowest price but the best quality.

Seacare has tremendous potential. You have the infrastructure and can be leading champion in this area. Yes, treat the workers well but also



demand and expect more from them. So that when you charge a higher price, it must be translated into better service.

**Help for Contract Workers**

The trend is towards hiring contract workers. At the NTUC Pre-Ordinary Delegates Conference, we decided to form a task force to be led by NTUC Assistant Secretary-General Mdm Halimah Yacob to look into what we can do to protect contract workers, how we can organise and represent them.



### **Unemployment Insurance – Minimum Abuse; Minimum Cost; Maximum Benefits**

Unemployment insurance is compulsory in some countries. The cost of premiums is about 2.8 per cent of payroll. For every \$100 earned, \$2.80 goes to a common pool so that when a worker loses his job, he can be sustained for another six months. We have to think if it is worth it. Who will pay the premiums – workers or employers or co-pay? The unemployment allowance cannot be too attractive lest it discourages us to work. An unemployed may want to stay out of job for the full six months to reap the full

benefits or he may want to quickly get a job, work for one month and get himself fired so that he can have half a year of unemployment allowance. We have to seriously study how to minimise abuse, minimise cost and maximise benefits.

### **Let's Talk about Collaboration**

Responding to the proposal for Seacare Education Pte Ltd to partner NTUC in bringing the education business to other countries, Mr Lim said: "It is a good idea. NTUC Learning Hub is going through fast changes. Eighty per cent of the revenue used to come from IT courses and programmes. The percentage is reducing rapidly as more and more Singaporeans are becoming IT literate. Our courses have export potential. Yes, let's talk."

During the dialogue, Mr Lim also initiated another potential collaboration - that NTUC and Seacare Manpower Pte Ltd work together on the Best Sourcing Initiative (BSI). The initiative seeks to encourage buyers to demand best quality instead of cheap and poor products and services from their outsourcing suppliers. Mr Lee Van Chong, Managing Director of Seacare Manpower, registered his strong interest to participate.

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# JOBS FOR SINGAPOREANS: HELPING OLDER WORKERS



The labour movement's top priority for the next few years would remain looking at Jobs for Singaporeans, in particular for vulnerable workers.

Mr Lim Boon Heng, NTUC Secretary-General, gave his assurance at the NTUC Ordinary Delegates' Conference held on 7 November 2005. Mr Wong Kan Seng, Deputy Prime Minister and Minister for the Ministry of Home Affairs was the Guest-of-Honour at the event.

The labour chief said that the priority is consistent with the central philosophy of the labour movement - that the best way to secure the well being of workers and their families is for them to be employable and gainfully employed.

Singapore, said Mr Lim, is fast becoming an ageing society with an aging workforce with a substantial proportion either economically inactive or unable to find gainful employment. The employment rate of workers aged 55-59 years is only 55%. For those aged 60-64 years, it is even lower at 35%. "Much needs to be done, and we need to press on quickly. Today our life expectancies are equal to the best of the developed countries, but our employment rate for older people is not as high," he pointed out.

We need to

- expand job opportunities for older workers.
- help more women rejoin the workforce through creating more opportunities for part time work or other forms of informal work.
- redesign jobs to make them more suitable for older workers, and enhance and modify training efforts for older workers.
- work with willing employers to understand their problems in depth, help them revamp their wage structures, jobs, and career development paths to employ more or retain their older workers.

Workers, on the other hand, must also make adjustments. Do we expect to do the same job, for the same pay, if we continue to work for the same employer?

"What should we do? This is a challenging task, but we, as a labour movement has always shown that we could do the right thing for workers' long term benefit," Mr Lim said.

On the NTUC's initiative Job Re-creation Programme or JRP, Mr Lim pointed out that there is a need to turn some of the unattractive jobs with low pay into meaningful jobs with decent pay. This is to expand the pool of jobs that Singaporeans could go into. Since its launch in March this year, the labour movement has managed to secure over 6,400 job openings for re-design, and place over 3,500 workers in redesigned jobs through the JRP.

In his speech, Mr Lim spoke about looking after the well-being of members and workers beyond representation at the workplace on employment issues. Workers have other concerns. Through NTUC's representation to Government on workers' rights to a safe workplace, the Ministry of Manpower introduced a new holistic Occupational Safety and Health framework in early 2005, and will be enacting the Workplace Safety and Health Act next year.

The labour movement is aware that there will always be a portion of members who will go through periods of financial difficulty, despite efforts to upgrade their skills and find them jobs.

"We will continue to tide them over such periods of distress through our various assistance schemes such as SLF Hardship Grants, NTUC Education Grants and NTUC FairPrice vouchers. We will continue to come up with new initiatives such as the NTUC Back To School Programme as and when the need arises, to help workers through financial hardship, with the ultimate aim to help them get back on their feet again," Mr Lim affirmed.



"It is not enough to have a strong labour movement. We need a strong tripartite partnership. The tripartite relationship in Singapore is one that is often admired and emulated by other countries. The partnership we have today did not come about by accident, but is one that has been forged through many tests, and nurtured by generations of leaders, unionists and employers. Through many economic storms, the labour movement has carried the ground to accept painful decisions, and trusting that the Government and the employers would ensure that our workers' sacrifices are rewarded when the economy turns around. We have always done so and will continue to do so."

**Mr Wong Kan Seng,**  
*Deputy Prime Minister and Minister for Ministry for Home Affairs*



**SOS and  
Seacare  
Thank  
Mr Lim**

**Mr Leow  
Ching Chuan,**  
SOS General  
Secretary,

paid a glowing tribute to Mr Lim Boon Heng for his indelible contributions to the Union as well as Seacare. "Mr Lim, without you, we will not be where we are today," Mr Leow commented. That was the last NTUC Ordinary Delegates Conference where Mr Lim attended as the General Secretary. The labour chief will be succeeded by NTUC Deputy Secretary-General Mr Lim Swee Say next year.



"I urge the NTUC to press the Government to review the Trade Unions Act. As the trade union law now stands, it is very difficult for contract workers to get effective trade union representation and protection. By the time a group of contract workers secure trade union representation, some of them may be jobless."

**Mr Tan Jing Bock,**  
*SOS President*



**1 Million Union Members by 2015**

At the NTUC Ordinary Delegates Conference, the unionists backed NTUC Secretary-General Mr Lim Boon Heng's call to hit union membership of 1 million by 2015.

While the world trends point to a declining union membership, the labour movement in Singapore recorded an increase. This, according to Mr Lim, is because of the united efforts of the NTUC and its affiliates who reinvented, adapted to the changing profile of labour force and maintained their relevance. Presently, the total membership stands at more than 450,000, representing 20% of the workforce. General Branch (GB) membership grew by over 25% to more than 200,000. If this trend continues, GB membership may even overtake OB membership. Thus, the labour movement will step up efforts to

reach out to these GB members and think of new ways to service them, so as to bring more of the core benefit of representation to them. NTUC will target workers in new growth sectors such as the fast growing digital media sector, understand their needs and concerns, and devise ways to support and service them.

The strength of union membership does not just lie in numbers, but also in the extent of representing the entire breadth of the workforce. Thus another key focus for membership development is to reach out to the young.

The formation of Young NTUC was to involve and energise the 150,000 young members that are already union members. Together with the youth chapters in the unions, NTUC wants to raise awareness and visibility of Young

NTUC, and how young members can pursue their dreams and interests with the support of the union. If each of the 150,000 is able to convince a friend to join the union, there will be 300,000 young union members.

To support a large and fast growing labour movement, leadership cannot be left to chance. Learning and development opportunities are the key in ensuring the quality of union leadership.

To maintain the quality of leadership, the next cadre of leaders must be continuously nurtured and developed. Leadership renewal should be carried out systematically so that younger unionists with leadership potential can be groomed to take up more important roles. Fresh leaders need to bring the labour movement to the next level.



NTUC ODC Photos: Courtesy of NTUC



# SMEF

## AND SOS MEET IN CHINA

SOS leaders and staff met up with representatives from the Singapore Maritime Employers' Federation (SMEF) in Xi'an, China and took the opportunity to strengthen their working ties and understanding of each other.

A five-member SMEF delegation led by Capt Chong Chee Eng convened with a three-member SOS team headed by Mr Kam Soon Huat over a four-day dialogue session which started on 20 October 2005.

Representing SMEF:

- \* Capt Chong Chee Eng,  
Chairman
- \* Mr Dennis Lim Seow Ping,  
Vice Chairman
- \* Mr Chan Joo Huat,  
Honorary Treasurer
- \* Mr Victor Lim Aik Tew,  
Member
- \* Capt Kelvin Ho Kun Kok,  
Member

Representing SOS:

- \* Mr Kam Soon Huat,  
Executive Secretary
- \* Mr Mohamed Idris,  
Vice President
- \* Mr Daniel Tan,  
IR Executive



The occasion was especially cherished because of the opportunity to discuss current issues and challenges such as union matters, training schemes and restructuring of CBA. The meeting kicked off with SOS presenting a video clip showing the various benefits offered under the SOS membership and welfare schemes.

There was also an exchange of views on the Seacare Medical Scheme (SMS) that was introduced earlier this year in March. SOS updated the latest status on the SMS and was pleased to report that the Scheme has been extended to our foreign members, with plans to benefit even more members in the pipeline.

Following the frank, productive and constructive discussion, the SMEF and SOS concluded the dialogue session with possible means on maintaining Singapore's competitive edge so that the maritime industry can grow by leaps and bounds.





## TRIPARTITE IR SEMINAR FOCUSES ON FORGING STRONG SOCIAL COMPACT

More than 200 unionists, employers and government officials came under one roof to brainstorm and strengthen the tripartite framework in Singapore. The 7th Tripartite IR Seminar held in November provided the participants with a platform to discuss and exchange views on the current IR issues with senior leaders from NTUC, Ministry of Manpower, Singapore Business Federation and Singapore National Employers Federation. The theme

was on tripartism - forging a strong social compact.

At the Seminar, Mr Lim Swee Say, NTUC Deputy Secretary-General, declared that NTUC, by working more closely with various government agencies, hopes to help low-wage workers, especially those in small and medium sized enterprises, to train and retrain. NTUC is even prepared to take on the role of the surrogate employer for low-wage workers, including

those who are not union members.

“As a labour movement, whether you are a union member or not, we are going to help them to upgrade,” added Mr Lim, who was the guest-of-honour at the event.

SOS Vice President Mr Mohamed Idris was among the participants who attended the two day Seminar held on 22 to 23 November 2005.

## A TOUR WITH A DIFFERENCE

A much-awaited opportunity to go on board a Masterbulk vessel finally presented itself when more than 50 representatives from the shipping community were invited on board the bulk carrier Star Isoldana on 2 December 2005.

Donning safety helmets and gloves, the privileged guests, including SOS IR Executive Mr Daniel Tan, went on a guided tour and checked out various parts of the bulk carrier such as the engine room and the mess area. The guests mingled freely with the mainly Filipino crew members at the observation deck while they heartily tucked into the splendid spread of buffet prepared by the Chief Cook.

Following a good time of touching base, Mr Tan whipped out souvenirs of caps and calendars for the appreciative crew.





Celeste Holding Pte Ltd added another vessel to its fleet on 29 November 2005. The Bulk Carrier, sponsored by the wife of the Ambassador of Singapore to Japan, Mrs Maureen Tan, was named “Cape Baltic” during the naming ceremony held in Japan. It was built by Mitsui Engineering & Shipbuilding Co. Ltd., and has a gross tonnage of 88,541.

## NAMING AND DELIVERY CEREMONY CAPE BALTIC IS “BORN”!



Mr Mohamed Idris, Vice-President of SOS, was invited to observe the naming and delivery of the vessel. Amongst the other guests invited were Singapore’s Ambassador to Japan, His Excellency Tan Chin Tiong, Maritime and Port Authority of Singapore (MPA) Director of Shipping Division, Captain Khong Shen Ping, Singapore Maritime Officers’ Union (SMOU) President Captain Robin Foo, K-Line (Europe) Chief Executive and Mizuho Bank Ltd’s Management.

Spirits were running high. A crowd was already forming at West Coast Park. The after-rain dampness of the ground filled the air. But to the six teams that were competing, all eyes were fixed on the starting line. The MPA Maritime Relay Run 2005, which was organised by Maritime and Port Authority of Singapore (MPA) on 14 October called upon the maritime community to have fun with each other while keeping to a healthy lifestyle.

In this Relay Run, each team consisted of five runners, each runner required to run a two-kilometre lap around West Coast Park. SOS sent their team of runners, Mr Musa Sias, Mr Zakaria Zahit, Mr Rahim Abdul Rahman, Mr David Shoo and Mr Woo Kum Leong, who gave an all-out effort to run a good race. The MPA team, of which MPA Chief Executive BG Tay Lim Heng was one of the runners, clinched the first prize while the SOS team walked away with a trophy for fifth placing. Not bad for SOS, considering

## MORE THAN A RUN IN THE PARK

the fact that some of them have not been running regularly.

Throughout the race, many supporters were seen chatting with each other and cheering on just about every runner. The event brought together the maritime community in a spirit of ‘healthy’ competition and camaraderie. Surely, this is not an average run in the park!





# COME DROP BY!

"The Centre has become increasingly popular amongst seafarers – the number of visiting seafarers each month has increased from 122 in November 2004 to 861 in November 2005."

– Mr Lee Kin Fong, General Manager, Singapore Mariners' Club



With long periods spent away at sea, what would be of utmost concern for seafarers? Goes without saying their thoughts and longing for their family!

Since the International Drop-In Centre started operating in 1 November 2004, the Maritime and Port Authority of Singapore (MPA) reports that response and demand for the use of the facilities within the Centre has been overwhelming. Within one year, the Centre has registered a whopping 700% increase in the number of visitors. Up till 30 November 2005, a total of 6,345 seafarers have visited the Centre.



Located at Finger Pier Building and easily accessible by the port shuttle bus service, the Centre boasts of communication facilities such as telephones to enable seafarers to make long-distance calls and access the internet. Seafarers can also read newspapers to catch up on the latest news or simply lounge in the Centre to relax. The Centre is

particularly helpful to seafarers who serve on ships which are only alongside for a few hours, and do not have the time to leave the port.

Following the success of this Drop-In Centre, there are plans in the pipeline to expand the size of the present Centre early next year to accommodate the increasing traffic at the Centre. "We want to provide an additional area for lounging and television-viewing," Mr Lee Kin Fong revealed.

But MPA has already taken the first step to make things even better. Said Mr Lee: "When the Centre first started its operations, the opening hours were from 10am to 6pm on Mondays to Fridays. Since 1 Jun 2005, we have extended the opening hours till 10pm in the evenings."

With the assistance of the Singapore Organisation of Seamen (SOS), MPA hopes to cater to more seafarers. And SOS gladly pitched in a helping hand! Since the Centre's opening, SOS EXCO member, Mr Bon Shuen Ping has already been a regular face there. And now, Mr Bon will continue to man the Centre every evening from 6pm to 10 pm.

Commented Mr Bon, "Such a project by MPA and various seafarer missions in Singapore is really laudable and commendable. Being a seaman myself previously, I certainly can empathise with the seafarers. I know how difficult it can be to be away for long periods of time without any contact with my loved ones. It heartens me to know that a little effort on my part can bring about a bigger difference to the seafarers' life."

Mr Bon's duties are mainly to regulate the telephone booths to ensure that every seafarer who drops in will get the opportunity to place a long distance call to their family. He also tries to allow reasonable usage of the other facilities in the Centre, such as access to internet.

"The Centre can get really crowded at times. But it's precisely this that warms my heart, knowing that we have embarked on something that seafarers can fully utilise. It's enough for me to know that they appreciate it."



## MEMBERSHIP ISSUES DOMINATE DIALOGUE SESSION

Membership matters were the focal point of the dialogue session with SOS General Secretary Mr Leow Ching Chuan held on 20 October 2005 simply because membership does matter a lot to the labour movement.

In fact, Mr Leow said that membership is the strength, the very backbone of the Union as well as NTUC. Speaking on the outcome of the NTUC Pre-Ordinary Delegates Conference (ODC) which was held on 22 and 23 September 2005, Mr Leow shared that the NTUC Initiatives were given a resounding resolution by all its affiliated unions, including SOS.

The SOS Chief pointed out that the labour movement has outlined five focus areas to protect the well-being of the members especially those from the lower income. They are:

- Creating and Recreating Jobs for Singaporeans
- Protecting Workers at their Workplace
- Moderating cost of living

- Helping The Lower Income and Needy and
- Maximising Union Membership Value.

To enable the labour movement to dedicate more resources for members, a resolution was passed at the NTUC Pre-ODC to increase union membership fee by \$1 with effect from January 1 next year. As an affiliate of NTUC, SOS supports the move and will revise the monthly subscription fee from \$8 to \$9 with effect from 1 January 2006.

Explaining the rationale behind the increase, Mr Leow pointed out that the current union membership fee of \$8 per month was set at NTUC's Triennial Delegates Conference in 2000, when it decided on a single rate of union membership fees, based on 0.5 per cent of the 1999 median wage of \$1,700. As at June 2004, the median wage has increased to \$1,800.

"Despite rising cost of operations, NTUC has resisted any

membership fee increase for the past few years. Instead, fund-raising activities were organised to supplement union membership fees. This, however, is not sustainable in the long run," he said.

With the \$1 increase, each year, unions will get \$9 and NTUC will get \$3 more from each member. The additional collections will be channelled into programmes and activities for union members, with emphasis on the lower-income and needy members.

At the dialogue session, Mr Leow also updated the members on the current SOS membership strength and membership profile. A multimedia presentation on SOS Welfare & Community Services, including the long list of membership benefits and community services the Union is involved with, was also shown to the appreciative group of members. The dialogue continued till dinnertime at Club@52.



## WELFARE AND MEMBERSHIP WORKSHOP ENHANCING QUALITY OF LIFE

The EXCO and Standing Committee Members of SOS had one objective in mind when they met on 15 November 2005 for a workshop and that is to look into how membership benefits can be further enhanced to improve quality of life and value of membership.

At the workshop, which was chaired by SOS General Secretary Mr Leow Ching Chuan, the leaders put their heads together to deliberate on how every dollar of the union subscription fee could be stretched even further. Following the increment of monthly union subscription fees from \$8 to \$9 with effect from 1 January 2006, more can be done to augment the programmes, initiatives and activities with the basic aim of improving the lives of the members.

Prior to the workshop, SOS had sent surveys to their members asking for feedback and suggestions regarding the Union's various benefit schemes and social activities. At the Workshop, the leaders pored through the survey findings which showed that the members are indeed pleased with how SOS has looked after their well-being. The members also gave their thumbs up to the host of activities that the Union has organised for them. Below we highlight the range of existing benefits:

- Benefit Payable On Member's Death
- Benefit Payable On Member's Dependant's Death
- MPA / SOS Group Insurance
- Training Grants
- Study Grant for Member's Dependant
- Hospitalisation
- Dental Extraction
- Medically Boarded Out
- Financial Hardship
- Long Membership Token
- Wedding Gift
- Newborn Gift
- Member's Birthday
- Home Visits
- Social, Recreational, & Sports Activities
- Subsidised Chalets
- Year End Gifts

- Hospital Visit
- Hong Bao for Retired Seamen
- Financial Assistance to Deceased Members' Dependents
- Seafarers Provident Fund (SPF)
- Seacare Medical Scheme (SMS)

Existing activities which the Union organises for the members and their dependants include:

- Family Outing
- Durian Trip to West Malaysia
- SOS Tombola Night
- World Maritime Day
- Housewives' Gathering
- Children's Day Celebration
- Deepavali Celebration
- Hari Raya Celebration
- Lunar New Year Celebration
- May Day Celebration
- Dialogue with General Secretary
- In-house talks

SOS also has two units of chalet for members' exclusive use at subsidised rates. Members can also head down to the scenic Orchid Country Club, where the Union owns golfing corporate memberships. Club facilities include a 27-hole golf course, 69 room resort hotel, health centre, amusement centre, swimming pools, bowling alley, and more.

To top it off, members can accumulate LinkPoints and enjoy discounts at NTUC outlets like NTUC FairPrice, NTUC Club Branches and more with the NTUC Card.



## What's in store for the future?

At the SOS Welfare cum Membership Workshop, recommendations touching on existing benefits as well as potential new benefits, social activities and membership were discussed. The Union strives to keep pace with the members' aspirations and needs.

SOS aims to

- organise quality social activities which enhance family togetherness, relationship between members and union and a healthy lifestyle
- seek ways to increase employability of members through skills upgrading
- continue to partner NTUC in reaching out to the community
- launch new and relevant membership services to meet the changing profile of the members and their families.



The concrete plans will be revealed after the SOS Workshop in January 2006. Look out for it in the next issue of Samudra!



# MEMBERS' CHILDREN GET “BACK TO SCHOOL” VOUCHERS

Redemption of vouchers for school related items may be made from 12 December 2005 at the following outlets:



- NTUC FairPrice Homemarts at Bukit Merah, Sembawang MRT and Simei MRT;

NTUC FairPrice outlets at Tampines Mall, Junction 8, Jurong Point, Tiong Bahru Plaza, Woodlands Civic Centre, Bedok Central and Lot 1. (For purchase of \$5 backpack sets only)

- All Bata shoe retail stores
- All Pacific Bookstores
- All POPULAR Bookstores

Since its announcement of the NTUC “Back to School” programme on 26 September 2005, the response had been overwhelming. Originally targeted to benefit at least 10,000 children of union members, the number of applications received through NTUC and other unions reached more than 11,000 even before the closing date. NTUC and SLF responded immediately by increasing the fund by another \$1 million and extended the closing date of the application for an additional week so that more children could benefit.

To date, some 120 eligible SOS members' children have received vouchers which were issued through SOS since November. The vouchers, worth \$100 each and valid for use till 31 January 2006, can be used to purchase textbooks, shoes, uniforms and other items in preparation for a new school term.

To stretch the voucher's worth, Back To School Fairs would be held at a few community clubs where good value-for-money essential school items like assessment books, stationeries, water bottles, school bags, shoes and socks could be purchased.

Besides the Fairs, arrangements have been made with the Ministry of Education (MOE) for the 362 government and government-aided schools, 15 Junior Colleges and 1 Centralised Institute, to accept vouchers for purchases of school textbooks, stationeries and related items at the school bookshops or school-authorised suppliers.

The NTUC “Back to School” programme was aimed at assisting union members who are in financial hardship, in particular low-income workers (family income not exceeding \$1,500 per month or \$450 per person per month), to help them defray partially the cost of school related expenses for their school-going children (K1 to Polytechnic Levels).

# SOS EXCO LEADS AND LEARNS



“Leadership and learning are indispensable to each other” as the saying goes. SOS leaders lived that out when they attended a training course to better themselves.

Following the endorsement of the Training Division work plan, SOS organised a one-day course on 25 November 2005 as part of the Leadership Development Programme. The course, which was conducted by a trainer from the Ong Teng Cheong Institute of Labour Studies, was organised in collaboration with Seacare Education Pte Ltd.

Previously, our leaders underwent a series of courses that augment their skills in Industrial Relations and Unionism, for instance. The “soft skills” course that they attended this time can now complement and boost their all-rounded capabilities.

Entitled “Personal Effectiveness for Excellence”, the 29 EXCO members who attended the course were introduced to concepts such as managing their expectations while not short-changing their personal challenges and finding out what motivates them so as to enable more pro-activeness in

their roles and responsibilities. They also learned the importance of giving sufficient attention to negative feedback. Being able to manage one’s own emotions and to respond constructively in accepting negative feedback was emphasised as the key to further effectiveness.

All the Exco members who turned up for the course attested to the functionality of the course, which certainly added value to their personal development as well. All participants were awarded a certificate of achievement upon completion of the course.





# STEER YOURSELF IN THE RIGHT DIRECTION

Harbour Craft workers who are keen to sit for the Port Limit Steersman Manning Licence Examination, this is the course to look out for.

A six-week part-time course, candidates will receive the Manning Licence and the Port Limit Steersman upon passing the examination. The course will cover the following topics:



- Regulations for Prevention of Collisions at Sea
- Life Saving and Fire Fighting Equipment
- Port Regulations Applicable to Harbour Craft
- Emergencies at Sea
- Boat Handling and Seamanship
- Anchorages and Aids to Navigation within the Port Limits
- Pollution Prevention
- Tidal Information in Port Limits

**Course Fees: S\$525**  
(including GST) and an examination fee of S\$50



To find out more, call MPA Training Development Department at (65) 6874 7782  
\* Candidates are subject to requirements at the discretion of the course provider.

**More Seafaring Related Courses in Store for Members**

SOS has always supported members' skill upgrading pursuits. In this issue of Samudra, we feature a list of courses under the training grant for members. Read on...



# LIST OF COURSES UNDER TRAINING GRANT BENEFIT FOR MEMBERS

## SCHEDULE 2 – SEAFARING RELATED COURSES

Course Provider	Course	Fund
<b>Singapore Maritime Academy (SMA)</b> Dover Road Campus Tel: 6772 1817	<b>Certificates of Competency:</b> <b>Marine Engineer Officers</b> 1. Class 1 & 2 Combined Engineer Officer * 2. Class 1 & 2 Combined Part A Engineer Officer * 3. Class 5 (MEO) 4. Preparatory Course for Graduate Engineers	N-ETF
	<b>Deck Officers</b> 1. Class 1 & 2 Combined Deck Officer * 2. Class 3 Deck Officer	N-ETF
	<b>STCW 95 and other Short Courses</b> 1. Medical First-Aid Onboard Ship 2. Medical Care Onboard Ship 3. Navigation Control 4. Tanker Familiarisation 5. Advanced Oil Tanker Safety 6. Advanced Chemical Tanker Safety 7. Advanced Liquefied Gas Tanker Safety 8. GMDSS General Operator Certificate (For all Sea Areas) 9. GMDSS Restricted Operator Certificate (For Sea Area 1) 10. Proficiency in Survival Craft & Rescue Boats other than Fast Rescue Boat (Full Course) 11. Proficiency in Survival Craft & Rescue Boats other than Fast Rescue Boat (Bridging Course) 12. Familiarisation Training 13. Basic Safety Training (4 Modules) Module 1 – Personal Survival Technique Module 2 – Fire Prevention and Fire Fighting Module 3 – Elementary First-Aid Module 4 – Personal Safety and Social Responsibility 14. Fire Prevention & Fire Fighting * 15. Advanced Fire Fighting 16. Advanced Fire Fighting (Bridging Course) 17. Shipboard Training and Assessment 18. Fire Safety 19. Powered Pleasure Craft Driving Licence * 20. Class 2/1 Deck Officer Re-validation 21. Class 3 Deck Officer Re-validation 22. Class 2/1 Marine Engineer Officer Re-validation 23. Electronic Navigation Systems – Bridging 24. Crowd Management, Human Behaviour & Safety Training for Passenger Ships 25. Crisis Management, Human Behaviour & Safety for Passenger Ships	N-ETF
<b>Maritime &amp; Port Authority of Singapore (MPA)</b> MPA Training & Development Dept Tel: 6874 7661 / 6375 1900 www.mpa.gov.sg  <b>Singapore Shipping Association (SSA)</b> Tel: 6222 5238	<b>Port Limit Courses</b> 1. High Speed Craft Operator Course 2. Port Limit Engine Driver (Third Class) Course 3. Port Limit Engine Driver (Second Class) Course 4. Port Limit Steersman Course 5. Port Limit Helmsman/Class 6 (Deck Officer) Preparatory Course 6. Harbour Craft Master Course 7. Dangerous Goods Course 8. Oil Spill Control Course 9. Intermediate Shipping Knowledge & Practices	
	1. Principles of Shipping Operations & Practices	

## NOTES

1. Courses indicated with the asterisk (\*) are not funded under N-ETF.
2. Members may wish to check directly with the course provider for more details.
3. The Welfare Committee reserves the right to amend, delete and review any courses in its absolute discretion from time to time.
4. Availability of courses offered at the discretion of the relevant training institutions or course providers.

# THANKS, MIKE!



It's always hard to say goodbye, but parting ways have always been part and parcel of life. On 11 November 2005, Mr Michael Tham, SOS IR Executive, resigned.

Many would remember Michael Tham fondly as the soft-spoken man who went on ship visits and asked after the welfare of the crew. Being someone who used to sail himself, Michael could easily click and empathise with the seafarers.

Michael also participated in CA negotiations and played a good supporting role in securing fair outcomes with the rest of the SOS IR Team. From liaising with shipping companies and employers to the handling of grievances, the five years that Michael spent in SOS as IR Executive was indeed meaningful and purposeful.

Not one to rest on his laurels, Michael stayed relevant in the changing environment by attending seminars and courses on shipping, industrial relations and seafaring-related courses.



On 11 November 2005, Michael resigned as a staff of SOS though he remains as an SOS Alternate EXCO member. The Union organised an appreciation dinner for Michael on 8 November. In recognition of his invaluable contributions, the Union presented him with a watch and wished him the best in his future endeavours.



# OFFICIAL PLAYTIME!



Such adrenaline-pumping twists and turns! The deliciously wicked rides at Wild Wild Wet Downtown East saw everyone screaming their lungs out and yet panting for more!

To celebrate Children's Day, SOS organised an absolutely wild and wet day on 2 October 2005. Being a Sunday, many members turned up in full family force. A total of 72 members and 72 children tagged along on the cheery morning to part-take in the day's celebrations.

At subsidised rates, members and their family members snapped up a real good deal. All participants received a funkey worth \$10 and a chance to a lucky dip. In addition, the children also received a Wild Wild Wet beach towel as a door gift.



Be it winding rides along rapids or relaxing floats down quiet and calm waters, the SOS family time proved to be a great bonding time.

# SELAMAT HARI RAYA AIDILFITRI!



The opportunity to sample some great food fare, the chance to rub shoulders and mingle with celebrities attracted an overwhelming turn-out!



With eager anticipation and decked in their best outfits, some 300 SOS members and their families turned up at the Crown Hotel at Orchard for the SOS Hari Raya Celebration on 17 November 2005. Special guest Mr Othman Haron Eusofe, MP for Marine Parade GRC and Divisional Director of NTUC, also showed up to celebrate this special occasion with SOS. Emceed by household names Suhaimi Yusoff and Mastura Ahmad, Mediacorp Suria Channel stars, the crowd was worked into a chuckling frenzy while enjoying a delectable spread fit for a king.



The participants' excitement was further revved up when the programme kicked in. They were kept at the edge of their seats during the games segments and entertained with performances that reverberated with every flavour of Hari Raya. Highlights ranged from Traditional Malay Dance to the confident synchronisation of Dikir Barat and topped up by the soulful croons of stars Khairul Anwar and Eka Mairina. Members were star-struck before the evening was over!

With door gifts in tow and attractive prizes from the Lucky Draw as further highlights during the night, it was certainly a great way to celebrate.



# DELIGHTING MEMBERS DURING DEEPAVALI



Everyone knows that no Deepavali celebrations will be complete without the lively dance performances that are much revered. And such was the anticipation that the SOS Deepavali Celebration was a complete sold-out! With an overwhelming response of 130 participants, the evening kicked off amidst much funfare at the newly re-opened Club@52.

The event on 4 November 2005 was a fusion of East meets West. With Classical Dance performances that reminded participants of the beauty of the Indian culture, as well as Modern Dance performances that raised the tempo of the night, it's little wonder many caught on the groove and began swaying along too. Animated games brought on more cheers and laughter as the crowd tucked in heartily into the buffet dinner of sumptuous Indian cuisine.

No one was forgotten as door gifts greeted everyone and attractive lucky draw prizes awaited those with the winning coupons. Indeed, the Festival of Lights brightened the house and lit up smiles on everyone at Seacare Building that night!





# IT'S A FLASK!



Looking forward to celebrating a joyous festive season before 2005 ends? SOS would like to present all members with a **Takada 3.9 litre three-way Electric Airpot!**

Gifts are ready for collection now at Seacare Building, Level 8, between 9am to 5pm (Mondays to Fridays), or 9am to 12pm (Saturdays). No collection is

available on Sunday and public holidays. All gifts must be collected by 31 January 2006, or whilst stocks last.

Have you  
**collected**  
yours yet?

## COMING EVENTS

### ONE

What : In-House Talk  
When : January 2006  
Where : Seacare Building

### TWO

What : Hong Bao Presentation  
cum Lunar New Year  
Celebrations  
When : 7 February 2006  
Where : The Neptune



## MEMBERS' CORNER

### Precious Tots!

A baby boy was added to the family of Mr and Mrs Amzah Ahmad on 6 October 2005, and SOS would like to convey our heartiest congratulations!

## CONDOLENCES

SOS extends our deepest sympathy to the family of Mr Tan Jee Beng who passed away on 26 November 2005.

# Seacare Focus



SEACARE MANAPOWER -

# QUALITY

TAs IN THE MAKING



**“We recognise that people are the greatest asset of any organisation. Thus, we strive to be the benchmark in providing quality, competent, motivated and productive staff to our clients,”**

**said Mr Lee Van Chong**

At Seacare Manpower Services Pte Ltd, PEOPLE are the main business – not just in terms of quantity but quality as well. As a preferred company of choice, Seacare Manpower has successfully matched more than 100 Teacher Assistants or Teacher Aides (TAs) to numerous schools and the number is increasing. By early 2006, the Company would have developed their own training curriculum and is well poised to equip TAs to be the best that they can be.

“We recognise that people are the greatest asset of any organisation. Thus, we strive to be the benchmark in providing quality, competent, motivated and productive staff to our clients,” said Mr Lee Van Chong, Seacare Manpower Managing Director. “Training the Teacher Assistants is our first step towards that direction.”

Seacare Manpower has specially commissioned two experienced trainers to develop the curriculum tailor made to meet the needs of educational institutions in Singapore. One of them is Ms Sharida Patel, a part time lecturer who has both private and public sector experience in Ministry of Defence and Ministry of Education for the past 15



years. The other is Mr Chew Sang Son, a retired Senior Teacher and Head of Department of a Secondary School. The structure of the curriculum will reflect a tripartite brain-child of Seacare, Ministry of Education and the Teacher Assistants, pointed out Ms Patel who interviewed existing TAs as well as MOE officials while designing the curriculum.

The five day course will take place over five Saturdays, from 9am to 5pm, at the Seacare Building, Multi-Purpose Hall. Topics will range from techniques in classroom management to facilitate learning; from effective coaching skills to field trip planning and projects.

“It is not a course where we list down their job scopes. It will be fun, vibrant and all about adding value. It will be a 2-in-1 course where there will be topics on personal development like motivation and effective communication skill to look forward to,” said an enthusiastic Ms Patel.

At the end of the course, the TAs will be able to

- assist teachers in classroom and CCA management including data entry, printing of worksheets and assessment paper
- facilitate and assist the teacher in group work activities and project work related to various subjects
- maintain a positive attitude throughout their working stint
- conduct themselves in a friendly, helpful and open-minded manner
- forge a positive relationship with teachers, parents as well as the students.

In other words, the ultimate aim is to enable the TAs to acquire knowledge and skills to be effective in their own unique school experience.

**“It is not a course where we list down their job scopes. It will be fun, vibrant and all about adding value.”**





## MEMBERS HAVE ALL TO GAIN!

All thanks  
to the  
initiative  
by Seacare  
Thrift Pte  
Ltd, our  
seamen  
have a nest  
egg to bank  
on. And a  
very comfy  
one too!

Since its inception in 2001, the Seafarers Provident Fund has grown by leaps and bounds. From humble beginnings of some 2,330 accounts at S\$0.9million, the number of accounts has increased almost four-fold to some 9,900 accounts, and the total accumulated funds is now standing at some S\$7.3 million, an eight-time increment, as of November 2005.

So far, more than 70% of companies under Collective Bargaining Agreement with Singapore Organisation of Seamen are covered under the Scheme.

Administered by Seacare Thrift and co-managed by NTUC Thrift & Loan Co-operative Ltd, the Seafarers Provident Fund was launched with the purpose of promoting and protecting the seafarers' well-being for retirement and rainy days, as well as to encourage continuous employment and loyalty of seafarers.

What makes the Seafarers Provident Fund really attractive to members is not just the range of benefits offered by the NTUC Co-operative that they can enjoy. Companies' contribution to the seafarers thrift accounts has

always earned an annual interest payment of 2.5% per annum at the end of every calendar year. This is equivalent to the Central Provident Fund Board's prevailing ordinary account interest rate.

With the improving economic climate, Seacare Thrift is looking into securing better returns for its members' savings.



## Statistics at a Quick Glance:

	Then (2001)	Projected (Dec 2005)
Total Thrift Account Members	2,330	10,000
Total Accumulated Funds	S\$ 0.9million	S\$ 7.3million

## 27 Withdrawal Applications Approved

At the recently held Main AC of the SOS Seafarers' Provident Fund Scheme meeting, the move was made to withdraw the criterion of "retired from seafaring career". Retired seafarers upon reaching the age of 50 years old and having maintained the account for a minimum of three years are eligible to withdraw the fund. Any other withdrawal application will be looked into on a case by case basis by the Main Administrative Committee (AC).

In addition, a total of 27 withdrawal applications were approved by the Main AC at the meeting. 22 were from Philippines, 4 from Poland and 1 from Malaysia, and they were ex-seamen from A.P. Moller (S) Pte Ltd, Trademar Pte Ltd, Neptune Shipmanagement Services Pte Ltd, Idemitsu International (Asia) Pte Ltd and Marion Shipping Pte Ltd.

## Tracking Your Provident Fund Account

- A Seafarers' Provident Fund account number is given to every seafarer
- An annual statement of account will be sent to all account holders
- Website: [www.ntucthrift.com.sg](http://www.ntucthrift.com.sg)



**seAcAre**  
SeacareThrift Pte Ltd

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

For more information,  
please call **Mr David Shoo** at 6379 5681 or  
email [thrift@seacare.com.sg](mailto:thrift@seacare.com.sg)



# SEACARE AND CEVEST EXPLORE TRAINING POSSIBILITIES

Five representatives from the Centre for Vocational and Employment Service Training (CEVEST), which is managed by the Ministry of Manpower and Transmigration of Republic of Indonesia, met up with Seacare's officials on 25 October. They were met by Seacare Co-operative Chairman, Mr Leow Ching Chuan, Seacare Co-operative Director Mr Mohamed Idris, Seacare TradeLink Director Mr Tan Jing Bock and Seacare officials Mr David Shoo and Ms Mariana Angel.

## The objectives of the visit are to:

- a) discuss possibilities of training co-operation and maritime training programmes
- b) observe the possibility of developing MOU between Seacare and CEVEST, relating to the development of learning materials, training facilities and human resources development and mutual negotiation arrangement between the two institutions

CEVEST is a training institution for overseas employment and is tasked to improve the quality of human resources in Indonesia. The delegates, Dr Mangu Pramudia, Head of Division of Training Implementation, Dr Padmo Hardjono, Head of Sub Division of Human Resources Development, and Instructors Mr Kardiawan Amd, Dr Lasiya Chambali and Mr Leo Pattinama, expressed their enthusiasm to learn more about the operations of Seacare.

Exploring further avenues of stronger co-operation, the foreign delegation were convinced about Seacare's sincerity in wanting to impact the lives of the community and the high importance they place on social concerns. Both parties did a Comparative Study on Maritime Training Development, and our Indonesian counterparts also expressed delight in the fruitful learning of crucial lessons which they can tap on and implement.





## HONG KONG SEAMEN'S UNION STRENGTHENS RELATIONS

A 14-member delegation from the Hong Kong Seamen's Union met up with 18 SOS/Seacare Officials in Singapore to update and share the exchange of developments by both parties.

Led by Mr Kwok Kam Wah, Chairman of the Hong Kong Seamen's Union (HKSU), Mr Ting Kam Yuen, General Secretary of HKSU, Mr Wong Kwok Kin, Chairman of the Hong Kong Federation of Trade Unions (HKFTU) and Mr Li Jin Tao, Executive Director of HKFTU, the delegation visited the Seacare Building and was greeted with open arms by Mr Leow Ching Chuan, General Secretary of SOS and Chairman of Seacare Co-operative, and eighteen other officials on 10 November 2005.

Following a presentation showcasing the range of SOS Welfare Benefits that is in place to assist the members as well as the Seacare Corporate video at the meeting, both parties had an open and frank exchange of views on a wide range of issues from union to co-operative matters.

With a successful exchange during this working visit, bilateral ties were strengthened and more visits were promised in time to come.





Dr Nguyen Tien Quan, President of Vietnam Co-operative Alliance, was in Singapore from 15 to 19 November, to attend the ICMIF Conference organised by NTUC Income to learn, network and seek possible business tie-ups.

On 17 November, he visited the Seacare Building and had a fruitful discussion on the development and growth of the co-operative movement in Singapore and Vietnam. Dr Nguyen also expressed his co-operative's

interest in seeking potential co-operation on a win-win basis and possible business avenues with Seacare Co-operative and its group of companies.

Accompanied by Mr Lee Lup Poon, SNCF Manager, Dr Nguyen was received by Mr Kam Soon Huat, Director of Seacare Co-operative Ltd and Mr Anthony Chan, General Manager of Seacare TradeLink Pte Ltd.

## VIETNAMESE CO-OPERATIVE EXCHANGES IDEAS WITH SEACARE





# SEACARE WELCOMES OUR NEW STAFF



It's interesting how things can turn out. One moment, Ms Mimi Cher answered a recruiter's

call to go for an interview for a job posting in a school, and before she knew it, she has become a recruiter herself!

Previously from the banking industry, Mimi had wanted to try out a new working environment. "I enjoy interacting with people, and when Mrs Sulena Tan asked me if I was interested to become one of the recruiters, I gladly said yes!"

Joining Seacare Manpower in September, Mimi has already had her fair share of challenges. She has always remained calm and cool when dishing explanations to impatient candidates. "Some can be very rude, but I can empathise with their situation, and that's why we understand how important it is to explain carefully to them. At the end of the day, many are appreciative of what we have done for them. The sense of satisfaction and achievement is wonderful."

"I enjoy interacting with people, and when Mrs Sulena Tan asked me if I was interested to become one of the recruiters, I gladly said yes!"



Freshly graduated from school, twenty-two year old Ms Nur Adila Juman landed her first full-time job with Seacare

Manpower. Previously a frontline staff with a bank and the CPF Board prior to that, none has made her feel as at home as Seacare Manpower has.

Said Nur Adila, "I have very approachable bosses and colleagues who guide me whenever I encounter difficulties. In addition, I feel a real sense of accomplishment whenever I matched a suitable candidate for our clients. It actually spurs me on to try harder and do better."

Though she has been on the job for less than two months, Nur Adila is confident about her performance. The camaraderie she shares with her team members is evident in the firm co-operation and teamwork. In a month, they matched close to 30 candidates to suitable jobs, not an easy feat to achieve. And they are looking forward to crossing that mark!

"I have very approachable bosses and colleagues who guide me whenever I encounter difficulties. In addition, I feel a real sense of accomplishment whenever I matched a suitable candidate for our clients. It actually spurs me on to try harder and do better."



For Wendy Ng, a full-time staff of Seacare Manpower since November, she was taken

by surprise when Seacare Manpower gave her the opportunity to join the company. "I don't really have the relevant experience, and I thought I don't stand much chance at landing the job. Hence, I'm very appreciative of the opportunity given to me."

She also marvels at how Seacare takes care of its staff through the range of benefits available to them. From company events like Mid-Autumn Celebrations to yoga classes, Wendy feels that Seacare is just like a big happy family.

"Working in a place like Seacare is something that I'm very thankful for. Besides working alongside friendly co-workers, I have patient superiors whom I've learnt a lot from. And I think all these will certainly enable me to overcome any future challenges."

"Working in a place like Seacare is something that I'm very thankful for. Besides working alongside friendly co-workers, I have patient superiors whom I've learnt a lot from. And I think all these will certainly enable me to overcome any future challenges."

# CARING FOR OUR ELDERLY



Supporting, loving and caring for our elderly by their families and the community at large should remain the steadfast mission of society, especially of a country with the national challenge of an ageing population. And NTUC has put that into action eight years ago.

Arising out of these needs were the reasons NTUC ElderCare Co-operative Ltd was born, with the intention of offering elderly care services accessible to HDB heartland residents at affordable rates. Since its inception, three day-care centres have been set up and discussions are underway for a possibility of assisted living and nursing services in the near future.

NTUC ElderCare embarked on its first project by setting up a Social Day Care Centre (DCC). The objective of this DCC is to provide a conducive environment and ample opportunities for the elderly to socialise and engage in meaningful activities so that they can remain mentally, physically and socially active and healthy.

NTUC ElderCare Co-operative offers Person-Centred services where seniors get to experience a new chapter of their life. Providing a supportive and caring environment where seniors enjoy keeping-fit, meaningful and fun activities such as exercises, physiotherapy, health enhancement programme, skills learning and social outings, it looks towards enabling the elderly to lead healthy, independent and fulfilling lives.

## NTUC ElderCare Co-operative

Other services include:

- Affordable Home care equipment for rental, such as wheelchairs, walking aids, etc.
- Discounts for purchase of home care equipment
- Home Rehabilitation

NTUC Eldercare Centres are located at:

- Block 172, Woodlands Street 13, #01-303  
Tel: 6368 2591
- Block 349 Corporation Drive, #01-502  
Tel: 6268 3108
- Block 112, Pasir Ris St 11, #01-657  
Tel: 6581 6033



# MEETING YOUR PARTY NEEDS

From celebrations like Lunar New Year parties to private functions, Club@52 can be transformed to suit every event and function needs. Whether you are treating your special guests to a quiet formal dinner or having a loud birthday bash, the patron-centric Club can be converted to suit the occasion. Our experienced planners can help you in your preparation in logistics, food and beverages and entertainment. We do the planning; You do the partying!



# From Shore to Ship, Seacare Environmental is in Best Shape



## All aboard!

Seacare Environmental is seaworthy and we're "SHIP" shaped in all aspects of ship cleaning.

## Shaped to CLEAN EVERY SPOT

From the helm to the stern-deck to deckhead, cabin to cockpit, bunk to bunkers, head to hatch.

## Shaped to SERVE

- \* Competent and experienced staff who have the special skills and training to manoeuvre the latest equipment and practise safety precautions;
- \* Dependable and know the ropes ie appropriate wear, right tools, equipments and chemicals to use for different situations;
- \* Fit, able and agile in carrying out their work while handling tools in different parts of a vessel.

## Shaped with the RIGHT GEAR

Geared with the right, best and latest tools and equipments available to tackle every kind of cleaning work.

## Shaped for the BEST RATES

Competitive edge - satisfaction guaranteed and comprehensive range of cleaning services to ships at affordable prices.



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