

# SAMUDRA

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

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*All About*  
**Seafarers**







## SAMUDRA

### Features

- 03** Labour Movement By Your Side
- 05** One Belt, One Road, Many Advantages

### Training & Skills Development

- 06** NTUC Director (Industrial Relations Field) visits SOS  
In the Spotlight at Networking Night:  
SOS Welfare Schemes
- 09** MoU between SNIMI and MES Opens Up Training Possibilities  
Nearly US\$563,000 of Unpaid Wages Claimed
- 15** Rise in Training Competencies of SQCT & SQRT Graduates

### Membership & Welfare

- 14** What a Good Sport!
- 18** Introducing Our New Staff

### International & Industrial Relations

- 08** International Solidarity Reigns at CFMEU-MUA Conference  
FKSU Pays Visit to SOS
- 10** Gathering of International Maritime Community
- 12** New Maritime Apprenticeship Scheme Initiated

### Women & Youth

- 16** A Union-Made Mother's Day

### Seacare Focus

- 20** SMMC Hosts Exhibition at Sea Asia 2017
- 22** Long Service Award to Three Women
- 24** Seacare Holdings Chairman on Economic Trends
- 26** Innovating for Sustainability



# LABOUR MOVEMENT BY YOUR SIDE

“**N**ever take things for granted, be alive to the competition, prepare well in advance and stay ahead... So long as our unions and management maintain this drive, and work closely with one another and with the government, Singapore can stay in the game.”

Prime Minister Lee Hsien Loong said this in his May Day Rally speech to over 1,500 representatives from unions, government agencies and affiliated partners at Our Tampines Hub on 1 May 2017.

Although he was “cautiously optimistic” about the Singapore economy this year, PM Lee placed emphasis on not

taking things for granted. The unique tripartite relationship between companies, unions and the government was what enabled the Singapore economy to be transformed repeatedly.

PM Lee highlighted three different ways of thinking about jobs for Singapore to stay in the game: One, creating new jobs by bringing in new businesses and investments, and expanding existing businesses. Second, finding replacement jobs for workers who have lost their jobs or are out of work. Thirdly, training students and workers to grow in their jobs.

Workers in sectors that are not doing well will benefit from the expansion of several schemes under the Adapt and Grow initiative, such as the Professional Conversion and Career Support programmes for professionals, managers, executives and technicians, and enhanced work trial support for rank-and-file employees. Unions are also doing their part to help workers, including the jobless and the young, find jobs in growing sectors.

PM Lee urged employers to give mature workers a second chance as older workers bring maturity and experience to the table. Initiatives like SkillsFuture and the Industry Transformation Maps will aid in workers’ upskilling and ensure businesses stay viable.

“This is not just about schemes and programmes, but also about walking with workers every step of the way...the Labour Movement is with you,” he reiterated.







## STAYING COMPETITIVE, MOVING FORWARD

**T**oday, through the U Network of unions, professional guilds and associations, small and medium-sized enterprises, freelancers and the self-employed as well as migrant workers, the Labour Movement (LM) serves over 1.25 million Singaporeans.

At the May Day Rally, NTUC Secretary-General (SG) Chan Chun Sing outlined the Unusual LM's new challenges – one of them being caring for workers while they are between jobs – in an economy where industries are constantly being disrupted.

SG Chan emphasised the dedication of the LM in helping workers stay in their jobs and minimise the time in between transitions. He added that it will intensify its efforts to improve efficiency in the training of the workforce through continued partnership with all 14 institutes of higher learning in Singapore.



*Photos credit: NTUC*





# ONE BELT, ONE ROAD, MANY ADVANTAGES

A close examination of the social, economic and environmental impact of the One Belt, One Road (OBOR) initiative, launched by China in 2013, was conducted during the New Maritime Silk Road Nautical Education Group forum at Nantong Shipping College on 19 April 2017.

According to SOS General Secretary Kam Soon Huat, OBOR will not only amplify China's economic contribution to Southeast Asia and promote strong economic collaborations in the region, but also further develop ASEAN's (Association of Southeast Asian Nations) ongoing community outreach efforts by expanding multi-faceted connectivity with other regional communities. Through these, the quality and quantity of maritime support, financial, banking, technological, legal and arbitration services will rise.

Speaking at the forum, Mr Kam, who is a member of the First Board of Council of the Group, said: "An increased flow of goods, people and capital will boost trading and maritime opportunities within the archipelagic economy. This will, in turn, create more job opportunities and improve the employment rate within the regional maritime sector."

"Singapore will be in a good position to facilitate these services as it is a gateway to many countries in Asia. That can generate a stronger growth in both land and sea transport sectors," he added.

In his address, Mr Kam also complimented Nantong Shipping College on its outstanding contributions to the global

maritime industry by upholding quality training standards and incorporating innovative and multi-disciplinary learning approaches to groom talents. SOS will continue to work closely with the college and other international shipping companies to enhance seafarers' competencies, he said.

He summed up by saying: "With mutual learning and sharing, all of us can play a constructive role to achieve common prosperity for the region and bring the concept one important step closer to realisation."

At the forum, participants consisting of researchers, academic and regional maritime affiliates, and representatives from non-profit organisations offered their input on a wide range of world maritime-related concerns such as piracy, environmental protection, and shipping job opportunities in a thorough discussion.

One of the major concepts of OBOR is the 21<sup>st</sup> Century Maritime Silk Road. Beginning in China's Fujian and ending at Venice, Italy, the Maritime Silk Road seeks to revolutionise deep-sea trade from Southeast Asia through Africa to Europe, and to put participating countries on the track of economic development with the help of infrastructural developments along the coastline. The forum was thus an invaluable and timely opportunity to evaluate the region's maritime economy and training, and to consider taking steps to strengthen connectivity along the Maritime Silk Road.





Mr Melvin Yong Yik Chye (centre, in light blue) with SOS ExCo members

## NTUC DIRECTOR (INDUSTRIAL RELATIONS FIELD) VISITS SOS

**S**OS welcomed a special guest to its premises – Mr Melvin Yong Yik Chye, NTUC Director (Industrial Relations Field).

An engaging dialogue held on 21 April 2017 revolving around the issues of technology disruptions ensued, during

which Mr Yong shared his opinion on the future of the transport sector in the next decade. He also gained insight into the difficulties and challenges that the maritime sector was facing, and learnt more about SOS's support for the industry through its enhanced welfare schemes.

## IN THE SPOTLIGHT AT NETWORKING NIGHT: SOS WELFARE SCHEMES



**S**OS's contribution of \$3 million to enhance its three existing welfare schemes for the benefit of the maritime community was the main topic of conversation at the SOS-organised networking night on 21 April at Club@52.

Shipping representatives listened with rapt attention as SOS General Secretary Kam Soon Huat highlighted how the Seacare Sailors' Home Scheme (SSS), Seacare Medical Scheme (SMS) and Seacare Maritime Training Scheme (SMTS), each of which received a funding boost of S\$1 million, would enable shipping companies to defray their overheads during the global shipping downturn by covering the costs of accommodation, medical and training.





SOS officers presenting on the enhanced SOS welfare schemes to shipping companies and members of the maritime community

Under the improved SSS, shipping companies with Collective Bargaining Agreements (CBA) have received multi-purpose gift vouchers that entitle them to free accommodation at The Seacare Hotel and free accessibility to the hotel facilities for their training, workshop, seminar and corporate functions. In addition, they will also be presented with two complimentary Seminar Packages for the Maritime Hall per year. This is an expansion of the previous scheme, which saw the union giving out S\$250,000 worth of hotel-only vouchers to CBA shipping companies on a yearly basis.

Likewise, the enhanced SMS and SMTS enable shipping companies to claim, per vessel each year, up to S\$600 worth of medical expenses and up to S\$700 worth of training expenses respectively. By subsidising seafarers'

expenditures, the schemes encourage maritime employers to continue investing in the training of their workers and allow them to remain relevant in the evolving industry.

"We hope that the union's S\$3 million contribution will not only reduce the expenses borne by shipping companies, it will also help members to stay employed and continue training during tough times," Mr Kam said, adding that this would provide a steady pool of quality ratings for manning CBA vessels.

That evening, the Networking Night played a dual role in lifting the spirits of the attendees, and providing a platform for them to mingle and foster stronger ties with each other through the exploration of future collaboration possibilities.



# INTERNATIONAL SOLIDARITY REIGNS AT CFMEU-MUA CONFERENCE

**S**OS Executive Secretary Daniel Tan represented the union at the joint CFMEU-MUA (Construction, Forestry, Mining and Energy Union, and Maritime Union of Australia) State Conference that was held from 3 April to 7 April 2017 in Fremantle and Perth, Australia.

The inaugural conference gathered over 300 union leaders, officials and rank-and-file members from organisations like the International Transport Workers' Federation and countries around the world such as New Zealand, United States of America, United Kingdom, Indonesia and Norway to address topics on inequality, internationalism, and what a strong and united union can achieve. It provided a platform for the attendees to have a say in the decision-making process when it came to securing better representation for their union members.



## FKSU PAYS VISIT TO SOS

**T**he Federation of Korean Seafarers' Union's (FKSU) courtesy call to SOS on 7 April reaffirmed the strong bilateral ties between both unions.

At the Seacare Building, the FKSU delegates – with President Chung Tae Kil heading them – and key SOS officials, including SOS President Mohamad Abu Bakar and General Secretary Kam Soon Huat, exchanged updates on initiatives related to membership growth and development and discussed opportunities for future collaboration, demonstrating their determination to continue safeguarding members' interests.



SOS also offered heartfelt congratulations to Mr Chung on his election as FKSU's 29th President.



# MOU BETWEEN SNIMI AND MES OPENS UP TRAINING POSSIBILITIES

**T**he Seacare Quality Ratings Training (SQRT) and Seacare Quality Cooks Training (SQCT) courses are among the maritime training programmes that have been given a boost with the signing of a Memorandum of Understanding (MoU) between Singapore (Nantong) International Maritime Institute (SNIMI) and the Myanmar Excellent Stars Maritime Centre (MES) on 7 March 2017.

The partnership aims to leverage the strengths of both organisations in expanding maritime-associated educational initiatives in China and Myanmar, such as the Maritime Labour Convention (MLC) Certified Cook Training Programmes, International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Bridging Courses and Maritime Enhancement Training Programmes for cadets.



Highlights of the MOU included exploring the possibility of a Trainer Exchange Programme that would allow SNIMI and MES trainers to learn from each other, and setting up a maritime-related training and research consultancy in China, Myanmar and Singapore.

Meanwhile, the first Seacare Quality Rating Training course in Myanmar has successfully concluded. Twenty local trainees participated in the course, which ran from 8 May to 2 June 2017.

MES was launched by Myanmar's Ministry of Transport in 2013 to provide quality maritime education to cadets, while SNIMI is a Nantong-based training institute jointly established by SOS, Singhai Marine Services Pte Ltd and Nantong Shipping College.

## NEARLY US\$563,000 OF UNPAID WAGES CLAIMED

**T**hanks to SOS's intervention, 24 crew members on board the oil tanker Ambassador succeeded in claiming nearly US\$563,000 of unpaid wages.

According to records, the 1997-built Flag of Convenience vessel was arrested on 19 January 2017 once it entered the port limits of Singapore. Following the sale of the vessel on 13 March 2017, the crew, comprising seafarers from Russia, Ukraine and Georgia, have since signed off after receiving their due wages.

SOS serves all seafarers and will not hesitate to defend their rights and prevent them from being exploited.

– SOS President Mohamad Abu Bakar





*Photo credit: Maritime and Port Authority of Singapore*

## GATHERING OF INTERNATIONAL MARITIME COMMUNITY

### SINGAPORE MARITIME WEEK 2017


The Singapore Maritime Week (SMW) attracted more than 20,000 maritime professionals and 30,000 members of the international maritime community to participate in a week's worth of conferences, dialogues and exhibitions from 22 to 28 April 2017.

The 12th edition of the SMW, which was spearheaded by the Maritime and Port Authority of Singapore (MPA), featured 34 events, ranging from the sharing of global perspectives on disruptive technologies, oil spill management and LNG bunkering to the discussion of the upcoming Ballast Water Convention to be implemented.

Kicking off the event on 23 April 2017, Mrs Josephine Teo, Senior Minister of State, Ministry of Transport, Prime Minister's Office and Ministry of Foreign Affairs, spoke on the theme, "Navigating through Challenging Times", pointing out: "We believe the knowledge exchange, debates, exhibitions and networking opportunities will help the industry navigate through the challenging times and prepare them for the future."

Held alongside networking events and business forums, highlights of the week included public exhibitions, outreach activities and concerts aimed





As the global maritime industry continues to face headwinds, it is critical for us to band together to address challenges. SMW 2017 is a platform where we can discover how to turn these challenges into opportunities.

*– Josephine Teo, Senior Minister of State, Ministry of Transport, Prime Minister's Office and Ministry of Foreign Affairs*



at cultivating a deeper appreciation for Singapore's vibrancy and diversity as a leading global hub port and maritime centre. Members of the public could gain insight into the operations of Singapore's port and marine engineering sectors through onsite simulators, interactive panels, and a 360-degree virtual reality video of the Port Operations Control Centre and Automated Crane Operations Centre.

Further stimulating the public's imagination and interest in the shipping sector was the inaugural Sea Dreams musical held at VivoCity Rooftop Amphitheatre, which told the story of a young girl's journey to achieve

her maritime aspirations. Developed in collaboration with Global Cultural Alliance, the original production fused dramatic storytelling, elements of circus arts and the explosive rhythms of the sea.

Since its first run in 2006, SMW has steadily grown in significance, attracting an increasing number of participants and shipping partners from around the world. It is a platform for unparalleled thought leadership and knowledge exchange. It is all about people, ideas, and opportunities for the maritime industry.

# NEW MARITIME APPRENTICESHIP SCHEME INITIATED

**S**OS, together with the Maritime and Port Authority of Singapore (MPA), e2i (Employment and Employability Institute) and Workforce Singapore (WSG), has launched a new Maritime Apprenticeship Scheme (MAS) that aligns with Workforce Singapore's (WSG) Adapt and Grow initiative to familiarise and match jobseekers with potential employees.

The launch, announced at the graduation ceremony for the Certificate of Competency (CoC) Class 5 (Special Limit) programmes run by MPA, e2i and WSG on 27 April 2017, was in conjunction with Singapore Maritime Week 2017.

Developed by the Tripartite Maritime Manpower Taskforce for Seafaring, the MAS aims to benefit companies and jobseekers simultaneously by enabling Singaporeans to learn vocational skills and stay employable, as well as ensuring the job fit is suitable prior to long-term employment.

Under this scheme, eligible candidates will undertake a month-long shipboard work trial with local harbour craft employers, supplemented by a three-day foundational maritime training course on basic shipboard safety and seamanship. Upon completion, the candidates can be formally employed and may be sent for further training to become steersmen, engine drivers, tug masters, and even CoC Special Limit Officers.

All monthly training costs and allowances of up to S\$2,600 per trainee for Singaporeans and S\$1,940 for Singapore PRs will be supported by tripartite partners. The MAS is targeting to train up to 50 candidates a year, with the first batch expected to start the foundational training course – to be conducted by ST Electronics (Training & Simulation Systems) Pte Ltd – in May 2017.

## TRAINING UPDATE: ADDITIONAL COURSES

### *Schedule 2 (Maritime)*

**Course Title** : Bunker Surveyor (Refresher)  
**Criteria** : For existing valid Bunker Surveyor license holders or certified Bunkering Cargo Officers.

**Training provider**: ST Education & Training Pte Ltd

Visit [www.stet.com.sg/maritime/maritime-training/](http://www.stet.com.sg/maritime/maritime-training/) for more information.

### *Schedule 3 (Non-Maritime)*

**Course Title** : Private Hire Car Driver's Vocational Licence (PDVL)  
**Criteria** : For individuals who want to drive private cars for chauffeuring services. Licence valid for up to three years.

**Training provider**: Singapore Taxi Academy

To learn more about vocational licences, visit [www.lta.gov.sg](http://www.lta.gov.sg)

For course information, visit [www.taxi.org.sg](http://www.taxi.org.sg)



## ABOUT THE MARITIME APPRENTICESHIP SCHEME (MAS)

### Objective

To train and retain sufficient local workers to be job-ready in the harbour craft sector, an important component of the maritime industry.

### Structure

MAS (Pre-Employment)	Component	Duration
	Three-day foundational training course, inclusive of half-day Harbour Craft Sailing Experience with ST Electronics (Training & Simulation Systems) Pte Ltd and two days of orientation with shipping company.	<b>Up to five weeks</b> (Capped at 220 hours)
	Up to 180 hours of shipboard attachment onboard shipping company's vessels, with exposure to deck and engine departments.	

After completing the MAS, suitable candidates will be given the option of signing on to one of the existing in-employment training programmes:

- 1 Steersman or Engine Driver
- 2 Tug Master
- 3 CoC Special Limits

For more information, please contact  
**Ms Shirley Lai** at **6379 5685**, or email to  
[shirley\\_lai@seacare.com.sg](mailto:shirley_lai@seacare.com.sg)

SOS General Secretary Kam Soon Huat said: "The MAS is a good initiative as it exposes interested applicants to the working environment onboard while offering them ample time to decide whether to pursue a seafaring career. It also provides them with the necessary experience and confidence at sea and allows employers to assess the trainees' commitment and employability."

More importantly, the scheme opens up more job opportunities for lower-income Singaporeans in the competitive employment market, he added.





## WHAT A GOOD SPORT!



The return of the annually-held International Sportsweek for Seafarers on 24 to 27 April 2017 was eagerly welcomed by members of the maritime community, who seized the chance to bond with each other in the name of fun.

Organised by the Maritime and Port Authority of Singapore (MPA) in the same month as Singapore Maritime Week, this year's event saw seafarers of different nationalities, various shipping companies and affiliates gathering at Yishun Stadium to compete in exhilarating games that tested stamina and strength.

SOS and Seacare Co-operative Ltd sent one team each to take part in the Tug-of-War and Telematch competitions. Spurred on by the encouraging cheers of their colleagues and friends, Team SOS and Team Seacare went all out in the games, culminating in the former clinching the second place for Tug-of-War.

First established in 1996, the International Sportsweek for Seafarers facilitates the forging of friendships between unions and seafarers over various recreational activities and sports.





# RISE IN TRAINING COMPETENCIES OF SQCT & SQRT GRADUATES



The successful and long-running Seacare Quality Cooks Training (SQCT) and Seacare Quality Rating Training (SQRT) courses recently yielded their 45th and 44th batches of graduates.

Fifteen SQCT trainees and 20 SQRT trainees emerged from the intensive 4-week training courses, which ran from 10 April to 5 May 2017, with newfound confidence at their increased proficiency in English and enhanced maritime knowledge. Equipped with the necessary skills, they were all set to work onboard.

“As they come from different parts of China, they have different ways of learning and it took them time to master the basics. I’m glad that their professional knowledge and grasp of the English language have improved. Their positive attitudes and effort paid off,” SQCT trainer Pan Xiao Qi said.

SQRT trainer Peng Xiao In, in agreement about the trainees’ eagerness to learn, commented: “They were willing to listen carefully and ask questions. They also diligently jotted down notes and went through what they studied daily. Through this course, they deepened their understanding of ship operations and working situations.”

The SQCT and SQRT courses, which are conducted by Singapore (Nantong) International Maritime Institute (SNIMI) and sponsored by SOS, seek to prepare seafarers for onboard work by putting them through a series of arduous tasks.

The trainers were excellent. With their guidance, I learnt about the fundamentals of safety onboard and picked up many new English words. I had lots of fun during the course!

– SQRT graduate Liu Jiankang, 27 years old, from Heilongjiang

Grammar and pronunciation are very important when speaking English. The trainers encouraged us to practise and this really helped.

– SQCT graduate Meng Long, 37 years old, from Liaoning





# A UNION-MADE MOTHER'S DAY



**M**other's Day is a special day that honours motherhood by acknowledging the contributions of these extraordinary women to their families and to society. For the first time, SOS got in on the celebrations by holding its very own Mother's Day event at Club@52 on 13 May 2017.

About 55 union members and their families and staff took part in the event, which was organised by SOS's Women & Youth Committee in collaboration with the Membership & Welfare Services Division.

Activities included a "Colour Me Confident" workshop, where participants learnt how to coordinate their clothing colour choices to boost their self-image and make a great first impression, and an energetic mass Zumba fitness dance that got them moving on their feet to fast-paced music.





A buffet lunch and lucky draw were the icing on the cake. It was evident from the participants' ardent sharing of their photos on social media platforms Instagram and Facebook that they had a blast during the occasion.

The Mother's Day event was part of SOS's efforts to highlight the importance of leading a healthy lifestyle, as well as to deepen ties and build rapport between the union and its members and dependents, and to engage women General Branch (GB) members.

The activities were inclusive and fun, and I worked up a sweat at the Zumba lesson! I'm glad I came because I got to know more staff from Seacare Manpower Services. I'm definitely looking forward to future events!

– Amirtham Kandasamy, GB member (2nd from left) in the picture



# INTRODUCING OUR NEW STAFF



**T**he newest member to the SOS family is Eugene Guo He-Jun, who joined the team as an Industrial Relations Manager. Spontaneous and outgoing, Eugene is an avid cyclist and traveller who enjoys learning about other cultures.

## ***Is this your first maritime-related job?***

Actually, I have been working in the maritime industry for the last seven years in both the public and private sectors. My previous appointment in the public service, which dealt with policies that affect seafarers, enabled me to work closely with unions. With my skills and experience, I believe I can contribute greatly to the union's progress.

## ***How will this job help you in your goals?***

SOS's mission and initiatives to assist the seafaring community align with my belief that a job which enriches lives is very meaningful. I am also keenly interested in protecting and advancing the rights of seafarers, and SOS gives me the opportunity to do just that.

## ***What do you hope to achieve from working at SOS?***

SOS, being a beacon of hope to members and workers, has made a substantial difference in the maritime industry. I want to be part of the change. I hope to improve upon my own personal development by gaining in-depth knowledge on the roles that unions play in maintaining industrial stability, and the impact that they have on communities as a whole.

## ***What is your philosophy in life?***

If you don't try, you'll never know. Only you can make the decision to step out of your comfort zone, so just go for it!

**Look out for our  
Hari Raya coverage  
in the coming issue  
of Samudra!**







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## SMMC HOSTS EXHIBITION AT SEA ASIA 2017



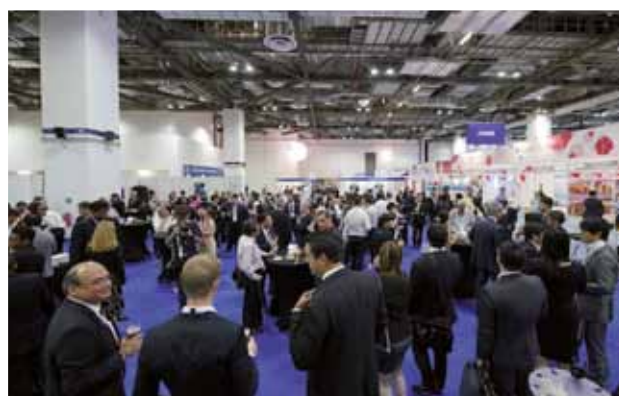
*Photos via [www.sea-asia.com](http://www.sea-asia.com)*

In a show of support, Seacare Maritime Medical Centre (SMMC) signed up as one of the 448 exhibitors at Sea Asia 2017. The event, which returned to Singapore for its 6th edition, was co-organised by Seatrade and the Singapore Maritime Foundation (SMF) at Marina Bay Sands from 25 to 27 April 2017.

Guest-of-Honour Mr Khaw Boon Wan, Coordinating Minister for Infrastructure and Minister for Transport, outlined the importance

of preparing the local workforce for transformations driven by digitalisation in the maritime industry at the opening ceremony.

In accordance with the theme of “The Asian Voice in a Global Industry”, keynote speakers also shared their viewpoints on the challenges and opportunities that awaited the offshore marine sector and major freight markets, and commented on the need to provide an enabling environment for the maritime workforce to adopt and adapt to digitalisation.



At the SMMC booth, SMMC CEO Dr Chia Yih Woei, Chairman Capt Say Eng Sin, and Senior Manager Eugenia Peck were on hand to answer participants’ queries about the fully-equipped one-stop medical centre and its comprehensive range of services provided, such as vaccination and international travel advisories, and pre-employment medical examinations for seafarers and offshore personnel. The ability of SMMC to fulfill customised maritime healthcare needs garnered much interest.

Other event highlights included the feature of five new national pavilions from Denmark, Greece, Japan, Korea and the United Kingdom, in addition to those from Singapore, China, Holland,





Norway and Panama; and the Sea Asia Youth Tour, which saw youths from the Institutes of Higher Learning (IHLs) working with students and jobseekers alongside education and career guidance counsellors.

Close to 15,000 participants from 85 countries attended Sea Asia, with 822 delegates participating in the conference sessions. Considering the current slump in the global economy, the impressive turnout figures were heartening to maritime industry leaders and served as a positive reinforcement

of the solidarity between key partners and members in the shipping community.

“Singapore was recognised as the top maritime capital in the latest Menon Report, a position which was well deserved and will spur further efforts in the years to come. This Sea Asia platform was once again a great opportunity for maritime players to interact and hear the latest insights,” SMF Chairman Andreas Sohmen-Pao said.







(From left) Mr Lee Van Chong; Mr Kam Soon Huat; Mr Kong Mun Kwong; SOS Award recipient Ms Shena Foo; Seacare Award recipients Ms Pauline Lim and Ms Evelyn Siow; Mr Leow Ching Chuan; Mr Goh Yeow Tin and Mr Mohamad Abu Bakar



# LONG SERVICE AWARD TO THREE WOMEN

The Long Service Award celebrates and commemorates the long-standing hard work of employees who have hit significant milestones.

It was awarded to three longtime staff of SOS and Seacare who have been selflessly serving SOS and Seacare to the best of their abilities throughout the years, during a staff lunch at Club@52 on 20 April 2017.







## 10 Years Long Service Award

### Ms Pauline Lim

Prior to joining Seacare Manpower Services on 3 January 2006, Pauline was already working at the company as a part-timer.

In the Administration department, Pauline serves as the first point of contact for customers and out-sourced employees when it comes to time and marking attendance for payroll administration. She facilitates the processing of monthly payroll of over 600 employees on a regular basis, keeping to the deadlines consistently and strictly.

Pauline,  
Evelyn and Shena,  
a big thank you for sticking  
with SOS and Seacare  
through thick and thin!



## 20 Years Long Service Award

### Ms Evelyn Siow

Evelyn joined Seacare Manpower Services on 1 March 1996, when it was operating at Midlink Plaza. Having stayed with the company ever since, she has both witnessed and contributed to the changes that Seacare Manpower Services has undergone over the years. Evelyn's versatility and ability to think on her feet are instrumental in cementing the company's position as one of the leading manpower suppliers in Singapore today.

Her skills and expertise enabled her to rise rapidly through the ranks from an executive to Senior Manager of the Administration department, which oversees the preparation of tender documentation, conduct of customers' visits, payroll administration and all other employment matters relating to the service contracts that are in force between the company and its service buyers.

In recognition of her contributions, Evelyn was appointed the Director of Seacare Manpower Services on 1 August 2004. She is also a Director of Seacare OKiKi P-Hub (S) Pte Ltd and Seacare TradePlus Pte Ltd, which Seacare Manpower Services has a stake on.

An invaluable member of the Seacare family, Evelyn is someone whom her colleagues can turn to for help.



### Ms Shena Foo

Shena joined Seacare MarinePlus Pte Ltd on 27 November 1996 and subsequently transferred to SOS on 1 May 1997.

She was roped in to provide support for the management staff of Seacare Co-operative Ltd, then newly formed by SOS. Over the years, Shena took on a broad spectrum of responsibilities, including being part of a team that oversaw the acquisition of Seacare Building in 2000.

For the significant role that she played in SOS's long-term success, she was elected as a member of the union's Executive Committee in 2011 and one of the Directors of Seacare in 2013.

She also currently holds multiple positions within Seacare, being Seacare's Deputy CEO and the Chairperson of Seacare Environmental Pte Ltd, Seacare Properties (Vietnam) Pte Ltd and Seacare Inverness Ltd. Under her leadership, team performance and productivity thrive.



# SEACARE HOLDINGS CHAIRMAN ON ECONOMIC TRENDS

“Economic trends surrounding different regions and countries will continue to change frequently, so businesses – small and medium-sized enterprises (SMEs) in particular – need to exercise flexibility and receptiveness when it comes to adapting and adopting new technologies.”

That was the main takeaway of the presentation conducted by Mr Kong Mun Kwong, Chairman of Seacare Holdings Pte Ltd, at a quarterly staff lunch held on 20 April 2017 at Club@52.

Commenting on the recommendations by the Committee on the Future Economy (CFE) and world economic trends, Mr Kong pointed out that the rise of the gig economy around the world has led to an increasing preference by workers to have more control over how they work and to experience a better work-life balance. The availability of technological devices and apps has redefined the way we work, he added.

“The creative destruction of many existing factories, even national economies, will continue,” he said, adding that Creative Destruction and new Creative Preservation through transforming and improving existing industries will be the new wave.

According to Mr Kong, Infrastructure, Healthcare, Digital Communications and Connectivity, Tourism and Travel were among





the industries worth paying attention to in the near future. For Singapore to flourish, it must “stay open to trade to attract talents and new ideas”, and continue to explore and implement better ways of doing things.

There was also a Q&A session which, in addition to allowing participants to clear their doubts, saw Mr Peter Boo, Deputy Chairman of Seacare Medical Holdings Pte Ltd and Seacare Maritime Medical Centre, voicing his opinion on the business climate and ecosystem supporting entrepreneurship and start-up companies in the United States. He also cited observations of how the application of smart technology and smart homes have changed the dynamics of consumerism, such as consumers being able to purchase items online via voice commands. Mr Boo reiterated that Seacare, as an SME, could learn from the business-supporting strategies implemented by different communities.

The thought-provoking session, made all the more enlightening by Mr Kong and Mr Boo’s business wisdom and years of experience, got the thumbs-up from the participants, who took home the message that Singapore companies should work closely with regional emerging markets in order to retain their competitive edge.



Seacare Co-operative Executive Chairman Leow Ching Chuan (right) presents a token of appreciation to speaker Mr Kong Mun Kwong for his presentation at the staff lunch.



# INNOVATING FOR SUSTAINABILITY

## ANNUAL CO-OPERATIVE LEADERS' CONFERENCE 2017

**T**hirteen officials from Seacare Co-operative Ltd participated in the Annual Co-operative Leaders' Conference (ACLC) 2017 – a yearly event organised by the Singapore National Co-operative Federation (SNCF) for the purpose of encouraging dialogue and fostering better relationships among co-operatives and affiliates.

Held from 11 to 14 April 2017, the ACLC saw about 120 co-operative delegates gathering in Taipei, Taiwan, to learn how to achieve long-term success by innovating their way to sustainability. Aptly themed "Innovating for Sustainability", the conference kicked

off with SNCF Chairman Kwek Kok Kwong delivering an opening speech about sustainability. Featuring a host of speakers from local and overseas co-operatives and social enterprises, delegates of ACLC were in for a fruitful few days of learning.

Mr Perry Ong, CEO of NTUC Foodfare Co-operative Ltd and one of the youngest CEOs in the history of NTUC social enterprises, was the keynote speaker. Under his leadership, NTUC Foodfare became the first and only co-operative in Singapore to be awarded the prestigious President's Challenge Award – Social Enterprise of the Year (Commendation).







Team Seacare with SNCF CEO Dolly Goh and Chairman Kwek Kok Kwong

Ms Pamela Chng, founder of Bettr Barista Coffee Academy, captivated the attendees with the inspiring story of how the enterprise has helped to empower disadvantaged youths and women, in addition to addressing the shortage of coffee professionals in Singapore.

Mr Tng Ah Yiam, Deputy CEO of NTUC FairPrice, talked about his career with NTUC FairPrice and how NTUC FairPrice adopts innovations in purchasing to achieve efficiency.

Ms Deborah Yang, co-founder of Silver Linings Global, showed a glimpse of the state of the ageing population in Taiwan and the approach that Silver Linings Global provides to help alleviate the issue in Taipei.

The Honorary Secretary of AUPE Multi-purpose Co-operative Ltd, Sean Tan, shared how AUPE rejuvenate its business model, membership recruitment and communications to remain relevant and sustainable.

A Co-op sharing session by Ngee Ann Polytechnic Co-operative Chairman Yoong Ee Chuan and Silver Caregivers Co-operative Founding Member and Chairperson Audrey Lee gave conference attendees a glimpse into how co-operatives can collaborate.

The delegates were further inspired by breakout sessions revolving around the use of technology to generate new initiatives and re-invent existing procedures, facilitated by Ma Wei Cheng, Tng Ah Yiam and Mike Thiruman; a case study sharing by Ms Shariffah Afifah, former Principal of St George's Girls' School in Penang, on how a campus co-operative transformed its business model and achieve its first million-dollar revenue; a scholar's journey by former

This is the first time I'm attending ACLC. The conference has enabled me to gain in-depth knowledge about how the operations, factors and long-term plans of other co-operatives and enterprises have contributed to their growth. The speakers reinforced the importance of staying resilient and never giving up even in the face of problems."

– **Norsabrina, Seacare officer**

ACLC 2017 was informative and useful. By learning what other co-operatives are doing to help people from all walks of lives, we can apply this knowledge to improve the services of our own co-operative.

– **Evelyn Siow, Seacare officer**

The speakers shared indispensable advice about how the most familiar products in the market can offer the most radical opportunities for change. Thanks to the conference, we have a better understanding of how innovation and sustainability are connected. The breakup session this year included a speaker sharing his co-op's way of innovation and sustainability, and it's good that the group had the chance to interact with the speaker.

– **Kathryn Ang, Seacare officer**

I'm grateful that Seacare gave me this opportunity to attend the ACLC. At the conference, I was able to network with other professionals and organisations from other countries, and to share my experiences with them and vice versa.

– **Miko Neo, Seacare officer**

SNCF Scholar Yeo Tiong Hui, who is from Educare Co-operative, on how he benefitted from the scholarship, work exposure and opportunities to help; and a Panel Discussion entitled Innovating for sustainability, moderated by Mr Mike Thiruman, President of the Singapore Teachers' Union (STU).

By addressing a broad range of common concerns, the ACLC not only facilitated the brainstorming of ideas and strategies, but also renewed the delegates' determination to continue doing good and doing well.



**ATTENTION**



**seAcAre**  
Seacare Thrift Pte Ltd

## **ALL SOS Seafarers' Provident Fund (SPF) Members!**

### DEADLINE IS DRAWING NEAR

With the termination of the SPF Scheme, all SOS SPF members can come forward to apply for withdrawal from their SPF account. Deadline for submission of Withdrawal Form and Supporting Documents are to reach SOS Singapore Office by **31st AUGUST 2019**.

All applications received after the above date WILL NOT BE PROCESSED NOR ENTERTAINED.

Application for Withdrawal Form is available at [www.ispf.org.sg](http://www.ispf.org.sg)  
You may also contact us at:

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**SPREAD THIS MESSAGE TO ALL YOUR SEAFARING  
FRIENDS WHO HAVE SAILED ON SOS CBA VESSELS**