

Issue 3  
18/19

# SAMUDRA

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

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Transport  
Workers Building  
**POWER**  
in Singapore



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18/19

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# TRANSPORT WORKERS VOICE IN FULL VOLUME AT HISTORIC ITF CONGRESS IN SINGAPORE



**F**or the first time in 122 years, the International Transport Workers Federation (ITF) held its Congress in Southeast Asia and what a congress it was!

A record number of some 2,400 participants, representing over 600 unions from 140 countries landed in Suntec City, Singapore for the impacting 44th Congress which kicked off on 14 October 2018.

The warm hospitality of the host unions, namely, National Transport Workers' Union (NTWU), Port Officers' Union (POU), Singapore Maritime Officers' Union (SMOU), Singapore Organisation of Seamen (SOS) and Singapore Port Workers' Union (SPWU) charmed the ITF affiliates and made them feel right at home. These five unions made up the Singapore National Coordinating Committee (SNCC) and assisted the ITF to bring the Congress to a roaring success.

The Congress, which is ITF's decision-making event, gave a strong collective voice to the more than 19 million transport workers and set the agenda for the transport industry for the next five years.

## Training Transport Workers for Better Wages, Welfare and Work Prospects

"The Singapore labour movement wants to ensure that our workers are prepared for the changes."

NTUC Secretary-General Ng Chee Meng gave this assurance in his opening address as the Guest-of-Honour at the ITF Congress.

"We want to help transform our workers into Worker 4.0 who are relevant, and can also be plugged into redesigned or new jobs that are created."

He described the Worker 4.0 as one who "possesses adaptive skills, technology skills and technical skills". "These would enable them to be ready for new jobs, relevant with new skills and resilient to new ways of working," the labour chief said.

"Ultimately, Industry 4.0 is only meaningful if it benefits both our companies and our workers, with our workers being able to transit into



better jobs and achieve better wages, welfare and work prospects and ultimately, enjoy better lives with their families,” said the labour chief. Industry 4.0 refers to the digitalisation of the industry.

In his speech, he cited how SMOU and SOS, together with tripartite partners, have jointly rolled out several initiatives to attract Singaporeans to a seafaring career. Among the initiatives are:

- Tripartite Maritime Manpower Taskforce for Seafaring and Shore-based Sectors to up-skill Singaporeans and address critical manpower gaps
- Training Berth Relief Support to alleviate costs in offering training berths
- Cadet Allowance Reimbursement Scheme to encourage Singapore employers to train Singaporean cadets
- Achievement Award provides incentives for seafarers who upgrade their certificates of competency

Tripartite partners also signed a memorandum of understanding earlier this year that focused on developing the human capital for the seafaring sector.

Mr Ng said that to best serve workers, “three-wins outcome” must be created – the economy must win, the business partners or employers must win so that overall, with resources, we can create the best conditions for workers to win.

They’re calling it the 4th industrial revolution. Let’s look at what happened during a previous industrial revolution – we built unions. And we’re still here, two thousand of us in this one room in Singapore, saying ‘no, we won’t be dictated to, we won’t be swept aside. You’re going to listen to us. We’ll tell you what the future will be. We’re building trade union power again’.

– **Paddy Crumlin, ITF President**

It’s no coincidence that this Congress is being held in Singapore as it focuses on the future of work in transport. We have shown here that by building partnerships across society and the economy we can create decent, sustainable jobs now and for the future.

– **Mary Liew, Chairperson of the ITF SNCC and SMOU General Secretary**

## NTUC and ITF sign agreement to help transport workers worldwide to reskill

The International Transport Workers’ Federation (ITF) and the Ong Teng Cheong Labour Leadership Institute (OTCi) signed a “groundbreaking” agreement to help workers all over the world improve their skills as automation transforms transport industries globally.

ITF and OTCi, which is NTUC’s training arm for labour education and training in Singapore will conduct research on the future of work in every transport sector and suggest interventions to help workers improve their skills to compete for high-value jobs, said ITF in their press release.

As part of the three year deal, the OTCi will also provide training to help participants better appreciate the forces of disruption affecting transport work in the future. ITF general secretary Stephen Cotton said:

“This is a unique agreement for the ITF because transport workers are facing unique challenges as the industry changes beyond all recognition. We must ensure that the future of work in transport provide good jobs with good conditions for all. But at the same time transport workers must be ready for the huge changes that are coming in their sector, and this means their unions must be prepared and ready to shape that change. This work by the OTCi will help us to do this.

This Congress is all about transport workers building power through innovative campaigns, growing membership and influencing policy. By uniting our efforts, we can ensure that the future of work provides good opportunities for all transport workers.”



## Kam Soon Huat Elected into ITF Board

SOS General Secretary Kam Soon Huat was elected as a Member of the ITF Executive Board. The newly elected Executive Board members will serve a five year term, instead of four, with the adoption of the changes to the ITF Constitution.

**“We live in a very exciting time where automation is changing the landscape of how seafarers work. At the ITF Board, the voice of the seafarers is heard. It is my privilege to serve in the Board to ensure that the well-being of seafarers is not only protected but improved,”** commented Brother Kam.



Also flying high the SOS flag is Eugene Guo, Manager, External & Industrial Relations, who was elected into the ITF Young Transport Workers Committee. He said:

**“This is my first ITF Congress and what an honour it is to be elected into the ITF committee. I look forward to working with my peers to grow and activate membership of young seafarers and increase their participation in the labour movement. Together, we can seek ways to make a difference in the lives of seafarers.”**

At the Congress, Mr Stephen Cotton was re-elected as ITF General Secretary while Mr Paddy Crumlin, ITF President. SMOU General Secretary

Mary Liew was elected as ITF Co-Vice-President for Women. Mr Dave Heindel is re-elected as Chair of Seafarers Section.

Congratulations to all the elected leaders of ITF! Power to you!



## SOS First Timers at ITF Congress

13 SOS staff represented the Union at this Congress. It was the first Congress for many, and they appreciated the opportunity to be involved in the biggest Congress in the history of ITF.



As someone who works behind the scene, I now get to witness the whole flow of work that goes into improving seafarers welfare.

**– Shirley Lai, Senior Manager, Schemes Administration**

The (poor) state of safe access to toilets for transport workers around the world impacted me. I admire the courage of women unionists in fighting for a better world.

**– Jullienne Low, Manager, GS Office**

This is an eye opening event. It is such an honour to be the host country for this Congress! I learned a lot about the future of work and how automation and technology is transforming the maritime industry. The pace of change is so fast; I now understand the urgent need to retrain and upskill our members and also the need to organise younger workers.

**– Evelyn Yeo, Asst Manager, Membership and Welfare**





# IMO CELEBRATES 70 YEARS ON WORLD MARITIME DAY 2018

**T**he United Nations (UN), via the International Maritime Organization (IMO), created World Maritime Day to celebrate the international maritime industry's contribution towards the world's economy, especially in shipping.

On 27 September 2018, IMO and the global maritime community celebrated World Maritime Day, under the theme: IMO 70: Our Heritage – Better Shipping for a Better Future. This year also marked 70 years since IMO was established.

The purpose of the theme was to provide the opportunity to take stock and look back, but also to look forward, addressing current and future challenges for maritime transport to maintain a continued and strengthened contribution towards sustainable growth for all.

In his World Maritime Day 2018 message, IMO Secretary-General Kitack Lim highlighted that, "Since its beginning, IMO has worked to ensure that people all over the world can continue to benefit from shipping in a manner that meets the needs of the global economy, and also changing expectations about safety, environmental protection, social responsibility and so on.

With shipping transporting more than 80 per cent of global trade to people and communities all over the world, it is clear that IMO's actions have an effect far beyond the ships themselves.

IMO's heritage for 70 years has been to drive improvements in shipping to achieve a better world today. Our challenge for the years to come remains – to work in collaboration with all stakeholders to create better shipping – for a better future."

As one of the leading global hub port in the world, the World Maritime Day is an opportunity for Singapore to celebrate its achievements, and to put forth plans to develop and grow the industry. Happy World Maritime Day to all our partners!



# SOS RENEWS AND REJUVENATES WITH LEADERSHIP CHANGE

**T**he time is right. The new team of SOS younger leaders is ready to spread their wings to soar.

“After a season of mentoring, all of us in the SOS is confident that the cohort of younger leaders, led by Brother Daniel Tan, is more than able to lead SOS into the future,” said Brother Kam Soon Huat. Modelling after the Labour Movement’s 3-Flow framework- Flow In, Flow Up, Flow On, Brother Kam stepped down as General Secretary of SOS in November 2018 to take on an appointment as Emeritus General Secretary. He continues to represent the Union’s interest both at home and abroad.

“In SOS, leadership renewal is a conscious choice. When we spot potential leaders whom we can pass the torch to, we start to groom them by advancing and exposing them to higher ranks of leadership.”

The newly appointed SOS General Secretary (GS) Daniel Tan; Executive Secretary (ES) Sharon Li; Treasurer David Shoo; and Assistant Secretary Chen ChuanYi were Union Executive Secretary, Assistant Treasurer, Assistant Secretary and Alternate Committee Member respectively. All of them are in their 30s and early 40s. To assure continued support, David Sim was appointed Ordinary Committee Member, while Norani Bin Mohamad Rais was elected as Assistant Treasurer. The new appointments shall serve effective from 19 November 2018 until the next election in 2019.

The new core team has the privilege of shadowing the more experienced, veteran EXCO leaders. They are given the exposure to know the ground well through formal and informal dialogues and events. Beyond the local scene, these younger leaders also had ample opportunities to network in the national and international labour movement arena.

“One of the most important qualities of SOS leaders is having empathy for the seafarers whom they serve. I can say that our younger leaders’ heart is at the right place. We have seen them at work and how they interact with our members. SOS is in a good position to grow.”



**Kam Soon Huat**  
Emeritus General Secretary

Brother Kam joined SOS in 1979. He started off as an Industrial Relations Officer and was elected as the Assistant Secretary, before moving on to be the Union Executive Secretary in 1982. When Brother Leow Ching Chuan stepped down from the role of General Secretary in 2010, Brother Kam took over the helm of the seafarers union. Under his leadership, ships under Collective Agreement increased with membership exceeding 33,000.

Brother Kam is also a Board Member of the Maritime and Port Authority of Singapore (MPA) and was recently elected into the International Transport Federation (ITF) Executive Board.

Brother David Sim has stepped down as SOS Treasurer and appointed as Ordinary Member of EXCO to provide guidance. He joined SOS in 1980 as Welfare Officer and has held different positions in the EXCO including Alternate Member and Assistant Secretary since 1982. He was appointed Treasurer in 2013.

Assuring continued support, Brother David said, “These newly elected leaders know that they can count on the older leaders to be there for them. They can draw on the wisdom and experience of the flow-on leaders so that they can move forth with boldness.”



**David Sim**  
Ordinary Committee Member



**Daniel Tan**  
SOS General Secretary

Brother Daniel joined SOS in 2004 as an Industrial Relations Executive. In 2010, he rose to the position of Executive Secretary, a position he held till his appointment as General Secretary.

“I started off just wanting to get the job done. Along the way, after my frequent interactions with the SOS members, I began to understand their difficulties and challenges they face. Increasingly, my role in SOS became more than a job. It became a calling and I am inspired to do more to ensure that the seafarers voice is heard and their welfare improved.

The welfare of seafarers will always be the reason why SOS exists. As the new GS, I will, together with the team, work on the good work of my predecessors and build on the strong foundation that they have worked so hard to strengthen.”

Sister Sharon joined Seacare in 2009 and was involved in the administration of different welfare funds and projects. She was elected as SOS Assistant Treasurer in 2015 and was promoted to be Director of Schemes Administration. In 2010, she served as the ITF young transport workers committee member and was elected to co-chair the committee four years ago.

“As a woman leader, I bring a different, albeit softer perspective to leadership, management and issues affecting our members. I have worked in the travel and banking industry before I joined the trade union movement. Nothing beats this though I know that it is a thankless job. I tell myself that the things I do impact lives and that drives me.”



**Sharon Li**  
SOS Executive Secretary



**David Shoo**  
SOS Treasurer

Brother David joined as Assistant Manager in 2001 and rose to the rank of Director of Membership. He was elected SOS Assistant Secretary in 2011 and was re-elected in 2015.

“I have an accounting degree. The financial background comes in handy as I serve as SOS Treasurer. Being a treasurer is not just about signing cheques and it goes beyond being meticulous about figures. My role includes ensuring good corporate governance and safeguarding the Union’s funds. The aim is to bring about the best utilisation of the funds for maximum impact in the lives of our local and foreign members and also explore ways to generate more income.”

Brother Norani has been a SOS member for 40 years. He was elected as an Alternate member in EXCO in 2004 before becoming an Ordinary member in 2007.

“What I bring to the EXCO is my own experience as a seafarer who got myself trained and retrained to progress. I am not going to let my age hinder me from wanting to serve my fellow members in whichever capacity where I am needed. I am thankful for the opportunity to serve alongside the younger leaders and my old friends to improve the seafarers’ welfare.”



**Norani Bin Mohamad Rais**  
SOS Assistant Treasurer



**Chen Chuanyi**  
SOS Assistant Secretary

Brother Chuanyi joined SOS in 2012 as an Industrial Relations Executive before his promotion to IR Manager.

“SOS leaders have been very generous in providing many opportunities for me to learn and grow. Their care for the seafarers motivates me to do my best in collaborating with tripartite stakeholders to bring about the best for our members. For our members to remain employable, we have to help equip them with the skills required for tomorrow’s jobs. This is one area we can be relevant to our members’ needs.”



# SINGAPORE ORGANISATION OF SEAMEN

## OFFICE-BEARERS AND EXECUTIVE COMMITTEE FOR THE TERM 2015-2019

*With effect from 19 November 2018*

Advisor:	<ul style="list-style-type: none"> <li>• Lim Boon Heng</li> <li>• Grace Fu Hai Yien</li> <li>• Arthur Fong Jen</li> <li>• Zulkifli Bin Mohammed</li> </ul>
Executive Advisor:	<ul style="list-style-type: none"> <li>• Leow Ching Chuan</li> </ul>
Emeritus General Secretary:	<ul style="list-style-type: none"> <li>• Kam Soon Huat</li> </ul>
President:	<ul style="list-style-type: none"> <li>• Mohamad Bin Abu Bakar</li> </ul>
Vice Presidents:	<ul style="list-style-type: none"> <li>• Raj Moham</li> <li>• Lim Thizi Chee</li> </ul>
General Secretary:	<ul style="list-style-type: none"> <li>• Daniel Tan Keng Hui</li> </ul>
Executive Secretary:	<ul style="list-style-type: none"> <li>• Sharon Li Yingying</li> </ul>
Assistant Secretaries:	<ul style="list-style-type: none"> <li>• Shena Foo Jee Hwee</li> <li>• Chen Chuanyi</li> </ul>
Treasurer:	<ul style="list-style-type: none"> <li>• David Shoo Weng Leong</li> </ul>
Assistant Treasurer:	<ul style="list-style-type: none"> <li>• Norani Bin Mohamad Rais</li> </ul>
Ordinary Committee Members:	<ul style="list-style-type: none"> <li>• Lee Van Chong</li> <li>• David Sim Hor Pheng</li> <li>• Bon Sheun Ping</li> <li>• Mohamed Idris Bin Mohamed Ibrahim</li> <li>• Loh Suan Hin</li> <li>• Mohammad Bin Kodrasono</li> </ul>
Alternate Committee Members:	<ul style="list-style-type: none"> <li>• Kamis Bin Hussain</li> <li>• Ho Yew Chun</li> <li>• Chung Keng Meng</li> <li>• Abdul Rahim Bin Mohamed</li> <li>• Hong Sian Beng</li> </ul>
Trustees:	<ul style="list-style-type: none"> <li>• Nazarudin Bin Nandok</li> <li>• Leow Peng Kui</li> <li>• See Boon Kwang</li> </ul>
Internal Auditors:	<ul style="list-style-type: none"> <li>• Tang Teng Lung</li> <li>• Raja Mohd Said Bin Raja Mohd Shafik</li> </ul>



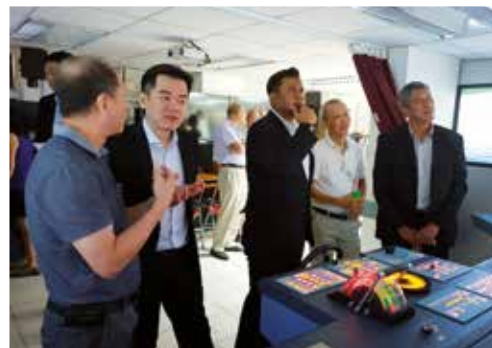
# SOS LEARNS FROM HONG KONG COUNTERPARTS

Fostering deeper ties with its fraternal unions in Hong Kong was on the minds of SOS Leadership Development Committee (LDC) when they organised a learning visit to Hong Kong from 20 to 23 September 2018.

The 11-member SOS delegation, consisting of Executive Committee members, Standing Committee members and staff, led by SOS Executive Secretary Daniel Tan, visited the Hong Kong Seamen's Union (HKSU), the Amalgamated Union of Seafarers, Hong Kong (AUSHK) and Merchant Navy Officers' Guild – Hong Kong (MNOG-HK) to forge stronger relationships with its neighbouring, global unions.

During the learning visit, the delegation interacted with the elected Executive Committee and staff of the Hong Kong unions, discussed about building stronger ties and shared concerns. It was a good eye-opener as SOS representatives learned from their counterparts about their history and union work in Hong Kong.

The warm hospitality from HKSU, AUSHK and MNOG-HK, made the learning visit an unforgettable one for SOS. The SOS delegation discovered the nature side of Hong Kong through an eco-tour to Sharp Island, located in the Hong Kong UNESCO Global Geopark.





# FIRST INTERNATIONAL RATINGS CONFERENCE TO HARVEST QUALITY RATINGS

For the first time, an International Ratings Conference (IRC) was organised in Shekou, Shenzhen, China on 14 September 2018. Jointly hosted by the Amalgamated Union of Seafarers, Hong Kong (AUSHK), Merchant Navy Officers' Guild-HK (MNOG-HK) and Singapore Organisation of Seamen (SOS), the idea behind the conference was conceived out of the increased need to develop quality ratings in the shipping industry.

Some 200 delegates covering the full spectrum of Maritime Human Resource (HR), seafarers' unions, state administrators and shipping companies, attended the conference. Amongst the attendees were representatives from Shenzhen's Local Government, Shenzhen Maritime Safety Administration, Hong Kong Marine Department, Directorate Maritime Administration, Myanmar, and Chinese ratings serving on board ships covered by Hong Kong and Singapore CBA.

As one of the joint host, SOS presence at the IRC 2018 was strong. 11 Officers from SOS, led by its General Secretary (GS) Kam Soon Huat, attended the conference.

The conference discussed the importance of developing ratings, especially Chinese ratings, in the shipping industry to support the China's One Belt One Road (OBOR)

initiatives. Sharing sessions by a panel of maritime experts from Asia and Southeast Asia looked at initiatives, training and supports that have been conducted or are in the pipeline to help improve the quality and quantity of ratings. These programmes are necessary to tap on the rising demands of ratings, as the regional maritime industry is expected to grow in tandem with OBOR and the growing





economies of Asia and Southeast Asia. Maritime unions also had in-depth discussions about the excess and shortage of seafarers, particularly ratings, in different regions and how to mitigate such challenges.

During the panel discussion on 'Union initiatives towards developing quality ratings for the shipping industry', moderated by SOS GS Kam

Soon Huat, participants discussed and explored on initiatives that the seafarer unions are already doing and can look into, to develop more quality ratings. In another discussion – 'Employment of Chinese ratings onboard ships with multi-national crew from International perspective', facilitated by Capt Lim Swee Aun, Chairman of the Singapore Maritime Employers Federation (SMEF),

shipowners stressed the need for Chinese ratings to develop their skills in adapting to multi-national culture and lifestyle, and to improve on their maritime English to communicate with an international crew on board. By doing so, one can achieve career progression and job satisfaction.

A living testament to the success of the Seacare Quality Ratings Training (SQRT) course, an SOS training initiative; Mr Luo, a trainee who had just completed the SQRT, shared in fluent English, his experience on how the course has upgraded his language skill. He encouraged his fellow ratings to put in effort like he did, to brush up their English proficiency so that they could communicate well in a multi-national crew setting and boost their competitiveness in Asia's thriving maritime industry.

The IRC is a progressive step forward in meeting the needs of the shipping industry in China and globally.





## FIRST SEACARE QUALITY RATING TRAINING IN SHENZHEN



Since its launch in 2008, the Seacare Quality Rating Training (SQRT) course has proved popular among seafarers from China. For the first time, the SQRT is held in Shenzhen with two batches of trainees benefiting from the course that took place from 3 to 22 September 2018. The trainees made up the 55th and 56th batches of graduates.

For three weeks, ratings immersed themselves in an English speaking language environment and learned about good social behaviour, safety procedures on board, engine room operations and more – all in English.

Some 15 trainees took part in SQRT 55; while another 15 completed the SQRT 56. The feedback for both courses were encouraging and the class participation was as lively as its enthusiastic trainees. Equipped with a newfound confidence in their English proficiency and maritime knowledge, they are all set to work onboard.





“Most of them have a good attitude. Because they already have experience working on board ships, they can learn new knowledge faster,” SQRT 55 Trainer Zhang Da Peng said of the batch of students.

SNIMI Training Manager Capt John Liew, in agreement about the trainees’ eagerness to learn, is confident of their sea-readiness, “The trainees are ready to join ship after learning about basic Maritime English communication, cross culture integration and safety procedures on board. We wish them success in their sea going career.”

The course is an initiative by the SOS, under the Seacare Maritime Training Scheme (SMTS) to boost the seafarers’ language proficiency and seafaring skills. This will add value to the trainee by upgrading their skill sets so that they can work productively, efficiently and safely

I learned how to express myself in English. The course has helped me improve my spoken English.

– **SQRT 55 graduate Liang Shuai Feng**

I learnt much about safety on board, personal protective equipment, and many maritime English words. This will help me in my work.

– **SQRT 55 graduate Zhao Gong Xu**

I enlarged my English vocabulary and picked up skills and experience working on board ships. The classroom atmosphere was good. Everybody took an active part in the discussions.

– **SQRT 56 graduate Li Guang Yao**

After having completed the course I feel confident in conducting myself on board ships. What I enjoyed most about the lessons were the stories and experiences working on board vessels.

– **SQRT 56 graduate Ren Peng**

The Seacare Quality Ratings Training (SQRT) course conducted by Singapore (Nantong) International Maritime Institute (SNIMI) offers seafarers an opportunity to enhance their language proficiency and seafaring skills. The course aims to upskill candidates to meet the professional needs of the maritime industry.

# A TASTE OF FAMILY DURING MID-AUTUMN

**M**id-Autumn Festival (also known as Mooncake or Lantern Festival) falls on the 15th day of the eighth lunar month. It is one of the most important festivals for Chinese communities and is the second grandest festival in China after the Lunar New Year. This year, the Mid-Autumn Festival fell on Monday, 24 September. Although not observed as a public holiday here in Singapore, it is known as a time where revellers can be seen walking around toting colourful lanterns or watching their children line their candles along pavements and indulging in the must-have mooncakes with chinese tea. It is also a time of reunion and completeness.

With a strong focus on 'family' bonds, SOS Industrial Relations (IR) officers visited a total of 15 CBA vessels during the period of 5 to 26 September to present mooncakes to crew members. 36 boxes of Seacare Hotel's mooncakes were presented as a gesture of letting its seafarers know that they're not forgotten during this season. It allows the crew on board to foster stronger 'family' bonds over delicious moon cakes and tea. The moon cake distribution on board is a way for SOS to reach out and understand its members' concerns.





# FREE SHUTTLE SERVICE AT PASIR PANJANG TERMINAL A HIT AMONG SEAFARERS

Since 25 June 2018, more than 360 seafarers calling at PSA Pasir Panjang Terminal (PPT) have been enjoying free, on-demand shuttle service, operating from 2pm to 10pm on weekdays (excluding Public Holidays) between designated bus stops in PPT and the Seacare

Drop-In Centre for International Seafarers.

The three-month pilot trial, was driven by SOS with the support of Seacare Co-operative, PSA Singapore and its social partners to help maximise shore leave for visiting seafarers in port.

A review of the service, carried out prior to the end of the trial, found that it was worthwhile to continue with the on-demand shuttle service based on the utilisation rate. Here's how the shuttle bus service fared.

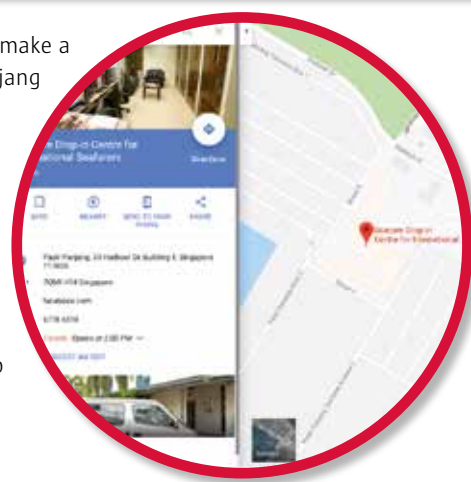
By continuing with the service beyond its three-month pilot trial, it would make a positive impact on the wellness of many more seafarers that call at PSA Pasir Panjang Terminal daily. The shuttle service will help maximise seafarers' shore time.

The service and its operating hours would remain unchanged and seafarers would be able to book a seat for free by calling or sending a message via WhatsApp or WeChat at **+65 8414 0085**.



Seafarers can now locate the Seacare Drop-In-Centre in Pasir Panjang Terminal on Google Maps! Unsure of the Drop-In-Centre's opening hours or how to get there? No worries, find us on Google Maps!

<https://goo.gl/maps/QZxGecFVbsx>



# CONTINUING LEGACY

It's that time of the year in the SOS calendar that sees union members beaming with pride over their children. The union reprises its legacy of Caring and Sharing, when it held the SOS Study Grant Presentation Ceremony at the NTUC auditorium on 6 October 2018, where Capt Lim Swee Aun, Chairman of Singapore Maritime Employers Federation (SMEF) was the Guest-of-Honour.

The SOS Study Grant, established in 1978, is an important initiative under the union's Membership Benefits Scheme. The study grants serve to assist SOS members in helping to defray some of their children's education cost and to reward them for their hard work. For the past 40 years, SOS had disbursed some \$1.5 million in support of its members' children to help them pursue their education and passion with a peace of mind. This year, a total sum of \$31,500 of study grants and best awards were presented to 95 students across all levels – from primary to tertiary. To put the icing on the cake, SOS presented Best Award recipients with a set of personally engraved Parker pens for demonstrating excellence in their academics.

In his welcome address, Mr David Shoo, Assistant Secretary of SOS, highlighted that the co-funding



from NTUC U Care Fund enables the union to do more, give more, and reach out to help more members' children. He urged not just the children but also the adults to adopt a lifelong learning approach. He elaborated, **"In addition to the study grant for students, there are training grants available for SOS members to tap on; and for all adults, we could utilise the SkillsFuture Credit and other funding elements in pursuing lifelong learning."**

With that same spirit of learning, the audience were treated to an insightful sharing by Ms Puah Jing Wen, co-founder of Reactor, a startup that conducts entrepreneurship workshops for the youth, aiming to make a positive impact in the entrepreneurial eco-system in Singapore.

SOS congratulates all recipients of the Study Grant and Best Award 2018. Keep up the good work!

## Muhammad Akasyah Maselan

Muhammad Akasyah Maselan, aged 17 years, son of Maselan Salihan, SOS member of 36 years. Currently in year 1 Logistics Services at ITE College East, Akashah has been receiving Study Grant since 2014. He's the fourth and the youngest among his siblings, all of which have also been recipients of SOS Study Grant.

**"The Study Grant is truly helpful in that it will be used to pay for course materials and textbooks."**





### Letizia

Letizia, aged 11 years, daughter of Leong Poh Hong, SOS member since 1983.

The Primary 5 student from Punggol View Primary School was excited to receive the Study Grant for the first time. The budding entrepreneur says, **“I hope to save the Study Grant money and invest in fixed deposit.”**



### Haziq Hamzah

Haziq Hamzah, aged 9 years, son of Hamzah Paradi, SOS member since 1984.

The Primary 3 student from White Sands Primary School, received the Best Award for the first time. His parents testified that their son got it due to sheer hard work. When asked what he will do with his reward, Haziq said, **“I will save some money in the bank and I would like to get a new scooter.”**

### Muzzamil Sahib Maricar Abdul Latiff

First time recipient of Best Award, Muzzamil Sahib Maricar Abdul Latiff, aged 18 years, son of Abdul Latiff Hassan Maricar, SOS member since 1978, is a 2nd year aerospace electronics student in Temasek Polytechnic. **“I feel thankful to SOS for recognising those who work hard. I enjoy studying and have a special interest in electronics. With the award money, I would like to give my family a treat, and save the rest on upgrading courses to enhance my skill sets.”**



### Nur Shaliza Ishak



Nur Shaliza Ishak, aged 15 years, daughter of Ishak Othman, SOS member since 1980.

The secondary student from Yishun Town School, feels honoured to receive the Best Award. **“Competitiveness drives me to study hard and want to be the best. I thank my parents for encouraging me to study hard. I will use the award money to pay for tuition to further enhance my studies.”**



### Sophia Han

Sophia Han, aged 22 years, youngest daughter of Han Toong, SOS member since 1977.

The 3rd year student in Design and Communication at La Salle College, shared, **“I would like to thank the union for the study award that has helped defray costs of materials for my studies.”**



# YOUNG NTUC DIALOGUES WITH THE PRESIDENT



Young NTUC, the youth wing of the National Trades Union Congress (NTUC) and the largest movement in Singapore, had an opportunity for a dialogue with President Halimah Yacob on 30 August 2018 at the NTUC Centre.

SOS youth leaders - Sharon Li, Chen Chuanyi and Peggie Neo, joined some 120 young union leaders and activists as they held conversations on issues close to their hearts, shared their experiences and proposed solutions in areas where policies can be further improved.

Prior to the dialogue session, youth leaders engaged in smaller breakout discussions, where they

talked openly about managing cost, healthcare and housing, explored potential solutions, and took a closer look at the role unions can play in helping workers cope with technological disruptions in the workplace. With the consolidated pointers, representative speakers from the breakout session shared them with President Halimah at the dialogue session.

It was heartwarming to see the President seeking to understand the ground concerns and from the youth perspective. President

Halimah encouraged youth leaders to take a broader view of global trends and keep abreast of industry trend and developments locally and internationally. While Singapore may not have been directly affected by global events just yet, there will be implications that will affect the industries that our workers have careers in. She also added that technology is changing faster than before, and that union leaders have an important responsibility in helping themselves and their members cope. She also added that union leaders have an important role to play in communications, especially with their greater awareness of national issues where they can help to dispel misconceptions or myths members may have about policies in Singapore.

Feeling privileged to have participated in Young NTUC Dialogue, SOS IR Manager Chen Chuanyi said, "I was really touched and humbled to see how down-to-earth the President was and her genuine desire in seeking to understand the concerns of Singaporeans and particularly from the youth perspective. How many of us can really say, we had an opportunity to talk to the President on matters of the heart?"



Photo credits: MCI by LH Goh



## LEARNING ABOUT FINANCE BEFORE THE FUN

SOS members look forward to its Members' Night filled with good programmes, great company and grand fare.

For the first time, SOS Members' Night was preceded by a sharing session on financial management, held at the Maritime Hall, on 25 August 2018. Financial Management Literacy – Transiting to Retirement was coordinated with the help of Centre for Seniors (CFS). The session covered topics such as budgeting for personal, family and retirement, important government schemes such as CPF Life and HDB Buyback Scheme as well as senior fraud prevention.

Having had a boost in financial management literacy, SOS members moved to Club@52 for a night of

games over good food and company. The theme for the SOS Members' Night was Game Night, which saw members participating in the well-loved game of Tombola, lucky spin and mini foosball. The energy level went a notch higher as popular songs were belted out by Romito & Friends. Members were seen dancing to their favourite classics by Elvis Presley and Tom Jones. A game of "Who Am I" tested members' memories of the songs of yesteryears.

The SOS Members' Night would not have been complete without lucky draw prizes. Some 20 members walked away with prizes ranging from Fossil leather watch, American Tourister 20-inch luggage, Tommy Hilfiger leather wallet, OG gift vouchers, gift vouchers for foot reflexology and sporting goods.





# FUTURE-READY TO FACE THE DIGITAL WORKPLACE

No one could possibly have imagined that the fast changes in technology in just the past decade alone, have radically transformed the way we live, work and play. The world is a different place today, and so is our workplace. With new terms sprouting out about being future-ready, digitisation and automation, it can be easy to get lost in the sea of all these information.

To get its ExCo, committee and staff members up-to-speed for the digital workplace, SOS

called upon NTUC LearningHub to conduct a SkillsFuture for Digital Workplace Course, at its own union premise in Seacare Building for its ExCo, committee and staff. The two-day course, held on 15 and 22 September 2018, gave SOS participants an introduction into emerging technologies such as driverless vehicles, delivery using drones, cashless transactions for daily purchases and online shopping, and taught them how to leverage on new technologies to improve their day-to-day operations.

The instructor introduced some common applications such as cashless payment apps and lifestyle apps. SOS members learnt how to download apps, scan QR code, use social media platforms to post photos and take part in online quizzes. An entertaining activity with Ozobot provided a foretaste of the wonders of robotics. A lesson on the importance of cyber security was also taught.

The course included a field trip to the National Library Board (NLB), where SOS members used





an NLB mobile app to borrow books and completed an online quiz. With the mobile app, they could carry out many other functions such as borrowing ebooks, read newspaper, check availability of, and reserve books.

On the second day, a workshop on SkillsFuture Advice (SFA) was conducted by Skills Future Singapore (SSG), where participants discovered their job suitability based on their personality. SOS members were also encouraged to adapt a

lifelong learning mindset during the workshop. The sharing also educated participants on how they could tap on SkillsFuture Credits for their career planning and skills upgrading needs.

Through the SkillsFuture for Digital Workplace course, SOS members felt digitally empowered and confident to overcome the technological changes in their daily lives and the workplace.





# DON'T BITE THE PHISH HOOK

**S**ocial engineering is essentially the art of gaining access to buildings, systems or data by exploiting human psychology. A social engineer is a modern day form of fraudster or con artist, who could pose as a technical support person to trick an employee into divulging his login credentials. Even if you've got all the bells and whistles when it comes to securing your data, a crafty social engineer can sneak his way right in.

## What are some of the tactics that social engineers use?

**Pretexting** – A fraudster calls an individual and lies to them in an

attempt to gain access to privileged data eg impersonating a bank manager or tax inspector to convince the target to share personal information such as account numbers or passwords.

**Phishing** – You might receive a call from someone informing you have won a lucky draw which you did not participate in. To claim the prize, you have to give them your passport/bank details or you need to transfer certain amount of money as administrative charges. Another phishing scam uses fake websites that look identical to the actual websites but with a very slightly different web address. If you input your personal details and PIN numbers into

these websites, your information and money will be at risk.

**Spam** – A cyber attacker may use spam email to trick a user to click an infected link or download an infected file.

**Something for Something** – This is when you are asked to provide personal information in exchange for a free gift eg you need to complete an online survey before you are able to download a free software.

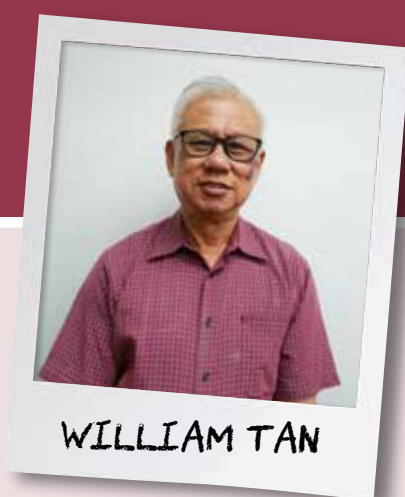
**Baiting** – A cyber attacker leaves a malware-infected physical device, such as a USB flash drive in a public location. The finder finds the device and loads it onto his computer, unintentionally installing the malware.

## Here's what you must 'not do' to protect yourself from social engineering attack:

- Do not disclose your bank account numbers, credit card details and your one-time-password (OTP).
- Do not entertain calls or emails that says you won lucky draw or cash prize.
- Do not accept friend request from strangers on social media sites.
- Do not open any emails from untrusted sources. Be sure to contact a friend or family member in person or via phone if you ever receive an email message that seems suspicious.
- Do not offer strangers the benefit of the doubt. If the offer made seem too good to be true, they probably are not true.
- Do not complete online surveys for free software downloads.
- Do not use USB devices if you found them free. They may contain malware.
- Do not download free anti-virus software. Use good anti-virus software from reliable providers, such as Trend Micro or Symantec, for your personal computer.
- Do not leave your computer unlocked. If you are leaving for a while for meeting or for lunch, lock your computer.
- Do not leave for the day until you have shut down your computer.
- Do not perform private banking transaction using free WiFi. Free WiFi is convenient only for general browsing.

## SOS STAFF MOVEMENT

**M**r William Tan Keok Kiang, Senior Executive of HR & Admin, has been with SOS since 1977. Throughout his past 41 years working in SOS, he was attached to various divisions such as Finance, Membership & Welfare Services as well as Office Administration. William has always been known by his fellow colleagues to be dedicated, loyal, and always willing to embrace change and contribute in whatever ways he can. After more than four decades of faithful service to the union, William retires on 30 September 2018, for another new exciting chapter in his life. Thanks William.





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# SEACARE 24TH AGM ANNOUNCES SSS ENHANCEMENT

One year on, since the last enhancement was announced about the Seacare Sailors' Home Scheme (SSS), the accommodation pool just got bigger and better.

At the Seacare Co-operative Ltd 24th Annual General Meeting, held on 28 September 2018, the good news was circulated that the SSS has expanded yet again.

Valid for a year, starting from **1 November 2018**, each eligible member is entitled to 8 nights of fully subsidised accommodation (Standard Room + daily breakfast for two) in any of the 17 hotels worldwide, up from the existing 13 hotels in Singapore, Malaysia, Indonesia and the United Kingdom (UK).

Over and above the list of 17 hotels worldwide, each member is entitled to a one-time stay of 4 Days / 3 Nights in a serviced apartment – Suasana Suites, Johor Bahru, Malaysia. The three-bedroom fully furnished serviced apartment owned by Seacare Land, is a spacious residential apartment on the 16th storey of Suasana Suites, located in the heart of Johor Bahru city center. It was officially opened on 4 July 2018.

Entitlement		
1 Nov 2018 to 31 Oct 2019		
8 Nights	+	3 Nights
<b>17 Hotels</b> 1 in Singapore 3 in Malaysia 1 in Indonesia 2 in Thailand 10 in UK		<b>1 Serviced Apartment</b> Suasana in JB

The new enhancement addition of 4 hotels – 2 in Thailand and another 2 in UK, and serviced apartment in JB, will entitle union members to a wider selection of complimentary free-stays. 12 of the listed premises are provided by the Seacare Hospitality Group of Hotels and Serviced Apartment.

### 7 hotels in South East Asia

▲ **The Seacare Hotel**  
Singapore

▲ **KSL Hotel & Resort**  
Johor Bahru, Malaysia

▲ **GLOW Pratunam**  
Bangkok, Thailand

▲ **Citin Seacare Hotel**  
Kuala Lumpur, Malaysia

▲ **Hatten Hotel**  
Melaka, Malaysia

▲ **Nagoya Hill Hotel**  
Batam, Indonesia

▲ **Centara Hotel**  
Hat Yai, Thailand



**Columba Hotel**  
Inverness, Scotland

1



**Best Western Queens Hotel**  
Dundee, Scotland

2



**Best Western Station Hotel**  
Dumfries, Scotland

3



**Crown Spa Hotel**  
Scarborough, England

4



**Best Western Plus Milford Hotel**  
Leeds, England

5

# 10 Hotels in the UK



**The Victoria Hotel**  
Manchester, England

6



**Citrus Hotel**  
Cheltenham, England

7



**Ivy Bush Royal Hotel**  
Carmarthen, Wales

8



**Citrus Hotel**  
Cardiff, Wales

9



**Citrus Hotel**  
Eastbourne, England

10



**Suasana Suites Serviced Apartment**  
Johor Bahru, Malaysia

For the same period, members can still continue to enjoy the existing 5 nights of complimentary stays at the Seacare Sailor's Home in Manila.

To book your complimentary hotel stays or for further enquiries, please contact SOS Membership and Welfare Division at 6379 5671 / 672.

# SEACARE MANPOWER REWARDS STAFF WITH HAT YAI RETREAT

From 13 to 15 August 2018, 11 staff from Seacare Manpower Services' NTUC membership recruitment team headed off to Hat Yai, a town in Southern Thailand brimming with huge night markets, breathtaking scenery and hip cafes.

The three-day overseas retreat, sponsored by Seacare Manpower, was a way to reward staff for their performance and hard work. Whilst in Hat Yai, staff stayed at Centara Hotel, were treated to lunch and dinner as part of the retreat programme, and even had tickets to visit a whimsical Magic Eye 3D Museum, the halls of which are painted floor to ceiling with more than 100 scenes and murals that give the illusion of three dimensions, especially when captured through the lens of a camera. When the retreatants had time to spare in between



planned itinerary, they wandered off for shopping and pampered themselves with massage.

Seacare Manpower Services' incentive travel programme also provided a conducive environment for staff to mingle and get to know each other better.



## LUNCH APPRECIATION FOR GETUP PARTNERS

Seacare Manpower Services showed strong support at a GETUP event, held from 7 to 8 July 2018, presented by North East Community Development Council

(CDC) where various key government agencies and corporate companies came together to showcase essential products, services and schemes. The event helped participants to boost their employability in a digitalised economy.

In appreciation to all GETUP partners for their invaluable support rendered, during the event, a lunch appreciation was held on 20 August 2018, at the NTUC Centre. Sulena Supaat from Seacare Manpower Services received a token of appreciation from Mr Desmond Choo, Mayor of Northeast District.



# EQUIPPED TO SAVE LIVES



Some 26 Seacare staff from 19 schools and ministry, equipped themselves with this valuable skill when they attended a First Aid Awareness Talk organised by Seacare Manpower Services Pte Ltd on 3 September 2018. As part of Seacare Manpower's effort to serve organisations better, the equipping session, conducted by Mr Zhelter Arguelles from Emergencies First Aid & Rescue, was aimed at equipping Seacare Manpower staff with the relevant skills so that they could better serve their employers when the need arises. Trainees who attended the first aid course, will no longer feel helpless should an emergency situation occur in their workplace. A hugely rewarding skills training that can save lives!



## Equipped to Save Lives

1	Canberra Primary School	– Lim Jin Nee
2	CHIJ Primary (Toa Payoh)	– Noraina Binte Ismail
3	CHIJ ST Nicholas Girls' School (Pri)	– Chong Swee Lin
4	CHIJ ST Nicholas Girls' School (Sec)	– Law Kia Lan
5	Civil Aviation Authority of Singapore	– Noralie Binte Johan
6	Compassvale Primary School	– Kwek Quat Heong
7	Compassvale Primary School	– Tan Kok Quee Catherine
8	Fernvale Primary School	– Wong Yock Wah
9	Fuhua Primary School	– Hasnah Binte Mohd Said
10	Greendale Primary School	– Nora Binte Mahmood
11	Innova Junior College	– Syuhada Binte Abubakar
12	Innova Junior College	– Zalina Binte Abdullah
13	Marsiling Secondary School	– Kamisah Binte Zainon
14	Marymount Convent SCH	– Rohanah Bte Ahmad
15	Methodist Girls' School (Primary)	– Nurulain Haziqah Binte Ngatimin
16	Ngee Ann Secondary School	– Mohammed Azhar Bin Abdul Wahab
17	Ngee Ann Secondary School	– Muhammad Nazmi Bin Nasir
18	Rosyth School	– Kweh Kim Eng
19	Singapore Organisation of Seamen	– Tan Chin Chye
20	Singapore Organisation of Seamen	– Har Shu Seng
21	Swiss Cottage Secondary School	– Marlina Binte Ali
22	Swiss Cottage Secondary School	– Norliza Bte Elias
23	Temasek Junior College	– Tan Lian Tee
24	Woodgrove Primary School	– Arkodilah Binti Adiman
25	Xingnan Primary School	– Nuurul-Hudaa Binte Abdullah
26	Xishan Primary School	– Salmah Binte Mohamad Said

# SEACARE MANPOWER RECRUITMENT ROADSHOWS YIELD SUCCESS

Seacare Manpower Services Pte Ltd's participation in Job Fairs were a roaring success. Job Fair at e2i, held at Kallang Community Club on 12 September saw 61 jobseekers signing up; while the Job Fair at Project Success, held at Pasir Ris Elias Community Club on 20 September, successfully recruited over 170 job seekers. The roadshows reached out to jobseekers looking for positions in Ministry of Education schools and Government Ministries.





## SEACARE HOSTS 10TH ICUC MEETING

Seacare Co-operative welcomed the members of the International Co-operative Alliance Asia-Pacific Committee on University/Campus Co-operatives (ICUC), when they held their 10th Annual Meeting in Singapore, on 4 October 2018.

The ICUC Annual meeting saw the coming together of member representatives from India, Philippines, Japan, Indonesia, South Korea, Palestine, Pakistan, Singapore, Malaysia and Nepal, led by its Chair Dr Mohd Azlan Yahya, as they spent a day at The Maritime Hall, discussing plans on how they can further strengthen co-operatives in educational Institutions.

Being the hospitable host, Ms Shena Foo, Deputy CEO of Seacare Co-operative, welcomed the ICUC delegates to a dinner reception held by Seacare in their honour. The dinner provided an opportunity for Seacare to share about their work in its co-ops through a presentation delivered by Ms Foo. Representatives from the Singapore National Co-operative Federation (SNCF) including its Chief Executive Officer Dolly Goh were at the reception to show their support.



# BRINGING MOONCAKE CHEER TO THE COMMUNITY



The residents at Jalan Kukoh have come to expect the smiling faces and mooncake gifts from SOS and Seacare Co-operative during the Mid-Autumn Festival season.

This year, booths were set up at Club@52 from 12 to 14 September 2018, to enable some 285 households to collect mooncakes, sponsored by The Seacare Hotel. The mooncakes were custom-made with less sugar and with flavours that the elderly would like. Bringing a personal and compassionate touch to residents that are unable to pick up their gifts, SOS and Seacare dedicated an afternoon on 17 September, to visit residents who are bedridden or mobility-challenged. Employees of Seacare Hotel, led by Assistant General Manager Vincent Ng, personally delivered mooncakes and brought cheer to some 15 households.



For the past two years, SOS and Seacare Co-operative Ltd had personally brought mooncakes to the families in Jalan Kukoh. The thoughtful gesture was warmly welcomed by the residents. This year, 50 sets of the specially made mooncakes were also presented to Teck Ghee Community Club for distribution to the needy elderly in the housing estate.

This is the third year SOS and Seacare is demonstrating Corporate Social Responsibility (CSR) efforts, to contribute to the well-being of their community. SOS and Seacare believes that from building leadership skills to gaining a better understanding of community challenges, our employees develop and grow through volunteer efforts while also helping to build thriving communities for the residents and the organisation to live and do business in.

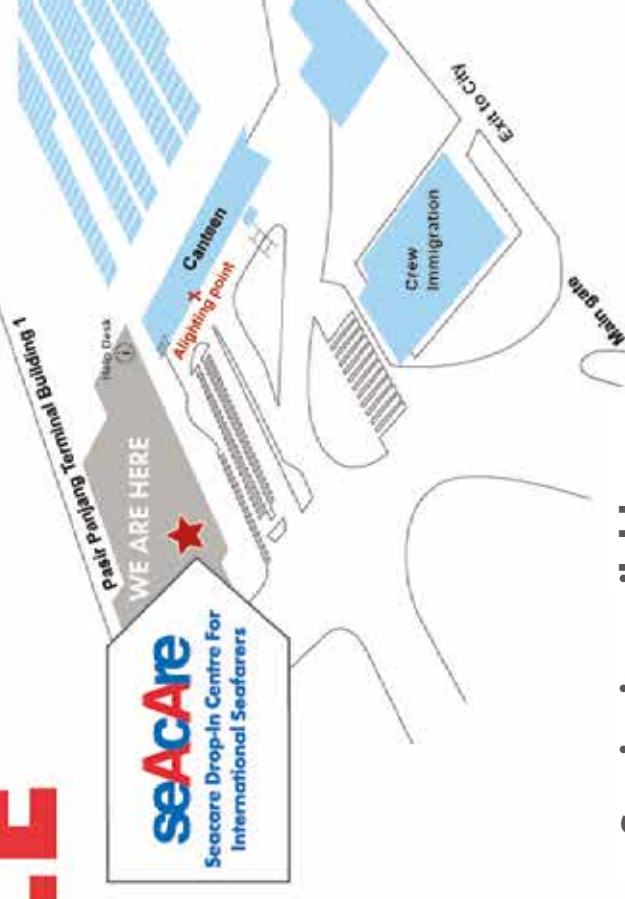


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