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SAMUDRA

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MLC 2006 SAILS INTO FORCE



SAMUDRA



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SOS WELCOMES MLC 2006



From left to right: Assistant Director of SOS Ms Sharon Li, President of Singapore Maritime Officers' Union Captain Robin Foo, Director of the International Labour Standards Department of the ILO, Dr Cleopatra Dombia-Henry, Deputy Director (Shipping), Maritime and Port Authority of Singapore (MPA) and Chairman of Tripartite Working Group on MLC Mr Mark Lim and Executive Director of Singapore Shipping Association (SSA), Mr Daniel J S Tan



A view of Singapore's bustling container terminal, from APL Yangshan

The International Labour Organisation (ILO) marked the coming into force of its historic Maritime Labour Convention (MLC) 2006 on 20 August 2013 by broadcasting the launch live on the internet onboard the APL Yangshan, a Singapore-flagged ship owned and managed by Neptune Orient Lines.

SOS General Secretary Mr Kam Soon Huat commented: "SOS welcomes the MLC, 2006. It ushers in a new era of comprehensive and enlightened work environment for seamen."

Strongly acclaimed as the 'Seafarers Bill of Rights', the MLC, 2006 sets out seafarers' rights to decent work conditions and replaces almost 70 existing conventions and regulations. Under the convention, protection will be provided for more than 1.5 million seafarers who serve on the world's fleets. Shipowners also benefit substantially from the MLC with a clear and consistent set of standards with which they have to comply with.

As part of the launch, an hour-long panel discussion was held onboard APL Yangshan; followed by a media conference which took place in PSA Vista.

DR CLEOPATRA, MR STEPHEN COTTON AND MR JON WHITLOW ON THE IMPACT OF MLC ON RATINGS

Samudra talks to Dr Cleopatra Doumbia-Henry, Director of the International Labour Standards Department of the ILO, Mr Stephen Cotton, Acting General Secretary, International Transport Workers Federation (ITF) and Mr Jon Whitlow, ITF Seafarers' Section Secretary, about the impact MLC 2006 has on ratings working on board vessels.



Dr Cleopatra Doumbia-Henry



Mr Stephen Cotton



Mr Jon Whitlow

Comment on the language problem of ratings which might affect their awareness, understanding and implementation of the MLC 2006.

Cleo: The MLC 2006 provides that seafarers must receive a copy of their employment contract that is in the language that he can read and understand in order for him to sign and seek advice on. The MLC has been translated into eight working languages including Mandarin and Bahasa Indonesia. ITF has also released a guidebook that is translated into a number of languages and contains information on the MLC.

Stephen: The ITF is an international body, and we are constantly reviewing our publications. My colleagues in the seafarers section have produced the seafarers' bill of rights in a number of different languages. We want to educate seafarers about their rights; and we want to encourage employers to make sure their collective agreement is in place.

Jon: We have produced the documents and guidelines for seafarers. We have produced the toolkits for affiliates and with information that is available on the web, we are trying to get it out to them, but it is also the obligations of the employers as well, to make them available. We are talking about quality shipping; quality shipping means quality seafarers, and perhaps one of the difficulties is the fact that many seafarers do not have their fundamental human right to internet access available while at sea. This is something we all take for granted while onshore and therefore we need to move it to sea.

What's the significance of the MLC to ratings?

Cleo: It seeks to make sure that everyone who wants to participate in international shipping and trade know what the minimum requirements are. Shipowners can no longer ignore the fact that ratings have to be paid on time.

The ratings know they must receive their salaries at least once a month; what the working and rest hours they deserve; and that they have a right and an entitlement to complain without the fear of victimisation.

If a seafarer was indeed victimised, he can complain and the matter can be pursued under the no-victimisation clause.

They also need to know that they need to have minimum training requirements before joining ship, and that they should not be paying to be placed onboard a ship. Their wages should not be deducted for recruitment fees.

Stephen: The MLC will help eliminate unfair competition. And with a level playing field, when we enter into a negotiation to increase ratings' salaries, we will be in a much better position to secure better salaries as we go forward.

If something is not in compliance with the MLC, and there is no collective agreement for that vessel, you can make a complaint. If there isn't a satisfactory answer from the ship master, you can make a complaint to the port state control. Port state will have the responsibility to implement the MLC. However, we don't take pleasure in detaining ships, because we still want shipowners to make money so that they can pay the seafarers their salaries.

Jon: The MLC gives seafarers a codified minimum standard which we would like quality shipowners to go above. It is the first time we have something which has the enforcement of the IMO convention, certification requirements, the inspection requirements for port state control, and more importantly, no more favourable treatment clause.

It is built upon by quality ship owners, by going for the best practice as suppose to mere compliance culture. Quality shipping is by definition over and above the minimum. So we need to move from a compliance culture today to a quality culture where we are looking for onward and upwards continuous improvement and better practices which means better conditions for the seafarers.

WITH THE IMPLEMENTATION OF THE MLC 2006, SEAFARERS CAN LOOK FORWARD TO FOUR KEY ASPECTS OF IMPROVEMENT.

1. Employment rights

Seafarers can seek out minimum employment rights by ensuring that their employment agreement carries the minimum standards for conditions of employment, welfare, social security protection required by the MLC. The MLC will mark the end of exploitation of seafarers.

2. Social security

Another major concern of seafarers is the manning levels on a ship and punctual disbursement of their salaries. With the MLC, ratifying states must ensure that the country's flagged ships practice proper complaint procedures both onshore and offshore. These complaint procedures must be made available and accessible to the seafarers should they feel

that their rights were compromised. This minimises the victimisation of seafarers and penalises such behaviour.

3. Wages

Seafarers now have proper rights and will be educated on their minimum monthly salaries and overtime pay. This aims to minimise cases of wage delays, which could last for months.

4. Hours of work and hours of rest

The hours of work and hours of rest are clearly defined in the MLC to ensure that seafarers are not overworked and are given ample rest to perform their duties vigilantly. This is another aspect of the MLC that protects seafarers against exploitation.



To prepare for MLC's enforcement, SOS has been actively providing cook's training courses to local and foreign members to ensure that they are MLC compliant.

An SOS Certified Cooks Training Booklet was released by SOS in April 2013 to prepare local and foreign members for the MLC. These members are existing ship's cooks hailing from Singapore, India, China, the Philippines, Sri Lanka, and Indonesia. The booklet, recognised by the Maritime and Port Authority of Singapore (MPA) is part of the course material given to ships' cooks who participated in a high-intensity, two-day Cook's Training Course conducted by SOS. The course equips trainees to acquire the necessary competence and versatility that comply with the MLC requirement for ship's cooks. Part of the training includes Sanitary Food Practices, which ensure that seafarers have access to quality food and drinking water under regulated hygienic conditions.

Course subsidies that encourage shipping companies to send their cooks for training have been well-received

and welcomed by both shipping companies and their cooks. After going through the training, the cooks felt more confident about working onboard as they have a better understanding of hygiene and basic food preparation. The training covers aspects such as practical cookery, food and personal hygiene, food storage, stock control, environmental protection, and catering health and safety.

SOS takes various measures and initiatives to help members understand, observe, and apply requirements of the MLC.

During the regular ship visits made by the union, informational materials and booklets on the MLC are distributed to members onboard to keep them informed and updated of MLC regulations. SOS' Industrial Relations Officers who make these visits also interact actively with the ship captains, masters, and ratings to remind them of their rights as seafarers to work, live, and eat in decent conditions.

"The move to implement the MLC is very much welcome by SOS and will bring significant benefits to the shipping industry and our seafarers. SOS recognises the importance of the convention for our ratings, especially in terms of meeting their fundamental rights and minimum requirements to work on a ship. We are concerned with wages and food and catering - these are areas which we often hear complaints about from our members. With the MLC in place, we are confident that many of these issues will be resolved with clear communication between the seafarers and their employers."

- Mr Daniel Tan, Executive Secretary of SOS

OUR STORIES TO TELL

NATIONAL DAY 2013



With more than three million Singaporeans living together, everyone has a story to tell and these stories define us as an individual, and collectively as a nation. The celebration theme for the National Day Parade (NDP) 2013 is "Many Stories... One Singapore" which embraces the diversity of our society and its people. It calls on everyone to remember and share the stories about our identity as Singaporeans.

an overview of the change Singaporeans should anticipate in the future. He said, *"Singapore is changing too. The economy is maturing and our population is ageing. Different groups in society now have more diverse and even conflicting interests. Older Singaporeans worry about healthcare and costs of living. Younger ones aspire to wider education opportunities and more affordable homes. Our road ahead will be different from the road we have travelled. So we must reassess our position, review our direction, and refresh our strategies to thrive in this new world."*

The many colours that make up the NDP 2013 logo symbolise many stories on personal, community, and national levels that have carved our common history and represent the experiences that Singaporeans have gone through together. It is this commonality that connects all of us, and these relationships will constantly strengthen our sense of community and enable greater mutual help.

As PM Lee said, *"We have come a long way, but our best years are ahead of us. We have the power to shape our destiny and write a new chapter in the Singapore story. Let us stand together, and dedicate ourselves to building in Singapore a brighter future for all."*

With our ever-changing landscape, Prime Minister Lee Hsien Loong, in his National Day Message 2013, gave



3 AREAS TO DO BETTER IN

NTUC Secretary-General Mr Lim Swee Say, in his National Day Message, highlighted three areas which Singapore can do better in to stay ahead.

First, transform our economy into a better economy.

To minimise unemployment, we need to create enough good jobs for our people. Given our tight labour market, it is better to grow our economy at 3% a year with a productivity gain of 2%, than at 4% a year with a productivity gain of only 1%. In response to labour shortages and rising business costs, companies and industries need to push harder to upgrade operations, to be leaner, greener and cleverer. To attract and retain staff better, we also need to help our workers to do their jobs easier, smarter and safer. This is a better way of sustaining growth, creating jobs and avoiding wage stagnation.

Second, transform our workforce into a better workforce.

As a higher cost location in a lower cost region, we have to be more capable and inclusive. We need to speed up the upgrading and updating of skills, knowledge and expertise, and learn to do things that even smart robots are not able to do. We also need to make our workplaces more age and family friendly. Most of all, we need to strengthen the Singaporean Core in every major sector of our economy, especially the new

and high growth sectors, so that our people can take greater pride in our progress.

Third, transform our society into a better society.

We need to be a better economy to stay ahead of the competition. We also need to be a better society for us to stay together as one cohesive society. We are proud of our schools, hospitals, airport, seaport, public housing, hawker centres and more - all of which are among the best in the world. But it would be even better if we can also be proud of ourselves for being number one in the way we nurture and treat all our fellow workers with courtesy and respect - cleaners, security guards, landscaping technicians, nurses, bus captains, taxi drivers, hawker assistants and everyone else. We can make this our new way of life, provided we all play our part - everyday, everywhere, and everyone.

“For 48 years, we built this nation with passion and pride. The journey ahead will be even more challenging and yet more exciting. With positive energy, shared aspiration and collective efforts, we can make our country a Better Singapore for all Singaporeans.”

- NTUC Secretary-General Mr Lim Swee Say

ITF SEAFARERS' SECTION CONFERENCE IN CHICAGO

Approximately 100 representatives from various affiliated transport unions attended the ITF Seafarers' Section Conference in Chicago, USA and had in-depth discussions on the many issues concerning transport workers worldwide. Some topics that were discussed were the development and implementation of the Maritime Labour Convention (MLC) 2006, organising transport workers and restructuring of the ITF Secretariat for better support of union growth, and how to continue developing and engaging women and young transport workers.



Held from 8 to 9 July 2013, SOS leaders who attended the conference were General Secretary, Mr Kam Soon Huat, Executive Secretary, Mr Daniel Tan, and Assistant Secretary, Mr David Shoo.

The conference is a fundamental platform for representatives from affiliated unions to stay connected with one another on the latest happenings in the global maritime industry. Maritime affiliates from the United States also hosted a networking dinner for participants.





KEEPING UP TO DATE WITH THE OFFSHORE INDUSTRY

In June 2013, SOS Executive Secretary Mr Daniel Tan journeyed to Rio de Janeiro, Brazil, to attend the International Transport Workers' Federation (ITF) Offshore Task Force Group Meeting (OTFG) together with participants from various ITF affiliates.



Chaired by Mr Norrie McVicar, Chair of OTFG, the meeting updated the unionists on activities in the offshore industry, discussed and reviewed the standard ITF Offshore Standard Collective Bargaining Agreement 2014, and deliberated on the future direction and workplans of the offshore taskforce.

The three-day meeting which was held from 3 to 5 June 2013 rounded up with an eye-opening tour of the Sindmar Simulator centre, a training centre with the capacity of simulating any situation at sea. Seafarers in training are able to work with actual consoles on the bridge, engine room, and Dynamic Positioning System to solve simulated problems without causing any damage to people and environment.

Seafarers who work offshore - most usually on oil and gas mobile offshore units and their support vessels – have to cope with a unique set of working and living conditions. The ITF OTFG works to organise the unorganised workers, encourage collective bargaining and freedom of union organisation, and ensure conditions of employment in accordance with the ITF.



NTUC CALLS ON SOS/SEACARE TO BRIEF VIETNAMESE UNION LEADERS



NTUC played host to a three-member delegation from the Vietnam General Confederation of Labour (VGCL) who was in Singapore to learn more about the operations of the NTUC Social Enterprises (SEs) and the setting up of sustainable cooperatives.

The host noted that since its affiliated union, SOS, has a well organised Co-operative arm, a briefing session by the Union and the Co-operative would offer valuable insights to the guests. Thus the visit to the Seacare Building was incorporated into the VGCL delegation's itinerary.

As Mr Hoang Ngoc Thanh, Vice President of VGCL; Mr Nghiem Xuan Huong, President of Bac Giang province Federation of Labour; and Mr Vo Van Nhat, Deputy Director of

VGCL International Department were staying in The Seacare Hotel, the visit became all the more relevant.



On 17 July 2013, Mr Leow Ching Chuan, Chairman of Seacare Co-operative Ltd, Mr Mohamed Idris Mohamed Ibrahim, President of SOS and Ms Jacquelyn Lam, General Manager of Seacare Seafarers' Club (SSC) shared with the guests on

the Co-operative's operations and business activities including the SSC and how the co-operative way significantly benefited the Union as well as the various Welfare Schemes of the Union.

Deputy Chairman of Seacare Co-operative Ltd, Mr Lee Van Chong; Assistant Group CEO, Seacare Co-operative Ltd, Ms Shena Foo; CEO, Seacare Properties Pte Ltd, Mr Lim Chye Teen and Vice President, SOS, Mr Mohamad Abu Bakar were also present to dialogue with the Vietnamese delegation.

KOREAN UNION SEND DELEGATES ON LEARNING TRIP



The Federation of Korean Seafarers' Unions (FKSU) sent their representatives to Singapore for a learning trip which included a visit to SOS and a four day stay at The Seacare Hotel.

Three delegates from FKSU and Korea Special Seafarers' Union (KSSU) were in town to better understand how SOS operates and serves its members and seafarers with its range of benefits and facilities such as Club@52, Seacare Seafarers' Club and more.

The presence of Mr Lee Sang Hee, Manger, International Affairs, FKSU; Mr Choi Soon, General Manager, International Department, KSSU; and Mr Park Young-Sam, General Manager, International Department, KSSU on 24 to 27 July 2013 fortified the strong bilateral relationship with SOS.

SOS Vice President, Mr Mohamad Abu Bakar; Executive Secretary, Mr Daniel Tan; Assistant Secretary, Mr David Shoo; Assistant Director, Ms Sharon Li, and Industrial Relations Executive, Mr Chen Chuanyi gained a better understanding on the workings of the two Korean unions through the sharing process.

REMAINING ONSYS AQUARIUS CREW REPATRIATED

The remaining five of the 14 crew from the recently sold vessel Onsys Aquarius have signed off from the vessel and repatriated after receiving their outstanding wages in late September. The ship arrived in Singapore on 18 December last year and was arrested the following month, after the crew had complained about the delay of their salary.

The 6,500-dwt tanker was one of three arrested in Singapore belonging to the bankrupt products and bunker-tanker operator Onsys Energy. The Singapore Supreme Court ordered that Onsys Energy be liquidated and its primary assets sold off at auction. After the legal proceedings for the sale of Onsys Aquarius were finalised, over S\$230,000 of due salaries were paid out to the crew (half of them were ratings).



On 4 July 2013, SOS Vice-President, Mr Mohamad Abu Bakar and Industrial Relations Executive, Mr Chen Chuanyi, together with representatives from SMOU were present at the law firm to witness a cash advancement of S\$300 for each of the crew, as well as a compensation of S\$400 for the premature termination of their contracts. Once again SOS has demonstrated its commitment to seafarers and their rights.

EVERY MEMBER COUNTS! A UNION MOVEMENT BY MY SIDE AT MY WORKPLACE



It was a record turnout at the National Trades Union Congress (NTUC) Membership Seminar 2013 as 168 participants and representatives from 56 unions attended the three-day seminar held in Bangkok, Thailand in late June.

Among those were SOS Executive Committee Member, Mr Norani Mohamad Rais, Assistant Secretary and Head of Membership & Welfare Services, Mr David Shoo, and Senior Executive of Membership & Welfare Services, Ms Halimahtul Saa'diah Mohamed Sadon.

At the seminar, issues such as multiple changes in the Industrial Relations Act, hiring practices and external threats from various quarters were discussed. Describing this season as the most challenging time for unionisation, NTUC President Diana Chia spoke passionately about a union's development, stressing the importance of "coming together to see how we can grow the union, and understand whether there is a need for specialisation of unions as we evolve." Ms Chia also highlighted the labour movement's immediate task is to organise 80 new companies this year.

During a discussion, the union representatives raised the possibility of turf issues in their membership drive. Disagreements arise due to the difficulty in identifying which union a worker rightfully belongs to as the different subsidiaries, associations and sub-branches may overlap in their scopes of representation. To tackle the challenge, a Turf Executive Committee (TEC) with a good representation from different sectors will be formed.

Unions were reminded to stay focused on the purpose of membership growth which correlates to the betterment of lives of the working population.

SOS MOVING TOWARDS A STRONGER UNION AND BETTER BENEFITS FOR ALL



SOS is on the way to meet its 2015 goal to become a stronger union that offers better benefits for all. It is thus timely for the leaders to give serious thought to membership strategies and corporate communication plans.

Union General Secretary Mr Kam Soon Huat made this comment at the annual SOS Workshop attended by 44 Union Executive Committee, Standing Committee members and nominated staff.

The workshop, held from 19 to 22 July 2013 in Guangzhou, China, had Mr Kam giving an insightful overview of the membership trends and the possible challenges that the union will encounter in the near future. Citing informative charts and figures, he highlighted the fast climbing foreign membership statistics as well as a slow and irreversible decline in the number of local seafarers, which reflects Singapore's changing demographics of ageing population and shrinking workforce.

The Union Chief pointed out that the statistics, which revealed a stark contrast between the foreign (a majority of whom come from the Philippines, China, Indonesia and India) and local membership, have prompted SOS "to relook at its existing membership schemes and benefits; and to refine and tailor these benefits to make them sustainable, more relevant and valuable to allow our members to reap full advantage of these schemes".

Part of the refinement entails periodically reviewing and enhancing existing schemes, location and utilisation rate; and providing more value-added services to members. Mr Kam also recommended zeroing in on the needs of the ageing population; benefits for women and young members; and forming a review committee to study existing welfare schemes benefits and social activities.



Membership Profile

SOS Assistant Secretary and Head of SOS Membership & Welfare Services, Mr David Shoo, gave a detailed analysis of the union's membership profile. He stressed on the need to refine members' benefits while the union works on remodelling its social and welfare events. He also identified the need to utilise new ways of engaging and communicating with members, and ways to meet their new training needs.

Recommendations for Local Members' Benefits

Senior Executive of Membership & Welfare Services, Ms Halimahtul Saa'diah Mohamed Sadon, presented the benefits for local members and the recommendations made by the Membership Benefit Review Committee (MBRC).

Ms Mariana Amad, Manager of the Membership & Welfare Services, summarised the activities and programmes organised under Training, Skills & Leadership Development Committee (TSLDC).

Ms Priscilla Han, SOS Manager, proposed a list of activities to cater to members, women and children.

Engaging Members

Mr George Foo, Assistant Manager of the Corporate Communications Division, discussed the use of different communication tools to further engage members.

Enhancing Seacare Schemes

Ms Clarissa Lim, Senior Executive of the Membership & Welfare Services, delivered a review of the Seacare Medical Scheme (SMS), the Seacare Sailors' Home Scheme (SSS), Seacare Maritime Training Scheme (SMTS) and provided an update on Seafarers' Provident Fund (SPF) scheme.

Ms Shirley Lai, Assistant Manager of the Schemes Administration Department, shared that the Seacare Maritime Training Scheme (SMTS) may offer new training programs in the existing countries where training is held; and that training centres and representative offices may be set up in developing countries such as India, Indonesia, Myanmar and the Philippines.

The workshop rounded up with a lively panel discussion moderated by SOS Vice President Mr Bon Shuen Ping, where participants exchanged their views and understanding on the topics and recommendations brought up throughout the workshop.

SEAFARERS' PROVIDENT FUND



The Seafarers' Provident Fund (SPF) scheme was established in year 2000 as a savings scheme to provide seafarers with financial assistance upon retirement.

It was with much regret that the SPF scheme had to be terminated with effect from 30 June 2012.

As it was decided that the SPF scheme be dissolved and the funds be returned to members, a Scheme of Administration was drawn up to govern the administration and distribution of the SPF funds for the purpose of providing a clear and transparent mechanism for the dissolution and distribution of the SPF funds.

An Administrative Committee comprising of independent members, shipping companies' representatives and SOS has been appointed with effect from 20 September 2012, to oversee the administration of the distribution of accumulated SPF funds.

ADMINISTRATIVE COMMITTEE MEMBERS WITH EFFECT FROM 20 SEPTEMBER 2012

Chairman	Shankar Alan S/O Anant Kulkarni
Members	Kam Soon Huat Chan Joo Huat Capt Francis Joseph Capt Billy Lee Chee Fong
Admin Secretary	Shirley Lai Shek Lee

distribution of the SPF funds to the participants, under the supervision of the Administrative Committee (AC).

Seacare Thrift Pte Ltd had commenced the refund after the completion of the handover from NTUC Thrift & Loan Co-operative Ltd.

Seacare Thrift Pte Ltd was appointed as the Manager of the Scheme of Administration on 20 September 2012 to co-ordinate all operational matters regarding the

With the termination of the SPF, SOS will continue to explore alternative scheme to enhance the interest, welfare and financial benefits of its seafaring members.

NOTICE

TO: ALL SOS SEAFARERS' PROVIDENT FUND (SPF) MEMBERS

With the termination of SPF Scheme, all SOS SPF members can come forward to apply for withdrawal from their SPF account.

Documents to be submitted for SPF withdrawal

Please note that:

a) The following are the documents required for withdrawal applications:

i) ALL CASES - Mandatory documents as follows:

- Completed original withdrawal form with signatures of claimant and witness.
- Passport - Current and previous copies showing bio-data and signature pages (if available).
- Seamen book - Current and previous copies showing bio-data & sailing period
- Birth certificate copy or equivalent
- Any form of photo ID copy (e.g.: driving licence, library card, Identification card, residential card)

Secondary documents (if members cannot provide all the mandatory supporting documents due to loss of documents):

- SOS Membership Card
- Seamen card

ii) DECEASED CASES - Additional mandatory supporting documents as follows:

- Death certificate copy
- Lawyer letter to prove claimant as the duly authorised nominee of the Participant, his assign or success or in title or such legal representative duly recognised in law applicable to the Participant;
- Married certificate copy (if claimant is the spouse of deceased)
- Birth certificate copy (if claimant is the parent/ child /sibling of deceased)
- Claimant passport copy

b) All documents except withdrawal form must be certified true copies and signature of claimant in withdrawal form is to be witnessed by either one of the following groups of people:

- Justice of Peace
- Public Notary
- Lawyer
- Document Issuing Authorities
- SOS / Seacare Regional Offices (if applicable)

c) All form and supporting documents must be submitted by post or in person.

Withdrawal Forms can be obtained from our SOS Website : www.osea.org.sg/p-forms.html

For enquires, please contact us at:

Seacare Thrift Pte Ltd

52 Chin Swee Road

#08-00 Singapore 169875

Tel: +65 6379 5666

Email: thrift@seacare.com.sg

Website: www.ispf.org.sg



ITF SUMMER SCHOOL FOR YOUTH ACTIVISTS

Some 40 youth activists from 24 countries attended the five-day action packed International Transport Workers' Federation (ITF) Young Transport Workers Summer School in Maryland, USA.

Among them was SOS Manager, Ms Priscilla Han, who had the opportunity to learn from camp speakers such Mr Jim Stanford, one of Canada's best-known economists; Mr Dave Spooner, co-Director of the Global Labour Institute in the UK; and Mr Jason Mann, founder of Strategic Organizing.



Youth from Seafarer's Section celebrating the Day of the Seafarers

PME FOCUS AT FUTURE LEADERS SUMMIT INSPIRING THE CEO IN U

More than 1,000 PMEs, CEOs, experts, and entrepreneurs participated in the first-ever Future Leader Summit 2013 targeted at reaching out to PMEs. The summit held on 15 to 16 June 2013 is part of an inaugural month-long learning festival by the NTUC to support and inspire young working professionals.

Themed 'Inspiring the CEO in U', more than 20 renowned leaders and successful entrepreneurs from various fields and Multinational Corporations (MNCs) such as OCBC Bank, Adobe Systems, Shell, JCB Internationals and more shared their experiences at the summit.

Inspiring anecdotes were shared at the keynote messages from

- * Mr Liew Mun Leong, founder of CapitaLand Limited who spoke on his key leadership traits and how future leaders can scale up and stay at their peak in an economy with accelerating pace of change.
- * Mr Seah Kian Peng, CEO of NTUC Fairprice Co-operative Ltd highlighted his secret to maximise skills.
- * Mr Adam Khoo, Executive Chairman & Chief Master Trainer of Adam Khoo Learning Technologies Group Pte Ltd gave tips on sustained performance to inspire the audience to discover the limitless potential within them.

Five SOS staff and two of its Executive Committee members who had the privilege to attend the summit said they had gained valuable insights on how to be outstanding leaders and innovators.



From left to right: SOS Assistant Director Mr David Shoo, Assistant Managers Ms Shirley Lai and Ms Jullienne Low at the summit

Held from 24 to 28 June 2013 at the William W Winpinsiger, Education & Technology Centre, the summer school, which is supported by the International Association of Machinists & Aerospace Workers, included panel discussions on how to build alliances beyond the workplace and the political issues and struggles facing young workers.

Delegates who attended the summer school commented that such gatherings have given them an invaluable opportunity to learn from their peers in other countries and to build a direct relationship with fellow young activists that serves as a strong basis for future international solidarity and action.



BETTER CARE FOR WOMEN EMPLOYEES' HEALTH

The NTUC Women's Development Secretariat (WDS) and Women's Committee have collaborated with the Health Promotion Board (HPB) to reach out to union leaders, Industrial Relations Officers (IROs) and management partners to support women's health programmes and offer women-centric health services to women employees.

The one-year pilot programme, which kicked off on 31 July 2013, comes forth with HPB's extension of its Workplace Health Promotion (WHP) Grant. An additional funding of S\$5,000 was allocated to companies with women-centric events which will create a supportive work environment and provide women's health promotion programmes for employees. This increment of \$5,000 is on top of the existing \$15,000 WHP Grant launched in 2001. The WHP Grant allows organisations to offset the cost of breast and cervical cancer screenings and to organise enriching talks under the Education and Empowerment Programmes.

"Through our pool of 1,700 women union leaders, we hope to work closely with HPB to reach out to our unionised companies, to advocate and promote the benefits of the Workplace Health Promotion Grant for women at workplaces. It is important that our women workers are protected and are provided with such support from their employers. We hope that more companies can tap on this grant, which will in turn benefit more women workers."

- Ms Sylvia Choo, Director, NTUC Women's Development Secretariat





MEGA FAMILY OUTING IN BALI

SOS whisked more than 140 members and their dependants for an exclusive fun-filled tour in Bali, Indonesia.

Due to the overwhelming response, the holiday makers, with age ranging from 4 to 82 years old, had to travel in three separate groups - on 6, 7 and 8 June - to enjoy their four days of retreat, tour and endless sightseeing.

A group dinner was organised for the three groups on 8 June, where members gathered on the Jimbaran Beach to enjoy a scenic and cool sea breeze. It was a joyful moment for all as they organised a birthday bash for 11 lucky participants, whose birthday fall in the month of June, with birthday songs, cakes and good food.

Some of the popular destinations covered were the 'Five Religions' area where the Hindu temple, Christian church, Buddhist temple, Catholic church, and a Mosque were situated side by side.





Group photo taken at the Lake Bratan temple near Bedugul



Participants were entertained by the kecak dance, an old traditional folk performance involving a choir of male performers who sat in concentric circles, shouting 'cak cak cak' and swayed, stood, and laid down as they portrayed a developing story.

A treat was in store for participants as they took in breathtaking views of Mount Agung and Lake Batur, a picturesque caldera lake. The members took the opportunity to savour their lunch at that very scenic spot before gearing themselves for more sight seeing fun.

Packed with various sightseeing tours and shopping stops, the members and their families made their way home to Singapore with bagfuls of local snacks and oleh-oleh (souvenirs).



Members relaxing by the pool at the hotel

EDU-FARM AND DURIAN TRIP



A tasty treat was in store for members as they travelled in five coaches to Johor to enjoy locally-grown fruits. The day trip on 6 July 2013 saw a total of 199 members and their spouses take an educational trip to find out more about the king of fruits.

Participants had a hearty breakfast at the Mushroom Farm, with dishes like Nasi Lemak, fried oyster mushroom, fried chicken, Malay kueh accompanied by coffee and tea, before learning how to grow their very own oyster mushroom.





The highlight for the trip was in Batu Pahat where plenty of durians, mangosteens and rambutans awaited the entourage of fruit lovers.

The day wrapped up with a shopping trip at Aeon Bukit Indah Mall and a scrumptious buffet dinner at the M Suites Hotel.



BRINGING ONESELF FORWARD

Upgrading one's skills is beneficial in many ways. But sometimes the cost of attending courses can deter seafarers from improving their skills. For SOS members, they have the SOS Membership Benefit Scheme that they can turn to for help. With that, they can train with ease of mind and stand the chance of securing a better job in the maritime industry.



SOS Member, Mr Masrom Mohd Ersat, receiving his Training allowance for his four-day Port Limit Steersman Course, under the SOS Membership Benefit Scheme

After his training grant application was accepted by the SOS Membership & Welfare Services Division, Mr Masrom proceeded to apply for the Port Limit Steersman Course (PLSC). The four-day course covered the following topics:

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

Age is no barrier to improving one's skill & knowledge.

"There is higher chance of securing a job after taking this course. Many of my friends who took the course have already found a job and just last month, one of them was hired to work in a company in Pasir Panjang. There are about 15 students who took up the course. All of them are much younger than me and some are in their 20s. I am the oldest in my class. I encourage my friends to go for the courses. I am 62 years old, so if I can do it, I am sure they can do it too. The course is not difficult, especially for those of us with seafaring experience."

HOW TO APPLY FOR SOS TRAINING GRANT BENEFIT FOR MEMBERS

SOS Members can apply for the training grant under the SOS Membership Benefit Scheme. The SOS Training & Skills and Leadership Development Committee (TSLDC) regularly reviews the seafaring-related courses listed in Schedule II and non-seafaring related courses in Schedule III for members to ensure that the training courses are relevant.

To apply for the training grant, members must submit the completed course application form to the SOS Membership & Welfare Services Division for endorsement together with the completed Union's Training Grant application form, which is obtainable from the Division or at www.sosea.org.sg

From the website, members can also obtain full information on the application procedure and download the latest courses supported under Schedule II and Schedule III.



SEACAREFOCUS

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SEACARE SEAFARERS' CLUB DO MORE FOR MORE

Seacare Seafarers' Club (SSC) epitomises the mission of the Seacare Group to look after the interest and well-being of seamen.

Mr Leow Ching Chuan, Seacare Chairman, once pointed this out. He explained that the Seacare Group is made up of not only co-operative and companies but also a social club as embodied in the SSC.

It is for this noteworthy reason that the Club is constantly on the lookout for niche social and recreational benefits to meet the wide ranging needs of its members.

"Our aim is not to duplicate the existing benefits and welfare schemes that are offered by Singapore Organisation of Seamen and Seacare. At SSC, we hope to create exclusive benefits and organise unique events for our members," said Ms Jacquelyn Lam, General Manager, SSC.

As part of the SSC's commitment to the well being of its members a much-loved recreation area is being enhanced. In May 2013, approval was granted for the Club to install another five fruit machines as part of an initiative to provide

added entertainment for its members. The jackpot room is a common area where seafarers often come to socialise, share a few laughs with their fellow seafarers and relax.

"The buzz and excitement of playing jackpot has proved popular with our members and as a result, demand for increasing the number of machines was high. Ever attentive to our members' needs we did just that," Ms Lam commented.

To extend its reach, the Club's Constitution was amended to enlarge its membership scope to enable all SOS members to join the Club. Now the Club has more than 22,000 members. With more members, SSC can do more to tap on the economies of scale.

Not only does SSC take care of its members, the Club also looks into the interests of the bigger community and enhancing the quality of life for many, especially the seniors. This can be not only in the form of care and attendance to basic needs but in the form of providing pleasurable moments, laughter and entertainment.

With this in mind, SSC jointly with Seacare Co-operative Ltd organised the Mid-Autumn festival for the seniors living in Jalan Kukoh this year. Lanterns were lit and the guests were invited to indulge in delicious treats.

"Activities such as this are part of our corporate social responsibility. We strive to do more in this area and our members are fully supportive of events such as this. We salute all the big hearted seafarers that were involved and welcome any that want to take part, in the future," Ms Lam said.





"Our aim is not to duplicate the existing benefits and welfare schemes that are offered by Singapore Organisation of Seamen and Seacare. At SSC, we hope to create exclusive benefits and organise unique events for our members,"

- Ms Jacquelyn Lam, General Manager, SSC

A CHANGE OF HANDS: 3RD ANNUAL GENERAL MEETING OF THE SSC



This year a handover took place at the 3rd Annual General Meeting (AGM) of the SSC as the current term of office of the SSC Management Committee (MC) expired. Founder member Seacare Co-operative Ltd appointed eight management committee members including the Chairman.



The MC put forward several names to the Board of Directors of Seacare Co-operative Ltd for consideration for appointment as MC members as well as Mr David Sim as Chairman for the new term of office of 2 years commencing from the AGM. The Seacare Board of Directors approved the Management's recommendations. It was recognised that while there is a need to retain experienced members, some young and new members should be appointed to help in moving the SSC forward as a dynamic club and that such candidates were drawn from the pool of staff of the Singapore Organisation of Seamen and the Seacare group of companies.





The SSC Management Committee and Honorary Auditors for the term ending in 2015 and Trustees are as follows.

Chairman

Mr Sim Hor Pheng
Treasurer, Singapore Organisation of Seamen
Secretary, Seacare Co-operative Ltd

Deputy Chairman

Mr Mohamad Abu Bakar
Vice President, SOS
Director, Seacare Holdings Pte Ltd

Secretary

Ms Lam Sze Lin, Jacquelyn
Deputy Chief Operating Officer, SOS
Senior Group Business Development Manager, Seacare Co-operative Ltd

Assistant Secretary

Mr George Foo
Assistant Manager, SOS

Treasurer

Mr Abdul Rahim Mohamed
Standing Committee Member, SOS
Director, Seacare Environmental Pte Ltd

Assistant Treasurer

Mr Ong Zhiwei
Group Business Development Manager,
Seacare Co-operative Ltd

Members

Mr Lim Chye Teen
Senior Group Business Development Manager,
Seacare Co-operative Ltd

Mr Harun Salleh
Standing Committee Member, SOS

Ms Desiree Chan Si Ying
Group Business Development Manager,
Seacare Co-operative Ltd

Ms Han Weiping, Priscilla
Manager, SOS

Ms Ang Peiwen
Senior Executive, Seacare Holdings Pte Ltd

Honorary Auditors

Mr Raj Moham
Ordinary Executive Committee Member, SOS

Mr David Lim Eng Seng
Alternate Executive Committee Member, SOS

Trustees

Mr Mohamed Idris Mohamed Ibrahim
President, SOS

Mr Bon Sheun Ping
Vice President, SOS

Mr Nazarudin Nandok
Trustee, SOS

Mr Raja Mohd Said Raja Mohd Shafik
Trustee, SOS

TWO OF THE BEST: SINGAPORE'S PUBLIC SERVICE MEDAL RECIPIENTS

Two distinguished National Day Award honourees this year are Ms Toh Hwee Tin, Director, Seacare Co-operative Ltd, and Mr Raymond Chia. Chairman, Seacare Properties Pte Ltd and Director, Seacare Holdings Pte Ltd. They both received the Public Service Medal.

The Public Service Medal (PBM) was instituted in 1973. The Medal covers a broad range of fields in which Public Service has been outstanding. These categories include arts and letters, sports, the sciences, business, professions and the labour movement.

Ms Toh Hwee Tin holds positions of responsibility in the Labour Movement (LM). She is the Alignment Director of the Family Development Unit (FDU) and the Executive Secretary of the Food, Drinks and Allied Workers Union (FDAWU). She is also the Secretary for the NTUC Industrial Relations (service sector) and the Co-Lead for the NTUC Hospitality and Consumer Business Cluster. She is also a member of the National Family Council.



Mr Raymond Chia is also a grassroots leader serving his community. He is the Patron of Nee Soon South Citizens' Consultative Committee (CCC). Mr Chia is the Group Chief Executive Officer of Chip Eng Seng Corporation Ltd (CES) a public listed construction and property group. He is responsible for the overall Group's strategic operation and investment decision.

Both are considered highly deserving recipients of the award and we wish them a very hearty congratulations.



INTERNATIONAL FOCUS ON MARITIME HEALTHCARE

It was the coming together of maritime healthcare professionals from all over the world in the port of Brest in France. The 12th International Symposium on Maritime Health attracted practitioners who are in the know and are concerned with securing better standards of health of a special group of people - the seafarers.

Seacare Maritime Medical Centre Pte Ltd (SMMC) Chief Executive Officer, Dr Chia Yih Woei, attended the three-day programme to keep in contact with international maritime health practitioners and to share knowledge on the maritime health issues seafarers today are most concerned with. The symposium also drew attention of shipping insurance spokespersons and shipping managers who offered insights from their perspectives.

The French Society of Maritime Medicine was chosen as the organiser of the Symposium which was held on 4 to 7 June 2013. The International Maritime Health Association is the sole international association concerned exclusively with Maritime Health.

“It was a time to establish and expand international contacts so that the exchange of information can carry on even after this meeting. One of the topics that took a strong focus was the scope of the pre-employment medical check-up for seafarers, as we discussed how in-depth the treatment programme should be.”

– Dr Chia Yih Woei, Chief Executive Officer, SMMC





HOW TO SAVE A CHILD'S LIFE

Failing to act promptly and decisively when a child collapses can waste the precious minutes that will determine life or death. For those with first aid knowledge and skills, such a situation will be less daunting.

Some 54 participants from the Ministry of Social & Family Services and 36 MOE HQ Schools took part in a First Aid Awareness Talk for Children, organised by Seacare Manpower Services for staff and school teachers. The one-day talk started with trainer, Mr Koh Kok Weng, who outlined an Emergency Action Plan and gave basic information on how to react to sprains,

nose bleeds, fainting, and burns. In their hands-on learning, participants learned what to do if a child loses consciousness as a result of choking.

After a buffet lunch, participants went on to more practical training, as they tried performing Cardiopulmonary Resuscitation (CPR) on a child mannequin. They also learned the treatment of various types of wounds and the proper bandage techniques. The talk ended with a question and answer session. The participants felt that the training was highly educational and useful and were very happy to have gained these first aid and life-saving skills.

We congratulate the following participants for having equipped themselves with First Aid.

Ang Mo Kio Sec Sch	Lim Mui Mui
Balestier Hill Sec Sch	Heng Lee Eng
Bartley Sec Sch	Chong Cheng Poh
Beatty Sec Sch	Chan Mei Mei
Chij Pri (Toa Payoh)	Dorcas D/O Michael Karuppaiah Pillay
	Teo Beng Suan Jenny
Chongzheng Pri Sch	Chan Eng Lim
	Lim Geok Lan
	Soh Guay Kiang
Christ Church Sec Sch	Lim Teck Seng
Commonwealth Sec Sch	Mohaniswari D/O Nanda Gopal
Dunearn Sec Sch	Ng Poh Chuan
Dunman High Sch	Chow Chee Kuen Cynthia
	Koh Swee Ying Christina
	Yeo Lee Eng Grace
Fuchun Primary Sch	Alemalay D/O Vellasamy
	Quek Chay Huang
Fuhua Pri Sch	Suhanah Binte Hamzah
Guangyang Sec Sch	Phua Meow Ling
Junyuan Sec Sch	Noorbani Bte Yusoff
Kong Hwa Sch	Neo Yam Hoon
Kuo Chuan Presbyterian Sec Sch	Siah Koon Seng Henry
Marymount Convent Sch	Chow Mei Yeng
	Lim Siok Eng
Mayflower Sec Sch	Juliana Binte Ab Kadir
	Tan Gek Leng
Methodist Girls' Sch (Pri)	Chua Ley Eng
	Kaliyamurthy Ambika

Methodist Girls' Sch (Pri) 1	Kwa Long Seng
	Vimala D/O Krishnan
Millennia Institute	Salmah Binte Saat
MSF, NCPG Gambling Safeguards Division	Tan Chenny
Ngee Ann Pri Sch	Chan Mary Ann
North View Pri Sch	Tan Lay Chin
Outram Sec Sch	Tan Siew Loon
Pioneer Sec Sch	Letchimi W/O Ravesadran
Queenstown Pri Sch	Lee Boon Hoe Lawrence
	Ying Yick Ngoh
Rivervale Pri Sch	Yeo Ai Li
St Hilda's Pri Sch	Loh Boon Hoon Florence
	Yon Yueh Hui
Stamford Pri Sch	Mislamah Binte Hamid
Swiss Cottage Sec Sch	Jamila Binte Saim
Tampines Pri Sch	Tan Cheung Moy @ Wong Su Moy
Tao Nan Sch	Chia Kwee Wah
Teck Ghee Pri Sch	Koh Lay Choo
	Sim Bee Huat
Telok Kurau Pri Sch	Asiah Binte Hadi
	Chan Sock Fang Julie
	Juriah Bte M Yusof
West View Pri Sch	Tan Nam Hiong
White Sands Pri Sch	Rohaidah Binte Basri
	Sayani Binte Ahamad
Xinmin Sec Sch (Cluster Fund)	Tan Ah Siew





Sky Lounge

level 16 the seacare hotel



Relax and feel the breeze in your hair as you enjoy light bites and great drinks.

Rental: **\$300+** (5pm to 11pm)

With a minimum spending of \$1,000 on food and drink.

Seacare Maritime Hall

Comfortable and fully equipped, this is an excellent venue for presentations and talks.

Capacity

Theatre Style Seating	120 Pax
Class Room / Seminar	50 Pax
Board Room	40 Pax

Operation Hours

9 am – 11pm

(Daily except Sunday and Public Holidays)

Rental

½ Day Usage	\$350+
Full Day (8 hours)	\$600+



Facilities

- Ceiling Mounted Projector • Wide Screen
- Sound System • Stage Rostrum • Flip Chart



Club@52

Sing your favourite songs and enjoy the atmosphere in this fun and chic club.



Capacity

Indoor	120pax
Open Terrace	150pax

Operation Hours

5pm – 2am

(Daily except Sundays and Public Holidays)

Rental

\$750+ (includes free flow of soft drinks)

Facilities

Stage Multiple Lighting Effect • Rostrum • Ceiling Mounted Projector • Wide Screen with Surround 32" LED TV • Computerised Karaoke System • Sound Surround Speaker System • 8' Pool Table • Full Bar • Electronic Game Console

Beverages

- 1 Barrel of 20L Carlsberg Beer @ **\$490** nett
- 2 Bottles of Chivas Regal 12 Yrs @ **\$240** nett
- Corkage Charge for Wine @ **\$20** per bottle
- Corkage Charge for Liquor @ **\$50** per bottle

