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MARITIME TRIPARTITE NETWORK



CONTENTS

makewaves

- 03** A Helm to Take, A Destiny to Fulfill – Our SMOU
- 08** National Budget 2012
- 10** SMOU ES Delivers Maiden and Parliamentary Speech as NMP
- 14** Stop Press!

theIRfile

- 15** Visiting SMOU Members Onboard
- 16** Well Wishes & Bountiful Blessings
- 18** SMOU Celebrates with MUA its 140th Anniversary
- 20** SMOU and Bangladesh Authorities Aid Retrieval of Unpaid Wages
- 21** Terms of Work Injury Compensations

membuzz

- 22** Employment Opportunities & Course Upgrading
- 24** Bond-Building Festive Golfing
- 25** Will You Be My Valentine?
- 26** Have You Claimed Your Long Membership Award?
- 26** Closed For Now
- 26** Enjoy More Coverage!
- 27** SMOU Bursary/Scholarship Awards 2012

WMI

- 29** Training Calendar
- 30** Maritime Courses on Demand: New OfficersPlus Courses!
- 31** Maritime Resource Management Includes BRM



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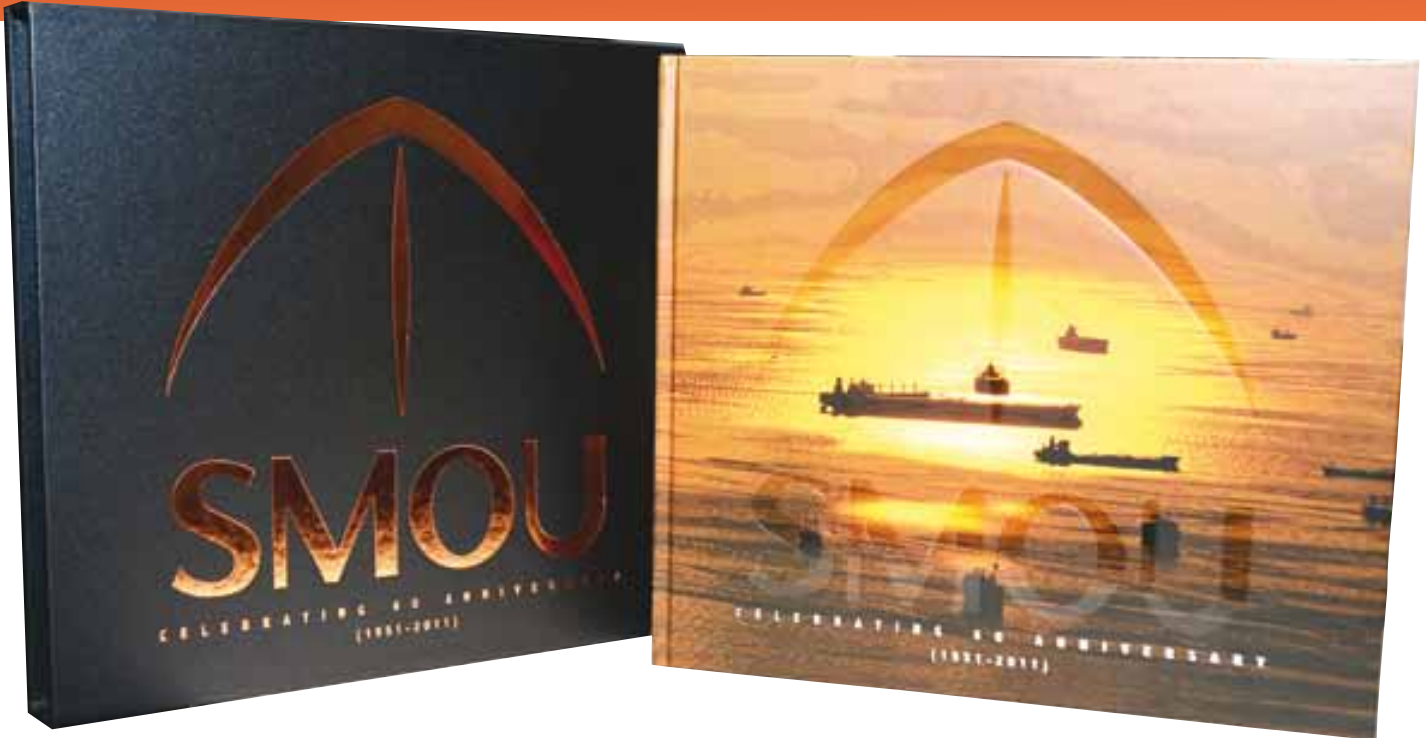
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A HELM TO TAKE, A DESTINY TO FULFILL – OUR SMOU

SMOU MARITIME TRIPARTITE NETWORK



The Singapore Maritime Officers' Union (SMOU) capped an eventful 2011 as it commemorated its 60th anniversary with a special pictorial book launch on 16 March 2012.

Themed "A Helm to Take, A Destiny to Fulfill – Our SMOU", the 168-page publication chronicled memorable moments of Seafarers, Members, the Ocean, and Union to aptly coincide with the union's acronyms: S, M, O, U.

Held in the Megu Hall at the Singapore Flyer, tripartite partners gathered to show their commitment as leaders,

officials, and representatives from the Ministry of Manpower (MOM), Ministry of Transport (MOT), Maritime and Port Authority of Singapore (MPA), Singapore National Employers' Federation (SNEF), Singapore Shipping Association (SSA), Singapore Maritime Employers Federation (SMEF), Shipping Employers, NTUC Central Committee, and affiliated unions resolved to forge a stronger tripartite alliance for the maritime industry.

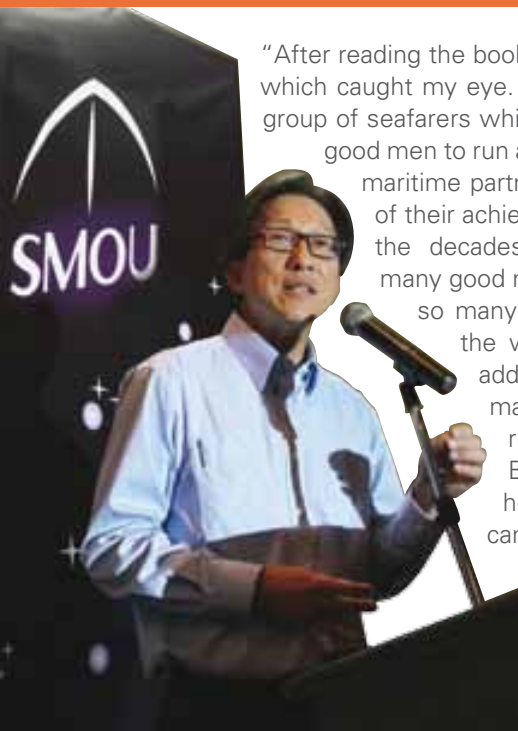
For A More Pervasive Tripartism

Minister from Prime Minister's Office and NTUC Secretary-General Mr Lim Swee Say was Guest-of-Honour at the event, which not only commemorated the launch of SMOU's 60th Anniversary pictorial book, but paid fitting tribute to the maritime union's tripartite partners.



SMOU officials with fellow unionists from the Labour Movement

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“After reading the book, there was one quote which caught my eye. It was a caption for a group of seafarers which said: ‘It takes many good men to run a ship.’ I would say that maritime partners can be very proud of their achievements because over the decades you have produced many good men and women to run so many good ships all around the world. But let me also add that you will also need many good partners to run a good partnership. Because of all of you here, maritime tripartism can work – a partnership that has been running collectively for the last 30 years and hopefully for many years to come.”

“For tripartism to remain strong, we have to make sure that the labour movement will remain strong. So we take SMOU as an example. After 60 years, SMOU has continued to grow from strength to strength and today has more than 26,000 members from 60 countries.”

Delivering her speech, Nominated Member of Parliament and SMOU Executive Secretary Ms Mary Liew thanked the maritime industry and its stakeholders for contributing to the development of Singapore as an international maritime hub:

“As Prime Minister Lee Hsien Loong said at our NTUC National Delegates’ Conference, ‘Tripartism is a national treasure’. Likewise in SMOU, we strongly believe in the importance of tripartism. We are thankful that key industry partners, are working alongside the unions, employers and government.”



SG Lim Swee Say and SMOU and Wavelink Officials Wilfred Thiang, Thomas Tay and Larry Chan strike a pose with TNTA cadets Thani Rasu and Rozali Nik

Invest in the Future; Invest in Our Youth

Raising the importance of investing in the young, Ms Liew reminded that the Tripartite Nautical Training Award (TNTA) would not be possible without the support of its tripartite partners.

A joint initiative between the Workforce Development Authority (WDA), Employment and Employability Institute (e2i), shipping employers, Wavelink Maritime Institute (WMI) and SMOU, the TNTA programme which reprises its training for the 4th batch in May this year will focus on training 80 Marine Nautical Cadets over the next two years. In addition, WMI will be looking to reach out to young trainees in China, the Philippines and Indonesia through its CadetsPlus programme.

SG Lim gave a glowing appraisal of the TNTA programme: “In this regard, SMOU together with its tripartite partners are actually ahead of the other sectors. The concept is a very simple one. There are many good jobs in your sector. Somebody at an entry level can earn \$1,300 or over \$1,000. If someone were to become a ship captain of a specialised vessel, he could earn as much as \$25,000 or even more. So

SMOU MARITIME TRIPARTITE NETWORK



there are clearly good jobs in the sector. But the tripartite partners also work together under the TNTA to help Singaporeans understand that such good jobs are indeed available.”

NTUC 50 Development Fund

The evening concluded with a cheque presentation to the NTUC50 Development Fund where SMOU on behalf of the union, its social partners and CBA shipping companies contributed \$100,000 as part of a joint project with the NTUC to build a stronger and more resilient workforce.

Supported by the Government with a 3:1 matching for every dollar raised by the Labour Movement, the NTUC50 Fund seeks to strengthen leadership development and membership recruitment generating additional resources to prepare the Labour Movement for the next 50 years.

Presenting the cheque to NTUC50 Development Fund-raising Committee Chairman Seng Han Thong (centre) was (from left) SMOU Executive Secretary Mary Liew, NTUC Secretary-General Lim Swee Say, SMOU General Secretary Thomas Tay and President Capt Robin Foo. ▼



SMOU MARITIME TRIPARTITE NETWORK



Mr Lam Yi Young, Chief Executive, Maritime and Port Authority of Singapore



Mr William Lai, Crewing Manager, Ocean Tankers (Pte) Ltd



Mr Victor Lim, Vice-Chair, Singapore Maritime Employers Federation

Sound Bites from Our Tripartite Partners

Signed copies of the book "A Helm to Take, A Destiny to Fulfill – Our SMOU" were presented to several SMOU tripartite partners:



Capt Tomoyuki Koyama, Chairman and CEO, NYK Shipmanagement Pte Ltd



Mr Reji Joseph, Crewing Manager, Thome Ship Management Pte Ltd

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Here's what some of them have to say about SMOU, Tripartism, and the TNTA programme:

On Tripartism

"I've been in the maritime industry for more than 40 years and have forged a long and strong relationship with SMOU over the years. The days of confrontation are over. In earlier days, negotiations were tough, and it was not easy to meet expectations. Today, it's a lot easier to work as there's a great understanding between the union, employers and the government."

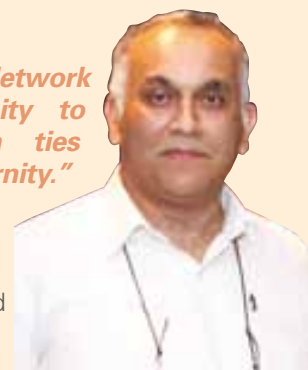
- Mr Lim Tau Kok,
Director, PACC Ship Managers
Pte Ltd



On Tripartism

"The Maritime Tripartite Network was a good opportunity to network and establish ties among the maritime fraternity."

- Capt Glenn J Saldanha,
Deputy General Manager,
Maritime HR,
NYK Shipmanagement Pte Ltd



On the TNTA Programme

"This is a good venue to meet with union leaders, employers, and Government officials to work together and find solutions. We have some 120 Singapore-flagged vessels covered under SMOU CBAs and greatly support the tradition of employing Singaporean cadets to promote seafaring careers. We have agreed to take in 5 cadets from the TNTA programme."

- Mr Eric Von Livonius,
Director, Maersk Tankers, AP
Moller (S) Pte Ltd



On SMOU

"SMOU looks after its people. They are never too busy to care and they have leaders whose feet are very much on the ground. They walk the talk and have the right people with the right heart and attitudes. The union embodies the values of approachability, sharing and caring, and leads the way with regards to tripartism."

- Capt Derrick Lionel Atkinson,
Senior Manager, HR SEA, AET Ship
Management (Singapore) Pte Ltd



On the TNTA Programme

"The TNTA is a signature programme for the maritime industry that demonstrates the collaborative efforts of the Tripartite partners to support industry growth and build local manpower capability. The programme has provided an avenue for Singaporeans to up-skill and take up sustainable jobs that pay more than \$2,500 a month. I must commend SMOU, as the programme manager of TNTA, for its strong leadership to galvanise the parties and in ensuring that the programme delivers positive outcomes that are critical to its success."

- Mr Wong Hong Kuan,
Chief Executive, Singapore Workforce Development Agency



NATIONAL BUDGET 2012

The National Budget for 2012 saw greater provisions made to economic restructuring, low-income families, the elderly and transportation. Here's a quick summary of some key highlights in this year's budget.

1) Restructuring to Sustain Growth

Course of Action	Key Measures
Managing dependence on foreign workers	<ul style="list-style-type: none"> • Reduce Dependency Ratio Ceilings (DRCs) from 1 July 2012 <ul style="list-style-type: none"> - Manufacturing : 65% to 60% - Services : 50% to 45% - S Pass Sub-DRC : 25% to 20% - Existing foreign workers will not be affected by the change until after June 2014 • Reduce Man-Year Entitlement quota for Construction further by 5% from 1 July 2012
Help SMEs make the transition	<ul style="list-style-type: none"> • Reduce Man-Year Entitlement quota for Construction further by 5% from 1 July 2012 • Enhance Productivity and Innovation Credit (PIC) Scheme <ul style="list-style-type: none"> - To encourage smaller companies to invest in innovation and productivity • Enhance other existing schemes <ul style="list-style-type: none"> - Increase training support for SMEs - Step up grants to support SME upgrading and productivity

2) Building a Fair & Inclusive Society

Course of Action	Key Measures
Helping Seniors Live Long, Live Well	<ul style="list-style-type: none"> • Topping up of low-income workers' wages by as much as 25% each year • A one-off Workfare Special Bonus • Larger grants for lower-income families to buy their own homes • Continuing education reforms to broaden pathways • Increasing education subsidies for students from lower income families • Doubling of Medifund assistance • Incentives for better-off Singaporeans and companies to give back to society and help preserve Singapore's social compact • Increasing CPF contribution rates of older and self-employed persons from 1 September 2012 • Doubling the Earned Income Tax Relief for older Singaporeans from YA2013 • Introducing a new \$20,000 Silver Housing Bonus for older Singaporeans to unlock savings by moving to smaller flats • Enhancing Lease Buy-Back Scheme (LBS) • Scaling up care capacity • Enhancing affordability of healthcare





Course of Action **Key Measures**

Supporting Singaporeans with Disabilities



- Strengthening Early Intervention and Education
 - Introducing a new Development Support Programme to provide learning support and therapy interventions
- Supporting Employment
 - Extending Special Employment Credit (SEC) to employers who hire Persons With Disabilities (PWDs) who have graduated from VWO-run Special Education (SPED) schools regardless of age. Employers will receive 16% of employee's wages in SEC, up to \$240.
 - Extending WIS to all PWDs who have graduated from VWO-run SPED schools regardless of age
 - Doubling Handicapped Earned Income Relief for all persons with disabilities
- Improving Adult Care
 - Aligning care subsidies with those enjoyed by the elderly
 - More places in Day Activity Centres and residential homes

More Support for Lower-Income Families



- Enhancing pre-school subsidies
 - Introducing new per capita household income criterion to the Kindergarten Fee Assistance Scheme and the Centre-based Fee Assistance for Childcare
- Raising household income ceiling of the MOE Financial Assistance Scheme
 - All families with a gross household income of \$2,500 or less, or a per capita income cap of \$625 will qualify for subsidies
 - 40,000 more students will benefit
- Topping up of School Advisory Committees / School Management Committees Fund by \$10,000 to \$15,000 per year for the next three years
- Enhancing and extending Student Care Fee Assistance Scheme to help more lower-income families with a monthly household income of up to \$3,500
 - 3,700 children will benefit
- Topping up of Edusave Endowment Fund by \$200 million
- Topping up of ComCare Endowment Fund by \$200 million
- New GST Vouchers to provide continued assurance of a fair system of taxes and benefits

3) Boosting Bus Capacity

Key Measures

- 20% Increase (800 buses) over 2012-2016
 - Government to fund 550 buses with \$1.1 billion to fund purchase and running costs for 10 years
 - Public Bus Operators to fund 250 buses
- Increased Service Levels
 - Less crowding
 - Shorter waiting times with Feeder bus frequency of ≤ 10 minutes for 2 hours each during morning and evening peak hours

Adapted from FY2012 Budget in Brief.
For more information, visit www.singaporebudget.gov.sg

SMOU ES DELIVERS MAIDEN AND PARLIAMENTARY SPEECHES AS NMP



Photo courtesy of Ministry of Information, Communications and the Arts, Singapore
 Nominated MP Mary Liew pictured here with His Excellency President Tony Tan Keng Yam and First Lady Mary Chee Bee Kiang on the occasion of Ms Liew's commissioning

It was a proud moment for SMOU and the trade union movement when one of their leaders, SMOU Executive Secretary Ms Mary Liew received her instrument of appointment at the Istana from President Tony Tan on 9 February and was sworn in as a Nominated Member of Parliament on 14 February 2012.

Speaking to reporters, Ms Liew gave an inkling on the issues which would be highlighted in her maiden speech. "As I work closely with workers, I can raise issues that really affect them, especially the low-income workers, elderly and the women who are most vulnerable to any economic changes," she said.

From the poignant speech on the first day of the Budget Debate 2012 on 28 February, Ms Liew passionately spoke out for the vulnerable and less privileged.

Here are some excerpts of her maiden speech; and the responses it evoked from Ministers and Members of Parliament.

On Low Income Singaporeans

"I am particularly concerned about the bottom 20% of our workers who have put in a hard day's work but still have to struggle to see to the basic needs of their families. The correlation between work and well-being does not seem to exist for this class of workers."

Ms Liew cited the examples of some cleaners, security officers, and bus drivers whose hard efforts and long working hours do not always commensurate with fair remuneration.

...the Plight of Bus Drivers

Commenting on the decision to increase the fleet of buses to better serve commuters, Ms Liew observed that doing so can aggravate the shortage of drivers and something has to be done to address this.

"To enhance our public transport system by adding about 800 buses on the road over the next five years is commendable. Much has been said about why some \$1.1 billion will be given to profitable public transport companies. I have no principled objection to this move. After all, there are all kinds of grants, incentives and tax credits given to commercial companies all the time. It all depends on what the money is used for."

"If \$1.1 billion brings a better bus service to commuters and better pay for workers to join the industry, it is money well spent. If everything goes to shareholders and they become \$1.1 billion richer, I think all Singaporeans will have a problem. So to me the real question is: **How will the \$1.1 billion be spent?**"

"I think a large chunk will go towards purchasing the new buses, which I presume if left on their own, will not be invested since bus companies may consider this to be a money-losing investment. However, the additional bus fleet may also aggravate the shortage of bus drivers unless something is done to expand the pool of drivers."

"Let me relate the bus driver's plight to illustrate this point. A bus driver's day can start as early as 4am. They will have to arrive at the bus depot by 5am. Then they check the bus thoroughly to ensure it's in tiptop condition before starting the bus service at 5.30am. They have their 20 to 35-minute meal break at around 9.30am. But if the buses arrive late (on the ground they call it 'lambat'), they may only be left with 10 minutes for their meal and toilet break before setting off. They are allowed 2 or 3 short breaks of 7-8 minutes each at interchanges and usually finish work at around 3pm with a couple of hours of overtime. Working overtime daily is a norm for bus drivers looking to supplement their monthly basic pay which can range anywhere from \$1,375 to \$1,700. They work extra hours to make ends meet. However, this is compounded further by the shortage of bus drivers. Encountering difficult commuters is also common. A slip of the tongue or a momentary loss of cool may result in a letter of complaint. At the end of the day, bonuses or increments get cut. Exceed the slow speed at traffic junctions or at any of the bus interchanges, and you can get fined."

"It is no wonder that Singaporeans find this a tough job. Unless we address the well-being of bus drivers', the demands on the public transport workforce cannot keep up with the expectations of commuters and the improvement in hardware. "

"Our enlightened members in the National Transport Workers' Union (NTWU) look to the Government to help their companies explore ways to increase productivity and help to keep costs low so as to channel the savings to workers in the form of better wages and benefits. The bus drivers have given feedback previously for the Government to look into other ways of helping PTOs reduce their costs for public transport; which I understand includes \$30 million per year in ERP charges and the high rentals of depots. They hope that these savings can be shared with the drivers and contribute to improving their wages."

"The commendable act of the Government to partner the PTOs in providing funding for the 550 buses are welcome by the union; however we would like the Minister to ensure that part of these savings by the PTOs will be ploughed back to our workers."

RESPONSE

"Wages for public bus drivers were last raised in 2010, but it has been a challenge for the PTOs to do more, against the backdrop of worsening bus industry financials. Many have commented that bus drivers' wages will have to rise significantly for the profession to be made more attractive, for the BSEP (Bus Services Enhancement Programme) to succeed... I understand that the PTOs are already looking into this, as they have to prepare themselves to roll out this programme expeditiously. How the PTOs structure these salary increases, and what else they need to do to improve the overall terms of employment to attract sufficient numbers of new bus drivers and to also retain their existing drivers, are internal company matters that I ought to leave to the operators to deal with. It is also a dynamic situation because the operators have to grapple with other industries that similarly have to target locals in the face of a reduction in the intake of foreign labour. But they know this is a top priority for them and they are working hard on this."

- Minister for Transport Mr Lui Tuck Yew

On Tripartism

Besides the cleaners, security officers and bus drivers, workers from other sectors experience diverse challenges which cannot be solved by the Labour Movement alone.

SMOU ES DELIVERS MAIDEN AND PARLIAMENTARY SPEECHES AS NMP

Citing Prime Minister Lee Hsien Loong's comment at the NTUC National Delegates' Conference that "Tripartism is Singapore's national treasure", Ms Liew urged the Government to call upon tripartite partners to assume bigger roles in raising productivity and to share the fruits of productivity gains with workers.

To fulfill their missions, Ms Liew emphasised that every Government agency, in understanding the industries and activities they are promoting and regulating, had to pay proper attention to the workers within those particular industries or activities.

"If workers are a key thrust of your strategy to achieve your mission, the Labour Movement will need to be your partner... I would like to call upon the various government agencies to live up to the spirit of Tripartism and build upon our national treasure. These could be in the form of the Ministry of Environment & Water Resources championing the cause of low-wage cleaners, Ministry of National Development for the low-wage landscape workers and even the Ministry of Trade and Industry for the low-wage retail workers, just to name a few."

- Ms Mary Liew

RESPONSE

Ms Liew's plea was echoed by Mr Ong Teng Koon (Sembawang) who asked: "How can we help the low-income workers?" Mr Zainal Sapari (Pasir Ris-Punggol), MP: "I support the call by my labour comrade, NMP Ms Mary Liew, to adopt an industry where there are a large number of low-wage workers and form a tripartite committee to look into improving their working conditions and wages."

On CPF Contributions

Expressing her concern about workers not having sufficient savings in their CPF accounts to retire with financial independence, Ms Liew urged the Government not to implement any more CPF cuts, pointing out that CPF contribution had been cut three times in the past and the restoration on two occasions both took eight years.

"I would like to make a reference to the 1984 Report of the committee on the Problems of the aged by the late Minister, Mr Howe Yoon Chong from the Ministry of Health.

The report mentioned the Government's ultimate goal of raising the rate of CPF contribution to a maximum of 50% of an employee's salary and the CPF withdrawal age to be further raised to 65 in later years. I believe the proposal was mooted with the objective of enabling workers to accumulate sufficient funds in their CPF accounts for retirement."

"During the Singapore Perspectives 2012 Forum organised by the Institute of Policy Studies on 16 January, Professor Hui Weng Tat from the Lee Kuan Yew School of Public Policy shared on Retirement Adequacy measured by Income Replacement Ratio, which is the proportion of the working income that one has at retirement. He shared that the current CPF contribution of 36% is not sufficient for retirement, and suggested 42% may be a more sustainable figure. This is based on the assumption that there are no CPF withdrawals for housing. This again seems to suggest the inadequacy of the CPF savings to support the retirement needs of our workers."

"CPF contributions had been cut 3 times from 25% to 10% in 1986, 20% to 10% in 1999, and 16% to 13% in 2003. However, the restoration from 10% to 20% and 13% to 16% both took 8 years to restore. This excludes the further CPF cuts for workers age 50 years and above."

"To illustrate my point of how much Singapore workers have sacrificed in their CPF savings, let's take the example of a 30 year-old worker who earned S\$1,000 per month in 1985 with a 25% employer contribution. If this 25% contribution had not been cut, the worker would have accumulated an additional sum of more than S\$30,000 in his account by 2011, i.e. 26 years later (excluding interests and wage increment). If he or she had earned S\$3,000 per month in 1985, the sacrifice would amount to more than S\$90,000."

"I have illustrated this for various reasons. Firstly, to acknowledge the sacrifice of our enlightened workers way back in 1986. Many of them are the elderly of today. Because of their sacrifices, we have progressed as a nation to where we are today. Sir, the \$30,000 would have meant a lot to our low-wage workers."

"Secondly, I would like for the Government to review and look into a long-term plan to determine a reasonable CPF rate for our people including the young ones so that when their turns come for them to retire, they would have a nest egg to retire gracefully with dignity."

"Lastly, I would like to appeal to our Government to not have anymore CPF cuts. I urge the Government not to implement a one-size fits all policy should there be a need to cut CPF in the future."

RESPONSE

"Amongst those starting work today, about 70% - 80% should be able to attain the current level that is set for the Minimum Sum in cash. By the time they retire, this sum would have been adjusted for inflation, even after they have withdrawn money for a home. So the current level of Minimum Sum can be backed fully in cash, and adjusted for inflation. By the time today's starting generation reaches retirement, 70-80% of them should be able to achieve this. So, our CPF system, with current contribution rates, is broadly appropriate for the younger generation of Singaporeans.

One of our tasks in MOM, as we go forward, therefore, is to ensure that most low-wage workers are in the CPF system. If they are in casual jobs and not receiving CPF from their employers as they should, they lose out on many things. They lose out on Workfare and they lose on the various other Government top-ups that come from time to time. And when we add it all up, it is a fair bit."



**- Deputy Prime Minister
and Minister for Manpower
Mr Tharman
Shanmugaratnam**

Developing a core Singaporean Workforce in the Maritime Industry

"The maritime industry has contributed over 7% to our nation's GDP. With more than 120,000 ships calling at Singapore's Port annually, this works out to a ship arriving or leaving our port every three to four minutes."

"With the MOT's and MPA's efforts, there are now more than 5,000 maritime companies and more than 4,000 Singapore-flagged ships, which rank us among the top 10 fleets in the world. This has created relatively well-paid jobs in the maritime industry. Today there are about 170,000

personnel employed ashore and at sea which I understand may constitute to about 5.25% of our national workforce of some 3.2 million."

"Sir, how many of these 170,000 personnel employed are Singaporeans? What is the Government's projection of the long-term maritime manpower needs in Singapore? What are the Ministry of Transport's plans to develop Singaporeans for shore-based and sea-based jobs?"

"If persuasion fails, would the Minister consider introducing some forms of incentive to shipping companies to provide training berths for Singaporean cadets on board Singapore-flagged ships? Would the Minister also consider setting up tripartite initiatives to promote the employment of Singaporeans in the maritime sector?"

RESPONSE

The Minister of State for Transport Mrs Josephine Teo, thanking Ms Mary Liew and others for their comments and suggestions said: "Today, of the more than 170,000 people employed in the maritime sector, about 75,000 are locals compared to around 50,000 locals 10 years ago. However, maritime manpower needs have grown faster than our local pool can provide, much like in other sectors of the economy. We see this as an opportunity for us to invest in growing the local pipeline and to enable more Singaporeans to take advantage of the good careers available in maritime, a point which Ms Mary Liew shared."

"Ms Liew asked if the lack of training berths for cadets is a constraint on the Singapore Maritime Academy (SMA) training more seafarers. I would like to assure her that MPA will step in to ensure shipping groups help local cadets gain operational experience at sea, so that it is not a constraint."

"MPA will review its training programmes to attract more local seafarers to help the harbour-craft operators. We aim to provide an update within three months."





NMPS TAKE OATH IN MAIDEN PARLIAMENT APPEARANCE

Singapore's newest Nominated Members of Parliament made their maiden appearance in the House yesterday, where they took their oath of allegiance. It marked the start of a 2½-year term for the nine, who represent diverse segments of society. They include actress Janice Koh, 54; Fencing Singapore president Nicholas Fang, 36; executive secretary of the Singapore Maritime Officers' Union Mary Law, 49; Republic Polytechnic lecturer Fatah Jamal, 51; Mr Ramasamy Dhinakaran, 60, managing director of lifestyle and fashion retailer Jay Gee Melwani Group; Mr Eugene Tan, 41, assistant

law professor at Singapore Management University; Mr Laurence Lim, 41, chief executive of the National Volunteer and Philanthropy Centre and the Community Foundation of Singapore; and HSBC Bank group head of wealth management Tan Su Shan, 44. All eight took their oaths in English. The only NMP serving a second term is Mr Teo Siang Seng, 57, president of the Singapore Chinese Chamber of Commerce and Industry. He took his oath in Mandarin. The NMP scheme was started in 1990 to bring more alternative voices into Parliament. PHOTO: PAUL GOZALS

TODAY WEDNESDAY FEBRUARY 29, 2012 3

PARLIAMENT

MPs give their views on how to build better nest eggs

TAN WEIZHEN
weizhen@mediacorp.com.sg

SINGAPORE — From pegging retirement funds to inflation rates to lower property taxes, several Members of Parliament (MPs) offered suggestions on how to build better nest eggs for Singapore's ageing population during the Budget debate yesterday.

In her maiden speech, Nominated MP Mary Liew called on the Government to come up with a long-term plan for a reasonable Central Provident Fund (CPF) rate, including for younger Singaporeans so they can retire with a nest egg.

She also urged the Government not to implement any more CPF cuts, pointing out that CPF contribution has been cut three times in the past and the restoration on two occasions both took eight years.

Non-Constituency MP Lina Chiam proposed an alternative to the Silver Housing Bonus introduced in this year's Budget, which she criticised as being "impractical and unsuitable from a financial perspective". Instead, there should be an inflation-protected scheme pegged to forecasted inflation which could better provide for retirement needs.

The proposed Silver Housing Bonus would provide up to \$220,000 for Singaporeans aged 55 and above who downgrade to a smaller Housing and Development Board (HDB) flat, with proceeds from the sale to be used to top up their CPF savings to the prevailing Minimum Sum. All amounts above the Minimum Sum can then be with-

drawn in cash.

Mrs Chiam said this meant a "homeowner will forgo a significant sum of sales proceeds for future consumption through the CPF Life Annuity", which does not help with short-term liquidity needs. "Moreover for retirees, they do not enjoy lower property tax even though they no longer draw a salary," she said.

Chua Chu Kang GRC MP Zaqy Mohamad approved of the Bonus, but said the Lease Buyback Scheme — which involves selling the tail end of a flat's lease back to the HDB — is a more flexible and rational alternative and suggested expanding the eligibility criteria so that more can tap on it.

To further help senior citizens utilise their assets more efficiently, Bishan-Toa Payoh GRC MP Hri Kumar Nair said concessionary property taxes could be reduced for them.

While those who live in private homes are deemed to be well-off, the rise in private property prices has led to a corresponding increase in property taxes, he said.

Mr Hri Kumar also called for more senior citizen-friendly infrastructure, such as selectively building overhead bridges with lifts.

He added: "The Government must be able to project how many such elderly facilities it intends to build around Singapore in the short, medium and long term, and where they generally should be located. This should be shared with Singaporeans and the issue treated as being in everyone's backyard."

I would like for the Government to review and look into a long term plan to determine a reasonable CPF rate for our people, including the young ones so that when their turns come for them to retire they would have a nest egg to retire gracefully with dignity.

Nominated MP Mary Liew



TODAY FILE PHOTO

prime.news

Nominated MPs receive letters of appointment



Nominated MP Mary Liew (left) and other Nominated MPs receiving letters of appointment from the Prime Minister, Mr Lee Hsien Loong, at the Istana on Tuesday. From left to right: Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang.



Nominated MP Mary Liew (left) and other Nominated MPs receiving letters of appointment from the Prime Minister, Mr Lee Hsien Loong, at the Istana on Tuesday. From left to right: Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang, Mr Nicholas Fang.

雷家英：请别再削减公积金了

两会后总理李克强在政府工作报告中提出，要“多渠道增加城乡居民财产性收入”。李克强总理的这句话，在两会期间引起广泛关注和讨论。在两会期间，李克强总理在政府工作报告中提出，要“多渠道增加城乡居民财产性收入”。李克强总理的这句话，在两会期间引起广泛关注和讨论。在两会期间，李克强总理在政府工作报告中提出，要“多渠道增加城乡居民财产性收入”。李克强总理的这句话，在两会期间引起广泛关注和讨论。

Public bus operators 'should plough back savings'

\$1 billion fund can go to improving safety and work conditions. Public bus operators should plough back savings into improving safety and work conditions. Public bus operators should plough back savings into improving safety and work conditions. Public bus operators should plough back savings into improving safety and work conditions.

THE STRAITS TIMES FRIDAY, FEBRUARY 10, 2012

The nine will be sworn in when Parliament sits on Tuesday. I was already with the Nominated Members of Parliament when they took their oaths in English. The only NMP serving a second term is Mr Teo Siang Seng, 57, president of the Singapore Chinese Chamber of Commerce and Industry. He took his oath in Mandarin. The NMP scheme was started in 1990 to bring more alternative voices into Parliament.

PHOTO: PAUL GOZALS

PHOTO: PAUL GOZALS

PHOTO: PAUL GOZALS

STOP PRESS!

SMOU's flag flew high when its Executive Secretary Mary Liew, in speaking out for Singapore workers in the Parliament as a Nominated Member of Parliament, was featured in various Singaporean newspapers and news media. Her voice on issues, ranging from the struggles of bus drivers to CPF, from the needs of elderly to womenfolk, were highlighted in different languages.

VISITING SMOU MEMBERS ONBOARD



Armed with a Lunar New Year hamper, a SMOU quartet paid a courtesy visit to Pacific International Lines (Pte) Ltd's Kota Kaya on the morning of 16 February 2012. The foursome was welcomed by Capt Baiyu Nelson Pautrick and Chief Officer Kanda Edwin Kwame Worlanyo.



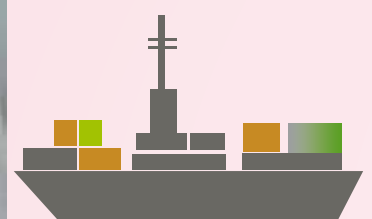
Touching base with union members, IROs Terence Tan and Daylen Tan together with Membership Officer Huang Wanyi and Wavelink Maritime Institute (WMI) Executive Christina Tey engaged members with informative brochures and furnished them with updates on key member benefits and training programmes.

"I felt extremely happy and thrilled to visit the containership as it gave me a perspective on how seafarers work together as a team in the workplace. It was a good opportunity as well for us to introduce the union's benefits and privileges to the ship's Captain and officers."

- SMOU Membership Department Membership Officer, Huang Wan Yi

"Working in WMI and coordinating maritime courses for the industry's professionals has always made me curious about life onboard a ship. So I was excited to have been given the opportunity to visit Kota Kaya and observe how seafarers work."

- Wavelink Maritime Institute Executive, Christina Tey



WELL WISHES & BOUNTIFUL BLESSINGS

IN THE YEAR OF THE DRAGON



SMOU spread the blessings as its officials visited shipping partners during the Lunar New Year season to extend well wishes and distribute New Year hampers and ship souvenirs.

The union was represented by President Capt Robin Foo, General Secretary Mr Thomas Tay, IR officials Mr Gwee Guo Dan, Mr Terence Tan, Mr Daylen Tan and WMI officials Mr Larry Chan and Ms Chen Wei Jia.



AET Shipmanagement (S) Pte Ltd



Neptune Shipmanagement Services Pte Ltd



Executive Ship Management Pte Ltd



NYK Shipmanagement Pte Ltd



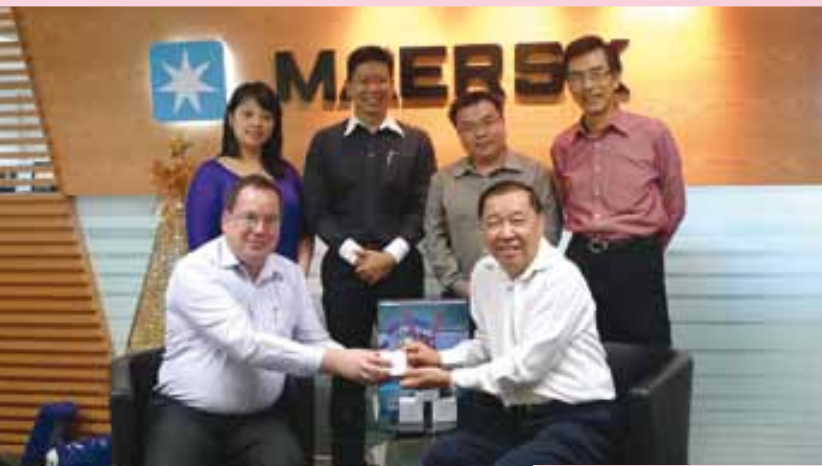
Ocean Tankers Pte Ltd



Thome Ship Management Pte Ltd



Masterbulk Pte Ltd



Maersk Tankers Singapore Pte Ltd



GBLT Shipmanagement Pte Ltd



PACC Ship Managers Pte Ltd



SMOU CELEBRATES WITH MUA ITS 140TH ANNIVERSARY

It was a week of major milestones as not only did the Maritime Union of Australia (MUA) organise a Quadrennial National Conference in Sydney, but on 29 February, it celebrated 140 years of unionism with a dinner marking the union's eminent history.

SMOU Officials and Young SMOU joined in solidarity and congratulated MUA on its 140th Anniversary celebrations and National Conference.

Brothers and sisters from other International Transport Workers' Federation (ITF) - affiliated maritime and transport unions came together to celebrate this significant occasion amid a week-long National Conference.

Themed "Organise – Unite – Fight", the National Conference held from 26 February to 2 March saw the attendance of 350 international maritime union and ITF affiliate representatives. The conference covered national issues of key maritime interests such as shipping reforms, national legislatives, and regional campaigns in the pursuit of larger global objectives.

At the same time, ITF General Secretary David Cockroft and ITF President and MUA National Secretary Paddy Crumlin also presided over the ceremonial opening of ITF's office in Sydney on 29 February 2012.



ES Mary Liew presents a SMOU commemorative gift to MUA National Secretary and ITF President, Paddy Crumlin





SMOU Officials working side by side with ITF President Paddy Crumlin and ITF GS David Cockroft



At the Women, Youth and Indigenous conference



SMOU IROs standing in unity with MUA brothers and sisters

SMOU AND BANGLADESH AUTHORITIES AID RETRIEVAL OF UNPAID WAGES



The Burmese crew of the Bangladesh-flagged *Banga Barta* contacted SMOU on 27 December 2011 claiming that more than two months of wages were left unpaid from September 2011.

Moreover, since the vessel was in a shipyard in Singapore, they arrived on a visitor's pass which was due to expire on 30 December 2011. The sign off and repatriation of the crew according to immigration rules without pay seemed imminent.

Intervening, SMOU demanded the agent in Singapore to extend the landing pass for one more week, while the union continued to apply pressure on the ship managers and owners in Bangladesh through engaging the Bangladesh High Commission in Singapore and the Bangladesh Seamen's Association (BSA) in ITF's support network.

BSA managed to bring this issue to the Bangladeshi government's attention through unrelenting pressure from BSA and SMOU.

The shipping company eventually relented – paying a total of US\$114,435 owed to all 15 Burmese crew members on 6 January 2012 before their repatriation on 9 January.

TERMS OF WORK INJURY COMPENSATIONS



Compensation under the Work Injury Compensation Act

In accordance with provisions found in the Work Injury Compensation Act, employers are liable to pay compensation for personal injury caused by accidents arising out of and in the course of an employee's employment. The Act also covers seafarers on Singapore Ships who are employees within the meaning of the Act.

Compensation under Collective Bargaining Agreements

Employers shall pay compensation for all injuries howsoever caused. This applies regardless of whether or not an officer comes within the scope of the Work Injury Compensation Act.

It includes accidents arising or not arising out of the course of an employee's employment and accidents arising outside the working hours of the injured officer.

An officer who receives compensation under the Work Injury Compensation Act or any other provision or statute shall only be entitled to receive the difference between the amount paid to him under the Work Injury Compensation Act and the amount payable under the Collective Bargaining Agreement, provided the latter is higher than the compensation assessed by the Work Injury Compensation Department.

Seafarers, take note. Compensations whether in accordance to the Work Injury Compensation Act or a Collective Bargaining Agreement, shall be extended to injuries arising from other occupational hazards such as war risk, strikes, riots, civil commotion, piracy, kidnap, abduction, terrorism and disappearance.



EMPLOYMENT OPPORTUNITIES & COURSE UPGRADING

SMOU DIALOGUE SESSION



On 8 March 2012, SMOU and Wavelink Maritime Institute (WMI) organised a dialogue with some 40 members from the foreign-going Deck Officer and Marine Engineer categories.

Chaired by SMOU President Capt Robin Foo, the session focused on maritime jobs, maritime education & skills upgrading, and educational funding, while attracting young people to consider seafaring as a viable and rewarding career.

Touching on drawing young people, SMOU General Secretary Thomas Tay in his opening message spoke up on the glaring lack of training berths for cadets and ailing competitiveness of maritime wages:

“The acute shortage of local seafarers is a great concern. If nothing is done, there will be no renewal of manpower. We have set up a

tripartite party to look into getting better jobs for Singaporeans and an advisory committee to reassess the selection process for our training programmes. So I appeal to all of you for your social contributions and greater support to help us arrest this downward trend.”

- SMOU General Secretary Thomas Tay

Introducing some courses under WMI’s subsidy, WMI General Manager, Mr Larry Chan gave a detailed report and overview of WMI’s upcoming plans and as to how SMOU’s veteran deck cadet and marine engineer members can support WMI in tackling the labour shortage faced by the maritime industry.

After training 56 deck officers in 2010, WMI is focusing its attention on training more young Singaporean marine engineers for Coc 3 and Coc 5. Since shipyard training is a critical component for training marine engineers, a key task at hand is to work at securing places for cadets in shipyards.

A lively exchange ensued as attendees expressed their views on the present state of Singapore's maritime industry, its current infrastructures for supporting current and new local seafarers and how WMI can come alongside to lend greater backing and assistance in this regard.



On Specific Training Requirements

"We must modify Maritime Education curriculum to keep up with industrial needs. If we want robust graduates, we need a strong curriculum. It's a pity if many are willing but become disenchanted or dissuaded because they can't afford to pay for the course or lack proper support structures and encouragement."

- Capt Jimmy Chew, SMOU member of 23 years



On Pedagogy

"Not all the locals know about pedagogy. Pedagogy is critical as is the need for pilotage running, superintendant support, exploring alternative certificates and train the trainer sessions. We must train our maritime industry trainers in order to regulate standards in our methodologies and delivery."

- Capt Say Eng Sin, SMOU member of 23 years



BOND-BUILDING FESTIVE GOLFING

SMOU LUNAR NEW YEAR GOLF LEAGUE

More than 60 SMOU members took to the greens at Orchid Country Club on 8 February for a round of 18 holes.

Organised by SMOU as part of an annual Lunar New Year golfing affair to engage Gold Collar members, the event also provides the opportunity for members to interact over a recreational game of golf.

Tournament Winners

1st Leo Teng Hong

2nd Chan Chuen Huei

3rd Koh Kim Leng Michael



SMOU AGS Mr Yong Soon Huat presenting a prize to our winner!



WILL YOU BE MY VALENTINE?

Love was in the air as 13 SMOU couples gathered on the evening of Valentine's Day to enjoy a blissful meal with their loved ones. Rose bouquets and chocolate chip cookies, which added to the amorous ambience were distributed as door gifts to each couple.



REMINDER

HAVE YOU CLAIMED YOUR LONG MEMBERSHIP AWARD?

351 members were honoured with Long Membership Awards (LMA) since 2011.

Members with 10, 15, 20, 25, 30 and 35 year long membership (as at 2011) who have yet to receive their certificates and souvenirs, may collect them at SMOU's ONE Stop Service Centre from Mondays to Fridays from 9am to 6pm and Saturdays from 9am to 1pm.



CLOSED FOR NOW

Lighthouse Bistro will be closed from 14 April 2012. Look out for a Brand New Lighthouse Bistro coming your way in early June 2012!

Visit www.smou.org.sg for regular updates.



Enjoy more coverage for less with preferential rates for NTUC members and their families.

From as low as \$0.70¹ a day, LUV gives you and your family comprehensive insurance coverage against death, disability² and 30 critical illnesses³, up to the age of 70⁴, as long as you remain an NTUC member. You can continue to enjoy insurance coverage under LUV even if you change jobs or are between jobs.

Receive a Thermal bag⁵ with every approved LUV policy.

Promotion is valid from 1 April to 31 May 2012, while stocks last.

Apply now at www.income.com.sg or call 6788 5515.



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IMPORTANT NOTES

¹ Premium rate is applicable only to policyholders aged 19 to 45 (age next birthday) for sum assured at \$100,000 under the Deluxe Plan.

² For Permanent and Partial Disability (PPD) due to an accident, schedule of losses apply. Refer to NTUC Income website for the Table of Compensation for PPD.

³ For Deluxe Plan only. Please refer to NTUC Income website for the list of 30 Critical Illnesses.

⁴ The maximum entry age for you and your spouse is age 64. If you take up this policy at or before age 60, you will be covered till you attain the age of 70. If you take up this policy after age 60, you will be covered till you attain the age of 65.

⁵ Only applicable to approved LUV policy with minimum sum assured of \$10,000 for Deluxe Plan or \$50,000 for Basic Plan, per life. Promotion's terms and conditions apply.

This advertisement is for general information only and is not a contract of insurance. The precise terms, conditions and exclusions of the plans are specified in the Master Policy Contract issued to National Trades Union Congress (NTUC). The cover for this LUV plan will automatically cease upon the termination of the Master Policy Contract by either NTUC Income or NTUC. You should seek advice from a qualified adviser if in doubt. If you choose not to, you will have to take sole responsibility to ensure that this product is appropriate to your financial needs and insurance objectives. This LUV plan does not have any cash value.

This plan is underwritten by NTUC Income.
Information is correct as of 6 March 2012

SMOU BURSARY/ SCHOLARSHIP AWARDS 2012

Calling all children of SMOU members! SMOU's Bursary/Scholarship Award is here again!

In support of lifelong learning through education and self improvement, SMOU and Wavelink award bursaries, book prizes and scholarships to children of union members who perform well in their PSLE, 'O' and 'A' level exams.

Eligibility

- Applications must be SMOU paid-up members with at least 5 years of continuous membership with the Union
- The members' child/children must be pursuing their education in an approved government school, college or institution in Singapore.
- SMOU members must have a total monthly household income not exceeding **S\$2,200** (gross) or per capita income not exceeding **S\$600** gross (whichever is lower).

Bursary Awards

Applicable to students of all levels with academic results starting from Primary 1 in year 2011.

Scholarship Awards

Applicable only to students with Year 2011 PSLE, GCE 'O' & GCE 'A' Level final national results.

Presentation of Awards: 8 September 2012 (subject to change)

To apply, download a copy of the form from www.smou.org.sg or visit SMOU's One-Stop Service Centre.

For more information, contact SMOU One-Stop Service Centre at 6396 0123.

Application Opens on 14 May 2012 and Closes on 7 July 2012.

OUR VISION

The Number One
Professional, Dynamic
and Growing Organisation
For The Maritime
Community
And Beyond.



Subsidiary Companies and Business Divisions



Training Calendar

April - June 2012							
Course Title	Date	Duration	Course Fee	Course Title	Date	Duration	Course Fee
MPA Mandatory Courses							
Pilotage Exemption (Large Vessel) Course & Assessment	On Demand	5 hrs	\$2,675.00	Experienced Tug Master (Refresher)	On Demand	1.5 Hrs	\$460.10
Pilotage Exemption (Large Vessel) Renewal Assessment	On Demand	2.5 hrs	\$1,401.70	Passenger Ferry Safety (New)	On Demand	1 Day	\$294.25
Pilotage Exemption (Small Vessel) New	On Demand	1 Day	\$383.06	Passenger Ferry Safety (Refresher)	On Demand	4 Hrs	\$230.05
Pilotage Exemption (Small Vessel) Refresher	On Demand	3 hrs	\$333.80	Port Limit Special Grade (Deck Officer)	On Demand	3 Days	\$449.40
Port Limit Tanker Master (New)	On Demand	1.5 Days	\$591.70	Bunker Surveying Course	On Demand	2 Days	\$321.00
Port Limit Tanker Master (Refresher)	On Demand	4 hrs	\$255.70	Oil Spill Control	On Demand	1 Day	\$171.20
Tug Master (New)	On Demand	3 hrs	\$837.80				
Maritime Courses							
Maritime Resource Management Course (MRM)**	14 - 16 May	3 Days	\$909.50	IMO Model Course 3.19 (Ship Security Officer)*	8 - 9 May	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course**	14 - 18 May	5 Days	\$1,605.00	IMO Model Course 3.20 (Company Security Officer)*	8 - 10 May	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)**	9 - 13 Apr 11 - 15 Jun	5 Days	\$1016.50	IMO Model Course 3.21 (Port Facility Security Officer)*	17 - 19 Apr 12 - 14 Jun	3 Days	\$963.00
IMO Model Course 1.22 (Ship Simulator and Bridge Teamwork)**	16 - 18 May	3 Days	\$1,070.00	ISM & ISPS Internal Auditor*	15 - 17 May	3 Days	\$1,284.00
Shiphandling Course	16 - 18 May	3 Days	\$1,284.00	ISM Internal Auditor*	15 - 16 May	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor*	16 - 17 May	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	9 - 10 Apr 11 - 12 Jun	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	17 - 18 Apr 19 - 20 Jun	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme*	23 Apr 11 Jun	1 Day	\$321.00
Ship Security Awareness Course	On Demand	1 Day	\$171.20	Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85
				Introduction to Risk Management	On Demand	1 Day	\$272.85

Course Fees inclusive of 7% GST

* Courses approved by Maritime Cluster Fund (MCF);
50% subsidy available to Singaporean and Singapore PR

** Courses subjected to MPA's approval for MCF subsidies.



For registration or enquiries, please contact:
Ms Christina Tey
Tel: (65) 6390 1648
Fax: (65) 6295 1121
Email: courses@wavelink.com.sg

For MPA Mandatory Courses, please contact
Mr Kevin Loh
Tel: (65) 6874 7782
Fax: (65) 6874 7666
Email: kevin@wavelink.com.sg

Mr Rivin
Tel: (65) 6874 7782
Fax: (65) 6874 7666

Visit us at: www.wavelink.com.sg/wmi

MARITIME COURSES ON DEMAND: NEW OFFICERSPLUS COURSES!

Good news! Four new courses have been approved for inclusion under the OfficersPlus Programme. Endorsed by the Maritime and Port Authority of Singapore (MPA) and with available funding from the Singapore Maritime Training Fund (SMTF) for eligible applicants, officers may now choose from one of six modules.

Courses	Description	Cost & Duration
Maritime Resource Management Course (MRM)	MRM focuses on positive attitude change that reduces management error. It enhances behavioural dynamics and team work between officers and engineers in the use and coordination of knowledge, experiences and available resources to achieve a high standard of safety at sea.	\$850.00 3 days
IMO Model Course 1.27 - Operational Use of ECDIS	This course equips participants with the necessary competencies to safely operate the ECDIS system, as well as grasp its capabilities, limitations, and data functions.	\$950.00 5 days
IMO Model Course 1.22 – Ship Simulator and Bridge Teamwork (BTM) *NEW	BTM enhances behavioural dynamics and team work between deck officers in the use and coordination of knowledge, experiences and available resources to achieve a high standard of safety at sea.	\$1,000.00 3 days
Shiphandling *NEW	This course enhances deck officers' shiphandling skills and knowledge with practical simulation exercises and lectures.	\$1,200.00 3 days
Ship Safety Officer *NEW	Safety is paramount onboard ships. This course is designed to equip deck officers and marine engineers with the required knowledge in assuming the roles and duties of a safety officer.	\$600.00 2 days
Ship Security Officer *NEW	The course equips participants with the necessary knowledge, skills and attitude to perform the duties and assume the responsibilities of a Ship Security Officer (SSO), as defined in part A/2.1.6 and A/12.2 of the ISPS Code.	\$600.00 2 days

All courses mentioned above are subjected to GST charges.

Wavelink Maritime Institute Pte Ltd
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Singapore 208738
Tel : (65) 6390 1651
Fax : (65) 6295 1121
Email : courses@wavelink.com.sg
Website : www.wavelink.com.sg/wmi



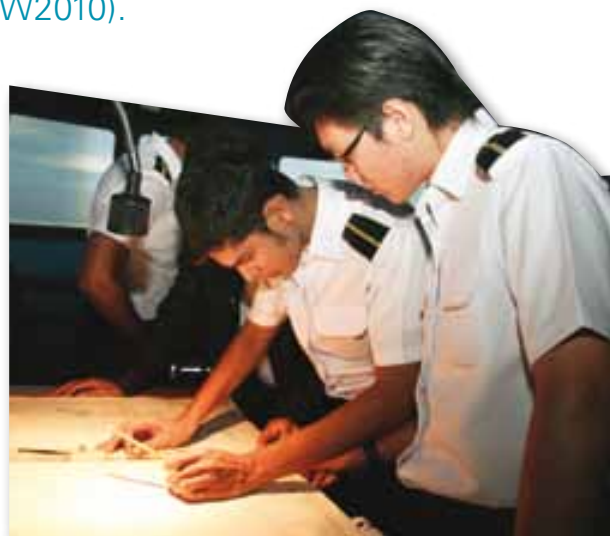
MARITIME RESOURCE MANAGEMENT INCLUDES BRM

Bridge Resource Management (BRM) had become a mandatory requirement for cadet training under the stipulation of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers 2010 (STCW2010).

Aligned with STCW2010 requirements and conducted over 3-days, WMI offers all eligible applicants the "Maritime Resource Management (MRM) Course", which in accordance with the STCW2010 - includes a broader coverage of BRM and instruction on bridge resource management principles.

A 3-day course, the IMO 1.22 Ship Simulator and Bridge Teamwork (BTM) remains as a non-mandatory simulator component and has recently been approved for inclusion under the OfficersPlus Programme.

Since many of the simulator training components in the BTM course substantiate the theory components of MRM, WMI also offers a combined 5-day MRM and BTM course which allows participants to apply the theories learnt in MRM using simulators.



Photographs courtesy of Maritime and Port Authority of Singapore (MPA) and Integrated Simulation Centre (ISC).



cadets plus

Pre-Sea Preparatory Course



26 March 2012 – 20 April 2012 | China
30 April 2012 – 25 May 2012 | Philippines
July 2012 - August 2012 | Indonesia

