

October - November 2012

seavoices

MICA (P) 036/11/2011

Bi-Monthly Publication of the **Singapore Maritime Officers' Union** and **Wavelink Co-operative**

NEW TNTA CADETS SET TO SHINE



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TNTA LAUNCHES 4TH INTAKE

MARITIME – AN ESSENTIAL INDUSTRY



TNTA Stakeholders including the WDA, MPA, e2i, SSA, Shipping Employers, NTUC, SMOU, and WMI with the TNTA cadets.

If we want to build strong Singaporean cores in certain essential industries for Singapore, the maritime industry will have to be one of them. It provides an exciting and rewarding career.

Mr Ong Ye Kung, NTUC Deputy Secretary-General underscored this point at the Tripartite Nautical Training Award (TNTA) opening ceremony for its fourth intake of 22 cadets on 6 August 2012.

The need for maritime manpower has grown significantly and “at a faster rate than what we can meet currently”. There are 120 international shipping groups in Singapore, compared to 30 groups some 10 years ago. In Singapore, it is estimated that more than 170,000 people are employed in the maritime sector, of which only 75,000 are locals.

By providing an alternative path for Singaporeans with the interest

and passion to enter the maritime industry, the TNTA has been successful in producing young talent for the maritime industry.

Mr Ong explained how a different generation of people needed to experience work before discovering their passion and knowing what they want as a career. Thus, under the TNTA programme, the entire focus is not placed just on academic results, but also the passion and commitment of an applicant to a maritime career.

He acknowledged the established and well accepted path of the traditional polytechnic route is a competitive factor, but he reminded that for Singapore to truly be a land of opportunities, the TNTA programme should embrace the passion of the workforce, providing them with chances to try for a maritime career.

Speaking to SeaVoices after the launch held at Employment and Employability Institute (e2i) Redhill, Mr Ong went further to endorse the TNTA programme.

“I think we need to persevere with the initiative and give it time to gain popularity. At the moment the TNTA programme is seen as an alternative route. But over time, it should be seen as a parallel option to the Polytechnic system to fresh school leavers,” said Mr Ong.

On the quality of the fourth batch of TNTA candidates, Mr Ong highlighted the experience of Maersk Tankers Singapore who took in five cadets. The company has a stringent Logical Index Assessment which is implemented for all its employees. It is an ability test which has a cut-off score of 18 for all employees. The five candidates hired by Maersk scored at least 23 with the highest score of 27, way above the Asia Pacific average.

“This is the first time that they are taking in TNTA cadets and they are very amazed at the quality of these young Singaporeans,” said Mr Ong.

TNTA LAUNCHES 4TH INTAKE

‘Captain’ Ong Ye Kung – Singapore’s Maritime Labour Captain!

The TNTA initiative, which has given hope to many aspiring cadets, would not have been made possible if not for Mr Ong.

At a meeting with SMOU Executive Committee on 20 August 2009, Mr Ong, who is also Chairman of e2i, heard the heartbeat of the union leaders appealing for more to be done to give Singaporeans more opportunities to enter the maritime sector.



For his role in championing the TNTA initiative, SMOU accorded to Mr Ong the captain epaulets. SMOU General Secretary Mr Thomas Tay presented the special insignia to Mr Ong.

“Brother Ye Kung was touched by what was shared, especially this industry where there is a potential for Singaporeans to earn better wages and have better lives.

He was excited and passionate about the potential for this project and he was the one who spearheaded the entire TNTA initiative, working through NTUC, e2i, with funding from WDA to fund the programme and make it possible. Between the meeting with SMOU to the announcement of the TNTA initiative, it took less than two months.”

Ms Mary Liew, SMOU Executive Secretary, shared this at the TNTA fourth intake launch.

Turning to the 22 TNTA cadets who will be undergoing some 31 months of training (inclusive of 18 months at sea) to be commissioned as Nautical Officers with CoC 3 Certifications, Ms Liew said that it is now up to them to ‘work hard, persevere and one day become a captain’. Among these cadets, there are some who did not make the mark to enter a polytechnic to pursue better careers.

“The TNTA is an alternative training path. Now, they have the opportunity to pursue their dreams.”



TNTA LAUNCHES 4TH INTAKE

TNTA Advisory Committee Plays Vital Role

Be tenacious and receptive when you go out to sea. And stay harmonious as you will be working in a multi-racial, multi-national environment.

Captain Yeow Kok Kean, from NSSPL, is also Chairman of the TNTA Advisory Committee, shared these tips and other motivational quotes with the cadets at the opening ceremony.



GS Mr Thomas Tay presented Capt Yeow with a token of appreciation

The TNTA Advisory Committee has been instrumental in ensuring that the programme produces quality and sea-worthy candidates. Many shipping companies have given positive feedback about TNTA fourth intake in comparison

to the earlier intakes, and this is largely due to the presence of the Advisory Committee. The continuous presence and advice of the committee would ensure more quality cadets joining the seafaring career.

Captain Yeow shared that the Advisory Committee will continue to improve the processes in recruitment, course delivery, retention and promotion of the TNTA programme.

He reminded the cadets of the great opportunity they have been given through the programme as a gateway to improved career prospects, wages and the quality of their lives.

Mr Ong thanked the various partners of the programme for their joint efforts;

- WDA for providing the funding
- SMOU for co-sponsoring the training, developing the programme and delivering the training through Wavelink Maritime Institute (WMI)
- Singapore Shipping Association (SSA) for supporting the programme, shipping employers for offering attachments at sea for the cadets and employment after they graduate as officers,
- Employment and Employability Institute (e2i) which administers the funding given by WDA, organises job fairs and overlooks the screening and selection process
- MPA for approving the syllabus



TNTA LAUNCHES 4TH INTAKE



"We hope for this TNTA programme to be successful and we are very supportive of the programme. Because this batch of cadets scored well in our logic test, we are very confident and plan to have a long-term commitment to the TNTA programme. We had a very good start and look forward to a long-term future."

– Mr Eric von Livonius, Maersk Tankers Singapore

"I think every batch of TNTA cadets is getting better. The feedback from the shipping companies was taken into consideration by the programme organisers, and led to improvements in the screening process. The important thing for better success of the programme is that these cadets need to know what they are getting into. The cadets should know beforehand their career prospects and what they stand to achieve in future. I would like to see younger Singaporean cadets trying out for this programme."

– Captain Lee Swee Aun (4th from left), Wallenius Marine Singapore



DRIVING INSTRUCTOR SELLS CAR TO PURSUE DREAM OF A MARITIME CAREER

Back when he was a driving instructor, 26 year old Mr Amali Akmal Zainal held strong aspirations to pursue a career at sea as a maritime officer.

So when he met SMOU member Captain Dhavinder who took driving lessons from him, there was an instant affinity between them – drawn by their common passion for the sea.

After hearing about his ambitions to have a seafaring career, Capt Dhavinder mentioned to Mr Amali about the SMOU and the Tripartite Nautical Training Award (TNTA) programme. With the encouragement from the union member, Mr Amali found out more about the programme online through his own research and the prospects it offered. He did the next best thing – submit his application and went for interviews with the shipping employers.

Mr Amali's determination caught the eye of Captain Anthony Khoo from PACC Ship Managers who took him onboard even though the company had already fulfilled its employment quota. Explaining his hiring decision, Capt Khoo shared that he was impressed with the TNTA cadet who was committed and has even sold his car to be financially prepared for the programme.



Similarly Executive Secretary Ms Liew was taken by surprise of Mr Amali's confidence and commitment when she asked Mr Amali if he was prepared mentally and financially. His action has spoken volumes that he was not going to look back, but rather look forward to his sea career.

As a cadet in the TNTA fourth cohort, Mr Amali is all set to take on the challenges of the programme, which includes 18 months of shipboard training where he will be working onboard PACC vessels.



REMINISCING BEING AT SEA SPURS A COMEBACK

The oldest candidate in the fourth batch of TNTA cadets had a taste of the seafaring experience that made him want more.

Mr Omar Mohamed started his career in the maritime industry as a Steersman with Eng Hup Shipping. This was made possible after he approached the NTUC Employment and Employability Institute (e2i) to seek employment opportunities, following job rejections from local employers. In 2008, Mr Omar applied for the e2i Steersman programme for which he underwent four months of training, and was immediately employed upon completion of the programme.

His optimism and constructive attitude made an impression on his supervisors and management. Mr Omar was eventually promoted to a supervisor with an increased wage. His job scope widened as Mr Omar started assisting the management with maritime operations and administrative work for the next four years. But the deskbound promotion soon got him wanting to get back into action at

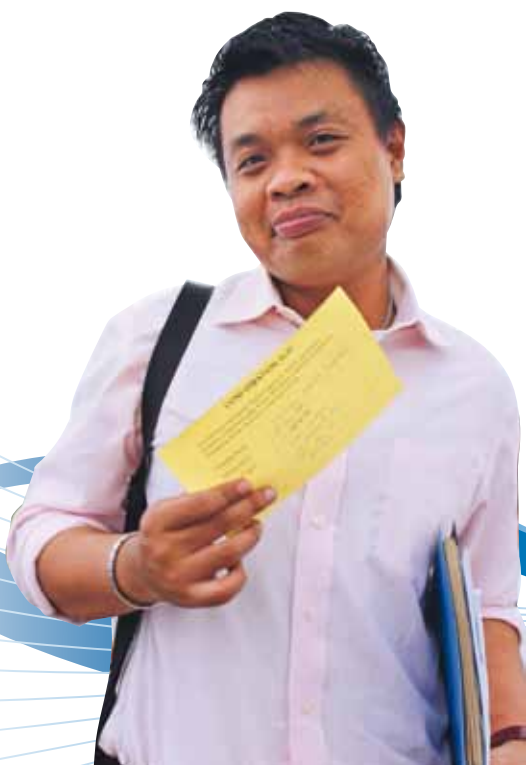


sea. Thus, the TNTA programme was the way for Mr Omar as he aimed to further his maritime knowledge and restart his seafaring career as an Officer.

Upon graduation from the programme, Mr Omar will start off as a Nautical Officer earning around US\$3,000 (S\$3,700). The career progression can bring him up to a Captain's rank with a potential of more than US\$10,000 monthly pay package. This opportunity has reignited Mr Omar's passion for seafaring and given him the chance to earn a better salary and living. Through the interviews with shipping employers at the TNTA job fair, Mr Omar has been employed by Wallenius Marine Singapore.

"Thank you SMOU, e2i and WDA for giving me a second chance at life. My mum cried upon seeing my photo in the newspapers even though she isn't English-literate. My parents are proud of me getting into this programme."

– Mr Omar Mohamed, TNTA Cadet



LAUNCH OF NTUC TRANSPORT & LOGISTICS SERVICES CLUSTER AND JOB FAIR

NTUC Transport & Logistics Services Cluster was officially launched by NTUC Secretary-General Lim Swee Say on 4 July at Bedok Centre. This was followed by a Job Fair for the TNTA initiative on 5 July.



Successful candidates with NTUC Transport & Logistics Services Cluster Chairman, Brother Mohd Rasi in the centre, Shipping Companies and SMOU Officials

The shipping companies which participated were AET Ship Management, BW Fleet Management, Ishima International Ship Management, Komaya Shipping Company, Maersk Tankers Singapore, Neptune Orient Lines, PACC Container Line and Wallenius Marine Singapore.

SMOU General Secretary Mr Thomas Tay addressed the candidates, encouraging them to do their best and work towards their dream of a seafaring career. Ms Delphine Poh from the Employment and Employability Institute (e2i) reminded the candidates to be confident when engaging in an interview with their potential employers. Mr Mohd Rasi Taib, Cluster Chairman for Transport and Logistics Services Cluster of NTUC, visited the job fair to show his support for the programme and the hopeful candidates.

The job fair held the third round of interviews for the shortlisted candidates with the various shipping companies. The selection process took several hours as candidates waited eagerly for their chance to convince their potential employers to hire them. Candidates who applied to Maersk Tankers Singapore were put through a logic test, where most of them fared well above the passing score and were eventually hired by Maersk Tankers Singapore.



Candidates taking the logic test by Maersk Tankers Singapore



Trying to relax before interview.....



"Good news! We are selected!"

SMOU ES AND NMP RAISES QUESTIONS IN PARLIAMENT

Nominated Member of Parliament and Executive Secretary of SMOU Ms Mary Liew spoke in parliament regarding matters close to the hearts of fellow Singaporeans.

She touched on issues concerning the maritime industry, flexible work arrangements to encourage women to return to the workforce, as well as the eligibility criteria for HDB rental flats. The Ministers of the relevant ministries responded to her views, suggestions and queries.

Below SeaVoices highlights some issues raised by Ms Liew and the replies from the Ministers.

More than \$7 Million Committed to Developing Harbour Craft Sector Talents

In a parliamentary session earlier in March this year, Ms Liew called on the Government to develop a Singaporean core for the maritime industry pointing out that of the 170,000 employed in the maritime sector, only 75,000 are locals. She also highlighted that the lack of training berths for the cadets is a constraint on the Singapore Maritime Academy (SMA) to train more seafarers.

On 13 August 2012, Ms Liew continued to place focus on further developing local maritime talent. Following up on earlier parliament questions, Ms Liew asked the Minister for Transport, Mr Lui Tuck Yew, to give an update on the initiatives by the Ministry to draw more Singaporeans to work in the shipping industry, both on the foreign – going vessels and the harbour crafts.

Mr Lui responded that more than S\$7 million will be committed to attract Singaporeans to join the harbour craft sector through two new initiatives. The Singapore Workforce Development Agency (WDA) and NTUC's e2i (Employment and Employability Institute) will be involved in investing and rolling out traineeships and programmes.

The first initiative is a new traineeship programme which aims to train Singaporeans to work as marine engineer officers onboard ships that work within 'Special Limits' in and near Singapore. The inaugural programme launched last year showed a high take-up rate. MPA, WDA and e2i will support 90 per cent of the course fees. The 13-month programme will cover engineering studies, basic safety skills, ship board training and secure positions with potential employers even before training begins.

The second initiative is a commitment by MPA to commit more than \$4 million to co-fund course fees and increase cadets' training allowances. Cadets undergoing the CoC Deck Officer (Special Limits) programme or the CoC Marine Engineer Officer (Special Limits) programme will get a monthly training allowance of at least \$1,200 and more. The implementation of this training allowance starts from October 2012 for two years and is applicable to existing and new batches of cadets.





Family's Eligibility to Rent a HDB Flat

Moving her focus to low-wage workers who are deprived the chance of renting a flat, Ms Liew asked the Minister of National Development, Mr Khaw Boon Wan, for an update on the current supply and demand for HDB rental flats. She called on the Housing Development Board (HDB) to consider utilising per capita income, in addition to the total household gross income, to determine a family's eligibility to rent a HDB flat. This is to not disadvantage larger families who may not have a high enough total income to be able to rent a bigger flat. Ms Liew also posed the question on how much notice would be given to tenants to vacate a flat should their income exceed \$1,500.



Flexible Work Arrangements

Concerned with matters surrounding helping women who would like to come back into the workforce, Ms Liew advocated flexible work arrangements also to help alleviate manpower shortage for companies. She asked Deputy Prime Minister and then Minister for Manpower, Mr Tharman Shanmugaratnam, whether the Ministry held a record of the number of women employed under flexiwork arrangements, how many of them under the rank and file category and the PME category are employed under flexiwork arrangements. She called on the Ministry to encourage employers to consider offering flexiwork employment to address the manpower shortage problem.

Acting Minister of Manpower, BG (NS) Mr Tan Chuan Jin responded that flexiwork is meant to improve employee engagement and enhance workers' well-being. He acknowledged that there are workers, especially women who had children, who look to re-enter the workforce but also look for flexible work arrangements. Due to the tight labour market, the Ministry encourages employers to consider having flexiwork arrangements to attract Singaporeans to come back into the labour market. This can be mutually beneficial for employers and employees.

To promote flexiwork arrangements, the government has put in place a range of initiatives. They include funding assistance schemes, such as the Work-Life Works! Fund and Flexi-Works! Scheme. Employers who take on

In response, Mr Khaw said that there are 45,600 households living in HDB rental flats. New rental flats are being built to accommodate 2,400 applicants on the waiting list. The supply of flats will reach 50,000 by the end of 2012. With regards to the rental criteria, Mr Khaw stated that HDB exercises flexibility as the income ceiling of \$1,500 covers the lowest 20 per cent income households. Therefore, bigger families who exceed the income ceiling are still able to get a HDB rental flat. The tenancy of HDB rental flats runs for two years and HDB considers extending the tenancy for another term for higher income families who request for more time to buy a flat. However, during the extended term, the rental rate is higher, aligned to the families' income.

such initiatives receive co-funding from the government, which directly benefit their employees, including professionals, managers and executives. So far, more than 840 companies and their employees have benefitted from these initiatives, and the Ministry encourages more companies to participate. Mr Tan is also calling for more ideas and initiatives for new schemes which can be put in place to enable flexible work arrangements.



PRIME MINISTER LEE HSIEN LOONG'S NATIONAL DAY MESSAGE 2012



My Fellow Singaporeans,

We celebrate National Day amidst an unsettled world. Europe and the US face serious economic problems. Asia is doing better than other regions, but China and India are slowing down and tensions are simmering in the South China Sea.

Against this backdrop, Singapore is doing quite well. Our economy grew 1.7% in the first half of 2012 and we are on track for 1.5-2.5% growth for the year. Internationally, Singapore's standing is high, whether with emerging countries like India and China or advanced nations like the US. Domestically, we are clearing the backlog of applicants for HDB flats, building more MRT lines and upgrading our bus services. Our GST Vouchers and U-Save rebates will help lower-income households cope with inflation.

Today Singapore is a success story, but the world is not standing still. The next two decades will be very different. The emerging economies in Asia are advancing rapidly. Breakthroughs in science and technology will transform our lives. Singapore will encounter many new challenges and opportunities.

We must ask ourselves some fundamental questions: What future do we see for Singapore? What kind of home do we want for our children? I believe all of us want to be proud to be Singaporeans, and to live in a successful country that meets our aspirations. What does this mean?

First, Singapore must always offer hope of a better future. We must always be a fair and just society which creates opportunities for all. A nurturing and open environment which gives every citizen the chance to pursue his dreams. A forward-looking community where each generation improves on what they have inherited and hands a better Singapore over to their children. This is the way to root able and enterprising Singaporeans here, and inspire all of us to keep on improving Singapore.

Singaporeans all want the best education, to fulfill their potential and be better people. We will equip them with skills and knowledge to thrive in an uncertain world. We must work with parents to bring their children to more equal starting points for primary school, through good and affordable childcare and kindergartens. We will open up more pathways in our education system, to fulfill the diverse aspirations of our young. Let us prepare every child for the test of life, not just a life of tests.

Second, Singapore must be an inclusive society with a heart. We uphold meritocracy, to motivate everyone to try their best. But individual achievement must be tempered with a mutual obligation. The successful ones have a duty to contribute back more to society. We need to treat one another with dignity and respect, and to share the fruits of success widely, so that no Singaporean is left out.

We have strived for such an inclusive Singapore for many years. Our home ownership programme gives every citizen, rich or poor, a stake in our nation. Our universal and almost free education system equips every child with the tools to succeed in life. Our healthcare system provides every Singaporean with good quality and affordable care.

But as new needs have emerged over time, we have enhanced our social safety nets. We introduced ComCare to help the needy, and Workfare for low-income workers. Low and middle-income couples now get Additional Housing Grants to buy HDB flats. In schools, Opportunity Funds enable less well-off students to participate fully in enrichment programmes and study trips.

This year's Budget was a further major step. We introduced new programmes. The Silver Housing Bonus is benefiting our ageing population. Increased subsidies for home-based care are helping more families with elderly parents. These are not one-off gestures, but a carefully designed package which lays the basis for stronger safety nets for the future.

We will build on these initiatives in a sustainable way. The Government will do more but it cannot do everything. Every Singaporean must play his part in creating an inclusive Singapore. This is how we can nurture a united community, and do the best for ourselves and one another.

Third, Singapore must be a home that all of us love. We have built a unique home on our little island, striking a balance between preserving the old and embracing the new. Let us make it even better. A beautiful home with green spaces, blue skies and clear waters, just like here in Bishan-Ang Mo Kio Park. A cherished home where we build treasured memories and lifelong friendships. A safe home which we will defend.

This feeling of belonging and identity is especially important for an open society in a globalised world. But it is also harder to nurture when we have new immigrants and foreign workers. We are managing the inflow to minimise the strains on our infrastructure and society. But Singaporeans must remain confident and open, and welcome those who will strengthen our team and help us and our children do better. For their part, new immigrants must make the effort to integrate into our community. They must acquire our social values, our cultural values, adopt our social norms and commit their loyalty and love to Singapore.

Even as we keep our society open to immigrants, we will bring up our own next generation. Singaporeans do want to grow their own families. Many couples do wish to have children, and we will do more to support their family life and parenthood. I am happy that we expect more Dragon babies this year, but our fertility trend is still declining. We must go beyond the Chinese zodiac and tackle the underlying causes of our low birth rates. If we can create more supportive social attitudes and work environments, and lighten the burdens of parenthood, we will help couples to have more kids.

Beyond specific issues like immigration and procreation, we need to review our policies more broadly, particularly social and education policies. To still be a shining red dot twenty years from now, we must rethink our approaches, and reinvent ourselves. We must anticipate changes and prepare for what lies ahead. Singaporeans will remain at the heart of all that we do, as we update our policies to best serve our people. Core values such as meritocracy, multi-racialism and financial prudence cannot change. But within these broad principles, we should review what needs to change and where we should act more boldly.

I have asked Minister Heng Swee Keat to chair a committee of younger ministers to take a fresh look at what we are doing. We will engage Singaporeans in this review, and build a broad consensus on the way forward. I ask for your support in this exercise.

Singapore is our shared home. What Singapore becomes depends on what we make of it. With our resources, our resolve, and our imagination, Singapore is well placed to thrive in a changing world. Let us all work together so that our children can always find here hope of a better future, an inclusive society with a heart, and the best home for ourselves and our families.

Happy National Day!



NTUC SECRETARY-GENERAL LIM SWEE SAY'S NATIONAL DAY MESSAGE 2012

Last month, I attended the annual International Labour Conference and spoke with union leaders from a number of countries. The situation in Asia remains cautious but still encouraging. However, the picture I gathered for the USA and Europe was not as good. They are suffering from job shortages, sticky unemployment, high youth unemployment and stagnation of wages.

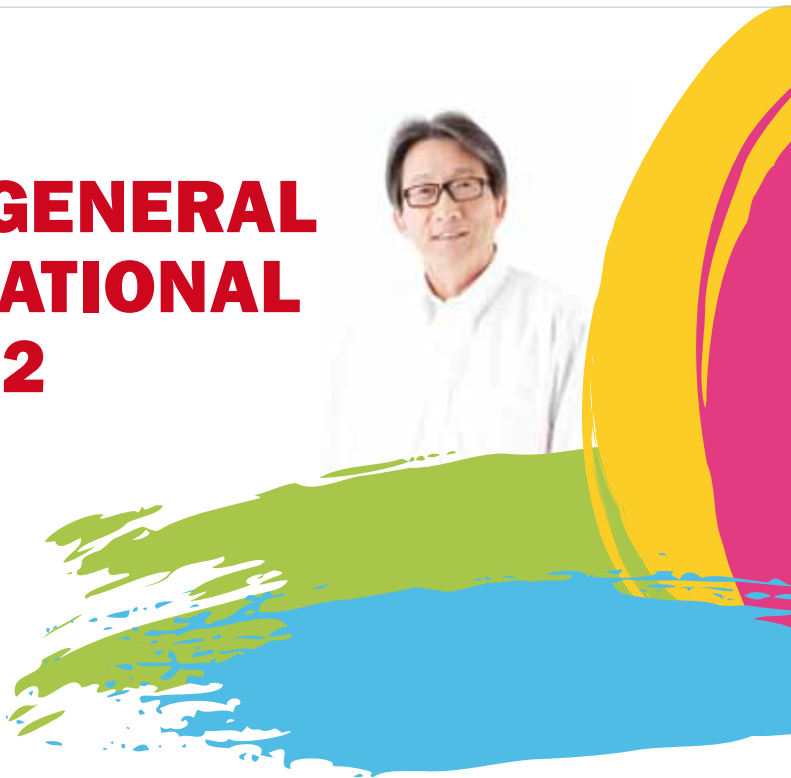
Such implications can be painful for their people. One European unionist told us that many of her fellow countrymen are working as construction and mining workers in Australia. What saddens her even more is seeing the younger and better educated leaving the country because of job shortages at home.

We do not want this to happen to our fellow Singaporeans, not now and in future.

Since our independence in 1965, we have distinguished ourselves in the way we improved our life and built our nation. We are doing better, and the union leaders we met in Geneva can see that. They also wish to have what we have - full employment, low youth unemployment, and a steady increase in real wages.

Unfortunately, these are not easy to come by as some of them have found out the hard way.

As we celebrate our 47th National Day, let us value our achievements and pledge to work together to stay ahead. The journey ahead will only get tougher, given the uncertain outlook of the world economy, slower growth and higher inflation in the medium term, and fierce competition regionally and globally.



But these challenges are not impossible to overcome.

Our economic and social foundation is sound, our young are well educated, and our workforce is well trained. Above all, our tripartite partnership is strong. If we can transform our economy and reshape our workforce better and faster than others, we can continue to enjoy shortages of workers instead of jobs, steady increase in wages instead of wage stagnation in the years to come.

Loving Singapore, Our Home holds many meanings for us to reflect upon. For the Labour Movement, it is about making Singapore a good and better place for all Singaporeans to work, live and play as one big family. There is no guarantee that Singapore will always do well. There will be ups and downs along the way. But one guarantee we can give to each other as citizens of Singapore is that, in good or bad times, we will always do our best for Singapore and give our best to our fellow Singaporeans.

Creating a better home for ourselves and our children is a journey with no end. Let's do it together and make our home – ***Our Better Singapore.***

Happy 47th National Day to all!

SMOU CELEBRATES NATIONAL DAY AT ITS FAMILY CONNECTION @ SINGAPORE FLYER

Loud cheers erupted as SMOU members and their families were in a jubilant mood celebrating the nation's 47th birthday together. SMOU held its Family Connection on 4 August 2012 at the Singapore Flyer's Megu Hall.



"It is the first time at Singapore Flyer for our family, the food and atmosphere was quite good. My family enjoyed the time for us to bond, and the magician was very entertaining."

- Mr Zhang Ming Hong
SMOU Member of 7 years

"It was a good chance and time for socialising with my friends that I don't get to meet very often."

- Mr Fooard Zosopari
SMOU Member of 24 years

"It was very good, and very enjoyable. We had a good family time to celebrate the National Day together."

- Mr Sarda Umesh Srivastava
SMOU Member of 18 years

CONGRATULATIONS TO AWARDEES RECOGNISED AT 12TH BORA

SMOU ExCo member Mr David Wang was awarded the Branch Officials Recognition Award (BORA) 2012 at the Orchid Country Club on 6 July 2012. Along with fellow Labour Movement (LM) branch officials, Mr Wang was recognised for his contributions to the Labour Movement.

Mr Wang received the award from Guest-of-Honour, National Trades Union Congress Deputy Secretary-General Mr Ong Ye Kung.

The event saw a total of 83 awardees from 51 unions receive their awards, the highest number of Branch Officials Recognition Award recipients since the award's inception in 2001. All 83 BORA awardees made their learning journey to Seoul, South Korea from 12 to 15 July 2012. There, the branch officials learnt how the country is adapting to the ageing workforce population.

SMOU congratulates and thanks Mr David Wang for his years of contributions to SMOU and the LM.



101ST INTERNATIONAL LABOUR CONFERENCE

SINGAPORE'S UNIQUE CONTRIBUTION

Some 4,000 tripartite participants from 185 member states of the International Labour Organisation (ILO) congregated in Geneva from 30 May to 14 June 2012, for the 101st International Labour Conference (ILC).



Mr Guy Ryder made history being the first unionist to be elected as the new ILO Director-General (DG) in a closely contested and historic win, as it was the first time a workers' representative has taken the helm as DG. No stranger to NTUC, Mr Ryder has on numerous occasions visited Singapore during his tenure as the General Secretary of the International Trade Union Confederation.

Singapore was represented by a tripartite delegation, the employers were led by Mr Stephen Lee, President of the Singapore National Employers Federation; the Government was led by Mr Tan Chuan Jin, Acting Minister for Manpower and Senior Minister of State for the Ministry of National Development; and NTUC was represented by President Ms Diana Chia, Secretary-General Mr Lim Swee Say and President Emeritus Mr John De Payva, together with NTUC Central Committee members, union leaders, SMOU Executive Secretary and Nominated Member of Parliament Ms Mary Liew who is also a substitute member in the governing body of ILO.

During the Convention, delegates deliberated and adopted a new Recommendation on Social Protection Floor (SPF), a nationally defined set of basic social security guarantees aimed at preventing poverty, vulnerability and social exclusion. Under the new Recommendation, guidelines covering the unprotected, the poor and the most vulnerable with essential health care, benefits and basic income security were listed, ensuring that all members of society will enjoy a basic level of social security throughout their lives.

Other highlights included discussions on youth employment and a call for ILO to take on a leadership role, together with governments and relevant international organisations, to resolve the youth employment crisis. There was a special

sitting on Myanmar, held to examine developments on Forced Labour Convention, 1930 (No 29). A key highlight of the conference was Ms Aung San Suu Kyi's plea for international assistance in advancing democracy in her country.

For the first time in the history of the labour conference, there was a deadlock in discussions between the Employers' Group and the Committee of Experts on the interpretation of "the right to strike" as part of ILO Convention No 87 on Freedom of Association. As a result, there was failure to adopt a list of countries' cases on the violations that could be brought up in the Committee on the Application of Standards, until the interpretation of the right to strike under C87 was clarified by the ILO Governing Body.

Recounting the incident, Ms Liew, as Singapore's Workers' Delegate, was right in the heat of the deadlock discussion in the committee on the Application of Standards. She shared how the disagreements between the two social partners almost led to a walkout in all the other committees.

Ms Liew learnt through her interactions with foreign delegates that Singapore is the envy of many countries due to its strong tripartism, where the Government, employers and workers make shared compromises so that a peaceful win-win resolution for everyone can be achieved, with the ultimate aim of social, economic and national progress. She quipped:

"Our tripartism is a dream for many Workers' delegates from other parts of the world where the unemployment rates are high and youth unemployment is rampant."

KEEPING AN EYE ON MEMBERS

There's more than meets the eye in an SMOU ship visit. Each visit presents the union an opportunity to touch base with members in ways no phonecall or email can replace.

On 13 July, Mr Gwee Guo Duan, Industrial Relations (IR) Manager and Mr Daylen Tan IR Officer, visited Anglo-Eastern Group's ship, NYK Isabel, followed by a Thome Ship Management owned vessel, Jupiter Leader. Separately, on another occasion on 20 July 2012, SMOU President Captain Robin Foo joined Mr Gwee and Mr Terence Tan, IR Officer onboard a container ship owned by Columbia Ship Management named Cape Nemo to meet its crew members.

The timely visits provided opportunities for SMOU to have face-to-face talks with crew members of NYK Isabel, Jupiter Leader and Cape Nemo. During their visit, SMOU listened, looked into their interests and kept them abreast with matters concerning their welfare. In particular, SMOU shared about iSPF and urged members to tap on the available resources to fully utilise the benefits of the Seafarers' Provident Fund (SPF). The visits also included inspections of the living and working conditions onboard the vessels, and the presentation of SMOU souvenirs such as shoebags, passport holders, Seavoices newsletters and SMOU coffeetable book, to all seafarers.

When Mr Gwee and Mr Tan boarded the well maintained NYK Isabel which had arrived from Shenzhen, they noticed immediately the cordial working relationship amongst crew members.





Onboard Jupiter Leader, SMOU officials found that the seafarers' retirement period is well taken care of by the company, through monthly contributions to a retirement fund which works similar to Central Provident Fund (CPF).



SMOU officials met up with the ship's Master, Chief Engineer and 3rd Officer onboard Cape Nemo, where they shared valuable information pertaining to SPF. The ship's Master and Chief Engineer discussed the different aspects of the Collective Agreement onboard with the SMOU officials.



Through the recent ship visits, SMOU officials gained insights on how to expand SMOU's outreach and improve the communication between the union and ship owners/manning companies/agents. The openness and frank sharing were vital signs indicating that a deep level of trust has been established with its members.

SMOU appreciates the feedback from members and looks forward to visit members onboard vessels whenever they call on Singapore. Drop us an email to facilitate ship visits at smouir@smou.org.sg

'KOPI FROM THE HEART' SERVED FROM THE BOTTOM OF THE HEART

It's a drink that has brought together millions of people around the world – served in corporate board rooms, in your favourite café or in your own kitchen. It doesn't matter if it's decaf or regular; caffe latte, cappuccino, caffe macchiato, kopi-o or kopi-c. Many a business deals were sealed, friendships forged or tasks completed, over a cup of coffee.

On such an occasion on 18 July 2012, coffee and toast were served at the Downtown East, a gesture of appreciation shown to donors who contributed \$106,300 to the welfare of the 700 members of the Amalgated Union of Public Daily Rated Workers (AUPDRW), Singapore's only daily-rated union.

'Kopi From The Heart' was attended by Emeritus Senior Minister Goh Chok Tong, who was Guest-of-Honour. The aptly-named 'Kopi From The Heart' was organised to recognise 33 donors who have supported meaningful causes such as bursaries and scholarships for members' children, training incentives and programmes and recreational activities for its members and their families.

At the heartwarming session, AUPDRW members and staff personally served and delivered coffee and toast. Ms Liew's concern for the low wage workers was recognised and it remains a cause close to her heart for which she has actively spoken out for in her role as Nominated Member of Parliament. She was also impressed by the innovativeness and creativity of how the event was organised. The funds raised are maximised and channelled towards helping needy members and their families.

Ms Liew was especially heartened by the dedication of AUPDRW's General Secretary, Brother Muthukumarasamy, who had sacrificed much for his union. Even though he was not in the best of health and was supposed to be resting, Brother Muthukumarasamy still made his way to the event. SMOU wishes him a well and speedy recovery.



L-R: AUPDRW Trustee Mr Seng Han Thong, President of AUPDRW Mr Subari Samuri, ESM Mr Goh Chok Tong, SMOU ES and NMP Ms Mary Liew and AUPDRW Adviser Mr Seah Kian Peng

JOBS GO TO HEARTLANDS ON WHEELS

In an effort to encourage more women to re-enter the workforce, the 'Jobs on Wheels for U' initiative saves jobseekers the hassle of travelling to the city to look for employment. A pink and white van has been making its way around heartlands since July 2012 to boost employment.

The Women's Development Secretariat's (WDS) recruitment effort was launched by NTUC Director of Legal Services and Professionals, Managers and Executives (PMEs) Mr Patrick Tay on 15 June 2012. He hoped that the mobile job fair would encourage employers in Singapore to offer more flexible work arrangements and advocate better work-life balance.

Also present at the launch was SMOU Executive Secretary Ms Mary Liew who serves as Vice-Chairman for the National Trades Union Congress (NTUC) Women's Committee, and NTUC Assistant Secretary-General Ms Cham Hui Fong who highlighted that WDS has helped close to 12,500 women re-enter the workforce in the last five years.

Recognising that women have family commitments and are unable to leave home for long hours to search

for a job, the WDS uses the mobility of a van to bring employment opportunities to women jobseekers instead, in an effort to boost the employment rate in Singapore. This corresponds with the tight labour market, especially with more restrictions on foreign manpower. Ms Liew hopes that women who wish to return to the workforce will tap on the opportunities given by 'Jobs on Wheels for U' to find employment.

WDS is working with various partners, such as the Community Development Councils (CDC), other community agencies, NTUC's e2i (Employment and Employability Institute) and direct employers, to ensure ample job opportunities are available. The van travels to a different heartland each week, offering at least 500 job opportunities nearer to jobseekers' homes.



1ST MARINER'S NITE AT NEWLY RENOVATED LIGHTHOUSE BISTRO

A refreshed Lighthouse Bistro opened its doors to SMOU members on 6 July for the monthly Mariners' Nite. More than 100 members had a lively evening mingling with one another and trying out new dishes on the menu in a cosy ambience.



SMOU welcomes members to the monthly Mariner's Nite held on every 1st Friday of each month where free drinks* such as beer and iced lemon tea with snacks will be served with enchanting music from the live band.

*Terms and conditions apply



"I like this new place. It looks very fresh, bright and gives a cheery feel to it compared to how Lighthouse Bistro was before."

- Mr Mervin Joseph Lopez, SMOU Member of 9 years with his wife





YOUNG SMOU BOWLS WITH TRIPARTITE PARTNERS



An annual gathering brought together the maritime industry, authorities, the Labour Movement and members for a bowling competition. A youth initiative for the maritime industry, Young SMOU scored a vintage strike.

Held at Downtown East's E! Hub on 7 July 2012, SMOU's 7th Bowling Challenge gathered more than 100 bowlers from shipping companies, SMOU members, the Maritime & Port Authority (MPA) and the National Trades Union Congress (NTUC). The annual event brought on everyone's competitive spirit, and sought to strengthen the ties within the maritime industry. Mr David Tay, Chairman of the Young NTUC Committee was the Guest-of-Honour for the event.



Chairman of Young SMOU, Mr Terence Tan (extreme left), Guest-of-Honour Mr David Tay (in orange t-shirt) and SMOU officials

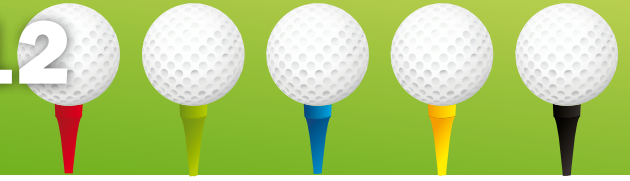


"I love that this event is challenging, and being a bowler I hope that this event will take place more often to encourage more people to pick up bowling. It is also a good time for companies and the union to bond. Even though we don't know each other very well, we still have good fun like a family."

– Ms Roslyn Ahmad (pictured top left) from PIL



TEE-OFF AT SMOU GOLF LEAGUE 2012



Teeing off at Keppel Club on 25 July 2012, members bonded with each other at the SMOU's Golf League 2012. Under the sweltering heat, each golfer played an 18-hole game.



Tournament Prize Winners

1st: Lee Teck Choy
2nd: Michael Koh Kim Leng
3rd: Lim Peng Sin

Novelty Prize Winners (Nearest Pin)

John Poon
Wong Pak Keong

Novelty Prize Winner (Nearest Line)

Wong Pak Keong

Ball Sweep Winners

1st Nine – Henry Chang & Lee Teck Choy
2nd Nine – Lim Peng Sin & David Lai

HAVE YOU WRITTEN YOUR WILL?

A will is an important document which will decide where a person's real estate, wealth and personal property go to when they pass on. This document is one of the most important documents one will have to sign in their life, so it is crucial that a will is done correctly.

A talk on will writing was organised for SMOU members on 21 July 2012 at the Wavelink Building. Ms Tan Hui Tsing from Gurbani & Co was specially invited to give the two-hour talk. About 40 SMOU members had the chance to learn about the various components in writing a will and clarify any queries they had.



"The session was very informative and educational. We had some prior knowledge of will writing but had some questions. This talk gave us a clearer picture of things. We will definitely continue to support such events in future."

– Mr Jeya Balan S/O Kanagasabai, SMOU member of 32 years



"It was very informative. The notes provided were very comprehensive and Ms Tan answered every question that we asked. My whole family, husband and two sons have participated in many activities organised by SMOU. We also love coming down to Lighthouse Bistro for dinner."

– Ms Tan Lian Tee Joyce, SMOU member of 20 years



If you missed out on this talk, SMOU will be organising another one in the coming months. Keep a lookout for the email blasts and secure yourself a place as soon as possible!

NEW SMS CLINICS IN PHILIPPINES

The SMOU Seafarers' Medical Scheme (SMS) is an exclusive collaboration with SMOU Collective Bargaining Agreement (CBA) partners. As a specially designed healthcare scheme that provides general medical protection for the dependents of our seafaring officers, we have increased the number of clinics to give more coverage to our SMOU Filipino members.

Physicians' Diagnostic Services Center. Inc

**4th floor Physicians' Tower
Building, 533 United Nations Ave
cor San Carlos St, Ermita, Manila**
Tel: (02) 521-49-75 / 521-49-67
Trunkline: 524-06-26 to 28
Email: peddeguz@gmail.com

**No. 108 F. Ramos St
cor Junquera St, Cebu City**
Tel: (032) 254-17-78 / 516-76-074
Fax: 254-37-07
Email: pds_cebu@yahoo.com

**49 Jose Palma Gil St
Brgy 4A, District 1, Davao City**
Tel: (082) 224-66-72 / 286-10-51 /
286-10-52
Fax: (082) 224-66-75
Email: dbwpds@yahoo.com

**7A Mabini St, Brgy Railway,
La Paz, Iloilo City**
Tel: (033) 338-11-43
Fax: (033) 33-88-11-39
Email: pdsilo@gmail.com

**A Mabini St, La Paz near
corner Huervana,
Brgy Railway, Iloilo City**
Tel: (033) 338-11-43
Fax: (033) 33-88-11-39

**Operating Hours:
Mon-Fri, 8.00am to 5.00pm,
Sat: 8.00am to 12 noon**

Transnational Medical & Diagnostic Center. Inc

**551 Cabildo St, Casa Marinero II,
Intramuros, Manila**
Operating hours:
Mon-Fri, 8.30am to 5.30pm

E. Lopez St, Jaro, Iloilo City
Operating hours:
Mon-Fri, 8.30am to 5.30pm, Sat:
9.00am to 12 noon

Criteria:

- Only SMOU Filipino officers onboard CBA vessels are eligible for the scheme
- Vessel covered by SMOU CBA must be active during the registration or claim of SMS
- The SMS benefit is only applicable within contract period of the officer
- Officer must be serving onboard a vessel covered by SMOU CBA and company participating in the SMS

For enquiries and clarifications, please contact SMOU SMS Administration department at SMS@wavelink.com.sg

FAMILY CONNECTION YEAR END CELEBRATION 2012

Spend quality time with your family and celebrate the end of 2012 with SMOU!

Date: Saturday, 8 December 2012
Time: 7pm – 9pm
Venue: Lighthouse Bistro, Wavelink Building

For more information, visit www.smou.org.sg.

SMOU UNION ELECTION NOTICE

Reminder for Ordinary members

Please update your subscription payments as SMOU will be commencing its Union election process in November 2012.

Only ordinary members who are eligible and up-to-date with their union subscription will be eligible to vote in accordance with the Union Constitution.

SMOU members can call the SMOU One-Stop Service centre at **6396-0123** to check their subscription status.



TRAINING CALENDAR

October - December 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	\$2,808.75	Experienced Tug Master (Refresher)	On Demand	1.5 Hrs	\$483.64
Pilotage Exemption (Large Vessel) Renewal Assessment	On Demand	2.5 hrs	\$1,472.32	Passenger Ferry Safety (New)	On Demand	1 Day	\$309.23
Pilotage Exemption (Small Vessel) New	On Demand	1 Day	\$402.32	Passenger Ferry Safety (Refresher)	On Demand	4 Hrs	\$241.82
Pilotage Exemption (Small Vessel) Refresher	On Demand	3 hrs	\$350.96	Port Limit Special Grade (Deck Officer)	On Demand	3 Days	\$471.87
Port Limit Tanker Master (New)	On Demand	1.5 Days	\$621.67	Bunker Surveying Course	On Demand	2 Days	\$337.05
Port Limit Tanker Master (Refresher)	On Demand	4 hrs	\$268.57	Oil Spill Control	On Demand	1 Day	\$179.76
Tug Master (New)	On Demand	3 hrs	\$880.61				
Maritime Courses							
Maritime Resource Management Course (MRM)	5 - 7 Nov	3 Days	\$909.50	IMO Model Course 3.19* (Ship Security Officer)	6 - 7 Nov	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course	5 - 9 Nov	5 Days	\$1,605.00	IMO Model Course 3.20* (Company Security Officer)	6 - 8 Nov	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)	15 - 19 Oct 10 - 14 Dec	5 Days	\$1,016.50	IMO Model Course 3.21* (Port Facility Security Officer)	30 Oct - 1 Nov 4 - 6 Dec	3 Days	\$963.00
IMO Model Course 1.22 (Ship Simulator and Bridge Teamwork)	7 - 9 Nov	3 Days	\$1,070.00	ISM & ISPS Internal Auditor*	27 - 29 Nov	3 Days	\$1,284.00
Shiphandling Course	7 - 9 Nov	3 Days	\$1,284.00	ISM Internal Auditor*	27 - 28 Nov	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor*	28 - 29 Nov	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	15 - 16 Oct 10 - 11 Dec	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	30 - 31 Oct 4 - 5 Dec	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme*	22 Oct 18 Dec	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

* Maritime Cluster Fund (MCF) subsidies available for eligible participants

Course Fees inclusive of 7% GST

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



For registration or enquiries, please contact:
Ms Christina Tey
 Tel: (65) 6390 1651
 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

OUR VISION

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



Subsidiary Companies and Business Divisions



MARITIME INTRODUCTORY COURSES

The Wavelink Maritime Institute delivers quality and cost effective courses and programmes aimed at facilitating members of the maritime industry to recognise their potential. These courses serve to equip members with the basic and required knowledge to succeed in their maritime careers.

1) Familiarisation with Shipping Terms & Maritime Jargon

This course is aimed at providing participants with the basic knowledge of terms and language used in the shipping industry. They will also learn the various ship types, their functions, as well as an overview of the shipping industry

Suitable for personnel unfamiliar with the shipping industry, this course is especially relevant for operational staff dealing with shipping matters. Marine lawyers, insurers, shipping bankers, ship brokers, charterers as well as other administrative officers in shipping related works will find this course particularly useful.

Duration: 1 day

Cost: \$272.85

2) Designated Person Ashore (DPA) Training Course

The course will address the training requirements of the IMO circular MSC-MEPC.7 / Circular 6 dated 19 October 2007 - 'Guidance on the Qualifications, Training and Experience necessary for undertaking the role of the Designated Person under the Provision of the International Safety Management (ISM) Code.

Suitable for Marine Personnel who have or expect to assume the role of Designated Person (DPA) and/or DPA alternate under the provision of ISM Code.

Duration: 2 days

Cost: \$749.00

3) Familiarisation on Operational Use of ECDIS

This course helps participants understand the use, operation and components of the ECDIS system. Course participants will get to learn the data functions, capabilities and limitations of the system.

Suitable for Deck personnel new to such systems and anyone interested in learning how to use the ECDIS for navigation will find this course very relevant.

Duration: 2 days

Cost: \$535.00

4) Safety Culture for Optimum Safety Performance

This course is aimed at providing participants with an awareness of what constitutes a Safety Culture and the importance of adopting it for the Optimum Safety Performance of the Organisation.

Suitable for all Officers onboard and Shipmanagement staff in the Safety, Technical, Operation and Commercial Department.

Duration: 1 day

Cost: \$272.85

5) Ship Security Awareness Course

This course provides shipboard personnel with the adequate security-related training and instruction to perform their assigned duties and contribute to the enhancement of maritime security. At the end of course, participants will be able to understand their duties and responsibilities and have the required knowledge and understanding in meeting the ISPS requirements.

Suitable for Shipboard personnel with designated security duties.

Duration: 1 day

Cost: \$171.20

6) Introduction to Risk Management

This course is aimed at providing participants with a fundamental knowledge of what Risk Management is all about and the importance of an Organisation having a Risk Management Approach towards its Safety Performance under the requirement of the ISM Code.

Suitable For all Officers and Engineers onboard and Management staff in the Safety, Technical, Operation, Human Resources and Commercial Department.

Duration: 1 day

Cost: \$272.85

For registration or enquiries, please contact

Ms Christina Tey

Tel: (65) 6390 1651 | Fax: (65) 6295 1121

Email: courses@wavelink.com.sg

Prices are not inclusive of 7% GST.

Christmas Festive Take Away Menu

No more cooking and washing!
Enjoy fine dining in the comfort
of your own home

- * Turkey & Roast Meat
- * Smoked Honey Glazed Chicken Roll
(2kg) with black pepper sauce
- * Roasted Mixed Herbs and pepper
beef with black pepper sauce (2kg)
- * Roasted turkey with mushroom stuffing
(4-4.5kg before roasting) with black
pepper sauce & cranberry sauce
- * Christmas Log cakes

Wines

- * Bushman Cab Shiraz - \$34+
- * Bushman Chardonnay - \$34+

More prices will be disclosed closer to the date



Call us at: **6390 1699**

Do place your orders 4 days in advance, from **10 - 20 Dec 2012**

The collection period is from **14 - 24 Dec 2012 before 8pm**

Closed on Sundays and public holidays

Last day of order is on **20 Dec 2012 before 7pm**

