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20% SINGAPOREANS ONBOARD SINGAPORE- FLAGGED SHIPS BY 2020



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CARE FOR SEAFARERS PROGRESSES WITH MLC 2006



With the implementation of the Maritime Labour Convention 2006 (MLC 2006), the Singapore maritime industry can look forward to a better, brighter and more secure future.

At the Singapore Tripartite Workshop on the MLC implementation, SMOU General Secretary Mr Thomas Tay reiterated:

“The MLC, 2006 promotes decent work for all seafarers and addresses almost all aspects of a seafarer’s working life such as minimum standards regarding work on board ship, conditions of employment, hours of work and rest, repatriation, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection.”

Describing the implementation of the MLC 2006 as a “positive development for maritime labour and seafarers”, Mr Tay applauded the workshop objectives of building a collective, tripartite effort in protecting the welfare and interests of Singapore seafarers.

He pointed out that there is a demand for jobs in the maritime industry from

Singaporeans, and that a strong tripartite relationship between shipowners, seafarers and the government can help to materialise the hopes of aspiring seafarers. For instance, shipowners could provide more placement opportunities for newly trained cadets from the Tripartite Nautical Training Award (TNTA) programme and the Singapore Maritime Academy (SMA).

Singapore ratified the MLC 2006 last year, five years after it was adopted at the International Labour Conference under the International Labour Organisation (ILO). It contains detailed requirements of international minimum standards for almost every aspect of working and living conditions for seafarers. Thus, it was crucial for all maritime professionals to hold an intimate knowledge of and familiarity with the MLC 2006.

The implementation of the convention will eventually promote a level playing field for

operators in the maritime industry. The workshop, held on 14 August 2012 and attended by some 250 industry professionals, sought to provide a good overview and understanding of the various maritime labour issues faced by the maritime industry. The participants included speakers and representatives from SMOU, Singapore Organisation of Seamen, Maritime and Port Authority of Singapore, Singapore Shipping Association (SSA) members, government agencies, manning agencies, training providers and recognised organisations.



SMOU and WMI officials, and staff with Ms Cleopatra Doumbia-Henry, Director of the ILO International Labour Standards Department

20 PER CENT SINGAPOREANS ONBOARD SINGAPORE-FLAGGED SHIPS BY 2020

Uncompromising and passionately dedicated to growing the pool of Singapore officers, SMOU General Secretary Mr Thomas Tay recently made an urgent appeal to the tripartite partners – **Let us work together to have 20 per cent of Singaporeans onboard every Singapore-flagged ship by 2020.**

“It can be done if we, the government, shipping companies and unions, seriously set our mind to it,” said Mr Tay.

“If we train 500 cadets per year for the next eight years, we will have 4,000 officers. It is an achievable target.” Currently, the Singapore Maritime Academy is grooming 180 students a year while the Tripartite Nautical Training Award (TNATA), 40.

With a high demand for officers globally, a career at sea looks immensely inviting with its high salaries and attractive career path.

“There are Singaporeans who still want to go to sea,” Mr Tay said. “We need to make available training opportunities for our own people to earn a better pay and live a better life.”

Recalling the times when Singaporean seafarers’ high salaries put them out of the market, Mr Tay highlighted that ‘this is no longer the case’. “Now foreign seafarers cost just as much, if not more. So Singaporeans should be back in the market. If only we had trained more during the last 20 years, we would not be where we are today.”

Without mincing his words, Mr Tay commented: “If we want Singapore to be an international maritime centre, we would have to strongly encourage our own Singapore-flagged ships to not stop at employing only one per cent of Singapore officers. We should lead by example.”

“Something needs to be done to address the shortage of Singaporean seafarers. We need to face the challenge head on and tap on our human capital for future leadership in Singapore’s maritime industry and security; and for offering our younger generation a better career.”

To Mr Tay, the basic question that needs to be answered is – are we desperate enough? “Can we build enough training berths in each Singapore-flagged ship? Can we have a Singaporean first mentality when it comes to training cadets?”

“I remain hopeful,” he concluded.



YOUNG TRANSPORT WORKERS DISCUSS INTERNATIONALISM AND UNION-BUILDING



Organised exclusively for young transport workers, the International Transport Workers' Federation (ITF) Youth Conference was held in Montreal, Canada from 17 to 19 September. Youth activists from 54 ITF affiliates over 28 countries attended the conference.

SMOU representatives who attended the conference were Young SMOU Chairman Mr Terence Tan, and Young SMOU Adviser Mr Wilfred Thiang. Alongside fellow transport delegates, they explored strategies to increase international solidarity in the global transport sector. They also tackled complex issues such as the global economic crisis, climate change, the unrelenting problems of insecure employment, and precarious workers.



ITF DEALS WITH LOOPHOLE IN FOC

The Maritime Round Table (MRT) is a new event organised by the International Transport Workers' Federation (ITF) to strengthen relations between dockers' and seafarers' unions. The groundbreaking event took place from 25 to 27 September in Casablanca, Morocco.



The Flags of Convenience (FOC) campaign was the highlight of the MRT, whereby FOC vessels were at the centre of the discussion. Direct input from activists would eventually shape the future of the FOC campaign, which targets shipowners who use FOC to avoid national legislation. By registering a ship outside of its country of ownership meant that shipowners can avoid national laws governing wages, working conditions and workers' rights. As a result, seafarers working onboard these vessels are made to work with unacceptably low wages, poor living and working conditions – an exploitation of the basic welfare that seafarers deserve.

Representatives from SMOU who attended the MRT were General Secretary Mr Thomas Tay, Executive Secretary Ms Mary Liew, Industrial Relations (IR) Manager Mr Gwee Guo Duan, and IR Officer Mr Alvin Cheong. At the meeting, SMOU representatives were part of the Asia group. The group suggested setting up a fisheries Inspectorate for the Asia region, starting with Indonesia. They expressed their hope to gain the support of unions and Inspectorate access to all Global Network Terminals (GNT) by adding the measure to the International Ship and Port Facility Security (ISPS) code. Another recommendation was to facilitate an exchange programme between Asian affiliates at activist level, and to include the Russian Dockers' Union in Japan's FOC week of action.

The MRT saw a turnout of more than 200 delegates, consisting of many new faces which increases the potential to extend ITF's outreach and mould the next generation of union representatives for transport workers all over the world.



“The MRT has given unions a direction to work with, to improve the conditions and uphold the rights of seafarers from all over the world.”

– Mr Gwee Guo Duan, IR Manager

Speaking at one of the fringe sessions concerning women, Ms Liew shared her views on how women remain under-represented in leadership positions in the Labour Movement in Asia and other parts of the world. She stressed on the competency and importance of female leaders in organisations, as they hold the potential to bring about stability and improve financial performance. With that, Ms Liew urged more females to rise up to the occasion and take on leadership roles in the maritime industry.

TRIENNIAL ITF INSPECTOR SEMINAR MEETS IN CASABLANCA

Held every three years, the International Transport Workers' Federation (ITF) seminar sees a congregation of ITF Inspectors from all over the world. This year's seminar was held in Casablanca, Morocco, from 20 to 22 September 2012.

ITF Inspectors spoke and discussed about the challenges faced by inspectors in their respective countries and suggested ways of overcoming them. The main points raised were:

- **Measuring performance and mentoring ITF Inspectors and Coordinators**
- **Improving Secretariat support for the Inspectorate**
- **Selection and appointment of ITF Inspectors and Coordinators**
- **Ports of Convenience (POC)/Flags of Convenience (FOC) Campaign Coordinating Committee**



Mexico City Policy

Another topic which received significant attention was the Mexico City Policy, birthed from rigorous review processes over four years and was finally presented to the ITF's 42nd congress in Mexico City in August 2010. All the recommendations and conclusions were adopted, forming the backbone of the FOC campaign and set out its aims, objectives, core principles, values, policies and procedures that govern how it operates. Changes made to the campaign remain relevant to its core values, which is to highlight workers' interest. Taking to the concept of solidarity, the campaigns and policies brings the ITF and trade union movement to new heights. Other topics of discussion included the Maritime Labour Convention 2006, Maritime Crew Resource Management, Seafarers' Rights presentation, Mexico City Policy and POC campaigns.



ITF GS HANDS OVER ESTEEMED POSITION

Mr David Cockroft, who has been General Secretary of the International Transport Workers' Federation (ITF) since 1993, announced that he will retire come end May 2013.



SMOU Youth Officials with ITF General Secretary, Mr David Cockroft

The news broke during the ITF Executive Board's meeting in Copenhagen, Denmark, where it was also announced that ITF Maritime Coordinator, Mr Stephen Cotton, would be taking on the role as Acting General Secretary.

Mr Cockroft's retirement from the ITF comes two years ahead of his four-year elected term since the 42nd ITF Congress in Mexico City in 2010. He explained that leaving ahead of time was vital to giving his successor ample time to build a good foundation of relations with every part of the ITF prior to the 43rd ITF Congress in 2014.

"David Cockroft represents the heartbeat of ITF, having served almost 20 years. He remains committed to the cause and is an inspiration for many around him. We thank David for his commitment and contributions that will serve as a constant motivation for all of us to press on." – SMOU Executive Secretary, Ms Mary Liew

"I am very happy that the board has decided to appoint Stephen Cotton to this position. Stephen has taken the maritime activities of the ITF, including the ITF flags of convenience campaign and its younger brother the ports of convenience campaign, to new heights. There is not a shipping company or port employer anywhere that does not respect the strength of the ITF." – Mr David Cockroft, General Secretary of ITF

ITF president Paddy Crumlin added: ***"The unanimous decision of the executive board reflects the mature leadership of David Cockroft and of the ITF. The personal, political and industrial qualities of the only candidate for acting general secretary, Stephen Cotton, places the ITF well for the future."***

Until the time of his formal retirement, Mr Cockroft will be working together with Mr Cotton to ensure a smooth transition of leadership. He will provide any advice, assistance and support that Mr Cotton needs to undertake one of the most demanding yet rewarding jobs in the global trade union movement. Mr Cockroft remains committed to offering help in the process of developing strong, democratic, worker-led unions in every part of the world.

"SMOU extends our heartiest congratulations and support to Stephen Cotton, and recognises all the hard work he has put in as Maritime Coordinator over the years and we are confident that Stephen will extend the cause of ITF and lead ITF to new heights"
– SMOU Executive Secretary, Ms Mary Liew

With this new leadership role, Mr Cotton commented that stepping into Mr Cockroft's shoes will pose extraordinary challenges and a huge responsibility – one shared by everyone within the ITF community worldwide. He reaffirmed ITF's mission of defending the rights of trade unions and bring real gains to ordinary workers everywhere.



Acting General Secretary, Mr Stephen Cotton

TNTA CADET RECEIVES SUPPORT FROM IBIA



Cadet Mitesh from Wavelink Maritime Institute receiving bursary award from Chairman IBIA Asia Branch Mr Daniel Phua

Dealing with academic expenses can be daunting, and some financial help can go a long way. That much appreciated helping hand benefitted Mr Mitesh Swastikizz, cadet from the Tripartite Nautical Training Award (TNTA) programme.

The International Bunker Industry Association (IBIA) held its Golf Challenge 2012 in conjunction with the Bursary Award ceremony on 17 August. There, Mr Mitesh was awarded a cheque totalling \$2,000 from Chairman of IBIA Mr Daniel Phua. The amount awarded would cover the tuition fees for six months of the TNTA programme.

Mr Mitesh thanked IBIA and the TNTA programme for nominating and giving him the award. In appreciation, he gave the assurance that he will put in his best efforts to complete the course with the best results possible. Mr Mitesh underscored that his key motivation is getting a better career, better wages, and in turn, a better quality of life.

The Bursary Award ceremony was held together with the IBIA Golf Challenge 2012, which saw 100 members from the maritime industry gather for a morning "shotgun tee-off".

The bursary fund, started in 2009, is aimed at assisting needy students undertaking maritime courses. The objective is to alleviate the financial woes of deserving recipients to help them in their studies. ***"I want to thank everyone that has made this possible for me. I will put in my best effort for the programme. This means a lot to me."*** -Mr Mitesh Swastikizz



WUHAN CADETS SHARE THEIR DRIVE & PASSION



'Study smart, don't just study hard' – this was a piece of advice cadets from Wuhan, China, gave to the Singaporean cadets in the Tripartite Nautical Training Award (TNTA) programme. The cadets were in Singapore to prepare for their CoC3 written and oral examinations, and took time to drop by SMOU to speak with the TNTA cadets.

During the fruitful dialogue, the seven Wuhan cadets highlighted that good time management is the key to completing the programme. They shared about their experience from the shipboard training, how missing their loved ones at home was one of the challenges they had to overcome.

They emphasised the importance of having good working relations with fellow seafarers, which helped to ease their learning process. With a cordial relationship, it was easier for them to approach the second and third officers onboard whenever they needed help with their assignments or queries about seafaring.

However, besides good management skills and sociability, the Wuhan cadets pointed out that overall, a positive attitude is what decides the fate of their maritime careers. While studying for examinations or working onboard, a good attitude propels the cadet to realise his maximum potential and pick up life lessons that cannot be found in textbooks.

After the session, both groups of cadets proceeded to Lighthouse Bistro for refreshments. There, Young SMOU Chairman, Mr Terence Tan, engaged the Wuhan cadets on their learning experience.



Young SMOU Chairman, Mr Terence Tan, engaging a Wuhan Cadet

TNTA CADETS PUT KNOWLEDGE INTO APPLICATION

The cadets from the Tripartite Nautical Training Award (TNTA) programme were given a rare opportunity to put their knowledge to the test when they were brought to the SAF Yacht Club for a sailboat experience. The 22 cadets were divided into three teams and had their sessions over three days.



Guided by SMOU Exco Member Captain Don Philip onto the 'Spirit of Francis', the cadets had an enriching time understanding the different parts of the sailboat, and had a hand at mooring, berthing and hoisting of the sails. As they headed out, cadets tried coastal navigation, chartwork and took bearings. The overall experience served to reinforce classroom lessons, knowledge and strengthen the team spirit of the cadets, which is vital for them when working onboard international vessels.



"The TNTA cadets got a good feel of the sea and sailing off Singapore waters to appreciate the basics of Seamanship. On a small vessel, they get a more practical experience of nature's elements."

– Capt Don Philip

"It was an eye-opening experience for me. Only those who are members of the yacht club are able to get onto the boat, thus this was a privileged opportunity for us. I have certainly made great memories while putting my knowledge to the test for the first time."

– Class President, Mr Mohammad Khalis Mohd Daud

RECOGNISING THE CONTRIBUTIONS OF SEAFARERS ON WORLD MARITIME DAY

The salient message of the safety of life at sea rang loud and clear at this year's World Maritime Day. The theme, "IMO: One Hundred Years After the Titanic" reflects the urgent need to not take maritime safety for granted.

"On the World Maritime Day, it is befitting to take stock of maritime safety and to show our appreciation to one of the most resilient groups of people – the seafarers. And to do this within a tripartite network shows an even stronger commitment to seafarers' welfare," said SMOU

President Captain Robin Foo who, together with the Maritime and Port Authority of Singapore (MPA) and the Singapore Organisation of Seamen (SOS), presented 600 hampers to ships that call at Singapore.

This year, the hampers, co-sponsored by SMOU, contained food items, movie DVDs, and towels, reached some 9,000 seafarers. The event's Guest-of-Honour was Chairman of MPA, Mr Lucien Wong. In attendance on 26 September 2012 were representatives from the shipping industry who received the hampers on behalf of their crew.

World Maritime Day was initiated by the International Maritime Organisation (IMO), and focuses on the importance of shipping safety, maritime security, and the marine environment.



MPA Chairman, Mr Lucien Wong (second from right), gracing the occasion



Singapore Mariners' Club, Mr Quek Swee Huat (left) with SMOU President Capt Robin Foo



Officials at the World Maritime Day Hamper Presentation



Hampers for seafarers brimming with food and entertainment

ENGAGING OUR SEAFARERS AND MEMBERS AT SEA

When ships call at Singapore, Industrial Relations (IR) Officers often take the opportunity to touch base with seafarers, to ensure that they are well taken care of and to address any queries they might have. Such visits are the work of the maritime unions and prove essential for the well-being of members and the seafaring community.

When the MV Imari docked at Singapore, SMOU IR Officer Mr Daylen Tan went onboard the vessel to speak with the ship Master and to present gifts to the crew. The ship Master offered a practical suggestion about the need for blood pressure monitors, as the ratings have found them useful having received them before. Mr Tan then handed adaptors, notepad holders and SMOU's 60th Anniversary book to the vessel and its seafarers.

MV Imari is owned by NYK Shipmanagement, whose General Manager, Captain Kenichi Aoki, boarded the vessel to check that the requirements of the Maritime Labour Convention 2006 were fulfilled. Capt Aoki had the chance to speak to the seafarers and find out if they were facing any troubles working onboard.



SMOU IR Official with the Ship Captain Sukandar Edy and Captain Kenichi Aoki

SMOU VISITS MV PARSIFAL AND TNTA CADETS

When MV Parsifal, a Wallenius Lines cargo vessel, called at Singapore for the first time, SMOU took the opportunity to make an all-important visit to connect with seafarers.

Guided by Marine Human Resource Manager Captain San Win, SMOU officials including Industrial Relations (IR) Manager Mr Gwee Guo Duan, IR Officer Mr Alvin Cheong, Mr Wilfred Thiang and Mr Mervin Kok visited the various parts of the vessel, including the computer-based training room, living quarters, dining area, engine rooms, amenities and the bridge. This giant of the seas matches Wallenius' ambition to provide loading for all kinds of cargo, thanks to an unprecedented design - spanning a length of 265 metres and height of 54 metres, the vessel has nine decks, three of which are hoistable to accommodate various cargo height. Another special feature of the vessel is its latest environmental-friendly innovations such as turbo generator that uses waste heat from the exhaust gas to generate electricity, avoiding utilisation of generators at sea; electronically-monitored engine that contributes towards reducing the emissions and generates less soot than standard engines; finer treatment of bilge water that guarantees the protection of marine ecosystems. The vessel sails the oceans with her 'green' passport and meets the requirements of the 'Environmental Ship Index' (ESI), with a score of 39.

During their ship visit, SMOU officials took the chance to visit the crew, including two cadets from the Tripartite Nautical Training Award (TNTA) programme who were onboard.

SMOU visitors were glad to see that the crew onboard were amiable and friendly even in the midst of preparing for departure on the day of the visit. The well-kept vessel assured officials that the welfare and living conditions for the TNTA cadets and seafarers onboard were well-accepted.

Shipboard Training Prepares Cadet Well

As the only child in his family, 33 year-old Cadet Vijaiyan Suthantren was seeking a better-paying job and exploring his career potential in the maritime industry. Armed with his 'N' level qualifications, Cadet Suthantren applied to the TNTA programme, which had a minimum academic requirement that he met. Prior to joining the programme,



Cadet Suthantren was working as a marine engineer and held basic knowledge about the maritime industry.

During his voyage onboard MV Parsifal, Cadet Suthantren was given the chance to do navigation work and to get involved with the ship's preparations for large cargo shipments. He professes that working onboard a vessel is not all about manual labour, as there are considerable amounts of paperwork to be done as well.



Cadet Vijaiyan Suthantren (right), with Captain San Win

Cadet Suthantren spoke to Seavoices on what he gained from this voyage: ***"I feel better prepared to work onboard all kinds of vessels now. As this vessel is quite big, I had the chance to learn many things. Previously, I was working on a smaller vessel that handled light cargo. On this vessel, we handled a lot of heavy equipment and I enjoyed the challenges it brought."***

FOSTERING DEEPER RELATIONS WITH WALLENIUS



First row, L-R: General Manager of Wallenius Marine Singapore Captain Lee Swee Aun, Managing Director of Wallenius Lines Singapore Ms Tan Nguan Chee, Board Member of Wallenius Lines Ms Annika Bootsman Kleberg, SMOU General Secretary Mr Thomas Tay, Vice-President of Wallenius Marine Sweden Mr Thomas Martensson, and representative from Swedish Officers Union Mr Bromee Henry
Second row, third from left: Marine Human Resource Manager Captain San Win

Visiting SMOU

In staying connected with the industry, Wallenius officials and a representative from the Swedish Officers' Union visited SMOU on 28 August 2012. Visitors commended SMOU on their efforts in contributing to the successful tripartism in Singapore, as the union ensured cordial relationships between employers and employees in the maritime industry. After a brief discussion and video presentation on SMOU's work with seafarers, the visitors were presented with SMOU's 60th Anniversary Pictorial Publication to commemorate the visit.



SMOU IRO Alvin Cheong, National Division Secretary, Wilfred Thiang and President Capt Robin Foo with Wallenius board member Ms Annika Bootsman Kleberg

Getting a Tour of MV Aniara

When a Wallenius-owned vessel was docked in Singapore, the company extended a special invitation to SMOU for a ship visit and lunch onboard MV Aniara.

Aboard the well-maintained MV Aniara, SMOU officials had a meaningful exchange of experiences with the ship's Captain, Chief Officer, Chief Engineer and Wallenius officials over lunch and tea break. During the tour, it was evident that the seafarers working onboard were well taken care of with the availability of facilities and amenities catered to the seafarers' needs. The ship's Chief Officer shared his experiences about sailing on rough seas and how they pulled through the tough times.

SMOU officials then presented the crew with passport holders and the 60th Anniversary Pictorial Publication to the Captain, Chief Officer and Chief Engineer.

As a Large Car Truck Carrier, MV Aniara can hold up to 8,000 cars, the world's largest car carrier with 71,763 gross tonnage. The vessel has a total of 13 decks, five of which are movable, making MV Aniara one of the most versatile and flexible Ro/Ro vessels afloat.

REINFORCING TIES WITH PACC

For the best interests and welfare of seafarers, the Collective Bargaining Agreement (CBA) between SMOU and PACC was renewed on 3 August 2012. There to sign the CBA were Executive Secretary Ms Mary Liew and Industrial Relations Officer Mr Alvin Cheong from SMOU; and Captain Anthony Khoo and Mr Lim Tau Kok from PACC.

Each renewal of the CBA serves to fortify relations between the union and ship companies, ensuring that the welfare of seafarers are well taken care of. SMOU will continue to work with shipping companies to continue providing the benefits that come with the CBA, in championing the well



L-R: Captain Anthony Khoo, Mr Lim Tau Kok, Ms Mary Liew, Mr Alvin Cheong
being of seafarers local and abroad. The Union applauds PACC's steadfast commitment to their seafarers.

SMOU RECOVERS WAGES ON BEHALF OF CREW

After discovering a discrepancy in the amount of remaining fuel onboard the Aiden Marine, the crew were asked to file a report with the police before being given a letter of termination by the shipping company, AZ Marine. Their wages were held in the mean time due to ongoing investigations following the report made.



The crew then sought the help of SMOU, where Industrial Relations Officer Mr Daylen Tan received the grievance report and proceeded to get in contact with AZ Marine's human resources. Mr Tan urged the crew to file a report with the Ministry of Manpower (MOM), where the Captain filed for both himself and the crew. The union then facilitated getting the legal assistance of a lawyer for the crew. Two months later, the owed wages amounting to \$20,000 were successfully recovered.

"SMOU has been a great help in pointing us in the right direction and effectively advising us on our rights." -Former crew of Aiden Marine

SMOU ACHIEVES STRONG MEMBERSHIP GROWTH

By attaining more than five per cent net growth of Ordinary Branch (OB) membership from July 2011 to June 2012, SMOU's overall membership growth saw a net increase of 6.38 per cent. For the union's membership effort, SMOU was awarded the U Achiever Award at the U Summit 2012. Receiving a plaque for the union's hard work was SMOU President Captain Robin Foo.



Captain Robin Foo receiving the award from NTUC ASG Ms Cham Hui Fong

CONNECT BETTER WITH SMOU ONLINE

SMOU's website has been given a facelift to better serve members. With increased user-friendliness, updates on the union's events and important information about the maritime industry are just one click away. Visit www.smou.org.sg to check out our new website!



SMOU is on Facebook!

With so many activities held each month, sharing memories of it through SMOU's Facebook page is the sure way to connect with members. 'Like' SMOU's Facebook page now to receive updates on what the union is up to!

Simply type **Young SMOU Members** in Facebook's search bar!

ROWING TOWARDS STRONGER RELATIONSHIPS

More than 20 young and vibrant individuals took away important life lessons on teamwork, communication and co-operation from rowing dragon boats...together.



The youths, comprising scholars and cadets from the Singapore Maritime Foundation (SMF), the Tripartite Maritime Scholarship Scheme (TMSS) and the Tripartite Nautical Training Award (TNTA), had a splashing fun time at the Dragon Boat Experiential Programme held on 25 August 2012 at the Kallang Water Sports Centre.

After the adrenaline pumping drills and a friendly rowing competition, they headed to the Lighthouse Bistro for a hearty lunch. Young SMOU Chairman Mr Terence Tan, Vice-Chairman Mr Daylen Tan and SMOU officials were present to listen attentively to the youths' exciting rowing accounts.





"My team mates were a great help! We rowed together and if any one of us fell into the water, there was always a few helping hands to lift us up! Dragon boat is all about teamwork, communication and most importantly patience."

– Mr Muhammad Haazri Jamil, TNTA Cadet



"I have not tried dragon-boating before and wanted to give this a go since it is different from the usual indoor activities. This is really a great activity where we had to have teamwork and also a common goal if we were to achieve something."

– Mr Yao Zhao Quan, TMSS Scholar



"The activity really bonded everyone and developed meaningful relationships. In addition, it also prepared us for the life onboard a ship where we have to learn to communicate with different people, as well as work with them in achieving a common purpose."

– Mr Muhamad Khatib Mohamad Hassan, TNTA Cadet

"I had an enjoyable experience. I find that dragon-boating is a sport which requires great teamwork and communication. I hope there will be more of such activities in future."

– Ms Li Lan, Scholar from Singapore Maritime Foundation



SMOU GIVES OUT BURSARY AND SCHOLARSHIP AWARDS

BELIEVING IN THE IMPORTANCE OF EDUCATION



If there's a season in SMOU calendar that shows the union's heart for its members' families, SMOU Bursary and Scholarship has to be one of the key events.

At the SMOU Bursary and Scholarship awards, held at the NTUC Club on 8 September, some 54 students were awarded a total sum of more than \$35,000, of which \$17,000 was contributed by the National Trades Union Congress (NTUC) U Care Fund. Among all the award recipients, 33 of them were presented with the Bursary and Wavelink Book Awards, 9 received scholarships with the Wavelink Book Awards, and 12 accepted the Wavelink Book Awards. The Wavelink Book Awards was sponsored by Wavelink.

To alleviate the financial burden of SMOU members with school-going children, the awards were given out to students who made good academic progress in their respective educational level from Primary and Secondary to Junior College and Tertiary levels.

SMOU Executive Secretary Ms Mary Liew, who attended the awards presentation ceremony, addressed the audience, which included the selection committee, award recipients and their parents. Using an anecdote, Ms Liew told the story of a pencil and a pencil maker to drive the point about striving for better results. **"You need some painful sharpening from time to time to become a better pencil, the pencil maker told the pencil,"** said Ms Liew as she delivered the punch-line.

The event's Guest-of-Honour was Member of Parliament for Pasir Ris-Punggol GRC, Mr Zainal Sapari, who gave out

all the awards and scholarships. Addressing the recipients, Mr Sapari emphasised, **"Every cent that is given to you today is the amount of responsibility that has been bestowed upon you"**. As a former school Principal, Mr Sapari gave sound advice - he urged students to use the award as a form of motivation to achieve better results and to push themselves to their limits.

SMOU would like to thank the bursary and scholarship's selection committee, consisting of Capt I.G. Sangameswar, Maritime & Port Authority of Singapore, Capt James De Foe, Singapore Maritime Academy, Capt Hemant Sapra, Ebony Ship Management Pte Ltd, and Mr Rahim Jaffar, SMOU Executive Committee. A token of appreciation was presented to the committee by the Guest-of-Honour, Mr Zainal Sapari.



SMOU ES Ms Mary Liew, MP for Pasir Ris-Punggol Mr Zainal Sapari with Mr Zosopari and family



A pair of recipients in this year's award presentation was twins Ms Vanessa and Valerie Ching. The two 19 year-olds were awarded bursaries and the Wavelink Book Awards for their outstanding results in their 'A' level examinations.

"Our parents have always encouraged us to do better academically, but we were never pressured to go a certain route or be doing something specific when we grew up."

– Ms Valerie Ching



As a first-year Accountancy student at Ngee Ann Polytechnic, Mr Mubin Aris has been receiving academic awards from SMOU since he was in lower Primary. Throughout the years, it has been his source of motivation to explore his limits.

"Receiving the award makes me feel that my efforts are recognised, and that I can always achieve better results as each year goes by. The money I receive goes to school expenses, year-end activities like overseas trips."

– Mr Mubin Aris



TALK ON LASTING POWER OF ATTORNEY

Life can flash by us in an instant. Before you know it, you could be in a different phase of your life, a different environment, a different state of mind or even in a completely different state of independence.

The Lasting Power of Attorney is a document which protects a person's interests should they lose their mental capacity to make their own decisions one day – that was what more than 20 members and their family members took away from a talk held on 29 September 2012. Held in the Wavelink Building, Mr R Govintharasah from Gurbani & Co was invited to share essential information on the LPA. Through the talk, members learnt about possible situations and aspects where the LPA document would serve a vital function, and thus the importance of writing one up.



"The session was informative and there was good interaction between the members and him (Mr Govin). I have a much better understanding between the different directives. I am actually in the midst of writing a Will, so this session has definitely helped me in writing it."

– Ms Winnie Chin – Spouse of an SMOU member



"Mr Govin is knowledgeable and answered our questions well. I now know which directive is more applicable to me."

– Mr Jared Yeo – SMOU member of more than 10 years

HOME VISIT TO OUR SPECIAL MEMBER

After suffering a leg injury while at work, SMOU ExCo member Mr T Oon B T A Murad has been on long medical leave. SMOU President Captain Robin Foo and Executive Secretary Ms Mary Liew visited the member on behalf of the union.



Mr T Oon with SMOU ES Ms Mary Liew and SMOU President Captain Robin Foo

PAYING OUT, AFTER LIFE

SMOU President Captain Robin Foo and SMOU officials paid a visit to the late Mr Quek's home on 20 September 2012. After his recent passing, the SMOU Gift Extension Insurance claim of \$5,500 was paid out to Mr Quek's son, Mr Louis Quek.

As SMOU officials sat down to chat with the younger Mr Quek, they had the rare chance of gleaning through old pictures of the late Mr Quek's seafaring days. Having been a seafarer for more than 20 years, a vast number of stories were told to his son about his travels as an independent man. SMOU officials were heartened to view the photos of the many adventures Mr Quek took. He was pictured being on various international vessels and visiting different countries, a testament to how interesting seafaring life can be.



SMOU BOWLS TO FIRST PLACE

SMOU clinched the coveted first prize in the First Division Trios Event for the NTUC U Grand Master Bowling Championship 2012. Their hard work paid off as the bowling team competed aggressively against other teams with their impeccable skills and admirable team spirit to emerge champions.

SMOU congratulates the team, which consists of Mr Benny Quek, Mr Henry Chang and Captain Vijayachelvan.



DIALOGUE SESSION WITH NTUC SEC-GEN

WHAT MAKES SINGAPORE TRULY A HOME FOR SINGAPOREANS?

As part of the Brown Bag Brunch series, Young NTUC members gathered with Secretary-General of the National Trades Union Congress (NTUC) Mr Lim Swee Say, to discuss their own take on what makes Singapore a home for all.

Among the participants was Young SMOU Chairman Mr Terence Tan, who voiced his thoughts on what young Singaporeans can do to appreciate Singapore as their home. He suggested that one way is to widen their world views and take a serious look at the effects of inflation, such as prices of food and basic necessities. Drawing from his travel experiences in Europe and Asia, Mr Tan pointed out that such travels opened up his mind and helped him to see life from a different perspective.

The 11th session of the series was organised by Young NTUC-Youth Lab as a form of informal engagement for youth activists and senior leaders in the Labour Movement.



Young SMOU Chairman, Mr Terence Tan (4th from right) dialogues with NTUC SG and Young NTUC members

RENEWAL OF YOUR MEMBERSHIP FEES FOR 2013

Renew your SMOU memberships today and receive a Multi-purpose Adaptor or a Neck Snuggler!

The collection period and availability of gifts will be from 6 December 2012 onwards, while stocks last.

Collection point for renewal gift is at SMOU's one stop service centre. SMOU reserves the right to substitute any item without prior notice.



SMOU UNION ELECTION NOTICE

Please update your subscription payments as SMOU's election process has commenced in November 2012.

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

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




SEAFARERS' PROVIDENT FUND

The Seafarers' Provident Fund (SPF) was set up by SMOU in 2001 to improve the welfare of seafaring members onboard ships covered by the SMOU Collective Bargaining Agreement (CBA). The SPF has been administered and managed by Wavelink Thrift Pte Ltd, and co-managed by the National Trades Union Congress (NTUC) Thrift & Loan.

Due to a revision of its business concept to meet the prevailing market situation, NTUC Thrift & Loan is no longer able to continue with the administration and management of the SPF after 30 September 2012. SPF is thus terminated with effect from 1st October 2012.

With the final SPF collection of 30 June 2012, the accumulated SPF contributions will be disbursed to all its SPF members from January 2013 onwards.



To continue enhancing the interest, welfare and providing financial assistance to our seafaring members, SMOU is delighted to share that a **new retirement scheme is in the works.**



For an update on the new retirement scheme and disbursement of funds, check the SPF website regularly at <http://www.ispf.org.sg>

OUR VISION

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



Subsidiary Companies and Business Divisions



TRAINING CALENDAR

December 2012 to February 2013							
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)	7 - 9 Jan	3 Days	\$909.50	IMO Model Course 3.19* (Ship Security Officer)	22 - 23 Jan	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course	7 - 11 Jan	5 Days	\$1,605.00	IMO Model Course 3.20* (Company Security Officer)	22 - 24 Jan	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)	10 - 14 Dec 18 - 22 Feb	5 Days	\$1,016.50	IMO Model Course 3.21* (Port Facility Security Officer)	4 - 6 Dec 19 - 21 Feb	3 Days	\$963.00
IMO Model Course 1.22 (Ship Simulator and Bridge Teamwork)	9 - 11 Jan	3 Days	\$1,070.00	ISM & ISPS Internal Auditor*	15 - 17 Jan	3 Days	\$1,284.00
Shiphandling Course	9 - 11 Jan	3 Days	\$1,284.00	ISM Internal Auditor*	15 - 16 Jan	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor*	16 - 17 Jan	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	10 - 11 Dec 18 - 19 Feb	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	4 - 5 Dec 27 - 28 Feb	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme*	18 Dec 26 Feb	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 1648
 Fax: (65) 6295 1121
 Email: courses@wavelink.com.sg

For MPA Mandatory Courses, please contact
Mr Kevin Loh
 Tel: (65) 6390 1651
 Fax: (65) 6295 1121
 Email: kevin@wavelink.com.sg

OFFICERSPLUS – STCW 2010 COMPLIANT ECDIS COURSE IN WUHAN



To improve the navigation skills of their officers, PACC Container Line and Neptune Shipmanagement Services Pte Ltd (NSSPL) tapped on Wavelink OfficersPlus' Electronic Chart Display and Information System (ECDIS) programme held in Wuhan New Alliance Maritime Training Centre.

The ECDIS course held between the 6 to 10 September aimed to equip the trainees with the skills needed to operate the ECDIS system in a safe and practical manner. Potential dangers, such as over-reliance on one system and failing to crosscheck their data with other navigation systems, and using incorrect communication protocols with input sensors and output devices, were highlighted. The 22 trainees from the two CA companies learned what it takes to be safer and better officers. The ECDIS course was approved by the Maritime & Port Authority of Singapore to comply with the Standards of Training, Certification and Watchkeeping (STCW) 2010 with 2012 revision.

In addition, some 100 officers from other companies have taken up various courses to upgrade their skills to comply with STCW for Seafarers. The courses included Maritime Resource Management (MRM), Bridge Team Management (BTM) and Ship Security Officers Course (SSO).

In encouraging seafarers to continue to improve their skills set, 50 per cent of the course fees were subsidised by the Singapore Maritime Training Fund (SMTF). The fund is a collaboration between SMOU and shipping partners with Collective Agreement, intended to train quality officers for Singapore flagged vessels.



SURABAYA CADETSPLUS GRADUATION



Another important milestone is marked for the CadetsPlus programme in Surabaya, Indonesia as a new batch of 35 cadets graduate. Held on 12 October, SMOU representatives, shipping employers and the cadets gathered to celebrate their successful completion of the programme, and to usher them into the exciting seafaring industry.

SMOU and Wavelink Maritime Institute (WMI) representatives who were present were Young SMOU Chairman Mr Terence Tan, WMI General Manager Mr Larry Chan, and WMI Trainer Mr Tan Kwang Keng.

In his presentation, Mr Terence Tan congratulated the cadets for making their dreams a reality, reminded them to watch out for each other, and to seek and receive help when needed. He also shared that SMOU exists to protect the welfare of its members and their family members, and to aid seafarers in any employment related situation they might find themselves in, through various welfare schemes.

WMI thanks shipping companies Maersk Tankers and Bernhard Schulte Ship Management for their support as well as the union's Indonesian counterparts who rendered assistance to the programme, and BP2IP for providing the facilities and resources.



WMI MANDATORY COURSES

With effect from 1 September 2012, the Wavelink Maritime Institute (WMI) has been appointed as the training provider for the MPA Mandatory Courses.

Course list (Fees are inclusive of GST):

Pilotage Exemption (Large Vessel) Course & Assessment	5 Hrs	\$2,808.75
Pilotage Exemption (Large Vessel) Renewal Assessment	2.5 Hrs	\$1,472.32
Pilotage Exemption (Small Vessel) New	1 Day	\$402.32
Pilotage Exemption (Small Vessel) Refresher	3 Hrs	\$350.96
Port Limit Tanker Master (New)	1.5 Days	\$621.67
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Tug Master (New)	3 Hrs	\$880.61

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Port Limit Special Grade (Deck Officer)	3 Days	\$471.87
Bunker Surveying Course	2 Days	\$337.05
Oil Spill Control	1 Day	\$179.76

For registration and enquiries:

Email: mandatory@wavelink.com.sg or

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

MLC 2006 AWARENESS PROGRAMME

Enjoy a
70% Subsidy!

The International Labour Organisation's (ILO) Maritime Labour Convention (MLC), 2006 serves to provide a comprehensive list of rights and protection at work for the world's seafarers. Wavelink Maritime Institute (WMI) aims to share valuable knowledge and understanding to meet the requirements of MLC, 2006. This one-day MLC Awareness Programme is catered for ship officers, maritime and shipping executives who can play a pivotal role in meeting the requirements of the Convention to understand the essentials of the MLC, 2006.

Participants will get the chance to learn:

- The need for ILO Conventions in Maritime Shipping
- The General Obligations required of the MLC, 2006
- How to comply with the regulations
- Implementations and enforcement principles

Date: 18 December 2012

Time: 9am to 5pm

Cost: \$321* (inclusive of GST)

For registration and enquiries, please contact:

Tel: +65 6390 1651

Email: wmi@wavelink.com.sg

*70% subsidy from Maritime Cluster fund (MCF) available to eligible participants

Lighthouse Bistro Celebrates Christmas

Set Dinner Menu \$38+

Salad

Wild Berry with Mint Jelly Dressing

Soup

Double Cream of Pumpkin Soup

Main

Grilled Turkey Breast with Cranberry Sauce Or

Pan Fried Red Snapper with Caper Cream Sauce Or

Beef Patty Steak with Homemade Brown Juice

**All main courses will be served with garlic mashed potatoes and seasonal vegetables*

Dessert

Sliced Chocolate Log Cake with Ice Cream

Coffee or Tea

