

February - March 2013

sea voices

MICA (P) 047/11/2012

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

SMOU CONGRATULATES HALIMAH YACOB - SINGAPORE'S FIRST WOMAN SPEAKER OF PARLIAMENT



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SMOU DIALOGUE WITH HARBOURCRAFT MEMBERS



SMOU Harbourcraft Members at the Members' Dialogue

SMOU held a highly interactive dialogue to encourage more Singaporean seafarers to return to sea.

On 6 November 2012, a members' dialogue session was held at Wavelink Building to gather feedback from Singaporean seafarers who may be keen to return to the harbourcraft sector.

A panel was set up consisting of SMOU President Capt Robin Foo as Chairman, SMOU National Division Secretary Mr Wilfred Thiang, SMOU Vice President and Harbourcraft Committee Chairman Capt Dawood Abdul Karim, General Secretary Mr Thomas Tay, Executive Secretary Ms Mary Liew, and Industrial Relations (IR) Manager Mr Gwee Guo Duan. The session kicked-off with Mr Thiang giving an update on the harbourcraft sector, revalidation procedures and existing SMOU course subsidies available for members planning to undertake the Standards of Training, Certification and Watchkeeping (STCW) courses for the revalidation of harbourcraft certificates.

When the dialogue session was open to the floor, members put forth constructive opinions and suggestions, especially those issues pertaining to the revalidation of Certificate of Competency (CoCs) for ex-SMOU members and the implementation of tighter foreign labour regulations on Singapore-flagged ships.

More Guidance, Less Hassle to Revalidate CoCs

Members voiced up on how ex-SMOU members had no headway on the steps needed to revalidate their CoCs, and suggested that the renewal which takes place every two years can be eliminated to reduce some hassle for seafarers.

Members opined that the high cost of the revalidation course could be a deterrent for them to return to sea. They suggested seeking help from the government to get the course fees lowered, and to be more lenient in granting



SMOU DIALOGUE WITH HARBOURCRAFT MEMBERS

passes for CoCs Class 1 and 2. The panel replied, saying that the union would have to explore collaborating with the Employment and Employability Institute (e2i) to ease the process for members to return to sea.

Union Membership Provides Better Assistance

Members also shared their concerns of losing their jobs onboard harbourcrafts to foreigners, as it is becoming common-sight to witness their peers in the industry in that situation.

Capt Foo shared that given the many issues raised by members, there are many areas of improvements to be made to the lives of seafarers. However, for the union to help these seafarers, it is best for them to become union members so that the union could be in a better position to assist them.



"The dialogue was very useful. I learned many things which I did not know, and it is heartening to know that the union really takes care of their members. I am going to reach 25 years of membership soon and we know that somebody is there for us."

– Mr Mohamed Piruz Mohd Shariff, SMOU member

"The dialogue is really very beneficial. It helped us to inform SMOU about our plight and it is critical that the union knows about the situation at hand."

– Mr Aris Ali, SMOU member



SMOU YOUTH'S SPECIAL TREAT FOR ADOPTED CHARITY



Our youth volunteers enthusiastic about bringing the seniors on a short voyage

Seniors from the Henderson Senior Citizens' Home, SMOU adopted charity, had a special treat on 29 November, as Young SMOU representatives brought them out for a day of sightseeing, caroling, and feasting.

The excited entourage went onboard the amphibious Ducktours vehicle, where they journeyed on the waters of the Kallang River and reminisced about how trade was carried out in the same place back in the 1960s.



SMOU YOUTH'S SPECIAL TREAT FOR ADOPTED CHARITY

Towards evening, the elderly residents were ushered back to Lighthouse Bistro for a special Christmas dinner and an engaging caroling session by the Young SMOU songbirds. The beneficiaries and hosts had a memorable time singing and clapping to the familiar Christmas tunes. The day ended with a presentation of goodie bags containing daily necessities to the seniors by a cheerful bunch of Young SMOU representatives.



Young SMOU Marine Engineer Ong Zi Heng served meals to the seniors



Young SMOU Chairman Terence Tan:
"I am glad to have this privilege to be a part of this trip, being able to share some joy with the seniors, and also to learn from their vast experiences."



Young SMOU Marine Engineer Billy Joe Lim Yue Se helped to present SMOU gifts to the seniors

EMPOWERING THE WOMEN OF TOMORROW



From L - R: Ms Tan Lian Tee Joyce, Ms Chen Fwee Fwee, Ms Jasmine Khoo, NTUC Assistant Secretary-General Ms Cham Hui Fong, NTUC President Ms Diana Chia, Guest Speaker Ms Jane Horan, Ms Halimah Bee Bte Dollah, Ms Elizabeth Tan, and Ms Joyce Lee

It wasn't an exercise on gender bashing nor was it a session on determining which gender is better. Instead, a fresh look at women's role in today's world gave a boost of power to six SMOU women representatives who attended the Women's Leadership Seminar on 2 November 2012.

SMOU women members joined other ladies in this leadership programme geared towards empowering women leaders. The seminar, organised by NTUC Women's Development Secretariat, was entitled Tomorrow's Women Leaders: Distinctive, Effective, Adaptive, and had head honchos such as well known conference speaker, Ms Jane Horan and President of the National Trades Union Congress (NTUC), Ms Diana Chia, to share insights on the challenges women face and their importance in leadership positions.

Ms Horan, who is the founder of a strategic consulting practice focusing on the acceleration of women leaders, innovation and learning, shared her research findings on women leaders across Asia and presented some case studies. She elaborated on two methods in which women can scale up leadership positions - building and maintaining networks to help them along the way; and embracing barriers such as feedback and comments about their work. Ms Chia, on the other hand, offered nuggets of advice as she shared how she copes with her work commitments and union work.

The seminar attendees discovered that women leaders are transformational leaders - those who lead based on strong ethical values, are participative and collaborative. They focus on building relationships in organisations and display deep commitment. They are concerned about the community and are fully aware that they are impacting the society and community in one way or another. It is said that teams that are highly motivated and perform at a higher level have more women in them. Women display characteristics of social sensitivity which allow them to harness the different styles of leadership in the organisation.

SMOU member, Ms Tan Lian Tee Joyce, commented, ***"I realised that each woman has a crucial part to play in an organisation that impacts society, community and environment. I was inspired to hear about the real case studies of successful women and I am motivated to encourage more of my female colleagues, regardless of position, to participate in the programme."***

NTUC WOMEN PROGRESSING TOGETHER AND FINDING BREAKTHROUGHS

The NTUC Women's Development Secretariat (WDS) held its annual Workplan Seminar in Malacca for 50 participants, comprising of the new Women's Committee (2011-2015) and staff. The gathering which was themed, 'Progressing Together, Finding Breakthroughs', saw robust discussions on issues concerning women such as maternity benefits and workplace issues.



SMOU Women representatives who attended the seminar were Ms Arina Lee and Ms Elizabeth Tan, both of whom participated in purposeful discussions which took place from 3 to 5 November 2012. Five sub-committees were formed among participants to find breakthroughs to issues such as managing more targeted assistance for women going back to work, advocating work-life policies and

flexible work arrangements, raising the quality of women leadership, organising specific workshops to enrich the skills of women and doing more community outreach.

Amid the deliberations and planning, participants saw key challenges that were identified, some of which were getting women to return to the workforce, encouraging companies to implement flexi-work arrangements, and increasing the number of women leaders. To deal with those challenges, the sub-committee for the Back2Work With U Programme will focus on creating a union network to increase the pool of job opportunities for women job seekers.



In promoting Flexible Work Arrangements (FWA), the sub-committee will carry out industry, gender, and occupational specific initiatives. To continue encouraging women to return to the workforce, the WDS sub-committees will look into introducing several programmes from the many ideas that were suggested during the seminar.



NTUC Assistant Secretary-General Cham Hui Fong (second from right) with SMOU's Arina Lee (middle) and the sisters from the Women's Development Secretariat

YOUNG SMOU REACHES OUT TO TEENAGERS WITH NTUC

Single parent families found themselves in good company at the AweSome Me Camp, held from 1 to 2 December 2012. Organised for the first time, the leadership camp for teenagers was possible because of SMOU's contribution towards helping women and teens through the NTUC Women's Development Secretariat (WDS), specifically toward the cause for single mothers under the WeCare for U project.



For two days, some 16 teenagers picked up lessons about life while engaging in physical challenges and fun activities. Being in a casual environment and under the guidance of trainers, it provided the setting for the youth to discover their leadership potential, improve their interpersonal skills, and develop and build new trust relationships. The camp also enabled each parent to spend quality time with their child, learning to understand them and finding out ways to harness their child's potential.

A teamwork focused activity had participants choreograph their own dance and perfect the dance moves within a stipulated time. To their own amazement, the youth realised it was possible to work together with discipline, courage and patience. The most heartwarming moment was when each participant presented a handmade card to their parent,

expressing their appreciation for their parent's love. The camp was just as enriching an experience for parents as it was for the youth.

Representing Young SMOU, Vice Chairman Mr Daylen Tan, who was also at the camp shared his thoughts: ***"Parents were taught how to reach out and react accordingly to their children, in turn engaging in effective communication with them. Children from single parent families tend to mature beyond their years and we are glad that Young SMOU could play a part in contributing to the development of these youths."***



Young SMOU Vice Chairman Daylen Tan and NTUC WDS Director Ms Sylvia Choo, together with the youths and their parents

LM ANNOUNCES WORKPLAN FOR 2013

Can the workforce slow down its growth to less than two per cent a year, yet see an economic growth of three to four per cent a year?

Secretary-General of the National Trades Union Congress (NTUC) Mr Lim Swee Say highlighted three ways for this target to be reached to ensure the continued availability of jobs, opportunities and wage increases for workers.

Sharing at the Labour Movement Workplan Seminar 2013 at the NTUC Centre on 6 December 2012, Mr Lim pointed out that Singapore needs to value every investment and job, as there is keen competition from all over the world given the high demand for jobs and low supply of it. He encouraged tripartite partners to carry on strengthening the attractiveness of Singapore to continue bringing in good jobs and investments to Singapore.

"Secondly, we have to value every worker. To slow down the growth of the workforce to less than two per cent, the labour market will remain tight. What this means is that the tripartite partners have to work together to make better use of every worker, for example low-wage workers, older workers, women and so on...we have to find ways to upgrade their skills, their productivity, their career advancement, and along the way, their wages as well," Mr Lim added.

Lastly, Mr Lim called for the strengthening of tripartism, as all the above will only be possible if the LM, the business community and the Government work together. For these changes to take place there has to be mobilisation of the ground, the industries, the companies, and workers.



MADAM SPEAKER, CONGRATULATIONS!

The champion of the workers' rights and well-being, Madam Halimah Yacob, was elected as the 9th Speaker of Parliament and the first woman Speaker. A Member of Parliament for Jurong group representation constituency (GRC), Madam Halimah, 58, resigned as Minister of State to take on her new role.

"Today I am deeply honoured and count it a blessing to be here in this house to witness this historical moment that we now have the first woman Speaker in Parliament and that clearly you have the Labour movement's DNA in you," said Ms Mary Liew, Nominated MP and SMOU Executive Secretary, in Parliament on 14 January 2013.

Describing her as the "People's Speaker" and the voice of the conscience, Ms Liew called on Madam Halimah to continue to stay true to her calling, "to be fair and just and to help the weak and less privileged in Singapore."

Leader of the House Ng Eng Hen affirmed that Madam Halimah was "well suited to preside over this House". He praised her for her "formidable reputation as an active and ardent backbencher and NTUC union leader".

Also speaking in favour of her election, Ms Denise Phua, MP for Moulmein-Kallang GRC, expressed her confidence in Madam Halimah's capability, communication talents and eloquence, and that Madam Halimah will carry out her duties as Speaker "with fairness and dignity".

Minister of State for Finance and Transport, Josephine Teo, also highlighted how Madam



Halimah has made a difference not only in Singapore, but abroad as well. "There is no one at the International Labour Organisation (ILO) who doesn't know her," she said.

In nominating her, Prime Minister Lee Hsien Loong pointed out as part of his cabinet Madam Halimah spoke "with a practical, compassionate voice, helping us to shape effective policies with a human touch". He noted that in her portfolio, she oversaw the expansion of home-and community-based eldercare services, and introduced senior care and senior home care centres, as well as enhanced support for the poor and needy. "Halimah also worked with women's groups to expand the space for women to contribute to our economy and society. She is passionate about these issues, and threw her heart and soul into the work, as she had done during her time in NTUC, tirelessly championing the cause of low-wage workers," he said.

The National Trades Union Congress announced that it had appointed Madam Halimah as its adviser for international affairs, tapping her experience to advance the labour movement's position on international labour issues.

BUILDING SOLIDARITY THROUGH BILATERAL PROGRAMME



SMOU officials together with FKSU Delegation led by Lee Joong Hwan, President of FKSU

As part of a bilateral programme between SMOU and the Federation of Korean Seafarers' Union (FKSU), a delegation of FKSU officials visited the union as part of an exchange programme.

SMOU played host to seven officials from FKSU when it was their turn to visit Singapore. The visit by FKSU provided learning opportunities for its delegates to find out more about the maritime industry in Singapore and what the union is providing for seafarers and its members in areas such as training, welfare and facilities.

SMOU officials who welcomed the guests were General Secretary Mr Thomas Tay, Executive Secretary Ms Mary Liew, Industrial Relations (IR) Manager Mr Gwee Guo Duan, IR Officer Mr Alvin Cheong, and International Division Secretariat Mr Wilfred Thiang.

The exchange visit also afforded opportunities between the two unions to forge a deeper understanding of each other, for the exchange of ideas and the sharing of views. It's programmes such as these that help seafarers' unions build upon the solidarity which they have already established.



FKSU Delegates

Lee Joong Hwan, President, FKSU
 Park Hee Sun, President, Busan Fishers' Union
 Ha Sung Min, President, Hanjin Shipping Seafarers' Union
 Park Seong Yong, President, Korea Special Seafarers' Union
 Chung Tae Kil, President, Korea Purse Seine Seamen's Union
 Lee Im Soo, President, STX Pan Ocean Seafarers' Union
 Kim Sang Gi, Representative, FKSU

SEAFARERS FREED BY SOMALI PIRATES AFTER 19 MONTHS

Thanks to the commitment of Glory Ship Management towards the well-being of seafarers, four South Korean seafarers who were working onboard a Singapore-flagged vessel, MT Gemini, were finally **freed** after being held hostage by Somali pirates for almost 19 months.

Glory Ship Management has vouched to ensure that their seafarers will get all the help they need – including counselling, as they were held captive for a long period of time. The shipping company will also assist these seafarers to get back to sea after they recover from this episode. In addition to that, the company is committed to paying the wages for the duration of them being held hostage.

The vessel was first hijacked on 30 April 2011, and was carrying 28,000 tonnes of crude palm oil from Indonesia. Of the original 25 crew onboard, 21 of them were released on 30 November 2011.

“FKSU is grateful to the company involved and SMOU for the strong cooperation and assistance rendered throughout the entire ordeal. We are glad that the seafarers are now safely home.”

– Mr Lee Joong Hwan, President of the Federation of Korean Seafarers’ Union



“Throughout the entire ordeal, SMOU had been communicating with the company to ensure that the well-being of the seafarers were a priority and that they were safe.”

– Mr Gwee Guo Duan, Industrial Relations Manager

A SHIP VISIT TO A DRY DOCK

While undergoing an exterior hull overhaul, the crew onboard the Siteam Adventurer were visited by SMOU Industrial Relations Officer Mr Daylen Tan on 26 November 2012. The Chemical Tanker was in a dry dock at the Sembawang Shipyard, whose expected completion date was in early December 2012.

In his visit, Mr Tan observed a cordial working relationship between the ship's crew and representatives from Thome Ship Management, who were onboard to check on all aspects of the vessel to ensure its compliance with the Maritime Labour Convention. Captain Tomljenovic highlighted some new technology features that the vessel has been fitted with. Wireless internet has been set up across all the Siteam range of Eitzen Chemical vessels, allowing free access even in international waters. A computer system, Compass, will not only make it easier for the ship master to monitor all crews' working, resting and overtime hours, it will also help improve communication and control between the office and the crew onboard.

Concluding his visit, Mr Tan presented souvenirs such as SMOU's 60th Anniversary books, copies of SeaVoices and passport holders before bidding them a safe journey as they headed next to Batam.



SEKO VICE CHAIRMAN FILLS ITF MARITIME COORDINATOR POSITION

With Mr Stephen Cotton becoming the Acting General Secretary of the International Transport Workers' Federation (ITF), Mr Tomas Abrahamson stepped up his position of Maritime Coordinator.

As Vice-Chairman of the Swedish Union for Service and Communications Employees (SEKO) Mr Abrahamson will cover the many important duties that were previously undertaken by Mr Cotton.

"Our heartfelt congratulations and support to the new ITF Maritime Coordinator, Tomas Abrahamson. We are confident that with his years of experience in protecting the seafarers and transport workers in SEKO, Brother Tomas will do his utmost to help seafarers worldwide." – SMOU Executive Secretary, Ms Mary Liew

"It is an honour for me to be appointed as the Maritime Coordinator for the ITF. I hope to work towards striving to achieve bigger goals for the ITF to continue championing the interests of seafarers and dockers all over the world and to use the best of my ability to carry out my responsibilities to the fullest."

– Mr Tomas Abrahamson, ITF Maritime Coordinator



New ITF Maritime Coordinator, Mr Tomas Abrahamson



SMOU SIGNS MOU WITH NAUTILUS INTERNATIONAL

A Memorandum of Understanding (MOU) that supports and protects members of SMOU, SOS and Nautilus International when in each other's jurisdiction was concluded.

Signing the cooperation agreement with Nautilus International General Secretary Mr Mark Dickinson and Assistant General Secretary Mr Marcel van den Broek were SMOU Executive Secretary Mary Liew and SOS General Secretary Kam Soon Huat.



The partnership exemplifies the shared interests between the unions and unifies the common objective of fully organising all British, Dutch, Swiss and Singapore ships and meeting relevant ITF policy requirements. With the MOU, the unions have also committed to sharing information and research with one another.

ASIAN TRANSPORT UNIONS GATHER AND ENGAGE IN WEEK OF ACTION

Industrial Relations Manager Mr Gwee Guo Duan participated in the International Transport Workers' Federation's (ITF) South East Asia (SEA) Flags of Convenience (FOC) Week of Action 2012 Planning Seminar which took place from 30 to 31 October 2012 in Jakarta, Indonesia.

The gathering of transport workers from the SEA region sought improvements for FOC vessels. Reports and information on voluntary ship inspections, industrial actions, involvement of port authorities and dockers' unions, back pay claims and crew grievances, reporting of inspections to ITF Coordination Office and more were presented and deliberated upon at the seminar.

The ITF runs a FOC campaign, targeted at ships flying FOCs. These ships have no real nationality, which allows them to avoid labour regulations in the country. Many become a vehicle for paying low wages, forcing long hours of work, and unsafe working conditions. The ITF, as an international trade union organisation, has been obliged to take on the role of organising and negotiating on behalf of FOC crews.



"We are working closely with ITF on this Week of Action, to ensure that we leave no ship unturned. We are focused on seafarers' rights and their working conditions to ensure that there are collective agreements onboard."

- Mr Gwee Guo Duan, SMOU IR Manager



AET SEALS COMMITMENT



From L-R: IRO Daylen Tan, Head of HR (Sea) Capt Choudhury, IR Manager, Gwee Duo Duan and Senior Manager (HR) Capt Derrick Atkinson

American Eagle Tankers (AET), a global shipping company engaged in the transportation of crude oil and related businesses, continued their commitment as a responsible employer to its staff by renewing its Collective Bargaining Agreement (CBA) with SMOU on 3 December 2012.

The CBA signing ceremony held at the AET office marked a great day for SMOU members employed by the company, as it maintains the terms held previously between AET and SMOU. Renewed for a period of three years, effective from 1 July 2012 to 30 June 2015, the CBA seals another chapter of strong partnership between the AET and SMOU.

Representing AET at the signing ceremony were Senior Manager (HR), Capt Derrick Atkinson and Head of HR (Sea), Capt Choudhury, while SMOU was represented by IR Manager, Mr Gwee Guo Duan and IR Officer, Mr Daylen Tan.

“The renewing of CBA is testament to AET’s commitment towards looking after the interest of their staff. SMOU will continue to work closely with AET to ensure that its members’ welfare and wellbeing are well provided for.”

- Mr Gwee Guo Duan, SMOU IR Manager



YEAR END CELEBRATION FOR MEMBERS AND FAMILIES

The spirit of the holidays was at an all-time high at the Lighthouse Bistro.

With Christmas and New Year celebrations just around the corner, SMOU held a big party for its own "family" members on 8 December 2012. More than 110 SMOU members and their families gathered for some good family fun and festive feasting.



Members were taken by many mini surprises such as the tupperware door gift, fabulous lucky draw prizes, a special guest appearance and festive fare such as log cakes, roast beef and turkey, over and above the buffet spread. After dinner, the already filled crowd was more than sporty for any game. An illusion trick by Kiki Tay had the children entertained, while everyone was thrilled to have Santa Claus make an unexpected early drop-in.



YOUNG SMOU & MPA IN A YOUNG MARINERS COLLABORATION

What can an afternoon of dragon boating do to young aspiring seafarers?

For one, it can teach them a thing or two about teamwork, a much needed virtue necessary for seafarers. In its purest form, dragon boating is a team sport that encompasses elements of power, speed, synchronisation and endurance. Its appeal lies in its ability to get everyone working together, giving a real and lasting sense of individual achievement as well as team spirit.

It was with this in mind that the Maritime and Port Authority of Singapore (MPA) and SMOU, jointly organised an afternoon of dragon boat lessons for the cadets on 7 November 2012.

There, they were introduced to the sport and learned about safety, before paddling out to sea in three boats. Little did the cadets know that they had to put to practice immediately what they had learnt, as they had to race against another team and complete a roundabout challenge. There to mingle with the cadets was Young SMOU Chairman Mr Terence Tan, who also joined in the adrenaline-filled activities. After freshening up, they headed to the Wavelink Building where they spent the remaining evening over food and games.



Young SMOU Chairman, Terence Tan (in white) leading the young mariners in the dragonboat race



MPA Official Mr Tan Kah Soon (second row, third from left) together with the young mariners



"This was a fun and exhilarating new experience for me, as I have never tried dragon boating. I felt that through the activity, I have gained more confidence to work with my peers and also boost our team spirit."

- Ahmad Taqiyuddin Ahmad G,
Diploma in Maritime Engineering,
Singapore Maritime Academy



"It was a fun and tiring time. It really trained us to build our teamwork and strengthen communication with each other. I have tried dragon boating in Secondary school but this time round, I enjoyed myself more."

- Abdul Rahmad Abdil Razak,
TMSS Scholar

YOUNG UNIONISTS PLAN FOR THE YEAR AHEAD

To strengthen relations between committee members of the Young NTUC, a solid and reliable network must be created and maintained among members.

A workplan seminar was organised for YNTUC committee members to align their visions of outreach, engagement and nurture. This was conducted over three days, with a total of 53 unionists from the service, public, and industrial sectors, as they made their way to Pulau Sibu in Johor, Malaysia, on 19 October 2012.

For three days, participants took part in teambuilding programmes, reviewed the 2012 workplans and planned for the next year's workplans. Young SMOU officials who attended the seminar were Young SMOU Chairman Mr Terence Tan, and Vice Chairman Mr Daylen Tan. Both shared with fellow unionists on the work Young SMOU has done to engage with young members and the strategies it has adopted to increase union membership such as leisure activities and promotional discounts at Lighthouse Bistro.

“In the midst of fun during various activities and discussions, we also forged strong friendships, and the team building activities served to build and strengthen our character and help develop us as young leaders.”

– Young SMOU Chairman, Mr Terence Tan



LONG MEMBERSHIP AWARDS 2012

"SMOU would not be where we are today if not for the support and inspiration from our loyal members," said Executive Secretary Ms Mary Liew.

On 23 November 2012, we honoured these members who have been with us from 10 to 40 years. Thank you for your friendship and encouragement all these years. Cheers to many more good years ahead!



"Receiving this award is a great honour for me. I have been a member of SMOU for 25 years, and the union has helped me in many ways. I am grateful to SMOU as it's a good union for seafarers."

- Mr Ricardo Carag, member of 25 years



"I feel very happy receiving this award, and it comes as a pleasant surprise to me. I do enjoy the union benefits and this has been a good gathering for my friends and me."

- Mr Ho Choo Kiong, member of 35 years



"It's the first time I have received such an award and it's a really a good feeling knowing that my loyal membership has been recognised. The union has many courses available to members, and my experience with the union has been good, I always try to attend the union activities whenever I am available."

- Ms Malarvelzhi D/O Arumugam, member of 15 years



THANK YOU!

THANK YOU SMOU MEMBERS!

RECIPIENTS OF LONG MEMBERSHIP AWARD YEAR 2012

10 YEARS LONG MEMBERSHIP AWARD

Ajay Singh	0101638R
Aung Naing Oo	0217065G
Aung Pe Saw	0210867P
Badrul Islam Quadery	0100575J
Chaganti Srikant S Rao	0101548R
Chaudhari Prashant Moreshwar	0101550X
Chew Nan Tsuey	0101577G
Chong Boon Fong Wendy	0101564E
Chua Hai Hock Daniel	0101582E
Clarence Asiedu Danquah	0005284R
Deepak Khanchandani	0101551C
Halipi	0221104L
Hong Boon Wah Leonard	0101581N
Idzham Bin Affendi	0101613X
Jeong Gug Geun	0101562K
K N S Narayanan	0218156U
Kaharuddin Lamani	0221643J
Kan Yan Ting Jamie	0101624H
Kilparthi Maduri Soujanya	0101630A
Kim Yong Bae	0101553K
Kingsley Hope Gbotsyo	0220821K
Ko Ko Kyaw	0220110U
Koh Ai Pheng Juliet	0101633H
Koh Hock Chok	0101602L
Krishna Varier Sunilkumar	0211607E
Kyaw Kyaw Win	0211560K
Kyaw Naing Wynn	0220624N
Kyin Maw @ Zaw Tun Lin	0205268U
Lee Heng Juan	0101627E
Li Yu Jun	0005259G
Liu De Tian	0101619J
Loh May Ling Claresta	0101623C
Michael Kitara Tay Min Teck	0101592J
Michael Terence Gares	0101610F
Moe Swe Tint	0202836G
Mohamed Ali Bin Darus	0101271X
Muhammad Shafiq B	
Mohamed Ibrahim	0005180H
Mya Hlaing	0005294T
Ng Lay Eng	0101583J
Poh Soon Ong	0101631X
Praveen Bajaj	0101572N
Quek Seow Choon Raymond	0101557R
Rabani Bin Akob	0101534H
Ram Singh Theb Singh Negi	0221556G
Samsudin Bin Haji Pauzan	0002944R
See Hong Soo	0101628J
Si Thu Kyaw	0220121S
Sunil Agrawal	0101620L
Tan Jok Lip	0002622X
Tan Kheng Siang Steven	0101545N
Tan Tau Eng	0101606H
Tin Lay Kyi	0101893Y
Toh Lucy	0101527N
Vikas Trivedi	0101560C
Wan Fei Fei	0005248R
Wong Chen Kwee Keith	0101576T
Xiao Shou Hai	0005240A
Yi Wen Hao	0005182N

15 YEARS LONG MEMBERSHIP AWARD

Abdul Manan Siregar	0209378X
Adinarayana Venkatrama	
Prasad Nadimpalli	0100906N
Aditya Kumar Sharma	0100991T
Amit Ray	0100926J
Ang Kim Guan Jeffrey	0101011G
Ang Siew Kian Florence	0100942N
Arthur Francis Martin	0101051S
Ashraff A S Jinnah	0100938G
Aung Myo Myint	0203197Y
Azizah Binte Ahmad	0100883T
Chan Soo Chee	0100982T
Cheah Soo Lang	0100895U
Chee Chin Wah	0209356S
Chee Seok Yong	0100948Y
Chen Chin Kwang	0101078E
Cheong Seng Kok Gerry	0101080L
Cher Lew Hiong James	0100963R
Chiang Thye Sim Richard	0100917J
Choi Suk	0100836J
Choong Weng Sum Raymond	0100822C
Chow Guang Rong	0101027A
Chua Gek Hoong Shirley	0101017L
Chua Kim Seng	0005098Y
Chua Sin Biau	0100842K
Chua Suan Keow Nellie	0100884G
Chua Yap Hin	0100852N
Feng Biao gang	0101008L
Fong Li Li	0101047C
Foo Ming Jie Joshua	0100919T
Foo Mui Fong Lindy	0100901A
Foo Seck Peow Ronny	0101079J
Foo Shi En Krystal	0100920X
Foo Sing Wen Doris	0101031U
Goh Mei Ling Ingrid	0100886U
Goh Mei Mei Jessica	0100885Y
Gomes Roy Mario	0203083N
Hendro Sulistio	0205514E
Heng Kim Moi	0100861N
Herman Tumang Liku	0209858K
Hla Aung	0101426H
Ho Li Ann Michelle	0100907E
Ho Siew Peng Geraldine	0100944J
Hui Chark Sin Francis	0100841H
Joehunt S/O A Jinnah	0100937T
Jong Weu Teng Daniel	0101061F
Kalep Tangke	0210288G
Kavita Sharma	0101028X
Klassen Glen Gerard	0005202F
Koh Choo Yang	0100996S
Koh Kim Leng Michael	0100935J
Koh Sok Hua Josephine	0100438N
Lai Yeow Wun Lionel	0101058K
Lim Chin Chian	0100918R
Loke Yew Cheong	0002922K
Low Siew Noi Jenny	0100934E
Mahesan P A	0101060S
Mak Koon Khee Andrew	0100853E
Malarvelzhi D/O Arumugam	0101052F
Marcus Willem Parande	0209621T
Marthen Luther	0209738X
Masuda Chowdhury	0100999A

Maung Chai Hwat	0005231A
Maung Thant Zin	0100950K
Moe Kyaw Aung	0005094J
Mohamad Zakuan Bin Awahab	0004906R
Mohamed Ariff Bin Tajoh Ariffin	0004892U
Mok Chee Choong Richard	0101724K
Moshood Olawale Olaniyan	0005293R
Muhammad Amir Saifie	0101030Y
Ng Sai Tin	0100902X
Nur Yasmin Tai @Tai Yen Chiaw Candy	0100866G
Ong Kee Chuan	0100981R
Pang Biao Ting	0101007F
Pang Siang Chen	0101001T
Pang Tow Min	0100945R
Raymond Heman Kumar S/O A	0101068N
Sheila Vardon	0100905K
Sim Tin Kiat Douglas	0101057H
Sng Guan Kian Ernest	0100911X
Soo Kam Tatt	0100962J
Sridharan Rajagopal	0004898X
Sum Kam Weng	0101018A
Tabernilla Victor Jr Roque	0209569H
Tan Ah Mooy Dorothy	0101033S
Tan Heng Huat Aaron	0101668Y
Tan Kai Long	0101056C
Tan Kok Ann Richard	0100941K
Tan Sim Kiat	0208994K
Tan Tze Teck	0100979F
Tan Xian An Luke	0101003Y
Tay Chor Yong	0100913H
Teo Chong Huat Terence	0100889F
Teo Hong Him	0100862E
Teo Tze Kern	0005177T
Teoh Chee Eng	0005305C
Vasanthi D/O Subramaniam	0101016F
Veloo Beryl	0100839G
Wee Meng Tam	0100986P
Wu Chiren Royston	0100943E
Yeap Koay Kong Lawrence	0100870N
Yeo Eng Long	0100961E
Yeo Suan Neo Doreen	0100940H
Yuen Kwai Wo	0100833K
Yulius Parinding Pata'dungan	0210290H

20 YEARS LONG MEMBERSHIP AWARD

Abdul Rahmat Bin Mohamad Salleh	0004526E
Agraharapu Murty	0004795S
Ang Kim Hock	0100328H
Ayub Bin Jailani	0004589F
Baharrudin Bin Ali	0101477T
Bhawe Anil Ganpat	0203787L
Chen Fwee Fwee	0100353X
Chong Foy Sin	0203260C
David Dhevarajulu	0100312P
Foo Kok Wah	0004612C
Geow Meng Toon	0004586U
Gomes Roy Mario	0203083N
Ho Yew Weng	0100305F
Ibrahim Alang Guntor Bin Mat Noh	0004592T
Jeong Chang Sub	0100857G
Khoo Boo Jin	0004951R
Latip Bin Tahir	0004605K

Lee Beng Guat.....	0100375N
Lee Lai Cheng Joyce	0100371X
Lee Lay Yong.....	0203529G
Lian Kheng Hong Alan	0100317X
Lim Chai Hock Clive.....	0100352A
Lim Kim Neo Adrienne.....	0100376E
Lim Yeow Choon.....	0100314F
Loo Guet Lian.....	0100298T
Low Tow Ling.....	0101327H
Marcus Tun Myint	0203572R
Michael Grenville Gray.....	0100329K
Mohamed Yasan Bin Mohamed Jedi	0004580E
Mohan A/L K Sinathamby	0004902K
Nasser Bin Ismail.....	0004489S
Ng Bak Song.....	0002950N
Ng Yiah Soon.....	0100361A
Pang Eng Kien	0004572J
Prem Kumar Balasubramaniam	0005287Y
Rajiv Shiv Sankar.....	0004748U
Sashidaran Gopala	0203785S
Senen Bin Mohd Bajuri.....	0004550H
Syed Abu Bakar B	
Mohammad Shahab	0004560K
Tan Ah Hua Francis	0100382H
Tan Lian Tee Joyce	0100368J
Tan Tuck Seng.....	0004587P
Teo Chee Beng	0100301Y
Thangavel Rajakanthan	0101321S
Tin Maung Lwin.....	0203299S
Tin Nyunt	0203825T
Vrs Rajandran.....	0100308X
Wong Sit Mui.....	0100359J
Yap Boon Hui Ivan.....	0203735T
Zaw Win.....	0202670E

25 YEARS LONG MEMBERSHIP AWARD

Abdul Mokti Bin Samudin	0003968F
Abdul Rahman Bin Ali	0004001Y
Abdul Rahman Bin Harun	0101295J
Abdul Razak Bin Abdul Ghani	0003974U
Andre Khir.....	0004066N
Ang Cheng Boon	0101833N
Aris Bin Ali	0004128K
Aw Chin Meng.....	0100394E
Birinder Mp Singh.....	0100038X
Chan Ban Choon Charley	0002196J
Chandru Sirumal Rajwani.....	0100334A
Chang Keen Cheong.....	0100722X
Chang Kok Heng Thomas.....	0100462C
Cheong Sin Huat.....	0101167N
Chong Yeow Shin James Michael.....	0101217X
Choon Ching Chen.....	0100967U
Chua Poh Lee	0000071S
Derrick Arthur Joseph D'souza	0004151A
Edward Teh Song Chuan.....	0004347J
Foo See Tong	0004004S
Foong Yee Kuan	0101728R
Goh Siang Ee.....	0100569G
Ian Chan Chun Meng.....	0004045C
Ilona D'souza	0100052S
James Reid.....	0004481E
Khoo Gek Hung	0004557G
Koh Ai Lan.....	0100028A
Koh Huang Yee.....	0100041U
Leong Tin Cheong.....	0004808T
Lim Jit Hap Wellman.....	0100626K
Lim Kok Meng	0004000G
Lim Yuen Fatt	0004006L
Loh Keng Fai Winston.....	0202184E
Loo Eng Huat.....	0004095J
Loo Kee Huat.....	0101351A
Maimon Binte Mokti.....	0100048C

Malcolm Francis Neville James	0004068J
Mohamed Piruz Bin Mohd Shariff.....	0004063C
Mohamed Zahir Bin Abu Thalib.....	0004784U
Ng Kean Seng.....	0004397U
Ng Wun Fei	0100461X
Ow Gee Sim	0004195R
Quek Siu Siong Benny.....	0202251X
Ramachandran S/O Radakrishnan.....	0101022U
Randall Lawrence Forbes	0004027C
Ricardo V Carag	0005269Y
Sapparuan Bin Wandy.....	0004033L
Sim Cheng Hup	0100341F
Soe Myint	0005238J
Suresh Kumar Bhaskaran	0201984P
Susan Ho Kuan Poh	0100031Y
Syed Abdul Aziz B Mohsin Balkhi	0004191K
Tan Ben Ong Donald.....	0004113F
Tan Chin Teck	0101218C
Tan Jui Cheng	0100434X
Tan Peng Boo Charlie.....	0201961R
Teo Hock Kiang	0004059J
Tim Hiok Ling.....	0004091H
Toon Ah Chai.....	0004167J
Unnikrishnan Edakunni	0100460A
Venkateswaran Swamynathan.....	0004177R
Wee Ah Min.....	0004179G
Wee Kim Hwee	0004079T
Wee Teck Chee	0004159R
Yap Chee Kiong.....	0004035X
Yeo Jiann Ching Peter.....	0004130S
Yusoff Bin Ibrahim	0201960J
Zakariah Bin Esa	0004052A

30 YEARS LONG MEMBERSHIP AWARD

Ahmad Ghazali Bin Othman.....	0003310P
Ang Choy Joo	0003169R
Cheng Joo Kok	0003218H
Chua Beng Kiong	0003366J
Chua Eng Chai	0003270X
Clifford Royston Rankine	0003238N
Conrado C Seloterio.....	0004438R
Foong Yee Kuan	0101728R
Gee Chow Wang.....	0101729T
Goh Jong Meng.....	0101599S
Guan Chew Hock.....	0003316C
Haji Taher B Haji.....	0003069J
Henry Goh Siow Yong.....	0003074H
Henry Pillai.....	0003061L
Hesamudin B Taib	0003263H
Ho Kok Ann.....	0003300U
Ho Soo Koon.....	0003267J
Hong Tai Lin	0003291K
Hussein Bin Abdullah.....	0004073H
Joginder Singh Randhawa	0100573N
Joseph Ting Siew Chiong.....	0100574E
Joseph William	0100285N
Kwek Twa Soong.....	0003357J
Liang Tin Hong.....	0003266E
Liew On	0003179T
Loh Kah Long.....	0003269T
Long Foo Sang.....	0003108X
Low Loke Kwai.....	0003330F
Mahaendran S/O Vinasithamby.....	0003264K
Moh Chong Boon	0100755J
Mohd Ali B Osman	0003303F
Ong Choon Huat.....	0004194J
Ong Soon Huat.....	0101340F
Ow Say Keng.....	0003294J
Patrick Long Shisen	0100753N
Phua Cheng Poh	0003131S
Rahim Bin Jaffar.....	0003052L
Shanmugam S/O	

V R Nagappa Chettiar.....	0003632H
Sin Chin Kee	0003356E
Tan Chong Huan	0003186J
Tukijan Bin Sukaini	0003114F
Vejasvaran Renganathan.....	0102072C
Velappakutty Gagan	0003055C
Wee Kia Bin	0003148N
Wong Kok Hoon.....	0003347E

35 YEARS LONG MEMBERSHIP AWARD

Ab Lateb Bin Ahmad.....	0001028A
Ang Bok Eng.....	0100464K
Ang Hoon Gim @ Jimmy	0000778Y
Asbin @ Aspin B Romerli	0001154A
Boh Thye Pat	0000986U
Chan Chye Kien Larry	0000865R
Chan Peng Kong James.....	0000826N
Chee Yat Yue	0101349J
Cheng Thye Meng.....	0001032U
Chiam Heng Foon.....	0000862C
Choo Joon Ann	0000831X
Foo Soo See	0000924K
Goh Han Tiong Tony	0100013Y
Goh Jong Yung.....	0000909J
Goh Seow Juay.....	0000846J
Halimah Bee Bte Dollah.....	0000817N
Ho Choo Kiong.....	0000925N
Iskhandar Ali Khan	0100108L
Kan Hoi Yuen.....	0100338K
Leong Seng Poo	0000860H
Lim Teng Toon	0001027L
Lim Yew Guan	0100365K
Low Lup Yan.....	0000171F
Mahmood Bin Yahya Bachok	0005096T
Mohamed Khamdan Bin Hamzah	0001114P
Mohamed Sarip Bin Mohd Saat.....	0000980E
Mok Ah Kiow	0001014U
Ng Ek Meng Simon	0000760C
Nordin B Mohamed Rais	0000920A
Oei Chooi Leng Dennis.....	0000742C
Pang Joon Lim.....	0001031Y
Ramlie B Mohd.....	0101828T
Robin Foo.....	0000848T
Salim Bin Awang.....	0001125F
Say Chin Tong	0001119X
Seow Soon Wah Peter.....	0000762K
Son Bow Peaw	0000973R
T Onn B T A Murad	0000707H
Tan Boon Keng.....	0000715C
Tan Hung Tat	0001332F
Tan Teow Tong.....	0000792J
Tan Wah Po	0000832C
Tan Wui Edward.....	0100344X
Tay Chin Joo	0000700P
Teng Sim Poh.....	0001155X

40 YEARS LONG MEMBERSHIP AWARD

Adam B Ahmat	0000016P
Mohd Said Mohd	0000295N
Zainal Ngabidin @Zainal Bin Ali	0000376N

RENEWAL OF YOUR MEMBERSHIP FEES FOR 2013

REMINDER

Renew your SMOU membership 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.



UNION ELECTION NOTICE

Please update your subscription payment 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 with market needs, NTUC Thrift & Loan has discontinued with the administration and management of the SPF since 30 September 2012 and has terminated SPF on 1 October 2012.

Submission period for SPF Withdrawal

SPF members, you may send in your request for SPF withdrawal with these relevant documentations

1. Duly completed withdrawal form (you may download the withdrawal form from www.ispf.org.sg if you have not yet received the notification letter)
2. Copy of your NRIC/Passport (both old and new)
3. Copy of your Seaman Log Book(s)
4. Copy of your Bank Book/Statement (for payment via telegraphic transfer)

If you are based in Singapore, do indicate 'Cheque' as your mode of payment. We will notify you to personally to collect your cheque when it is ready.

If you are based overseas, payment will be done via "Telegraphic Transfer" (TT). However, do take note for the Telegraphic Transfer:

- Please provide a copy of your bank statement showing your bank account number
- Indicate your bank's swift code
- Charges for telegraphic transfer will be imposed by the bank and offset from the payout

You may submit all the relevant documentations together with the duly completed withdrawal form through any one of these available channels:



Email: spf@wavelink.com.sg



Fax: +65 63395436



Post: 75 Jellicoe Road, #02-01 Wavelink Building, Singapore 208738

SINGAPORE MARITIME OFFICE
75 Jellicoe Road, #02-01, Wavelink Building, Singapore
Tel: 6390 0122 Fax: 6399 5436 Website: www.smo.gov.sg

SMOU Seafarer's (Officers) Provident Fund
Request to Withdraw Seafarers' Provident Fund

I / We hereby apply to receive SMOU Seafarer's (Officers) Provident Fund under the

IMPORTANT:
Please write clearly and provide correct and complete information as incomplete withdrawal forms may result in the rejection of the application. Please attach copies of birth certificate, new and old passports, seafarer's handbook and any other form of identification.

Method of application (please tick and delete accordingly)

Member's Direct Application Application by Nominee/Beneficiary
Reasons: _____

Particulars of Member

SMOU NUMBER	
MEMBER'S NAME (as in Passport)	
MEMBER'S ADDRESS	
PASSPORT NUMBER	
EMAIL ADDRESS	
COMPANY'S NAME	

Member / Nominee's bank details:

MODE OF PAYMENT	CHEQUE / TELEGRAPHIC TRANSFER (* bank charges apply)
TYPE OF CURRENCY	
NAME AS IN BANK ACCOUNT	
BANK NAME	
ACCOUNT NUMBER	
ADDRESS OF BANK	
	BANK BRANCH
	BANK'S SWIFT CODE

This section must be completed if the Member would like to transfer the fund to his/her nominee / beneficiary:

Nominee/Beneficiary:

NOMINEE / BENEFICIARY'S NAME	
RELATIONSHIP TO MEMBER	
MAILING ADDRESS	
CONTACT NUMBER	

VERIFIED BY 2 WITNESSES

NAME & SIGNATORY (1) / CONTACT NUMBER

NAME & SIGNATORY (2)

* Please attach copies of marriage certificate/birth certificate of Nominee/Beneficiaries, where applicable.

After verifying the above, please transfer my / our Provident Fund to the specified bank as detailed below.

Applicant's Signatory: _____

For Official Use:
Application Approval: APPROVED / REJECTED / KIV

For more information, you may visit our website at www.smo.gov.sg and www.ispf.org.sg or call us at +65 6390 1661 for any clarifications.

The SPF Scheme will be governed by the scheme of administration which can be found 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

February to April 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)	18 - 20 Mar	3 Days	\$909.50	IMO Model Course 3.19 (Ship Security Officer)*	26 - 27 Mar	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course	18 - 22 Mar	5 Days	\$1,605.00	IMO Model Course 3.20 (Company Security Officer)*	26 - 28 Mar	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)	18 - 22 Mar 8 - 12 Apr	5 Days	\$1,016.50	IMO Model Course 3.21 (Port Facility Security Officer)*	5 - 7 Feb 16 - 18 Apr	3 Days	\$963.00
IMO Model Course 1.22 (Ship Simulator and Bridge Teamwork)	18 - 22 Mar	3 Days	\$1,070.00	ISM & ISPS Internal Auditor*	5 - 7 Mar	3 Days	\$1,284.00
Shiphandling Course	18 - 22 Mar	3 Days	\$1,284.00	ISM Internal Auditor	5 - 6 Mar	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor	6 - 7 Mar	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	18 - 19 Feb 8 - 9 Apr	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	27 - 28 Feb 23 - 24 Apr	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme*	26 Feb 22 Apr	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

SUBSIDIES UNDER OFFICERSPLUS PROGRAMME

Thanks to the efforts of WMI to reduce course fees, officers participated in the Enhanced OfficersPlus Programme in Wuhan, China, held from 18 November to 1 December 2012, were able to enjoy a subsidy of up to \$200 per officer.

This is only made possible because the companies who have Collective Agreements (CA) with the union, such as Neptune Shipmanagement Services Pte Ltd (NSSPL), PACC Container Line Pte Ltd (PACC), Thome Shipmanagement, IM Skaugen, and Maersk Tankers, are able to tap on the Singapore Maritime Training Fund (SMTF) for the training subsidies.

A total of four courses conducted in the New Alliance Marine Training Centre trained some 100 officers. The courses included Maritime Resources Management Course, Electronic Chart Display & Information Systems (ECDIS), Ship Security Officers Course, and Bridge Team Management Course. WMI was also requested by the company to conduct a ship handling course.

The training programme was aimed at enhancing the skills, increasing competency and teamwork of officers while working onboard. Officers also gained knowledge on how to adapt quickly to different situations and meet the needs of promoting collective training, education and upgrading of seafarers.

WMI hopes to carry out these training programmes more frequently for CA companies to maximise their



benefits from the SMTF. WMI is currently conducting the Enhanced OfficersPlus Programme in the Philippines, which focuses on ECDIS with dual certificates from Marina of Philippines and WMI, which is accredited by the Maritime & Port Authority and in compliance with STCW 2010.



PREPPING CADETS FOR ORAL EXAM SUCCESS

The Certificate of Competency (COC) Class 3 is within reach for seven cadets from Wuhan, China. Having been trained by Wavelink Maritime Institute (WMI) in 2009 and gained 18 months of on-the-job experience, these young men have just completed their preparatory course for COC 3 in the Singapore Maritime Academy (SMA) and passed their written exams. Now what stands between them is one last hurdle – oral examination, a thorough test of their competence and the culmination of their journey to certification.

Preparing them to succeed, WMI and SMOU arranged for the cadets to have study group sessions. With the help of volunteers like Captain Francis Wee, the cadets received some useful guidance when preparing for the orals and improved their confidence. It is not easy for these cadets to battle nerves and yet converse in a language that is not their first language. Nevertheless, apprehensive or not, success is just a “breath” away.



“We would like to thank WMI & SMOU for arranging these extra group lessons for us. It is an honour to receive guidance from an experienced trainer to prepare for our oral examinations. Capt Wee helped us a lot especially on the COLREG, the international regulations for preventing collisions at sea. We were inspired by his knowledge and will strive to continue preparing well for our exams.”

– Zhao Ke, Cadet



WALKING ALONGSIDE MARITIME EMPLOYERS AS NEW WMI EXECUTIVE DIRECTOR



He's had more than 30 years of experience in the maritime industry. Veteran mariner Captain Yeow Kok Kean has joined WMI as its Executive Director, with the aim of polishing the quality of maritime employment, tapping on his experience gained from strong tripartite relations and a desire to improve the seafaring landscape. Seavoces speaks to Capt Yeow to find out more about him, his hopes for WMI and his thoughts on the future of seafaring.

Why did you take up the position of Executive Director?

"I want to transform and touch lives of seafarers."

When I first entered the maritime industry more than 30 years ago, I joined Neptune Orient Lines (NOL), where I was given a chance to develop as a professional mariner and gained global exposure from a young age. Thereafter, I spent some time working in a NOL corporate office, and then moved into teaching at the Singapore Maritime Academy (SMA), Singapore Polytechnic. I was called back by NOL to set up a training department in Neptune Shipmanagement, and was happy to be involved in training and development in the last six years. Going back into the corporate world, I began to see the integrated perspectives of the corporate and academic agendas, particularly the need for training of seafarers. Having been at NOL/ APL/ NSSPL, I was only able to contribute to one organisation's seafarers at one time. But in joining WMI, I would be able to serve more companies, and in essence, as an extension of their training departments.

Thus, when SMOU General Secretary Mr Thomas Tay offered me this opportunity, I realised that I could contribute meaningfully. It's not about the position or money, but it is what we do in our jobs that transforms and touches lives.

In your opinion, where do you see WMI now and where do you want to bring it to under your leadership? Could you share with us your vision and goals for WMI? What does it take to meet those goals?

Proactive Approach

WMI is an organisation that is building a career for aspiring youths in the maritime industry, and it can contribute to the global maritime transportation sector. There will always be challenges in whatever we do, but the greatest is that of change. WMI adopts a proactive approach, where we make initiatives instead of reacting to situations. Maritime accidents are not diminishing. This happens because many of the maritime training schools are focusing on

minimum training requirements, which is definitely not enough to meet the requirements of running bigger high-tech ships or the better teamwork in multicultural settings for better safety. We need to create capacity to take on future demands.

WMI used to do traditional courses, and was seen as a Singaporean organisation with a main focus in Singapore. Singapore-flagged ships are hiring less than 10 per cent Singaporeans. Thus, WMI is actually focusing their activities on a very small market. On the other hand, shipowners are getting frustrated because they want to know what we are doing to help them with the other 90 per cent of seafarers onboard. Responding to the industry requirements, WMI has in the last couple of months, conducted courses such as OfficersPlus Courses in Wuhan, Manila, and are going into Myanmar, Indonesia, Malaysia and India.

Greater Capacity for a Bigger Group

The challenge for me is to create greater capacity within WMI to handle the changes and to create more relevant training programmes. In order to create greater capacity, we need to look at progressively enhancing our limited resources as we externalise more of our services. We should take on the best sourcing approach, which is fair to both WMI and businesses, and partner the right people to provide better training and facilities.

Higher Standards Above and Beyond

When maritime training schools take in students, their priority is to consider academic qualifications. Is that all we want? To what extent has there been a mismatch between the needs of shipboard employment and the output from maritime schools? To be proactive means making sure that there is a better match, lower attrition, higher standards and higher safety standards are achieved. From upstream to downstream, these are what I hope for future seafarers, and for WMI to be effective and productive to shipowners and managers. If a combined effort is made, I hope that one day we can stand tall to see that seafarers trained by us have more than the minimum standards and are well above what is required.

SMOU General Secretary Mr Thomas Tay challenged the Singapore maritime industry to have 20 per cent Singaporeans onboard Singapore flagged ships by 2020. Is that a tall order? What role does WMI play in making that dream a reality?

Beef Up Recruitment

When Mr Tay made this statement, he was challenging the industry and pushing the envelope, questioning them if they were serious about getting Singaporeans onboard Singapore flagged ships. His statement called for serious change. It is a tall order, but how can we collectively rise up to the challenge? First, we need to look upstream and challenge ourselves to recruit aspiring youths who have the passion for seafaring. Will we have enough numbers and if we have, will we be able to get sufficient training berths on board ships? If we have credible support from relevant government agencies, ship owners/managers and SMOU, we can perhaps gather a number of training ships and train a few hundred people a year. If we open our minds and work together it is a do-able feat. It will be a case of smaller becoming bigger and good becoming better.

Placed & Train

We do recruitment collectively before we start to train the youths. WMI's focus has always been on training and placing cadets. However, I think we can take on a different approach. Hence with the collective support I will be encouraging to reposition WMI to adopt a 'placed & train' (training berths found for the appropriately selected before training commences) approach instead of the less effective 'trained & place' approach that is associated with higher attrition as well as higher costs

Collaborative Efforts

A more concrete step to achieve this high end 20 per cent would be to initiate serious dialogue and get a national tripartite conversation going. The government (inter-ministerial) agencies working together with stakeholders in our maritime industry can make this collaborative effort work for a geographically well-positioned maritime nation into the future. This also means that WMI will be better balanced in future as we work through the transition.

LUNAR NEW YEAR SET DINNER \$40+

Appetizer

Mini Salmon Yu Sheng

Soup

Clear Long Cabbage Seafood Soup

Main

Pan- Fried Sea bass with
Ginger Soya Sauce

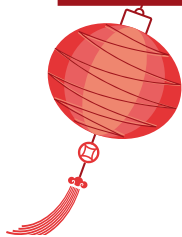
or

Grilled N.Z Rib eye with
Homemade Black Pepper Sauce

(All main Course serves
with Deep-Fried Honey Prawn,
Cabbage Roll and Mashed Potato)

Dessert

Mango Pudding with
Mandarin Orange
Coffee or Tea



SMOU
MEMBERS
GET **20% OFF**
SECOND LUNAR
NEW YEAR SET!*

*Terms and conditions apply