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seavoices

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

QUALITY SEAFARERS IN THE MAKING



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Correction

On page 16 of the April-May 2013 issue of SeaVoices, we reported that Ms Magdeline Boon received the Volunteer Appreciation Long Service Award. Her name should be spelt as Ms Magdalene Boon. We regret the error.

VALUE EVERY JOB, WORKER AND MEMBER MAY DAY 2013

Some 1,600 union leaders, including a strong delegation from SMOU, celebrated May Day at Downtown East with the tripartite partners and more.

One of the special moments of the event was the collective recommitment to the Labour Movement 2015 vision of achieving Better Jobs for All through Valuing Every Job, Valuing Every Worker and Valuing Every Member.

On 28 April, at the May Day Dinner held at Orchid Country Club, Guest-of-Honour Deputy Prime Minister Teo Chee Hean joined in the celebration to honour 93 companies, management leaders, and union leaders who have made a positive impact to the strong and productive labour-management relations, and helped to improve the lives of workers.

In these next few pages of SeaVoices, we feature some of the highlights of this year's May Day celebrations.

Young SMOU Chairman Mr Terence Tan proudly representing SMOU as a flag bearer



TRIPARTISM – OUR LASTING COMPETITIVE ADVANTAGE

Companies must value their workers and nurture a strong Singapore core.

"They should share the fruits of success with their workers and the community, and strengthen the social compact," said Prime Minister Lee Hsien Loong in his May Day message.

While the Government is doing its 'utmost to help workers and businesses adapt to the new economic environment, making Singapore thrive cannot depend on the Government alone.'

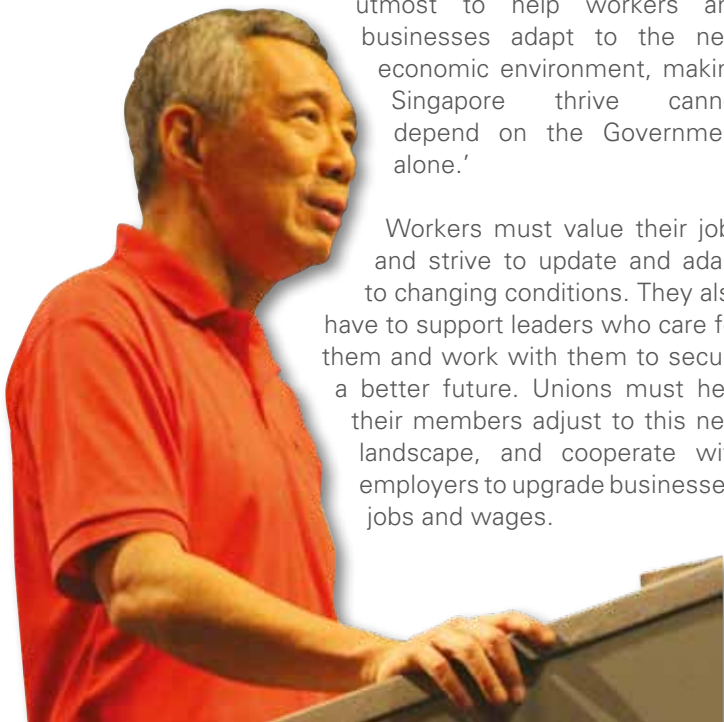
Workers must value their jobs and strive to update and adapt to changing conditions. They also have to support leaders who care for them and work with them to secure a better future. Unions must help their members adjust to this new landscape, and cooperate with employers to upgrade businesses, jobs and wages.

"Together, we must uphold tripartism, and keep it our lasting competitive advantage," PM Lee underscored.

On the Government's efforts, PM Lee highlighted that the Budget 2013 included the \$5.3 billion Transition Support Package to help businesses, especially small and medium - sized enterprises (SMEs), raise productivity and rely less on foreign workers. Other initiatives include the Wage Credit Scheme to help businesses manage rising wage costs in a tight labour market. The improved Workfare scheme will raise incomes, especially for older and lower-wage workers. Social policies are also being reviewed to give more help to our seniors and less fortunate, especially in healthcare and housing.

"The road ahead is challenging, but I am confident we will succeed. We have successfully restructured our economy before. Each transition was difficult, but each time we emerged stronger, and improved our standard of living."

– Prime Minister Lee Hsien Loong



BE FUTURE READY, SAYS

NTUC SEC-GEN

NTUC Secretary-General Lim Swee Say made a compelling message calling on Singaporeans to be 'future ready'. Here, we present his message in a reader-friendly question and answer way.



Workers all over the world want to live better. But many are not. Please elaborate.

"With keen competition for global investments and markets, many countries are not able to export more even if they are able to produce more. This causes growth to slow down, unemployment to go up, and wages to stagnate.

Without better jobs and better pay, their workers are not able to live better lives."

How do we be future ready?

Our bigger challenge is not just about being able to export or consume more like most countries. Rather, it is also about whether we are able to produce enough due to a shortage of manpower.

So, while all countries strive to be more competitive to break the bottleneck of demand, we must also become more productive and innovative to break the bottleneck of supply.

To succeed on both fronts, we must learn to make smarter use of technology, innovation, capital and know-how to be more "future ready" than our competition.

Above all, given our tight manpower situation, we must learn to value every worker regardless of age, gender, qualification, background and physical condition.

Will we succeed?

There is no guarantee that we will always succeed but we cannot afford to get it wrong. Otherwise, our growth will be slower and we will also suffer the pains of higher unemployment, lower employment rates and even stagnation of wages.

If this happens, our workers will not be able to live better in a "so-so" Singapore.

What if we get it right?

If we can get it right, even with slower growth, it is still possible for our workers to be protected by low unemployment and higher employment rates. Wages can still go up faster than inflation for our workers to enjoy a higher standard of living and better quality of life.

What's the formula to a Better Singapore?

Our journey towards living better in a Better Singapore will never be easy. Fortunately, with a strong tripartite partnership built up over the years, I believe we can succeed where other countries have failed.

If we all work together in unity, I believe we can make the transition to become an economy and a society that truly values every worker.

I believe we can upgrade the skills and jobs of all workers, so that everyone can work smarter, earn more, progress faster and live life better.

What can we celebrate on this May Day?

Let us celebrate that we still have low unemployment and stable wage increases in a world of rising unemployment and wage stagnation.

Let us also commit ourselves to do much more to tackle the widening income gap and strengthen our Singaporean Core in every major sector of our economy.

"Together, we can strive for better jobs and better pay for our workers, a better economy for our businesses and a better living for all Singaporeans."

**– NTUC
Secretary-General
Lim Swee Say**

“As Singapore goes through this transitional period of economic restructuring, strong labour-management relations and adaptive unions will become even more important in helping to prepare our workers for the future.”

Mr Teo Chee Hean,
Deputy Prime Minister,
Coordinating Minister For National
Security and Minister For Home Affairs,
at the May Day Dinner 2013

“Singapore’s economy is experiencing a period of slower growth. This year, we expect GDP growth to remain within the range of 1-3%. While we strive to keep unemployment low for our workers amidst the economic restructuring, the priority for the tripartite partners remains the same - to create better jobs for all.

How can we do this? By building better workplaces and helping our workers at all levels upgrade their skills, we will in turn help to develop a better and skilled workforce.”

Mr Tan Chuan-Jin,
Acting Minister For Manpower

“The tripartite partners will face many new challenges in the years ahead. We will need to focus our collective energies to help companies achieve quality growth that is productivity-led, sustainable and inclusive. This would ensure that all workers share in the benefits of such growth. On behalf of our 2,700 employer members, I wish all workers a Happy May Day!

Mr Stephen Lee,
President,
Singapore National Employers Federation

“Only with a stronger Labour Movement can we ensure that workers’ core interests continue to be safeguarded as we go through this necessary restructuring. Both the NTUC and our affiliated unions are committed to stand by the side of our members and workers. We must continue to be their voice and air their concerns and meet their aspirations. But more importantly, we must have the weight and influence to be able to bring about real tangible changes to better the lives of workers.”

Ms Diana Chia,
President, National Trades Union Congress



Labour Movement leaders showing solidarity

Executive Secretary Ms Mary Liew (middle), with Minister of State for Manpower Dr Amy Khor, and Minister of State for Ministry of Finance and Ministry of Transport Ms Josephine Teo



SMOU ExCo members together in solidarity at the May Day Rally



THE LABOUR VOICE: VALUE EVERY WORKER

From the perspective of the Labour Movement, a better Singapore must be about enabling Singaporean workers to live a better life.

This is the reason why as a Labour Movement, we have always firmly believed that a job is the best welfare and full employment is the best protection, NTUC Secretary-General Mr Lim Swee Say pointed out at the Budget debate in Parliament on 6 March 2013.

He highlighted how the labour MPs have touched on the aspirations of the various types of Singaporean workers. See page 8 and 9.

"Singaporean workers really aspire to do more to strengthen the Singaporean core in every sector of our economy. The Singapore workers want to see not just a better Singapore, but rather they want to be able to say that we the Singaporeans make it happen. While we welcome foreign manpower as our partners and friends, we must remain at the core," Mr Lim said.

"The second aspiration for many Singaporean workers is that a better Singapore must be and will be inclusive of all Singaporeans and progressive for all Singaporeans."

Uniquely Singapore's Minimum Wage Model

Minimum Wage, though highly attractive as a policy and is adopted by many countries, can be a zero sum game.

Mr Lim Swee Say at the Budget debate in Parliament pointed out that in maximising the upside of the policy, there will be more downside as well, and vice versa.

"As we value every worker, we must also respect every worker. This will make us a much better economy and society too."

- NTUC Secretary-General
Mr Lim Swee Say



Singapore has been studying the Minimum Wage approach of other countries for years and there is no one good way of implementing it. The Singapore model, with the combination of the Workfare Income Supplement (WIS), the Workfare Training Scheme (WTS), and the Progressive Wage Model (PWM), low-wage workers can stand to gain maximum benefit, as there is a wage ladder for them to progress beyond minimum wage. These workers can further explore their salary potential and improve them through the PWM.

"I am confident that if we put our efforts together, with Workfare Income Supplement, Workfare Training Scheme and now the Progressive Wage Model, we can do a lot more for the low-wage workers and at a faster pace," Mr Lim said.

Mr Lim expressed confidence in attaining greater productivity as the influx of foreign manpower is reduced. In the years to come, the bottleneck situation faced by the Singapore economy will be the shortage of manpower, causing more companies to take the transformation towards a productivity and innovation-driven economy.

THE LABOUR VOICE: VALUE EVERY WORKER

Value Every Older Worker

NTUC Deputy Secretary-General Heng Chee How called on the Government to seriously prepare raising the re-employment age band to 67 to further help the manpower crunch and to build a stronger Singaporean core.

Response

Minister of State (MOS) for Manpower Dr Amy Khor replied saying that the ministry will work with the Tripartite Committee on Employability of Older Workers to identify the timeframe to further raise the re-employment age, and find other ways to enhance employment opportunities for older workers.

Value Every Low-Wage Worker

Labour MP Zainal Sapari suggested that the Government requires companies licensed to operate in low-wage sectors, such as cleaning, landscaping and security, to adopt the PWM. He called for the setting up of a centre to champion the plight of low wage workers and for National Wages Council's recommendations to be made compulsory.

Response

Mr Hawazi Daipi, Senior Parliamentary Secretary for Manpower, highlighted that there will be a new licensing regime for all cleaning companies in 2014. Cleaning companies will need to provide their cleaners with written employment contracts that incorporate progressive wages recommended by the Tripartite Cluster for Cleaners. The Government will also incorporate the PWM for the security industry into its regulatory frameworks.

Value Every PME Worker

Labour MP Patrick Tay singled out the need to revise laws and review provisions in the Employment Act to protect vulnerable groups of workers, especially PMEs and Freelance PMEs.

Response

MOM will extend the general provision of the EA such as protection against unfair dismissal and sick leave benefits to 300,000 PMEs in the labour market. Phase 2 of the EA review will cover the Freelance PMEs said Acting Manpower Minister Tan Chuan-Jin.

Value Every SME Worker

Labour MP Mr Yeo Guat Kwang asked MOM to consider setting up sector-based or cluster platforms like the Tripartite Cluster Committee for Cleaning for all low-wage sectors and support the Labour Movement's call for effective ways to skill-up and build progressive wages. He also called on all Singaporean employers to value every worker and treat all employees, including migrant workers, with the dignity and fairness they deserve.

Response

The tripartite body, the Security Tripartite Cluster (STC), will be formed by the Government to develop Progressive Wage Model for the industry. It will also plan to raise basic wages and reduce overtime hours in the coming few years said Senior Parliamentary Secretary for Manpower Hawazi Daipi.

Value Every Self-Employed and Freelance Worker

Labour MP Ang Hin Kee called for better recognition of early childhood educators as professionals as he related to his meetings with highly-inspired teachers. He proposed a new Professional Development Incentive Scheme to retain and upskill early childhood education teachers.

Response

Acting Minister for Social and Family Development Chan Chun Sing agreed with Mr Ang that such skills go beyond academic qualifications, and that there are individuals who have a way with children and can impart proper values and the correct attitude to learning. He urged for more of such feedback from the operators.

Value Every Entry-Level Worker

Labour MP Alex Yam brought up the need to give recognition to good companies and report on their holistic attitude towards employment. He mentioned that by setting a good example as a good employer, other companies will strive to keep up.

Response

MOS Dr Amy Khor concurred with Mr Yam's point and stressed that recognition is crucial to improve companies' HR practices to recruit and retain their workers, especially the older workers.

Value Every Women Worker

Labour NMP Mary Liew called on the government to incentivise companies to re-employ women who have left their employment due to family commitments and retain them. While we can try very hard to help women to return to work, why not ensure that we keep them within the workforce in the first place, Prevention is better than Cure, she said.

Response

The Government will study useful suggestions raised by MPs like Nominated MP Mary Liew who proposed a back-to-work credit to help employers hire women who are returning to the workforce, Deputy Prime Minister Tharman Shanmugaratnam said.

BUILDING THE SINGAPORE CORE

With Nominated MP and SMOU Executive Secretary Mary Liew in the Parliament, maritime issues and concerns were given due airtime at the Committee of Supply (COS) debate held from 8 to 15 March 2013.

Ms Liew strongly appealed to the Government to partake in building a Singapore core, ie having 20 per cent Singaporeans seagoing officers onboard Singapore-flagged ships. She suggested a target of training 500 locals each year until 2030 to achieve a stronger maritime core of more than 8,000 Officers out of the 20,000 seagoing officers.

Today, out of the some 20,000 officers in more than 4,200 Singapore-flagged ships, only about 1,605 are Singaporeans. ***"This is tragic, because these are well-paying jobs with good career prospects and good wages,"*** Ms Liew underscored.

The Plight of Singaporeans in Harbour Craft Sector

One group of our Singapore core continues to face a more urgent and basic bread-and-butter issue. Local and home trade Singaporean seafarers, who at one time worked in our harbour, today face unemployment.

"In our recent dialogue with members, many feedback that over the years, their jobs were taken over by foreigners who today manned most of our vessels in harbour. Personally, I am also concerned about security issues. As such, Singaporeans seafarers were disheartened, and gave up their hope to revalidate their certificates to be employed," Ms Liew reported.

She went on to call on the Minister of Transport to review the current dependency ratio with the Ministry of Manpower so that more Singaporeans can find employment on Singapore-flagged ships.



"Madam, why should well-paid jobs on better and newer vessel, benefit only the foreigners and not our Singaporeans?"

- Ms Mary Liew

"Because of the current dependency ratio, foreigners are employed on Singapore-flagged ships in much better conditions. Whereas Singaporeans can only find employment, on foreign-flagged ships which are in poorer conditions.

"We must further plug the loophole, companies currently are taking advantage, by fulfilling this ratio with local administrative staff instead of seafarers."

Ms Liew also petitioned for financial assistance in the form of subsidies and training allowances to the group of less well-off seafaring officers, who are out of job and need to revalidate their expired certificates, so that they can return to working onboard vessels in the harbour and earning decent wages.

More Jobs For Who?

While applauding the Government's effort in exploring new industries to create more jobs, Ms Liew voiced the ordinary Singaporean's concern – "will there be another influx of foreign talents to support these industries?"

Response

"We will be watching the numbers closely this year, sector by sector," answered Acting Minister for Manpower Tan Chuan-Jin.

If Mr Omar Had Not Lost His Job to the Foreigners...

Ms Liew cited the example of Mr Omar, presently aged 59, who started sailing in 1978 and by 1998, at age 45, his monthly wage was \$3,000. By 2006, employers of Singapore-flagged ships were hiring lower wage foreigners instead of Singaporeans, and Mr Omar, then aged 53, lost his job. He managed to find employment onboard sand barges within the port. ***"He now works 12 hours a day with only two Sundays off, earns a basic wage of \$1,500 with overtime pay – his average monthly salary is less than \$3,000. If Mr Omar had not lost his job to the foreigners, he would be earning over \$4,000 a month with two days off for every six days he works."***

FROM ONE ADVENTURE TO



Tripartite partners from government agencies, union, and shipping employers together with the TNTA cadets

The Tripartite Nautical Training Award (TNTA) programme saw 19 of its cadets from the fourth intake graduate from their six-month pre-sea training phase on 27 February 2013. With smiles all around, the cadets celebrated heartily as they took one step further to realising their dreams of being a seafarer. Trained by the Wavelink Maritime Institute (WMI), they will move on to an 18-month sea training phase onboard ocean-going ships.



TNTA Advisory Committee Vice-Chairman Capt Edwin Lim from AET Shipmanagement inspiring the cadets in his address

The programme started out in 2009 as a joint initiative between the Singapore Workforce Development Agency (WDA), NTUC e2i (Employment and Employability Institute), SMOU, and supported by the Singapore Shipping Association (SSA). It is the first training programme that trains and places young Singaporeans with at least GCE 'N' Level qualifications as Certificate of Competency (CoC) Class 3 Officers. Seafarers in the programme eventually have the opportunity to rise up the ranks to become a Ship Captain and command monthly salaries of more than US\$5,000.

ANOTHER A LA TNTA WAY

The TNTA programme contributes to a growing demand for a stronger Singapore core in the maritime industry, and even more so with a shortage of seafaring officers globally. Having paved inroads for these aspiring cadets, we look forward in eager anticipation as they move from one adventure to another, onboard.



WDA Deputy Director Annie Lin presenting the Top Cadet Award to Raja Asyraf



Cadets listening in on details of the commencement of their training stint



Young SMOU Vice-Chairman Mr Daylen Tan (second row, second from right) with the young cadet members

5TH INTAKE – TNTA STILL



Guest-of-Honour Mr Patrick Tay, Alignment Director, PMEs, NTUC, and Chairman of TNTA Advisory Committee Capt Anthony Khoo pinning epaulets for a PACC cadet

The shipping industry is here to stay – that was the affirmation given by Guest-of-Honour Mr Patrick Tay, Alignment Director of the National Trades Union Congress (NTUC) Professionals, Managers and Executives (PME) Unit at the Fifth Intake opening ceremony of the Tripartite Nautical Training Award (TNTA).

Held on 9 April 2013 at the e2i (Employment and Employability Institute), Mr Tay went on to encourage cadets to hold on to a positive mindset and make the best out of this opportunity given to them in this recession-proof industry. Recalling his onboard experience while he was in the police force, Mr Tay shared that life at sea was tough. For that, he admired the tenacity of seafarers and hoped that the TNTA cadets would exude similar doggedness.

He went on to thank Executive Secretary Ms Mary Liew for her work as Nominated Member of Parliament, as she constantly pushed for more support and initiatives in keeping the maritime industry a vibrant one.

Mr Tay egged on the tripartite partners to continue supporting the TNTA programme and expressed thanks for their good interest to help make the dreams of the aspiring seafarers come true.



Mr Patrick Tay having a casual chat with a cadet about life at sea

GROWING STRONG



Words of Wisdom from Chairman of the TNTA Advisory Committee

In his address to the cadets, shipping companies and guests, Captain Anthony Khoo explained that the number of Singaporeans going out to sea has fallen over the years. This has resulted in a shortage of seafaring officers on Singapore ships and in the global industry. Nonetheless, with this initiative in place, cadets should strive to give it their best no matter how rough the seas are.

“As you sail the seven seas, you will encounter danger, bad weather and rough waters as part of your job. But, with determination and the right spirit, you will reach your destination safely. No mountain is too high to climb, no sea is too deep to sail. Be successful,” were the words of wisdom from Capt Khoo as he gave the cadets a quick idea of what to expect in their 18-months shipboard training ahead.

Capt Khoo acknowledged the partners who were instrumental in making the programme successful; e2i, Maritime and Port Authority of Singapore (MPA), Singapore Shipping Association (SSA), and Wavelink Maritime Institute (WMI) for the training services; and the Workforce Development Agency (WDA) for the funding.



WDA to Support Growing the Singapore Core

“WDA is very glad to support this programme especially when it comes to supporting Singaporeans. In addition, there is an industrial demand for seagoing officers as well, and WDA definitely wants to contribute, where possible, to growing a stronger Singaporean core.” – Mr Winston Toh, Deputy Chief Executive, Workforce Development Agency

GOLFING FOR TRIPARTISM GOES THE DISTANCE



Tripartite partners and close associates of SMOU and Wavelink

Going the distance in building strong relations through a game of golf goes a long way.

For SMOU's 2013 Company Union Rapport Exercise (CURE), a golf game was held on 27 March 2013, gathering tripartite partners from amongst the Maritime and Port Authority of Singapore (MPA), e2i (Employment and Employability Institute), shipping employers, unionists and SMOU Executive Committee members. At the Orchid Country Club's Dendro and Vanda Courses, the union and its key partners had an engaging afternoon as they forged stronger ties at all 18 holes.

SMOU holds our CURE event to maintain strong associations and relationships with tripartite partners, to work together for the maritime industry and members.

After a cloudy afternoon of golf, players settled down at the Par Lounge over a dinner and good company. Winners were congratulated and presented with novelty prizes. There was even a lucky draw which saw many walk away with prizes

such as hotel stays, shopping vouchers, household items and electronic goods. A day among tripartite golf buddies is truly a day well spent.



Captain Robin Foo together with the champion, Mr Hemant Pathania





Tripartite partners strengthening relations over a game of golf



MEDICAL BENEFITS FOR FILIPINO MEMBERS



Happy participants at the briefing with SMOU officials

Medical teams from the Transnational Diagnostic Medical Center and Physicians' Diagnostic Service Center, and 38 representatives from 20 manning companies congregated for an important briefing on the Seafarers' Medical Scheme (SMS) by the SMOU team.

On 21 March 2013, SMOU Industrial Relations (IR) Manager Mr Gwee Guo Duan, IR Officer Mr Alvin Cheong, and SMS Chairman Capt Anthony Khoo were present to answer the queries from the medical teams at Manila, Philippines.

The medical scheme has been in force since August 2011, but has not been as well received as expected. The meeting thus provided a direct communication channel between SMOU, the medical centres and manning companies in the Philippines to increase awareness of the scheme. The Philippines staff and representatives were given a thorough introduction to SMS once again, with highlights of its benefits.

The Union also received feedback from the manning companies such as:

- expanding the network of clinics in other cities to reach out to more seafarers;
- meeting the demand for more medical services under the SMS;
- easier accessibility of clinics for seafarers' dependents.

To round up the session, Capt Khoo presented two SMOU nameplates to the medical partners to acknowledge the affiliation between the Union and the medical centres.

SMOU officials and Capt Khoo also made earlier visits to two other medical centres, the Transnational Medical & Diagnostic Centre, and the Physicians' Diagnostic Services Centre. The group had a tour of the facilities, which are provided for SMOU's Filipino seafarers working onboard vessels with Collective Bargaining Agreements with the Union and have subscribed to the SMS. SMOU nameplates were presented to both centres, as a form of acknowledgement of the Union's affiliation.

"Through this briefing session, SMOU is glad that our medical partners in the Philippines now have a clearer picture of the medical scheme, and are better able to advise Filipino seafarers of the benefits available to them. We would also like to thank our medical partners for their hard work and services offered in conjunction with the SMS."

*- Capt Anthony Khoo,
Chairman of Seafarers' Medical Scheme*

TOWARD BILATERAL TIES WITH AMOSUP



(Second from left) IR personnel Mr Alvin Cheong and Mr Gwee Guo Duan, General Secretary Mr Thomas Tay, AMOSUP President Dr Conrado F Oca, and Executive Secretary Ms Mary Liew together with AMOSUP representatives in Philippines

Affiliations in the ASEAN region are always important to the work of SMOU and for the benefit of its seafaring members.

SMOU Officials General Secretary Mr Thomas Tay, Executive Secretary Ms Mary Liew, Industrial Relations (IR) Manager Mr Gwee Guo Duan, and IR Officer Mr Alvin Cheong, met up with the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP) on 22 March 2013.

In the meeting with AMOSUP President Dr Conrado F Oca, they discussed the workings of a bilateral agreement as well as building solidarity in the region. The meeting was pivotal in strengthening relations between the two unions. SMOU looks forward to similar partnerships in future for the betterment of the seafarers.

US\$300,000 UNPAID WAGES



Relieved smiles as crew receives their wages together with SMOU officials

It all started with a cry for help. On 1 March 2013, SMOU received an email that crew members from C Whale have not been receiving their wages for three months.

SMOU immediately boarded the Very Large Crude Carrier (VLCC) vessel one Friday morning after the vessel was detained, to aid the 20 stranded seafarers in their plight. A Warrant to Act, which allows a lawyer to act on behalf of the seafarers, was signed by crew members for the payment of all outstanding wages including repatriation costs. The International Lutheran Seafarers' Mission (ILSM) helped seafarers who have not called home for more than two weeks, to top up their calling cards so that they could make the important phonecall home to reconnect with loved ones.

The negotiation efforts eventually yielded results in April which saw a total sum of US\$300,000 (S\$375,000) paid out to the crew of C Whale. SMOU also managed to claim the outstanding wages for a few of those who had already signed off from the vessel.

For the stranded seafarers onboard C Whale, the day they finally received their wages was a day of relief and joy. A 2nd engineer, Mr Muhammad Hanif from Pakistan, was very grateful: ***"I thank SMOU for their assistance in getting our wages back. I never thought I will be able to receive such kindness whilst in a foreign land. I look forward to seeing my family at the end of this episode."***

Said SMOU's Executive Secretary Ms Mary Liew: ***"I am very glad that we fought for what is rightfully due to the seafarers and that they can finally put all these behind them and return home soon. Coincidentally, this ties in well with the spirit of Labour Day, and that is to protect the welfare of the workers from unfair treatment from their employers. We are also thankful to ILSM and all those who rendered their assistance."***

RECOVERED

This is the second largest amount to be claimed on behalf of troubled seafarers with the help from the Union. The largest amount of unpaid wages SMOU has helped to claim was US\$400,000, two years ago. Since 1993, SMOU has helped seafarers claim more than US\$15 million of unpaid wages.



SMOU IR Manager Gwee Duo Duan, assisting the crew in the documentations to have their wages returned

Due to their swift actions, SMOU was informed that a few other vessels under the same shipping company will be contacting the union soon for their assistance.



Mr Muhammad Hanif counting his wages while SMOU officer, Daylen Tan looks on

A Chief Engineer onboard C Whale, 57 year-old Mr Gursharan Gupta from Mumbai, India, was one of the affected seafarers. His last voyage on C Whale sailed from London to Singapore for about three months. Mr Gupta signed off the vessel after his contract had ended, and was owed two months of wages. It was the first time in his career that he had to sign off with wages pending. However, one month after signing off, Mr Gupta started getting worried along with the rest of the crew when they did not hear anything from the company. That was when they approached SMOU for help.



Said Mr Gupta, ***“Basically, every day spent at sea away from family is extremely tough. On top of it, if you do not get paid, it can get emotionally tough. Now, I feel good that I have received all my wages - thanks entirely to SMOU. The guidance and support provided by SMOU is very reassuring. In fact, this assurance helps the crew onboard to maintain their sanity, and not do anything irresponsible.”***

RUN FOR A GREENER FUTURE

They all came in different shapes and sizes. In an event such as RUN 350, the one reason that unites everyone together is found in their common cause. RUN 350, Southeast Asia's premier eco-run in support of the global 350 movement, held its fourth annual event at The Float@Marina Bay on 7 April 2013.

Organised by Young NTUC, the event which first started in 2010, has grown in popularity from 1,000 runners to more than 10,000 runners, coming forward to run for a greener future. The global 350 movement aims to raise awareness to the need to lower atmospheric CO2 levels to 350 parts per million for Earth's sustainability. As with past years, part of the proceeds of the event went to the Garden City Fund's Plant-A-Tree Programme.

Flying the SMOU flag high, Young SMOU Vice-Chairman Mr Daylen Tan, and two YSMOU Committee Members,



YSMOU members with Mr Branko (third from left) from ITF, Young NTUC Executive Secretary Mr Steve Tan, and NTUC Central Committee member Mr Ong Hwee Liang

Ms Elizabeth Tan and Ms Shirline Siew, took on the 10km challenge. Mr Daylen Tan shared his reasons for participating - "I joined the run to achieve my personal best timing and to run for a good cause."

Mr Branko Krznic, International Transport Workers' Federation (ITF) Head of Agreements Unit, was so pumped up after the run, that he pledged that he would do it again next year. **"It's a brilliant idea to run for Mother Earth and to support our Young NTUC who organised the run."**

SMOU FAMILY CONNECTION HIGH TEA PARTY



It was a high tea party with a great variety. For starters, it was more than just a high tea buffet – activity stalls and prizes lined the party floor for some 62 SMOU members and their families on 30 March 2013 at the Lighthouse Bistro.



SMOU members and their families had a good time with a scrumptious high tea buffet, and had a fun time with making waxed hand and balloon sculptures

SMOU AND SMF SCHOLARSHIPS FOR MARITIME STUDENTS

SMOU-MaritimeONE scholarships worth \$80,000 are now open for application.

The signing of the SMOU MaritimeONE scholarship, administered by the Singapore Maritime Foundation (SMF), took place at the Wavelink Building on 26 March 2013, with the presence of President Captain Robin Foo, General Secretary Mr Thomas Tay, SMF Executive Director Mr David Chin, and SMF officials.



SMF Executive Director Mr David Chin (middle), President Capt Robin Foo, and General Secretary Mr Thomas Tay together with SMF officials

The scholarship agreement exemplifies the Union's effort in enabling more individuals in exploring their interest in the maritime industry. Scholars will stand to gain attachment opportunities with their sponsors and even spend one semester abroad in United Kingdom. For more information, please visit www.smf.com.sg/scholarship.html

Students interested in these undergraduate programmes are welcome to apply:

- | | |
|---|---|
| 1) Nanyang Technological University
Degree of Bachelor of Science
(Major in Maritime Studies) | 2) University of Plymouth, United Kingdom
Degree of Bachelor of Science (Hons) Maritime
Business and Maritime Law |
|---|---|

A TRIBUTE TO OUR EXCO LEADER, SIMON NG

Loyal, steadfast, and dependable – those were the traits the ones close to Mr Simon Ng knew him by. Mr Ng was a long-time member of the union since 36 years ago, and was a member of the Executive Council for most of his membership. Known as a family man, Mr Ng constantly kept the welfare of his wife and two sons in his heart and mind. As an influential role model, both his sons were so inspired that they undertook a sea career as well. One became a nautical deck officer while the other, a marine engineer.

Mr Ng is fondly remembered also for his non-judgemental approach towards people, and exemplified an admirable level of handling heated situations, as he always took a step back to analyse matters.

His presence will be greatly missed. At the recent Union Exco meeting, the leaders observed a minute of silence as a mark of respect to the passing of a good friend and leader.



Mrs Simon Ng speaking with SMOU President Capt Robin Foo (top), and in a photo with the late Mr Simon Ng (bottom)

BRINGING THE CELEBRATIONS TO MEMBERS AT HOME

As age catches up, so do the ailments. But no matter what the circumstances, the Union never forgets its senior members, even if it means making a trip to their homes or hospitals for a visit during the Lunar New Year season.

SMOU President Captain Robin Foo, Executive Secretary Ms Mary Liew, Assistant Treasurer Mr Tan Geh Ting and Chairman of the Welfare Committee Mr Rahim Jaffar brought hampers containing health supplements, mandarin oranges and the festive spirit into members' homes. Even though they were unable to join in the large-scale celebrations organised by the Union, the seniors were not forgotten. The home visits brought a big smile to their faces, as they got to have light-hearted chats with the SMOU officials and enjoy the friendship.



As he reminisced about the good times, Mr Robert Tan Wee Guan is thankful to the Union for providing opportunities such as outings and celebrations for the SMOU friends to meet and touch base. Mr Tan's favourite memory was the 60th Anniversary dinner, where he had a great time laughing along with his union pals to comedian Kumar's jokes.



With limited mobility caused by a stroke years back, Mr Leo Boon Fui, a member for the past 29 years, enjoyed the company and heart-to-heart exchanges about life after seafaring.



Never forgetting the non-Chinese members, union officials visited Mr Jaafar B Mohd Babu as he fell ill and was unable to step out of his house to attend the Lunar New Year celebrations.



GOLFING TO A NEW YEAR AHEAD

Golf 'kakis' always find every excuse under the sun to have a good game of golf. With the mood of Lunar New Year still in the air, 68 SMOU members participated in the Lunar New Year Golf League on 28 February 2013, at the Orchid Country Club.



Tournament Winners

Champion:

Mr Leo Teng Hong

1st Runner-up:

Mr David Foo

2nd Runner-up:

Mr Chia Wei Cheng



MARCH HOLIDAY FUN IN MALAYSIA

It was full steam ahead from 16 to 17 March 2013 for 39 SMOU members and their families as they embarked on a three-day two-night Malaysia trip to Desaru and the newly-opened Legoland.



SEAFARERS' PROVIDENT FUND COLLECTION

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

However, NTUC Thrift & Loan has discontinued with the administration and management of the SPF and has since terminated SPF on 1 October 2012.

Since the announcement to members that they can withdraw their SPF, Mr Kunal Chadha and his friends were among the many who were pleased with the ease with which the withdrawal was handled.

"The service of the staff at Wavelink Thrift was excellent and the process of collecting the money was very smooth. The money is being put to good use by my friends who have likewise withdrawn their SPF, some of whom have started their own businesses using their money. I wish to thank Wavelink Thrift for their efficient service."

- Mr Kunal Chadha



Important notes for SPF balance withdrawal

Submission period for SPF Withdrawal

Within the next 7 years (until December 2019)

Procedures to withdraw your Seafarers' Provident Fund

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)
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 collect your cheque when it is ready.

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

- Please provide a copy of your bank statement, clearly showing your name and bank account number on the bank statement
- 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 6339 5436



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

The SPF Scheme is governed by the scheme of Administration.

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

An administrative fee of 2.8% approved by the SPF advisory committee shall be deducted from the SPF money due to the member before payout to the member or the member's proper claimant.

SMOU BURSARY / SCHOLARSHIP AWARDS 2013

The time has come.

It's that season of the year for the SMOU Bursary / Scholarship Awards.

A firm believer of lifelong learning through education, SMOU is pleased to announce that the applications for the SMOU Bursary / Scholarship Awards will open on 27 May 2013.

Every year, SMOU has offered bursaries, book awards and scholarships to children of SMOU members who perform well in their studies and examinations.

Bursary Awards

Applicable to students of all levels starting from Primary 1 in year 2012

Scholarship Awards

Applicable to students with either Year 2012 PSLE, GCE 'O' or GCE 'A' Level results

Eligibility

- Applicants must be SMOU paid-up members at the time of application and must have at least five years of continuous membership with the Union.
- The members' child/children must be pursuing education in an approved government school, college or institution in Singapore
- Bursary applicants must satisfy additional criteria:
 - not be in receipt of another scholarship or bursary or any other similar award given by the Government or any other bodies;
 - must be in need of financial assistance;
 - total household income not exceeding \$2,200 (gross) or per capita income not exceeding S\$600 (gross);
 - priority given to those facing hardship due to medical reasons;
 - members' child/children must be studying in Singapore;
 - academic performance must be of satisfactory standard.

How To Apply

- Download a copy of the form at www.smou.org.sg or visit SMOU One-Stop Service Centre.
- Forms to be fully completed and received by SMOU by the closing date.
Closing Date : 14 July 2013

Presentation of Awards :
14 September 2013 (to be confirmed)

SMOU ACTIVITIES CALENDAR APRIL 2013 - MARCH 2014

APRIL 2013

Mariner's Nite
1 Day Factory Visit

MAY 2013

May Day Rally
Mariner's Nite
Young Mariners' Networking
Talk on Will Writing

JUNE 2013

Annual Family Gathering
@ S.E.A Aquarium
Mariner's Nite
Children School Holiday
Programme

JULY 2013

Mariner's Nite
YSMOU Annual
Bowling Challenge
Golf League



AUGUST 2013

Mariner's Nite
Family Connection
National Day
Celebration



SEPTEMBER 2013

Mariner's Nite
SMOU Bursary & Scholarship
Award Presentation
Cooking Demo Workshop

OCTOBER 2013

Mariner's Nite
Silver Collar Trip
Family Connection
Festive Celebration

NOVEMBER 2013

Mariner's Nite
Young Mariners' Networking
Long Membership Award
Presentation Nite

DECEMBER 2013

Mariner's Nite
Movie Special



JANUARY 2014

Mariner's Nite
1 Day Lunar New Year
Shopping Trip



FEBRUARY 2014

SMOU Lunar New Year Luncheon
& Hong Bao Presentation
Mariner's Nite
Lunar New Year Golf League



MARCH 2014

Mariner's Nite
School Holiday Trip
Family Connection

* Programme & dates are subject to changes without prior notices

For more information, visit SMOU website at www.smou.org.sg
Update your email address with us at booking@smou.org.sg to receive news of our latest events!



SMOU AUGUST FAMILY CONNECTION

There's no better way to celebrate our nation's birthday than to fly high among SMOU family and friends. Join us.

Family Connection – National Day Celebration 2013

Where: Megu Hall, Singapore Flyer, Level 2

When: 3 August 2013 (Saturday) 7 pm

Highlights: Buffet dinner
Door gifts
Entertainment show time
Games and Lucky Draw

YSMOU BOWLING CHALLENGE

*Bowl with the best; bowl with buddies;
bowl to win; bowl for fun!*

Whatever it is, let yourself be bowled over as you spend half a day, among family, friends and "foes". It's an annual friendly competition not to be missed – complete with tournament prizes and lucky draw.

Where: Orchid Bowl @ e!hub, Downtown East

When: 13 July 2013 (Saturday), 10am



For more information, visit SMOU website at www.smou.org.sg

OUR VISION

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



Subsidiary Companies and Business Divisions



SELECTION OF NEW CADETS WITH PSYCHOMETRIC TOOLS

WMI, in partnership with shipping companies and government agencies, has been actively seeking out prospective cadets to enter a seafaring career. Through recruitment drives, potential candidates have the opportunity to meet shipping employers; answer some simple questions; and undergo assessment through interviews.

To tighten up the selection process, WMI will be introducing a psychometry tool, to ensure that the assessment of new cadets' suitability may be accurately ascertained..

Measuring physical attributes such as height, weight, and strength are reasonably simple and straightforward as they are observable traits that can be assessed objectively. However, there are other traits such as personality, intelligence, attitude, and beliefs, which are less obvious attributes and not easily measured and assessed.

One way to gather this information is through psychometric tests.

What is psychometry?

Psychometry is concerned with the theory and technique of psychological measurement, which includes the measurement of knowledge, abilities, attitudes, personality traits, and education.

Psychometric tests include motivation questionnaires, personality profiles, aptitude, tendencies and preferences, with the goal of providing objective data for otherwise subjective measurements.

New tools to assess essential and desirable traits

- Pilot run with the TNTA Batch 5 cadets and 96 cadets from the CadetsPlus programme in Qingdao
- The 20-minute test will assess the suitability of the candidate and that includes:
 - Essential traits such as perseverance, adaptability to change, and working with others
 - Important traits such as planning, organising and setting priorities, disciplined to follow safety rules, and communicating with respect
 - Desirable traits such as having initiatives, numerically analytical, challenge status quo and paying attention to details

- Consistency is closely monitored to ensure valid testing
- The test is also available for subscribers upon request

Having this tool will help shipping and manning companies to recruit cadets more objectively and help young aspiring cadets to discover if a seafaring career is suitable for them.

Selecting appropriate cadets in the upstream will improve the recruitment and retention rate for officers.





GOES FULL CIRCLE IN QINGDAO



CadetsPlus Programme has gone full circle in China – putting its stamp in Qingdao, Nanjing, Dalian, Wuhan, Xia Men and Chongqing. On its 8th run in China, the programme found its way back to the very first place in Qingdao where it all began six years ago.

On 5 April 2013, 96 cadets, handpicked from shipping companies that have signed Collective Bargaining Agreement (CBA) with SMOU, namely, AP Moller Maersk, Neptune Shipmanagement Services Pte Ltd (NSSPL), NYK Shipmanagement Pte Ltd, Ocean Tankers, PACC Ship Managers Pte Ltd, Pacific International Lines (PIL), and Tai Chong Cheng Steamship Co(s) Pte Ltd graduated from the programme in a convocation ceremony.

The occasion was celebrated in style with a graduation dinner, presentation of awards, performances by cadets and lucky draw giveaways, compliments from APL, PACC, TCC, and AP Moller Maersk. Held at the Blue Horizon

Hotel, the event served as a fitting closure to the four-week of rigorous training that took place at Qingdao Harbour Vocational and Technical College. There to mark this special occasion with the graduants were Guest-of-Honour Mr Jiao Guang Jun, Vice-Chairman of Qingdao Port Group Corporation, Special Guest Ms Mary Liew, Nominated Member of Parliament, Executive Secretary of SMOU, and some 180 guests from the shipping companies and graduating cadets.

Since the CadetsPlus Programme first found its way into China in 2007, it has helped prepare more than 1,000 cadets integrate and transit onboard international shipping lines.

As these cadets go out to sea, all the theoretical knowledge and skills they had learned in classroom will be put to use as they embark on their journey of becoming international seafaring officers.

The next CadetsPlus programme will be held in Wuhan from 29 April - 24 May and in the Philippines from 6 - 24 May 2013.



Mr Teh Kong Leong, SMTF Chairman, presenting certificates to graduating cadets



SMTF AC members at the graduation ceremony

TRAINING CALENDAR

June - August 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)**	15 - 17 July	3 Days	\$909.50	IMO Model Course 3.19 (Ship Security Officer)**	16 - 17 July	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course	15 - 19 July	5 Days	\$1,605.00	IMO Model Course 3.20 (Company Security Officer)**	16 - 18 July	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)**	24 - 28 June 19 - 23 Aug	5 Days	\$1,016.50	IMO Model Course 3.21 (Port Facility Security Officer)**	11-13 June 20 - 22 Aug	3 Days	\$963.00
Ship Simulator and Bridge Teamwork	17 - 19 July	3 Days	\$1,070.00	ISM & ISPS Internal Auditor**	9 - 11 July	3 Days	\$1,284.00
Shiphandling Course	17 - 19 July	3 Days	\$1,284.00	ISM Internal Auditor	9 - 11 July	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor	10 - 11 July	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	10 - 11 June 19 - 20 Aug	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	25 - 26 June 28 - 29 Aug	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme**	27 June	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

** MCF subsidies available for eligible candidates

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

WAVELINK SMTF* TRAINING CALENDAR

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUL

WEEK 27
OFFICERSPLUS CHINA

WEEK 29
OFFICERSPLUS SINGAPORE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUG

WEEK 31
OFFICERSPLUS PHILIPPINES

WEEK 34
OFFICERSPLUS SINGAPORE

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

SEP

WEEK 37
CADETSPLUS MYANMAR

WEEK 39
OFFICERSPLUS CHINA

WEEK 36 - WEEK 39
CADETSPLUS INDONESIA

* Singapore Maritime Training Fund

S	M	T	W	T	F	S	OCT			
		1	2	3	4	5	WEEK 40 OFFICERSPLUS SINGAPORE			
6	7	8	9	10	11	12				
13	14	15	16	17	18	19				
20	21	22	23	24	25	26	WEEK 43 OFFICERSPLUS PHILIPPINES			
28	28	29	30	31			WEEK 43 - WEEK 46 CADETSPLUS CHINA			
S	M	T	W	T	F	S			NOV	
					1	2				
3	4	5	6	7	8	9			WEEK 45 OFFICERSPLUS SINGAPORE	
10	11	12	13	14	15	16	WEEK 46 OFFICERSPLUS CHINA			
17	18	19	20	21	22	23				
24	25	26	27	28	29	30				
S	M	T	W	T	F	S	DEC			
1	2	3	4	5	6	7	WEEK 49 OFFICERSPLUS PHILIPPINES			
8	9	10	11	12	13	14				
15	16	17	18	19	20	21	WEEK 51 OFFICERSPLUS SINGAPORE			
22	23	24	25	26	27	28				
29	30									

Actual course dates and registration details will be published by SMTF closer to the date

For enquiries, please contact:

Ms Chen Wei Jia

Tel: (65) 6390 1653

Fax: (65) 6295 1121

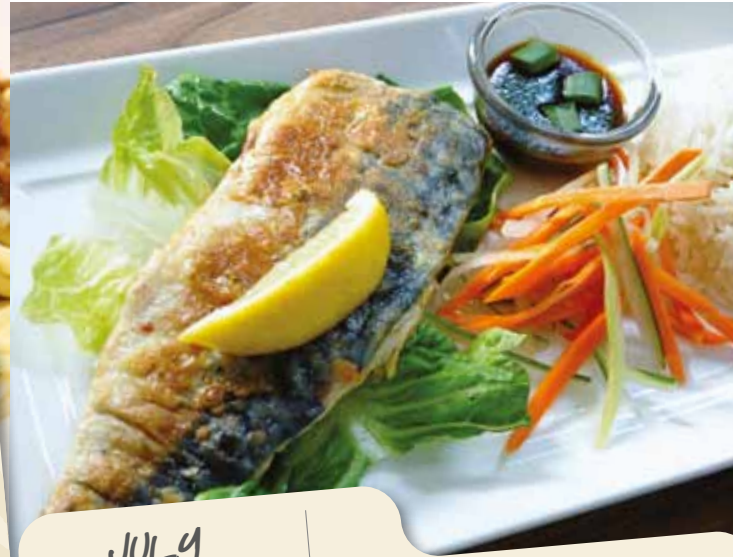
Email: weijia@wavelink.com.sg



JUNE

Zha Jiang Mian

Originating from Northern China, this dish is often made with different sauces. The Lighthouse Zha Jiang Mian is made with its own concoction of brown sauce, combined with soybean paste and spaghetti noodles topped with shredded vegetables, served hot. Chef Eddie gave a hint into the secret behind this unique version. The paste is specially concocted with a tinge of spiciness to suit the taste buds of the locals. Not only is this creative dish a work of art by our chefs, it is a fusion of the East and West.

Score: 10

JULY

Teriyaki Saba Fish with Rice

Lighthouse chef extraordinaire, Eddie continues to excite with interesting interpretations of the traditional Japanese Saba Fish. Emphasis is placed on the natural flavour of the ingredients.

While this may be out of the ordinary, it certainly is an extraordinary dish to savour.

Here at Lighthouse, our chefs can certainly teach an old tongue new tastes!

Score: 10

*10 per cent service charge

LIGHTHOUSE SCORES A PERFECT 10

Lighthouse Bistro hits 10 this year. It's our anniversary and we want to celebrate with you, our loyal and supportive customers.

Lighthouse presents a series of local delights, guaranteed to score with your palate. For the month of June, we feature Lighthouse Zha Jiang Mian and for the month of July, Teriyaki Saba Fish with Rice.

Let us "TEN"d to your taste buds!

The 7th Biennial Conference
MMS2013
 MARITIME MANPOWER SINGAPORE CONFERENCE

THE MARITIME MANPOWER SINGAPORE CONFERENCE 2013 SPEAKERS:



**Ms Cleopatra
Doumbia-Henry**

Director of the International Labour Standards Department of the International Labour Office (ILO)

Dr Doumbia-Henry began her career at the University of the West Indies, Barbados, as a lecturer in law. She worked with the Iran-US Claims Tribunal in The Hague, The Netherlands and then joined the ILO in 1986 and where has served both as a senior lawyer of the Organization and in other management positions. She was responsible for developing ILO Maritime Labour Convention, 2006 and remains responsible in respect of it.



Mr Tan Chuan-Jin

Acting Minister for Manpower, and Senior Minister of State, Ministry of National Development

Guest-of-Honour



Mr Stephen Cotton

Acting General Secretary, International Transport Workers' Federation (ITF)

Stephen has taken the maritime activities of the ITF, including the ITF flag of convenience campaign and its younger brother the ports of convenience campaign, to new heights. He succeeded former General Secretary of the ITF Mr David Cockroft after his retirement announcement in December 2012.

THE DAWN OF A NEW
**MARITIME
 MANPOWER
 LANDSCAPE**



Mr Giles Heimann

Chief Executive Officer, International Maritime Employers' Council (IMEC)

With a marine background specialising in personnel issues, industrial relations, union negotiations and training initiatives, and having dealt with seafarers from over 40 different countries during his career, Giles now is tasked with running IMEC through close liaison with various partners on behalf of an expanding membership of both operators and managers. Giles is also Secretary of the Joint Negotiating Group which represents both ship owners and managers at the International Bargaining Forum.



Mr Ong Yen Her

Senior Director and Advisor, Ministry of Manpower, Labour Relations and Workplace Division

Mr Ong started out as an Administrative Officer with the Ministry of Labour in 1974, and went on to various positions in the National Trades Union Congress, Singapore Maritime Officers' Union, and Union of Telecoms Employees' of Singapore. He has played instrumental roles in fostering labour-management cooperation and tripartite partnership. Today, he helps to review and implement labour relations initiatives and supports the development of the next generation of leaders.



Mr Rod Short

Executive Secretary, Global Maritime Education & Training Association

Rod Short, who holds New Zealand and Australian citizenship, has worked in the shipping industry for sixty years, having commenced seafaring at the age of sixteen. After 10 years of world-wide seafaring on various ship types in positions up to Second Mate, he commenced teaching while studying for the Extra Master certificate in the United Kingdom. He also has a degree as Master of Public Policy and a Diploma of Public Administration from Victoria University of Wellington, New Zealand.

And many more key industry speakers!

Please refer to back cover for more details.

The 7th Biennial Conference
MMS2013
MARITIME MANPOWER SINGAPORE CONFERENCE

THE DAWN OF A NEW
MARITIME
MANPOWER
LANDSCAPE

Guest-of-Honour: Mr Tan Chuan-Jin
Acting Minister, Ministry of Manpower

Keynote Speaker: Dr Cleopatra Dumba-Henry
Director, International Labour Standards Department, ILO

6 SEPTEMBER 2013

FRIDAY 9AM - 6PM, RAFFLES CITY CONVENTION CENTRE

WWW.MMSG2013.COM.SG

MMS SELECTED SECTIONS

WORKING FOR
MUTUAL
INDUSTRY
BENEFIT

GOING FORWARD WITH THE
MARITIME
LABOUR
CONVENTION

COLLECTIVE
MARITIME
TALENT
DEVELOPMENT

SPEAKERS & DIALOGUE PARTICIPANTS FROM

MARITIME AND PORT AUTHORITY OF SINGAPORE . MINISTRY OF MANPOWER
INTERNATIONAL LABOUR ORGANISATION . INTERNATIONAL TRANSPORT WORKERS' FEDERATION
INTERNATIONAL MARITIME EMPLOYERS' COUNCIL . SINGAPORE MARITIME FOUNDATION
SINGAPORE SHIPPING ASSOCIATION . SINGAPORE MARITIME EMPLOYERS' FEDERATION
SHIP OWNERS . SHIP MANAGERS . SHIP SERVICES PROVIDERS . TRAINING PROVIDERS
GLOBALMET . SENIOR SHIP OFFICERS . UNIONS . MANNING AGENTS

CONFERENCE FEE

NORMAL S\$988

EARLY BIRD S\$628

(TILL 9 AUGUST 2013)

For SMOU Members' special rate, please refer to our website at

WWW.SMOU.ORG.SG