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AUG
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TNTA

Cadets Eye On The
Future

A TRIUMPH
OF
TRIPARTISM

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ANNUAL
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Go Forth and Discover New Frontiers

Six months after the investiture ceremony last November, cadets from Cohort 8 of the Tripartite Nautical Training Award (TNTA) programme returned to Devan Nair Institute of Employment and Employability (DNI) for their graduation ceremony on 18 May. The ceremony also saw the investiture of cadets from Cohort 9, and it was attended and witnessed by Guest-of-Honour, APL Vice President & Global Head of Marine Operations Capt Lee Chee Seong, special guest e2i Chairman Ong Ye Kung, SMOU President Capt Robin Foo, General Secretary (GS) Mary Liew and Emeritus GS Thomas Tay, distinguished guests from the maritime community and family members.

At the ceremony, the three highlights that distinguished the training of the TNTA cadets which were well-received by the maritime industry were the 70 hours of simulator training that each cadet received, the mentorship programme in place for each cadet, and the constant family engagement with the families and loved ones of the cadets by SMOU and WMI.

According to the cadets, the most memorable part of their pre-sea training was the time spent at the Wavelink Maritime simulators. Valuable hands-on experiences gave cadets the confidence of navigating a ship in a risk-



“ *The TNTA initiative is a wonderful opportunity for the maritime industry to skill our Singaporeans so that they can be employed as skilled labour with better jobs and better pay and hopefully live better and more fulfilling lives. Some of the cadets have made sacrifices to embark on the full-time TNTA training and should be commended for having the courage to pursue their passions for a sea career.* ”

▲ Capt Lee Chee Seong, Vice President & Global Head of Marine Operations, APL

free environment, honing their skills before their cadetships onboard their ship’s bridge.

Under the Liaison and Mentoring System, cadets embarking on their maiden voyage would also continue to have the support of their Mentors and Liaison Officers from WMI. During their next 18 months at sea, they would have someone to provide a listening ear and give them advice and encouragement.

Another support structure in the programme is the involvement and engagement of family members. Once again at the TNTA graduation and investiture ceremony, family members were invited to accompany the cadets on stage as an acknowledgement that the sea career is a family decision.

The TNTA programme continues to attract Singaporeans with strong support from the government and industry partners. It will enter into its 10th intake by the end of 2015.



“ *I will treat the experience of going out to sea, like Basic Military Training (BMT) – listen to what my officers have to say and do my best. To my fellow cohort mates, I say let’s move forward with full steam ahead! See you all at the finishing line!* ”

◀ Class President Muhammad Zakir Zainuddin, TNTA Cohort 8, Wallenius Marine Singapore



“ The beauty of this programme is that in this journey towards becoming a captain, we all start at the bottom, working as a cadet and with bosun and ratings. There is no better way to learn than from our crew and comrades. It will make me a better captain because of this.

◀ Most Outstanding Cadet Taaouicha Mujahid, TANTA Cohort 8, APL

▶ SMOU GS Mary Liew with 2nd Most Outstanding Cadet Muhammad Huzaifah Mohamed Salim.



Well done, Top Cadet Award winners!

Most Outstanding Cadet
Taaouicha Mujahid (APL)

2nd Most Outstanding Cadet
Muhammad Huzaifah Mohamed Salim (APL)

3rd Most Outstanding Cadet
Muhammad Ikmal Amsah (APL)





MPA Deputy Director Mark Lim, cadet Seet Cong Rui, his father, and Grindrod Shipping DPA, HSEQ and CSO Manager Capt Sunil Chopra.



e2i Chairman Ong Ye Kung, cadet Marcus Koh Yu Xin, and Neptune Ship Management Services Pte Ltd Crewing Manager Tracy Gao.

“ My interest in maritime studies started first as a hobby. Because of my love for fishing, I often went out on long fishing boat trips and discovered that I loved being at sea. As a female in a male-dominated environment, I have to learn to be able to stand on my own two feet. I believe that good teamwork is important and I look forward to be a captain of a ship one day.

▼ Cadet Hairin 'Ain Jamil, TNTA Cohort 9, APL



WMI Executive Director Capt Yeow Kok Kean, cadet Raj Kumar s/o Mahendran and SMTF Chairman Teh Kong Leong.



WMI Executive Director Capt Yeow Kok Kean, cadet Mark Dwayne Benedict and POSH Fleet Services Pte Ltd Training Manager Teo Keong Kok.



e2i Chairman Ong Ye Kung, cadet Raja Muhammad Faeze Raja Zainal Abidin, and Maersk Line Ship Management, Global Cadet Administration Manager, Marine HR, Capt Ajay Mangesh Wagle.



About TNTA Programme

Embarking on a seafaring career in Singapore is now possible through the TNTA programme. This is a joint initiative amongst maritime tripartite partners from the Singapore Workforce Development Agency (WDA), NTUC Employment and Employability Institute (e2i), Singapore Maritime Officers' Union with support from the Maritime and Port Authority of Singapore, Singapore Shipping Association and shipping employers. Wavelink Maritime Institute (WMI) is the training provider under the initiative for aspiring Singaporeans pursuing a nautical career at sea.

Following a stringent selection process, candidates who have been employed



and passed their medical examinations will enrol into a 6-months pre-sea deck cadet programme at WMI as part of the first phase of training, and will learn subjects like General Ship Knowledge, Navigation, Seamanship, Meteorology, Collision Prevention Regulations, Mathematics and Basic Occupational Safety and Security Training. Students will be trained in the classroom environment and experience some 70 hours of simulation training in maritime simulators as part of applied learning, and be equipped with practical skills for the next phase at sea.

After the pre-sea training, cadets will sail on board their employers' ships for 18 months, and return to shore thereafter for seven months of studying at the Singapore Maritime Academy before sitting for their Certificate of Competency Class 3 (CoC3) examinations.

To date, a total of \$28.6 million has been invested into training the cadets. Under the initiative, some 90% subsidies are provided for each cadet – 80% by e2i and WDA, 10% by SMOU.



Photo credit: ILO

104th ILC -

A Triumph of Tripartism

Some 4,500 delegates representing Government, Employers and Workers attended the 104th session of the International Labour Conference (ILC) from 1 to 13 June 2015, at the International Labour Organization (ILO) and the Palais des Nations in Geneva.

ILO Director-General (DG) Guy Ryder described this year's conference as a "triumph of Tripartism". The agenda touched on the transition from the Informal to the Formal Economy, Small and Medium-Sized Enterprises and Decent and Productive Employment Creation, Social (Labour) Protection, as well as the Committee on the Application of Standards. The conference elected Ieva Jaunzeme, State Secretary of the Ministry of Welfare of Latvia, as President of the ILC.

This ILC was extra special for the Singapore tripartite delegation. Minister of Manpower Lim Swee Say, NTUC Secretary-General (SG) Chan Chun Sing and Singapore National Employers Federation (SNEF) President Robert Yap attended the conference in their new roles for the first time.

Other unionists who attended the conference were NTUC Assistant SG Cham Hui Fong, NTUC Central Committee (CC) Member and Singapore Manual and Mercantile

Workers' Union (SMMWU) Deputy SG Andy Lim, Singapore Industrial & Services Employees' Union President Lim Heng Khee, Amalgamated Union of Public Employees President Rahim Alwi, NTUC (International Affairs Department) Lead Special Representative Ng Eng Kie, and SMMWU Head of Industrial Relations Rozyana Jaffar.

Representing the workers' delegates was NTUC CC Member and SMOU General Secretary Mary Liew, who is also a Deputy Member of the ILO Governing Body.



► The Singapore unionist delegates with Ambassador Foo Kok Jwee.

▼ Clockwise from back row: MOM Permanent Secretary Loh Khum Yean, Immediate Past SNEF President Stephen Lee, MOM Minister Lim Swee Say, NTUC SG Chan Chun Sing, Ambassador Foo Kok Jwee, Immediate Past NTUC President John De Payva, SMOU GS Mary Liew, and SNEF President Robert Yap.



Singapore Committed to Tripartism

Manpower Minister Lim Swee Say highlighted in his plenary speech at the ILC that every country faces three challenges – creating enough jobs to minimise unemployment, improving the quality of jobs to minimise under-employment, and continuous up-skilling and re-skilling the workforce to minimise structural unemployment as industries evolve.



“ Singapore has done better than most up till now. We have one of the lowest unemployment rates in the world, at around 2%. Real wages have grown, not only at the median, but also for the lower income at the 20th percentile,” said Mr Lim.

“ As tripartite representatives of the world, we all have our roles to play in our respective countries, regions and beyond. Singapore is committed to playing our part,” Mr Lim Swee Say, Minister for Manpower, said this at the 104th Session of the International Labour Conference on 10 June 2015.

Nonetheless, he cautioned that Singaporeans must not take the future for granted and to embrace the future presently.

New Labour Standard to Tackle Informal Economy

A new international standard, the first ever labour standard specifically aimed at tackling the informal economy, was passed with an overwhelming support of 484 votes, only 1 vote against, and 5 abstained.

The share of women in informal employment is higher than men in most countries, and other vulnerable

populations, such as youth, ethnic minorities, migrants, older people and the disabled are also disproportionately present in informality.

Most enter the informal economy due to lack of opportunities in the formal economy. There is much that can be done to protect the rights of these workers. The new labour standard

provides strategies and practical guidance on policies and measures that can facilitate the transition from the informal to the formal economy.

“It is not just the adoption of this Recommendation, it’s actually putting it into practice that will matter,” ILO Director-General Guy Ryder underscored.

Tripartism and Decent Jobs

SMOU General Secretary Mary Liew, Deputy Member of ILO Governing Body made a plenary speech at the 104th Session of the International Labour Conference. The plenary debate saw 297 speakers taking part, and among them 19% were women, one of whom was Ms Liew. Here we highlight her speech in a question and answer format.

ILO Director-General Guy Ryder's report highlighted that world unemployment stands at over 200 million and "...The ILO has to pursue and promote decent work for all as an essential, realisable and urgent necessity and not as an act of faith". What's your take on it?

Mary: I could not agree more. Indeed, without a job, there is no human dignity to speak of, no dreams to chase and no future to look forward to. Creating sufficient employment opportunities must be then the overriding and foremost goal of any responsible government.

When we think about decent jobs, we might think of jobs created in high value-added industries or jobs in exciting emerging fields. What's the picture in reality?

Mary: In reality, there are many jobs in the traditional sectors that are deemed "3Ds jobs", that is, jobs that can be perceived as dirty, dangerous and difficult, and yet such jobs are indispensable in any country. We will always need the workers in the cleaning industry to keep the streets or public facilities clean, and we will need the security industry to keep our buildings, properties and people safe.

How does Singapore transform these '3D' jobs into decent jobs?

Mary: I am proud that the Singapore labour movement has conceived the "Progressive Wage Model" (PWM) in 2012, which is a progressive wage structure to help workers earn better wages through skills upgrade, career advancement and productivity improvement. PWM is now a mandatory licensing requirement for cleaning companies and has benefited over 25,000 cleaning workers to date. PWM will also be a licensing requirement for security firm in 2016.

The Singapore Government also launched "SkillsFuture", which is a national movement to provide Singaporeans with opportunities to develop their fullest potential throughout life. Is the labour movement supportive of the idea?

Mary: The Singapore Labour Movement is fully supportive of the initiative. Whether it is PWM or SkillsFuture, they cannot succeed without the joint efforts of the Singapore tripartite partners, not just at the national level, but more importantly, at the sectoral level.

You attended the Committee on the Small and Medium-Sized Enterprises and Decent and Productive Employment Creation. Tell us more.

Mary: The Committee discussed about growing more and better jobs in SMEs to achieve decent work and how entrepreneurship development for young people should continue. The foundation for the discussion was redressing decent work deficits. I've had the opportunity to share with the SMEs Workers' Group about our SkillsFuture Initiative, which provides Singaporeans with opportunities to upgrade and update their skills and knowledge throughout life. We have to also reach out to our SMEs in Singapore by clusters, to value-add and help fill in the gaps in their industries so as to unlock their potential and stimulate economic growth, trade and employment. It is important that SMEs, being the backbone of almost all economies, should create decent jobs and working conditions for our workers. It is also heartening that the collective efforts of NTUC Co-operative were recognised when NTUC Fairprice was highlighted as a good example of a well-run Co-operative.



“ In Singapore, we can attest that tripartism has played an extremely important role in our nation building. As Singapore celebrates its 50th National Day this year, which also marks the 50th year of Singapore as a Member State of the ILO, the Singapore tripartite partners vow to keep the spirit of tripartism alive and strong.

▲ SMOU General Secretary Mary Liew, Deputy Member of the ILO Governing Body



ILO Deputy DG Greg Vines, SMOU GS Mary Liew, Director of the International Labour Standards Department of the ILO Dr Cleopatra Doumbia-Henry and ILO DG Guy Ryder.



▲ *Dr Cleopatra Doumbia-Henry, NTUC SG Chan Chun Sing and SMOU GS Mary Liew.*

Thank You, Dr Cleopatra

The Committee on Freedom of Association (CFA), Committee on the Application of Standards (CAS) and the Governing Body (GB) paid tribute and bid farewell to Dr Cleopatra Doumbia-Henry for her close to 30 years of service in the ILO. This 104th session was her last ILC. She will be commencing her appointment as the President of the World Maritime University from August 2015.

“Cleo's contribution to the maritime industry is immense. She was instrumental in developing the Maritime Labour Convention (MLC) 2006, which brings together more than 70 conventions and regulations by the ILO. This has impacted more than 1.5 million seafarers worldwide, where seafarers can now have at least the minimum standards of decent working conditions. We wish her well and look forward to working with her in her new role,” said Ms Liew.

Non-observance by Qatar on ILO Convention 111

At the ILC last year in 2014, the International Transport Workers' Federation (ITF) and the International Trade Union Confederation (ITUC) brought to ILO's attention the restriction of women's rights and workplace discrimination at Qatar's national air carrier, Qatar Airways.

During the ILO Governing Body (GB) meeting in June 2015, the GB adopted the report of the Tripartite Committee set up to examine the representation alleging non-observance by Qatar of the Discrimination (Employment and Occupation) Convention 1958 (No.111), made under article 24 of the ILO

Constitution by the ITUC and the ITF, of which Qatar has ratified the Convention 111 in 1976.

The Tripartite Committee appointed to examine the matter is composed of Mr Duan (Government member, China), Mr Mattar (Employer member, United Arab Emirates) and Ms Liew (Worker member, Singapore).

ITF President Paddy Crumlin commented: “A year ago we put Qatar and Qatar Airways in the dock and today it has been proved that we were right to do so.”

“I'm very pleased with the outcome. It was a unanimous decision by the tripartite constituents,” said SMOU General Secretary Mary Liew who is a Deputy Member of the ILO Governing Body.

Helping Stranded MV Imbak Seafarers



SMOU Industrial Relations (IR) Manager Gwee Guo Duan and IR Officer Kelvin Lin boarded MV Imbak on 22 April to help some 20 crew members to recover their wages which they had not received since last December.

They were greeted by Captain Gaurav and were directed to the bridge to meet with crew members. While walking

up the bridge, some telltale signs revealed the unacceptable conditions of the vessel, such as the lack of air-conditioning. The air quality was so bad that they had to sit at the port side of the bridge for a discussion with Capt Gaurav, where the air was cooler. He then gathered the crew to inform them about the necessary legal procedures and the time frame for their wage claims.

After the briefing, IR Officer Kelvin checked and verified the personal particulars of every crew member, including the outstanding amount, to

ensure that the information was correct to facilitate the smooth transfer of their wage claims once the vessel has been sold. They also addressed the crew's concerns on matters pertaining to when they can sign off, the waiting period for their wages and future employment.

The SMOU team reassured the crew that all efforts will be made to recover their wages that have been owing for the past seven months and repatriations will be arranged in accordance with all judicial procedures.





ITF Fair Practices Committee Meets in Perth

The biennial International Transport Workers' Federation (ITF) Fair Practices Committee (FPC) convened in Perth, Western Australia from 10 to 15 May. SMOU General Secretary (GS) Mary Liew, Emeritus GS Thomas Tay, and Industrial Relations Specialist Terence Tan attended the FPC Steering Group (FPC-SG) meeting, Seafarers' and Dockers' unions meetings as well as several fringe meetings. SMOU was also involved in a meeting with Nautilus Federation during their time there. The meetings were constructive in opening up more channels to help the seafarers.

The series of meetings covered a wide range of current issues of relevance to SMOU members and also to seafarers such as:

- identifying the post-ITF Congress priorities
- sharing the outcome of the ITF/International Bargaining Forum (IBF) agreement for compliance and discussing about narrowing the gap between benchmark minimum salaries and real wages earned by officers in the global maritime labour market
- giving an update on the Flags-of-Convenience campaign
- addressing the problems faced by unions in different regions
- providing an update on the offshore industries and how to ensure that more seafarers working in the offshore industries are covered under Collective Agreements

ITF Makes Headway in Protecting More Offshore Seafarers

At the International Transport Workers' Federation (ITF) Offshore Task Force Group (OTFG) Meeting from 27 to 29 April, 30 delegates from different unions all over the world came together to strategise and develop various workplans to increase the number of offshore seafarers under the ITF offshore agreement. Joining the three-day meeting in St Petersburg, Russia, was SMOU Industrial Relations (IR) Manager Gwee Guo Duan who was involved in talks about strengthening the working relationship with IndustriAll Global Union and the Supply Chain And Logistics Organising Projects (SCALOP) team as well as providing training in support of our African affiliate. Amidst the purposeful discussions, the delegates also took time to welcome Sister Evelin Tomson to the OTFG team.

“The ITF has always kept the interest of workers close to heart. As such, we will be working together with the offshore companies in Singapore to ensure more seafarers are covered under the offshore taskforce CBA. There is so much more that we can do to protect the welfare of these seafarers.

► ITF Offshore Taskforce Group Chairman Norrie McVicar

(L-R) IR Manager Gwee Guo Duan, Offshore Taskforce Group Chairman Norrie McVicar, and SOS Executive Secretary Daniel Tan at the meeting.



SMOU Emeritus GS Thomas Tay sharing his views at the meeting.

Asian Unionists Lay Groundwork for Upcoming ASSM

Chaired by All Japan Seamen's Union (JSU) General Director Yoshiyuki Ikeya, the 3rd Working Group on Asian Seafarers Summit Meeting (ASSM) saw Asian unionists preparing information and deliberating on the agenda for the upcoming ASSM this September. Among the topics discussed at the meeting were emergency communication flow and support system for maritime incidents and abandonment

of seafarers along with ways to increase union membership and solidarity with other sections of the ITF.

The working group also exchanged opinions about supporting the capacity building of the newly established Independent Federation of Myanmar Seafarers (IFOMS). A total of 35 unionists from 16 seafarers' unions across 12 countries took part in the meeting that

was held on 29 May at Hotel Mariners' Court in Tokyo. SMOU was represented by Emeritus General Secretary Thomas Tay and Industrial Relations Assistant Manager Alvin Cheong.

In the next ASSM this September, the working group will be welcoming IFOMS and having expanded discussions on how to better assist seafarers who are stranded in Asia.

SMOU Stands Together in Support of IFOMS

SMOU President Capt Robin Foo visited the newly-established Independent Federation of Myanmar Seafarers (IFOMS) on 25 May. During the visit, IFOMS General Secretary Aung Kyaw Linn and other union officials shared about IFOMS and their on-going campaign to spread the word to Myanmar seafarers across the globe to unite and stand together with the union. Capt Foo also met up with two International Transport Workers' Federation (ITF) officials at the office – Maritime Union Development Programme Supervisor Mr Lee Cash, and Seafarers International Union of North America Inspector Mr Shwe Tun Aung. Mr Cash was also present to

help raise the profile of IFOMS. Through the exchange of views, Capt Foo was heartened to learn that the needs of the seafarers are well taken care of. The visit

was also instrumental in strengthening and reaffirming SMOU's ties with our Myanmar counterparts.

SMOU would like to congratulate Brother Aung Kyaw Linn on his election and the establishment of the new federation.



Building Bridges Through Our Past and Present

Put a group of young mariners up to a challenge and let them crank it up to an amazing race. This was what happened on 27 May, when 70 Tripartite Nautical Training Award (TNTA) cadets, Singapore Maritime Academy (SMA) and Institute of Technical Education (ITE) students pursuing maritime courses, got together for the Singapore River Amazing Race, organised by SMOU and Maritime and Port Authority of Singapore (MPA).

In conjunction with this year's SG50 celebrations, the Singapore River Amazing Race allowed the young mariners to relive Singapore's history and learn more about maritime trading activities in the past. The youths were divided into teams, where each team were given smart devices with applications that enabled them to complete quizzes and missions at various checkpoints. The race served to educate the mariners on Singapore's rich maritime heritage in a fun and interactive way. Upon completion, young mariners were taken on a Singapore river cruise ride. The amazing day of connecting through challenges climaxed with dinner and networking at the National Library.

Young SMOU Chairman Terence Tan and MPA Assistant Manager (IMC Division) Benjamin Oh also gave talks about the TNTA programme and Tripartite Maritime Scholarship Scheme (TMSS) respectively to raise awareness of the various career paths in the maritime industry.



“ I enjoyed the Amazing Race and all activities that came with it. We were placed in mixed groups and we were able to mingle with other students from different maritime courses. It motivates me to find out more about the industry from different perspectives. Thank you SMOU for making an effort to organise this event for us.

◀ **Nur Fazlyn Rosli, Higher NITEC in Marine Engineering**



“ My favourite part of the programme is the river cruise. It was nice for us to chill and get a good look at Singapore River after the Amazing Race. I would join future events like this to meet people in the industry and learn more about what lies ahead in my future career.

▲ **Quek Wei Quan Tom (in grey), Higher NITEC in Shipping Operations & Services**

“ The event brought together so many people from the maritime industry. Sharing experiences with one another helps widen our perspectives and allows us to stay up to date with the current happenings in the industry. I shared my experience going on board for two years with the juniors and they were very keen to know more about my career.

■ **Arvinder Singh Gill, Diploma in Nautical Studies, TMSS Alumni**





MPA Assistant Director (IMC Capability Department) Ong Yi Han (3rd from left) interacting with the young mariners.



Team members putting their heads together to build a free-standing bridge over an obstacle.



Young SMOU Chairman Terence Tan giving some guidance to his team mates on their race route.



MPA Launches **Maritime Youth Club**

Committed in its efforts to nurture the next generation of maritime leaders, the Maritime and Port Authority of Singapore (MPA) launched the Maritime Youth Club and the 2nd edition of Singapore Maritime Trails at Tanjong Pagar Railway Station on 19 May. SMOU First Vice President Rahim Jaffar, Treasurer Tan Hung Tat, Young SMOU Chairman Terence Tan and Youth Executive Sherry Tan were present to support the event that was graced by MPA Chief Executive Andrew Tan and MPA Chairman Lucien Wong.

In his welcome address, MPA Chairman Lucien Wong said, **“With the launch of the Maritime Youth Club programme, MPA aims to deepen understanding, promote greater appreciation of Singapore’s maritime sector amongst the young, and positively influence them to consider taking up relevant maritime courses and embark on future careers in the industry.”** Under the Maritime Youth Club programme, schools are encouraged to organise maritime-themed activities, talks or visits to a maritime company, port or shipyard for students to experience the various aspects of the industry.

Following the success of the first Singapore Maritime Trail (SMT) in April 2014, this year’s trail featured additional locations to showcase Singapore’s rich and diverse maritime history such as the Tanjong Pagar Railway Station, the former Keppel Harbour and Clifford Pier as well as newer landmarks like Maxwell Chambers and Marina South Pier.





“ It’s a great session to get to know more about what other unions are doing and the challenges faced by youths in Taiwan. We need to do more to attract youths and not underestimate the potential of what they can contribute to move the Labour Movement together.

■ Young SMOU Chairman Terence Tan

Young NTUC Work, Live and Play Hard in Taipei

Do you know that there are 5 R’s to being environmentally friendly, and not just 3 R’s? During the Young NTUC Workplan Seminar in Taipei, Taiwan, Young SMOU Chairman Terence Tan, Young SMOU Youth Executive Sherry Tan and other young unionists discovered this at a learning journey to Tzu Chi Foundation, – Refuse, Reduce, Reuse, Repair and Recycle. The Tzu Chi Foundation is involved in various disaster relief efforts and recycling

efforts to conserve the earth for future generations. Besides this visit, young NTUC delegates participated in an exchange session with the Taiwan Youth Union – Chinese Federation of Labour, Taiwan (CFL) where they discussed on youth engagement activities and youth leadership development. The youths from CFL also shared about the challenges faced in encouraging and engaging more youths to be active in the unions.

The main highlight of the two-day Young NTUC Workplan Seminar, which spanned from 24 to 25 April, was the discussion on the workplans. The young unionists expanded ideas and devised ways to create awareness on the three pillars - Work (work as inspiration), Live (family as foundation), and Play (environment as benefaction) that were raised at the previous Workplan Seminar, held in Tioman last year. Activities engaging the youth that have arisen from these workplans include Blood Drive, Food Drive, Kampung Activities, Eco-Screening and Heritage Trail.

NTUC Women’s Committee Unite in Hong Kong

Led by NTUC President Diana Chia, NTUC Women’s Committee Chair Nora Kang and NTUC Women’s Development Secretariat (WDS) Director Sylvia Choo, about 50 participants from 29 unions flew to Hong Kong for the NTUC Women’s Committee Workplan Seminar from 14 to 17 May. Key topics such as Leadership, Membership and Advocacy were discussed. The committee addressed the challenges in recruiting women members to be leaders and brainstormed membership benefit ideas for rank and file workers and Professional, Managers and Executives (PMEs).

The key focus of the seminar was a learning journey trip to the Hong Kong Labour Department and G2000 (Apparel) Limited office to understand more about the organisations’



Photo credit: NTUC WDS

welfare benefits such as maternity and paternity leave, statutory minimum wage policy and other family-friendly practices.

“ Through the learning journey, I feel very fortunate and proud as a woman living in Singapore. Women here are given 16 weeks of Government-paid maternity leave while the men get 1 week of paternity leave. In Hong Kong, I’ve learnt that the women get 10 weeks while the men get 3 days. I am glad that our Government has made tremendous progress in helping us ease the financial demands of parenthood by extending to us such benefits.

■ SMOU Women’s Member Arina Lee

SMOU Wall of SG50 Well Wishes

Singapore's 50th birthday is around the corner! Seavoices will be running an SG50 wishes column for the whole year round to celebrate this special moment with the rest of the nation. SMOU members and the ExCo are invited to pen their birthday wishes and share what they miss most about Singapore when they are out at sea.



Happy birthday, Singapore!

What I like most about Singapore...

"I like the security, the clean and green environment and the friendly neighbourhood. The corporate governance and the humility of our leaders are remarkable. Singapore has been very forthcoming to help countries that have been hit by disasters such as the 2004 Indian Ocean tsunami, Japan's nuclear disaster and the recent Nepal earthquake."



“ I wish all Singaporeans peace and prosperity, and that our homeland will remain as one of the best places to live in the world.

▼ Abdresh Prasad (right), SMOU member of 14 years, with his family

What I miss most about Singapore while I am out at sea...

"Undoubtedly the Singapore I call home - with all its greenery, convenience and flavour. It is not just one thing but many - the people, the variety of cuisine, the ease of getting around, manicured tidiness and orderliness, morning walks at the Botanic Gardens, the view of the evening downtown skyline from Bedok Jetty, the sounds of hawkers cooking up a storm, etc. It is a long list."

“ Happy Birthday Singapore! You are at a dashing and fabulous 50. Put on a bit of colour and celebrate a little. Let the country continue to be led and steered by wise and able leaders, while continuing our journey of creativity, innovation, economic growth, and embracing meaningful changes to bring the best out of everyone who lives, works and plays on this little island.

▶ Choo Joon Ghee (left), SMOU member of 33 years, with his wife



What does it mean to be a Singaporean to you...

"I'm proud to be a Singaporean. Judging from the obstacles that we have faced and overcome as a nation, we should be thankful for what we have now. Our government does their homework well. Look back at the history and transformation of Singapore from the 60's, 70's to the present. From a kampong, to a town, we are now a modernised country. Singapore may be a dot on the world map, but our presence and achievements are well recognised."

“ I was born in the Jubilee year – 1965 and will turn 50 this year too. The celebrations will definitely be more meaningful. As a proud Singaporean, I feel that our government constantly finds opportunities to improve the country's economy. It is my hope that the global economy will stay healthy and optimistic.

▼ Ismail Ahamad (left), SMOU Assistant Treasurer and member of 26 years, with his wife



SMOU Annual Family Day

Can you hear the call of the wild? Just at the start of June holidays on 31 May, more than 2,000 SMOU members and their families answered the call to River Safari - the home of two Giant Pandas Kai Kai and Jia Jia and to experience a whole new wildlife river adventure with over 5,000 aquatic and land animals from the world's most iconic river habitats. Equipped with goodie bags and undeterred by the heat, the SMOU family had a great day of bonding and exciting discoveries at Asia's first and only river-themed wildlife park.



“ SMOU is the best union. There are very few unions that organise so many family-oriented events. It shows that SMOU really cares for the members. I am here today with my wife, daughter, son-in-law and my three grandchildren, and I'm looking forward to spending quality time together with my loved ones.

▼ Low Loke Kwai (right), SMOU member of 32 years, with his family

“ Thumbs up for another well-organised Family Day event! We have been to several Family Day events and this is our favourite one. My kids were excited to see the different species of fishes, and we enjoyed the many sights.

▲ Sonny San Myint (extreme left), SMOU member of 13 years



“ My son was very excited when I told him about visiting River Safari. The Amazon River was under renovation when he came the last time. We had a great time creating happy memories while exploring the various sections of the park together.

▲ Capt Vijayachelvan (left), SMOU member of 17 years, with his wife and children





SMOU President Capt Robin Foo mingling with members.



A member penning his words of encouragement for the U Care beneficiaries.



Getting ready to explore River Safari!



All ready for our river adventure!



Discovering new fishes together.





SMOU Members Cheer on SEA Games

The 28th SEA Games opened with a pyrotechnic display of light, sound and glorious fireworks on 5 June. Some SMOU members and their families gathered together to watch the SEA Games opening ceremony at Mariners' Lounge and cheered on Team Singapore. A sense of community and pride was thick in the air when members waved our nation's flags as the Singapore contingent entered the National Stadium.

Each of them also enjoyed a hearty dinner sponsored by NTUC and received a special goodie bag to end off the night.

“ Catching the opening of the SEA Games at Mariners' Lounge with other members was a lively experience as it gives me a chance to discuss about it with other members. I am usually sailing during the SEA Games season, so this is a rare opportunity for me to watch the opening ceremony and spend time with my two sons who are here with me today.

■ Than Shein, SMOU member of 6 years



Staying Up-to-Date on CPF Life

With the recent Central Provident Fund (CPF) changes, SMOU organised a talk titled 'CPF & U' on 29 April at the Mariners' Lounge to keep over 20 members abreast with the new CPF Minimum Sum and other related topics. The experienced speaker, Provident Ltd CEO Mr Christopher Tan gave an overview as well as clarified some of the uncertainties on the new CPF minimum sum and CPF LIFE. Tips were provided on how to plan for retirement and the session rounded up with an engaging Q & A.



Introduction to CPF Life

Q: What is CPF LIFE?

A: The CPF Lifelong Income For the Elderly (CPF LIFE) is an annuity scheme that provides you with a monthly payout for as long as you live. You can receive your monthly payout from your payout eligibility age, which is currently at age 65.

Q: Will I be placed on CPF LIFE?

A: You will be placed on CPF LIFE if you are a Singapore Citizen or Permanent Resident and have the following Retirement Account balances:



You turn 55 before 1 January 2016

\$40,000 in your Retirement Account when you reach 55 years old; or

\$60,000 in your Retirement Account when you reach your payout eligibility age.

You turn 55 on or after 1 January 2016

\$60,000 in your Retirement Account when you reach your payout eligibility age.

Q: What are the CPF LIFE plans available?

A: When you join CPF LIFE, you can choose between:
 - The LIFE Standard Plan; or
 - The LIFE Basic Plan

Each LIFE plan provides a different combination of trade-offs between the amount of monthly payouts that you would receive and the bequest that you would leave for your beneficiaries. You can choose the plan that best meets your retirement needs.

| Plan Types | Monthly Payout | Bequest |
|--------------------|----------------|---------|
| LIFE Standard Plan | Higher | Lower |
| LIFE Basic Plan | Lower | Higher |

Credit: CPF website

For more information, please go to <https://mycpf.cpf.gov.sg/members/faq/schemes/retirement/cpf-life>

Singapore Puts Safety First

■ Singapore has taken action after three incidents within three weeks.

Singapore has begun the Safety@Sea Singapore campaign to improve the maritime safety culture in the Straits of Singapore.

"Singapore is the world's busiest port in terms of vessel arrival tonnage and is located along a vital shipping lane and one of the world's busiest waterways," said Andrew Tan, Chief Executive of the Maritime and Port Authority of Singapore (MPA), which has rolled out the industry-wide campaign.

Major incidents remained infrequent in 2011-2013, averaging 0.012 incidents each year in the port and 0.016 in the strait per 1,000 vessel movements. In 2011, there were 13, in 2012 eight, in 2013 six, and in 2014 four major incidents (which involve loss of life and injuries, ferry or passenger ship mishaps, disruption to terminal or port operations, and oil or chemical spills requiring inter-agency co-operation to clean up).

In the first half of 2014, however three major incidents within three weeks highlighted the issue of safe navigation. The MPA has since engaged with the industry to ensure safe navigation in Singapore's waters and worked with the Singapore Shipping Association (SSA) to raise awareness.

Tan told a maritime safety forum in the city last November that Singapore aims to further reduce its accident rate. "Achieving a low incident rate can only be met if all our stakeholders work closely together," he said.

SSA president Patrick Phoon said most incidents could be prevented if navigators adopted safety best practice and that most collisions occurred due to human error. His views are echoed by Muhammad Segar, Assistant Chief Executive of the MPA, who told IHS Maritime that seafarer behaviour played a crucial role in marine traffic safety.

"We are open to suggestions on [the] improvement of the safety culture at sea," he said. "Most accidents [at sea] are [the result of] human behaviour and we like to look at even near-misses and minor cases of ship contacts to instil a safety mindset in seafarers."

A maritime source told IHS Maritime about collisions that three vessels were said to have made slight contact at anchorage off Singapore amid poor weather and strong water currents.

Segar conceded that nobody can control the weather, but seafarers can keep safe distances between ships in anchorages, for which inter-ship communication would be vital.

Yves Vandeborn, director of loss prevention at the Standard P&I Club, said communication could not prevent all problems. "The shipping community is very international and not all speak English as their native tongue,"



he said. "Navigation officers these days have a tendency to negotiate manoeuvres over VHF with other ships, instead of following the rules of the road. Communication barriers and background chatter will cause misunderstandings and increase the risk of collisions."

By receiving clear messages from ships and vessel traffic control, seafarers can shield themselves from ambiguous instructions and make the right navigational decisions.

However, Kuba Szymanski, Secretary General of InterManager, the international trade association for ship managers, told IHS Maritime that the crew cannot be blamed entirely. "Poor communication is the problem – definitely this is what I hear from fellow captains and pilots. But where is the problem? The problem is in having incompatible goals and not streamlining the communication," said Szymanski.

Another factor was cited by Deepak Mehra, master of NYK Oceanus. He said pilots "are often late to guide the vessels in port waters". If the pilots are not on time to guide the vessels, masters such as Mehra have to rely

on vessel traffic control instructions on conditions and ship placement. However, vessel traffic control may be unfamiliar with the situation at the anchorage and unaware of ship types and sizes with regard to manoeuvrability in tight spaces.

"Vessel traffic control needs to have basic navigation knowledge and identify smaller vessels to clear the way for big ships to move and turn," said Mehra. His comments followed a ship contact incident involving NYK Line on 30 January. Panama-flagged container ship NYK Themis collided with the barge AZ Fuzhou about 4 km south of Marina South while the barge was being towed by the tug AZ Carnation. MPA's port operations control centre had informed NYK Themis of the presence of AZ Fuzhou in the fairway.

NYK Line has since adopted firmer internal controls, including having two duty officers on the bridge for ship navigation near port waters, and has issued constant reminders on safety checks and practices.

Mehra said the MPA could look to other ports and waterways for how to improve marine traffic control. "In

Hong Kong, ships will be asked to follow a patrol boat [when] navigating in the port waters," he said. "In the Suez Canal, queue sequences are given to vessels, and even the speed – one ship will travel at 6 kt, another at 8 kt and so on, to keep safety distances."

Tan told the forum that accidents can happen even if marine professionals remember about safety.

"I believe we all agree that safety is the top priority for all maritime professionals, especially seafarers who have to navigate vessels in dangerous seas, as well as in and out of busy ports around the world," said Tan.

"Having more than 130 international shipping groups and over 5,000 maritime enterprises present in Singapore makes it an excellent location to promote safety to the international maritime community. Through sharing knowledge, experiences and best practices, we can learn from each other and improve our safety standards."

“ Every accident is one too many. It pains the Union each time we hear news of fatalities at sea. Safety goes beyond having a set of rules and regulations. It has to be second nature and ingrained in the DNA of every seafarer, every shipowner and every maritime industry personnel. Let's leave no stone unturned to create a maritime safety culture in Singapore and say yes to zero fatalities and maritime casualties.

■ SMOU General Secretary Mary Liew

Reprinted with permission from IHS Safety At Sea, May 2015

OCTOBER ACTION AWAITS!

Senior Citizens Trip

28-31 October 2015

Join us for a time of get-together this October! Visit our website for more information closer to the date.



Family Connection – Festive Celebration

31 October 2015
6.30pm – 9.30pm

Gather your family and join our Family Connection where loads of fun, entertainment and games await you! Stay tuned for more details coming soon.

Come dress your best to match the festivities and stand to win attractive prizes!

- Programmes are subject to change without prior notice.
- Receive news of our latest events! Update your email address with us at booking@smou.org.sg
- For more information on the above events, please visit us closer to the date at www.smou.org.sg

Spread the Word



Set up by SMOU in 2001 to improve the welfare of seafaring members on board ships covered by the SMOU Collective Bargaining Agreements (CBA), the Seafarers' Provident Fund (SPF) was administered and managed by Wavelink Thrift Pte Ltd, and co-managed by NTUC Thrift & Loan. From 1 October 2012 onwards, NTUC Thrift & Loan has discontinued with the administration and management of the SPF and has since terminated SPF.

SPF is now governed by the Scheme of Administration to provide a clear and transparent mechanism for the dissolution and distribution of the SPF funds.

How To Collect Your SPF

Members are required to submit their request for SPF withdrawal with the relevant documentations:

1. Duly completed Withdrawal Form (download from www.ispf.org.sg)
2. Copy of NRIC/Passport (both old and new ones)
3. Copy of Seaman Log Book(s)/CDC
4. Copy of Bank book/statement, indicating name of the bank, member's name and member's bank account number.
5. Indicate mode of payment:
Telegraphic Transfer for members who are based overseas. (Please provide the Swift Code of the overseas (beneficiary) bank account;
 OR
Direct Funds Transfer to a Local (Singapore-based) Bank Account. (Please provide the "Branch Code" of the Local Bank Account.)
6. Provide additional documents such as Death, Birth and/or Marriage Certificate if payout is to be made in the name of the nominee/beneficiary.

Note

1. Charges for Telegraphic Transfer will be imposed by the bank and offset from the payout money.
2. 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.

Do you know of anyone:

- Who previously sailed on a Singapore flag foreign-going ship?
- OR sailed with a vessel covered by SMOU Collective Bargaining Agreement?

He/she may have uncollected SPF monies.

If your answer is yes to either of the above, get them to write to us at spf@wavelink.com.sg

No. of
Member
Claims

Amount
Paid
(\$)

6,930

\$11,358,800

Submission Channels

The duly completed Withdrawal Form and all the relevant documentation may be submitted to the SPF administrator via the available channels:

Email: spf@wavelink.com.sg

Post: Wavelink Thrift Pte Ltd, 75 Jellicoe Road #03-01 Wavelink Building, Singapore 208738

Submission Period: until 1 December 2019

Training Calendar

August 2015 - October 2015

| Course Title | Date | Duration | Course Fee | Course Title | Date | Duration | Course Fee |
|--|-----------|----------|------------|---|-----------|----------|------------|
| MPA Mandatory Courses | | | | | | | |
| Pilotage Exemption (Large Vessels) Course & Assessment | On Demand | 5 Hrs | \$2,808.75 | Experienced Tug Master (Refresher) | On Demand | 1.5 Hrs | \$483.64 |
| Pilotage Exemption (Large Vessels) Renewal Assessment | On Demand | 2.5 Hrs | \$1,472.32 | Passenger Ferry Safety (New) | On Demand | 1 Day | \$309.23 |
| Pilotage Exemption (Small Vessels) New | On Demand | 1 Day | \$402.32 | Passenger Ferry Safety (Refresher) | On Demand | 4 Hrs | \$241.82 |
| Pilotage Exemption (Small Vessels) 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

| | | | | | | | |
|---|---|--------|---|---|---|--------|--|
| Bridge Resource Management - Leadership and Teamwork (Mgmt) <small>STCW</small> | 11 - 15 Aug 14 - 18 Sep 12 - 16 Oct | 5 Days | *\$1,605.00 <small>Promotional Price</small> | Promotion in Rank (Mgmt Level) <small>Suitable for Senior Officer</small> | 17 - 19 Aug 21 - 23 Sep 19 - 21 Oct | 3 Days | \$2,568.00 <small>Promotional Price</small> |
| Engine Resource Management - Leadership and Teamwork (Mgmt) <small>STCW</small> | 11 - 15 Aug 14 - 18 Sep 12 - 16 Oct | 5 Days | *\$1,605.00 <small>Promotional Price</small> | Promotion in Rank (Ops Level) <small>Suitable for Junior Deck or Junior Engineer Officer</small> | 11 - 15 Aug 14 - 18 Sep 12 - 16 Oct | 5 Days | \$1,605.00 <small>Promotional Price</small> |
| Bridge Resource Management - Leadership and Teamwork (Ops) <small>STCW</small> | 11 - 13 Aug 14 - 16 Sep 12 - 14 Oct | 3 Days | *\$909.50 <small>Promotional Price</small> | Bridge Team Management | 11 - 13 Aug 14 - 16 Sep 12 - 14 Oct | 3 Days | *\$1,123.50 |
| Engine Resource Management - Leadership and Teamwork (Ops) <small>STCW</small> | 11 - 13 Aug 14 - 16 Sep 12 - 14 Oct | 3 Days | *\$909.50 <small>Promotional Price</small> | Ship Safety Officer | 20 - 21 Aug 22 - 23 Oct | 2 Days | *\$642.00 |
| IMO Model Course 1.27 - Operational Use of ECDIS <small>STCW</small> | 03 - 07 Aug 07 - 11 Sep 05 - 09 Oct | 5 Days | *\$1,177.00 | IMO Model Course 3.21 - Port Facility Security Officer | 17 - 19 Aug 19 - 21 Oct | 3 Days | *\$963.00 |
| Type Specific ECDIS - TRANSAS <small>STCW</small> | 06 - 07 Aug 10 - 11 Sep 08 - 09 Oct | 2 Days | \$770.40 | ISM & ISPS Internal Auditor | 18 - 20 Aug 20 - 22 Oct | 3 Days | *\$1,284.00 |
| ECDIS Conversion ¹ <small>STCW</small> | 03 - 05 Aug 07 - 09 Sep 05 - 07 Oct | 3 Days | \$706.20 | ISM Internal Auditor | 18 - 19 Aug 20 - 21 Oct | 2 Days | *\$695.50 |
| IMO Model Course 3.19 - Ship Security Officer <small>STCW</small> | 21 - 22 Sep | 2 Days | *\$642.00 | ISPS Internal Auditor | 19 - 20 Aug 21 - 22 Oct | 2 Days | *\$856.00 |
| IMO Model Course 3.20 - Company Security Officer | 21 - 23 Sep | 3 Days | *\$963.00 | Shiphandling | On Demand | 3 Days | *\$1,284.00 |

Maritime Introductory Courses

| | | | | | | | |
|--|---|---------|-----------|---|-----------|-------|-----------|
| Proficiency in Designated Security Duties <small>STCW</small> | 25 Sep | 1 Day | *\$256.80 | Maritime Labour Convention, 2006 Awareness Program | On Demand | 1 Day | *\$321.00 |
| Proficiency in Security Awareness Training <small>STCW</small> | 25 Sep | 0.5 Day | *\$160.50 | Familiarisation with Shipping Terms & Maritime Jargon | On Demand | 1 Day | \$272.85 |
| Familiarisation on Operational Use of ECDIS | 03 - 04 Aug 07 - 08 Sep 05 - 06 Oct | 2 Days | \$535.00 | Introduction to Risk Management | On Demand | 1 Day | \$272.85 |
| | | | | Safety Culture for Optimum Safety Performance | On Demand | 1 Day | \$272.85 |

Course fees are inclusive of 7% GST.

Exclusive discount is available for valid SMOU Members. Please check with WMI for the eligible courses.

*MCF Training Grant is available for eligible participants. Please refer to www.mpa.gov.sg/mcf for information.

¹ applicable for those who have done ECDIS before IMO Model course 1.27 (2012).

Training Calendar is also available at: www.wavelink.com.sg/wmi

Operating address: 80 Jurong East Street 21, #06-04, Devan Nair Institute, Singapore 609607

Scan our QR code to Download our Full Training Calendar at:
www.wavelink.com.sg/wmi



For Maritime Courses registration or enquiries, please contact:

Mr Anthony Loh / Ms Hasila Ghazali

Tel: (65) 6796 9657 / 6796 9652 **Fax:** (65) 6569 3268

Email: anthony@wavelink.com.sg / hasila@wavelink.com.sg
courses@wavelink.com.sg

For MPA Mandatory Courses, please contact:

Mr Kevin Loh

Tel: (65) 6796 9651 **Fax:** (65) 6569 3268

Email: kevin@wavelink.com.sg
courses@wavelink.com.sg

Someone to Watch Over TNTA Cadets

For Tripartite Nautical Training Award (TNTA) cadets who are embarking or completed their pre-sea training and are preparing for their first voyage, the 18 months at sea can be a gruelling challenge. Away from their families and friends, they will need support from their fellow officers and other cadets onboard. One of the support structures put in place for TNTA cadets is the Mentoring and Liaison System. Each cadet is assigned a Mentor (a

mariner who has held a senior position on-board ships) and a Liaison Officer (who are Wavelink Maritime Institute Managers and Executives) to assist the shipping employers to mentor the cadets and to address any issues encountered during their shipboard assignments.

Under the Mentorship and Liaison System, cadets keep their Liaison Officers informed about shipboard

deployments and shore leave, whilst Liaison Officers monitor the progress of cadets' Distance Learning Programme and Shipboard Training in addition to their emotional and physical well-being.

In order to build and foster strong relationships among cadets, Mentors and Liaison Officers, WMI organises bonding activities, the most recent being an evening of food and networking at the TNTA Alumni BBQ event (read more about it on page 25).

WMI accompanies and nurtures TNTA cadets at every step of their journey to become outstanding seafaring Officers and Captains.



TNTA 7th cohort cadet Nurfaezah Ithnin visited WMI, her Mentor Capt S.K. Menon and Liaison Officer Wilfred Thiang after ending her first shipboard assignment with PIL.

Learning On Board Ships

Cadets from Tripartite Nautical Training Award (TNTA) Cohort 8 got up close and personal with the workings of a vessel when they visited MV Kota Cahaya, a container ship. The ship visit on 26 May was part of the learning journey for the TNTA cadets pending their graduation.

Upon arrival at MV Kota Cahaya, the ship's 2nd Officer showed the cadets around the different parts and instruments of the vessel and explained their functions. They visited key sections of the ship including the bridge, engine room, cabins, food storage room, kitchen, and muster station to get a look and feel of the environment.



Cadet Toh Sze Yi trying out the gyro compass while two other cadets look on.



Capt Joe addressing a cadet's question on the kitchen stove.



Cadets sharing a light-hearted moment with the Chief Engineer.

While on board, WMI General Manager of Technical and Operations Capt Joe Chen also conducted a lesson for the cadets. As a seasoned seafarer, Capt Joe demonstrated how various ship instruments work and used scenarios to help cadets gain a holistic understanding of the instruments' functions and capabilities. He also showed the cadets how to use a gyro compass and encouraged them to give it a try. At the end of the visit, the cadets gained profound insights of the ship's operations that would definitely come in handy when they start their cadetships onboard.

A big thank you to PIL for making this ship visit possible and to the crew of MV Kota Cahaya for hosting the cadets.

“ I am thankful to be given the opportunity to visit MV Kota Cahaya. All of us are going to sail our first vessel in about one to two months' time and most of us have not actually stepped on board a vessel before, therefore this visit taught us plenty. I hope that all future TNTA cadets will continue to have the opportunity to visit ships because it prepares us cadets for our maiden voyage.

■ Cadet Muhammad Ikmal Amsah, TNTA Cohort 8, APL

“ My father used to be a Chief Officer, so I have visited a vessel before. But, the Engine Room was a totally new experience for me. The heat was like a sauna and I truly respect the Engineers who work under such conditions to ensure that the equipment runs smoothly. The 2nd Engineer gave us a valuable piece of advice - deck officers and engineers must work together in order for the ship to function properly, like one big family.

■ Cadet Muhamad Haironi Saini, TNTA Cohort 8, APL



Capt Joe and the cadets with the ship's 2nd and 3rd Officers.

TNTA Alumni Bonds Over BBQ

No matter which cohort the cadets of the Tripartite Nautical Training Award (TNTA) are from, they will always be part of the family! Some 70 cadets from the various TNTA cohorts gathered for a barbeque evening at The Chevrons on 14 May.

Organised by SMOU, the casual gathering brought everyone together to share stories and experiences, and to establish bonds amongst them. Joining the barbeque were officials from SMOU and WMI, and shipping employers. Everyone thoroughly enjoyed the camaraderie of the tight-knit young seafarers community, bound together over food, flame and fellowship.

“ It was a great opportunity to mingle around with our own classmates, cadets from the previous batches, liaison officers, mentors, company representatives as well as SMOU members in a very cohesive and lively environment. Cadets of different batches can unite and share their experiences and thoughts with one another. New cadets can also get a morale boost and foster relationships with WMI and SMOU staff.

■ Cadet Perdip Kumar Panday, TNTA Cohort 9

“ The BBQ was well-prepared and I enjoyed the food and drinks. I had a good time meeting new faces, be it young or old who are pursuing the TNTA course. I have made new friends and I hope that we can stay in contact with each other in the future. Such events enable the seniors to give the juniors some tips on how to study and how to cope while onboard.

► Deck Cadet Muhammad Shahril Deniyal (left), TNTA Cohort 5



“ I must thank WMI for doing such a great job to improve the TNTA programme. This gathering of TNTA cadets from different cohorts is a good initiative and I believe it will be beneficial to all of them. The relaxing environment allows the cadets to share experiences among themselves and also with the WMI mentors. This will definitely strengthen bonds between the cadets and with the WMI mentors. Keep up the good job.

■ Capt Stanley Siaw, Swire Pacific Management, Manpower and Resources Manager



Set Sail For Success

Facts & Figures of the CadetsPlus Programme

The CadetsPlus Programme gears cadets up for a smoother work transition onboard shipping companies that have signed Collective Bargaining Agreement (CBA) with SMOU. Through its partnership with Wavelink Maritime Institute (WMI) and shipping employers, the programme has benefitted many cadets who are positively contributing to their companies as officers.

A notable change is the enhanced syllabus, with more emphasis on leadership and teamwork. Nurturing a self-teaching and self-leading attitude has become the core value of the CadetsPlus programme, which is a proven benefit to the cadets in the long run. Class activities, peer interactions and additional informal engagement throughout the programme also help prepare the cadets for the cultural transition process to an international setup.

- 29 classes trained since initiation in 2007
- Trained some 2,000 cadets from more than 20 CBA companies
- Spans across China, Indonesia, Myanmar and Philippines

2nd CadetsPlus Programme in Myanmar

On 26 May, guests from the Myanmar Department of Marine Administration, shipping companies and local manning agencies celebrated with the cadets their successful completion of the programme, and to welcome them into the seafaring industry. The night was marked with award presentations, performances and a graduation dinner.

Among the distinguished guests who were there to cheer on the cadets as they embark on their journey were Guest-of-Honour and SMOU President Capt Robin Foo, Director for Maritime Safety, Security and Environment Protection Division Capt Thet Htay, and



Myanmar Maritime University Rector Dr Myat Lwin. Capt Foo shared some of his personal insights as a captain and former seafarer, and assured the cadets of the union's long standing commitment towards safeguarding the well-being of its members.

8th CadetsPlus Programme in Manila, Philippines

A record-high of 115 cadets, the biggest ever cohort for CadetsPlus Philippines, joined the ranks of some 2000 CadetsPlus alumni. At the Graduation Ceremony held on 29 May, VIPs and guests witnessed the presentation of certificates. The graduation climaxed in a dinner reception,

where 150 guests from shipping companies, manning agencies, regional shipping partners, industry associates celebrated the journey of new beginnings. Guest-of-Honour, Director of Tai Chong Cheang Steamship Co. (Shanghai) Ltd Capt William Tan congratulated the cadets for completing the pre-boarding bridging course successfully, while WMI Executive Director Capt Yeow Kok Kean inspired the cadets by sharing with them the 'I.C.E' Model, where success is attained through IQ and EQ that are guided by a strong cultural, core values and cooperation to achieve trust.

Here's wishing the graduated cadets a wonderful learning journey onboard and a fulfilling seafaring career!



The Summer Edition

Featuring Lighthouse
Bistro & Bar's
Summer 'Art' Menu



View the full menu here.

SMOU members get 20% off ala carte menu.
NTUC members get 15% off ala carte menu; valid till 31 December 2015.
10% service charge applies. No GST charges!
Visit www.lighthouse-sg.com for more information.



MARITIME MANPOWER SINGAPORE 2015

Manpower Development for Sustainable Shipping

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