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SeavoiceS

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Singapore Maritime Officers' Union
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FEB MAR 2016



**BUILDING
RAPPORT
AMONG YOUTH
LEADERS**

14

**ENDING THE
YEAR WITH A
BANG**

20

**INCREDIBLE
\$6.50 MONTHLY
SPECIAL SET
LUNCH!**

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GROWING TOGETHER WITH YOU

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Equipping the 10th Cohort of TNTA Cadets

The 5th of November was a big day for 45 Tripartite Nautical Training Award (TNTA) cadets, consisting of 25 pre-sea graduating cadets from the 9th cohort and 20 new cadets that made up the 10th cohort. The graduation and investiture ceremony held at Devan Nair Institute for Employment and Employability (e2i) celebrated a significant milestone of the TNTA programme as tripartite partners, shipping employers, SMOU and Wavelink officials came together to welcome the 10th cohort.

In his welcome address, TNTA Advisory Committee Member Nathanael Leong said that the ceremony was a good opportunity for the cadets to reflect and think about the people who helped make their seafaring journey possible. Family members, he pointed out, play an instrumental role in spurring the cadets on their path to becoming full-fledged seafarers.

In a heartwarming speech, Guest-of-Honour Mr Desmond Choo, Member of Parliament (MP) for Tampines GRC, told the cadets that he, too, came from a family of sailors. He highlighted that he has full confidence in the future for maritime careers. He went on to urge the cadets to be proud of their craft and to perfect their skills. His wish is to see young successful Singaporean seafarers staying ahead of the game and making their mark around the world.



Mr Desmond Choo, MP for Tampines GRC.

“ Be at the forefront of future challenges. Go beyond sailing, upgrade your skills. Be outstanding captains in the future and make sure the Singapore flag is something people respect,” said Mr Desmond Choo.



The cadets from TNTA cohort 10 and their families were invited on stage to receive epaulets presented by Director of Shipping Division at the Maritime and Port Authority of Singapore (MPA) Tan Suan Jow, as well as the cadets' respective shipping employers. SMOU General Secretary Mary Liew also presented the Most Outstanding Cadet Awards to the top three cadets of the 9th cohort.

“ It is very heartwarming to see so many family and friends here and I hope that you will continue to stand by the cadets and encourage them as they go about fulfilling their seafaring careers,” said Mr Nathanael Leong.

Congratulations

Most Outstanding Cadet Award recipients!

Most Outstanding Cadet – Tsan Jie Rui Jeric (PIL)

2nd Most Outstanding Cadet – Muhammad Zakri Abdul Karim (Grindrod)

3rd Most Outstanding Cadet – Raj Kumar (Thome)

“ I am happy to receive the Most Outstanding Cadet award and I’m also excited to start on the next phase of training. I used to be in the optometry line, but decided to make a mid-career switch to join the TNTA programme after I found out that the maritime industry offers plenty of opportunities in career progression.

► Tsan Jie Rui Jeric, TNTA Cohort 9 cadet



“ I am very proud of Zakri and I’m sure he can do even better in the future. Just like what MP Desmond Choo said – there is a huge earning potential in the maritime industry and I would like to see even more programmes put together to attract more youngsters.

◀ Capt Hilton Stroebel, Marine Manager at Grindrod Shipping (left)

“ The TNTA programme has been awesome so far. I got to meet different people and hear about their unique experiences. Some of the courses were very challenging, but necessary to equip us as abled seafarers. I can’t wait to embark on my sea training soon.

◀ Muhammad Zakri Abdul Karim, TNTA Cohort 9 cadet (right)



MPA Director of Shipping Division Tan Suan Jow with the TNTA Cohort 10 cadets and their families as well as representatives from e2i, shipping companies and WMI. ▲▼

“ Joining the TNTA programme is such an eye-opening experience. Our seniors from Cohort 9 advised us to persevere, work hard and build solid relationships with fellow cadets. I’m looking forward to making the most out of my sea career.

▲ Surenthiran Kannan, TNTA Cohort 10 cadet



It's Always A Good Time!

The year-end gathering is always something that sisters from the Labour Movement (LM) look forward to for a good time of bonding and celebrations, as it was for 60 of them on 16 December at Lighthouse Bistro.

Welcoming the sisters was SMOU General Secretary and NTUC President Mary Liew. She recounted the significant events in the past year and thanked former NTUC President Diana Chia, former NTUC Vice President and NTUC Women's Committee Chairperson Nora Kang and former NTUC Women's Development Secretariat (WDS) Director Sylvia Choo, whose hard work has positively impacted the LM. Tokens of appreciation were also presented to the three sisters who have dedicated many years of service to strengthen the LM and more importantly, represented women in various platforms.

A warm welcome was given to the new Central Committee members Sister K Thanaletchimi and Sister Eileen Yeo. Also welcomed was Sister Toh Hwee Tin who will be taking over Sister Sylvia Choo as the new Director of WDS, which will be known as Women and Family Unit with effect from January 2016.

The celebratory mood soared high, following a birthday celebration for the December babies, and a gift exchange game, to the tune of a Left-Right Christmas story. A two-piece live band who sang a mix of popular hits was a favourite with many sisters. Some even danced and sang along with the band!

The wet weather did not dampen the festive spirits, and sounds of laughter and joy were often heard, with smiles galore as loads of pictures were taken for memories. We hope everyone enjoyed the party as much as we enjoyed hosting it. See you next year!



Express Gelish manicure was a hit among the ladies!



Buffet spread looks good!



Celebrating birthdays for the December babies.



Tokens of appreciation for flow-on leaders from NTUC CC.



ITF Inspector Seminar at

Panama City

SMOU Industrial Relations (IR) Senior Manager Gwee Guo Duan joined nearly 120 International Transport Workers' Federation (ITF) inspectors at Panama City, Panama for a five-day ITF Inspector Meeting from 12 – 16 October. It brought together ITF inspectors who are union officials working in ports all over the world to develop new skills and plan for the delivery of ITF objectives. These inspectors are union officials working on issues related to the ITF flags of convenience (FOC) campaign. Besides their role of carrying out inspections on ships calling in their ports, they also assist with strategies to protect seafarers' rights.

There were a number of sessions at the meeting such as Maximising Inspectorate Effectiveness Together, Communication – Film for Action, International Bargaining Forum (IBF) Reporting, and Maritime Labour Convention (MLC) – the good, the bad and the tactical. The different workshops and sessions are to strengthen the inspectorate further, where they will look into consolidating actions to build up the campaigning capacity of the inspectorate network. Ultimately they are here to ensure that seafarers/dock workers receive decent pay, decent working and living conditions through a sound system of

collective bargaining, which respects human rights and takes into account the nature of work at sea.

Over 100 ITF Inspectors also joined in the Solidarity March to support the rights of Panamanian transport workers.

SMOU would also like to thank Brother Graham Bragg from Maritime Union of Australia (MUA) who has worked closely with us on the welfare and benefit of seafarers on board Singapore-flagged vessels.



Fortifying Bilateral Relations with **FKSU**

Asian solidarity without borders! Delegates from the Federation of Korean Seafarers' Unions (FKSU) visited Wavelink Building on 16 December as part of the FKSU-SMOU-SOS Bilateral Programme to explore ways in strengthening the relationship between the parties.

SMOU General Secretary (GS) Mary Liew and Emeritus GS Thomas Tay welcomed the delegates to the Mariners' Lounge and highlighted

to the guests the Union's illustrious history, including the different office locations that SMOU occupied in the last 65 years. Following that was the commencement of a meeting which

revolved around discussions to develop Asian solidarity also cemented efforts to strengthen the relationship between SMOU/SOS and FKSU. It was a very meaningful and fruitful visit.

“ I enjoyed the whole programme, since it was a good opportunity for us to build better and stronger bilateral relationships. It is also very encouraging to hear Thomas' comments on FKSU's role in Asia. We will aim for a positive Asian solidarity; domestically and internationally. Thank you for hosting us and I look forward to working closely with SMOU and SOS for the benefit of all seafarers.

■ FKSU President Yeom Kyeong Doo



FKSU delegates understanding more about SMOU's history at the Mariners' Lounge.

The FKSU delegation comprised of:

■ FKSU President Yeom Kyeong Doo

■ FKSU Vice Presidents:

- National Registered Shipping Seafarers' Union President Ahn Yi Moon
- Korea Purse-Seine Fishery Union President Chung Tae Kil
- Dragnet Fishery Union President Seo Young Ki
- Hanjin Heavy Industry Dredging Union President Cho Tae Kwon
- SK Shipping Seafarers' Union President Kim Doo Young
- Sinseong Seafarers' Union President Kim Dong Myung
- Trawl Fishery Union President Park Dae Hee
- Donghae Fishery Union President Choi Chil Sub

■ ITF Coordinator Kim Hye Kyoung



Going the Extra Mile for Our Members

Capt Ian Chan a committed SMOU member of 27 years, passed away due to a heart attack in November 2014 while sailing onboard a Hong Kong Flag vessel along the Suez Canal. Capt Chan left behind his wife, his two young children and an elderly mother.

What initially turned out to be a visit by SMOU General Secretary Mary Liew, President Capt Robin Foo and Executive Committee members to Capt Chan's wake led to an upsetting discovery through Mrs Chan that there was no payment offered to his family by his employer. SMOU immediately took action to see how the Union could help the family tide through this difficult time as the late Capt Chan was the sole breadwinner.

Capt Chan was onboard a Hong Kong flagged vessel with no Collective Bargaining Agreement (CBA) with SMOU. However it was soon found out that they have a CBA with the Hong Kong Unions, so SMOU contacted the Merchant Navy Officers' Guild – Hong Kong (MNOG-HK), an affiliate of the International Transport Workers' Federation (ITF) and of which the late Capt Chan was also a member of, to look into securing a rightful compensation for his family.

Working together with MNOG-HK, SMOU helped Mrs Chan to appeal to the company for compensation. Under the CBA, compensation for death or injury by accident (occupational disease) arising out of and in the course of employment shall be payable by the employer in accordance with the provisions of the Employees' Compensation Ordinance of the laws of Hong Kong. After rounds of talks with the company, they offered USD\$40,000 as compensation.

Though this compensation was offered, SMOU felt that more should be accorded to his family, as the late Capt Chan had worked for the company for the past 15 years since 1999. SMOU went further to consult our lawyers Gurbani & Co for advice and legal expertise. Other factors were taken into consideration, among which the incident occurred when Capt Chan was onboard the ship and his wife has to single-handedly raise two school-going children as well as take care of his elderly mother. SMOU/MNOG-HK then assisted Mrs Chan to appeal for a higher amount.

The company eventually agreed to compensate USD\$200,000 to Mrs Chan after having considered the strong grounds and the circumstances under which Capt Chan died. The payout was made in August 2015 to Mrs Chan's family.

This shows a case of international cooperation amongst ITF affiliates to secure our seafarers' rights globally.

“ SMOU would like to thank MNOG-HK for working together in strong solidarity and support to secure a rightful compensation for Capt Chan's family. The outcome also would not have been achieved without the help of our lawyers from Gurbani & Co, and the hard work from the Industrial Relations team.

Everything that we do in SMOU is about touching the lives of our members. From the beginning of zero compensation to the company paying for the funeral expenses as well as the compensation of USD\$200,000, it was all hard-fought for. This was the least we could do for our member, and we hope this can provide Mrs Chan and her family some peace of mind.

■ SMOU General Secretary Mary Liew

Know Your Rights

1. When you are sailing on a vessel (regardless of flag), check if there is a CBA covering the seafarers onboard that vessel. When there are any questions or disputes arising, follow the On-Board Complaints Procedures and consult the Union who is a signatory to the CBA should the dispute not be resolved at the lowest possible level.
2. CBAs may also include eligible compensation for seafarers in case of injury or death due to accidents arising out of and in the course of employment, and also compensation for death resulting from natural causes.
3. If you are sailing on a Singapore Flag vessel, injury or death cases are covered under the Work Injury Compensation Act. These incidents should be reported to the Ministry of Manpower (MOM). The Ministry will assess the case and order compensation, if any, to either the seafarer or the seafarer's estate. If there is a CBA covering the seafarers onboard the same vessel, seafarers should also enquire if there is additional compensation on top of the assessment ordered by MOM.
4. SMOU members can contact SMOU Industrial Relations Division for more information.



Discussing the case with MNOG representatives.



A home visit by SMOU GS Mary Liew, President Capt Robin Foo and First Vice-President Rahim Jaffar to Mrs Chan to present the payout and find out how their family is coping.



Capt Foo presenting the NTUC GIFT cheque, a benefit for eligible members, to Mrs Chan.



Thank you MNOG for the solidarity effort.

Strengthening Tripartite Relations

SMOU Industrial Relations (IR) department organised and played host to guests from Maritime and Port Authority of Singapore (MPA), Singapore Shipping Association (SSA), Singapore Maritime Employers Federation (SMEF), Employment and Employability Institute (e2i) and shipping companies. Held at Lighthouse Bistro & Bar on 11 December, the annual IR Companies Union Rapport Exercise (C.U.R.E) Cocktail session is an opportunity for the shipping community to meet and bond with each other as well as a platform for the Union to thank all the tripartite partners for their continual support.



“ I have been to SMOU events a number of times, but this is my first time attending IR C.U.R.E Cocktail event. It is always nice to meet up with people from the same profession and share new and old experiences.

▼ **Capt Per Wallmark, Head of Port Operations, Southeast Asia, Wallenius Wilhelmsen Logistics (right)**

“ The SMOU C.U.R.E event presented us with a wonderful opportunity to meet up with friends and fellow members of the shipping community. The event continues to strengthen the rapport and understanding between the different industry segments and I believe this is a large part of what keeps the Singapore maritime ecosystem thriving.

▲ **Mr Wong Kai Cheong, Deputy Director (Shipping), MPA (second from left)**



“ I enjoyed the event because I get to meet fellow union representatives and friends from other shipping companies. It also allows me to foster relationships and build rapport with the maritime community through this gathering.

▲ **Mr William Lai, Manager of Crewing Department at Ocean Tankers (second from left)**



Bringing Season's Greetings Onboard

Seafarers whose ships called at Singapore's port terminals celebrated the festive season when SMOU General Secretary Mary Liew and Union representatives turned up onboard with goodies including gift baskets and Santa hats bringing festive cheer and joy to the crew. From the appreciative smiles, the crew members were grateful for the listening ears and presents. The Union representatives also took the opportunity to remind the crew of their Seafarers' Provident Fund claim entitlements.



▲ Season's greetings to MV Kota Lumayan (PIL) crew members!

▼ Festive goodies for APL Temasek crew!



◀ With MOL Quosar (NSSPL) crew members.



▲ On APL Iris (NSSPL).

On APL Japan (NSSPL). ▶



“ As this is my first time going for a ship visit, I felt that having such visits by SMOU is very meaningful and it is a way to interact better with the seafarers. When we pass them the gifts and some Christmas hats, I could see that they were very happy and felt appreciated. Ship visits allow the union to understand them more and hear their problems. In this way, it gives them the trust that SMOU will be here for them.

▼ SMOU Industrial Relations Intern Lew Si Hsien, from Singapore Polytechnic (centre, in gray)



▲ Festive cheer on MV Kota Wajar (PIL).



Thumbs up for MV Epic St Ivan crew members.



Don't Fall Prey to the "Tanim Bala Scheme"

Around 30 alleged cases of "tanim bala" (planted bullet) were reported last year in various Philippine airports. The scheme allegedly involves airport security officials who plant bullets in passengers' luggage to extort an exorbitant amount of money from the passengers when caught possessing live ammunition. Some seafarers have already been victims of this scheme.

To safeguard seafarers, SMOU advises members to exercise the following precautionary measures while traveling to the Philippines and other countries:

1. Strictly monitor all luggages and never allow strangers to handle them.
2. All zippers, pouches and pockets of luggage must be closed, locked and sealed.
3. Never lose sight of luggage when passing through airport security X-ray and walk-through metal detectors.
4. Retrieve your luggage immediately after exiting the metal detectors.
5. Refuse to carry or accept any luggage or items from strangers.

The list of other prohibited items in the Philippines include:

- Air gun
- Ammunition shells/bullets and other component
- Bolt gun
- Component of guns and firearm
- Compressed air gun
- Firearms
- Flare gun
- Harpoon gun
- Nail gun
- Pellet gun
- Pistol
- Projectile-capable devices (slingshot, bow and arrow, crossbow)
- Replicas and imitation firearms
- Revolver
- Rifle
- Shotgun
- Spear gun
- Sports-related firearm



“ This problem of ‘bullet planting’ has been going on since 2012, thus we want to alert our seafaring members to stay vigilant with their belongings. We encourage you to pack your own luggage, secure them when done and keep a close watch not only in the Philippines, but at every airport. It is better to be extra cautious than to fall prey to this scam.

■ SMOU Industrial Relations Senior Manager Gwee Guo Duan

Building Rapport Among Youth Leaders

Close to 70 youth leaders from different youth chapters including young SMOU got together at the Young NTUC Youth Connex for a time of learning and interacting.

Held at Downtown East on 10 October, the event highlights included team building activities, an amazing race as well as a fireside chat with NTUC Secretary-General (SG) Chan Chun Sing. SG Chan emphasised the importance of the union leaders' role in getting feedback and understanding the needs of members so as to tackle any issues effectively.

During the fireside chat, the youth leaders took the opportunity to raise questions and contribute to the discussions on several topics such as Professionals, Managers and Executives (PMEs) and overseas learning experience. Many of them were able to look at various issues from different perspectives and gained insights on how to contribute constructively.

A video chronicling the key milestones of the Labour Movement history was also shown, allowing youth leaders to have a better and clearer understanding of how the unions in Singapore came about and how they worked to be where they are today. The youth leaders from Young SMOU spent a meaningful time meeting new people and learning about others' contributions and passions for their unions.



NTUC Secretary-General Chan Chun Sing with union participants from Young SMOU.



Working together as a team to complete the mission.



Credit: Focus Adventure

Credit: Focus Adventure

TNTA Cadets Go Head-on in a Game of Futsal

Futsal, pizza and a common pursuit of a sea career brought more than 20 cadets from Tripartite Nautical Training Award (TNTA) cohorts 9 and 10 together on 30 October at the Golazo Futsal Singapore.

The teams pitted their skills against each other in several friendly yet competitive matches. Joined by Young SMOU Chairman Terence Tan and committee members Sherry Tan and Dominic Yong, they fuelled up with a hearty pizza dinner to make up for the hard work. With new friendships formed, the cadets left the pitches as friends instead of just academic peers that evening.

“ **Bonding among cadets can be done in various ways. This event, in particular, brings bonding to a whole new level because it promotes teamwork and determination. The highlight and most memorable moment for me was the match between TNTA 9 and 10. Both batches were giving their all so it was a really great match.**

■ TNTA Cohort 9 cadet Adli Syahir Sulaiman

“ **The futsal event was a fun way for me to know my classmates better and get a heads up from my seniors about how the course will progress. The laughter we shared and the teamwork showed during the game were things that I won't forget. I look forward to participating in other activities together!**

■ TNTA Cohort 10 cadet Muhammad Hamzah Jamaluddin



Young Mariners Build Ships and Friendships

Visualise, sketch and build! Some 70 young mariners tried their hands at a design-and-build ship project using cardboards. The team building activity was part of the Young Mariners' Networking event on 18 November, aimed at strengthening ties among the Singapore youth maritime community. Tripartite Nautical Training Award (TNTA) cadets, Singapore Maritime Academy (SMA) and Institute of Technical Education (ITE) students were split into groups to each build a cardboard ship that would compete in a relay race. Through the activity, the cadets and students learnt the importance of teamwork and the different roles they played. They also gained a stronger understanding of ship structures, with some teams even adding special touches like a propeller, ship rudder and key ship regulation warning signs.

The other highlights of the networking event held at Devan Nair Institute included a "Looking at Life – Keys to Navigating Young Adulthood" talk from Focus on the Family Singapore, and talks about maritime careers providing Singaporeans better opportunities out at sea, given by representatives from SMOU and the Maritime and Port Authority of Singapore (MPA). It was a remarkable day of excitement for everyone with prizes to be won, friendships to be established and bonds to be fostered.



“ It was an interesting event as we got to know people with common interests. The talk given by Young SMOU equipped us with knowledge about the administrative side of the maritime career, such as medical insurance and working hours onboard. I would love to attend more of such similar events in the future.

■ K Eswara Raj, TNTA Cohort 10 cadet

“ Through this event, I realised that we have the same interests, same understanding and same goals. We are all on different paths that lead to the same destination. Maybe we will get to meet each other again in another few years' time. I feel that this event has helped us establish good relationships with fellow young mariners so that we can help each other when we go out to sea.

▶ Muhammad Rafiq Azmi, ITE Marine Engineering student





Senior Citizens Trip

Twenty-six SMOU members and their families spent four days experiencing the best of Vietnam. The tour featured a mix of history, heritage and cultural elements as members explored renowned Hanoi tourist attractions such as the Ho Chi Minh Mausoleum, Temple of Literature, Hoan Kiem Lake and Halong Bay. Other highlights of the trip included shopping at the night market, savouring local fare and watching a Water Puppet performance.



At the Ho Chi Minh Mausoleum.



Climbing up the steps to the Thien Cung Cave.



Shopping for Vietnamese food.



Yummy food at a local food haunt.



A group shot at the glowing Thien Cung Cave.

An Event That Truly Connects

Family Connection – Festive Celebration

Some 120 SMOU members and their families connected and enjoyed a night of excitement and laughter at the Family Connection Festive Celebration held at YMCA on 31 October.

The action packed programme, which included enthralling magic acts, a colourful special performance by bhangra dancers, entertaining stage games, 'Best Dressed Family' competition and a buffet got everyone into the festive mood.



“ I enjoyed watching and listening to the two teams compete in singing the Hari Raya song. The magic show and Bollywood drama were also exciting and fun-filled. My family is thrilled to receive the Best Dressed award. Thank you SMOU, keep up the good work of connecting families through such events.

▲ Deorukhkar Anil Dattakumar, SMOU member of 1 year (in green)



“ We enjoyed ourselves thoroughly. I like the interaction between the host and the audience. We will definitely come back for other SMOU Family Connection events.

▲ Wang Xinjun, SMOU member of 16 years (in pink)



Ending the Year with A Bang!

SMOU Year-end Celebration

Christmas carols greeted some 150 SMOU members and their families as they arrived at Downtown East for the SMOU Year End Celebration. The festive mood was thick in the air with a wide array of buffet choices, exciting games which bonded the members together, Christmas showtime, and not forgetting the appearance of Santa Claus.

The highlight of the night was the unveiling of the SMOU 65th anniversary logo. It was a team effort by the members to hunt up and piece the puzzle together. This was followed by the announcement of exciting activities happening for the 65th anniversary, which got members hyped up and looking forward to the brand new year.



“ It’s a fun, exciting and meaningful event as it’s a year-end celebration where everyone get to meet each other. The best part of the event was the lucky draw that everyone was anxiously waiting for. The food was fantastic and the games played were exciting.

▲ Phoa Kia Juat, SMOU member of 37 years (center)

“ The event was really enjoyable. As we entered the Ballroom, we could hear live Christmas carols being sung, which put everyone into the Christmas mood. The games were well-organised and when Santa finally came during the finale, the excitement in the room was overflowing. There was a glow on everyone’s face. That’s what Christmas is all about, spending time with family and spreading the message of love and happiness all around.

▲ Capt Coutinho Savio Cajetan, SMOU member of 5 years (in green)



Members joining hands to form the SMOU 65th anniversary logo.



SMOU ExCo member Wong Jwee Huat presenting a prize to an SMOU member who won the 'Best Dressed Award'.

Decorating their "Christmas tree" together.



Vying for the top 3 'Christmas Tree' award!



Long Membership Awards Presentation

Unity is Strength

More than 170 members received their Long Membership Awards this year. The awards presentation was held at Lighthouse Bistro where our long time members were recognised and appreciated for their strong support to the Union.

In her welcome address, SMOU General Secretary Mary Liew thanked the members for their encouragement and for cheering her on. **“It is because of these encouragements that I am here – not to lead, but to serve to lead,”** she said.

Ms Liew highlighted that many of the award recipients are from the pioneer generations and have been strong supporters of the Union for many years.



“ I used to be an Engine Driver and I still work occasionally when there are opportunities. I feel appreciated by the Union because I am always invited to the annual Hong Bao Presentation event and I receive birthday vouchers to enjoy a nice meal at Lighthouse Bistro.

▲ 80-year-old Aw Cheng Siang, SMOU member of 30 years, is also one of the oldest members among the award recipients

“ There is a wide range of membership benefits such as subsidised tickets to local attractions, Lighthouse Bistro promotions and invitations to family bonding events that my family and I enjoy and participate frequently.

▶ Capt Ne Myo Ohnn, SMOU member of 10 years



“ It is very thoughtful of SMOU to organise this event for us. Throughout my 20 years of membership, there were two incidents where my employers owed me a few months of wages. Each time, SMOU stepped in swiftly and helped me claim my wages, and I am very grateful for that. As a member, I also enjoy attending courses at subsidised rates.

◀ Capt Arief Wibowo, SMOU member of 20 years



Hitting the Road with Alvin and the Chipmunks

SMOU organised a movie special on 26 December which attracted more than 540 SMOU members and their families, including 180 single mothers and their children from NTUC Women's Development Secretariat (WDS) WeCare for U Project. Everyone turned up all excited and ready to catch 'Alvin and the Chipmunks: The Road Chip'.



“ This is my first time attending this annual movie event. I'm very thankful for SMOU's support in providing a wonderful opportunity for single mothers to bond with our children. My daughter has been wanting to watch this show, and it's her birthday tomorrow so watching this movie together will be a good way to celebrate.

▲ WDS WeCare for U Project beneficiary Sherryll Lim with daughter





SMOU 65th Anniversary Family Nite Out

Exclusively just for you!

Join us for the upcoming SMOU 65th Family Day (Nite Out @ Universal Studios Singapore) for a whole lot of fun and bonding time as you and your family experience adrenaline-pumping rides and live shows.


Date: 28 May 2016 (Saturday)
Venue: Universal Studios Singapore

- More information will be coming your way!
- Receive news of our latest events! Update your email address with us at booking@smou.org.sg
- Programmes are subject to change without prior notice.

Celebrate SMOU's 65th Anniversary with Us!

Bring out the confetti, party poppers and let the celebrations begin by taking part in the **Snap, Post and Win!** Instagram contest. See you at Mariners' Lounge!

Snap your best pose with our special photo props

Post it on  and hashtag #smou65

Top three photos with the most 'likes' will

Win attractive prizes!

65 photos will also be selected and displayed at SMOU's 65th anniversary gala dinner.



Incredible \$6.50 Monthly Special Set Lunch!

Great surprises are in store for members during SMOU's 65th anniversary, one of which is...



\$6.50* nett set lunch at Lighthouse Bistro!

With a refreshed set meal menu each month, **it will be twelve times the surprise, twelve times the treat!**

Come on down to Lighthouse Bistro today!



Photos are for illustration purposes only.

Reservation is strictly based on a first-come, first-served basis.

For booking and payment, please visit SMOU One Stop Service Centre.

For seating reservations, please call Lighthouse Bistro at 6390 1699.

***Terms & Conditions:**

- Valid from Mondays to Saturdays.
- For paid-up SMOU members only and promotion is non-transferable.
- Each member can order ONE set of Monthly Special Set Lunch per month.
- Last order is at 2.30pm.
- No take-away is allowed.
- Not applicable with other discounts, vouchers or promotions (including SMOU65 members' special).
- SMOU and Lighthouse Bistro reserve the right to change the terms and conditions without any prior notice.
- In the event of dispute, SMOU and Lighthouse Bistro reserve the right of final decision.

Spread the Word



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.

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

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.

SMOU-Wavelink Representative Office in Manila

Calling all Filipino members. The new SMOU-Wavelink Representative Office is within reach!

You can now submit your SPF enquiries and applications at our new office in Manila.

Address: 7th Floor, S & L Building 1500, Roxas Boulevard Ermita, Manila, Philippines

Telephone: +63 (2) 400-5459

Operating Hours: Mon – Fri: 9am – 5.30pm
Sat/Sun/Public Holiday: Closed

No. of Member Claims

Amount Paid

7,980

\$12,749,100



► SMOU President Capt Robin Foo and our Manila office representative, Princess Pasumbal.

▼ Welcome to the Manila office!



Bringing More Convenience for Our Filipino Members

Look out for our new Manila Representative Office, a drop-in centre that gives our Filipino members easier and quicker access to services provided by SMOU and Wavelink!

Members may:

- Enquire and submit their Seafarers' Provident Fund (SPF) withdrawal applications
- Seek information about the Seafarers' Medical Scheme (SMS)
- Find out more about SMOU membership benefits



► Manila office representative Princess Pasumbal assisting members with their queries.

▼ A Filipino member accessing the e-membership services.



► SMOU Executive Committee with President Capt Robin Foo, General Secretary (GS) Mary Liew and Emeritus GS Thomas Tay visiting the new office in October.



Training Calendar

February 2016 - April 2016

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 non-STCW Courses			
Maritime STCW Courses				Promotion in Rank (Mgmt Level)/SOLAP Suitable for Senior Officer	23 - 25 Feb 08 - 10 Mar 05 - 07 Apr	3 Days	\$2,568.00
Bridge Resource Management - Leadership and Teamwork (Mgmt)	15 - 19 Feb 14 - 18 Mar 11 - 15 Apr	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Mgmt Level)/SELAP Suitable for Senior Engineer	23 - 25 Feb 08 - 10 Mar 05 - 07 Apr	3 Days	\$2,568.00
Engine-room Resource Management - Leadership and Teamwork (Mgmt)	15 - 19 Feb 14 - 18 Mar 11 - 15 Apr	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Ops Level) Suitable for Junior Deck or Junior Engineer Officer	15 - 19 Feb 14 - 18 Mar 11 - 15 Apr	5 Days	\$1,605.00
Bridge Resource Management - Leadership and Teamwork (Ops)	15 - 17 Feb 14 - 16 Mar 11 - 13 Apr	3 Days	*\$909.50 Promotional Price	Bridge Team Management	22 - 24 Feb 07 - 09 Mar 04 - 06 Apr	3 Days	\$1,123.50
Engine-room Resource Management - Leadership and Teamwork (Ops)	15 - 17 Feb 14 - 16 Mar 11 - 13 Apr	3 Days	*\$909.50 Promotional Price	Engine Team Management 	22 - 24 Feb 07 - 09 Mar 04 - 06 Apr	3 Days	\$1,123.50
IMO Model Course 1.27 - Operational Use of ECDIS	22 - 26 Feb 07 - 11 Mar 04 - 08 Apr	5 Days	*\$1,177.00	Type Specific ECDIS ² - TRANSAS	25 - 26 Feb 10 - 11 Mar 07 - 08 Apr	2 Days	\$770.40
IMO Model Course 3.19 - Ship Security Officer	02 - 03 Mar	2 Days	*\$642.00	ECDIS Conversion ¹	22 - 24 Feb 07 - 09 Mar 04 - 06 Apr	3 Days	\$706.20
Proficiency in Designated Security Duties	01 Mar	1 Day	*\$256.80	IMO Model Course 3.21 - Port Facility Security Officer	01 - 03 Feb 19 - 21 Apr	3 Days	*\$963.00
Proficiency in Security Awareness Training	01 Mar	0.5 Day	*\$160.50	IMO Model Course 3.20 - Company Security Officer	02 - 04 Mar	3 Days	*\$963.00
Maritime Introductory Courses				ISM & ISPS Internal Auditor	02 - 04 Feb 20 - 22 Apr	3 Days	*\$1,284.00
Familiarisation on Operational Use of ECDIS	22 - 23 Feb 07 - 08 Mar 04 - 05 Apr	2 Days	\$535.00	ISM Internal Auditor	02 - 03 Feb 20 - 21 Apr	2 Days	*\$695.50
Maritime Labour Convention, 2006 Awareness Program	On Demand	1 Day	*\$321.00	ISPS Internal Auditor	03 - 04 Feb 21 - 22 Apr	2 Days	*\$856.00
Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85	Shiphandling	On Demand	3 Days	\$1,284.00
Introduction to Risk Management	On Demand	1 Day	\$272.85	Ship Safety Officer	On Demand	2 Days	\$642.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	STCW Courses (with collaborative partner)			
High Voltage Training (Mgmt) 	15 - 19 Feb 07 - 11 Mar 25 - 29 Apr	2 Days	\$2,568.00	High Voltage Training (Ops) 	15 - 17 Feb 07 - 09 Mar 25 - 27 Apr	1 Day	\$1,551.50

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).

²For other Type Specific ECDIS, please check with WMI.

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 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

For Maritime Courses, 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



WMI Courses Approved for SkillsFuture Credit

Good news for our Singaporean seafarers! You can now use your SkillsFuture credit (up to \$500) to pay when you sign up for the following 18 courses at Wavelink Maritime Institute (WMI).

Courses			
1	Bridge Resource Management – Application of Leadership and Teamwork Skills (Management Level)	6	Bunker Surveying Course
2	Bridge Resource Management – Leadership and Teamwork (Operational Level)	7	Oil Spill Control Course
		8	Passenger Ferry Safety Course & Assessment
3	Engine Resource Management – Application of Leadership and Teamwork Skills (Management Level)	9	Passenger Ferry Safety Refresher Course
		10	Pilotage Exemption (Large Vessel) Course & Assessment
4	Engine Resource Management – Leadership and Teamwork (Operational Level)	11	Pilotage Exemption (Large Vessel) Refresher Assessment
		12	Pilotage Exemption (Small Vessel) Course & Assessment
5	IMO Model Course 1.27 – Operational Use of ECDIS (Electronic Display and Information Systems)	13	Pilotage Exemption (Small Vessel) Refresher Course
		14	Port Limit Special Grade (Deck Officer)
		15	Port Limit Tanker Master Course & Assessment
		16	Port Limit Tanker Master Refresher Course
		17	Tug Master Course & Assessment
		18	Experienced Tug Master Refresher Course

For more information on WMI courses, please call **6796 9657** or email your enquiries to **courses@wavelink.com.sg**.

5 Things to Know About SkillsFuture Credit

1. The scheme is launched by the Government to encourage individual ownership of skills development and lifelong learning.
2. All Singaporeans aged 25 and above will receive an initial credit of S\$500 from January 2016.
3. Individuals will only be able to access the SkillsFuture Credit Portal upon receiving the SkillsFuture Credit Account Activation letter in the month of January.
4. SkillsFuture Credit will not expire and the Government will provide periodic top-ups, so individuals may accumulate credit.
5. All SkillsFuture Credit eligible courses will be available on the SkillsFuture Credit Course Directory. For updated information about SkillsFuture Credit, please visit <http://www.skillsfuture.sg/credit>

Upgrade Your Skills

with New Courses at WMI

Engine Team Management

(Incorporating the requirements of STCW 2010)

Suitable for:

Engineer officers both at operational and management level

Duration:

0830-1830 hours, 3 days

Objectives:

- Develops effective teamwork to support optimum utilisation of Engine Room (E/R) machinery and human resources
- Provides theory and practical training in the principles of human factors as applicable within the machinery spaces
- Enables the E/R team to respond efficiently to changing circumstances and contingencies

Course outline:

- Techniques of successful team formation
- Effective communication
- Leadership challenges in the engine room
- Case studies
- Team management during contingencies
- Simulator Exercise

High Voltage Training (Management Level)

Suitable for:

Serving Marine Engineer Officer (MEO) Class 1 & 2, Electro-Technical Officer (ETO) Marine Engineer Surveyor, Marine Superintendent, Marine Engineer officer who may be expected to supervise and/or implement onboard High Voltage (HV) switching operation as an authorised person, and do preparatory work as Chief Engineer Officer COC as per the III/1 and III/2 (Management Level) with reference to MPA Shipping circular to ship owner No. 10 of 2014 requirement.

Duration:

0830 – 1700 hours, 5 days

Objectives:

- Develops skills to manage high voltage operations on board a ship
- Establishes an understanding of the high voltage system and the maintenance of distribution capability
- Enable learners to identify faults within a high voltage system and reconfigures the system to maintain supply

Course outline:

- Understanding of the functional, operational and safety requirements for Marine HV System
- Assistance to suitable qualified personnel in carrying out maintenance and repair of HV Switchgear
- Concept of Permit to Work (PTW) & Sanction for Test (SFT)
- Remedial action necessary to rectify a HV System fault
- Switching strategy for isolating Marine HV components
- Selection of suitable equipment for isolation and testing Marine HV equipment
- Switching and isolation procedure on a Marine HV System, complete with safety documentation
- Performance of insulation resistance and polarization index test on Marine HV equipment
- Performance of Hi-pot test on Marine HV equipment and thermal imaging

High Voltage Training (Operational Level)

Suitable for:

Marine Engineer Officer (MEO) Class 5, Engineer Officer of the Watch (EOOW) or marine electricians who will be working or planning to work on high voltage (HV) system in a ship

Duration:

0830-1700 hours

Objectives:

- Trains learners to be capable of managing high voltage operations on board ship
- Offers an understanding of the high voltage distribution system and the importance of maintaining distribution capability
- Enables learners to identify faults within a high voltage system and reconfigure the system to supply

Course outline:

- Understanding of the functional, operational and safety requirements for Marine HV System
- Assistance to suitable qualified personnel in carrying out maintenance and repair of HV Switchgear
- Concept of Permit to Work (PTW) & Sanction for Test (SFT)
- Selection of suitable equipment for isolation and testing Marine HV equipment
- Switching and isolation procedure on a Marine HV System, complete with safety documentation
- Performance of insulation resistance and polarization index test on Marine HV equipment
- Performance of Hi-pot test on Marine HV equipment and thermal imaging
- Theory and practical assessment

Senior Engineers Leadership Assessment Programme (SELAP)

Suitable for:

Senior engineers who are preparing for promotion to higher ranks or assignment to new roles

Duration:

0900-1800 hours, 3 days

Objectives:

- Appraises senior engineers in the area of technical/professional competency as well as the leadership and teamwork skills
- Helps learners identify gaps that they should address to improve their performance at sea

Course outline:

- Technical conceptualisation & applications including surveys
- Application and practice of maritime conventions
- Resource management skills (leadership & teamwork)

For any enquiries, please contact **6796 96457** or email to: courses@wavelink.com.sg



Engine Room Simulators
at Wavelink Maritime
Simulation Centre.

World of AROMATIC FLAVOURS

Be transported to a world of
flavours and enchantment
at Lighthouse Bistro & Bar.



LATIN AMERICA COFFEES

Savour our premium blend of Latin America coffees, well-known for their medium to full bodied flavours that features a great depth of nutty complexity with satisfying walnut flavours and subtle cocoa notes, perfumed by a sweet caramel aroma that brings forth a gentle tangy brightness. The Lighthouse Americano is dense but balanced, medium in acidity with a clean finish.

GRYPHON TEA

Gryphon's award-winning artisanal selection of teas, conceptualised and brought to life by Gryphon's master blender. Each tea blend is a hand-picked collection of leaves, flowers and herbs, served in a translucent silken sachet, and then sealed individually, ensuring that each tea is free of foreign flavours. The teas are simmered in boiling water that is just under eighty-five to ninety degrees which avoids damaging the leaves, flowers and herbs. They are then steeped from four to eight minutes to ensure just the right amount of infusion. After extensive tasting, five flavours were identified to match our cuisine offerings while allowing for a soothing experience.

