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SMOU FAMILY GETS TOGETHER



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A DAY OF FUN AND MARVEL FOR THE SMOU FAMILY

Spending time together as an SMOU family isn't something that "just happens." From an annual event, SMOU Family Day has become a long-standing tradition that holds dear to many of its members. So much so that it is touted as one of the many memorable and meaningful SMOU events.

This year's Family Day saw a bustling crowd of more than 2,100 members and their families at the S.E.A Aquarium, Resorts World Sentosa. On a sunny Sunday morning of 2 June 2013, SMOU President Capt Robin Foo, General Secretary Mr Thomas Tay, Executive Secretary Ms Mary Liew, Executive Committee, friends from the shipping community, members and their families gathered for a time of togetherness, as they engaged in free fringe activities such as air-brush tattoos, balloons darts toss, magic shoot, and quality time with family and friends.

In her welcome address, Ms Liew thanked members for their steadfast support and for standing by the union through thick and thin. It was an appropriate moment to announce that SMOU has joined the NTUC U65+ programme to reward our long-standing senior members with cash

rebates ranging from \$18 to \$54. Sharing the good news, Ms Liew announced that members who have paid their subscription fees for the year of 2013 and are aged 65 years and above with at least 10 years of membership or more will receive their rebates in the first quarter of 2014. Surely, long membership has its privileges.

Ms Liew emphasised on important ties that bind SMOU and its members: ***"This is what SMOU is about – we are a family. We come together with unconditional love, and made many sacrifices over the years. SMOU has come a long way and had a long history of hard times. But you stood by us in our difficult times to bring us to where we are today."***

"I think it is good for the union to organise such activities for families, especially at places like this."

– Ms Chen Yan, 41 years old,
spouse of a member

"I am here with my grandchildren today and we are looking forward to having a good time at the aquarium."

– Capt Abdul Rahman Bin Awang,
57 years old



A DAY OF FUN AND MARVEL FOR THE SMOU FAMILY



Chairman of the Organising Committee and SMOU ExCo member, Mr Ismail Bin Ahamed (right) giving out the first prize to a lucky member



Getting artsy



Engaging activities for adults and the young ones



Don't be shy and just have fun!



Members having a good time dancing on stage



Aim, and shoot!



GS Mr Thomas Tay together with Mr Bobby Pang, member of 32 years

SMOU MEMBER RECEIVES MAY DAY MODEL WORKER AWARD

MAY DAY MODEL PARTNERSHIP AWARDS 2013



(L-R) WDA Chief Executive Mr Wong Hong Kuan, SNEF Vice President Mr John Ng, SMOU Executive Secretary Ms Mary Liew, Ocean Tankers Capt Kwajah Fuhruddin Bismil, Guest-of-Honour Acting Minister of Manpower and Senior Minister of State for National Development Mr Tan Chuan-Jin, SMA senior lecturer Capt James De Foe and Awardee Mr Mohamed Sulaiman

New SMOU member Mr Mohamed Sulaiman is not a man who rest on his laurels. He always believed that he was meant for greater things and only he could shape his own future. That was when he chanced upon the Certificate of Competency (Special Limits) Officer briefing and applied for it. At that time, he was working as a Ship Traffic Assistant in a logistics company, earning \$1,900 a month. The National Institute of Technical Education Certificate (NITEC) graduate never looked back. He was selected by Ocean Tankers (Pte) Ltd and started his training at Singapore Maritime Academy (SMA) in April 2011.

Today, Mr Sulaiman awaits to obtain his CoC (Special Limits) from the Maritime and Port Authority of Singapore (MPA) and can look forward to better remuneration with his widened skills set, earning at least \$2,200 a month as a Chief Mate, progressing to become a Master earning up to \$5,000 a month.

Like many others aspiring to create a better prospect by upgrading their skills, Mr Sulaiman was acknowledged and awarded the May Day Model Partnership Awards in the individual category, after much support from his senior lecturer, Capt James De Foe from the Singapore Maritime Academy (SMA) and Capt Kwajah Fuhruddin Bismil from Ocean Tankers, both of whom are SMOU members. SMOU Executive Secretary Ms Mary Liew and Young SMOU representatives were at the award presentation ceremony to cheer Mr Sulaiman on.

The May Day Model Partnership Awards recognises workers, companies and partners who have achieved success in three areas – improving wages and enhancing productivity through the Labour Movement's (LM) Progressive Wage Model, increasing job worth through skills upgrading, and developing a resilient and adaptable workforce. Into its fifth year, the LM conferred the awards to 37 individuals and 67 companies at the event held at Resorts World Sentosa on 18 May 2013. SMOU is thankful to NTUC for such an initiative and organising this event to give due recognition to those making improvements to the Singapore workforce.

The event's Guests-of-Honour were, Acting Minister for Manpower and Senior Minister of State for National Development Mr Tan Chuan-Jin, Vice President of the Singapore National Employers Federation (SNEF) Mr John Ng, and President of the National Trades Union Congress (NTUC) Ms Diana Chia.



Awardee Mr Sulaiman (centre) with Capt James De Foe (left) and Capt Kwajah Fuhruddin Bismil



Our Young SMOU representatives with Awardee Mr Sulaiman

YOUNG MARINERS CONNECT & NETWORK

There's no better time to ensure the development and growth of our youth than today. That is why Young SMOU (YSMOU) exists – to champion our young seafarers' interests and add value to the maritime community and beyond. To that end, two events were held in April and May, where young officers and cadets from the Tripartite Nautical Training Award (TNTA) and the Singapore Maritime Academy (SMA) along with fellow Young SMOU members, were involved in.



Young Mariners' Nite

It wasn't just a time of meeting up with fellow comrades. It was a good opportunity to meet up with new friends, something the youth are excited about doing. Young mariners who met at Lighthouse Bistro on 26 April 2013 did just that and more. The young SMOU members sat down for a five-course dinner, were entertained by a live band, re-established friendships and made new ones too. Young SMOU Chairman Mr Terence Tan and Vice Chairman Mr Daylen Tan were present to add some vitality to the night. The cosy and relaxed atmosphere was sure to break any ice! Held bi-monthly, the Young Mariners' Nite hopes to forge deeper relations among the youth in a relaxing setting.



"I find this event very fun and enriching, especially with the sharing from Captain Syn. It makes me look forward even more to working in the maritime industry and onboard vessels."



Erra Yuhanis, 19 years old, 1st Year student from SMA

"I think the financial talk has increased our financial awareness, which is good. Honestly, I feel quite prepared for working onboard already as I have heard of many exciting stories from friends who are seafarers."



Calvin Chen, 26 years old, TNTA Cadet, PIL

"The financial talk was very informative. After listening to it, I realised I needed to change some of my saving methods. I also enjoyed Captain Syn's sharing as it was not too intimidating for me. I was in the Navy when I was in NS, so I'm accustomed to the life at sea. The main challenge I foresee is undertaking more navigational work."



Joel Roberts, 23 years old, TNTA Cadet, AET

Young Mariners' Networking

Jointly hosted with MPA, some 124 cadets and officers from the TNTA programme, TMSS and SMA accumulated a wealth of knowledge and experience when they picked up tips on how to better manage and plan their finances, and listened to an ex-seafarer, Capt Syn Keong Kong, share his exciting voyages. At the Young Mariners' Networking held on 15 May 2013, at NTUC Downtown East, Capt Syn, who works with the Maritime and Port Authority of Singapore (MPA), asked the youth a question – "Are you the driver or the passenger?" The thought-provoking opening question triggered the minds of the young mariners as they started to think about their own journey ahead of them in the maritime industry. The networking event provided the youth with windows of opportunity to acquire knowledge and connect with maritime youth from other programmes.



Capt Syn Keong Kong (extreme left) and Mr Tan Kah Soon (extreme right) from MPA together with Young SMOU officials



It's all in the name of fun!



"Teamwork is the way to go!"



Say cheese!

Don't miss out on our upcoming young mariners' events. Stay connected at Young SMOU Facebook or log on to www.smou.org.sg

MARY LIEW SHARES THE SINGAPORE EXPERIENCE IN ILC

NTUC Central Committee Member and SMOU Executive Secretary Ms Mary Liew represented NTUC as Singapore Workers' delegate in the tripartite delegation in the 102nd session of the International Labour Conference held in Geneva, Switzerland.

The tripartite delegation included Minister of State for Health and Manpower, Dr Amy Khor, Permanent Secretary, Mr Loh Khum Yean and other MOM officials; Singapore National Employers' Federation (SNEF) President, Mr Stephen Lee, together with Mr James Lee, Honorary Treasurer; National Trades Union Congress (NTUC) Secretary-General, Mr Lim Swee Say, President Emeritus, Mr John De Payva, Director for Legal Services Department, Mr Patrick Tay, Director for International Affairs Department, Mr Yeo Khee Leng; Union leaders and staff.

Speaking at the ILC, Nominated Member of Parliament Ms Liew highlighted the Singapore experience of how the labour movement works with employers to grow the pie and ensure that the fruits of labour are shared with all workers. One example is the Singapore NTUC initiative, the Progressive Wage Model, which is a wage structure to help Singaporean workers climb the four ladders of skills upgrading, productivity improvement, career advancement and wage progression.

Labour Inspection Crisis in Pakistan

There is a labour inspection crisis in Pakistan, decried Ms Mary Liew. It is measured in the number of workers killed and injured every year because the state has failed to enforce the law.

Speaking at the ILO Committee on the Application of Standards on 11 June 2013, Ms Liew firmly put forth her view that labour inspection laws and procedures must be immediately promulgated, in consultations with workers' and employers' organisations.

Though Article 10 of Convention 81 provides that the number of labour inspectors shall be sufficient to secure the effective discharge of the duties of the inspectorate, there is a critical shortage of inspectors in the country.

Speaking up for the workers in Pakistan, Ms Liew called on the provincial governments to develop a well-trained force of inspectors to carry out inspections – and to do so without prior notice to management, as provided by Article 7 and Article 18 of the Convention 81.



“Unions need to find new ways to work with their governments and employers and vice versa. Only then can unions continue to remain relevant and achieve the very purpose of their existence, that is, to improve the livelihoods of all workers. Governments and Employers should also adapt in the true spirit of social dialogue and tripartism, the pillars and unique advantage of the ILO.”

– Ms Mary Liew, SMOU Executive Secretary

The Committee concluded with a request to the Government to include in its report to the Committee of Experts due in 2013, complete information on all issues raised, as well as detailed data in an annual report on the work of the labour inspection services in each province on all the items listed in Article 21 of the Convention. The Committee hoped that the technical assistance to be rendered would enable the Government to effectively apply the Convention.



(L-R) Ms Mary Liew, NTUC Central Committee Member, ES, SMOU, Mr Patrick Tay, Director, Legal Services Department, Mr N. Thurairajasingam, General Secretary, AUSBE and Mr Benedict Chan Wai Meng, President, UWPI.

BUILDING STRONG TRANSPORT UNIONS IN ASIA PACIFIC REGION

8TH ITF APRC



(L-R) Acting General Secretary, ITF Mr Stephen Cotton, General Secretary and Treasurer, National Union of Seafarers of India (NUSI), Mr Abdulgani Serang and GS, SMOU Mr Thomas Tay

Over the next four years, organising efforts will be escalated in the Asia Pacific region.

The decision to build stronger transport unions in the region came out of the 8th ITF Asia-Pacific regional conference held in Hong Kong from 14 to 17 May 2013. Attended by some 258 delegates from 24 countries, the conference also gave due attention to the organising and integrating of women and youth in the union activities.

The ITF Asia Pacific region has 202 affiliate unions that cover 1,179,281 members and of which 261,855 are seafarers. One of the highlights of the Conference is the appointment of the ITF Asia Pacific Seafarers' Regional Committee which saw the re-election of SMOU General Secretary Thomas Tay as the Vice Chair for South East Asia.

The elected APRSC:

Chair	Dr Conrad Oca (AMOSUP, Philippines)
Vice Chair - South East Asia	Mr Thomas Tay (SMOU, Singapore)
Vice Chair - South Asia	Mr Abdulgani Serang (NUSI, India)
Vice Chair - Pacific	Ms Helen McAra (NZMSG, New Zealand)
Vice Chair	Ms Ni Wayan Siti Mahani (KPI, Indonesia) representing women
Vice Chair	Mr David Ball (MUA, Australia) representing youth

At the APSRC meeting, Mr Tay raised concerns on countries such as China, Japan, Indonesia and Korea who have yet to ratify MLC 2006 and asked why is there a different definition of seafarers in different regions. He called on ITF to have a standard definition so as to create a fair level playing field across the different regions.

The APSRC also advised affiliates to oppose the exemption of cadets from the Maritime Labour Convention 2006 and endorsed efforts to build the Myanmar Maritime Trade Union.

"We will continue to do whatever it takes to ensure seafarers around the world have decent wages and adequate working conditions. The push for the ratification and implementation of the MLC is critical so that our seafarers' basic rights will be protected and employers know their responsibilities to seafarers' welfare,"

Mr Tay told SeaVoices.



SMOU General Secretary, Mr Thomas Tay presenting his views at the APRC

STRONG CALL TO END VIOLENCE AGAINST WOMEN

ITF'S ASIA PACIFIC WOMEN'S CONFERENCE



Women delegates with ITF AGS Stuart Howard and ITF Regional Secretary, Mahendra Sharma at the ITF Asia Pacific Women Conference



Women transport workers from Asia forged stronger relations and support

"Violence against women knows no national boundaries, it happens in the 3rd world, under developed and developed nations.

We at the Women's Conference made a decision that the ITF should work with its affiliates to address this issue, and bolster its worldwide campaign to end violence against women in the workplace and home. This is an issue for everyone."

SMOU Executive Secretary Ms Mary Liew who chaired the meeting, made this strong call for action at the ITF's Asia Pacific Women's Conference held in Hong Kong from 11 to 12 May 2013.



Capt TT Chung, GS of the MNOG welcome delegates to Hong Kong

Attended by 32 participants from 15 countries, the Conference highlighted incidents suffered by women transport workers with examples drawn from across the region; and called for the establishment of an Asia Pacific women's network to assist in the efforts to campaign for change.

In the face of increasing violence against women workers, the Conference requested that organising and training programmes for the region continue to be broadened and enhanced to allow more women to participate.

The women also reminded the ITF secretariat and the affiliates to reach, if not exceed, the previously agreed 30 per cent participation target for women in all ITF meetings.

Some conclusions from the meeting include the lack of women transport workers in the decision-making bodies of ITF Asia Pacific affiliates. Affiliates should take measures including implementing gender quotas to increase women's participation in the decision making bodies of their respective unions. Ms Liew went on to encourage unions to give women with potential the opportunity to rise up as leaders; based on merit and not just because they are women.



Chairperson, Ms Mary Liew making a strong call to end violence against women

TOTAL APPROACH TO REACH THE YOUNG

8TH ITF APRC



Young SMOU Chairman Terence Tan together with SMOU General Secretary, Mr Thomas Tay and ITF President, Mr Paddy Crumlin

The Young SMOU's T.O.T.A.L approach in engaging their members was given airtime at the 8th APRC young transport workers' meeting.

Mr Terence Tan, Chairman of YSMOU, shared how the Union's T.O.T.A.L approach – Target audience, Outreach, Turnout, Action (involving youth in taskforce and organising committees) and Leadership is gaining ground in getting the young adults to be involved in union activities.

One of the main points of discussion at the meeting was how to organise the unorganised young workers. The young transport workers agreed to develop creative strategies for engaging youth, including through mentoring and social media such as Facebook, blogs and Twitter.

They also called on ITF to organise training sessions to teach the young leaders how to organise events and market membership to strengthen youth activism in the region.

ITF acknowledged that young people are the future of the trade union movement so it is important that they are educated about the labour movement and are organised into trade unions.



Young SMOU Chairman Mr Terence Tan together with ITF Hong Kong Assistant Head, Mr Jason Lam

DAVID COCKROFT – A TRUE BLUE UNIONIST



Mr David Cockroft inspiring many at the 8th ITF Asia Pacific Regional Conference

After more than 20 years at the helm, ITF General Secretary David Cockroft retired at the age of 60 and handed over the reins to his successor Stephen Cotton on 31 May 2013.

Describing his job as “demanding but incredibly worthwhile”, Mr Cockroft thanked all ITF-affiliated unions for their support and recalled many humorous moments of his 20 year reign as ITF General Secretary. He called for maximum support for Mr Stephen Cotton to be elected as General Secretary at the 43rd ITF Congress in Sofia, Bulgaria in August 2014.

“The ITF is a great organisation and I have every confidence that it will continue to grow in strength and importance under Stephen’s leadership,” he pointed out.

In his tribute to Mr Cockroft, Mr Cotton said: “It is hard to overstate the importance of David’s leadership over the last 20 years, which was admired throughout the international trade-union movement, and which covered so many crucial and historic points, when unions around the world had to adapt to the growing ferocious forces of liberalisation and globalisation.”

“I thank David for developing the ITF into the strong international trade-union organisation that we have now inherited.”

In her farewell speech to Mr Cockroft at the ITF Executive Board Meeting in Berlin, SMOU Executive Secretary Ms Mary Liew depicted him as a “true blue unionist who harboured a fierce pride and determination to do the very best for the transport workers”, Ms Liew highlighted that for most part of his life, he worked hard for the transport workers. That is his legacy, she underscored. She also applauded his efforts in encouraging the youth to step up in their workplace and unions and make an impact in the world.

Ms Liew shared that if not for Mr Cockroft who has been a catalyst in changing the constitution to allow women unionists to have a greater voice in ITF Executive Board, she would not be where she is today - an elected Executive Board Member of the ITF.

Ms Liew also presented to Mr Cockroft a chocolate “high heel shoe” to drive home the point that Mr Cockroft in his tenure as ITF General Secretary has clearly demonstrated his support to women unionists.

Mr Cockroft will retain a few positions including some global unions’ responsibilities and will continue to serve as a director of Seafarers’ Rights International.

SMOU wishes Mr Cockroft and his wife Helen all the best in retirement and looks forward to serving the seafarers and transport workers worldwide under the leadership of Mr Stephen Cotton.

“David’s vision and energy have been the catalyst for ITF’s transformation and growth into the well-respected Global Union Federation that it is today.”

– Ms Mary Liew, SMOU Executive Secretary



Ms Mary Liew presenting an exquisite high heel shoe in appreciation of David’s support that made way for women unionists to have a greater voice in ITF Executive Board

SWIFT ACTION FOR STRANDED SEAFARERS

A distress call is all it takes to get the SMOU Industrial Relations (IR) team into swift action. Constantly on the lookout for the welfare of seafarers, the IR team has always placed itself on the "frontline" when it comes to fighting for the rights of its members.

Cases in point were the arrest of three vessels belonging to Onsys Energy in January. The troubled bunker supplier had three of its vessels arrested all in the span of the month of January. All three arrests were first made by crew for unpaid wages, which coincided with the court's order that Onsys Energy be wound up as it had failed to pay a US\$17 million court judgment to an oil-trading company that was issued in December last year. All three Titan Quanzhou-built tankers were detained for the non-payment of wages amounting to US\$750,000 to its crew consisting of Bangladesh, Myanmar, Pakistan, Indonesian and Indian nationals.

In April this year, an Aframax tanker owned by India's Varun Shipping was also arrested for the non-payment of wages amounting to US\$302,000 to its crew consisting of Indian nationals.

In these arrest cases mentioned, SMOU worked with International Lutheran Seafarers' Mission (ILSM) to provide additional support for the crew. ILSM assisted in topping up the SIM cards of seafarers so that they could make phone calls home to re-connect with loved ones. SMOU also briefed the crew about the various procedures and timeline for the ship arrest. To allay the fears of the crew, SMOU answered all the queries about the entire wage recovery process and provided assurance that they would be well taken care of whilst the case is pending settlement.

SMOU places the welfare of its seafarers as its top priority and will continue to do so.



SMOU IRO Daylen Tan answering queries and explaining what is needed for the recovery of wages



Seafarers filling up the forms for outstanding wages due to them and settling the paperwork required



SMOU IRO Terence Tan addressing the issues facing the seafarers onboard arrested ships

ASIAN UNIONISTS READY FOR ASSM



To have a more impactful and in-depth discussion at the Asian Seafarers Summit Meeting (ASSM) in August 2013, Asian union leaders, for the first time, met up to have a pre-Summit pow wow.



(L-R) Mr Morita, Vice President, All Japan Seamen's Union, SMOU ES Ms Mary Liew together with Mr Yoshiyuki Ikeya, General Director, International Affairs Bureau.



(L-R) Mr Le Phan Lihh, President, Vinalines Workers Union, Captain Li Chi-Wai, Chairman, HKSU, Mr George Lu, President, National Chinese Seamen's Union, SMOU GS Mr Thomas Tay, Captain K.K. Yu, Standing Committee Member, HKSU.

Organised by the All Japan Seamen's Union (JSU) on 30 May 2013 in Tokyo, the working group meeting saw Asian unionists sharing information on the latest issues affecting seafarers' welfare and interests. One of the hot topics was the legislation on having armed guards onboard merchant vessels.

The issue of training and education was also deliberated on at the meeting. SMOU Executive Secretary Mary Liew shared the effectiveness and the far-reaching outcome of the Tripartite Nautical Training Award (TNTA) in Singapore. The TNTA initiative emphasises on Place and Train, where potential seafarers secure the places in the companies before beginning their training, this in turn also enhances the Singaporean core within the country. In their efforts to woo Japanese to join the seafaring career, JSU pointed out that they started a J-CREW programme. Delegates shared tips on maritime recruitment and training and exchanged ideas on how to further promote the seafaring career.

Said Mr Gwee Guo Duan, SMOU Industrial Relations Manager: ***"This meeting has been extremely fruitful. It helps the Asian unions to be in a better position to have a more meaningful discussion at the next ASSM meeting. We thank JSU for taking the lead in organising this working group meeting."***

HAVING THE “WILL” TO WRITE

A talk on Will Writing on 18 May 2013 had SMOU members educated with the common misconceptions relating to will writing; intestacy rules and their pitfalls; benefits and pointers of will writing. The highly engaging session had members talking...



“I wanted to know more about writing my own will as I did not have any prior knowledge about such legal documents. I’m grateful to SMOU that the talk was refreshing, informative and the information was easy to digest.”

– Mr Lawrence Chow, member for 34 years

“I found the speaker very interactive and willing to verify our doubts without hesitation. I will remember the nine rules and how to safekeep my will now.”

– Mr Chua Thomas, member for 4 years

A VIEW WITH THE DUCK

SMOU KIDS SCHOOL HOLIDAY PROGRAMME

SMOU creates opportunities for members to have valuable family bonding.

The Singapore Duck Tours held on 15 June 2013 saw a turnout of more than 80 members and their families. The families got to spend a day together aboard the wacky Duck, an amphibious craft which travels both on land and sea. It cruised past the local and iconic attractions like the Marina platform, The Padang, City Hall and along the Singapore river to view famous tourist spots from the duck’s vantage point. The children were each given a Duck whistler as a memento for being onboard the Duck craft.



OUR MEMBERS MATTER, ALWAYS

SMOU endeavours to help its members and their families, anytime, anywhere

Besides enjoying member benefits, a union membership with SMOU also includes well-rounded insurance coverage for current and ex-seafarers.

Above and beyond the financial aspect, the family of the late Mr Jamaludin was touched when SMOU President Capt Robin Foo and ExCo member as well as Welfare Committee Chairman, Mr Rahim Jaffar, personally paid his wife a visit to offer condolences and to present the insurance claim. With deep gratitude, Mrs Jamaludin accepted the union's timely gift during their moment of bereavement.



Capt Robin Foo and Mr Rahim Jaffar handing a payout to Mrs Jamaludin.



Capt Robin Foo with Capt Singh's brother, Mr Nirmal Singh

Capt Muktar Singh is an avid traveller and loves the sea. It was perhaps his seafaring days that added colours to his life. However, due to liver complications, the 58-year old seafarer passed away in January 2013. Being an SMOU member for more than 30 years, Capt Singh's insurance was paid out to his brother, Mr Nirmal Singh, when SMOU President Capt Robin Foo visited Capt Muktar's home personally to hand in the insurance claim and to offer condolences.

SEAFARERS' PROVIDENT FUND COLLECTION

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

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

Members can withdraw their savings by following the procedures below.

Submission period for SPF Withdrawal

Within the next 7 years (until 2019)

Procedures to withdraw your Seafarers' Provident Fund

SPF members, please send in your request for SPF withdrawal with these relevant documentations.

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

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

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

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

"I am happy to receive my cheque, it is like silent savings."

- Mr Rezel Benjamin,
SMOU member for 6 years

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



Email: spf@wavelink.com.sg



Fax: +65 6339 5436



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

The SPF Scheme will be governed by the scheme of administration which can be found at <http://www.ispf.org.sg>

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.

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

OUR VISION

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



Subsidiary Companies and Business Divisions



NEW SEAFARERS EMERGE FROM CADETSPLUS MANILA AND WUHAN

WMI MOVES WITH THE TIMES TO ENHANCE SEAFARERS' TRAINING

Since the introduction of the CadetsPlus programme in 2007, Wavelink Maritime Institute (WMI) has enhanced its quality of selection and training of seafarers. This was seen as the first cohort to have undergone psychometric test and online assessments during their programme and graduated. The tests were aimed at improving the recruitment and retention rate, and were targeted towards the learning abilities of the cadets, with the objective of providing better quality learning and producing higher quality seafarers.

A crop of more than 170 seafarers completed their CadetsPlus training, which culminated in graduation ceremonies held concurrently in Manila, the Philippines, and Wuhan, China on 24 May 2013.

The Singapore Maritime Officers' Union continues to value add to the shipping companies through its training arm, WMI, by providing opportunities for potential seafarers to be trained and equipped, facilitating maritime manpower within the industry.

MANILA CADETSPLUS GRADUATES SET TO SOAR



Graduating cadets in high spirits together with representatives from AP Moller Maersk, Neptune Shipmanagement Services Pte Ltd, Trademar Pte Ltd, Celeste Holdings Pte Ltd, Komaya Shipping Co Pte Ltd, NYK Shipmanagement Pte Ltd, PACC Ship Managers Pte Ltd, manning agents, SMOU and WMI officials

In Manila, 76 cadets, handpicked from 10 shipping companies that had signed the Collective Bargaining Agreement (CBA) with SMOU, graduated from the CadetsPlus programme. Celebrating with the fifth graduating cohort as they mark the start of their seafaring journey were SMOU Welfare Chairman, Mr Rahim Jaffar, Industrial Relations (IR) Manager, Mr Gwee Guo Duan, MSD Assistant Manager, Ms Joyce Lee and General Manager of WMI, Mr Larry Chan.

The event's guests included Guest-of-Honour Mr Wilson Travina, President of the NYK-TDG Maritime Academy, and representative from AP Moller Maersk, Mr Nathanael Leong, Singapore shipping employers, Philippines company representatives, manning agencies and the cadets' families.

WUHAN AND MANILA CADETSPLUS GRADUATES SET TO SOAR

There couldn't have been a prouder moment for all when Mr Leong and Mr Jaffar presented certificates, best cadet awards and book prizes to the well-deserving cadets.

Mr Jaffar shared a timely advice: ***"As you board the ship and interact with the crews that come from different cultures and speak different languages, misunderstandings may inevitably arise. But the key to handling such situations is tolerance and respect. Remember to treat others with the same respect you want others to treat you. You will find that as time passes, not only will you forge new and strong friendships but you will also understand new cultures and languages."***

Chairman of SMOU Welfare Committee, Mr Rahim Jaffar, presenting awards to the graduating cadets



Graduates all ready and lined up to welcome special guests for the evening



Capt Lee Chee Seong, Managing Director, NSSPL, Ms Jocelyn Pecadiz (in yellow), Fleet Personnel Officer, NSSPL, SMOU IR Manager Mr Gwee Guo Duan, manning agent and the cadets

WUHAN CADETSPLUS GRADUATES PRESS AHEAD

The ninth run of the CadetsPlus programme in China saw 90 cadets graduate with greater confidence in their journey of becoming international seafaring officers. This has to do with a new module called 'Active Conversation in English and Soft Skills' that was introduced to better equip cadets with the communications skills they need to adapt to multi-national and multi-cultural environments.

Capt Stanley Siaw, Head of Marine Training Department, APL acknowledged SMOU and WMI in their efforts to continuously develop the CadetsPlus programme. He also applauded shipping employers, manning agencies and training institutions for their collaborative effort to improve the manpower capabilities within the maritime industry and for providing good career opportunities.

For the first time, some 60 OfficersPlus participants joined in the event, which was celebrated in style with a dinner, presentation of awards, performances by cadets and lucky draw giveaways - a memorable conclusion to the four-week rigorous training. There to mark this special occasion with the graduants were Guest-of-Honour Mr Wei Zhijie, Party Secretary for the Maritime Safety Administration of the People's Republic of China, and guests from the shipping companies, training institutions, manning agencies and cadets' families.

SMOU President Capt Robin Foo reminded cadets that challenges in life are not there to run them over, but they are there to help them become stronger. ***"Press on, and your time to shine will come."***

SMOU Reaches Out In Wuhan

To establish close ties with the cadets, SMOU made a special trip to visit them while they were in the midst of their CadetsPlus course in Wuhan, experiencing the training they undergo, informing them about union benefits, interacting with them and sharing a momentous occasion with them at their graduation dinner.



Mr Len Harbottle from BW Shipping presenting the certificates to the well-deserving cadets



SMOU President Capt Robin Foo explained the various soft skills the graduating cadets should equip themselves with on the ship



Mr Wilfred Thiang, Manager, National Division, shared on the welfare benefits cadets can look forward to as a union member.



“Competency equals to knowledge add to skills, in a bracket, multiply by attitude. Your attitude determines your altitude. I believe, with this, all the 90 graduates today will continue to be successful and positive when they join their ships and we wish them bon voyage.”

– Capt Stanley Siaw, Head of Marine Training Department, APL



SURVIVING THE SEA FOR JUNIORS



TNTA fourth intake cadets Asyraf and Vikesh (first row, middle) together with some TNTA fifth Intake cadets

Being called “Sons of the Sea” as one crosses the equator line for the first time must be quite an experience. Stories of once-in-a-lifetime initiation rite and many other experiences were heard during a sharing session at the Employment and Employability Institute (e2i) on 17 May 2013.

The sharing session saw two cadets from the fourth batch of the Tripartite Nautical Training Award (TNTA), Mr Vikesh Chand Rai and Mr Raja Muhamad Asyraf, share with the junior cadets from the fifth batch, their stories while employed by AP Moller Maersk, working onboard Maersk Providence, a product tanker. Capt Francis Wee was at hand to facilitate the discussions.

The current cadets from the fifth batch took home with them valuable advice, such as “Don’t follow an unsafe instruction blindly,” how to successfully assimilate with crew members, what they need to know, and what is expected of them. Information such as restricted areas, locations of fire extinguishers, escape routes and life rafts are what cadets need to know wherever they board a ship. During their 18-month shipboard training, cadets will be working in a multi-national and multi-cultural environment

with other seafarers of various nationalities. Thus, it is crucial for cadets to be receptive to other cultures, languages, and avoid discrimination and racism.

Mr Asyraf and Mr Vikesh encouraged these cadets to take on a ‘give and take’ approach in order to have a pleasant and exciting career. In addition, it would be great for them to work as strong team players and not be content with themselves after completing what was assigned to them. By helping others, fellow crew members would also be forthcoming in giving them advice and the guidance they need.

To conclude the in-depth sharing session, the senior cadets had this piece of golden advice to give, **“Never memorise solely for the sake of taking the exam. Internalise the knowledge for your own good, because you will definitely need it at sea.”**

The recruitment drive for TNTA Batch 6 has begun!

Come and find out more about the maritime industry at our Industrial Briefings:

31 July (Thursday) 10am & 2pm

Toa Payoh Safra, 293 Toa Payoh Lorong 6

13 August (Tuesday) 9am

West Campus Hall, 80 Jurong East St 21

16 August (Friday) 2pm

Singapore Post Centre, 10 Eunos Road 8

To register, call 6474 3777 from 9am to 6pm, Mondays to Fridays.

Admission is strictly by pre-registration which closes on 15 August 2013, or when registration is full.

For more information, visit <https://etms.sg/e2i/officer>

BON VOYAGE, CADETS!

Back in May 2011, the third batch of Tripartite Nautical Training Award (TNTA) cadets started out on their 18-month shipboard training. Today, as this batch of cadets approach the end of their TNTA journey and transit to a new chapter in their seafaring career, SeaVoices speaks to two cadets, Mr Thaniarasu Sannasi with Pacific International Lines (PIL) and Mr Selvakumar with BW Fleet Management, on their TNTA experience.

Sum up your experience of the TNTA programme.

Selvakumar: During our six months Pre-Sea training, we had to understand as much as possible about the maritime industry as many of us were from non-related industries, so that was a challenge. Another challenge was the academic subjects, such as SOLAS, MARPOL and ISM, which we had to learn how to apply to real work situations. The importance of safety culture was always stressed to us and eventually was always at the back of our minds before we engaged ourselves in any sort of training.



Thani: During my Pre-Sea training, I wasn't really sure how all these knowledge would apply to me when I go onboard. But when I got onto my first ship in May 2011, I realised the importance of all the courses we took. As a junior cadet, we could still afford to make mistakes, learn from them, and take pointers from the experienced seafarers. As I moved on to become a senior cadet, the juniors started looking up to me and asked me about certain matters.



What were some of the memorable experiences during your shipboard training?

Selvakumar: It has to be during my third voyage which stretched over nine months. I was given many wonderful opportunities to perform tasks usually performed by Officers. Tasked as a Deputy Third Officer, I assisted the Third Officer and Shore Inspector in carrying out the annual shore inspection. I was also given the opportunity to be a Navigation Officer whilst Master assessed my performance. I participated in Cargo Watch as cargo was discharged and loaded onto the vessel. During the weekends, emergency drills are carried out weekly, where Officers carry out practical lessons on safety for everyone. I had a chance to carry out training on SCBA, Portable Fire-Extinguishers, Fixed Fire-Extinguishing Systems, Water Mist Systems and other Emergency Systems.

Were you able to put the knowledge you gained in the classroom to practical use?

Selvakumar: The knowledge I had gained from the classroom modules were indeed relevant to working onboard. The Pre-Sea programme has placed strong emphasis on the safety culture prior to boarding any vessel. The Seamanship module was highly relevant and essential during my tenure also.

Thani: I applied some of the knowledge I had gained from the classrooms, but I would say that the most important experiences are the ones gained while onboard a vessel.

TRAINING CALENDAR

August - October 2013							
Course Title	Date	Duration	Course Fee	Course Title	Date	Duration	Course Fee
MPA Mandatory Courses							
Pilotage Exemption (Large Vessel) Course & Assessment	On Demand	5 Hrs	\$2,808.75	Experienced Tug Master (Refresher)	On Demand	1.5 Hrs	\$483.64
Pilotage Exemption (Large Vessel) Renewal Assessment	On Demand	2.5 Hrs	\$1,472.32	Passenger Ferry Safety (New)	On Demand	1 Day	\$309.23
Pilotage Exemption (Small Vessel) New	On Demand	1 Day	\$402.32	Passenger Ferry Safety (Refresher)	On Demand	4 Hrs	\$241.82
Pilotage Exemption (Small Vessel) Refresher	On Demand	3 Hrs	\$350.96	Port Limit Special Grade (Deck Officer)	On Demand	3 Days	\$471.87
Port Limit Tanker Master (New)	On Demand	1.5 Days	\$621.67	Bunker Surveying Course	On Demand	2 Days	\$337.05
Port Limit Tanker Master (Refresher)	On Demand	4 Hrs	\$268.57	Oil Spill Control	On Demand	1 Day	\$179.76
Tug Master (New)	On Demand	3 Hrs	\$880.61				
Maritime Courses							
Maritime Resource Management Course (MRM)**	09 - 11 Sept	3 Days	\$909.50	IMO Model Course 3.19 (Ship Security Officer)**	17 - 18 Sept	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course	09 - 13 Sept	5 Days	\$1,605.00	IMO Model Course 3.20 (Company Security Officer)**	17 - 19 Sept	3 Days	\$963.00
IMO Model Course 1.27 (Operational Use of ECDIS)**	19 - 23 Aug 21 - 25 Oct	5 Days	\$1,016.50	IMO Model Course 3.21 (Port Facility Security Officer)**	20 - 22 Aug 08 - 10 Oct	3 Days	\$963.00
Ship Simulator and Bridge Teamwork	11 - 13 Sept	3 Days	\$1,070.00	ISM & ISPS Internal Auditor**	24 - 26 Sept	3 Days	\$1,284.00
Shiphandling Course	11 - 13 Sept	3 Days	\$1,284.00	ISM Internal Auditor	24 - 25 Sept	2 Days	\$695.50
Ship Safety Officer Course	On Demand	2 Days	\$642.00	ISPS Internal Auditor	25 - 26 Sept	2 Days	\$856.00
Maritime Introductory Courses							
Familiarisation on Operational Use of ECDIS	19 - 20 Aug 21 - 22 Oct	2 Days	\$535.00	Designated Person Ashore (DPA) Training Course	27-28 Aug 01 - 02 Oct	2 Days	\$749.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Maritime Labour Convention, 2006 Awareness Programme**	05 Sept	1 Day	\$321.00
Seafarers with Designated Security Duties (SDSD)	30 Aug	1 Day	\$300.00	Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85
				Introduction to Risk Management	On Demand	1 Day	\$272.85

** MCF subsidies available for eligible candidates

Course Fees inclusive of 7% GST

Visit us at: www.wavelink.com.sg/wmi



For registration or enquiries, please contact:
Ms Christina Tey
Tel: (65) 6390 1648
Fax: (65) 6295 1121
Email: courses@wavelink.com.sg

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

COME CELEBRATE LIGHTHOUSE BISTRO'S 10 ON 10/10

NEW MENU, NEW FLAVOURS!

Introducing Lighthouse Bistro's newly minted menu with over 10 brand new dishes to wet your appetite! This menu has been painstakingly crafted after gathering feedback from regular customers and members. You can be assured that every new dish is cooked with love. For the next few issues of SeaVoices, watch out for this space to catch a sneak preview of these new dishes.



Introducing.....



BBQ Beef with Black Pepper Sauce

To achieve the perfect texture and consistency, the black pepper sauce for this new dish went through several rounds of experiments to achieve its perfect blend of flavour that pairs well with BBQ Beef. It's like a marriage made in heaven. This scrumptious main dish comes with tomatoes, onions, mashed potatoes and salad at the side, making it a well-rounded meal.



Grilled Stingray with Rice

What never fails to draw the attention of Singaporeans is a mouth-watering dish of grilled stingray, a famous local delicacy at hawker stalls. The grilled skin on the outside gives way to the tender meat on the inside, a contrasting texture that is ever so memorable. This new dish enters the menu accompanied with just the right amount of gravy and rice for a full-filling meal.

20% OFF for SMOU members and 10% OFF for NTUC members on all ala carte items



August

Lighthouse Bistro Nasi Lemak

Lighthouse Bistro's version of this traditional Malay dish has an offering of hard-boiled egg, otah, ikan bilis (fried anchovies), achar (pickled salad), and a crispy signature fried chicken. Our Lighthouse chef put his spin on the regular taste of chicken with a special concoction of batter, when deep-fried, provides a unique crispiness and flavour – the perfect match to the coconut milk-enriched rice, a trademark taste to die for. Quintessentially a breakfast dish, now you can have Lighthouse Bistro's Nasi Lemak for lunch and dinner too. You can never have enough of it.



September

Thundering Seafood Pasta

Spicy food-lovers pay attention! Lighthouse whips up a mean spicy seafood pasta. Making a fiery entrance into your stomachs is the Thundering Seafood Pasta! With tasty seafood flavours from prawns, squid and mussels to work up your appetite, this main course dish will definitely leave your taste buds fired up and wanting more. For those who love seafood but can't handle the "heat", ask for the "less spicy" option. However spicy you want it, pasta doesn't get any better than this. Have a thundering good meal.

Savour *Traditional Tastes*

at Lighthouse Bistro!



*10 per cent service charge

MMS 2013 PROGRAMME

Guest-of-Honour

9.10am Mr Tan Chuan-Jin

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

Maritime Labour Convention - What is in the Regulation?

Keynote Speaker

9.20am Dr. Cleopatra Doumbia-Henry Director
International Labour Standards Department, International Labour Office

◆ *Implementing the Maritime Labour Convention (MLC)*

9.40am Mr Mark Lim Deputy Director (Shipping) & Deputy Director of Marine
The Maritime and Port Authority of Singapore - *Representative*

◆ *Tripartite Consultation – Singapore's Approach to Implementing the MLC*

9.55am TEA BREAK

Going Forward With The Maritime Labour Convention

10.25am Mr Daniel Tan Executive Director
Singapore Shipping Association
Capt Pierre Deletaille Fleet Safety Manager & Company Security Officer
Swire Pacific Offshore

◆ *Challenges of Shipowners in Implementing the MLC*

10.40am Mr Eugene Low Divisional Manager, Management Systems Certification
American Bureau of Shipping (ABS) - Pacific Division

◆ *Experience of Recognised Organisation on MLC Implementation*

10.55am Mr Liu Shi Jun Deputy Managing Director
Sinocrew Maritime Services

◆ *Managing the MLC the PRC Way*

11.10am Mr Gerardo Borromeo Vice-Chairman & Chief Executive Officer
Philippine Transmarine Carriers Inc

◆ *Filipino Solution to the MLC Challenge*

11.25am Presentation

Managing Seafarer Wage Payments and Allotment

11.40am Mr Ong Yen Her Senior Director and Advisor
Ministry of Manpower

Panel Dialogue

12.20pm LUNCH

Collective Maritime Talent Development

1.40pm Capt Michael Elwert SMEF Exco/Director, Group Strategy, HR & Support
THOME Group of Companies

◆ *Shipmanagement Perspectives on Emerging Maritime Manpower Landscape*

1.55pm Capt Rod Short Executive Secretary
GlobalMET

◆ *Preparing For STCW 2010 Requirements*

2.10pm Capt Yeow Kok Kean Executive Director
Wavelink Maritime Institute

◆ *Collective Efforts in Maritime Talent Development*

2.25pm Dr Frederick Cheng Managing Consultant
Isaiah 11:2 Management Consultant Pte Ltd

◆ *Recruiting Seafaring Officers – The Psychological Edge*

2.40pm Capt Hans Sande Managing Director
Norwegian Maritime Officers' Association (NMOA)

◆ *Manning towards 2020 - The Norwegian Perspective*

2.55pm Mr Teh Kong Leong Programme Director (Maritime Studies)
Nanyang Technological University

Panel Dialogue

3.35pm TEA BREAK

Working For Mutual Industry Benefit

4.05pm Presentation

Broadband Solutions for Ships

4.20pm Mr Stephen Cotton Acting General Secretary
International Transport Workers' Federation (ITF)

◆ *ITF Policies In A New Maritime Landscape*

4.40pm Mr Giles Heimann Chief Executive Officer
International Maritime Employers' Council (IMEC)

◆ *IMEC Collective Agreements & The Way Forward*

5.00pm Mr Thomas Tay General Secretary
Singapore Maritime Officers' Union (SMOU)

◆ *Building A Singaporean Maritime Core*

5.20pm Mr David Chin Executive Director
Singapore Maritime Foundation (SMF)

Panel Dialogue

6.00pm COCKTAIL DINNER

REGISTER NOW!



NORMAL RATE

S\$988*

EARLY BIRD

S\$628*

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

www.SMOU.org.sg

MCF Training Grant is available for eligible participants. Please refer to

www.mpa.gov.sg/mcf for information

* Price subject to 7% GST

REGISTER AT WWW.MMSG2013.COM

ORGANISED BY WAVELINK MARITIME INSTITUTE, MMS2013:

THE DAWN OF A NEW MARITIME MANPOWER LANDSCAPE

10 REASONS to Attend This Event:

- 1** Hear distinguished panels of industry players speak on requirements and issues concerning the Maritime Labour Convention
- 2** Gain insights on the Maritime Labour Convention and Singapore's approach to it
- 3** Share the challenges of shipping owners in implementing the Maritime Labour Convention and pick up practices and solutions to the challenges
- 4** Comprehend the issues related to the implementation of the Maritime Labour Convention
- 5** Gain a deeper understanding of shipmanagement perspectives on the emerging maritime manpower landscape
- 6** Grasp ideas of the psychological edge involved in recruiting seafaring officers
- 7** Know more about the ITF policies in the new maritime landscape
- 8** Know more about International Agreement and the IMEC structure
- 9** Appreciate collective efforts in Maritime talent development in building a Singaporean Maritime Core
- 10** Catch up on the latest trends in industry, interact with key global players and network with other shipping employers to share experiences.

Attend MMS2013 and learn new approaches to implementing the Maritime Labour Convention and the challenges involved. For enlightening views and pertinent discussions that will help you succeed, book your conference passes today!

Tel: +65 6390 1651
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Website: www.mmsg2013.com

Who should attend

- Shipowners operators
- Ship Charterers
- Ship managers
- Crewing, manning, recruitment agents
- Maritime authorities
- Seafarer unions
- Ship Agents
- Shipping Organisation
- Port authorities

Date: Friday, 6 September
Venue: Raffles City
Convention Centre
Time: 9am - 6pm