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## **TAKING THE HELM - MARY LIEW SMOU'S FIRST WOMAN GS**



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# THOMAS TAY: A LEADER

A lack of good leaders drove one young courageous man to take up the reins as union leader for SMOU some 35 years ago. That young man, known as Thomas, knew then that, "To be a union leader, you must have a passion to help workers, humility to serve and a willingness to make sacrifices."

That passion still holds close to his heart to this day. Mr Thomas Tay has served SMOU as union leader since 1978. So strong was his passion, that he was willing to give up a well paying job then earning \$4,000 a month, in exchange for a job with a salary of less than 20% of what he was earning; a job that would require lots of foresight with fortitude.

In the 1970's, Singaporean seafarers were exploited and many were unemployed. International union leaders were confrontational in dealings with management and government, and the practice of protectionism to secure higher wages was not working in Singapore. In 1986, members were also marginalised when some 35% of the CBA ships and shipowners prefer cheaper labour from other countries in comparison to those in Singapore.

Mr Tay turned things around and started setting aside sums of money for retraining and upgrading of skills so that members could get alternative employment. Under his leadership, Mr Tay built upon welfare and education schemes for its members such as Singapore Maritime Training Fund (SMTF), Seafarers Provident Fund (SPF), Seafarers Medical Scheme (SMS), Bursary and Scholarship Awards and Insurance claims.

Despite tough times Mr Tay worked diligently to help build a strong union. He united and strengthened teamwork among the Executive Committee with a common objective of building a professional global tripartite maritime union. He ensured that SMOU built good tripartite and international relationships, visibility and participated pro-actively in watershed events that would impact the welfare of seafarers, the maritime community and beyond. In order to change from confrontation to cooperation amongst the tripartite partners and to understand tripartism further, in 1981, a cruise to nowhere was organised where 200 representatives from the Government, Shipping Management and unions



SMOU EGS Mr Thomas Tay presenting a token to the crew during a ship visit.

got together to discuss and achieved many breakthroughs in the tripartite relationships.

One of the most significant contributions was his passion for raising future generations of professional, productive and progressive seafarers. Recognising the severe shortage of seafaring officers, Mr Tay pushed hard for initiatives to recruit, retain and develop quality seafarers. Through tripartite collaborations, the hard work paid off with the setting up of Tripartite Nautical Training Award (TNTA) and Wavelink Maritime Institute (WMI).

One of his lasting legacies has been that of mentoring. Mr Tay has been creating leadership progression at SMOU long before it became an established part of the Labour movement. **"We get our young people involved in negotiations, we train them up."** Mr Tay explains. Always forward-thinking he says, **"The union now has to think of different ways on how to attract and retain leaders."** To attract younger members, a Young SMOU has been set up using social media platforms to engage members.

Fighting for the welfare of seafarers, building a strong union and raising future leaders are some of the many ways Mr Tay has served the union. For what Mr Tay has done, he embodies the core elements of a great leader. One who will always be remembered for his passion to help and serve seafarers.

Mr Tay steps down as General Secretary of SMOU and assumes the new role of SMOU Emeritus General Secretary.

# MARY LIEW – SMOU’S FIRST WOMAN GS



SMOU GS Ms Mary Liew chatting with Mr Jaafar B Mohd Babu, SMOU member of 52 years during a home visit.

**Known for making breakthroughs and creating many firsts, SMOU once again made history by electing its very first woman General Secretary.**

***“I feel extremely humbled by this privilege to be elected into this position. If someone asked if I could be the first female GS in such a male dominated industry years ago, I would say, ‘no way’ but the fact that the SMOU ExCo and the General Council have their faith and their vote of confidence in me gives me the motivation to take on this position” - Ms Mary Liew***



SMOU GS Ms Mary Liew as one of the panelists at an event.

Indeed the Exco leaders could not have found a better qualified person for this historic election. Ms Liew has earned her ranks through 30 years in local and international union work and public service. Each appointment opened up new avenues of learning exposure and relationship building; each position offered opportunities to sharpen her leadership acumen and deepen her desire to make a difference.

In 2010, she became the first woman from South East Asia to be elected into the International Transport Federation (ITF) Executive Board representing the Asia Pacific region. She is presently involved in the ITF Women Transport Workers’ Committee. Last year, the elected NTUC Central Committee member was sworn in as a Nominated Member of Parliament and has on numerous occasions showed her true mettle by speaking up on numerous issues in her signature gentle yet forthright and persistent way.

Her rise to the top leadership position did not happen by chance. In 1999, Ms Liew became the first woman Executive Secretary of SMOU. Ten years later, she was appointed SMOU Cadre. From finance to membership to corporate communication, International and other departments, Ms Liew, known to be methodical and meticulous, has shown all round competency and proficiency.

***"I have a great mentor in Thomas Tay. Together with the Exco and members' support, guidance and encouragement, this has led to my growth and development as a unionist and a leader,"*** she pointed out.

Through the different areas of service, Ms Liew has demonstrated a strong commitment in championing improvements in all of the seafarers' pressing concerns and advocating a better life for them.



SMOU GS Ms Mary Liew together with the IR team concluding a CBA with APL.

As outgoing General Secretary Mr Thomas Tay, one moved by her passion and tenacity, puts it: ***"Mary is totally committed to the cause and work of the labour movement. She is resourceful and compassionate. She sees the needs within the union and does her best to get the job done."***

Thus when asked about her dreams for SMOU, Ms Liew is clear about her priorities - ***"to develop and maintain a vibrant, relevant and caring union that impact lives of members and their families; build a Singapore core in the maritime workforce; and strengthen the staff team so that they can continue to provide quality service"***.

She highlighted: ***"Being a woman shouldn't stop us from achieving the seemingly impossible or dreaming big dreams."***



Ms Liew has indeed blazed her own trail and have paved the way for women to recognise their own strengths and ability to change their lives and the lives of those around her.

***"Mary's life has touched many and is inspiring. When she was in school, she sacrificed and saved on her lunch to ensure that the homeless Indian man had his meal. This went on for years until he passed away."***

- Captain Robin Foo, President, SMOU

***"Ever since Mary became a nominated member of parliament, she has been the voice for our maritime labour force, nationally and internationally. Her selfless effort has contributed towards the training of Singaporeans with programmes conducted by e2i/WDA for our young cadets. Her passion remains that of building the Singapore core and supporting the local maritime industry. She will always stand firm in protecting the welfare of our members and will never allow our members to be exploited."***

- Mr Rahim Jaffar, 1<sup>st</sup> Vice President, SMOU

***"I also want to focus on upgrading our members' skills to stay employable. This will include the use of training facilities, such as a simulator which gives them invaluable experience. I would like to oversee the setting up of an SMOU Care Fund for the Aged & Members' Lounge as well."***

# DAWN OF A NEW GENERATION OF LEADERS



Newly elected GC members who attended the QGC meeting.

SMOU is at the threshold of an important milestone in its history. The Quadrennial General Council (QGC) Meeting held on 9 November, marked the beginning of a new generation of leaders, poised to steer the union to new frontiers.

The QGC meeting witnessed the appointment of Ms Mary Liew as SMOU's first woman General Secretary as a testament to her contributions when serving as SMOU's Executive Secretary.

What all these new leadership changes mean for the union could not be more timely at such a time as this. This will see the beginning of a new period marked by radical changes and new developments; the injection of fresh ideas and vibrant energy by the young leaders; fortification of the foundation already laid by the former leaders, for a more professional, productive and progressive union. SMOU wishes to thank the outgoing General Council and Executive Committee members and Office Bearers for their hard work and dedication.



In a symbolic handing over of leadership, Mr Thomas Tay presented a plaque in the shape of a helm to SMOU's new GS, Ms Liew, signifying her leadership succession as captain of SMOU, and wishing her great success as she steers the union forward.



In response, Ms Liew conferred an anchor-shaped plaque to Emeritus General Secretary, Mr Tay, thanking him for his leadership and for building a strong foundation for the union.



## What Our Young GC Members Say...

*"I have been active in events organised by the union and now that I am elected, I hope to focus on welfare improvements."*

- Mr Neo Kia Seng  
(third from left)

*"I have been volunteering since 2008 and feel privileged to be elected into the general council. I hope to engage the younger members more and promote the union's core values."*

- Mr Ong Zi Heng  
(second from right)

*"I proposed at the QGC that I would like to take a look at the Work and Safety measures onboard Singapore Flagged ships and have come up with an idea to make it compulsory to have automated external defibrillator fitted on board ships and training of its proper usage to be given to all seafarers."*

- Mr Muhammad Raasib Ali  
(second from left)



(L-R) GC members, Captain Don Philip Nimal Kannangara and Captain Nordin B Mohamed Rais raising questions at the meeting.

# YES TO WAGE AND MEMBERSHIP GROWTH

## NTUC ORDINARY DELEGATES CONFERENCE



**SMOU leaders joined some 650 unionists in supporting the labour movement's wage growth and membership growth strategies.**

Held from 29 to 31 October at the Orchid Country Club, the NTUC Ordinary Delegates Conference (ODC) saw strong support for the Progressive Wage Model (PWM), which aims to raise workers' productivity and skills in tandem with better wages and career progression, to be adopted in more sectors and companies.

***"We want to ensure that Singaporean employees in general can benefit in terms of progression in wages, career, productivity and skills,"*** said NTUC Secretary-General Mr Lim Swee Say.

The delegates also said yes to PME (Professionals, Managers and Executives) outreach and engagement to grow union membership and be a relevant Labour Movement (LM).

***"We have to sharpen our focus in four areas: Protection, Progression, Placement and Privileges (4Ps). These four areas would meet the needs of the PMEs,"*** SG Lim highlighted.

Come 2030, this group of workers will form close to two-thirds of the Singapore workforce. In response, the LM will be setting up two new PME Centres to better assist the needs of this growing pool of workers.

The Labour Movement recognised that one of the key thrusts to achieve growth is in strengthening leadership development. Building a strong core of labour leaders from all ages, genders and sectors through a slew of initiatives such as training program, mentoring scheme, and opportunities to learn will be given a defining push.

To grow and strengthen the current pool of 6,200 union leaders, the "Whole of LM" approach whereby leaders will be identified and nurtured at all the three levels encompassing national, sectoral and union level.



NTUC SG Mr Lim Swee Say with (L-R) Young SMOU Chairman Mr Terence Tan, SMOU Treasurer Mr Tan Hung Tat, SMOU 1<sup>st</sup> Vice President Mr Rahim Jaffar, SMOU President Captain Robin Foo, SMOU GS Ms Mary Liew, SMOU Exco Mr Wilfred Thiang and SMOU EGS Mr Thomas Tay.

***"We will make every job a better job, every worker a better worker, every union a good union, and every union leader a good leader. Together, we strive for better jobs, better pay and better lives for all workers in Singapore!"*** - SG Lim

## Developing A Culture of Responsibility and Respect

*“At the end of the day, it is about culture: a culture of responsibility and respect. We have to respect workers in every vocation. We have to respect our older workers. As individuals, we must take the responsibility to upgrade ourselves and see that not as a chore but as something that makes the job meaningful. And starting from young, we have to encourage respect of children of different abilities and strengths. That’s important, because a spirit of fellowship starts from young.*”

*It’s really that culture of responsibility and respect for each other that ultimately enables us to sustain a thriving economy and an inclusive society.”*



- Deputy Prime Minister and Minister for Finance Mr Tharman Shanmugaratnam, Guest-of-Honour at the NTUC ODC

## SMOU’s Voice at NTUC ODC

Our Singaporean workers having worked most of their lives to support and grow the Singapore businesses and economy, deserve the right to retire gracefully and with dignity.

SMOU General Secretary Ms Mary Liew said this at the NTUC ODC. She went on to urge the NTUC and labour movement to consider **“at the most opportune time when the economic indicators are in our favour, to champion the push for an incremental increase for the employer contributions of the CPF to 18% with a longer-term view of at least 20%, for all workers across the board including our older workers”**. Ms Liew also spoke on the issues concerning low wage workers such as security personnel in Singapore.

Ms Liew also urged the NTUC and the labour movement to join the recent call by Speaker of Parliament Madam Halimah Jacob and NTUC Assistant Secretary-General SG Ms Cham Hui Fong, to push for the legislating of eldercare leave in Singapore.

Sharing from his experience practiced by global union federations like the International Transport Federation where at least 30% of participants are women, Young SMOU



Participating in the conference, SMOU President Captain Robin Foo, SMOU GS Ms Mary Liew, and Young SMOU Chairman Mr Terence Tan.

Chairman Mr Terence Tan called on NTUC to “consider for every 5 delegates that unions send for future ODCs, Normal Delegate Conferences (NDC), or similar scale meetings, there will be at least 1 woman and 1 youth representative”.

**“By doing so, we can then ensure that there will be good balance of views that is fair for both genders and different age groups,”** he said.

He also suggested the setting up of a national data bank that reflects the salary ranges for different clusters paid out by the civil service or industry leading companies. This will allow PMEs to have an idea on the wages they should be earning; and union leaders can use the data as a baseline for their collective agreement negotiations.

# SMOU JOINS MPA TO SALUTE SEAFARERS ON WORLD MARITIME DAY

The World Maritime Day 2013 was observed in Singapore on 23 September and together with the industry partners, SMOU President Captain Robin Foo presented the hampers to the seafarers present. Some 600 hampers will reach about 9,000 seafarers this year. The theme for this year is "Sustainable Development: IMO's Contribution Beyond RIO+20".

For the 11<sup>th</sup> year, the Maritime and Port Authority of Singapore (MPA), SMOU and Singapore Organisation of Seamen came together to distribute these hampers containing food, foldable travel bags, movies in DVDs, and more.

Guest-of-Honour Associate Professor Muhammad Faishal Ibrahim, Parliamentary Secretary for Health and Transport, shared that the Singapore maritime industry will continue to be prominent in the country's growth plans. **"Going forward, the Singapore Government will continue to work with the industry, unions and seafarers' missions to safeguard and promote the interests and well-being of all seafarers."**

Held once a year, the World Maritime Day is an initiative of the International Maritime Organization (IMO) and focuses on the importance of shipping safety, maritime security and the marine environment.



Guest-of-Honour Associate Professor Muhammad Faishal Ibrahim (in red tie), together with Captain Robin Foo and tripartite partners at the ceremony.

## U FAMILY PICNIC ADDRESS WORK-LIFE HARMONY

A whopping 6,000 participants from 1,200 families participated in the NTUC's largest mass family picnic at West Coast Park. The day promised "Food. Fun. Experience" and was filled with activities to engage everyone in the family.

The picnic, organised by the NTUC U Family and supported by NTUC FairPrice, aimed to promote the building of strong and happy families and to bring to the forefront issues such as work-life harmony.

Special Guest Parliamentary Secretary, Ministry of Social and Family Development, MP for Chua Chu Kang, Ms Low Yen Ling together with NTUC Assistant Secretary-General Ms Cham Hui Fong, Chief Executive Officer, NTUC Fairprice Co-operative Ltd, Mr Seah Kian Peng, SMOU General Secretary Ms Mary Liew, enjoyed a time of bonding and fun with the families at the picnic.



# VALUING EVERY WOMAN



Unionists with Ms Dinh Thi Bach Mai, Chairperson (Centre), at the Ho Chi Minh Women's Union.

Over 60 unionists spent three action-packed days in Ho Chi Minh, Vietnam, to take stock of the progress of the NTUC Women's Development Secretariat (WDS) and brainstorm ideas for improving women's standing in Singapore.

With the theme, "Value Every Woman", the work plan seminar from 20 to 22 September 2013 had NTUC President Ms Diana Chia leading the delegation. Joining her were NTUC Women's Committee Chair and Vice Chairperson Ms Nora Kang, and Ms Mary Liew respectively.

The program included thought-provoking discussions on how the society could value women through

- **Leadership:** Creating more opportunities for women leaders and recognising diversity;
- **Advocacy:** Being a strong voice for women's concerns and aspirations; and
- **Working Environment:** Building a pro-family and women friendly workplace and the roles women can play towards supporting a happy working family.

Ms Nora Kang, Chairperson, NTUC Women's Committee presenting a token of appreciation to Ms Dinh Thi Bach Mai, Chairperson, Ho Chi Minh Women's Union, together with (L-R) Ms Mary Liew, GS SMOU & Vice Chairperson, NTUC Women's Committee, Ms Cham Hui Fong, NTUC Assistant Secretary-General, and Ms Sylvia Choo, WDS Director.

Among the participants were Ms Arina Lee and Ms Annie Sng from SMOU. *"The seminar opened my eyes to the work of the women unionists in our midst. My heart goes out to the women leaders who get relatively little support from their management and still volunteer to be a unionist. I am proud of them,"* said Ms Lee.

One of the highlights of the program was an educational visit to the Vietnam Women's Union (WVU) where Ms Dinh Thi Bach Mai, Chairperson of Ho Chi Minh Women's Union, briefed the delegation.

The women also visited the hypermarket Co.opXtra Plus, a joint-venture between NTUC FairPrice Co-operative Ltd and Saigon Union of Trading Co-operatives Ltd (Saigon Co-op).



# ITF ACTING GS MEETS S'PORE TRANSPORT WORKERS



During his trip to Singapore as ITF Acting General Secretary Mr Stephen Cotton came up close and heard firsthand the voices of the transport workers in Singapore.



ITF AGS Mr Stephen Cotton, together with NTUC SG Mr Lim Swee Say, and ASG Mr Heng Chee How, NTWU GS Mr Fang Chin Poh and then NTWU President Mr Mohd Rasi Taib enjoying a light moment.

Besides addressing the unionists at the National Transport Workers' Union (NTWU)'s 11<sup>th</sup> Ordinary Convention of Delegates, Mr Cotton also visited the SBS Soon Lee Bus Depot and lunched with bus captains, union representatives and SBS Transit's management staff in the bus station canteen. He spent some time getting to understand the Labour-Management relations here in Singapore as well as how the transport workers work.

Mr Cotton commented, ***"It has been a very informative visit for me. I'm very impressed by the planning, the people and the enthusiasm."***

During his visit from 1 to 7 September, Mr Cotton also met with Mr Lim Swee Say, NTUC Secretary-General. He was also one of the key speakers at the Maritime Manpower Singapore Conference and spent time exchanging views with key maritime industry players.

***"Having the opportunity to meet with workers from around the world, and to hear the viewpoints of workers in different sectors, has been a great experience. In our transition from a global crisis to global justice, it is important that we hear directly from unions and affiliates worldwide to keep workers' rights and needs at the front of the ITF global agenda."***  
- Mr Stephen Cotton,  
ITF Acting General Secretary



ITF AGS Mr Stephen Cotton visiting the Soon Lee Bus Depot to know more about transport systems in Singapore.

# ASIAN UNIONISTS CONVERGE IN ASSM



Union leaders gathered together in advancing the welfare of seafarers.

The 30<sup>th</sup> Asian Seafarers Summit Meeting (ASSM), held in the city of Vladivostok, Russia, brought union leaders in Asia under one roof to engage in fruitful discussions on pertinent issues affecting the welfare and security of seafarers.

The presence of armed guards and weapons onboard national flag vessels and preferential tax treatment for national seafarers were the hot topics of the meeting held on 22 August 2013. Other talking points focused on the employment, training and education possibilities for their respective national seafarers.

Participating in the fruitful discussion and relationship building with the Asian affiliates were SMOU Emeritus General Secretary Mr Thomas Tay, General Secretary Ms Mary Liew, Industrial Relations Manager Mr Gwee Guo Duan and Industrial Relations Officer Mr Daylen Tan.

SMOU took the opportunity to highlight the Tripartite Nautical Training Award (TNTA), currently in its sixth intake. As a 'Place and Train' program, TNTA gives opportunity to young Singaporeans who do not have the traditional polytechnic diploma in nautical studies a chance to join the maritime industry. The aim is to build up a core Singaporean workforce of maritime seafarers and to enable Singaporeans to have better paying jobs and better lives.

Also on the table were recent major grievance cases, notably, NOS Ship Management Pte Ltd's bankruptcy and Onsys Energy Pte Ltd's liquidation. This is part of an ongoing issue as there are vessels under NOS Ship Management still in trouble in other parts of the world.



***"This Asian Seafarers Summit Meeting has been great for knowing how our Asian affiliates are working with different structures and helps us to better advise fellow seafarers from foreign countries. I am glad to be given this opportunity to make new friendships and learn more about our fellow affiliates in the Asian Region."***

***- Mr Gwee Guo Duan, Industrial Relations Manager  
(extreme left in the picture)***

The summit was a success with SMOU representatives coming away with deeper friendships formed, more information about the processes and systems their Asian counterparts had in place, as well as knowledge of local and regional happenings.

# EXCHANGE PROGRAM WITH UKRAINE UNION

The Marine Transport Workers' Trade Union of Ukraine (MTWTU) called on SMOU leaders for a fruitful experiences exchange visit on 4 September 2013.

At the meeting held in the Wavelink Building, both parties discussed and exchanged views on the employment of Ukrainian officers and membership, welfare, training issues and future co-operation.

The unionists visited Ang Mo Kio Hub and the NTUC social enterprises. The delegates were impressed with the Co-operative Movement and the many kinds of benefits and discounts that union members in Singapore can enjoy.

One of the highlights of the Ukrainian leaders' visit was attending the Maritime Manpower Singapore Conference 2013.



*Chairman Mr Michael Kirieiev (with tie) and First Vice Chairman Mr Oleg Grygoriuk together with SMOU President Captain Robin Foo, SMOU GS Ms Mary Liew and SMOU EGS Mr Thomas Tay and SMOU IR Team.*

Building international relations is important to the growth and development of the unions within the maritime industry and sharing and exchanging information with our eastern European counterparts is a positive step. We look forward to continue to build stronger ties with our fellow unionists.

# LANDMARK CBA WITH SWIRE PACIFIC OFFSHORE OPERATIONS

A landmark collective bargaining agreement was jointly signed by Swire Pacific Offshore Operations (SPO), with Singapore Maritime Officers' Union, Singapore Organisation of Seamen (SOS), and the Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP), with the assistance from the International Transport Federation (ITF) on 5 June 2013. The agreement covers seafarers working onboard Singapore flagged vessels. SPO is a trusted name in the offshore marine industry as a leading service provider. It is headquartered in Singapore and has a strong global presence.

SPO currently operates more than 80 offshore support vessels with an average age of 7.8 years. Its services include supporting a wide range of offshore activities, from drilling, exploration, pipe-lay, subsea construction, seabed survey to wind farm installation.

SMOU is proud to welcome SPO into the family where seafarers' interests and well-being are safeguarded; labour movement relationships are treasured; and SMOU's membership benefits are enjoyed.



*Bipartism relations strengthened between the company and various maritime unions.*

# SMOU HELPS STRANDED SEAFARERS IN FORTUNE ELEPHANT



*IRO Mr Daylen Tan witnessing the payout to the crew.*

SMOU stepped in to help alleviate the plight of 23 seafarers onboard the crude oil tanker Fortune Elephant. The 22 Indians and a Romanian finally got paid and returned home after being stranded for more than six months.

The Marshall Islands-registered vessel arrived in Singapore in February this year. In May, the tanker was seized on court order obtained by a Taiwanese bank over an alleged debt of US\$65 million (S\$82 million).

SMOU took action to encourage the seafarers and assisted the crew in getting their June salary of US\$76,000 in cash. It was reported that the bank has paid the remaining wages of US\$313,000 by wire.

SMOU General Secretary Ms Mary Liew highlighted that as part of the ITF Seafarers' family it is important for SMOU to do what they can to help their fellow seafarers in need. She said, ***"We'll extend the help to any stranded seafarers in Singapore waters. Likewise if our local seafarers in international waters are in dire conditions or circumstances, we can count on the ITF and its affiliates to help our members when we can't reach them."***

This case is similar to the recovery of the wages of the 20 strong crew of the VLCC C Whale who sought assistance from the Singapore union in March after not being paid their wages. SMOU managed to secure the payment of US\$300,000 in back wages at the end of April this year. VLCC C Whale also belongs to Nobu Su's TMT which has run into a number of financial difficulties. SMOU has recovered US\$15m worth of unpaid seafarer wages since 1993, the largest single amount being US\$400,000 two years ago.



***"It was encouraging to see SMOU's Industrial Relations Department reaching out and lending their hand to the crew of Fortune Elephant. Yet another case of protecting the seafarers' basic rights! The smile on all the crews' faces' having received their wages made my day!"***

- Mr Ong Zi Heng, Young SMOU member (*extreme left*)

# A VISIT ONBOARD UNIX LINE SHIP CLEARS THE AIR



*SMOU IR Manager Gwee Guo Duan together with IRO Daylen Tan (extreme left) presenting the crew with the SMOU pictorial publication.*

SMOU Industrial Relations Manager Mr Gwee Guo Duan and IR Officer Mr Daylen Tan boarded a Unix Line vessel, Stella Wisteria, after receiving feedback from ITF Affiliate, Maritime Union of Australia (MUA) that part of the crew's wages were not paid out to them. The SMOU team went onboard to clarify the issue and came to understand the shipowner's difficulties of transferring money into a Myanmar bank.

The team also witnessed payment of US\$33,149 during the signing off of the Myanmar crew. At the same time they took the opportunity to explain to the crew about the withdrawal of their Seafarers Provident Fund monies from their accounts.

Such support and co-operative spirit between the Union and shipping companies are in the best interests of the seafarers. SMOU appreciates Unix Line's commitment to the welfare for their seafarers.



*SMOU IR Manager Gwee Guo Duan (extreme right) explaining to the seafarers about the Seafarers' Provident Fund.*



# MMS MAKES WAVES

RELEVANT

TIMELY THOUGHT-PROVOKING  
CLEVER

WELL  
ORGANISED

EXCELLENT

SPOT ON



HIGH  
PARTICIPATION

PROGRESSIVE

# MMS BREAKS NEWS

The maritime manpower landscape saw hope arising at the Maritime Manpower Singapore (MMS) Conference, held on 6 September 2013. The 7th biennial MMS 2013, organised by Wavelink Maritime Institute (WMI) created waves when it garnered media coverage on all major TV news channels like Channel 5, 8, U, Channel News Asia, Berita and Tamil Seithi, and in major local papers like The Business Times, The Straits Times and Berita Harian. There were radio as well as extensive on-line coverage.

Never has this been more timely. Thanks to the MMS, the maritime industry's immense potential for creating excellent job prospects was given the due limelight and attention. The nation was reminded once again that the maritime industry remains vital to Singapore's economy and growth.

## Channel News Asia

Efforts underway to meet manpower demand in maritime industry.

## The Business Times Weekend

Push for more locals in maritime jobs. Minister says demand for skilled manpower will continue to rise as sector grows and Singapore expands port facilities.

## The Straits Times

\$4.3m boost for maritime cadet training. 500 cadets will be trained each year, to fill a need as port facilities expand.



## The New Paper

Dad takes up seafaring course. "I'm doing this for my kids' future".

## International Transport Workers Federation

ITF acting general secretary meets Singapore workers.

## Berita Harian

Usaha pikat lebih ramai warga tempatan ceburi sector maritime.

# WHAT DELEGATES SAY...

MMS was able to attract participants from the Asian region. There was a **rich exchange of experiences** not just from the Government but also from the industry, shipping owners and seafarers.

I thought SMOU did a very good job in organising this conference very professionally. The **presence of the ILO** also signifies the importance of such events which is intended to help people to own the convention and have the convention effectively implemented because that is when it will deliver for whom it was designed for, the seafarers and the quality shipowners, for the level playing field.

*Dr Cleopatra Doumbia-Henry, Director, International Labour Standards Department (ILO)*



I've attended many MMS in the past, but I have to say this one, partly because it was organised by SMOU and WMI, was **very progressive**. Many difficult issues challenging the industry were raised. The process of interaction with the audience, in particular the voting was **very clever and thought-provoking**. There was opportunity for people to get involved and have their opinions aired, so for me it looks to be **the most successful one so far, I am very impressed**.

*Mr Stephen Cotton, Acting General Secretary, ITF*

Singapore is the prime maritime hub in the world and bringing the tripartite parties together in a **conference like this is much needed**. The framework and the agenda that was put out for this conference was **spot on and timely** with the Maritime Labour Convention just coming into force. ILO representation brought an international flavour into the conference. Singapore is an international shipping hub so it is important also moving ahead that the MMS always makes sure that it is not purely Singaporean-focused and that it also has a global touch and reach."

*Capt Michael Elwert, Director of Group Strategy & Human Resources, Thome Ship Management*

The MMS is an **excellent programme** and we are very happy to see that the programme was organised at the right time, especially after two weeks of MLC 2006 coming into force. I feel that Singapore is the best place to gather the maritime community for discussions as it provides a good framework for dialogue and we are expecting more discussions every year in Singapore.

*Mr Liu Shi Jun, Deputy Managing Director, Sinocrew Maritime Services*



The MMS conference was **very informative**. I think it's one of the **best conferences or conventions I have ever attended**. I learned a lot from the event especially the part where there are initiatives in training and maritime education.

*Dr Conrado F. Oca, President, AMOSUP*

I joined the first MMS about eight years ago and every time I come, the MMS has a new theme. **SMOU is truly a leading union** in the Asian region and plays a great role not only in Singapore but in the region. Many Asian countries including shipping companies from Hong Kong, Taiwan and Korea participated which made this event a successful one.

*Capt TT Chung, General Secretary, Merchant Navy Officers' Guild*



We are very glad to attend the MMS as an exhibitor. It was not just gave us the updates concerning the industry developments, but also gave us a chance to **share our ideas** with the old/new business partners. It was a great experiences at the MMS 2013. Thank you!

*Mr Rolv Luo, MASES Singapore Pte Ltd*

It was an **informative seminar** and gives us **up-to-date information** especially with new regulations and conventions (eg.MLC). It gives us a heads up on what to expect in future as well.

*Ms Milli Koh, Second Officer, APL*

I found the discussion on the Maritime Labour Convention to be of interest. The amount of participation and how seriously people were taking it was gratifying given the hard work we put into adopting the convention. SMOU and WMI have done well in organising this conference. It's quite interesting and the **polling format is something that we have never quite seen before**. That gives some life to it.

*Mr Jon Whitlow, Secretary, ITF Seafarers' Section*

# POLLING REFLECTIONS & REVELATIONS

For the first time in MMS, SMOU and Wavelink were able to capture feedback and opinions of conference delegates on wide ranging issues from seafarer welfare and training to manpower. In the on-the-spot polling exercise conducted throughout the conference, the good spread of audience and the number of delegates were sufficiently large to gather accurate, relevant and telling statistics that will go a long way in helping the maritime industry make good strategic decisions.

Here are some of the main highlights:

<b>Polling Results for MMS</b>		<b>Audience group</b> <ul style="list-style-type: none"> <li>• Ship Owners or Managers <b>35%</b></li> <li>• Seafarers <b>28%</b></li> <li>• Union and Government Officials <b>19%</b></li> </ul>
<b>MLC</b>		<ul style="list-style-type: none"> <li>• MLC will make at least some difference to the living and working environment and condition onboard <b>85%</b></li> <li>• In agreement that majority of Singapore Shipping companies are ready for MLC <b>75%</b></li> <li>• In agreement that the implementation of the MLC has succeeded in establishing a level-playing field for quality-focused flags and shipping employers <b>65%</b></li> </ul>
<b>Collective Training</b>		<ul style="list-style-type: none"> <li>• In agreement that there is a need for initiatives to improve the current quality or standards of maritime education and training <b>90%</b></li> <li>• In agreement that the intervention of shipping employers is necessary to shape maritime curriculum and improve the training standards of maritime institutes <b>90%</b></li> <li>• Simulator training should be a pre-requisite for pre-sea cadet training to improve their watch-keeping competencies during their initial sea-service <b>60%</b></li> </ul>
<b>Tripartism</b>		<ul style="list-style-type: none"> <li>• In agreement that in today's shipping economic climate, pay increases are still viable <b>70%</b></li> <li>• In agreement that we need to train more Singaporeans to build our Singaporean maritime core <b>85%</b></li> <li>• In agreement that sea-time Singaporeans spend onboard Merchant Shipping be considered as National Service <b>75%</b></li> </ul>

Official Organiser



Tripartite Partners



Official Media Partner



# WE'LL MISS YOU, BROTHER KUMARAN

A true unionist; a great negotiator; and a passionate fighter for seafarers' rights – these descriptions best depict SMOU Industrial Relations Consultant Mr Kumaran Kunjoo.



On 9 October 2013, Brother Kumaran passed away peacefully at the age of 77. He left behind his wife Mrs Deepika, daughters, Sharmila, Pushpa, Shobana and his son Raghu.

***“Mr Kumaran was a loving husband, a wonderful father and a committed and dedicated colleague at SMOU. Although he should have retired at his age but he remained a great asset to our Union with his wealth of knowledge and experience. With over 30 years of Industrial Relations experience, he was always more than willing to share his expertise with our IR team and also ensure that our members’ interests are protected,”*** SMOU President Captain Robin Foo recalled.

Brother Kumaran had been with SMOU for 37 years and has worked in SMOU since 1986 for 27 years. When he first joined SMOU as an Industrial Relations Officer, it was during a shipping recession when many members had lost their job. His ‘never-say-die’ attitude combined with his passion to help members sealed the positive impression many had for him.

General Secretary Ms Mary Liew shared, ***“Mr Kumaran was a loyal and committed unionist whose contributions have propelled SMOU to where we are today. To our colleagues, he is like our elder brother and father to us. Indeed, it is with heavy hearts that we bid him farewell. It is a great loss and he will be dearly missed by all of us.”***

Also remembering him fondly is Emeritus General Secretary Mr Thomas Tay. ***“The sudden departure of our beloved brother Kumaran has greatly affected and saddened all the Exco and staff in SMOU and Wavelink. Words cannot begin to describe the immense sadness we have for losing him and yet the privilege we felt for having known this great and humble man,”*** he said.

Condolences from many management of shipping companies, ex-colleagues, members and friends poured in when the news of his demise was made known by SMOU leaders.

***“I wish to extend my condolences to the late Kumaran’s family on his passing. Kumaran used to consult me on legal matters when I was in NTUC. I knew him to be a very dedicated person who worked hard to try and resolve issues facing SMOU members, particularly industrial relations matters. It is a loss indeed for the union as he was someone who had many years of experience and was passionate over his union work.”*** - Mdm Halimah Jacob, Speaker of Singapore Parliament & MP for Jurong GRC

***“Please convey my condolences to his family. Mr Kumaran was very helpful and cheerful person to talk to and he used to contact me whenever he wanted some advice to help engine drivers or home-trade officers to revalidate their COC to secure their employment. We have all lost a sincere unionist and good friend to all seamen. Let us all pray for his soul.”*** - Capt. I.G. Sangameswar, Senior Asst Director, MPA

***“We are saddened to hear about the news. Not only the Union, but the Maritime industry have lost a truly knowledgeable and experience man in the shipping industry. Please extend our deepest sympathies and heartfelt condolences to his family.”*** - Capt. Lee Chee Seong, Managing Director, NSSPL

***“We at the Maritime Union of India (MUI) are immensely saddened to hear of demise of Mr Kumaran Kunjoo. We too are in agreement that life will not be the same without his presence, knowledge and the amicable approach with one and all. All at MUI join together and request you to convey our sympathy and condolence also to family of Mr Kumaran Kunjoo. May his soul rest in peace.”*** - Brother S.S. Khan, General Secretary, Maritime Union of India

***“My wife and I would like to express our deepest and sincere condolences over the demise of our favourite brother, Mr Kumaran Kunjoo. Mr Kumaran’s demise is a great loss to seafaring community at large and all who have benefited from his professional and excellent counsel. He was a soft spoken, kind hearted gentleman in and outside of the union, a true brother to me and my family. I have enjoyed many years of great friendship since 1987. We shall miss him dearly. We wish the late Mr Kumaran peace as he rests for eternity and comfort during this period of grief.”*** - Fooard Zosopari, SMOU member

***“I am sorry to have lost such a good man. I knew him since I joined the seafarer mission and he has offered me help and advice in many ways.”*** - David See, International Lutheran Seafarers' Mission Singapore

# 24/7 ONLINE SERVICE FOR SMOU MEMBERS

Launched in September, every SMOU member will now be able to perform transactions online!

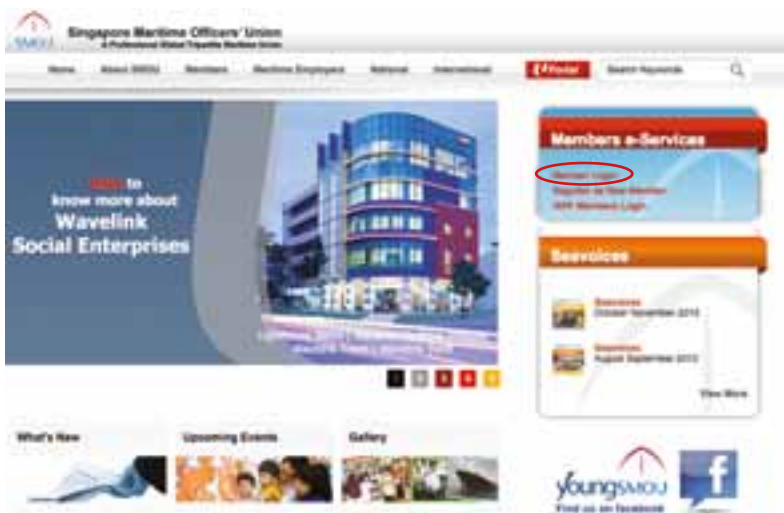
The registration is a one time application process. The range of services includes e booking for chalets, golf cards and events, member particulars updating, you can also renew your membership subscription fees online!

This e-Service, the first of its kind for a local maritime union, is made available to all SMOU members, 24/7, as long as they sign up to activate their online account. Sign up today in 3 easy steps!

## Step 1

Under Member e-Services, go to Member Login

\* Those who are not yet a member, click on Register as New Member



## Step 2

Click on Register as an E-Services User



## Step 3

Fill in the required fields. Check the box after reading and understanding the terms and conditions. Click submit.



You will receive an acknowledgement for successful sign up.

Check your email for the URL to click to activate your account.

Upon clicking on the URL, follow the steps to successfully complete your application.



***"It's so convenient. There is no longer a need to head down to the union's office to book the golf card."***  
 Mr Benny Quek Siu Siong,  
 SMOU member  
 for 26 years



***"I welcome this convenient and user-friendly feature."***  
 Mr Henry Chang Weng Tat,  
 SMOU member  
 for 8 years



***"In providing such a convenient and time-saving facility, the union shows us that it has the members' convenience in mind."***  
 Mr Cheng Soo Soon,  
 SMOU member  
 for 4 years



Sign up as an SMOU online E-services user now!

# A BRAND NEW GOLF EXPERIENCE



Fifty two avid golfers were treated to a new experience at this year's SMOU Golf League. For the first time, the tournament took place at the Sembawang Country Club golf course which boasts of a newly renovated course.

After the 18 holes play-off, the winners were declared with first place going to Soo Kam Tatt; second to Shaik Esmail Sahib; and third, Phuah Cheng Kuei. At the cocktail reception and dinner, members made a beeline to sign up for SMOU's latest benefit, the Members e-Services. Members who play golf regularly can now use the Members e-Services to book their golf cards, renew or sign up for their golf membership online. Refer to Pg 22 '24/7 Online Services for SMOU Members' for more details.

## FAMILY CONNECTION AND CELEBRATION

Fun games, good food and engaging entertainment – these and more went into the making of the splendid SMOU Family Connection Festive Celebration held on 26 October. More than 80 members and their loved ones played, ate and partied through the night of eventful happenings. Many took the chance to sign up for the e-service, the latest SMOU membership initiative.



# SENIORS TRAVEL TO VIETNAM



Celebration of Senior Citizen Week saw SMOU organising its first trip to Ho Chi Minh City. Held from 5 to 8 October, 33 senior members from SMOU and their families visited a place rich in history and culture. The sights, sounds and smells of Ho Chi Minh City awaited the entourage as they visited main attractions such as the Cu Chi tunnels, Central Post Office, and Ben Thanh Market. Most members signed up for an optional day trip to the Mekong Delta, where they took a sampan to the islands, visited a coconut candy factory, sampled honey and local fruits. Members had such a great experience they are looking forward to their next trip.



*"My wife and I enjoyed the optional trip to the Mekong Delta. It was very interesting to explore the local villages and see an authentic way of life."*

- Mr Lawrence Chow

## SMOU BOWLERS SHINE

SMOU bowlers proved their prowess in the lanes and struck gold in the Doubles event with Henry Chang and Vijayachelvan Silva Raju, with a total pin fall of 1,167. In the All Event 1st Division, another SMOU bowler, Yeow Meng Heng, won second place.

The event is part of the U Games 2013/2014, which is a series of inter-union games in a whole year where teams represent their Unions to compete in a variety of sports. This year the bowling competition was held at the Orchid Country Club.



Representing SMOU were from L-R Mr Henry Chang, Mr Sakchai Sangrung, Mr Yeow Meng Heng, Ms Angela Tan, Mr Vijayachelvan Silva Raju and Mr Benny Quek.

# TRUE SUPPORT FOR CHILDREN'S EDUCATION



More than \$1.4m worth of bursaries and scholarships have been presented by SMOU to more than 3,300 students since 1982. The commitment to the members' children's education was once again demonstrated this year when the Union gave \$27,550 awards to 61 recipients; with Wavelink sponsoring the book awards.

**SMOU member Mr Abdul Rahmat Bin Mohammad Salleh's children received the SMOU bursary award. Mr Abdul Rahmat highlighted that "books these days are expensive so the bursary award helps."**



*Guest-of-Honour Mr Alex Yam addressing the recipients and their families.*





Capt Cheong Kwee Thiam has been a member for 22 years and has four children; his two elder ones received Wavelink Book Awards this year. His elder daughter shared: "The award encouraged me to study hard and go on to University. I hope to study accountancy." Captain Cheong's children have been receiving awards since 2008. He pointed out: "I don't think it is the amount of money they receive that matters. The award is a motivation given by SMOU."

At the presentation on 14 September, SMOU General Secretary Ms Mary Liew spoke about how important it was to witness the lives of young people, our members' children, change and be impacted by the bursaries and scholarships awarded to them. She thanked the parents for all their years of support to SMOU and more importantly, the support they had for their children.

Continuing with the same theme of support, Guest-of-Honour Mr Alex Yam, MP for Chua Chu Kang GRC, spoke movingly about a son with a doctorate degree learning to appreciate his mother who was a dishwasher at a local coffee shop. Mr Yam went on to ask the children to hug their parents in thanks and appreciation. It was a deeply touching moment indeed.



SMOU GS Ms Mary Liew together with Mr Daryl Tan Khai Cher, SMOU member for 34 years, and his family.



Children embracing their parents in deep appreciation.

# TWO SMOU SCHOLARS FOLLOW THEIR FATHER'S FOOTSTEPS



SMOU General Secretary Ms Mary Liew and Emeritus General Secretary Mr Thomas Tay presenting the MaritimeONE scholarships to Siti and Yee Heen.

As a child, Mr Boey Yi Heen would join his marine engineer father, Mr Boey Soon Chiu, SMOU member for 30 years, to numerous SMOU events. The seed to follow his dad's footsteps was planted.

Not only is Yi Heen pursuing Bachelor of Science (Hons) in Maritime Studies at Nanyang Technological University, he recently received the MaritimeOne Scholarship sponsored by SMOU.

"My father has strong ties with SMOU. I have benefited from the union events and as such, I decided that I wanted to give back and contribute to SMOU," he shared.

With the scholarship, Yi Heen can be financially independent. In his third year of studies, he will be travelling to Oslo, Norway for a semester-long exchange programme. **"Receiving this scholarship was a milestone in my life. What a great sense of achievement!"** he said.



Also living out her dream is Ms Siti Khaliesah Binte Mansor whose long-harbour aspiration of studying overseas is fulfilled when she too received the SMOU sponsored MaritimeOne scholarship.

Siti, making her ship engineer father, Mr Mansor Bin Marzuki, SMOU member for 4 years proud, will be undertaking a rigorous Bachelor of Science (Hons) programme in Maritime Business and Maritime Law in the UK at Plymouth University.

**"I can't believe it! I didn't think that I would have this opportunity to study overseas,"** she pointed out. She would not have been able to afford to study in the UK if not for the award.



**"We hope to see more young people, especially the children of our SMOU members, pursuing their careers in the maritime industry. By offering the students scholarships, we are living out our conviction and putting our words into action,"** - Ms Mary Liew, SMOU General Secretary

It was indeed an exceptional year for the MaritimeONE Scholarship awards. A record high of 42 scholarships were awarded by Maritime Outreach Network; 10 were presented by the Tripartite Maritime Scholarship Scheme. The total value of the scholarships hit \$1.7 million.

# BUILDING TEAMWORK THROUGH FUN



*Young SMOU all ready for the Laser Combat!*

They dodged fire; took shots at their 'opponents' and strategised an effective game plan - 35 Young SMOU members did these and more to stay 'alive' in the Laser Combat mission.



The team building activity, held on 26 September at the Wavelink Building and Focus Adventure, created a fun avenue for young SMOU members to build a resilient team spirit and polish their leadership skills.

The day kicked off with an inspiring speech by SMOU Emeritus General Secretary Mr Thomas Tay who urged the young men to pursue their maritime dream with perseverance and passion.

After a filling lunch at the Lighthouse Bistro, they then set off for their laser combat mission. Many enjoyed the team building game which allowed them to pit their skills against each other and the group became more closely knit after the game.



*SMOU EGS Mr Thomas Tay addressing the cadets prior to the event.*

Till the next exciting YSMOU outing!

# RENEWAL OF YOUR MEMBERSHIP FEES FOR 2014



**Renew your SMOU membership today and receive an Electric Lunch Box or OTO Humidifier.**



- The collection period starts 5 December 2013 and while stocks last.
- Kindly collect your renewal gift at the SMOU One Stop Service Centre.
- SMOU reserves the rights to substitute any item without prior notice.
- Photos are for illustration purposes only.

## COMING UP IN 2014...

### MARCH SCHOOL HOLIDAYS

A time of great fun and family time awaits when you sign up for SMOU's March holiday trip!

**Stay tuned for more details!**

### FAMILY CONNECTION

Let's get together at the **SMOU Family Connection!**  
A fun filled family gathering with food, games and activities for everyone.



Receive news of our latest events!  
Update your email address with us

**[booking@smou.org.sg](mailto:booking@smou.org.sg)**

For more information, visit us at

**[www.smou.org.sg](http://www.smou.org.sg)**

# OUR VISION

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



## Subsidiary Companies and Business Divisions



# HAVE YOU COLLECTED YOUR SPF?

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

With effect from 1 October 2012, the 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.

## Salient Points on SPF Balance Withdrawals:

### Submission Period

Seven years with effect from 1 January 2013 to 1 December 2019.

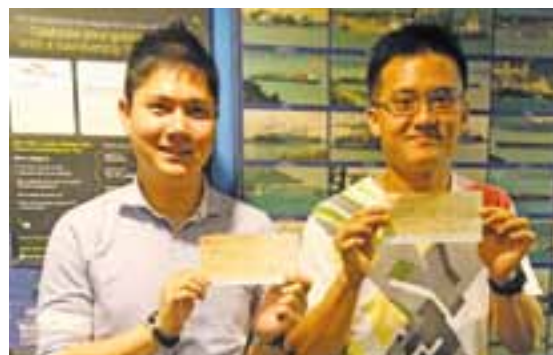
### Submission Requirements

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

1. Duly completed Withdrawal Form (can be downloaded from [www.ispf.org.sg](http://www.ispf.org.sg))
2. Copy of NRIC/Passport (both old and new ones)
3. Copy of Seaman Log Book(s)
4. Indicate mode of payment as:
  - "Cheque" for personal collection by members who are based in Singapore.
  - or
  - "Telegraphic Transfer" for members who are based overseas. It is compulsory to provide a copy of the Bank Book/Statement, clearly showing the name of the bank, member's name and member's bank account number.
5. Provide the Swift Code of the overseas Bank for payment via Telegraphic Transfer.
6. Provide additional documents like Birth/Death/ Marriage Certificate if payout is to be made in the name of the nominee/beneficiary.

### Additional Information

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.




SMOU members Mr Chin Yi Cong and Mr Ong Zi Heng receiving their cheques.


No. of Members Paid	Amount Paid (S\$)
1,666	\$3,652,726

### Submission channels

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

 **Email:** [spf@wavelink.com.sg](mailto:spf@wavelink.com.sg)

 **Fax:** +65 6339 5436

 **Post:** Wavelink Thrift Pte Ltd  
75 Jellicoe Road #02-01  
Wavelink Building Singapore 208738

### Contact Details

SPF Administrator email: [spf@wavelink.com.sg](mailto:spf@wavelink.com.sg)

# TRAINING CALENDAR

## December 2013 - February 2014

Course Title	Date	Duration	Course Fee	Course Title	Date	Duration	Course Fee
<b>MPA Mandatory Courses</b>							
Pilotage Exemption (Large Vessel) Course & Assessment	On Demand	5 Hrs	\$2808.75	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				
<b>Maritime Courses</b>							
Maritime Resource Management Course (MRM)**	7 - 9 Dec 19 - 21 Feb	3 Days	\$909.50	IMO Model Course 1.27 - Operational Use of ECDIS**	12 - 16 Dec	5 Days	\$1,016.50
Ship Simulator and Bridge Teamwork (BTM)	9 - 11 Dec 21 - 23 Feb	3 Days	\$1,070.00	IMO Model Course 3.19 - Ship Security Officer (SSO)**	21 - 22 Jan	2 Days	\$642.00
Maritime Resource & Bridge Team Management Course (MRM & BTM)	7 - 11 Dec 19 - 23 Feb	5 Days	\$1,605.00	IMO Model Course 3.20 - Company Security Officer (CSO)**	21 - 23 Jan	3 Days	\$963.00
Shiphandling Course	On Demand	3 Days	\$1,284.00	IMO Model Course 3.21 - Port Facility Security Officer (PFSO)**	10 - 12 Dec 18 - 20 Feb	3 Days	\$963.00
Ship Safety Officer Course	19 - 20 Dec	2 Days	\$642.00	ISM & ISPS Internal Auditor**	14 - 16 Jan	3 Days	\$1,284.00
Senior Officers Leadership Assessment Program (SOLAP)	17 - 19 Dec 22 - 24 Feb	3 Days	\$2,675.00	ISM Internal Auditor **	14 - 15 Jan	2 Days	\$695.50
				ISPS Internal Auditor **	15 - 16 Jan	2 Days	\$856.00
<b>Maritime Introductory Courses</b>							
Proficiency in Security Awareness (SAT)	On Demand	0.5 Day	\$160.50	Designated Person Ashore (DPA) Training Course	17 - 18 Dec 25 - 26 Feb	2 Days	\$749.00
Familiarisation on Operational Use of ECDIS	12 - 13 Dec 17 - 18 Feb	2 Days	\$535.00	Maritime Labour Convention, 2006 Awareness Program (MLC)**	27 Feb	1 Day	\$321.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85
Proficiency in Designated Security Duties (SDSD)	5 Dec 27 Jan	1 Day	\$256.80	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](http://www.wavelink.com.sg/wmi)



**For registration or enquiries, please contact:**  
**Mr Anthony Loh**  
 Tel: (65) 6390 1648  
 Fax: (65) 6295 1121  
 Email: [courses@wavelink.com.sg](mailto: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](mailto:kevin@wavelink.com.sg)

# SURABAYA CADETSPLUS GRADUATES CELEBRATE



*The Surabaya CadetsPlus 2013 Graduation Ceremony was celebrated in style with a dinner, presentation of awards, performances and lucky draw, at the Singgasana Hotel.*

CadetsPlus graduations are special occasions for Wavelink Maritime International (WMI) and Singapore Maritime Officers' Union (SMOU) for many reasons. For one, it marks the successful completion of a four-week rigorous training for cadets to prepare them for their journey of becoming international seafaring officers. A boost of confidence is all they need for their first job at sea. That's what CadetsPlus Programme is all about – preparing young cadets to 'sail' through their jobs more smoothly.

The recently concluded CadetsPlus training held in Surabaya, yielded its third crop of cadets since the programme found its way into Indonesia in 2011. Held at the Surabaya Merchant Marine Polytechnics (formerly known as BP2IP), Indonesia from 14 August to 5 September 2013, the CadetsPlus programme climaxed in a Graduation Ceremony and Dinner on 4 Sep 2013 at the Singgasana Hotel.

It was a memorable night for 29 deck and engine cadets from various shipping companies as they took turns to receive their certificates of attendance. Three cadets who stood out in their learning attitudes, enthusiasm and leadership qualities deserved special mention. They were presented with the Best Deck Cadet, Best Engine Cadet and Most Outstanding Cadet Awards.

The graduation ceremony was witnessed by VIPs and guests among whom were, Capt Rudiana, M M, Director of POLTEKPEL Surabaya and his management team; Mr Nathanael Leong and Ms Nur Azizah Meriska of Maersk Line Ship Management; Mr Abdul Hamid of PACC Container Line; Ms Dwi Puspasari of Thome Ship Management; and Mr Tan Kwang Keng from WMI.

Thanks to SMOU for initiating the CadetsPlus programme into Indonesia, through its partnership with WMI and the shipping employers, the cadets can gear themselves up for a smoother integration and transition to work onboard shipping companies that have signed Collective Bargaining Agreements (CBA) with SMOU. The seafarers, trained and transformed by the CadetsPlus programme, will now go on to represent their country onboard ships, bringing home prestige from international waters.

# LIGHTHOUSE BISTRO CELEBRATES PERFECT 10!

On 10 October, Lighthouse celebrated its 10th Anniversary with its loyal customers and friends. For 10 years, Lighthouse Bistro has been serving guests who walked through its doors with innovative fusion cuisine at affordable prices. It has often been known to be a haven for stranded seafarers, senior citizens and the less fortunate; the venue for many a festive occasion for SMOU members and the community; a great place to hang out with family and friends. No wonder some call it the crown jewel of Lavender! Over the last year, Lighthouse Bistro has introduced \$10 dishes in conjunction with the 10th Anniversary celebration.



*Mr Tan Geh Ting, Operating Director, together with the staff of Lighthouse Bistro celebrating the moment!*

For its big bash, Lighthouse Bistro served up special dishes at just \$10. There were prizes galore for lucky draw, free flow of kacang puteh, instant photo booth and many more fun giveaways for children. The celebratory mood was made all the more special with the presence of SMOU President Captain Robin Foo, General Secretary Ms Mary Liew and Emeritus General Secretary Mr Thomas Tay.



**All in all, a 10/10 date to remember!**



***"I am a regular customer at Lighthouse Bistro. I keep coming back because of the reasonable price and value for money meals. It's a nice place to relax, chit chat and catch up with my friends. To top it all, the location is quite near my office!"***  
Ms Emily Chee

***"I find Lighthouse Bistro very homely and the service overall is very prompt and excellent! I enjoyed my time at Lighthouse Bistro."***  
Mr Andrew Sin

***"I come regularly to Lighthouse Bistro because of the good food and good service! Happy birthday Lighthouse Bistro!"***  
Ms Gloria Er

# Lighthouse *cooks up* **SEASONAL SPECIALS**



## *December* **HEATS UP** Roast Chicken with Raisin Butter Rice

The classic roast chicken may be very familiar to many, but don't let this roasted poultry dish fool you. This roasted chicken makes those who eat it go silent. The raisin butter rice goes very well with the chicken and has that buttery and sweet fruity taste that is very appetising. It really packs a punch of flavours leaving no traces of leftovers!

## *January* **NEW YEAR FEAST** Prosperity Salmon

We usher in wealth and prosperity with a new twist on a classic fish dish. Delicious golden fried salmon is paired with a tangy, sweet sauce peppered with fragrant mandarin orange as a secret ingredient. The salmon is well seasoned to taste with a crispy exterior and soft interior. The fish is served with fluffy white rice ensuring a mouth watering and satisfying meal for all during this festive season.



75 Jellicoe Road Wavelink Building #01-00 Singapore 208738

Tel: +65 6390 1699 Fax: +65 6291 0700  
Email: [enquiries@lighthousebistro.com.sg](mailto:enquiries@lighthousebistro.com.sg)

Operating Hours: 11.30am – 10.00pm  
(Last order at 9pm, except on Sundays and Public Holidays)

10 percent service charge applies