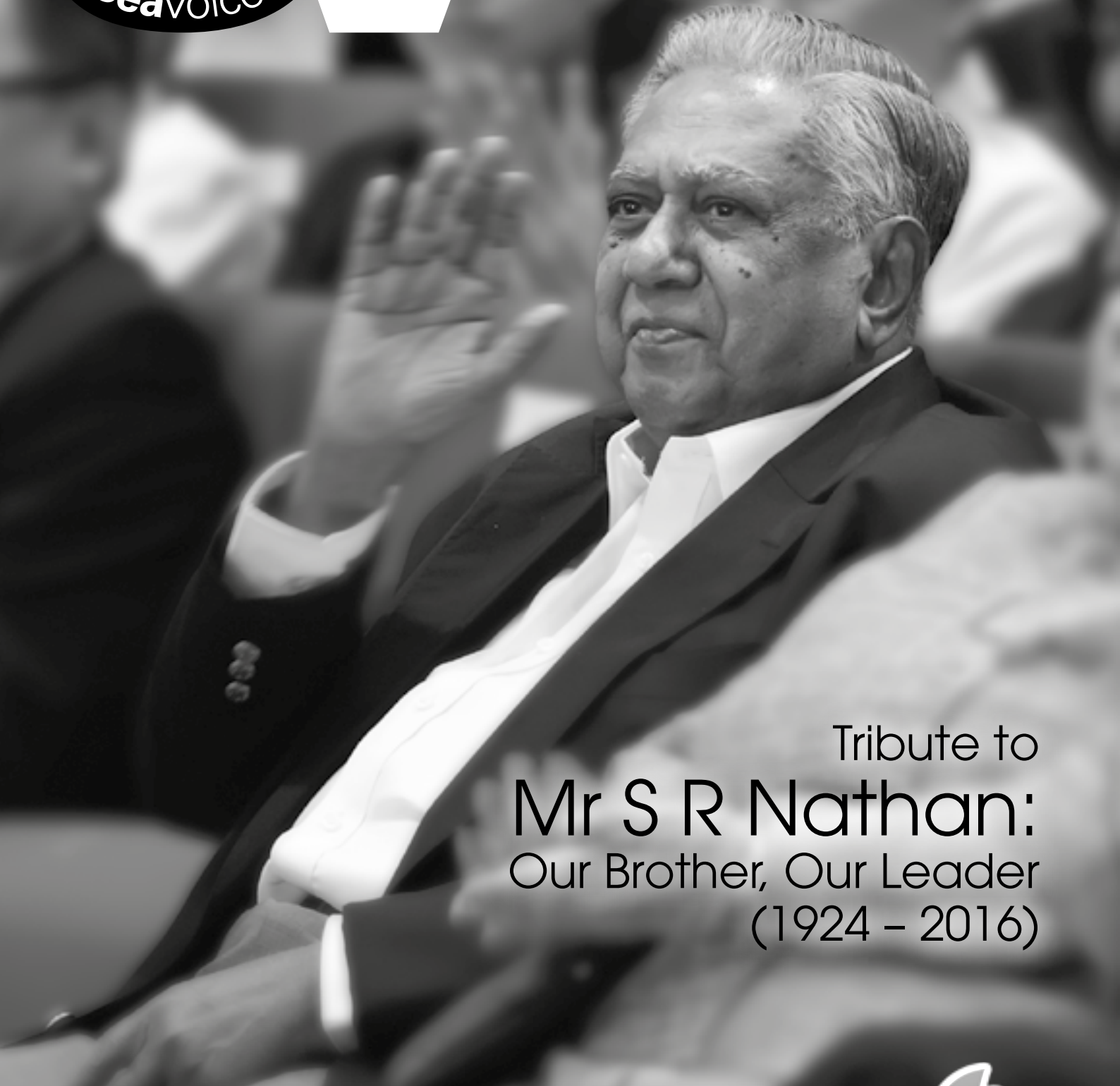




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2016



Tribute to
Mr S R Nathan:
Our Brother, Our Leader
(1924 – 2016)

A CHAMPION'S
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What it should have been

In the Aug-Sep 2016 issue of Seavoices, it was reported on page 22 that Capt Aplasca Ramon Denosta was from PACC Offshore Services Holdings Pte Ltd. He was actually from PACC Ship Managers Pte Ltd.

Photo Credit: NTUC Resource Centre

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A Champion's Demise



Singapore plunged into mourning at the passing of Mr S R Nathan, Singapore's sixth and longest serving President. The former President, who played an instrumental role in modernising the Labour Movement, passed away at the age of 92 on 22 August.

On 25 August, a team of about 700 union delegates from the Labour Movement led by NTUC Secretary-General (SG) Chan Chun Sing and NTUC President and SMOU General Secretary Mary Liew paid their respects to the great man. The team included some 30 SMOU representatives such as President Capt Robin Foo, Emeritus General Secretary Thomas Tay, Treasurer Tan Hung Tat, Assistant Treasurer Ismail Ahamad, Executive Committee member Pachan Pillai Sasidharan, some Tripartite Engineering Training Award (TETA) cadets and staff.

Tributes to Mr Nathan underscored his commitment to Singapore's multiculturalism and his work for the Labour Movement. He showed

union leaders what it meant to be a responsible Labour Movement that prized cooperation over confrontation and tripartism over self-interest, SG Chan and Ms Liew said in a letter penned to his wife Urmila Nandey.

Mr Nathan's contributions stemmed from a deep-rooted sense of duty to the country and his fellow men. Starting off as a medical social worker in 1955, he became a seamen's welfare officer for the former national maritime

authority, the Seamen's Registry Board, a year later. In 1962, he was seconded as a government officer to NTUC's Labour Research Unit and proactively negotiated for the rights of the workers.

Despite his high position, Mr Nathan remained humble and grounded. SG Chan recalled how the late President personally shared his experiences and wisdom with him, back when he first took up the reins at NTUC.

“Mr Nathan was always there by our side through trials and tribulations,” SG Chan said. **“Although he juggled many portfolios during his long career, his heart has always been with the Labour Movement and all that it stands for.”**

Ms Liew also had fond memories of the affable leader. **“We were very honoured to have met Brother Nathan at the dialogue recently in May. He was a Great Man, a Statesman and more importantly, a Brother to all fellow Unionists who held the Labour Movement close and indispensable to his heart. We will miss him dearly.”**



Lessons in Leadership from Mr S R Nathan

On the Labour Movement...

“The trade union movement showed me that you didn't have to be a highly qualified person so long as you had common sense and an ability to argue your case. Normally, you are the subordinate, so you wouldn't challenge your employer. But in the Labour Movement, you went to the table and talked to employers. That gave you confidence.”

On His Stint as a Seamen's Welfare Officer...

“It was a challenging job as I had to deal with seamen from various ethnic groups. You had to listen attentively (and) devise ways of solving their problems. Seamen were at the mercy of some pretty uncaring captains; long hours were the order of the day. I felt deeply for the seafarers who turned to me for help.”

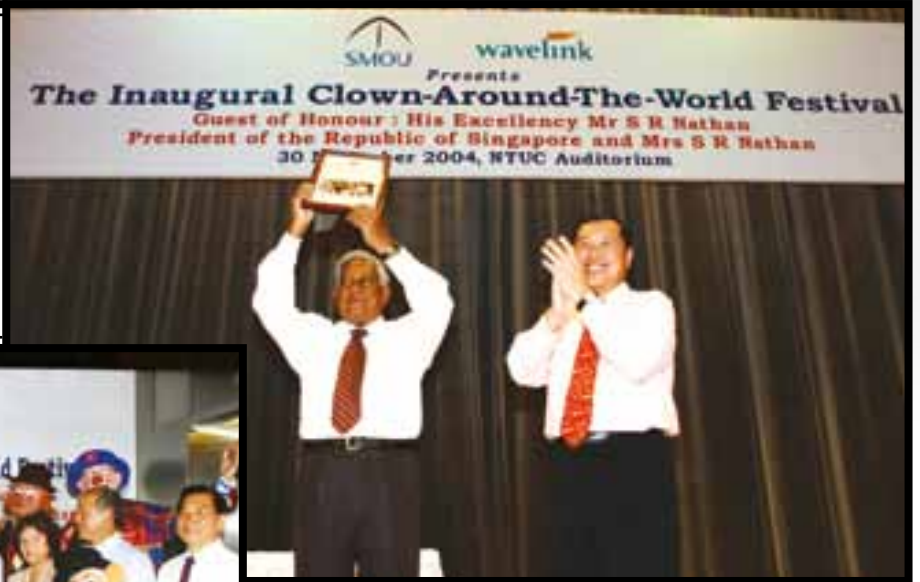


Photo Credit: NTUC Resource Centre

Looking Back in Time



Mr Nathan was the Guest-of-Honour at the inaugural Clown-Around-The-World Festival on 30 November 2004. Jointly organised by SMOU and Wavelink, the festival helped to raise funds for five beneficiaries – Education Trust Fund, Faith Acts, Round Box, Singapore After-Care Association and Tampines Family Service Centre.



Mr Nathan with SMOU officials at the NTUC Centre on 19 May 2016, where he was invited to share his stories on establishing the foundations of NTUC in the 60s and his views on the future of the Labour Movement.



Photo Credit: NTUC Resource Centre

On 15 August 1999, Mr Nathan attended a Charity Golf Dinner co-organised by SMOU and Singapore Organisation of Seamen, in his capacity as an old friend of the maritime trade. Besides reminiscing about his past as a Seamen's Welfare and Industrial Relations Officer with the crowd, he also presented a \$100,000 cheque on behalf of both unions to the Maritime and Port Authority of Singapore (MPA) for the Singapore Stranded Seafarers' Fund.

'Our People's Leader': The Labour Movement Remembers Mr S R Nathan



“ *As one of the pioneer generation who lived through Singapore's most tumultuous period, Mr Nathan witnessed many of the key events that shaped our nation. In the Labour Research Unit, he worked closely with the Secretary-General Devan Nair to prevent the communists from taking over the union movement and together, they established the NTUC. Without people like Mr Nathan and Mr Devan Nair and their comrades on the ground countering the left-wing activists, Singapore's history would have taken a very different turn.*

■ Prime Minister Lee Hsien Loong

“ *Mr Nathan was known for his compassion for the needy. He championed many social causes that have impacted countless lives, such as the President's Challenge, a yearly campaign that raises funds for charity, and the President's Star Charity show. The spirit of public service that he has nurtured in others will touch future generations.*

■ SMOU Treasurer Tan Hung Tat



“ *As a seamen's welfare officer in the Singapore civil service back in 1956, Brother Nathan's role was vital towards improving the working conditions, welfare, safety and training of Singaporean seafarers. When seafarers need a listening ear, the welfare officer is often the go-to person as well. During his stint, he was very caring, down-to-earth and always willing to lend a helping hand. I believe he played an instrumental part in contributing to the comprehensive measures we have today to ensure the safety of Singaporean seamen. On behalf of all the seafarers, we thank him for his selfless contributions.*

■ SMOU Emeritus GS Thomas Tay

“ *During his time as Seamen's Welfare Officer, and later as Chairman of the Seamen's Registry Board, Mr Nathan was very much involved in initiatives promoting the welfare of Singapore's seamen; he was my brother's keeper, he did not walk by on the other side. He will be held up as a powerful example of using one's gifts for the greater good, and greatly missed as a leader and as a person, but his legacy will live on for many years to come.*

■ International Transport Workers' Federation (ITF) General Secretary Stephen Cotton

“ *Without President Nathan's help in putting me to sea with Shell Tankers as a Deck Cadet in early January 1963, I would not be what I am now. Mr Nathan was then the Seamen's Welfare Officer.*

■ Former Singapore Maritime Academy lecturer Captain Ibrahim Abdul Karim



PM Lee National Day Message

Journeying Towards Greater Unity

Prime Minister Lee Hsien Loong's National Day Message 2016 called for Singaporeans to stand united as one. Seavoice presents excerpts from his message.

Singapore Today

“Last year, in SG50, we celebrated how far we had come. But we did not start out as “one people”. Never forget how rare and precious this harmony is, how much courage and toil went into creating it, and how much effort it takes to sustain this miracle.”

Upcoming Challenges

“First, we have a harmonious multi-racial society, but extremist terrorism can tear our society apart. If a terrorist attack were to occur here, will we stand together, or will we fall apart?”

Second, economic growth has benefitted us all, but our economy is at a turning point. Globalisation and technological change are disrupting our work and our way of life. Entire industries are being forced to innovate or perish. Our workers worry about their jobs. Can we continue to progress together, and share widely the fruits of growth?

Third, our political system has thus far delivered good government, stability and progress. But our society is changing, and our unity will come under new strains. How do we make sure Singapore continues to have clean and constructive politics, and effective and stable government?”

Our Strength as a Nation

“Can Singapore resist these forces? I believe that we can.

With terrorism, we acknowledge the threat honestly. We stand together, and strengthen trust in our multi-religious society.

We are investing in every Singaporean. We are expanding and upgrading preschools, to give every child a good start in life. Our schools cater to different talents so that every student can realise his potential and dreams. SkillsFuture will help everyone to upgrade themselves and master valuable new skills. We support companies' efforts to transform themselves, and to innovate through R&D, so that we can create new jobs in a changing world economy.

Finally, we are keeping our politics constructive and updating our political system. The Constitutional Commission is studying improvements to the elected Presidency, to make it a more effective unifying institution and a stabiliser.”

Staying United

“This year, many Singaporeans have participated in SGfuture and launched projects to make Singapore better – to become a more caring community, to encourage one another to learn and share skills, to build a cleaner and smarter home. These projects all reflect the spirit of service, the willingness to commit time and energy to make a better home for all.

This is what unity means. It's the iron resolve to hold together, despite the challenges, despite the sacrifices we have to make. It was our forefathers' determination to be “one united people, regardless of race, language or religion” that drove them to transform Singapore over the last 50 years. This same resolve will carry us through the next 50.”



National Day Rally

Adaptability a Key Factor for Singapore's Survival

This year's National Day Rally (NDR) speech, delivered by Prime Minister (PM) Lee Hsien Loong at the Institute of Technical Education (ITE) College Central on 21 August, had the crowd listening with rapt attention. PM Lee outlined several significant factors that would affect Singapore's economy and future, such as the workforce being revolutionised by technology and the impending threat of terrorism. The defining challenge faced in this era is disruption caused by these changes, he said. And Singapore can choose to either resist or adjust to them accordingly. Below are snippets of PM Lee's message.

On the economy

Things are changing fast. Every industry is disrupted, but every industry is disrupted differently. The Economic Development Board (EDB), SPRING Singapore, Infocomm Development Authority (IDA) and International Enterprise Singapore (IE Singapore) will work with these industries one by one to help the companies use new technologies and invest in skills.

At the same time we also need an overall strategy to be able to spot where changes are coming from and to keep our economy growing. This is so that our companies can be resilient and keep on finding new ways to do business. And we have to prepare our workers to do good, different, new jobs during their lives.

On political strength

As a small country, we need a network of friends. Upholding international law and the peaceful settlement of disputes is a vital interest for a small country like Singapore. When we have disputes with other countries, that is how we settle them. Singapore must support and strive for a rules-based international order. We cannot afford to have international relations work on the basis that might is right.

We cooperate with other countries but we make our own calculations, and that is what makes us credible, consistent, reliable and valuable to ASEAN partners; to the powers – America, China and Europe.

On terrorism

The terrorist groups are active all around us in Southeast Asia. It is not just an external threat around us; it is a domestic issue because Singaporeans are not uniquely immune to jihadist propaganda.

One big plus which Singapore has is that our religious and community leaders have taken courageous stands. They condemn terrorist attacks and refute extremist views. They lead by example and guide their communities to stand together.

They also understand that ours is a multiracial society. There has to be give and take. Each community has to engage and understand each other. It must not segregate itself from other communities.

We have diplomats, security forces, Home Team and Singapore Armed Forces (SAF) doing good work but they alone cannot guarantee our security and safety or hold us together. Each of us

have to do our part by understanding our national interests, supporting Singapore in our relations with other countries, preparing ourselves to deal with terrorism, and standing together before and after an attack.

On our future

There is much to look forward to and we must aim high. But the intangibles are even more important. Will we be stronger as one people? Will the Singapore Spirit grow? That depends on how we respond to the challenges and crises that will come our way. SG50 strengthened our sense of nationhood and togetherness. We grieved together at Mr Lee Kuan Yew's passing. At the SEA Games and the Asian Para Games, we cheered Team Singapore on. At the SG50 National Day Parade, we celebrated how far we had come as One People, One Nation. After such highs, we might think, can things get any better after SG50? The answer is a resounding 'Yes'.

What I would like to have is that we be blessed with a 'divine discontent' – always not quite satisfied with what we have, always driven to do better. At the same time, we have the wisdom to count our blessings so that we know how precious Singapore is and we know how to enjoy it and to protect it.



Photo Credit: Ministry of Communications and Information

NTUC Organises First Unusual Labour Movement's NDOC

In line with the Labour Movement's plan to adapt to the ever-changing needs of the workforce by expanding its network of affiliated organisations, about 2,000 representatives from U Associates, U SME (Small and Medium Enterprises) partners, U FSE (Freelancers and Self-employed) partners and other tripartite companies and unions joined the Unusual Labour Movement's National Day Observance Ceremony (NDOC) 2016 for the first time.

Organised by NTUC on 16 August, the event hall at Big Box was a sea of red and white as the Labour Movement took the pledge and sang popular National Day songs to celebrate Singapore's 51st birthday. Highlighting the progress and influence of the Labour Movement, NTUC Secretary-General Chan Chun Sing and NTUC President Mary Liew urged the participants to establish strong relations with each other.

Twenty-four booths set up by NTUC Membership network partners and various affiliates such as NTUC's e2i (Employment and Employability Institute) provided ample opportunities for the participants to explore potential collaborations. One example was the successful agreement between U SME and U Associates to run workshops that were beneficial to the businesses.



“ *Each and every single one of you contributes to the strength of our Unusual Labour Movement. As part of the family, we want you, your workers and companies to grow and benefit from our network.* ”

► NTUC President Mary Liew





Maritime Partners Unite to Celebrate

Patriotism ran strong and deep at the NTUC Maritime Cluster National Day Observance Ceremony held on 1 August at the PSA Club.

In a cohesive demonstration of unity and national spirit, some 40 attendees comprising Union leaders and tripartite affiliates from the maritime sector recited the pledge, sang the National Anthem and popular National Day Parade songs.

This was following a dialogue session with Guest-Of-Honour and Senior Minister of State for Foreign Affairs and Transport Josephine Teo. SMOU

General Secretary Mary Liew, Maritime and Port Authority of Singapore (MPA) Chief Executive (CE) Andrew Tan, MPA Assistant CE (Operations) Capt M Segar, and Singapore Port Workers' Union (SPWU) General Secretary Arasu Duraisamy made up the rest of the panellists.

Emphasising on the significance of preparing for the future, Mr Tan charted the transformation of Singapore's maritime sector and outlined future trends for the industry in his presentation to the tripartite representatives.



Maritime and Port Authority of Singapore Chief Executive Andrew Tan.



A Deeper Look into the Maritime Industry

Following his graduation from the Tripartite Nautical Training Award (TNTA) programme, Mr Thianarasu Sannasi continued his seafaring journey and is currently a 2nd Officer at Pacific International Lines (PIL) Pte Ltd.

He spoke about his life-changing experience at the Maritime Singapore Connect (MSC) Maritime Insights Forum, where he was a panellist. He also shared stories of his life at sea, his journey to become an officer, and how he hopes that more Singaporeans will be inspired to pursue this seafaring career. The forum reinforces the message that there are multiple pathways to achieve a rewarding career in the maritime industry.

Organised by the MSC Office on 8 July at the PSA building, the forum focused on boosting the strength of Singapore's maritime workforce so as to support the country's growth as a premier global hub port. Part of the agenda included a dialogue session with maritime professionals and a tour around the world's largest transshipment hub, Pasir Panjang Port Terminal.

The MSC Office, a SkillsFuture Initiative by Maritime and Port Authority of Singapore (MPA) that was formed in 2016 under the Singapore Maritime Foundation (SMF), seeks to provide locals with education and training opportunities by establishing contact between jobseekers and maritime companies.

► Thianarasu answering questions posed to him during the forum.



Singapore Maritime Foundation Executive Director David Chin (in tie) and the other panellists.



Building Families through Family Fun Fiesta

NTUC Club sponsored three runs of the Family Fun Fiesta to reach out to 10,000 of our members so that they can spend a day of fun at Downtown East with their families.

At the launch of Family Fun Fiesta or F³ (F-Cube), previously known as the Family Recreation & Fun Carnival, on 17 July at Downtown East D’Marquee, NTUC President Mary Liew pointed out that the NTUC Club’s sponsorship brings the NTUC-U Care Fund one step closer to meeting the fundraising target of \$10.5 million this year.

“Since its inception, NTUC Club has remained committed to provide affordable recreational facilities to all our union members, so as to help strengthen family bonding, achieve greater work-life balance and improve well-being,” said Ms Liew.

As part of the festivities, each family received a recreational package containing admission tickets to water-theme park Wild Wild Wet and indoor playground eXplorerkid, vouchers and a lucky draw coupon.



▲ NTUC President Mary Liew seen here with Assistant General Secretary Zainal Sapari and a family at the Family Fun Fiesta photobooth corner.

Putting Their Best Foot Forward

The National Day Parade (NDP) was months away, but the NTUC contingent weren’t taking any chances. Since April, the NTUC contingent determinedly went through hours of training every Saturday as a lead up to the National Day, so that they could deliver a flawless performance on Singapore’s 51st birthday.

During their weekly practices, NTUC President Mary Liew visited the 37 contingent members from 20 unions and one partner company to offer words of encouragement and support. She commended them for their hard work, adding that they have done the country proud.

This is NTUC’s 50th year in the NDP, which it has been participating in since 1966.

“ It’s been so encouraging to see our members on the ground volunteering to be part of the NTUC contingent, with some doing this faithfully for many years. Their enthusiasm shows their commitment towards nation-building and their zeal for the Labour Movement. ”

▲ NTUC President Mary Liew



Discussing Singapore's Development

The post National Day Rally (NDR) Dialogue session with NTUC Secretary-General (SG) Chan Chun Sing took place at the NTUC Centre on 25 August, three days after Prime Minister Lee Hsien Loong's NDR speech.

With delegates from SMOU and various NTUC-affiliated unions in attendance, the evening session facilitated by SG

Chan served as an interactive platform for the sharing of ideas on how to work together to build a better Singapore for all. Other issues discussed were the need to stay vigilant in the face of terrorism threats, a sense of unity among Singaporeans and the roles unions can play to keep future jobs relevant for workers.

Prior to the dialogue's commencement and in light of the recent demise of Mr S R Nathan, NTUC President and SMOU General Secretary Mary Liew spoke about his noteworthy contributions to the Labour Movement, and how dearly the former President of Singapore would be missed by all Singaporeans.



Dialogue with Acting Minister (Ed) Ong Ye Kung

An NTUC-organised dialogue session on 21 July with Acting Minister for Education (Higher Education and Skills) & Senior Minister of State for Defence, Ong Ye Kung saw about 250 union leaders and NTUC staff gearing up to exchange a plethora of topics on SkillsFuture as an important form of continuing education and training (CET) for Singaporeans.

At the session, which was held at the NTUC Centre and chaired by NTUC President Mary Liew, Acting Minister Ong cited the Tripartite Nautical Training Award (TNTA) programme as a prime example of apprenticeship where seafaring cadets benefit from their seniors' wealth of experience and knowledge.

As the workforce adapts to the changing nature of jobs and the implementation of technology in work processes, he encouraged all workers to continuously upgrade themselves through various SkillsFuture initiatives.



▲ SMOU Emeritus General Secretary Thomas Tay thanked Acting Minister Ong on behalf of SMOU for his vision and effort behind the TNTA initiative.

◀ Acting Minister for Education (Higher Education and Skills) & Senior Minister of State for Defence Ong Ye Kung (front row, centre) with SMOU officials.

Building Ties; Improving Connections



3F National Secretary (Transport Section) Karsten Kristensen (centre) and 3F Bargaining Secretary Henrik Berlau (3rd from right) with SMOU and SOS officials.

As part of SMOU's vision to become 'A Professional Global Tripartite Maritime Union', the union is continuously working to strengthen relations with unions from other countries.

Over a period of three days from 20 to 22 July, SMOU engaged in two meetings with the United Federation of Danish Workers (3F) and the Marine Transport Workers' Trade Union of Ukraine (MTWTU), both of which are affiliated with the International Transport Workers' Federation (ITF). The

“ SMOU has been an excellent host and we had a fruitful discussion that cemented our strong relationship.

▲ 3F National Secretary (Transport Section) Karsten Kristensen

3F and MTWTU meetings commenced at the meeting rooms of Singapore Organisation of Seamen (SOS) and SMOU respectively.

The foreign delegates present were 3F National Secretary (Transport Section) Karsten Kristensen, 3F Bargaining Secretary Henrik Berlau,

MTWTU First Vice President Oleg Grygoriuk and ITF Head of Maritime Operations John Canias. Together with SMOU General Secretary Mary Liew, SMOU IR Senior Manager Gwee Guo Duan and other union officials, the meetings oversaw an exchange of ideas and reaffirmation of bilateral solidarity.



MTWTU First Vice President Oleg Grygoriuk (3rd from right) and ITF Head of Maritime Operations John Canias (2nd from right) with SMOU officials.

SMOU Team in Action on Day of the Seafarer

In commemoration of the Day of the Seafarer 2016, SMOU dedicated a full day to visit vessels which the Union has Collective Agreements (CA) with. Organised by Maritime and Port Authority of Singapore (MPA) and sponsored by SMOU and Singapore Organisation of Seamen, the hampers were presented to the representatives of six CA vessels which docked in Singapore waters on 24 June.

The ship visits to Tanjong Pagar and Pasir Panjang Terminals incorporated the personal touch, as the SMOU team led by President Capt Robin Foo, Industrial Relations Officer Kelvin Lin and Project Executive Dominic Yong, walked up gangways to greet crew members and offer words of encouragement and support.

25 June is observed worldwide as the Day of the Seafarer. Implemented by the International Maritime Organization (IMO) in 2011, its objective of acknowledging the impact of seafarers on the world has remained unchanged since.

“ *Seafarers have a high responsibility as they need to manage ship operations and ensure that cargo is delivered smoothly and safely, while bearing in mind that the safety of the vessel is of paramount importance. On behalf of SMOU, thank you for all your sacrifices and hard work. Wishing all a happy DAY OF THE SEAFARER!* ”

▼ SMOU President Capt Robin Foo (4th from left)



A Caring Heart, A Helping Hand

More than 20 Young SMOU volunteers were able to put one of SMOU's core values – 'Caring & Sharing' – into practice when they visited the orphans at Hope Children Centre Bukit Baru in Malacca, Malaysia, to lend a helping hand as part of the Union's Corporate Social Responsibility (CSR).

During the visit on 16 July, the youth divided into teams to perform

housekeeping duties such as cleaning up the orphanage home and the garden, beautifying the walls with mural paintings and assembling of new bicycles and baby walkers. While carrying out respective tasks, they played and interacted with the children. It was rewarding to see the smiles on these children who were appreciative of simple things like spending time with them.

Besides rendering physical assistance, the Young SMOU team also donated milk powder, baby napkins, stationeries and goodie bags, together with unused and pre-loved clothing, toys and books that they had collected.

The CSR programme rounded off with a trip to the Melaka Maritime Museum on 17 July, where the youth gained insights into the history of the Straits of Malacca and its significant role to traders.



◀ Young SMOU Chairman Terence Tan together with committee members Sherry and Khaliesah distributing gifts to the children.

“ It is a very humbling experience. We were there to help them, but they helped us in return. In the process of learning about how the Centre Founder Mr M Thomas and his team went all out to help the destitute, we also came to understand the importance of empathy and concern.

■ Young SMOU member Alex Ang



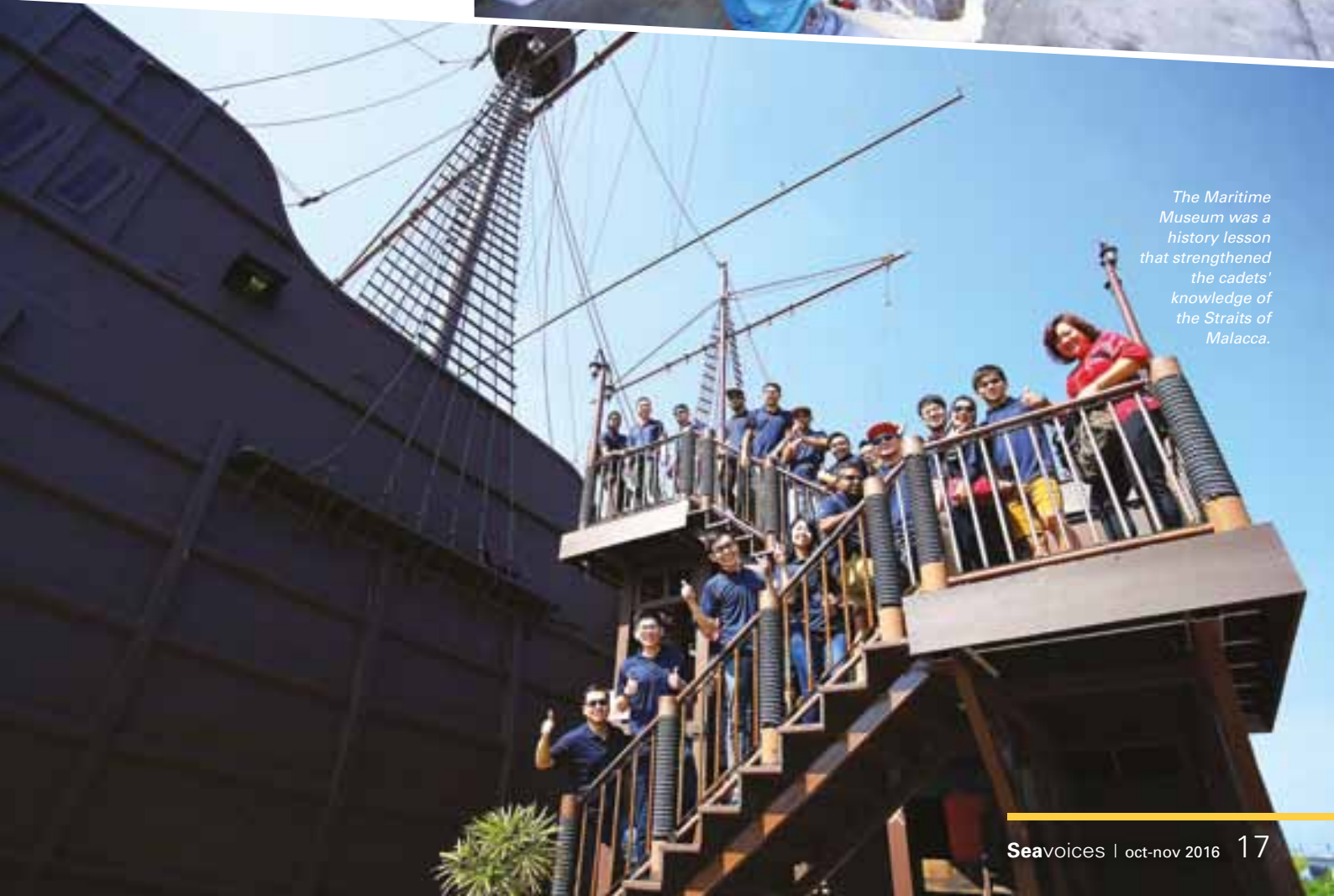
“ *The most memorable part of this project was the time spent together with the children. It was humbling and heartbreaking to hear the tough experiences that the children have been through, and I felt satisfied at being able to make their day. I also learnt a lot from the museum trip, which was very enriching.*

■ Young SMOU member Ali Syakir



“ *Seeing the children happily trying out the bicycles which we assembled made me realise how our efforts can impact their lives for the better. Basic privileges that we take for granted, such as food, shelter and education are precious resources to them. This has reminded me to appreciate what I have.*

■ Young SMOU member Chia Zhi En



The Maritime Museum was a history lesson that strengthened the cadets' knowledge of the Straits of Malacca.



National Day Celebration with the Elderly

On 17 August, SMOU officials and Young SMOU members celebrated National Day together with 100 elderly from Henderson Home, the Union's adopted charity. This was part of the U Heart 2016 initiative spearheaded by Young NTUC, in which members of the public and unions take part in collaborative activities for a social cause.

SMOU President Capt Robin Foo and General Secretary Mary Liew were also there to spread some cheer to the residents. Taking the Union's generosity one step further, Capt Foo and a team of Young SMOU members visited the homes of those residents who were unable to join the festivities to personally deliver lunch and showed concern for their welfare.

Residents belted out oldies and a medley of National Day songs along with Young SMOU members; and the cake-cutting ceremony for the August birthday babies came as a pleasant surprise. The Union was thankful for the opportunity to Care and Share with our friends from Henderson Home.

The looks of happiness from the elderly was something that our young members would not forget easily, and served as a reminder that one can set aside time in the midst of our busy schedules to appreciate our pioneer generation. It was truly a heartwarming experience for everyone to spend time with the elderly and bring joy to their day.



“ I am happy to be celebrating our nation's birthday together with all my friends in the activity centre. Seeing all of you young people here today is a bonus. Thank you, SMOU and Young NTUC!

◀ 83 year old Madam Wong

“ I come to Henderson Home every day to participate in the games and Karaoke sessions. Today's singing and dancing reminded me of my younger days. As Singapore turns 51, I hope she will continue to prosper and grow so that young people like all of you can live a better life.

▶ 82 year old Madam Loo with Young SMOU member Xin Yi



“ During the time when Yusof Ishak was the President of Singapore, I marched in the National Day Parade three times under the Vigilante Corp. Singing National Day songs and oldies brought back memories of the past and how far Singapore has progressed. We're grateful to SMOU for organising this event for us.

▶ 82 year old Mr Kaliperumal (right)



Forging Friendships through Archery

Over 20 cadets from Tripartite Nautical Training Award (TNTA) Cohort 11 and Tripartite Engineering Training Award (TETA) Cohort 1 gathered at sports facility Golazo Futsal for a game of archery tag on 17 June.

Organised by Young SMOU, the team-building exercise was the perfect time for the cadets to find out more about the Union. The union officials also took the opportunity to share their knowledge of the maritime industry and impart advice to the cadets.

Besides improving communication, the activity fostered teamwork and camaraderie among the participants as they battled it out in the arena. Amid flying arrows and ducking for cover, the cadets and union officials bonded and came to understand each other better.



Young SMOU Committee member Khaliesah and the cadets having a warm-up game.



“ Due to different lesson schedules, I don't get to spend much time with my TETA friends. It was nice to be able to catch up over activities that don't involve studying.

▼ TNTA Cohort 11 Cadet Syed Hussein Alkadri (2nd from right)

“ When I have questions about my employment or work, I can easily relate this to the Union face to face through networking activities like this.

▲ TNTA Cohort 11 Cadet Vikneswaran V. Moganaval



Never Too Old to Get Connected

Held at the Mariners' Lounge on 1 July and attended by 20 senior members, the workshop aimed to equip them with basic knowledge on how to use social media.

With a mini competition to inject some excitement during the course, prizes were awarded to the participants who successfully uploaded photos with the hashtag smou65 (#smou65) on Instagram.



“ My wife and I find this workshop to be interesting and beneficial. We are now able to stay connected with our families and friends, especially the younger generation.

▲ Lau Eng Hwa (right), SMOU member of 20 years

“ I am happy that I can now keep abreast of the latest SMOU events via the union's Facebook page. Hopefully SMOU can organise more similar workshops in the future.

▶ Christina Lim (left), SMOU member of 26 years



Family Connection – 51st National Day Celebration!

Iconic city sights like Marina Bay Sands, the Singapore Flyer and the Esplanade theatre greeted 270 SMOU members and their families when they boarded the open-top Hippo Buses on 30 July for the SMOU Family Connection event. Everyone basked in the National Day spirits as they got together to celebrate the nation's birthday at another iconic location, the Marina Barrage.



“ *My son had a wish to take the Hippo bus for a long time. He was so thrilled to do so and what's more, this was a fantastic opportunity to catch up with friends and fellow ex-colleagues.*

▲ Capt Yadav Virendra, SMOU member of 11 years, with his son

“ *My family and I were blown away by the beautiful fireworks. If not for SMOU, we would not have been able to view them from such a strategic spot at the Marina Barrage.*

▼ Aung Kyaw Kyaw (right), SMOU member of 4 years, with his family



(Standing, L-R) SMOU Executive Committee (ExCo) Member Goh Seow Juay, First Vice-President Rahim Jaffar and ExCo member Wong Jwee Huat gathered with fellow members and families to celebrate Ms Cecelia Tan's birthday, who shares the same birthday month as Singapore.

“ *It was my first time on the Hippo bus and I was glad to enjoy this moment with my family. The birthday gift from SMOU came as a pleasant surprise and it is heartening that the union remembers the smallest details, which makes a big difference. Thank you, SMOU!*

▲ Cecilia Tan (seated on the right), SMOU member of 7 years



Members and families proudly waving their Singapore flags!

Lifelong Learning Starts Early

Close to 80 SMOU members and their children enjoyed family bonding in the form of role-playing at KidZania Singapore during the recent June school holidays.

At the interactive theme park with a makeshift bank, airport and even a petrol station, the children could apply for different careers ranging from radio presenters to junior scientists; and earn salaries by performing their required duties.

“It was a great hands-on experience for my daughter Renee (right), who got to experience what it was like to be a flight attendant and serve others instead of merely being a plane passenger.

■ Melvin Chern, SMOU member of 27 years



► Giving her best shot as a firefighter was Mahdyah Jinan, daughter of SMOU member Capt Mohammad Masud Parvez, who enjoyed the role-playing very much.



Reminder

SMOU 65 Members' Special

A deal not to be missed!

If you have not redeemed yours, **don't wait any longer!** Come down to Lighthouse Bistro for this unbelievable **\$0.65*** deal!

HURRY!

This special promotion ends on **31 December 2016!**

- Choice of main course must be under \$20.
- Invitations have been mailed out to members with local mailing addresses.
- Menu is subject to change without prior notice.

*Terms and conditions apply.





SMOU 65th ANNIVERSARY GALA DINNER 2016

GROWING TOGETHER WITH YOU

Guest-of-Honour

Mr Chan Chun Sing

Secretary-General, NTUC

Special Guest

Mr Lim Swee Say

Minister for Manpower

- Date : **25 November 2016, Friday**
Time : **6pm (To be seated by 6.50pm)**
Venue : **Resorts World Convention Centre**
West & Central Ballroom, Basement 2
Fees : **SMOU Member - \$20/person**
Spouse/ Partner/ Member's Child - \$ 30/person
(Min. 16 years old and above)

Usual Price : **\$150**

Highlights: **Justin Misson**, *Renowned Emcee & supporting role as Warrant Lum aka No. 2 in the acclaimed Singapore movie 'Ah Boys to Men 3 - Frogmen'*



Justin Misson



Romito Mendoza

Romito Mendoza & Band, *Singapore's very own Engelbert, Elvis & Tom Jones*



Rishi Budhrani

Rishi Budhrani, *voted one of Asia's Top 10 Comedian of 2013*

Exciting Activities Ahead!

Be spoilt for choice with our upcoming activities

SMOU Year-End Movie Special

Enjoy a movie together with your family!

Movie: **Fantastic Beasts and Where to Find Them!**

Date: 20 November 2016 (Sunday)

Time: 4pm (To be confirmed)

Venue: Golden Village @ Vivocity



Set Sail with Royal Caribbean on board *Ovation of the Seas* to Phuket

Get ready to hop on Royal Caribbean's newest ship in the Quantum Class – Ovation of the Seas. Indulge in a wide array of dining and entertainment options for an unforgettable holiday with your family!

Sailing Date:
11 – 15 March 2017
(Saturday – Wednesday)

**March
School Holiday
Special**

- Check out www.smou.org.sg for more updates.
- Receive news of our latest events! Update your email address with us at booking@smou.org.sg
- Programmes are subject to change without prior notice.

Banish **Bullying** on Board

Workplace bullying and harassment is a worldwide problem. Seafarers on board could be especially susceptible, since they are in close proximity to each other for a long time and have limited access to resources when out at sea.

Bullying and harassment take multiple forms, such as the use of body language to convey contempt or disdain, verbal threats or criticism, and physical aggression. All of them have one thing in common – they can deal a devastating blow to the victim's mental and physical state, with snowballing consequences.

Those who experience bullying or harassment are prone to falling ill more often as their emotional health deteriorates.

At the 105th Session of the International Labour Conference in June 2016, SMOU General Secretary Mary Liew voiced her endorsement on the strong mandate for the approval on the amendments to the Code of the Maritime Labour Convention 2006 to include an additional provision on eliminating shipboard harassment and bullying in Guideline B4.3 concerning health and safety protection.

She said, **“With these approved amendments, it helps to eliminate shipboard bullying and harassment so now our seafarers can have a peace of mind to stay safe and healthy in their workplace. SMOU takes a serious stand against bullying and will utilise all ways to help seafarers break this vicious cycle.”**



This can affect the operation of the entire team, and may even have a huge economic and legal impact on a company.

In view of increasing awareness of the issue, the International Transport Workers' Federation (ITF) and International Chamber of Shipping (ICS) have compiled a global guide on how to handle and neutralise cases of bullying or harassment.

The ITF and ICS guidelines, which are endorsed by International Labour Organization (ILO) Director-General Guy Ryder, can be found at www.itfglobal.org/media/1279810/harassment-guide.pdf

Below is an extract from the online guide.

Informal process

If a seafarer believes they are being harassed, they should tell the person responsible that they find their behaviour inappropriate and ask them to stop. Sometimes people are not aware that their behaviour is unwelcome and causing distress. Seafarers may choose to refer any incident(s) of harassment confidentially to the person designated as the first point of reference on board the ship or ashore. The designated person should listen to the complaint and provide support and assistance if the victim does not wish to initiate a formal process. An informal discussion can often lead to greater understanding and an agreement for the behaviour to cease.

Formal process

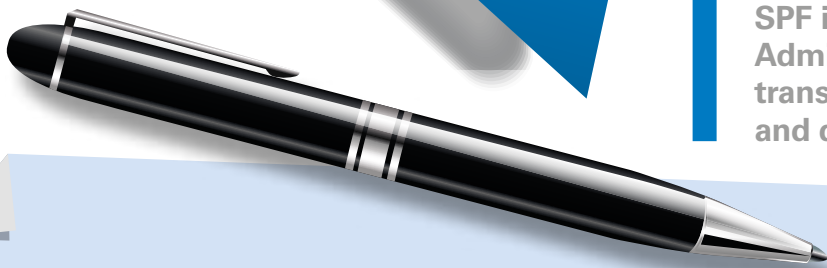
If harassment and bullying continues, or a victim is unable or unwilling to confront the alleged perpetrator, then the alleged incident should be reported to the designated person on board the ship. A meeting should be arranged where the seafarer may be accompanied by another seafarer of their choice on board the ship concerned, at which the victim will be asked to make a formal complaint. Where a complaint has been made, an investigation should take place in accordance with company procedures to determine whether action should be taken.

Where an investigation shows that a complaint is well founded it may be necessary to separate those involved. If practicable, in these instances every effort should be made to move the alleged perpetrator and not the affected seafarer, unless the affected seafarer has expressed a desire to be transferred.

If it is decided to follow disciplinary proceedings the person being investigated should be able to be represented by an appropriate person.

Companies may wish to establish procedures in conjunction with the relevant seafarers' organisation(s).

Spread the Word



How To Collect Your SPF

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

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

Note

1. Charges for Telegraphic Transfer will be imposed by the bank and offset from the payout money.
2. An administrative fee of 2.8% approved by the SPF Advisory Committee shall be deducted from the SPF money due to the member before payout to the member or the member's proper claimant.

Submission Channels

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

Email : spf@wavelink.com.sg

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

Submission Period : until 1 December 2019

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

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

“ I really appreciate SMOU's efforts in helping the seafarers collect their SPF funds. I will let my friends know about SPF withdrawal!” – Mr Zhou HeXi, U-Ming Transport (S) Pte Ltd

“ Thank you, SMOU and Wavelink, for the good service and quick processing of my SPF withdrawal!” – Capt Prabhat Rizal, Mitsui OSK Lines

No. of Member Claims

Amount Paid

8,930

\$13,812,400

Training Calendar

October 2016 - December 2016

Course Title	Date	Duration	Course Fee (inclusive of GST)	Course Title	Date	Duration	Course Fee (inclusive of GST)
Maritime MPA Approved STCW Courses				Maritime non-STCW Courses			
Bridge Resource Management (Mgmt)	10 - 14 Oct 14 - 18 Nov 12 - 16 Dec	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Mgmt)/SOLAP ## Suitable for Senior Officer	On Demand	3 Days	\$2,568.00
Engine-room Resource Management (Mgmt)	10 - 14 Oct 14 - 18 Nov 12 - 16 Dec	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Mgmt)/SELAP Suitable for Senior Engineer	On Demand	3 Days	\$2,568.00
Bridge Resource Management (Ops)	10 - 12 Oct 14 - 16 Nov 12 - 14 Dec	3 Days	*\$909.50 Promotional Price	Promotion in Rank (Ops) Suitable for Junior Deck or Junior Engineer Officer	On Demand	5 Days	\$1,605.00
Engine-room Resource Management (Ops)	10 - 12 Oct 14 - 16 Nov 12 - 14 Dec	3 Days	*\$909.50 Promotional Price	Command Navigation # Suitable for Senior Deck Officer	On Demand	3 Days	\$1,605.00
IMO Model Course 1.27 - Operational Use of ECDIS	03 - 07 Oct 07 - 11 Nov 05 - 09 Dec	5 Days	*\$1,177.00	Command Navigation (Appreciation) # Suitable for Junior Deck Officer	On Demand	3 Days	\$1,284.00
IMO Model Course 3.19 - Ship Security Officer	23 - 24 Nov	2 Days	*\$642.00	Type Specific ECDIS - TRANSAS For other Type Specific ECDIS, please check with WMI.	06 - 07 Oct 10 - 11 Nov 08 - 09 Dec	2 Days	\$770.40
Proficiency in Designated Security Duties	22 Nov	1 Day	*\$256.80	ECDIS Conversion applicable for those who have done ECDIS before 2012	03 - 05 Oct 07 - 09 Nov 05 - 07 Dec	3 Days	\$706.20
Proficiency in Security Awareness Training	22 Nov	0.5 Day	*\$160.50	Bridge Team Management	On Demand	3 Days	\$1,123.50
Maritime MPA Approved STCW Courses (with collaborative partner)				Engine Team Management	On Demand	3 Days	\$1,123.50
High Voltage Training (Mgmt)	03 - 07 Oct 17 - 21 Oct 07 - 11 Nov 21 - 25 Nov 05 - 09 Dec 19 - 23 Dec	5 Days	\$2,140.00 Revised wef 1 May 16	IMO Model Course 3.21 - Port Facility Security Officer	18 - 20 Oct 28 - 30 Dec	3 Days	*\$963.00
High Voltage Training (Ops)	03 - 05 Oct 17 - 19 Oct 07 - 09 Nov 21 - 23 Nov 05 - 07 Dec 19 - 21 Dec	3 Days	\$1,391.00 Revised wef 1 May 16	IMO Model Course 3.20 - Company Security Officer	23 - 25 Nov	3 Days	*\$963.00
Maritime Introductory Courses				ISM & ISPS Internal Auditor	19 - 21 Oct 29 Nov - 01 Dec	3 Days	*\$1,284.00
Familiarisation on Operational Use of ECDIS	03 - 04 Oct 07 - 08 Nov 05 - 06 Dec	2 Days	\$535.00	ISM Internal Auditor	19 - 20 Oct 29 - 30 Nov	2 Days	*\$695.50
Maritime Labour Convention, 2006 Awareness Program	On Demand	1 Day	\$321.00	ISPS Internal Auditor	20 - 21 Oct 30 Nov - 01 Dec	2 Days	*\$856.00
Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85	Shiphandling	On Demand	3 Days	\$1,284.00
Introduction to Risk Management	On Demand	1 Day	\$272.85	Ship Safety Officer	On Demand	2 Days	\$642.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85				

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



Course fees are inclusive of 7% GST. Course fees are correct at time of print.

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

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

Command Navigation Course emphasizes on leadership proficiency and stretched scenarios

A 2-day SOLAP (abridged) course can be appended after the Command Navigation course. It will be useful for promotion of Chief Officers to Masters, similar to existing 3-day SOLAP Course

On Demand courses are scheduled based on the minimum class size.

Tel: (65) 6796 9657 / 6796 9652 / 6796 9651

Fax: (65) 6569 3268

Email: courses@wavelink.com.sg

Applying for SkillsFuture Credit for WMI Courses

What is SkillsFuture Credit?

- SkillsFuture Credit (SFC) is a national movement that aims to encourage all Singaporeans to take ownership of their skills development, by defraying the cost of skills upgrading and training courses.
- Singaporeans aged 25 and above will receive an opening credit of \$500 from January 2016 onwards.

Getting Started



Prepare Your SingPass

This is essential for activating and accessing your individual SFC account. To apply or update your personal SingPass login, please visit www.singpass.gov.sg.



Browse Approved Courses

Visit the comprehensive course directory on www.skillsfuture.sg/credit. There are **10,000** approved courses across **57** functional areas offered by more than **500** training providers to choose from. Additional details are available on the course provider's website.



Register Directly With Service Provider

Once you have decided on your course, register directly with the training provider. Contact details will be available on the course directory listing.



Make Your Claim Online

Login to your individual SFC account to check your credit balance and make your claim through the system. Notifications will be sent via email and text message by WDA.



How to claim your SkillsFuture Credit:

Applying for SkillsFuture Credit?





Networking Goes A Long Way

With social cohesion and networking in mind, SMOU hosted a barbecue on 29 July at D'Resort, Downtown East where the cadets from the Tripartite Nautical Training Award (TNTA) Cohort 11 and Tripartite Engineering Training Award (TETA) Cohort 1 had the opportunity to know each other better and engage with Wavelink Maritime Institute (WMI) and SMOU officials informally.



The casual environment dispelled any awkwardness and enabled everyone to be at ease. Spirits were high as the cadets and staff worked as a team while preparing and cooking the food. Everyone chatted freely amongst each other, and the cadets did not withhold

from clarifying any concerns about many things including life at sea and curriculum matters. With good food and good company, it is no wonder strong ties are forged.



TNTA and TETA Recruitment Engages Parents



"Your fellow cadets and seniors are the ones who can help you prepare for the challenges ahead. Work with the people around you," said PACC Ship Managers Pte Ltd General Manager (Crewing Department) Capt Anthony Khoo.



Thomas and his mother Angie.

“ *As a parent, I am supportive of anything Thomas wants to pursue as long as it is a serious and professional career for the long term. I find the TNTA programme gives a steady and straightforward career progression. The Family Engagement session was a good opportunity to hear from the speakers on what the job is really like.*

▶ Angie Lau, mother of candidate Thomas Lau

Nothing engages parents more than the assurance that their children are pursuing a suitable and prospective career. A Family Engagement session was held at the Devan Nair Institute on 30 July for the families of potential candidates of Tripartite Nautical Training Award (TNTA) Cohort 12 and Tripartite Engineering Training Award (TETA) Cohort 2 to learn more about the programmes.

Shortlisted candidates and their families heard from various experts in the maritime industry, such as PACC Ship Managers Pte Ltd General Manager (Crewing Department) Capt Anthony Khoo, Wavelink Maritime Institute (WMI) Executive Director Capt Yeow Kok Kean and WMI General Manager Capt Joe Chen, about their seafaring experiences, while SMOU National Division Manager Wilfred Thiang spoke about the Union's role and activities.

“ *The maritime sector is one of the most important modes of transport in the world since a majority of goods are delivered by vessels. I am determined to join this industry and satisfy my passion for sailing.*

▶ TNTA Candidate Thomas Lau

“ *I have no worries about my son going out to sea, and I feel certain that the union will take care of his welfare.*

▶ Jumani Ismail, father of candidate Fadhli Jumani



Fadhli (2nd from left) with his mother, fiancée and father Jumani.

“ *I chose the TNTA programme after hearing about it from friends who are also in this industry. Working with a multi-national crew appeals to me as I can learn about different cultures.*

▶ TNTA Candidate Fadhli Jumani

The TNTA and TETA programmes are joint initiatives by SMOU, the Singapore Workforce Development Agency (WDA), NTUC's Employment and Employability Institute (e2i), and supported by the Maritime and Port Authority of Singapore (MPA), Singapore Shipping Association (SSA) and shipping companies.



WMI General Manager of Technical Development Capt Lee Sang Chiat (in white) speaking to a family.



▶ WMI Executive Director Capt Yeow Kok Kean speaking to the crowd at the Family Engagement session.





TNTA and TETA Job Fair

The final stage of the recruitment for the 12th TNTA and 2nd TETA programmes was just a Job Fair away.

After meeting industry experts at the Family Engagement session, candidates had one shot at impressing their potential employers in a Job Fair held at the Devan Nair Institute on 12 August.



Ocean Tankers Senior Crewing Executive Alan Tan (left) with successful candidate Augustine Tan.

“ I was in the navy during National Service, which inspired me to take on sailing as a full-time career.

◀ TNTA Candidate Augustine Tan

“ We are looking for positive attitude and good personality in a cadet and so far, the candidates have been quite promising.

▲ Ocean Tankers Senior Crewing Executive Alan Tan

“ The programme is improving each year. Wallenius supports this initiative to sustain the maritime industry, and we are looking forward to grooming the cadets whom we have picked this year.

► Wallenius Marine Human Resource Manager Capt San Win (in stripes)





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E200 EXCLUSIVE - Fuel Consumption: 6.3 - 6.6l/100km; CO₂ emission: 142-149 g/km.

E200 AMG Line - Fuel Consumption: 6.6l/100km; CO₂ emission: 149 g/km.

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