

Serving the  
Workers as

*New*  
NTUC President

FORGING  
THE  
DIRECTION  
AHEAD

09

LABOUR  
MOVEMENT  
CHARTS THE  
FUTURE

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SAY 'NO'  
TO CARGO  
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DECEMBER - JANUARY 2016

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# Serving the Workers



**S**MOU General Secretary Mary Liew was elected on 29 October 2015 as the President of the National Trades Union Congress (NTUC).

Taking over from Ms Diana Chia who was elected President in 2011, Ms Liew has risen through the ranks to prove her mettle as one who handles challenging situations well and gets the work done – in the local trade union, nationally and internationally.

Ms Liew scored a few firsts in the history of SMOU. In 1999, she became the Union's first woman Executive Secretary; in 2013, she was elected the first woman SMOU General Secretary; and she was elected into the NTUC Central Committee (CC) for the term 2011 to 2015.

As a NTUC CC member, she took on multiple roles including Chair Person

for the Transport and Logistics Cluster; Vice-Chair Person of NTUC International Relations Committee and Vice-Chair Person of the Women's Committee.

The Labour Movement went on to call upon her to represent the workers in the Parliament. After she was sworn in as a Nominated Member of Parliament (NMP) on 14 February 2012, she wasted no time in being a voice for the rank and file. At the Parliament, she helped brought about tangible outcomes, for example, bus drivers now bring home higher salaries; a public transport tripartite taskforce was set up; the Government reviewed the long term sustainability of CPF contribution and more action was taken to build the Singaporean Core in the maritime industry.

Ms Liew is also at the forefront of decision making in the international arena. She was the first woman

from South East Asia to serve on the International Transport Workers' Federation (ITF) Executive Board and was re-elected in August 2014. At the 103<sup>rd</sup> Session of the International Labour Conference in June 2014, she was elected Deputy Member of the International Labour Organization (ILO) Governing Body – Workers' Group for a three year term till 2017.

Paying tribute to her predecessor, Ms Liew said that "Sister Diana has served with such care for the Labour Movement. It is an honour for me together with SG Brother Chan Chun Sing and the new team to continue the good works she has done and serve the workers."

# New NTUC President

## Shares her thoughts

### What was your first reaction when you were named the new NTUC President?

"I was deeply honoured and humbled when the NTUC CC elected me as the President. The Labour Movement has entrusted me with a heavy responsibility. The only reason why I can accept this challenge is I have full confidence in the collective wisdom, courage and teamwork of my comrades in the Labour Movement led by NTUC Secretary-General Brother Chan Chun Sing. I thank the NTUC CC, sisters and brothers in the NTUC affiliates, SMOU Exco and members for the support and encouragement."

### What can we expect with you as the NTUC President? What are your hopes?

"Care, Fair and Grow will be the three thrusts of the Labour Movement for the next four years. There are many areas to cover to ensure that our workers are cared for, employers are fair to them and to help them grow their careers. The momentum has started and I will do my utmost together to continue the good work of the outgoing NTUC President and Central Committee members.

There will be a lot of consultation and participation at every level so that younger union leaders have ample opportunities to contribute and be mentored.

I am a fervent champion of national and sectoral tripartism so building a strong tripartite culture will continue to be given priority.

Beyond creating a future with good jobs and a relevantly skilled workforce, I hope that union members will have a stronger sense of camaraderie; and every worker a greater sense of value. It is all about fulfilling the fullest potential in every life.

At such a time as this, when we are at the threshold of a new Singapore, when we are bracing ourselves for a tough ride ahead due to the global economic uncertainties, leadership and solidarity are critical. We need to close ranks, keep the faith and work together to overcome all obstacles."

### Is being a female a disadvantage in the Labour Movement?

"I grew up in SMOU, a union representing workers in a male dominated industry. If there was a disadvantage, I would not be where I am today; if there was a glass ceiling, it must have been broken to pieces by now. My chief mentor, Brother Thomas Tay, and my fellow male comrades did not sideline me in any way because of gender. In the NTUC CC, I was given every opportunity, like any other unionist, to grow, learn, speak and serve."

## Congratulations, Sister Mary!



**“ With all the national and international exposure, Mary has gained the knowledge, experience and confidence to fulfill the high calling of leading the Labour Movement as NTUC President. Most of all, she has the heart and a genuine interest to improve the welfare of the workers. I have worked with Mary since day one when she joined SMOU. She is respectful, courageous, trustworthy and is not afraid of hard work. I am very proud that SMOU has nurtured such a fine leader who has risen up as a fearless champion for the workers.**

■ SMOU Emeritus General Secretary Thomas Tay

**“ Mary is known to take every responsibility seriously. Each task given to her – no matter how big or small, she will get it done. Her appointment as NTUC President shows that the Labour Movement has seen her good work and places even higher expectation and trust in her. Congratulations, Mary.**

■ SMOU First Vice-President Rahim Jaffar

**“ Our heartiest congratulations to Sister Mary Liew on being elected President of NTUC for the next four years term of office from 2015 to 2019. We wish her and the new team of Central Committee members all the best and that they will continue to strengthen the Labour Movement, while always protecting and looking after our workers, and not forgetting our seafarers - Singaporeans first! You have done us proud Mary, well done!**

■ SMOU President Capt Robin Foo

**“ 有颗善良的心,妳是个好人,妳肯为所有的工人请命,妳在国会,在工会,常常说出工人的心声,妳为交通工友说话,赢得工人的爱戴,这次获选为职总会长,将会有更多工人受惠,我相信妳会把会长职位做好,为更多的工人做好事,加油,我们永远支持妳。**

■ National Transport Workers' Union General Secretary Fang Chin Poh

“ On behalf of the Maritime and Port Authority of Singapore (MPA), I would like to extend our warmest congratulations on your election as President of NTUC. Given your vast experience and passion, we have every confidence in your leadership of the NTUC. We are also appreciative of your constant support towards the manpower development efforts in the maritime industry. We look forward to working together with you in your new capacity and wish you continued success. Congratulations!

■ MPA Chief Executive Andrew Tan

“ On behalf of SSA council and all our members, I send my warmest congratulations to Mary on her important appointment as President of NTUC. It is without a doubt that NTUC has made the right choice, as her tireless work on behalf of SMOU is an excellent reflection of her total commitment in safeguarding the welfare of the workforce. I look forward to even closer ties between SMOU and the SSA.

■ Singapore Shipping Association President Esben Poulsen

“ I am very honoured to have worked with Mary these past years and have borne witness of her selfless dedication and passionate efforts put into the many roles which she juggles so effectively across various organisations. Her appointment as President of NTUC certainly carries a national significance for Singapore and I am sure the level of responsibility will be even more intense for her. But with her high work ethics and standards, I have no doubt that she will be able to successfully deliver on this important responsibility.

■ Singapore Maritime Employers Federation Chairman Capt Francis Joseph

“ Congratulations on your election to the apex position of NTUC. So proud of you and all that you have achieved.

■ Singapore Chamber of Maritime Arbitration Executive Director Capt Lee Wai Pong

“ All of us at the ITF congratulate you and share our pleasure at the news of your elections as President of the NTUC. This well-deserving appointment is gratifying in so many ways: because it recognizes your personal talents and achievements; because it reflects on the way that the work of the SMOU (and ITF) is valued, and your role in making that so; and because it advances the cause of women in trade unions, and of trade unions themselves. We all wish you well and look forward to continuing to work with you.

■ ITF General Secretary Stephen Cotton

“ Hearty congratulations on your recent election as president of the NTUC. You deserve it. The world needs more women like you, who are focused, goal-driven and most importantly inspire others and bring them along on the journey. About ten years ago when I was working with Tony McGregor, you were so encouraging to me as a new starter in the ITF, and you continued to inspire me whilst I was in Agreements. Well done and I hope you enjoy it and are able to do much good in the post.

■ ITF Women's Department Matilda Adjagba

“ By electing Mary as President, the NTUC has decided to place at its head a trade unionist with a proven record of leadership in Singapore and an engaged internationalist as we have seen here at the ILO where she has served as a very active and effective worker member of our Governing Body. She is also emblematic of the growing number of women taking up key responsibilities in the Labour Movement. We wish Mary and the NTUC well during her period of office. You are in good hands!

■ International Labour Organization Director-General Guy Ryder

“ Congratulations on your election as President of the NTUC. I am very confident you will do an outstanding job leading the organisation for the next four years. There is no greater calling than the one answered by those of us in the Labour Movement. As we work to improve the lives of working families, please know that you can count on the full support of your Chair and the Seafarers International Union of North America.

■ Seafarers International Union of North America, AFL-CIO, Secretary-Treasurer David Heindel

“ My sincere congratulations on your election success. I wish you well with the role and balancing the demands of an additional set of responsibilities! You are an inspiration to other women in our Movement and I look forward to working more closely with you as we move forward.

■ ITF Women Transport Workers Assistant Co-ordinator Jodi Evans

# New Year Message by SMOU GS

Celebrating 65 in 2016



## What a year 2015 was and what a year 2016 is going to be!

Looking back, it has been such a meaningful and memorable 2015 for all of us. Celebrating Singapore's 50<sup>th</sup> year of independence together with our members has added a special touch to this action-packed year. We were grieved when our founding father Lee Kuan Yew passed on. Nonetheless we soldiered on, much to the positive results from the General Election and the NTUC Central Committee Elections. A big thank you goes out to all our tripartite partners, the Executive Committee, members and staff of SMOU for taking this journey with us.

Moving forward, 2016 is going to be an exciting year with surprises and special programmes as SMOU celebrates her 65<sup>th</sup> Anniversary, and there is something for everyone!

To kick off, we will be launching the start of our celebrations at the

**SMOU Lunar New Year Luncheon and Hong Bao Presentation.** This annual event reaches out to our senior members as a show of appreciation for their many years with the Union and to our adopted Henderson Home residents. We will also host festive luncheons for the Jalan Besar residents, Jamiyah Home for the Aged and other community homes.

**SMOU Mega Trip** will take you on board the passenger cruise liner, Star Cruises. Bring along your family and make it a sail of unforgettable fun and bonding! Over at **the Lighthouse Bistro & Bar**, members can get to enjoy a dining experience with a main course at only \$0.65 (valued up to \$20). Do look out also for the special \$6.50 set meal (valued at \$40) coming up as a way of thanking our members for their years of support. This set meal menu changes every month so there's always something new to look forward to. More details will be revealed soon.

The **SMOU Care Fund** will also be launched next year, which is specially set up to help our needy members. It provides practical care for them through various assistance schemes to support their living expenses in the event of critical needs. Through this fund, we hope to improve the quality of living for our members and their affected families.

Do come down to the **Mariners' Lounge** and pen your heartfelt birthday blessings for SMOU, which may be published in our bi-monthly Seavoices or pose your best shots with our special 65<sup>th</sup> Anniversary photo props, hashtag it #SMOU65 and post it up on Instagram! Stand a chance to win attractive prizes and have your photo displayed at SMOU's 65<sup>th</sup> Anniversary Gala Dinner. Remember to join us for a memorable night as we wrap up the year's celebrations at the Gala Dinner on 25 November 2016!

Taking this opportunity, we would also like to express our deepest appreciation for your unwavering support all these years. Thank you very much and see you at the celebrations!

**Check out the calendar of events on page 32 and 33 for more exciting news on how we will be celebrating SMOU's 65<sup>th</sup> in 2016.**

**All aboard SMOU!**



# IT'S A GOOD YEAR!

**We achieved what we set out to do in 2015 with your support:**

**I**n place – Fireside chats, education talks and more were held at the new Mariners’ Lounge. NTUC Secretary-General Chan Chun Sing, Maritime and Port Authority of Singapore (MPA) Chief Executive Andrew Tan, Singapore Shipping Association President Esben Poulsen and International Transport Workers’ Federation General Secretary Stephen Cotton were among the VIPs who visited the lounge. We also caught the live telecast of the SEA Games Opening action at the Mariners’ Lounge.

**T**he 8<sup>th</sup> Maritime Manpower Singapore Conference was a success attracting a turnout of 360 participants from over 15 countries.

**S**eamarers’ Medical Scheme (SMS) has covered more than 6,000 officers and their dependents. Medical claims of about US\$132,000 have been dispensed since 2007.

**A**t the SMOU Family Day held at River Safari, more than 2,000 members had a wonderful time with their loved ones. Our one day durian trip was also a hot favourite.

**G**athering of family and friends at the Mariners’ Nite is now on every Friday, instead of once a month. This opens up more opportunities for members to enjoy the free beer/ice lemon tea, snacks with fellow seafarers and more.

**O**ver 1,300 vessels have signed CBAs with SMOU this year.

**O**ver S\$1.8 million collected in backdated wages and claims in grievance cases for 2015 where we helped 150 members and seafarers.

**D**isbursed more than S\$12 million to 7,440 members since the termination of the Seafarers’ Provident Fund (SPF) on 30 June 2012.

**Y**ummy new offerings for every season at Lighthouse Bistro that underwent a facelift with the concept “restaurant within a bistro”. As part of the SG50 promotions to celebrate Singapore’s 50<sup>th</sup> birthday, members paid \$5 to enjoy a 4-course meal worth \$50.

**E**fforts in recruiting more union members paid off as membership grew to 29,000 in 2015.

**A** SMOU Wavelink Representative Office has been set up in Manila in June 2015 to enable our members the convenience of enquiry, submission for SPF, SMS and membership matters.

**R**elieved or subsidised training costs for more than 8,000 officers and cadets. The Singapore Maritime Training Fund (SMTF) has dedicated S\$6.8 million for skills upgrading and training.



## Building the Singaporean Maritime Core...

SMOU worked together at the national tripartite level to introduce the following initiatives through the Taskforce for Singaporean Cadets and Officers for Maritime Singapore:

1. Attraction incentives where companies are co-funded to offer training berths to Singaporean cadets from SMA.
2. Achievement awards to encourage Singaporean Cadets to achieve the respective COCs 5,3,2,1.
3. Training allowances for Singaporean Officers who are pursuing their CoC 2 Prep Course to support them during a period where they have no income whilst studying,

improving the retention and encouraging progression for Singaporeans.

4. Championed to be a surrogate employer for seafarers who are tapping on the Maritime Cluster Fund (MCF) during their shore leave to take the STCW revalidation courses, so that their certification is valid and they can continue to be employed. Under the MCF Funding, members can apply 70% funding from the Maritime and Port Authority of Singapore for STCW Revalidation through SMOU as their surrogate employer. At the same time, eligible members can also apply for training subsidies from SMOU.



## Forging the Direction Ahead

The business environment has changed, and so have the employment landscape and workers. The future of tripartism needs continuous work and the Labour Movement (LM) must grow a new generation of tripartite partners.

These challenges were spelt out at the NTUC Pre-National Delegates' Conference by NTUC Secretary-General (SG) Chan Chun Sing. Held at Ho Chi Minh City from 17 to 19 September, the conference brought the NTUC delegates together to actively discuss what the unions and NTUC should do to meet the challenges head on.

The breakout workshops on Care, Fair and Grow attracted thought-provoking ideas and constructive discussions. The union delegates contributed their views and suggestions openly and debated on the three key thrusts in the four areas of tripartism, engagement, stewardship and future-ready skills.

At the Grow workshop, which was co-chaired by SMOU General Secretary Mary Liew, union delegates felt strongly

that for the LM to remain “an influential and effective advocate for workers at all levels and a social partner for nation-building, its membership and leadership have to continue to grow in a strong and inclusive manner”. Action plans will be rolled out to:

- Ensure the Labour Movement remains an effective voice for our working people
- Strengthen Labour Movement leadership
- Improve union governance
- Enhance two-way communication and engagement and
- Strengthen tripartism and bipartism.

At the closing and dialogue session, SG Chan took questions from the floor and called upon the delegates from various unions to play their collective roles, strengthen core leadership, co-develop and drive efforts together as affiliates under LM2019. He reiterated that the LM's strength lies in numbers, mobilisation and the close network among the affiliates, activists and members.

# Grooming the Next Generation of Tripartite Leaders



Credit: NTUC

SMOU GS Mary Liew presenting to ILO DG Guy Ryder a token of appreciation for attending the Singapore International Forum on Tripartism while at the International Labour Conference on 11 November. ◀

The International Forum on Tripartism saw around 700 international and local participants coming together to discuss about labour issues and strengthening tripartism to achieve economic growth and social development.

Setting the stage for the forum held at Devan Nair Institute for Employment and Employability on 26 October, NTUC Secretary-General (SG) Chan Chun Sing outlined several measures to nurture tripartism, including encouraging younger generation of union leaders to work on tripartite committees that are being set up under the SkillsFuture initiative, cross-posting union leaders and government officials to understand each other's concerns, as well as letting capable civil servants to be attached to the unions to understand the challenges on the ground.

International participants include keynote speaker International Labour Organization (ILO) Director-General Guy Ryder as well as other tripartite speakers from Denmark, Ireland, Japan, USA, etc. Manpower Minister Lim Swee Say, Minister of State for Manpower Teo Ser Luck, then NTUC President Diana Chia and Singapore National Employers Federation (SNEF) President Dr Robert Yap also spoke at the forum.

**“ We really have to start young and ensure that tripartism, at a philosophy and concept, is practised not just at the highest level but at every level right down to the sectoral level. ”**  
 ■ NTUC SG Chan Chun Sing

**“ During good times, it is important that we continue to build trust so that when it comes to bad times, there is enough trust in the trust bank for us to draw on. ”**  
 ■ Manpower Minister Lim Swee Say

**“ Tripartism cannot function without trust, a firm institutional base like what Singapore has, and it has to be conducted by independent representatives. It also would not work if it is resorted to as a last resort and when things get tough. ”**  
 ■ ILO Director-General Guy Ryder

**“ The role of tripartism has built up Singapore's resilience from 1998-2009. Tripartism helped in combating the 1997 Asian financial crisis, economic volatility in the early 2000s, the 2008/09 global financial crisis, SARS in 2003, H1N1 in 2009, and haze in 2013 and 2015. ”**  
 ■ SNEF President Dr Robert Yap



# Labour Movement Charts the Future

The quadrennial NTUC National Delegates Conference (NDC) kicked off with an opening dinner on 26 October attended by around 1,100 unionists, business leaders and overseas guests. Guest-of-Honour Prime Minister Lee Hsien Loong spoke about Singapore's unique tripartism model and expressed confidence that the relationship of trust among the three parties will take Singapore to the next phase of development. Among those present at Orchid Country Club were Deputy Prime Minister Teo Chee

Hean, Manpower Minister Lim Swee Say, NTUC Secretary-General Chan Chun Sing and visiting International Labour Organization Director-General Guy Ryder.

For the next three days, the NDC got into full swing as some 800 union leaders gathered under one roof to take stock of the work done and deliberate over the key issues of the Labour Movement. The conference provided the platform and impetus to formulate the direction the Labour Movement

would take for the betterment of the working people and Singapore's economic and social progress over the next four years.

Besides the union delegates, representatives from the NTUC Social Enterprises and related organisations as well as tripartite partners also attended the conference.

At this year's NDC, the new 21-member NTUC Central Committee for the four-year term of 2015 to 2019 was elected.

**“ Over the last 50 years, we have nurtured a special model of tripartism. It has enabled our people to excel, our businesses to grow, and our nation to thrive. It has been a major ingredient in our success, and it comes down to having good leaders who forged friendships and trust over a long period, who shared the same passion to improve the lives of Singaporeans, and who can mobilise Singaporeans, particularly workers, to overcome the challenges and build a better Singapore.**

**That is what the Labour Movement has done for many, many years. Let us continue to uphold this model of tripartism and continue to move forward as one united people.**

■ Prime Minister Lee Hsien Loong at the opening dinner of the NTUC National Delegates' Conference 2015.

“ Together, my union leaders and I are determined to do our utmost. Whilst we may not have a perfect tomorrow, we can always make tomorrow less imperfect than today. With this mindset, I am confident that we can continue to defy the odds by continuing to grow alongside Singapore for the next 50 years and more.

► NTUC Secretary-General (SG)  
Chan Chun Sing



## Care, Fair, Grow

“Labour Movement 2019 (LM2019) will be an evolution of LM2015. The building blocks of LM2019 are the same as that of LM2015, with working people at the heart of what we do.”

NTUC SG Chan Chun Sing said this in his opening report at the NTUC NDC. He highlighted that the LM2019 will focus on three key areas: Care, Fair and Grow. He elaborated:

“We want to **Care** for our working people by helping to lessen the burden on their living needs, and so that they can look forward to having good jobs in a good working environment.

We want to be **Fair** to our working people by protecting their interests and taking care of their welfare at the workplace.

We also want to **Grow** with our working people. We want to help them grow in their careers for a better future for their families, and for them to Grow together with us as one Labour Movement.”

Under LM2019, the Labour Movement will also focus extra efforts in the following areas:

1. Strengthen tripartism, by bringing tripartism to the sectoral level and grooming the next generation of tripartite partners
2. Grow and strengthen union leadership at all levels, and strengthen our communications and engagements with our leaders and members
3. Play a central role to prepare our working people to take on the jobs of tomorrow through SkillsFuture.

“These are not easy tasks for the Labour Movement, but with the dedication and commitment of our unions and partners, we can achieve all these and more,” SG Chan said.

At the conference, he also presented a report of the Labour Movement’s key achievements from 2011 to 2015. The Labour Movement have done much to bring about positive outcomes in creating Better Jobs for All; Labour Movement for All and Tripartism for All. SG Chan attributed the success to the efforts of unions and partners under the leadership of Brother Lim Swee Say, then NTUC Secretary-General.

“ On behalf of the Labour Movement, my heartfelt appreciation goes to Brother Lim for his dedication in helping our workers live better lives during his tenure as NTUC Secretary-General. We strive to build on this good work as we take the Labour Movement to the next level, for the benefit of our workers,” SG Chan said.



Credit: NTUC

## Newly Elected NTUC Central Committee 2015-2019

The 21-member NTUC Central Committee (CC) was elected and unveiled on 29 October 2015. Together, the team will be leading the Labour Movement towards fulfilling the LM2019.

<b>President</b>	Mary Liew
<b>Secretary-General</b>	Chan Chun Sing
<b>Secretary for Financial Affairs</b>	Toh Hock Poh
<b>Vice Presidents</b>	K Karthikeyan Edwin Lye Tan Hock Soon
<b>Asst Secretary for Financial Affairs</b>	Yeo Chun Fing
<b>Deputy Secretary-General</b>	Heng Chee How
<b>Asst Secretaries-General</b>	Cham Hui Fong Patrick Tay Teck Guan
<b>Members</b>	Arasu Duraisamy Andy Lim Ong Hwee Liang Benjamin Tang Abdul Samad Luke Hee K Thanalethimi Philip Lee Tan Richard Thuvinder Singh Eileen Yeo

The CC also appointed Brothers, Ang Hin Kee, Yeo Guat Kwang and Zainal Sapari as Assistant Secretaries-General into the Secretariat to support the NTUC CC.

## SMOU at NTUC NDC

“ In the last 2 years, there has been a greater progress made by us to establish sectoral tripartism in a structured platform. The collaborative tripartism addressing maritime manpower issues culminated in the recent launch of national tripartite maritime initiatives and funds to further develop and strengthen the maritime manpower core in Singapore through a series of achievement awards and training allowances, attracting Singaporeans into the industry and retaining them from when they started as cadets, all the way to Captains and Chief Engineers working onboard ships.

We are privileged to have a government who shares the same conviction of tripartism, and also work with other unions to make this tripartite working model successful.

■ National Division Manager Wilfred Thiang

“ Many employers are increasingly looking for people with global experience to link with other parts of the world. In order to grow together with our workers, I strongly ask the Labour Movement to look into such exchange programmes for our workers, including our PMEs, who are looking for training, or even organise internship overseas attachment with MNCs or SMEs which NTUC has industrial relationships with.

■ Young SMOU Chairman Terence Tan



► SMOU delegates who voted.

# MPA Unveils New Maritime Initiatives

In partnership with the maritime industry, government agencies, employers, unions and training institutions, the Maritime and Port Authority of Singapore (MPA) will be rolling out a series of new initiatives to develop the maritime sector and help Singaporeans advance their careers in both seafaring and shore-based sectors. Drawn up by two MPA Tripartite taskforces, Taskforce-Shore and Taskforce-Sea, these initiatives include bringing various SkillsFuture programmes to the maritime sector, introducing new measures to support Singaporeans' career in seafaring and a one-stop career service platform to give Singaporeans easy access to information on maritime career, education and training. The members

of the task forces include SMOU and Wavelink Maritime Institute (WMI) officials. Deputy Prime Minister, Coordinating Minister for National Security and then Minister for Home Affairs Teo Chee Hean announced these initiatives at the Singapore Shipping Association's (SSA) 30<sup>th</sup> Anniversary Gala Dinner on 25 September.

MPA Chief Executive Andrew Tan said, "Maritime sector offers a myriad of rewarding careers to Singapore and people are a key asset in ensuring the continued growth of the sector. We are heartened that we had the opportunity to work closely with key industry players, associations, unions and other government agencies to recommend initiatives that support Singaporeans in their career development in this sector. We want to assure Singaporeans that there is ample support for them to realise their full potential in this sector."



**Maritime Singapore Connect – A One-stop Career Services Platform**

To raise awareness and public interest about the opportunities in the sector, MPA will launch a one-stop career services platform called Maritime Singapore Connect in 2016 to provide career advisory and guidance services. Complementing the centre will be an online portal that allows the public to search for jobs, education and training programmes in the maritime sector and register for events.

**More to Benefit from SkillsFuture Programme**

Fresh polytechnic graduates will be able to enrol into the SkillsFuture Earn and Learn Programme by the second quarter of 2016. The year-long structured work-study programme will see each Singaporean receive a sign-on incentive of \$5,000 upon successful placement and completion. A grant of up to \$15,000 per trainee will be given to employers who sign on for the programme. A similar programme that is being developed will also be introduced to those Singaporeans from the CET track.

A SkillsFuture Study Award and SkillsFuture Credit will be launched in the fourth quarter of 2015 and first quarter of 2016 respectively.



*SMOU officials with APL shipping representatives at the anniversary dinner.*

SkillsFuture Study Award recipients will receive \$5,000 each to help defray the cost of attending work-related training. Singaporeans aged 25 and above will get an initial credit of \$500 from the SkillsFuture Credit initiative to cover course fees.

**Three Programmes to Develop and Up-skill Seafaring Talent**

Over the next three years, MPA will devote \$4 million to subsidise training

costs for employers and offer study awards to Singaporean seafarers. Three programmes will be set up – Cadet Allowance Reimbursement, Achievement Award, and Up-skill Allowance Scheme.

Under the Cadet Allowance Reimbursement Programme, companies will receive reimbursements from MPA – up to half the monthly allowance which they pay Singaporean cadets undergoing the certificates of competencies (CoCs) training. The cost of CoC training will be reduced by up to \$400 in the future.



(L-R): SMOU President Capt Robin Foo, Singapore Maritime Employers Federation Chairman Capt Francis Joseph, MPA Assistant Chief Executive (Operations) Capt M Segar, former SSA First Vice-President Ong Kok Wah, former SSA Chairman (Domestic Committee) Joe Ng, SMOU GS Mary Liew and Emeritus GS Thomas Tay.



A monetary Achievement Award of up to \$2,000 will be offered to candidates who complete shipboard training to become junior deck and engineering officers. Other achievement awards will also be available to encourage locals to take on further training to achieve higher class CoCs. Singaporean seafaring officers with a CoC Class 2 and 1 will get a monetary award of up to \$3,000 when they reach each of these stages. These will be co-funded by the MPA, employers, Employment and Employability Institute (e2i), Singapore Workforce Development Agency (WDA), SMOU and SOS.

Employers can also use the Up-skill Allowance to offer allowance to junior seafaring officers pursuing full-time CoC 2/1 programmes. More Singaporeans will be encouraged to attend the training programmes that will allow them to take on senior shipboard positions.

**Investing More in the Maritime Cluster Fund – Manpower Development**

MPA committed \$65 million, earlier this year, to the Maritime Cluster Fund dedicated to support maritime companies in developing and training manpower.

**“ Developing our Singapore Maritime Manpower core is critical for the sustainability and the future of the maritime industry as a core pillar of our Singapore economy.**

**These new initiatives to grow and retain our Singaporean seafaring talent pool recognises the sacrifices of ship officers who are the heartbeat of global shipping, working at sea for months at a time keeping maritime transportation constantly moving. The allowances and achievement awards will alleviate the substantial costs traditionally borne by our seafarers, as they pursue training to upgrade of their professional competencies for career advancements and prepare them for greater responsibilities as ship Captains and Chief Engineers.**

**While the extension of the SkillsFuture Earn and Learn Programme is presently extended to polytechnic graduates, we are happy that the maritime tripartite partners are also working together on an equivalent parallel scheme which is a TNTA Earn & Learn programme, to be extended to seafaring officers graduating from the Continuing Education and Training (CET) pathways like the Tripartite Nautical Training Award (TNTA) initiative, so that there is equal opportunity for all Singaporeans doing the same job and pursuing the same career.**

**With these exciting initiatives in place, we thank our industry partners in the Tripartite Maritime Manpower Taskforce for working together with us to support the development of our Singapore Maritime Manpower Core and through that, providing a better career, better life and a better future for our Singaporeans.**

▲ SMOU General Secretary Mary Liew (in pink)



# Five SMOU Sponsored Scholarship Awardees



## MaritimeONE Scholarship Awards 2015

**S**MOU is the proud sponsor of five brilliant young minds on their way to pursue a maritime education. SMOU General Secretary (GS) Mary Liew, Emeritus GS Thomas Tay and President Capt Robin Foo joined other representatives in congratulating awardees at the MaritimeONE Scholarship Awards Ceremony, held at Conrad Centennial Hotel on 13 August.

MaritimeONE (Outreach NEtwork) is a key manpower initiative for maritime stakeholders to collectively raise awareness of the industry as well as to profile education and career opportunities to students and committed individuals. MaritimeONE was launched in April 2007 by Singapore Maritime Foundation (SMF), Maritime and Port Authority of Singapore (MPA), Association of Singapore Marine Industries (ASMI) and Singapore Shipping Association (SSA).

Its key flagship initiative, the MaritimeONE Scholarship Programme, spearheaded by SMF and sponsored by partners such as SMOU and various shipping companies, has helped pave successful maritime careers for over 238 awardees to date. At this year's MaritimeONE Scholarship Awards Ceremony, 38 youths were awarded the MaritimeONE Scholarship. Tripartite Maritime Scholarships (TMSS) offered

by MPA were also presented to 20 students. A record-breaking \$2.6 million worth of scholarships were handed out under the two programmes.

**“Tonight is also a proud moment for their parents... Thank you for supporting your child's decision to join an industry that has sustained itself over the years (and) is here to stay,”** said Mr Michael Chia, Chairman of MaritimeONE and SMF.

Congratulations to the five MaritimeONE Scholarship recipients sponsored by SMOU. Work hard to realise your dreams!

**“I was aware of the MaritimeONE scholarship right from my first year, so I did my research, and I made it my goal to attain a scholarship. I'm really glad that this allows me to study without the financial burden and to achieve what I want without any stress. It's not just money-wise, the experience as a scholar has been so enriching; all the seminars and workshops have given me all-rounded benefits. My parents were also ecstatic as the scholarship gives us a huge amount of savings.”**

■ Chua Xin Yi, BSc in Maritime Business & Maritime Law, Plymouth University, UK

**“When SMA conducted a briefing about scholarships during the orientation programme, I read up more about it and learnt about the SMOU scholarship. I set my heart on getting it and during the interview, Mr Thomas Tay shared useful tips and advice regarding my career paths after graduation, which made me more assured of my choice. I received another scholarship offer but I chose SMOU scholarship because I felt that I would be gaining lots of benefits as a member of the union.”**

■ Tay Kai Wen, Diploma in Maritime Engineering, Singapore Polytechnic

“ *What I like about the SMOU Scholarship is that it leans towards caring for seafarers and its ties to the maritime industry. Plus as an SMOU member, there are lots of benefits too. My mom was concerned about me going sailing because I am the only child in my family. Now she supports me in chasing my dream to be a seafarer after she saw that my true passion lies in sailing.*

■ Yin Jing Hong, Diploma in Maritime Engineering, Singapore Polytechnic

“ *I felt motivated knowing that SMOU believes in me and offered me this opportunity. I'm determined to do very well. The criteria that we have to keep up a GPA of 3.0 challenges me to give it my all throughout my course of study. My mother is the only one taking care of me and my younger sister and she is extremely proud of me and is very happy that the scholarship helps to alleviate some financial burden. This one's for you mom!*

■ Khadri Joffery, Diploma in Nautical Studies, Singapore Polytechnic

“ *To know that there is an organisation that believes in me is just beyond words. My parents seemed happier than me and my father was really excited. This scholarship has given me a head start in my career. It has made me a step closer to my dreams of becoming a Master Mariner. It will help me stay focused, inspire me to be competitive and most importantly, give me limitless opportunities to pursue my passion.*

■ Hareshh Gunasegaran, Diploma in Nautical Studies, Singapore Polytechnic



SMOU sponsored scholarship recipients (L-R): Khadri Joffery, Yin Jin Hong, Chua Xin Yi, Tay Kai Wen and Hareshh Gunasegaran.



MPA Chief Executive Andrew Tan taking a candid selfie with award recipients.



Passengers evacuating to safety.

# Rescue Operation 'FEREX'

**S**ome 30 SMOU members were among the participants who took part in a half-day emergency preparedness exercise, codenamed 'FEREX 2015'. The annual ferry exercise (FEREX), organised by the Maritime and Port Authority of Singapore (MPA) in conjunction with Safety@Sea Week 2015, was aimed at testing the readiness of various agencies to respond to ferry mishaps in the Port of Singapore. Held on 21 August, the simulated exercise scenario involved an outbound regional ferry, carrying 100 passengers from Singapore to Bintan, Indonesia, colliding with an inbound tanker, carrying 13 crew members, activating the multi-agency Ferry Mishap Contingency Plan.

Before the exercise began, the ferry crew briefed all passengers on safety procedures such as how to put on the life vest and how to respond in emergency situations.

The exercise commenced with passengers being evacuated in groups, with the more seriously injured ones given the top priority. SCDF crew



carried the injured out, loading and securing them onto the stretcher and transferring them to an evacuation vessel. Despite the rain and rough seas, the rescue personnel were undaunted and helped everyone safely back to the Tanah Merah Ferry Terminal.

More than 350 personnel from 10 agencies and companies took part in the full deployment exercise which included deployment of resources at sea at the Eastern Anchorage for rescue operations, manning of emergency operations centre at the Port Operations Control Centre at PSA Vista, and landing of casualties and rescued persons at Tanah Merah Ferry Terminal.



ATNTA cadet participant was among the 'injured'.

**“ The exercise was executed in a very professional way with all the government and non-government agencies' involvement. It was realistic from the very beginning of the announcement from the Ferry's captain to the point of being ferried by the ambulance. The rescuers did an excellent job at manoeuvring the three vessels to make fast alongside each other and evacuating all passengers safely.**

■ Selvakumar PS, SMOU member of 5 years



APL Global Head of Technical Services Shaj Thayil giving a short speech and thanking the union.

## A Great Get-together with APL Management and Seastaff

In conjunction with APL's Annual Seastaff Seminar being held in Singapore from 13 to 16 October, SMOU took the opportunity to invite all officers for an evening of get-together at Lighthouse Bistro. As it was the officers' first visit to the SMOU office, they had a wonderful time playing pool and darts while others relaxed at the massage chairs at Mariners' Lounge. General Secretary Mary Liew welcomed the officers and gave a short introduction of the union's history and initiatives. Membership benefits were also communicated to our foreign members. It was a meaningful event where the Union, APL officers and management bonded together and built camaraderie as one big family.

SMOU would like to thank NSSPL for making this possible so that the Union could connect with our seagoing members. We look forward to organising more of such dinners for companies who plan to hold their seastaff seminars in Singapore.



**“ We would like to thank SMOU for your generosity in hosting us to a wonderful dinner at SMOU. Many of our officers are members of SMOU for a long time but are visiting SMOU for the first time. It was a great get-together for APL and SMOU.**

▼ APL Fleet Personnel Technical Services Capt Johnny Low (2<sup>nd</sup> from left)



# Protecting Seafarers from Accidents in Enclosed Spaces

Accidents in enclosed spaces onboard ships continue to blight the industry, with an unacceptable large number resulting in the death or injury of seafarers and shore personnel.

The dangers associated with enclosed spaces are well known, yet the death toll continues at an alarming level. Reliable statistics are difficult to obtain – but it is commonly stated that more deaths occur onboard ships in relation to entry into enclosed spaces than any other ship-board working activity.

The International Maritime Organization (IMO) currently defines an enclosed space as having any of the following characteristics:

- limited openings for entry and exit
- inadequate ventilation
- not designed for continuous worker occupancy, and includes, but not limited to, cargo spaces, double bottoms, fuel tanks, ballast tanks, cargo pump-rooms, cargo compressor rooms, cofferdams, chain lockers, void spaces, duct keels, inter-barrier spaces boilers, engine crankcases, engine scavenge air receivers, sewage tanks, and adjacent connected spaces.

It may assist if the industry introduced a **uniform approach to physical labeling of all enclosed spaces** that have been identified in the Safety Management System. At present, there is no industry standard for the design and siting of warning notices and symbols that may be universally understood by ship and shore personnel. No attempt is made to provide any such labeling at points of access on many ships.

Another part of the solution must also lie in **improved levels of education and training** of both ship and shore personnel. Reference is made to IMO Resolution A.1050(27) 'Revised Recommendations For

Entering Enclosed Spaces Aboard Ships' adopted in 2011. These recommendations require shipowners to adopt a comprehensive safety strategy to prevent accidents on entry to enclosed spaces, and that procedures for enclosed space entry are included among the key shipboard operations concerning safety of personnel and the ship. Competent and responsible persons should be trained in enclosed space hazard recognition, evaluation, measurement, control and elimination, and crew members trained in enclosed space safety. Despite the training requirements included in the revised recommendations, the IMO recognised that more needed to be done to respond to the continuing loss of life in enclosed spaces. This has taken the form of amendments to SOLAS regulation III/19 'Emergency training and drills', which entered into force on 1 January 2015, and required that enclosed space entry and rescue drills to be conducted at two-monthly intervals.

For all this to be effective, it is necessary that ship staff, with the support of shore management, perform mandatory drills, training and actual entry procedures with a dedication and seriousness that reflects the grave dangers that attend enclosed space entry.

The performance of risk assessments and Permits to Work should not be approached as a generic paper exercise and must be able to respond to the particular circumstances of the task – such as the hazards presented by the particular cargo within a hold space. A Permit to Work must be fully completed and signed off at the site of the task so that it is contemporary and reflects the actual hazard and safety needs of the operation.

Drills and training should be properly planned and be used as an opportunity to assess the challenges of rescue from the variously identified enclosed spaces onboard. Training should also emphasise to crew the importance of raising the alarm when persons are found to be in difficulty within an enclosed space, and that any rescue is properly coordinated in accordance with practiced procedures. The natural instinct to rush in to help a shipmate is understandable but extremely dangerous. It has been reported that more than half of enclosed space casualties are people who have attempted an ill-prepared rescue.

Last but not least, a **zero-tolerance culture** to unplanned and unprepared entry into any enclosed space needs to be rigorously enforced and ingrained into all personnel, onboard and ashore.

**“ It is both saddening and frustrating to hear about enclosed space fatality reports, especially when such accidents can be avoided. In March this year, a Chief Officer and Chief Engineer died after entering an oxygen-deficient area in the cargo hold, and the 2<sup>nd</sup> Officer lost consciousness when he went to their aid. Even the most well-trained crew will have to face very difficult decisions in times of urgent crisis. To quote an old saying, one seafarer lost in such a situation is one too many. Let us create a safer environment for our seafarers to work in.**

■ SMOU General Secretary Mary Liew

Source: Nautilus Telegraph October 2015 issue

# Say 'No' to Cargo Handling

In this issue of Seavoices, we highlight the problems that

occur when seafarers handle cargo. An increasing number of seafarers have been requested to stow or secure cargo while others have been asked to start unlash containers before entering the port to expedite port operations. Handling cargo can be dangerous without proper training and will lead to longer working hours and more fatigue. It is also another way that some ship operators use to make more money out of using seafarers rather than leaving the work of cargo handling to trained and experienced dockers.

Cargo handling is dangerous for seafarers because they are not trained for the work. According to International Transport Workers' Federation (ITF), in January 2007, a Filipino seafarer was crushed to death by an eight-ton container when lashing cargo on an Antigua and Barbuda-flagged vessel berthed in the port of Rotterdam in the Netherlands. There have also been reports of accidents at sea involving badly lashed containers.

Cargo handling also adds to the stress and fatigue that seafarers already endure long working hours, tight

sailing schedules and fast turnaround times. It means even less rest time in port, when they hope to make contact with family and friends back home. Fatigue has also been highlighted as a major factor behind accidents in port and at sea.

All SMOU collective agreements contain a clause that ships' crews shall not be required or induced to carry out cargo handling. If your ship is covered by such an agreement, any request for you to handle cargo violates that agreement.

If you are asked to handle cargo, say "No" and contact SMOU. Your safety is our concern.

**“ Safety is everyone's responsibility and as seafarers we should not put anyone in harm's way, including yourselves by handling cargo. If you do so, it takes jobs away from qualified dockers. Cargo-handling is work for trained professionals. It should only be done by those who have been specifically trained to do it, so that it is carried out in a safe and efficient way. In fact, the solidarity shown by port workers refusing to load or unload a vessel has often been critical in the struggle to win better working terms and conditions for the seafarers onboard. Dockers are seafarers' natural allies. So if you are asked to handle cargo, say 'No' and contact SMOU.**

■ SMOU Industrial Relations Senior Manager Gwee Guo Duan





*The crew enjoying a meal at Lighthouse with SMOU General Secretary (GS) Mary Liew and other SMOU staff.*

# SMOU Renders **Humanitarian Aid** to Stranded Seafarers



*SMOU President Capt Robin Foo having a light-hearted moment with Rev Christian Schmidt and the crew.*



*All smiles when the crew received snacks from SMOU.*

On 28 July, SMOU hosted a meeting and lunch at Lighthouse Bistro & Bar for some 20 seafarers of a multi-purpose offshore vessel who were stranded in Singapore after they signed off without food and shelter. The International Lutheran Seafarers' Mission Reverend (Rev) Christian Schmidt, Sailors' Society Port Chaplain David See and a NTUC Migrant Workers Centre representative were also present with SMOU leaders and Industrial Relations team. After speaking to the seafarers to understand more about their situation and how the Union could help, SMOU continued to provide free meals to the crew for the next few days.



*SMOU Emeritus GS Thomas Tay (left) discussing the situation with Port Chaplain David See, Rev Christian Schmidt and SMOU IR Officer Kelvin Lin.*

# Maritime Race

## to the Finish Line

On your mark, get set, go! Maritime and Port Authority of Singapore (MPA) Chief Executive Andrew Tan and key officials from Singapore Maritime Foundation (SMF), Association of Singapore Marine Industries (SMI) and Singapore Shipping Association (SSA) sounded the horns as almost 1,000 members of the general public, students and professionals raced to complete a series of missions in the Amazing Maritime Challenge 2015.

Young SMOU's team of four arrived at the Singapore Sports Hub in the morning of 18 October to collect the race packs and attended the pre-race briefing before participating in the warm-up exercises. Various pit stops were set up at Clarke Quay Riverfront, Dhoby Ghaut Green, Esplanade Underpass and Singapore Sports Hub where participants competed in maritime-themed games such as constructing a lighthouse model in the quickest time possible and scooping up as many plastic bottles as they could in a minute. One of the missions to be accomplished tested the participants' teamwork which require a team member to direct three blindfolded team members in a makeshift ship to a final destination, using nautical terms such as port (left), starboard (right), astern (forward) and avast (stop).

The SMOU team enjoyed the challenges and learned about the different aspects of the maritime industry in a fun and engaging manner. SMOU supported the tripartite event through the sponsorship of the towels in the race packs.



The SMOU team with MPA CE Andrew Tan. ▲

**“ The Amazing Maritime Challenge has been one of most popular public outreach events of the Singapore Maritime Week. Although this year the event was held later in the year, the response has been encouraging. I'm heartened by today's turnout of nearly 1,000 participants who came to take part in the Challenge – and take away with them greater knowledge of the maritime industry.**

▲ MPA Chief Executive (CE) Andrew Tan



It's all about accuracy at the mooring pitstop. ▲



▶ Picking out plastic bottles to keep our oceans clean.



## Establishing Rapport with **TNTA** and **SMA Cadets**

### Do you know what the Union can do for you?

It was all about creating awareness about the Union among the youths when Young SMOU Chairman Terence Tan visited Wavelink Maritime Institute (WMI) and Singapore Maritime Academy (SMA). On 22 September at WMI, Terence spoke to 19 Tripartite Nautical Training Award (TNTA) cadets who just enrolled into the course and educated them about the Union and the benefits of being a member. During a question and answer segment, cadets gained more knowledge about SMOU and the maritime industry.

The next day, more than 25 young cadets from the Diploma in Nautical Studies course at SMA attended the SMOU awareness talk. Terence explained the importance of the Union and encouraged them to join the 'family'. As the cadets are going out to sea in October, the awareness talk equipped them with essential knowledge on their rights and various union membership benefits. Our thanks go out to SMA for giving SMOU the opportunity to meet and interact with the cadets.

Join our big family!



# Young SMOU Members Bonding at Universal Studios

It was a night to remember for more than 30 Young SMOU members and their friends who joined our Halloween Night get-together dinner at Lighthouse Bistro on 24 October. They mingled around and got to know each other better through light-hearted conversations over good food and drinks. General Secretary Mary Liew and Young SMOU Chairman Terence Tan were also there to catch up with the youths. After the dinner, the youths made their way to Universal Studios Singapore where they had a spooky time in eerie haunted houses and thrilling rides.



**“** I loved spending quality time with my friends and other members at the rides and other scary attractions. I got to know the union leaders and other union members during the dinner at Lighthouse Bistro and it created deeper bonds between us.

■ Milli Koh, SMOU member for 4 years

# Bursary and Scholarship Awards Presentation

## Supporting Our Children's Growth

Newly appointed Acting Minister for Education (Higher Education and Skills) and Senior Minister of State for the Ministry of Defence Ong Ye Kung, SMOU President Capt Robin Foo, General Secretary (GS) Mary Liew, Emeritus GS Thomas Tay and Executive Committee members joined proud parents in recognising the students' outstanding academic achievements at the annual SMOU Bursary and Scholarships Awards Presentation on 26 September.

SMOU presented out bursaries, scholarships and Wavelink Book Awards to 46 students amounting to some S\$34,000. The Wavelink Book Awards are sponsored by Wavelink Co-operative Ltd. The NTUC U Care Education Co-Funding Scheme which co-funds 50% of the bursary awards, has enabled SMOU to give more to more members' children.



A picture of a tree, with outspread branches and deep roots was presented to Mr Ong. The tree represents the award recipients, while the roots are symbolic of the parents' and the Union's support towards their growth and development, so that they can one day bear fruit, and contribute back to society. It's all about supporting the growth of our members' children.



**“ My wife and I are happy that our children have done us proud. We bought a laptop for our daughter with the money awarded as an incentive and to motivate her in her studies. As a big family with four children, we find the member benefits very helpful and supportive,” said Abdull Azis M Roslan (in purple), a SMOU member for 15 years.**

**“ Every child is precious and has his or her own learning speed and abilities. The child may be a late bloomer, but that does not mean we give up on them. Instead, we give them time and space, and we provide them our love and support so that they may grow. I hope all the recipients today will not only be motivated to do well in your studies, but also remember the people and organisations such as NTUC and SMOU that have supported you along the way.**

► Acting Minister for Education (Higher Education and Skills) and Senior Minister of State for the Ministry of Defence, Mr Ong Ye Kung (in blue) with SMOU GS Mary Liew and award recipients.



“ Let’s not forget the important role our families play in supporting us. Families form the very foundation that we build our lives upon. They teach us life lessons that can never be learned through schools or textbooks, and are also the people that support us and spur us on when we are faced with challenges in life. A strong family bond is like a safe harbour, where we feel secure and where we know that there will always be someone we can count on when we need them the most.

■ Young SMOU Chairman Terence Tan



“ My brother and I received the Wavelink Book Awards, which we intend to save for our education. It’s also a form of external motivation for us to work even harder for our future.

▲ Eliz Cheong (second from left), daughter of SMOU Member Cheong Kwee Thiam (left)



Award recipients penned heartfelt messages for their parents. ▶



# Irresistible!

## SG50 Executive Set Lunch Specially for SMOU Members

To celebrate the Golden Jubilee, more than 300 SMOU members had a deliciously good time enjoying the \$5 SG50 set lunch, valued from \$40 to \$50. The big smiles of members with SG50 logos say it all – **"Fantastic promotion! can we have more?"** Yes you can, look out for more irresistible promotions as we celebrate our 65<sup>th</sup> anniversary next year!





“ My meal was delicious! The food at Lighthouse is always classy and flavourful. I hope the menu will be different when I come back the next time so that I can try other specialties from Lighthouse.

◀ David Dominic Martin, SMOU member of 7 years



“ I would like to thank SMOU for arranging this heavily subsidised executive lunch for members. Maybe SMOU can have this promotion regularly to encourage members to visit or drop by the union more frequently. It's good for members to gather once in a while and have lunch and coffee together besides Mariners' Nite event every Friday evening.

◀ Peter Yeo Jiann Ching, SMOU member of 28 years

**Reminder**

## Renew your Membership for 2016

Renew your SMOU Membership today and get this **limited edition 20g cupro-nickel coin** issued by Monetary Authority of Singapore (MAS) to commemorate Singapore's 50 years of independence.

Online payment available. To do so, please activate your online account. For more information, please log on to [www.smou.org.sg](http://www.smou.org.sg)

**Renewal Gift Collection Period starts now at SMOU One Stop Service Centre.**



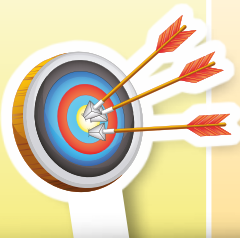
Photo is for illustration purposes only. First-come, first-served and while stocks last. SMOU reserves the right to substitute the item without prior notice.

Credit: Singapore Mint

# SMOU 65th ANNIVERSARY

## JAN

- 8 Lantern Making Workshop @ Mariners' Lounge
- 23 1 Day Factory Shopping Trip
- 30 Young SMOU Archery Tag Teambuilding



## FEB

- 11 Lunar New Year Luncheon & Hong Bao Presentation
- 14 Valentine's Day Special
- 23 Lunar New Year Golf League



## MAR

- 9 Young SMOU Financial Planning Talk
- 16-18 SMOU Mega Trip (Onboard Star Cruise)
- 22 SMOU Birthday Celebration With You
- 25 Myanmar Nite



## APR

- 23 Young SMOU Dragonboat



## MAY

- 1 May Day Celebrations
- 28 SMOU Family Day (Nite Out @ Universal Studios Singapore)
- \* Youth Maritime Forum



## JUN

- 11 Kids School Holiday Programme



## JUL

- 1 Senior Citizen's Programme @ Mariners' Lounge
- 30 Family Connection (National Day Celebrations)



## AUG

- 27 Young SMOU Annual Bowling Challenge



## SEP

- \* SMOU Bursary & Scholarship Awards Presentation
- 21 Young SMOU Fireside Chat



## OCT

- 15 Young SMOU Paint for H.O.P.E
- \* Silver Collar Trip
- 22 Family Connection (Festive Celebration)



## NOV

- 2 Long Membership Awards Presentation
- 16 Young Mariners' Networking
- 25 SMOU 65th Anniversary Gala Dinner @ RWS



## DEC

- \* Kids School Holiday Programme
- \* Manila Family Day
- \* Movie Special



\*Dates to be confirmed. Programmes and venues are subject to change without prior notice.

# ACTIVITIES CALENDAR

## See you at Mariners' Lounge & Lighthouse Bistro!

*Happy Birthday SMOU!*


Pen down your blessings for SMOU's 65<sup>th</sup> anniversary.



Stand a chance to have your message featured in Seavoices!

## Snap, Post and Win!

How to participate:

- Strike your best pose with our special photo props
- Hashtag **#smou65**
- Upload onto 



The top 3 photos with the most 'likes' will win attractive prizes!

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

## SMOU65 Members' Special!

**\$50.65\*** main course at Lighthouse Bistro!  
Look out for the invites!

*Choice of main course must be under \$20.  
Invitations will be mailed out to members with local mailing addresses.  
\*Terms and conditions apply.*

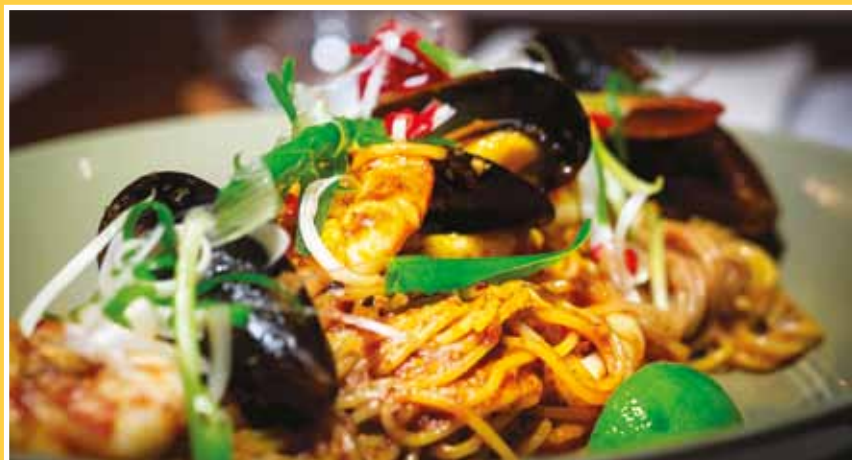


Photo is for illustrative purpose only.

## Mariners' Nite is on every Friday!



*Reservations must be made directly with Lighthouse Bistro (Tel: 6390 1699).*

- For more information and online bookings, visit SMOU website at [www.smou.org.sg](http://www.smou.org.sg)
- Update your email address with us at [booking@smou.org.sg](mailto:booking@smou.org.sg) to receive news of our latest events!

# Spread the Word



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

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

## How To Collect Your SPF

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

1. Duly completed Withdrawal Form (download from [www.ispf.org.sg](http://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.

## SMOU-Wavelink Representative Office in Manila

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

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

**Address:** 7<sup>th</sup> Floor, S & L Building 1500, Roxas Boulevard Ermita, Manila, Philippines

**Telephone:** +63 (2) 400-5459

### Operating Hours:

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

## 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](mailto:spf@wavelink.com.sg)

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

**Submission Period :** until 1 December 2019

No. of Member Claims

Amount Paid

7,700

\$12,396,600

# Training Calendar

## January 2016 - March 2016

Course Title	Date	Duration	Course Fee	Course Title	Date	Duration	Course Fee
<b>MPA Mandatory Courses</b>							
Pilotage Exemption (Large Vessels) Course & Assessment	On Demand	5 Hrs	\$2,808.75	Experienced Tug Master (Refresher)	On Demand	1.5 Hrs	\$483.64
Pilotage Exemption (Large Vessels) Renewal Assessment	On Demand	2.5 Hrs	\$1,472.32	Passenger Ferry Safety (New)	On Demand	1 Day	\$309.23
Pilotage Exemption (Small Vessels) New	On Demand	1 Day	\$402.32	Passenger Ferry Safety (Refresher)	On Demand	4 Hrs	\$241.82
Pilotage Exemption (Small Vessels) Refresher	On Demand	3 Hrs	\$350.96	Port Limit Special Grade (Deck Officer)	On Demand	3 Days	\$471.87
Port Limit Tanker Master (New)	On Demand	1.5 Days	\$621.67	Bunker Surveying Course	On Demand	2 Days	\$337.05
Port Limit Tanker Master (Refresher)	On Demand	4 Hrs	\$268.57	Oil Spill Control	On Demand	1 Day	\$179.76
Tug Master (New)	On Demand	3 Hrs	\$880.61				
<b>Maritime STCW Courses</b>				<b>Maritime non-STCW Courses</b>			
Bridge Resource Management - Leadership and Teamwork (Mgmt)	11 - 15 Jan 15 - 19 Feb 14 - 18 Mar	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Mgmt Level)/SOLAP Suitable for Senior Officer	05 - 07 Jan 23 - 25 Feb 08 - 10 Mar	3 Days	\$2,568.00
Engine-room Resource Management - Leadership and Teamwork (Mgmt)	11 - 15 Jan 15 - 19 Feb 14 - 18 Mar	5 Days	*\$1,605.00 Promotional Price	Promotion in Rank (Mgmt Level)/SELAP Suitable for Senior Engineer	05 - 07 Jan 23 - 25 Feb 08 - 10 Mar	3 Days	\$2,568.00
Bridge Resource Management - Leadership and Teamwork (Ops)	11 - 13 Jan 15 - 17 Feb 14 - 16 Mar	3 Days	*\$909.50 Promotional Price	Promotion in Rank (Ops Level) Suitable for Junior Deck or Junior Engineer Officer	11 - 15 Jan 15 - 19 Feb 14 - 18 Mar	5 Days	\$1,605.00
Engine-room Resource Management - Leadership and Teamwork (Ops)	11 - 13 Jan 15 - 17 Feb 14 - 16 Mar	3 Days	*\$909.50 Promotional Price	Bridge Team Management	04 - 06 Jan 22 - 24 Feb 07 - 09 Mar	3 Days	*\$1,123.50
IMO Model Course 1.27 - Operational Use of ECDIS	04 - 08 Jan 22 - 26 Feb 07 - 11 Mar	5 Days	*\$1,177.00	Engine Team Management 	04 - 06 Jan 22 - 24 Feb 07 - 09 Mar	3 Days	\$1,123.50
IMO Model Course 3.19 - Ship Security Officer	20 - 21 Jan 02 - 03 Mar	2 Days	*\$642.00	Type Specific ECDIS <sup>2</sup> - TRANSAS	07 - 08 Jan 25 - 26 Feb 10 - 11 Mar	2 Days	\$770.40
Proficiency in Designated Security Duties	19 Jan 01 Mar	1 Day	*\$256.80	ECDIS Conversion <sup>1</sup>	04 - 06 Jan 22 - 24 Feb 07 - 09 Mar	3 Days	\$706.20
Proficiency in Security Awareness Training	19 Jan 01 Mar	0.5 Day	*\$160.50	IMO Model Course 3.21 - Port Facility Security Officer	01 - 03 Feb	3 Days	*\$963.00
<b>Maritime Introductory Courses</b>				<b>STCW Courses (with collaborative partner)</b>			
Familiarisation on Operational Use of ECDIS	04 - 05 Jan 22 - 23 Feb 07 - 08 Mar	2 Days	\$535.00	High Voltage Training (Operational level) 	18 - 20 Jan 15 - 17 Feb 07 - 09 Mar	3 Days	\$1,551.50
Maritime Labour Convention, 2006 Awareness Program	29 Feb	1 Day	*\$321.00	High Voltage Training (Management level) 	18 - 22 Jan 15 - 19 Feb 07 - 11 Mar	5 Days	\$2,568.00
Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85	IMO Model Course 3.20 - Company Security Officer	20 - 22 Jan 02 - 04 Mar	3 Days	*\$963.00
Introduction to Risk Management	On Demand	1 Day	\$272.85	ISM & ISPS Internal Auditor	02 - 04 Feb	3 Days	*\$1,284.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	ISM Internal Auditor	02 - 03 Feb	2 Days	*\$695.50
				ISPS Internal Auditor	03 - 04 Feb	2 Days	*\$856.00
				Shiphandling	On Demand	3 Days	*\$1,284.00
				Ship Safety Officer	On Demand	2 Days	*\$642.00

Course fees are inclusive of 7% GST.

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

\*MCF Training Grant is available for eligible participants. Please refer to [www.mpa.gov.sg/mcf](http://www.mpa.gov.sg/mcf) for information.

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

<sup>2</sup> For other Type Specific ECDIS, please check with WMI.

Training Calendar is also available at: [www.wavelink.com.sg/wmi](http://www.wavelink.com.sg/wmi)

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

Scan our QR code to Download our Full Training Calendar at: [www.wavelink.com.sg/wmi](http://www.wavelink.com.sg/wmi)



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# TNTA Recruitment Reaches Perfect 10

The Tripartite Nautical Training Award (TNTA) Programme, a joint initiative by Singapore Workforce Development Agency (WDA), NTUC's Employment and Employability Institute (e2i), SMOU and supported by Maritime and Port Authority of Singapore (MPA), Singapore Shipping Association (SSA) and shipping companies, kick-started its 10<sup>th</sup> recruitment in July 2015. The programme enables Singaporeans and Permanent Residents to be trained for the maritime industry as Certificate of Competency (CoC) Class 3 certified Deck Officers. Here are snapshots of the seven stages of recruitment.

# 1

## Recruitment and Outreach



Advertisements were placed in several local newspapers during July and August. This time round, e2i ramped up publicity efforts through flyer distributions, road banners and posters.

# 2

## J.O.B. (Job Opportunities Briefing)

Several briefings were held in convenient locations at different parts of Singapore (West, East, and Central) with morning and afternoon sessions. The briefing gave members of the public an introduction to the maritime industry, and more specifically, the TNTA Programme. WMI representatives talked about the requirements and the three-year programme outline. A Q&A session was held at the end of each briefing for participants to clarify their doubts. Participants who attended the briefing at WMI also had the opportunity to experience the simulators.



3

**Executive  
Workshop**

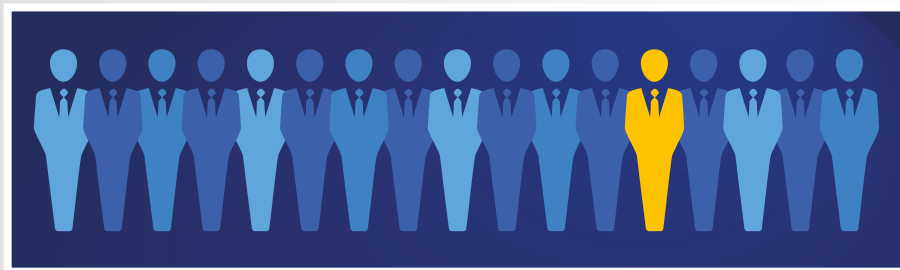
Two full-day sessions held at e2i equipped shortlisted participants with various knowledge and skills on how to communicate effectively and bring out the best in them during a job interview.



4

**WMI Entrance Test  
& Psychometric  
Assessment**

Held at WMI, shortlisted candidates who have met the basic requirements go through a comprehensive aptitude (assess competency in Maths, Science, Logic & Geography), and psychometric (measure response and suitability for a seafaring career) tests and a questionnaire (determines their career and employer expectations) to indicate their employment preference.



5

**WMI Interview  
Session**

Face-to-face interviews to select potential cadets were conducted with the results from the aptitude and psychometric tests, and questionnaire on employment preference for reference. Interviewers who have held senior positions onboard were paired with a younger interviewer, to eliminate over-reliance on a single individual's assessment, and allow a fresh perspective. Candidates were asked about their reasons for choosing this career path, their background and what they know of the industry.

## 6

## Family Engagement



Shortlisted cadets and their families were invited to join the session. This is catered to family members of cadets to fully understand what the TNTA programme is about, to hear about seafaring life from the perspective of seasoned seafarers, as well as to provide them with a chance to raise any questions. Former APL Head of Global Marine Ops Capt Lee Chee Seong was present to share his experiences as an ex-seafarer, together with WMI Executive Director Capt Yeow Kok Kean and WMI General Manager Capt Joe Chen.



**“ I am a commercial diver and I also do shipping maintenance. I have always been passionate about the sea and I am drawn to its tranquillity. My late grandfather used to repair ship engines and I always look up to him as a role model. I want to emulate him and follow him in his footsteps so I joined the TNTA programme.**

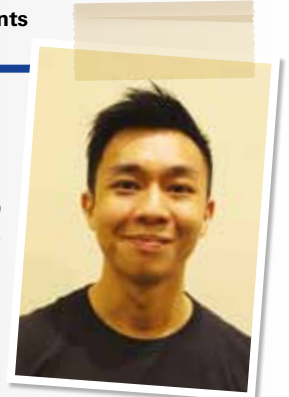
◀ Candidate Muhammad Fazzley Jamil (left) with his parents

**“ I will always give my fullest support to my son in whatever decision he makes.**

▲ Mr Jamil Jaffar (above, right), father of candidate Muhammad Fazzley

**“ I used to work in PSA and I have a friend who is in the previous TNTA cohort. I don't like '9 to 5pm' jobs and I am passionate about shipping which is why I decided to join the programme. On top of that, my uncles are from the Navy and their stories further motivated me to join the industry.**

▶ Candidate Jasper Lim



## 7

## Job Fair

The candidates who made it through the earlier processes were matched with companies according to their preference stated in an earlier questionnaire. Interviews would be conducted by shipping companies who would then make the final employment decision. Equipped with skills learnt from the executive workshop, this would be their chance to score with their desired employers.



# Toast to the New Year

## Usher in 2016 with our celebratory cocktail

### Ingredients:

- 7 – 10 pieces of ice cubes
- 15ml of Grenadine syrup
- 20ml of blue Curaçao liqueur
- 1 can of Sprite
- Raspberry
- Paper straw

### Preparation method:

1. Prepare a margarita glass, or any other glass of about 220ml.
2. Place the paper straw in the glass and pour in the ice cubes.
3. Add 15ml of grenadine syrup directly into the glass.
4. Add another 20ml of blue curaçao liqueur carefully into the glass, taking care to layer the blue Curaçao on top of the grenadine syrup.
5. Fill up the glass with sprite carefully.
6. Slice a notch into the raspberry and place it on the rim of the glass.
7. Enjoy Lighthouse Bistro's 'Under the Sea' cocktail and celebrate the new year!



Fall/Winter cuisine  
coming in December



Valentine's exclusive  
for members

Look out for our Valentine's  
Day special to be posted on  
our facebook and website  
[www.lighthouse-sg.com](http://www.lighthouse-sg.com)!



# Lighthouse Bar & Lounge *Tantalises the Senses*

More than just a bistro, Lighthouse Bistro boasts an intimate lounge and bar which is featured centrally within the dining area. Complimenting the bistro's sophisticated oceanic ambience of mature brown and captain's blue, the lounge chairs are of a grey, inspired by a storm's waves and set between lights that are reminiscent of a lighthouse from a safe harbour.

Guests can look forward to tea and coffee sets that are available from 2pm to 5pm, or whole day specialities ranging from mini pastries, espresso based coffees, gourmet teas and artisanal mocktails. Our fine wines, cheese platters and cocktails add a delightful end to your evening as the last light of the day fades slowly.

Our complete menu can be viewed at:  
<http://www.lighthouse-sg.com/menu/> or  
reach us for reservations at **6390 1699**.

Follow us on  and 

