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Singapore Maritime Officers' Union  
and Wavelink Co-operative

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**DEC  
JAN  
2018**



# INSPIRING OUR YOUTH

SERVING  
ALL  
WORKERS

06

"MARITIME  
INDUSTRY  
TRANSFORMATION"  
SERIES KICK OFF

12

SEAFARERS'  
WELFARE A  
PRIORITY AT ASSM  
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DECEMBER – JANUARY 2018



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SMOUnews



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Mon to Sat : 12pm to 10.30pm

# New Year Message

Dear Sisters and Brothers,

## Supporting the Industry Transformation Maps

Advancement in technology is crucial to the development of the maritime industry. While it is a good thing, the rapid pace and acceleration of technological advancements, however, can leave some of us feeling lost and even fearful of what the future will be like. This is understandable.

While we sound the alarm that the pace of disruption is inevitable, SMOU is doing our utmost to prepare our members, seafarers and shipping companies to ride the waves of changes and not be overwhelmed.

In 2016, the Government launched the S\$4.5 billion Industry Transformation Programme. The plans call for collective efforts of the Government, the Labour Movement (LM), the industry associations and businesses to change the mindset and the way companies and workers operate.

SMOU is collaborating with the Government and shipping companies to work on the Sea Transport Industry Transformation Map (ITM), which will be launched in January 2018. We look forward to working together closely with our tripartite partners and members to strengthen the development of the maritime sector as a whole. This is our way of taking the bull by its horns and staying vigilant and relevant to meet the evolving needs of the industry.

### Building the Singapore Core

We are on course when it comes to building the Singapore Core. The Tripartite Nautical Training Award (TNTA) programme, launched in 2010, has gained enough traction that resulted in the buy-in from 22 shipping companies. The programme has minted 27 new officers and by the third quarter of 2018, the number is likely to hit 50.



SMOU General Secretary  
Mary Liew.

We are especially appreciative of the shipping companies who put their faith in SMOU and Wavelink Maritime Institute to spearhead this programme in 2010. Special thanks to APL, BW Group, Maersk Singapore, PACC Offshore Services Holdings (POSH)/Pacific Carriers Limited (PCL), Pacific International Lines and Wallenius Marine Singapore who have been supportive in building the Singapore Core by giving the most training opportunities to our TNTA cadets.



▲ The first intake of TETA cadets with Guest-of-Honour Minister for Education (Higher Education and Skills) and Second Minister for Defence Ong Ye Kung at their graduation ceremony in 2017.

▼ Manpower Minister Lim Swee Say graced the graduation of TNTA Cohort 10 along with key tripartite partners in 2016.



Since its launch in May 2016, the Tripartite Engineering Training Award (TETA) programme has seen two cohorts completing the first phase of the 8-month classroom training and they have begun their phase 2 of 15 months sea-time service. TETA was launched to address the acute shortage of marine engineers.

With the third intake commencing in 2018, the TETA programme will have three female engine cadets.

So far, some 300 Singaporeans have enrolled in the TNTA and TETA programmes. Both programmes look set to attract more females who are passionate about sailing and see the immense potential of the profession.



*Nurfaezah Ithnin, better known as Fae, is among the four TNTA women cadets determined to add value to the maritime community.*

The success of these two programmes is determined by the support from our tripartite partners – the Maritime and Port Authority of Singapore (MPA), Singapore Shipping Association, Workforce Singapore, NTUC’s Employment and Employability Institute and participating shipping companies.

**Full Steam Ahead**

To continue the good work of building the Singapore Core, additional funds are needed to keep the TNTA and TETA running in full steam. We are delighted that fellow stakeholders, SkillsFuture Singapore (SSG) and MPA have come onboard to beef up the resources. Their support goes to show their confidence in the two programmes and in making Singapore an International Maritime Centre.

**Giving With All Our Hearts**

At the heart and soul of SMOU’s culture is the core value of Caring and Sharing.

**Caring for the Community**

The sincere desire to make an impactful difference to the community is a quality that SMOU has in spades. This was recently seen when over 200 members readily donated their yearly rebates under NTUC’s U65+ scheme to Make-A-Wish (Singapore) beneficiary 17-year-old Madan Saravanapavan, who suffers from popliteal pterygium syndrome. Madan had his wish come true with a motorised wheelchair, thanks to our members who helped raised \$10,000.

I trust that our SMOU members will continue to respond compassionately to more pressing needs of those who are needy and less fortunate. Together we can change and impact one life at a time.

We will continue to fan the fire of volunteerism, among our members and their families. It bodes well to also see our SMOU staff living out the values of caring and sharing, beyond the call of duty, and inculcating these values to their children.



▲ SMOU Manager and Women’s Committee member Annie Sng’s 13-year-old son Jediah assisting visually-impaired beneficiaries from the White Cane Club to Lighthouse Bistro for a soap-making workshop organised by SMOU.



▲ SMOU President Capt Robin Foo (centre, in red) presented festive turkey to the captain and crew of APL Chongqing.

**Caring for our Seafarers**

During this year end festive season, the SMOU team is visiting ships at our ports and for the first time, SMOU collaborated with the Mission to Seafarers Singapore (MTSS) International Drop-in Centre to bring the traditional Christmas dinner featuring Lighthouse Bistro’s all-time favourite turkey and other goodies for seafarers who are away from home. SMOU will also be working with MTSS to do more for seafarers who call at ports.

**Caring for Members’ Health**

The health of our members, both sailing and ashore, has always been a concern close to our hearts. To support the well-being of our members and help kick-start the journey towards a healthier lifestyle, we will go all out to encourage better management of health through health monitoring and literacy.



▲ SMOU members trying out the Neeuro Senzebands at an insightful health talk on dementia.

SMOU will make readily available health gadgets like blood pressure monitor and Neeuro Senzeband – a device that helps build cognitive skills through brain training activities – for members’ use at our Mariners’ Lounge in 2018, and at the same time members can look forward to a series of health talks to be rolled out.

In addition, latest information about health screenings and vaccinations schemes will be made available at the lounge to raise awareness for members. Vaccination drives are under consideration to make it convenient for members to get access to these healthcare needs, as well as recommending affordable options.

**Strengthening the Tripartite Voice Globally**

Next year, for the first time in its 122 years of history, the International Transport Workers’ Federation (ITF) will hold its Congress in Singapore from 14 to 20 October. This will be the first time the Congress takes place in South East Asia. We are indeed honoured and humbled to host this pivotal event with our sister unions in Singapore who are affiliated to the ITF.

This quadrennial global event with a rich history is where ITF’s 700 member organisations in 150 countries will make important decisions that set the future direction of the global trade union movement for their 16 over million transport members in the seafaring, port, road, rail and aviation sectors.

In all that we do in SMOU, we choose to GO FAR TOGETHER. With boldness and a strong sense of hope and determination, we will seek new ways, new skills and new mindsets to work and serve our members.

As we end the year 2017, I would like to express a big thank you to our Executive Committee and our tripartite partners for their support, as well as our members and maritime and shipping professionals who worked hard throughout the year to deliver daily necessities and bring festive joy to our homes.

To our members, we say, take charge of yourself – embrace lifelong learning; seek to live a long, happy and healthy life. Wishing you all happy holidays and a blessed new year.



NTUC Secretary-General Chan Chun Sing (4<sup>th</sup> from right) with the SMOU Executive Committee members and staff at the pre-ODC.

# Serving all Workers

## NTUC Ordinary Delegates' Conference

### 'A Strong, Relevant and Representative Labour Movement'

– This was the majority of the consensus at the NTUC Ordinary Delegates' Conference (ODC), held at the Suntec Convention and Exhibition Centre on 15 November, in the spirit of unity with almost 97 per cent positive votes.

The constitutional amendment shows the determination of the Labour Movement (LM) to collectively represent and serve all working people in Singapore. The ODC was attended by more than 740 union leaders and LM partners and associates.

"We will not concede our ability to organise all working people in Singapore," said NTUC Secretary-General Chan Chun Sing. He also emphasised on the importance for the LM to keep up with the needs of workers and adapt to structural changes caused by technological disruptions.

NTUC President Mary Liew applauded the outcome and thanked the delegates as the strong mandate would allow NTUC to be a truly representative LM and continue touching the lives of the workers.

She added: "Our unions have always stayed ahead of challenges, ensuring that our working people attain better jobs and better pay. The Labour Movement must continue to facilitate the upskilling of our working people and guide them in the right direction. To achieve this, we will build on our constructive tripartism."

Other activities on the agenda included taking stock of the LM's achievements since 2015 and endorsing a set of

nine papers that charted directions for the LM's future – namely, the LM Compass; Representation of Rank-and-File Workers; Professionals, Managers and Executives (PMEs); Working People in Small and Medium-sized Enterprises (SMEs); Freelancers and Self-Employed (FSE); and Migrant workers; Social Enterprises; U Career Network; and Stewardship and Governance.

The papers were a culmination of months of discussion by the union delegates, as well as the topics of interest at NTUC's Pre-ODC on 12 October. SMOU actively participated in six of the engagement sessions and highlighted the necessity for strong leadership in steering a forward-looking nation.

NTUC ORDINARY DELEGATES' CONFERENCE  
A STRONG, RELEVANT AND REPRESENTATIVE LABOUR MOVEMENT  
15 NOVEMBER 2017

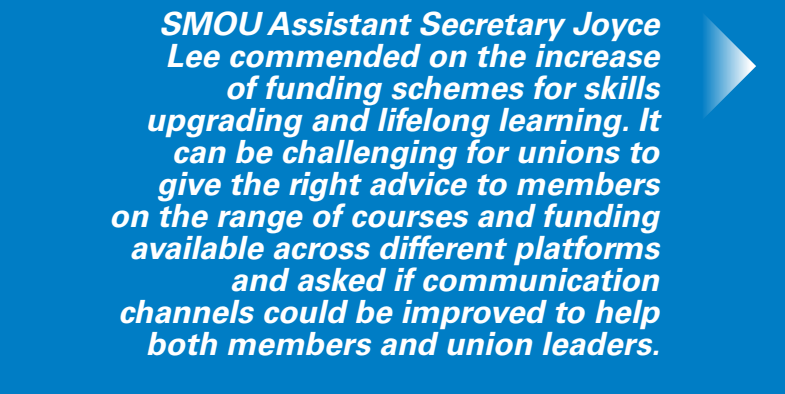




Observing one minute of silence for the late Brother Cyrille Tan, who served the United Workers of Electronics & Electrical Industries (UWEEI) and the NTUC Central Committee. He had inspired many generations of union leaders and left an indelible mark on the LM.



**SMOU Secretary Gwee Guo Duan brought up the need for NTUC Social Enterprises (SE) to embrace technology, not just using it to gain a competitive edge but to also apply it to better the lives of workers. To help the SEs grow, the unions must also take into account the feedback from members.**



**SMOU Assistant Secretary Joyce Lee commended on the increase of funding schemes for skills upgrading and lifelong learning. It can be challenging for unions to give the right advice to members on the range of courses and funding available across different platforms and asked if communication channels could be improved to help both members and union leaders.**



**SMOU Assistant Secretary Alvin Cheong shared his concerns on the future of tripartism – how would it evolve as we move towards a leaner workforce, and how can we ensure the generations ahead continue to keep up the good practices and recognise the importance of tripartism to the nation.**

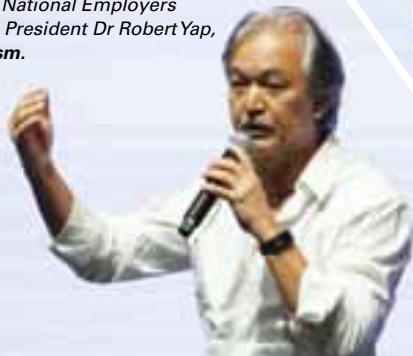


## LM Conversations

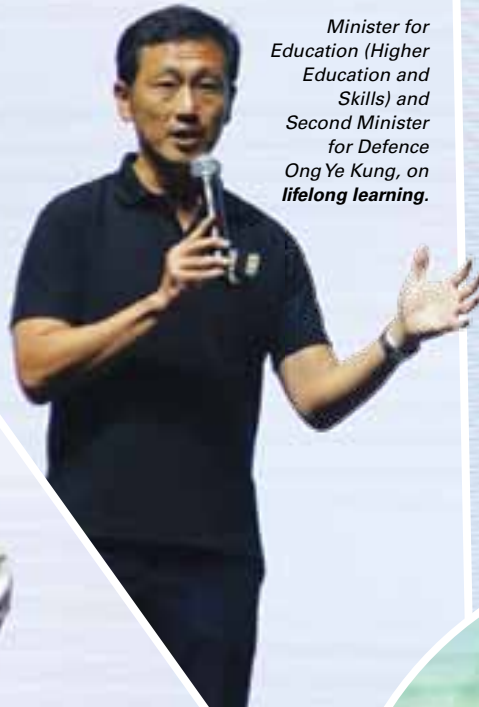
A special LM Conversations dialogue after the ODC saw Minister of Manpower Lim Swee Say, Minister for Health Gan Kim Yong, Minister for Education (Schools) and Second Minister for Transport Ng Chee Meng, Minister for Education (Higher Education and Skills) and Second Minister for Defence Ong Ye Kung, Minister in the Prime Minister's Office, Second Minister for Home Affairs and Second Minister for Manpower Josephine Teo and Singapore National Employers Federation President Dr Robert Yap sharing their perspectives on tripartism, lifelong learning, industry transformation, national manpower policies and more.

Nearly 1,000 union leaders and representatives from unionised companies, NTUC Social Enterprises, LM partners from U Associate, U SME and U FSE partners attended the dialogue and raised questions regarding bread-and-butter issues.

*Singapore National Employers Federation President Dr Robert Yap, on **tripartism**.*



*▲ Minister in the Prime Minister's Office, Second Minister for Home Affairs and Second Minister for Manpower Josephine Teo, on **industry transformation**.*



*Minister for Education (Higher Education and Skills) and Second Minister for Defence Ong Ye Kung, on **lifelong learning**.*



*Minister for Education (Schools) and Second Minister for Transport Ng Chee Meng, on **lifelong learning**.*

*Minister for Manpower Lim Swee Say, on **industry transformation and tripartism**.*



*Minister for Health Gan Kim Yong, on **tripartism and social enterprises**.*



# Giving Next Generation Learners a Boost

This year's SMOU Bursary & Scholarship Awards Presentation held at the Devan Nair Institute on 14 October recognised 52 students for their diligence in their studies. Guest-of-Honour Chief Executive of the Maritime and Port Authority of Singapore (MPA) Andrew Tan presented the bursaries, scholarships and Wavelink Book awards worth a total of about \$40,000 to the recipients in the presence of over 150 guests and family members.

In his speech, Mr Tan shared that the maritime sector is not a paper-based industry but a skills-based one, and encouraged each of them to do the nation proud by excelling in their own fashion.

Congratulating them on their achievements, he also advised them to persevere and to retain what they have learnt. He elaborated: "Keep your skills and knowledge relevant. Just as how Maritime Singapore's success hinges on our people – we are investing in you today in the hope that one day you will also give something back to the community."

SMOU Assistant Secretary Joyce Lee highlighted in her speech the significance of acknowledging not just the

children's hard work, but also the parents' role in instilling the values of lifelong learning. "These values are more important than academic grades and results – they are the basis for success in life," she said.

For the first time, three bursaries under the "Bursary Assistance for Deceased Members' Children" were given out to the children of late members Capt Aung Gyi and Syed Salim Mohamed Almushaiyah.

Interactive booths on 3D printing and doodling enabled the attendees to have a hands-on experience on how technology has evolved. SMOU also brought them on an exclusive tour of the Wavelink Maritime Simulation Centre, where they 'sailed' in different weather conditions and learnt about ship maneuvering techniques through the state-of-the-art simulators.

The bursary awards are co-funded by NTUC U Care Fund under the U Care Education Co-Funding Scheme, while the Wavelink Book Awards are sponsored by Wavelink Co-operative Ltd.





“ *The awards have made a difference and furthered my children’s dreams. SMOU looks out for us in various ways such as organising family activities, including today’s event which recognises our children’s academic efforts and encourages them to work harder.*

◀ Thomas Chua (right), SMOU member and father of Chua Won Koon (recipient of the Bursary Award), Chua Gee Koon and Chua Peng Sen (recipients of the Bursary and Book Awards)



“ *I’m overjoyed since the award will help to fund study-related fees and lessen the burden on my parents. My father, who has been with SMOU since his sailing days, used to share stories about the union over dinner.*

▲ Harold Lu, recipient of the Scholarship Award

“ *Getting the scholarship means a lot and I feel like I’ve made a huge achievement. It motivates me not to give up as I have come this far and to reach greater heights. SMOU’s support reminds me that I’m not alone in my journey.*

▲ Emaan Ather (centre), recipient of the Scholarship Award



“ *We are very appreciative of SMOU’s help. It contributes greatly to our finances since our sister is the sole breadwinner. We also enjoyed seeing how the WMI simulators work. It enhances the learning experience as we don’t have to board a real ship to learn about its operations.*

◀ Htet Thaw Dar Aung (centre) and Thoon Ya Te Thant (left most), recipients of the SMOU Care Fund Bursary Award

SMOU member Tan Khai Cher Daryl (far right) with his son Tan Jun Hao (recipient of the Scholarship and Book Awards) and other family members, as well as Guest-of-Honour MPA CE Andrew Tan.



Guest-of-Honour MPA CE Andrew Tan (centre) visited the Engine Room Simulator.

SMOU member Eric Tan (in gray) and his family checking out an interactive booth.



Present at the ceremony to offer encouragement to his peers was also specially invited guest Madan Saravanapavan and his mother. A beneficiary of the Make-A-Wish Foundation (Singapore), his wish for a motorised wheelchair was granted by over 200 SMOU members who donated their U65+ rebates. (His story was published in SeaVoices Oct-Nov 2017, page 12.) As a further means of motivating him to do his best in his studies, Guest-of-Honour MPA Chief Executive Andrew Tan and SMOU General Secretary Mary Liew surprised and presented him with a laptop which he could use for research purposes in his school work. The laptop was sponsored by SMOU.



# “Maritime Industry Transformation” Series Kick Off

The first of several engagement sessions within the “Maritime Industry Transformation” series – jointly organised by the Maritime and Port Authority of Singapore (MPA) and Singapore Shipping Association (SSA) – commenced on 17 August at M Hotel.

At the session, some 300 representatives from maritime companies, institutes of higher learning and government agencies evaluated the Sea Transport Industry Transformation Map (ITM). ITMs are part of the Industry Transformation Programme, a nation-wide initiative first announced at the Budget 2016.

MPA Chief Executive Andrew Tan said in his opening address: “The ITM is about building future capabilities for Maritime Singapore, and working with companies to build up their future competencies that allow them to emerge stronger from this protracted downturn. It will form the blueprint for us to drive the growth and competitiveness of the sector.”

A panel discussion, moderated by SSA Executive Director Michael Phoon and comprising Mr Tan, SMOU Secretary Gwee Guo Duan and other leaders from shipping companies, updated the participants on the direction that the maritime sector is heading in and the methods to leverage Singapore’s competitive advantage.

Weighing in with his comments, Gwee emphasised SMOU’s commitment toward championing the Singapore core by collaborating with tripartite partners to continue supporting the Tripartite Nautical Training Award (TNTA) and Tripartite Engineering Training Award (TETA) training programmes. They train Singaporeans for the Certificate of Competency (CoC) Class 3 and 5 respectively, giving them a second chance at choosing a seafaring career.

He added that there are opportunities available for seafarers when they are ready to move to shore-based jobs, thus they can continue to represent the Singapore voice.



SMOU Secretary Gwee Guo Duan (2<sup>nd</sup> left) fielding a question.

# ITMs At A Glance

In 2016, the government announced a S\$4.5 billion Industry Transformation Programme, a massive effort to transform the economy for the future. Under this programme, 23 Industry Transformation Maps (ITMs) will be developed to integrate restructuring efforts to deepen the partnerships between the government, firms, industries, trade associations and chambers.







In developing these ITMs, the Government examined deeply the industry landscape, the future trends and needs to set out a suite of initiatives to systematically raise productivity, develop skills, drive innovation, and promote internationalisation, so as to catalyse transformation.

Every ITM is supported by a growth and competitiveness plan resting on four pillars:

1. **Productivity**  
*Strategies to help companies, especially small and medium enterprises, to shift towards higher value-added activities*
2. **Jobs & Skills**  
*Equipping workers with skills that aid in greater value creation*
3. **Innovation**  
*Action plans to leverage Research & Development for new services and products*
4. **Trade and Internationalisation**  
*Facilitating companies' expansion to overseas markets*

The Future Economy Council (FEC), formerly known as the Council for Skills, Innovation and Productivity (CSIP), assumes overall responsibility for development and implementation of the ITMs. Each of the six FEC sub-committees looks after the ITMs that come under the same cluster.

A cluster consists of a group of ITMs for various industries. There are six main clusters:

 <b>Manufacturing</b>	 <b>Built Environment</b>	 <b>Trade &amp; Connectivity</b>	 <b>Essential Domestic Services</b>	 <b>Modern Services</b>	 <b>Lifestyle</b>
Aerospace*	Real Estate*	<b>Sea Transport*</b>	Education*	Professional Services*	Food Services
Marine & Offshore*	Security*	Land Transport*	Healthcare	Financial Services	Food Manufacturing
Energy & Chemicals	Environment Services	Air Transport		ICT and Media	Hotels
Precision Engineering	Construction	Logistics			Retail
Electronics		Wholesale Trade			

\*In progress

Adapted from the Ministry of Trade and Industry Singapore website as of 20 December 2017



# NTUC-U Care Charity Dinner

**S**MOU stepped forward and contributed \$20,000 to the NTUC-U Care Fund, a fundraising initiative set up in 2009 to assist low-income union members and their families.

On behalf of the union, SMOU President Capt Robin Foo received a token of appreciation, specially created by residents of the Movement for the Intellectually Disabled of Singapore (MINDS), from NTUC Secretary-General Chan Chun Sing during the dinner.

This year, close to \$11 million in total donations was amassed. The figure was unveiled at the annual NTUC-U Care Charity Dinner – which took place on 4 October at the Orchid Country Club – to some 850 guests consisting of union representatives, management leaders, corporate donors and U Care beneficiaries.

About \$2.6 million and \$3.8 million will be set aside for the NTUC U Stretch vouchers and U Care Back To School vouchers respectively, with the remaining funds going into other assistance programmes.

**“ This event is our way of thanking all of you for your generous support. Without the help of our NTUC social enterprises, NTUC-affiliated unions and associations and tripartite partners... we would not be able to make a difference and touch so many lives.**

▶ NTUC Assistant Secretary-General and Director of Care and Share Department Zainal Sapari (2<sup>nd</sup> from left), who gave a speech during the dinner



NTUC ASG Zainal Sapari with SMOU President Capt Robin Foo, Executive Committee Members and staff.





PATHWAY TO  
CONGRESS

## ITF Youth Group Holds First Congress Meeting

The International Transport Workers' Federation (ITF) Youth Congress Group met in Singapore to brainstorm strategies on how young transport workers can increase their visibility and leave a legacy at next year's ITF congress which will be held here.

The two-day meeting held on 28 and 29 September, chaired by ITF Youth Coordinator Baker Khundakji, centred on the agenda and approach that young transport workers could take to drive social change and strengthen the efficiency of ITF's work. The Youth Congress Group, who visited the high-tech congress venue at the Suntec City, is advocating for more action and less talk.

With technology evolving at an exponential rate, it is essential for youth workers to adapt quickly to future digital advancements. This is an important concern for the ITF Youth Congress Group, which consists of youth from SMOU, together with SOS, NTWU, POU, SPWU, Young NTUC and international youth committee members.

"To be one of the host unions for the ITF congress is an awesome privilege. Being able to offer direct input as a young worker shows the proactiveness of the youth being involved in union work and issues they care about," Young SMOU Chairman Terence Tan said.

"With the future of work and automation being major themes at next year's congress, it is crucial for young workers to be heavily involved in the relevant discussions and debates," he added.

Angel Lee, Dominic Yong and Sherry Tan from Young SMOU also led group discussions to present their ideas on creating a stronger youth presence in next year's ITF Congress.

At the meeting, SMOU ran through the schedule for the 2018 ITF congress and noteworthy activities to be hosted in conjunction with the congress, such as learning journeys to Singapore's bus and train depots and social fringe events.



*Terence bringing the youth around to take a look at next year's Congress venue.*

Photo credit: International Transport Workers' Federation

# A New Journey for TNTA Cohort 13 & 14 Cadets

The Tripartite Nautical Training Award (TNTA) graduation and investiture ceremony is a moment of new beginnings not just for the graduating cadets, who will be embarking on their maiden voyage after completing six months of pre-sea classroom training, but also for the new cadets, who will be starting their training to join the maritime industry.

At the latest ceremony, held on 2 October at the Amara Hotel and graced by Guest-of-Honour Pacific International Lines (PIL) Executive Director Teo Choo Wee, the spotlight was on 27 cadets from TNTA Cohorts 13 and 14.

They received their pre-sea graduation certificates and epaulets to the applause of the 160-strong crowd, from amongst family members, distinguished guests from the maritime community, tripartite and shipping representatives and TNTA alumni cadets from cohorts 6 to 12.

Capt Anthony Khoo, Chairman of the TNTA Advisory Committee, observed in his speech: "Each cadet who joins is part of the TNTA family. As family, we look out, work, help and care for each other."



**“ I used to work as a chef. It's never too late to change careers. There are cadets older than me and it motivated me to step out of my comfort zone and stay disciplined. I was ecstatic to get one of the 'Most Outstanding Cadet' awards as it meant that my hard work has paid off.**

▲ Redzwan Shah Chasmat, cadet of TNTA Cohort 13, with SMOU GS Mary Liew

**“ Six months of pre-sea training has equipped me with fundamental maritime knowledge. I now have a better idea of what to expect in the second phase since the cadets from previous TNTA cohorts also shared their experiences with us.**

▼ Eugene Lee, cadet of TNTA Cohort 13, with his parents



**“ My family is supportive of my unconventional choice as they feel reassured that SMOU will take care of cadets' welfare. As long as I stand up for myself, I will do well in this industry. Being employed by a renowned company like Shell has boosted my confidence.**

◀ Nur Syaza Mohamed Ashaari, cadet of TNTA Cohort 14

**“ I aim to be a captain someday, so I will work hard to become a competent and efficient seafarer. I feel very lucky to be given this opportunity, and to have SMOU and my employers spurring me on.**

▶ Jonathan Anthony Lefort, cadet of TNTA Cohort 14





TNTA Advisory Committee Chairman Capt Anthony Khoo giving his welcome address.



TNTA Alumnus and Cohort 11 Class President Punithan Manoukaran shared about his first voyage.



Left: Guest-of-Honour PIL Executive Director Teo Choo Wee and Crewing Manager Tracy Gao pinned the epaulets for cadet Luqmanul Hakim Paiman. Right: Mr Teo speaking to the TNTA Alumni.



“SMOU, Wavelink Maritime Institute (WMI) and the shipping companies have also been maintaining practices such as setting up mobile chat groups and staying in contact so there are avenues for the cadets to seek advice or assistance,” he added.

Capt Khoo also highlighted the gender diversity in the industry and cited various female cadets across the TNTA intakes, including the first female cadet from TNTA Cohort 14 to be employed by Shell. “Nobody can say that females cannot excel in this line just as well as the males,” he said.

The alumni’s presence instilled a sense of determination in the cadets to achieve their dreams. TNTA alumnus and Class President from Cohort 11 Punithan Manoukaran inspired them further by pointing out three attributes they needed to succeed – humility, a can-do attitude, and a focal point.

He shared: “Be respectful, show respect and you will receive respect. Don’t be afraid to volunteer for tasks and get your hands dirty for practical experience. We all need to ask the big Why – why am I sailing? This will be your compass and strength during your lowest moments.”



The cadets of TNTA Cohorts 13 and 14 with the alumni, e2i and shipping company representatives as well as SMOU and WMI officials.

# MSC Maritime Insights Forum

21 JULY 2017

(L-R): Moderator and MSC Senior Manager Regina Lim, with panellists Singapore Maritime Academy (SMA) Director Capt Mohamad Salleh, Jurong Port Commercial Senior Manager Stephanie Ng, Eastport Shipping Shipbroker Jarrod Ho, and PIL Deck Cadet Toh Sze Yi.



## TNTA, a Pathway to Maritime Career

**T**ripartite Nautical Training Award (TNTA) cadet Toh Sze Yi gave building the Singapore maritime core a good boost at the recent Maritime Singapore Connect (MSC) Maritime Insights Forum. She spoke passionately about her maritime training experience and how the TNTA provides a viable pathway to an illustrious maritime career.

Sze Yi, who is currently undergoing Phase 2 of the TNTA programme, which consists of 18 months sea time, was one of the panellists who took questions from the floor during the MSC Conversations which was one of the highlights of the forum. In her first year of sailing as a deck cadet with Pacific International Lines (PIL) Pte Ltd, Sze Yi recently completed her second voyage and was primed and ready to speak candidly about her adventures out at sea.

The forum, held on 21 July at Raffles Marina, registered over 150 industry professionals and partners. Specially organised to equip career counsellors with knowledge about the maritime career, the forum also featured a presentation on the overview and projected plans for the Singapore maritime industry by Mr Tay Yeow Min, Assistant Director of International Maritime Centre Division, Maritime and Port Authority of Singapore (MPA). Ms Regina Lim, Senior Manager of MSC Office, Singapore Maritime



Ms Toh Sze Yi, TNTA cadet employed by PIL.



Mr Tay Yeow Min, MPA Assistant Director of International Maritime Centre Division, sharing on career developments in the maritime industry.

Foundation, spoke on the 'Gateways to Maritime', delving into various maritime careers and education pathways.

Set up by MPA in 2016, the MSC Office partners employees, industry associations, schools and the government to elevate profiling efforts of the maritime industry and provide Singaporeans with easy access to maritime careers, education and training opportunities.

34<sup>th</sup> ASIAN SEAFARERS' SUMMIT MEETING &  
26<sup>th</sup> NORWEGIAN / ASIAN SEAFARERS' COMMITTEE MEETING  
5 - 6 October 2018  
Singapore

# Seafarers' Welfare a Priority at ASSM & NASCO Meeting

The 34<sup>th</sup> Asian Seafarers' Summit Meeting (ASSM) and 26<sup>th</sup> Norwegian/Asian Seafarers Committee (NASCO) meeting held in Singapore on 5 and 6 October respectively rallied representatives from 15 countries to tackle global maritime concerns.

Co-hosted by SMOU and Singapore Organisation of Seamen (SOS), the ASSM saw over 80 delegates from countries such as China, Hong Kong, Myanmar and Korea going through the terms of reference for more effective and efficient support for seafarers in distress, such as having an emergency communication system.

At the meeting held at Mandarin Orchard ballroom, the participants also assessed the impact that emerging disruptive technology would have on the maritime industry, formulated ways to promote seafaring careers to young workers and touched on preparations for upcoming events such as the momentous International Transport Workers' Federation (ITF) Congress (Gateway to Asia) in 2018.

The topic of assistance for abandoned crews ranked high at the NASCO meeting.

Close to 70 delegates deliberated over how the efficiency of such aid can be bolstered by joint efforts between countries.

The cadets of Tripartite Nautical Training Award (TNTA) Cohort 14 were invited to sit in for the NASCO meeting, where it was a good learning platform for them to gain exposure and a better understanding of the industry.



**“ Both meetings are excellent examples of how clear and honest communication among unions is integral to a harmonious working relationship. The adoption of IFOMS as a newly joined member and the participation of Korean trade unions as well as them becoming the hosts for the next ASSM is promising.**

◀ Capt Hans Sande, CEO of Norwegian Maritime Officers' Association (NMOA)

**“ The ASSM could not have taken place without the support of SMOU and SOS and the unity of the participants. It is a privilege for AMOSUP to play a continuing role in the ASSM and we look forward to making a difference in the lives of all Asian seafarers.**

▶ Dr Conrado Oca, President of Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP)



**“ Through frank and open discussions, we were able to reach a mutual understanding and strengthen the voice of Asian seafarers. As the 2018 ITF Congress will be held in Singapore, the ASSM's success has demonstrated the solidarity of Asian unions to the ITF.**

▶ Yasumi Morita, President of All Japan Seamen's Union (JSU)



# 34<sup>th</sup> ASIAN SEAFARERS' SUMMIT MEETING & 26<sup>th</sup> NORWEGIAN / ASIAN SEAFARERS' COMMITTEE MEETING

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On behalf of the ASSIM/NASCO Committee, SMOU GS Mary Liew presented a token of appreciation to China Seamen's Union Vice-Chairman Wei Wei (2<sup>nd</sup> from right) for her years of service to the seafarers.



SMOU Emeritus General Secretary Thomas Tay chairing the meeting.

**“ Sister Wei Wei's dedication and commitment to seafarers' welfare has been exemplary and noteworthy. We value her contribution and acknowledge that the impact of her work extends beyond the China Seamen's Union. She has been an inspiration. As she retires, we will miss her deeply.**

▲ SMOU GS Mary Liew (3<sup>rd</sup> right)

**“ The meetings are very beneficial in helping countries find common ground to work together. They reinforced the importance of cooperation in handling global concerns.**

▼ Aung Kyaw Linn, General Secretary of Independent Federation of Myanmar Seafarers (IFOMS)

**“ It was an honour to sit in at the NASCO meeting. Seafaring officers of different nationalities from all over the world shared with us about their experiences, as well as careers and opportunities available in the maritime industry.**

▼ Devandran Palanisamy (centre), cadet of TNTA Cohort 14





*Maritime delegates listening attentively at the 34th ASSM. This ASSM has seen the largest number of participants to date.*

## A Preview of the ITF Congress Fringe Venues

Following the Asian Seafarers' Summit Meeting (ASSM) and Norwegian/Asian Seafarers Committee (NASCO) meeting, SMOU and SOS organised a trip to Devan Nair Institute (e2i) and Gardens by the Bay for the guests.

On 7 October, the guests had a first-hand experience of the state-of-the-art Wavelink Maritime Simulation Centre housed at e2i. The Centre impressed the visitors with its four simulation systems in one location – 240 degree Full Mission Bridge Simulator, Engine Room Simulator, Electronic Chart Display and Information System (ECDIS) and Liquid Cargo Handling Simulator.

Over at the award winning Gardens By the Bay, the delegates were charmed by the artistry of nature. The hosts also took the opportunity to drum up the excitement for the International Transport Workers' Federation (ITF) Congress which will be held in Singapore next year. The closing reception will be held at the spectacular Gardens.



# A Night with the Officers

**B**uilding bipartism is imperative to the growth and sustainability of the maritime industry. With that in mind, Pacific International Lines (PIL) and the CMA CGM Group, together with SMOU jointly hosted dinner for the officers at Lighthouse Bistro on 30 August and 20 September respectively.

Besides providing a platform for the companies' officers, management leaders and SMOU officials to reaffirm ties, it also enabled SMOU to catch up with the Tripartite Nautical and Engineering Training Awards (TNTA & TETA) cadets present on their sailing experiences.



**“ I hope that this will set the standard of future gatherings for years to come. We share SMOU's goals of stability and secure employment for our seafarers, who are the most important assets of any shipping company. Together with SMOU, we will invest in their development.**

◀ Simon J. Spacey (6<sup>th</sup> from left), Managing Director (Marine Personnel) of CMA Ships Singapore Pte Ltd

**“ I commend SMOU on hosting this dinner, which encourages interaction between different members of the shipping community. Through our partnership with SMOU, we have collaborated on projects such as the TNTA and TETA programmes and PIL will definitely continue to support them.**

▶ Capt R. S. Minhas (2<sup>nd</sup> from right), General Manager of PIL



**PIL**



**CMA CGM**





# Young NTUC Youth Campus

**B**y embarking on an Amazing Race-styled journey around Pulau Hantu, Young SMOU members Kelvin Lin, Ngiam Kia Seng and Shobana Balachandran and 47 other young activists developed a deeper understanding of the Labour Movement's (LM) vision and values at the Young NTUC Youth Campus on 22 October.

With deeper understanding comes deeper appreciation of the LM's efforts in striving towards equal opportunities and sustainable progress for all.

Through the fun-filled event, which involved completing tasks at station games helmed by facilitators from the Ong Teng Cheong Institute, the youth widened their knowledge

on how the LM furthers the interests of the working people in Singapore through progressive approaches and leveraging its symbiotic relationship with the government to employ pro-employee politics and policies.

This tied in with the points made by Young NTUC Executive Secretary Desmond Choo in his speech, which touched on tripartite efforts such as Tripartite Alliance for Dispute Management (TADM) that serves as a platform to raise and resolve workplace concerns.

Other highlights of the day included team-building exercises such as setting up base camp, which strengthened the youths' communication, trust and decision-making skills.



**“ I had the opportunity to mingle with various youth union leaders and learn more about their divisions. Exchanging our life experiences has been most enlightening.**

◀ Ngiam Kia Seng (left), SMOU Executive Committee member



**“ This event allows young leaders to experience hands-on learning. We learnt how social enterprises like NTUC LearningHub, Foodfare and FairPrice enable low income workers to gain footing in society.**

◀ Kelvin Lin (centre), Young SMOU member



**“ I've gained a newfound appreciation for the Labour Movement. Together with the new friends I've made, we will do our part in reaching out to all types of working people in Singapore.**

◀ Shobana Balachandran (in red), Young SMOU member

All photos credited to Young NTUC

An informal yet fulfilling catch up session!



# A Get-together with the Women Seafarers

The sailing adventures of Chief Officer Milli Koh, Third Officer Justina Alexus Lee and Deck Cadet Toh Sze Yi captivated a group of youth female students, who will be following in their footsteps in time to come.

The sharing session held over dinner at Lighthouse Bistro on 28 August was a good platform for the juniors to raise their concerns and network with the seniors. All of them, who are SMOU members, garnered valuable advice and tips that would come in handy for their future shipboard training and careers.

The event also affirms to them that women can carve out a satisfying professional career as seafaring officers. Special thanks to Milli and Justina who took time to share about their experiences and recount exciting stories, as well as to Sze Yi who shared about her two voyages so far. The juniors were very appreciative, especially those setting off for their first voyage soon.

*SMOU General Secretary Mary Liew encouraged the youth female seafarers and assured them of the union's support in always being there for them.*



# Making Soap for a Good Cause

Supported by NTUC's U Care Caring, Sharing and Reaching out (CSR) Grant, the caring presence of SMOU volunteers at the soap-making workshop was a sweet aroma to the 20 visually impaired beneficiaries from the White Cane Club – a branch of the Singapore Association for the Visually Handicapped (SAVH).

Held on 21 October at Lighthouse Bistro and facilitated by volunteers from SMOU, the workshop saw the beneficiaries using their senses of touch and smell to craft and customise the soaps to their liking.



“ *The beneficiaries' determination in getting through their day-to-day lives has inspired me to persevere even if the journey ahead gets tough, and to appreciate the little things in life. I'm thankful to SMOU for giving me the opportunity to volunteer.* ”

▲ Nafiz Khairul Anwar (in red), cadet of TNTA Cohort 14

“ *It's my first time making soap by hand, and I enjoyed cutting and molding the pieces. I can't wait to use it at home!* ”

▶ 57-year-old Ng Swee Kuen, beneficiary of White Cane Club



“ *I not only learnt about soap making techniques, but also got to hang out with my friends. By holding this workshop for us, SMOU shows that it believes in our potential to use our hands and sense of smell to make something. I'm very grateful for that.* ”

▲ 49-year-old Tan Wee Kok, beneficiary of White Cane Club

A White Cane Club beneficiary presented SMOU President Robin Foo (in blue) a token of appreciation that was hand-painted by the club members. Flanking them are the club's Chairman Goh Yiu Huat (left most) and a volunteer.



Young SMOU volunteer B Divaker Balachandran helping a beneficiary with the cutting of the soap.





# Don't Leave Lasting Power of Attorney Matters to the Last

**T**he Lasting Power of Attorney (LPA) is not reserved for the aged or the very wealthy – that was what more than 40 members learnt during the LPA talk organised by SMOU at Wavelink Building on 20 September.

They are now aware of the difference between a Will and an LPA, and how an LPA allows one to voluntarily appoint other people to act on their behalf as a proxy decision-maker if they lose mental capacity one day.

An officer from the Ministry of Social and Family Development led the participants through a detailed presentation on the functions and advantages of getting an LPA. To encourage them to take the first step in applying, she also shared that the LPA application fee waiver (Form 1) for Singapore Citizens is until 31 August 2018.

**“ People think that a Will is sufficient for settling one's assets but that is a misconception. This talk has cleared things up and I intend to follow the tips given when I apply for an LPA.**

▼ **Lim Peng Sin (in white), SMOU member of 21 years**



**“ The talk is a good initiative by SMOU. Many seafarers don't know the importance of applying for an LPA and the processes involved, so future problems may arise. Thanks to the union, we now know how to handle this situation.**

▶ **Animesh Singh (in stripes), SMOU member of 2 years**

## How to Apply for an LPA

The LPA is a legal document which allows a person who is at least 21 years old (the 'donor') to appoint individuals (the 'donee') to make key decisions for him if he loses mental capacity.

- Step 1** Choose your donee(s) and the powers to be given to your donee(s)
- Step 2** Fill up the appropriate LPA Form and prepare the LPA Application Form
- Step 3** See an LPA Certificate Issuer (practicing lawyer, psychiatrist, or an accredited medical practitioner) to sign as your witness and certify that you know the implications of making an LPA
- Step 4** Apply to register the completed LPA Form with the Office of the Public Guardian
- Step 5** After the mandatory six-weeks waiting period, your LPA will be registered if no valid objections are raised

For more information, visit

[www.publicguardian.gov.sg](http://www.publicguardian.gov.sg)



## Upcoming

# 1D Shopping Trip to Johor Bahru

Come join us on a one-day shopping spree in Johor Bahru and load up on goodies to feast on during the festive period!



**Date** : 3 February 2018 (Saturday)  
**Time** : 7am to 9pm (Tentative)  
**Meeting Point** : Outside Lighthouse Bistro

*Programme is subject to change without prior notice.*

*Receive news of our latest events! Update your email address with us at [booking@smou.org.sg](mailto:booking@smou.org.sg)  
For the latest information on SMOU events, please visit us closer to the date at [www.smou.org.sg](http://www.smou.org.sg)*

## Membership Renewal for 2018

Renew your SMOU Membership for 2018 and receive either an **Anti-Theft Backpack** or **Visions Versa Pot!**

- Collection period starts now at SMOU One Stop Service Centre
- Online payment is available

Please activate your online account if you have not done so.

For more information, log on to [www.smou.org.sg](http://www.smou.org.sg)



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

# Seafarers' Accommodation Scheme

## is Now Available

In a recent initiative by SMOU, shipping companies can enjoy subsidies for their officers who have to stay in Singapore for training or when they sign on/off a ship, signifying another level of cooperation between the union and the shipping companies.

The Seafarers' Accommodation Scheme (SAS), an initiative by SMOU is now available. A sum of S\$300,000 has been set aside for the SAS, which was launched at SMOU's 65<sup>th</sup> Anniversary Gala Dinner on 25 November last year.

The scheme which offers 6,000 hotel rooms at the Seacare Hotel for the next two years, helps all CA companies provide quality accommodation at subsidised rates for their officers by offering vouchers.

- Each SAS e-voucher, valued at S\$50, offsets one night's stay for one room
- Any remaining room charges will be settled by the officer according to the hotel billing requirements
- Seafaring officers onboard CA vessels who are required to stay overnight in Singapore may quote "SMOU-GV" when making room reservations to enjoy the SAS corporate rate promotion

*For the full T&C, please refer to the e-voucher.  
Pictures are for illustration purpose only.*

### The Seacare Hotel

52 Chin Swee Road (off Jalan Kukoh),  
Singapore 169875

**For room reservation, please contact:**  
[reservations@theseacarehotel.com.sg](mailto:reservations@theseacarehotel.com.sg)  
Tel: 6818 2680 / 6818 2087

**SAMPLE**

**\$50**

**SEAFARERS'  
ACCOMMODATION  
VOUCHER**

Expiry date:



# Training Calendar



## Year 2018 Wavelink Maritime Institute Monthly Short Courses (Singapore)

Courses	Duration	Course Fee (S\$)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>STCW Courses</b>														
<b>Bridge Resource Management - Leadership and Teamwork (Management Level)</b>	5 Days	1605.00	22-26	19-23	12-16	09-13	14-18	18-22	09-13	27-31	10-14	08-12	19-23	10-14
<b>Engine-room Resource Management - Leadership and Teamwork (Management Level)</b>	5 Days	1605.00	22-26	19-23	12-16	09-13	14-18	18-22	09-13	27-31	10-14	08-12	19-23	10-14
<b>Bridge Resource Management - Leadership and Teamwork (Operational Level)</b>	3 Days	963.00	22-24	19-21	12-14	09-11	14-16	18-20	09-11	27-29	10-12	08-10	19-21	10-12
<b>Engine-room Resource Management - Leadership and Teamwork (Operational Level)</b>	3 Days	963.00	22-24	19-21	12-14	09-11	14-16	18-20	09-11	27-29	10-12	08-10	19-21	10-12
<b>IMO Model Course 1.27 - Operational Use of ECDIS</b>	5 Days	1230.50	08-12	05-09	05-09	02-06	07-11	04-08	02-06	13-17	03-07	01-05	12-16	03-07
<b>IMO Model Course 3.19 - Ship Security Officer</b>	2 Days	642.00	30-31		27-28		02-03		24-25		25-26		27-28	
<b>Basic Occupational Safety &amp; Survival Training</b>	10 Days	1337.50												
<b>Proficiency in Designated Security Duties</b>	1 Day	321.00	19		09		30		19		28		30	
<b>Proficiency in Security Awareness Training</b>	0.5 Day	192.60	19		09		30		19		28		30	
<b>High Voltage Training (Operational Level)</b>	3 Days	1551.50												
<b>High Voltage Training (Management Level)</b>	5 Days	2568.00												

<b>Maritime Courses</b>															
Type	Specific ECDIS - TRANSAS/ MARIS/ Tokyo Keiki	Duration	Course Fee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>ECDIS Conversion -</b> Applicable to those who have done ECDIS before (2012)		2 Days	770.40												
<b>Familiarisation on Operational Use of ECDIS</b>		3 Days	706.20	8-10	05-07	05-07	02-04	07-09	04-06	02-04	13-15	03-05	01-03	12-14	03-05
<b>Promotion in Rank (Supervisory Level) / SOLAP - Suitable for Chief Officer in the position of promotion</b>		2 Days	535.00	08-09	05-06	05-06	02-03	07-08	04-05	02-03	13-14	03-04	01-02	12-13	03-04
<b>Promotion in Rank (Supervisory Level) / SELAP - Suitable for Senior Engineer in the position of promotion</b>		3 Days	2568.00	24-26	28 Feb - 02 Mar	21-23	18-20	15-17	27-29	18-20	15-17	19-21	17-19	28-30	19-21
<b>Train The Trainer (Shipboard Operations)</b>		3 Days	2568.00	17-19	21-23	14-16	11-13	16-18	20-22	11-13	29-31	12-14	10-12	21-23	12-14
<b>Command Navigation - Suitable for Senior Deck Officer</b>		3 Days	963.00	22-24	26-28	19-21	16-18	21-23	25-27	16-18	06-08	17-19	15-17	26-28	17-19
<b>Bridge Team Management</b>		3 Days	1605.00	22-24	26-28	19-21	16-18	21-23	25-27	16-18	06-08	17-19	15-17	26-28	17-19
<b>Engine Team Management</b>		3 Days	1177.00												
<b>Promotion in Rank (Operational Level) - Suitable for Junior Deck / Engineer Officer</b>		5 Days	1605.00	22-26	19-23	12-16	09-13	14-18	18-22	09-13	27-31	10-14	08-12	19-23	10-14
<b>IMO Model Course 3.20 - Company Security Officer</b>		3 Days	963.00	30 Jan - 01 Feb		27-29		02-04		24-26		25-27		27-29	
<b>IMO Model Course 3.21 - Port Facility Security Officer</b>		3 Days	963.00		06-08		03-05		05-07	31 Jul - 02 Aug		02-04		20-22	
<b>Ship Safety Officer</b>		2 Days	642.00												
<b>ISM &amp; ISPS Internal Auditor Course</b>		3 Days	1284.00	09-11		06-08		08-10		03-05		04-06		13-15	
<b>ISM Internal Auditor Course</b>		2 Days	695.50	09-10		06-07		08-09		03-04		04-05		13-14	
<b>ISPS Internal Auditor Course</b>		2 Days	856.00	10-11		06-08		09-10		04-05		05-06		14-15	

Course fees and dates may be subjected to changes without prior notice. All course fees are inclusive of 7% Goods and Services Tax.



# WMI's Presence Felt at PIL Sea Staff Seminars

*Sea Staff Seminar in  
Chennai, India.*

**W**avelink Maritime Institute (WMI) played a supportive role in delivering quality maritime training for Pacific International Lines (PIL)'s sea staff seminars held in Chennai, India and Wuhan, China, on 13 to 15 September and 11 to 13 October respectively.

In Chennai, WMI Chief Integration Officer Capt Yeow Kok Kean encouraged the participants to re-evaluate the crucial role of teamwork and leadership in shipboard operation management with his thought-provoking sharing and dialogues with the participants.

The seminar in Wuhan featured a one-day WMI course, "Introduction to Train the Trainers", which equipped

participants with the skills and knowledge to navigate the ever-changing work environment and bridge the gap between traditional and modern tactics.

WMI's expertise in garnering audience response to facilitate discussion and feedback on the various seminar topics was tapped on at both seminars. For each of the seminars, some 100 PIL management staff, officers and engineers, as well as maritime stakeholders were seen actively engaging with each other via the Global Campus – WMI's online learning management system – on various pertinent maritime and shipboard operation management concerns.



*WMI Chief Integration Officer  
Capt Yeow Kok Kean.*



*Sea Staff Seminar in Wuhan, China.*

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