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# sea voices

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Bi-Monthly Publication of the **Singapore Maritime Officers' Union** and **Wavelink Co-operative**

## INVESTING IN OUR CHILDREN'S EDUCATION



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# SMOU GS's NEW YEAR MESSAGE

## The First Year and the Year Ahead

Ms Mary Liew completed her first year at the helm as SMOU's first woman General Secretary. And from the impressive list of milestones, it has been a fulfilling and very busy year for the former Union Executive Secretary.

"The experience has been very rewarding and humbling, and there is still much to learn. Together with the ExCo and my colleagues, I look forward to contributing more to SMOU and Singapore," Ms Liew told SeaVoices.

In the national scene, Ms Liew serves in various NTUC committees besides being a NTUC Central Committee member. Having completed her two and a half year stint as a Nominated Member of Parliament (NMP) in August 2014, she went on to assume the role of Board member in the Central Provident Fund (CPF).

The veteran unionist is also leaving her mark in the international arena. In June 2014, she was elected into the International Labour Organisation (ILO) Governing Body as a Deputy Member and a substitute member in the Committee on Freedom of Association (CFA). Ms Liew has been in the Executive Board of the International Transport Workers' Federation since 2010.

In this issue of SeaVoices, Ms Liew highlights the top 10 milestones of 2014 and talks about the challenges ahead. She also gives a sneak preview of what is in store in 2015 and how the Union is going to celebrate in S.T.Y.L.E.



# SMOU GS's NEW YEAR MESSAGE

## Top 10 Milestones in 2014

"2014 was a year of many celebratory milestones for SMOU, some historical, others as a stepping stone towards making new waves in the coming year," Ms Liew commented.

1. **With the opening of the Wavelink Maritime Simulation Centre in May**, SMOU is one of the first local unions to own a maritime simulation centre, enabling it to be an institution for providing applied learning, better and quality training for our members. Through the TNTA programme, close to 200 Singaporean cadets have been given a second chance to have a career advancement where they can earn better wages and lead better lives.
2. SMOU co-organised the **first China-Singapore Maritime Labour Convention (MLC) 2006 Seminar in Beijing** to discuss about the challenges in the implementation of MLC.
3. **Our Emeritus General Secretary Thomas Tay has done SMOU proud by being the first local mariner to be awarded the Seafarers' Lifetime Achievement Award by the Youth Skipper Flotilla.**
4. **For the first time, a Tripartite Maritime Manpower Taskforce has been formed** and chaired by Maritime and Port Authority of Singapore Chief Executive Andrew Tan to address the concern of developing the Singapore Maritime Core. Together with our tripartite partners, we aim to grow the number of Singaporeans employed onboard ships and also in our local maritime industry.
5. **SMOU has 27,000 members and counting.** Started out in 1951, and we had only 18 members by 1955. The number grew to about 400 by 1972, and was close to 8,000 by 1999. In the next 15 years, our membership strength multiplied rapidly till today's 27,000 - a whopping 337.5% increase; and we are still growing.
6. **The opening of the newly renovated Mariners' Lounge @ SMOU** in October was welcomed by all members. Now, members can have a cosy place to relax when they visit the One Stop Service Centre, with facilities such as an electronic dart board, pool table, massage chairs, mini library, Xbox, board games and meeting room.
7. On the Industrial Relations front, **more than 1,200 vessels have signed Collective Bargaining Agreements with SMOU** in 2014. SMOU has also handled several grievance cases and helped various crews obtained their unpaid wages.
8. **Over S\$8.9 million has been distributed to 5,200 members** with the termination of the Seafarers' Provident Fund (SPF) with effect from 30 June 2012.
9. **Singapore Maritime Training Fund (SMTF) has devoted over S\$6.5 million to training more than 7,100 cadets and officers.** These members received skills upgrading and are better equipped to meet future challenges.
10. **The Seafarers' Medical Scheme (SMS) has covered more than 2,100 members** and their dependents with medical claims amounting to US\$132,000 since 2007.

*"I am fortunate to have the help of great mentors and role models like Emeritus General Secretary brother Thomas Tay and President Capt Robin Foo. The SMOU Executive Committee, members, and not forgetting a team of capable staff have motivated me to do more for SMOU and our members. Their guidance and immense support made all the difference in allowing me to build on the foundation that has been set by my predecessors."* – Ms Mary Liew

## Facing Challenges Head On

### Building a Strong Singapore Core and Promoting Fair Employment Practices

“Building a strong Singapore core in the maritime industry is essential for the future. Maritime training and skills upgrading will benefit our members. SMOU will continue to work with Wavelink Maritime Institute, as a quality training provider. Current employment practices tend to lean towards contractual jobs that provide little security for our seafarers, especially those in the non-unionised companies. As a union, we will take up these issues to safeguard the interests of our officers and also to promote the adoption of fair, responsible and progressive employment practices among employers. By equipping our officers and building a maritime industry with fair employment practices and opportunities, I look forward to more Singaporeans coming forward to take up this career.”

### Engaging Senior Members

“We can always do more for our senior members by organising activities such as health talks, excursions, home visits and others. Through these, we have a platform to bond with them, and for them to interact with fellow members.”

### MLC Implementation and Enforcement

“Implementation and enforcement is a huge challenge. We will be working closely with the authorities and stakeholders to ensure the compliance of the MLC Act so that our seafarers’ rights are protected and they can have a peace of mind when they are out in the vast oceans. Tripartism has always been a key competitive advantage for Singapore, underpinning its economic competitiveness, harmonious Labour-Management Relations (LMR) and overall progress of the nation. We will continue to work towards good LMR ensuring objectives are met without compromising the welfare and livelihood of our officers.”

## Living 2015 in S.T.Y.L.E.

### What can members look forward to in 2015? Plenty!

**S**G50 will be commemorated with an exciting line-up of indoor and outdoor events for all age groups. Look out for special trips as well as interest group workshops that will be held at the brand new Mariners’ Lounge @ SMOU.

**T**raining of members continues to be pumped up with more future-ready WMI courses and higher usage of training facilities.

**Y**oung members’ activities and engagements will fill the calendar and keep the adrenaline pumping.

**L**abour-Management Relations will be further strengthened at the Maritime Manpower Singapore (MMS) Conference in July and more will be done to deepen the bipartite and tripartite relations; and solidarity with international and local unions.

**E**nhancements will be made to our in-house publication, SeaVoices. The new look, packed with exclusive content, promises to bring a better reader experience. Likewise, Lighthouse Bistro will also be rolling out a revamped menu to provide a wider array of flavours for our members.

**“It’s going to be an exciting year ahead, so tighten your seatbelt!” said Ms Liew.**

# SMOU - GREAT SUPPORTER OF BURSARY AND SCHOLARSHIP AWARDS PRESENTATION



Guest-of-Honour Assistant Secretary-General of NTUC and MP for Ang Mo Kio GRC Mr Yeo Guat Kwang presented the awards to the recipients.



SMOU Bursary and Scholarship Awards Presentation is very much a family affair. It is an event that sees the Union supporting its members by investing in their children's education. This is also the time when everyone gets to see the whole family and the Union coming together to celebrate with the award recipients.

This meaningful event held at NTUC Centre on 13 September saw a total of 22 bursaries, 15 scholarships and 43 Wavelink Book Awards worth \$33,000 awarded to 80 students. The bursary and scholarship awards were co-funded between SMOU and NTUC U Care Fund, under the U Care Education Co-Funding Scheme, while the Wavelink book awards were sponsored by Wavelink Co-operative Ltd.



SMOU Bursary & Scholarship Awards and Wavelink Book Awards recipients.

# EDUCATION



The happy faces of the parents said it all when they were presented with a special handmade card written with heartfelt gratitude during the Awards Presentation.

SMOU General Secretary Mary Liew said, ***“It was a touching moment to see our members’ children presenting a handmade personalised thank you card to their parents expressing their love and appreciation to them. Our members were caught by surprise and many parents were moved to tears.”***

Shawn Tan, a student from Anderson Junior College who won both the Scholarship and Book Award said, ***“The card making was a humbling experience that showed me how thankful I am for my parents’ sacrifices. They were very touched by the gesture and I am now more motivated to excel in my studies.”***

SMOU member Mohamed Tahir Bin Ahmad’s three children received the bursaries for the first time. With a deep sense of gratitude, he said, ***“I applied for the bursaries for my children when I got retrenched and even though I am now employed, the help from SMOU gave me a peace of mind and greatly reduced my financial burden.”***



SMOU GS Mary Liew looks on at the children making their thank you cards.



Students who achieved outstanding academic results were presented Wavelink Book Awards sponsored by Wavelink Co-operative Ltd.



A proud moment for Mr Mohamed Tahir Bin Ahmad and family, whose three children received the bursary for the first time. Pictured with (from left) SMOU GS Mary Liew, First Vice-President Rahim Jaffar and President Capt Robin Foo.

# COMBATING PIRATES AT SEA

The issue of piracy against vessels poses a significant threat to global shipping today. What is it like to sail through high-risk zones? What preventive measures and skills can be used when dealing with pirates?

Through a guest lecture delivered by the Regional Cooperation Agreement on Combating Piracy and Armed Robbery against Ships (ReCAAP) that was held on 15 October at Wavelink Maritime Institute, some 28 cadets from Tripartite Nautical Training Award (TNTA) Cohort 7 picked up vital skills and working knowledge on what to do in the event of a pirate attack from LTC (Retd) Nicholas Teo, Deputy Director of ReCAAP Information Sharing Centre (ISC).



(L-R) Cadets Ivan Wu, Zuben Benson and Mohd Zaireel.

*“I understand a great deal about piracy after the seminar. Communication and rapport with other countries are very important in the global fight against piracy. We have to stay united in the face of danger!”*

- Cadet Mohd Zaireel, employed by PIL

*“We learned about the measures to take if we ever encounter pirates. I was very intrigued by the mobile app that shares latest shipping incidents and reports. I think it is extremely useful and easy to use.”*

- Cadet Zuben Benson, employed by BW Fleet Management

*“My biggest takeaway from the seminar was learning about different procedures and resources available in times of danger. The more I know, the better I will be able to deal with such situations.”*

- Cadet Ivan Wu, employed by POSH

## Piracy and Armed Robbery Statistics



Number of incidents reported - 3<sup>rd</sup> quarter 2014 vs 2<sup>nd</sup> quarter 2014

**April to June 58**  
**July to September 39**



► The bulk of incidents reported in 2014 were petty thefts (excluding incidents involving siphoning of ship fuel/oil).



►► Category 2 and 3 incidents remain fairly consistent compared to the same period in 2011 to 2013.



► Decline in Category 1 incidents (siphoning of ship fuel/oil) in August to September due to collaborative efforts of maritime enforcement authorities and the shipping industry.

- ✓ Ship masters should exercise extra vigilance when travelling to high-risk areas
- ✓ Report all incidents immediately to the authorities
- ✓ Timely reporting is essential

- Category 1** : ► Very significant
- Category 2** : ► Moderately Significant
- Category 3** : ► Less significant
- Petty thefts** : ► Minimally Significant

Source: ReCAAP ISC

# FULL BLOOMS OF JOY FOR SENIORS



Seniors from Henderson Home with Young SMOU volunteers enjoying their outing.

Thirty residents from Henderson Home were in for a treat on 20 August when SMOU organised a trip for them to the Gardens by the Bay, with the help of Young SMOU volunteers.

This was the first time the biennial Singapore Garden Festival was held at the Gardens by the Bay. The vast array of flowers was in full bloom, giving the seniors a visual feast as they toured the gardens leisurely.

For the young volunteers, the excursion gave them a priceless opportunity to interact with the elderly, besides seeing them cheered up by the floral spectacle and the good-natured banter.

***“It was a privilege to listen to the seniors’ life stories. I found the excursion very rewarding and I am glad to be a part of it,”*** said Young SMOU Committee and SMOU General Council Member Neo Kia Seng (right).



YSMOU Chairman Terence Tan helping an elderly gentleman.



***“This is my first time here and I really like it. The flowers are very beautiful and going for excursions like this makes me happy. Thank you SMOU for organising it.”***  
- Madam Siow Swee Hong, 66, from Henderson Home



***“I love looking at the flowers, and I enjoyed the lunch at the restaurant. I love it when SMOU brings us on such trips.”***  
- Madam Ho Ye Ke, 73, from Henderson Home

# WMI AT FIRST MARITIME CAREER FAIR

The Wavelink Maritime Institute (WMI) booth at the inaugural Maritime Career Fair held at Suntec Singapore Convention and Exhibition Centre saw many participants registering their interests in their training courses and the Tripartite Nautical Training Award (TNTA) programme. Held from 26 to 27 September, it was organised by the Maritime and Port Authority of Singapore (MPA), Singapore Workforce Development Agency (WDA) and Employment and Employability Institute (e2i).

Guest-of-Honour Parliamentary Secretary, Ministry of Health and Ministry of Transport, Associate Professor Muhammad Faishal Ibrahim spoke on the importance of the maritime sector as a key engine for growth for Singapore, offering many good jobs across the four key sectors, namely Shipping,



Guest-of-Honour Parliamentary Secretary, Ministry of Health and Ministry of Transport, Associate Professor Muhammad Faishal Ibrahim launching the Fair with (from left) WDA Senior Director Julia Ng, MPA Chief Executive Andrew Tan, and e2i Chief Executive Officer Gilbert Tan.

Port, Maritime Services, and Offshore & Marine Engineering. He emphasised that the career fair was a valuable event to learn about career prospects, job stability and flexibility in the maritime industry.

APL Head of Global Marine Operations Capt Lee Chee Seong also shared his experiences at sea on both days at the career fair.



SMOU President Capt Robin Foo, and National Division Manager and WMI General Manager Wilfred Thiang at the WMI booth.



WMI Executive Director Capt Yeow Kok Kean (left), with APL Head of Global Marine Operations Capt Lee Chee Seong.

***“This career fair enhances the maritime employment profile and allows better appreciation of maritime careers. It also helps to develop our Singapore Core. WMI is committed in this journey as a maritime training provider to facilitate the building of our local talent pool.” - Capt Yeow***

# ENGAGING WOMEN LEADERS TO CREATE A POSITIVE IMPACT

More than 40 women from various NTUC-affiliated unions gathered in Malaysia to attend the NTUC Women’s Committee Workplan Seminar held from 19 to 20 September. With the theme “Engaging Leaders, Creating Positive Impact”, participants took part in a plenary session with NTUC President Ms Diana Chia, Women’s Development Secretariat (WDS) Chairperson Ms Nora Kang and WDS Director Ms Sylvia Choo.



# KNOW YOUR RIGHTS

## SEAFARERS' EMPLOYMENT AGREEMENT (SEA)

The International Labour Organisation's Maritime Labour Convention (MLC) 2006 - also known as the Seafarers' Bill of Rights – sets out the minimum rights that you should expect as a seafarer. Every ship over 500 gross tonnage operating in international waters or between ports of different countries has to have a maritime labour certificate. This confirms that it complies with the MLC.

The MLC incorporates and builds on 68 existing maritime labour conventions and recommendations, as well as other fundamental principles, to ensure decent working and living conditions for all seafarers.

It is designed to sit alongside other regulations such as the International Maritime Organisation standards on ship safety, security and quality ship management (such as the International Convention for the Safety of Life At Sea, The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers and International Convention for the Prevention of Pollution from Ships). Where those instruments deal more with the vessel and its operation, the MLC deals with your rights as a seafarer.

**You are entitled to a fair employment agreement or contract** setting out decent living and working conditions on board. It must be signed by you and your employer, be easy to understand and legally enforceable.

All information on the terms and conditions of employment, including the Collective Bargaining Agreement (CBA), must be freely accessible to everyone on board and available for inspection in port.

Your employment agreement must contain:

- Your full name, date of birth/age and place of birth.
- Shipowner's name and address.
- Place and date when the agreement was signed.
- Your position on board.
- The amount of your wages and how they are calculated.
- The amount of paid annual leave.
- Conditions for terminating the contract, including notice period where applicable.
- Expiry date if the contract is for a fixed term.
- Port of destination – and how long after arrival you will be discharged, if the contract is for a specific voyage.
- Health and social security benefits provided by the shipowner.
- Your entitlement to repatriation.
- Reference to the CBA, if applicable.

It should be remembered that the MLC only sets out the minimum requirements. Many states that ratify the Convention may have higher standards.

CONTRACT

# NOTHING A COCKTAIL CAN'T C.U.R.E



(L-R) Tripartite partners touring the Mariners' Lounge @ SMOU – MPA Chief Executive Andrew Tan, SMOU GS Mary Liew, Singapore Maritime Employers Federation (SMEF) Chairman Capt Francis Joseph, SMOU Emeritus GS Thomas Tay and Epic Gas Ltd Technical Director Glen D'Costa.

Some 160 guests from shipping companies, Maritime and Port Authority of Singapore (MPA), Ministry of Manpower (MOM), Industrial Arbitration Court (IAC) and Employment and Employability Institute (e2i) came together at Lighthouse Bistro on 23 October for the Companies Union Rapport Exercise (C.U.R.E) Cocktail session. Apart from being a social event for tripartite partners to meet and bond together, the annual event organised by SMOU Industrial Relations department also shows appreciation to them for their support.



***"The cocktail event brings the shipping industry and government agencies together and allows us to foster tripartite relations. I enjoyed the exchange of ideas in such a conducive environment."***

- Mr Mark Lim, MPA Deputy Director (Shipping)



***"Although the Singapore shipping community is small, we seldom get a chance to meet up and network in settings like these so I really appreciate that SMOU has taken the effort to organise this cocktail every year. I had the opportunity to meet up with some lawyers tonight, which was good."***

- Capt San Win, Wallenius Marine Human Resource Manager

*Coming Together For C.U.R.E.*



# KONNICHIWA TO OUR JAPANESE COMRADES!

SMOU President Capt Robin Foo and SMOU Emeritus General Secretary Thomas Tay welcomed All Japan Seamen's Union (JSU) Acting President Yasumi Morita and Director of Ocean Going Seafarers Department at International Affairs Bureau Hiroyuki Watanabe when they visited Singapore from 10 to 13 October.

Both parties reaffirmed each other in securing fundamental rights and working together to improve the overall welfare of seafarers through a game of golf at Orchid Country Club.



JSU Acting President Yasumi Morita (third from left) with (L-R) SOS Executive Secretary Daniel Tan, SMOU President Capt Robin Foo and SMOU Emeritus GS Thomas Tay.

## NEW BAND OF LEADERS ANNOUNCED AT NSU CONGRESS

It was a roundly successful 27<sup>th</sup> Norwegian Seafarers Union (NSU) Congress held in Trondheim, Norway from 22 to 25 September. SMOU sends our sincere and heartfelt congratulations to the newly elected President Johnny Hansen. We also acknowledge the hard work done by Ms

Jacqueline Smith who has served NSU as their President for the past eight years, and wish her all the best in her new endeavour as Maritime Coordinator in International Transport Workers' Federation (ITF).

*"I would like to congratulate brother Johnny Hansen and sister Jacqueline Smith on their new roles. I have every confidence that under brother Johnny's capabilities, NSU will soar to new heights. With sister Jacqueline's years of expertise, her knowledge will greatly benefit the maritime sector in ITF."*

– SMOU General Secretary Mary Liew



Newly elected NSU President Johnny Hansen.



ITF Maritime Coordinator Jacqueline Smith.

# GETTING TO KNOW OUR FUTURE SINGAPOREAN MARINERS

On 15 September, recipients from MaritimeONE Scholarship and the Tripartite Maritime Scholarship Scheme (TMSS) were invited to Lighthouse Bistro for dinner and dialogue session with the SMOU leaders.

SMOU President Capt Robin Foo, General Secretary (GS) Mary Liew, Emeritus GS Thomas Tay, Young SMOU Chairman Terence Tan, and National Division Manager Wilfred Thiang shared about the benefits and privileges of a Union member and highlighted the rights of seafarers. The scholars also took the opportunity to network so that they may be of moral support to each other in their future seafaring career.



SMOU officials offering warm hospitality to MaritimeONE and TMSS scholars.

***"I chose this path as I felt there are good job opportunities. This session gives me a clearer idea of seafaring life. I hope to join the tankers line in the future."***

- TMSS Scholar Mohamed Irfan Tahir, Diploma in Marine Engineering, (top row, 4th from left)

***"It is not every day I get to mingle with experienced seafarers, so I am thankful for this opportunity. My parents and seniors have been very supportive of me throughout this process, and I aspire to be a Chief Engineer to do them proud."***

- TMSS Scholar Mohamed Naufal Firas, Diploma in Marine Engineering, (bottom row, 2nd from right)

## YOUNG MARINERS CONNECT



An evening of connecting with Young SMOU members.

The passion for seafaring ran high on 29 August during the Young Mariners' Nite held at Lighthouse Bistro, where Young SMOU members gathered to learn from shared experiences and knowledge. SMOU General Secretary Mary Liew, Young

SMOU Chairman Terence Tan and National Division Manager Wilfred Thiang joined in and got to know them better. The youths enjoyed an evening of camaraderie where new friendships were formed.

# VISIT TO MOL QUEST



MOL Quest Capt Chaiw Hin Wah receiving the SMOU coffetable book from SMOU IR Manager Gwee Guo Duan.

On 19 September, the SMOU Industrial Relations (IR) team along with two interns met with Capt Chaiw Hin Wah onboard the MOL Quest. Their main purpose was to find out what welfare considerations were available for its crew. IR Manager Gwee Guo Duan reminded the crew about withdrawing their Seafarers' Provident Fund (SPF). There was a discussion on the implications of the MLC, where they touched on the working hours. A general feedback session was conducted as well.

Capt Chaiw shared about the company policy on how utensils in the kitchen are separated to cater to the different religions. Other welfare benefits available for the crew included a variety of cuisine and recreational facilities such as a movie room, gym and a billiard table. Occasional parties are organised to boost the crew's morale. With Wi-Fi available onboard, members stay well connected with their families.



A tour around the vessel.



Seeing the equipment first-hand.

***"I am glad for ship visits like these as they enable us to foster closer relations with SMOU. Also, we are assured that our welfare is being taken care of."***

- Capt Chaiw Hin Wah, SMOU member for 20 years

***"I have never been to a real navigation bridge before, so this is an informative trip. Together with explanations from the 2nd officer and seeing the equipment first-hand, I have learned much more than what I could learn from textbooks."***

- SMOU intern Tan Rong Ying, Maritime Business student, Singapore Polytechnic, (top group photo, extreme right)

# SMOU GOLF BUDDIES GIVE THEIR BEST SWING

SMOU members got together on 12 August for a great day of bonding, socialising and friendly golf. The golfers gave their best swing at the Sembawang Country Club and all had a good time that ended with dinner and a prize presentation. Cheers to another wonderful day together!

Our congratulations to the top three scorers:  
**1st – Lee Tech Choy**  
**2nd – Foo Seck Peow Ronny**  
**3rd – Maung Thant Zin**



SMOU golf buddies in the prime of their game.

*“The organisers are very approachable. SMOU takes care of our welfare very well by arranging such events for us to meet friends and have an enjoyable time.”*

- Mr Stanley Chew, SMOU member for 18 years

*“The game was excellent, and the close knit shipping community here makes for fantastic company.”*

- Mr Lee Bon Chew, SMOU member for 25 years

*“I won’t let this incident affect me and I will continue to do my best. Thank you, Capt Foo and Terence, for coming over to visit me.”*

- Cadet Omar Bin Mohamed Said, employed by Wallenius Marine Singapore



TNTA cadet Omar Bin Mohamed Said from Cohort 4 with SMOU President Capt Robin Foo and Young SMOU Chairman Terence Tan.

## HOME VISIT TO CHEER TNTA CADET ON

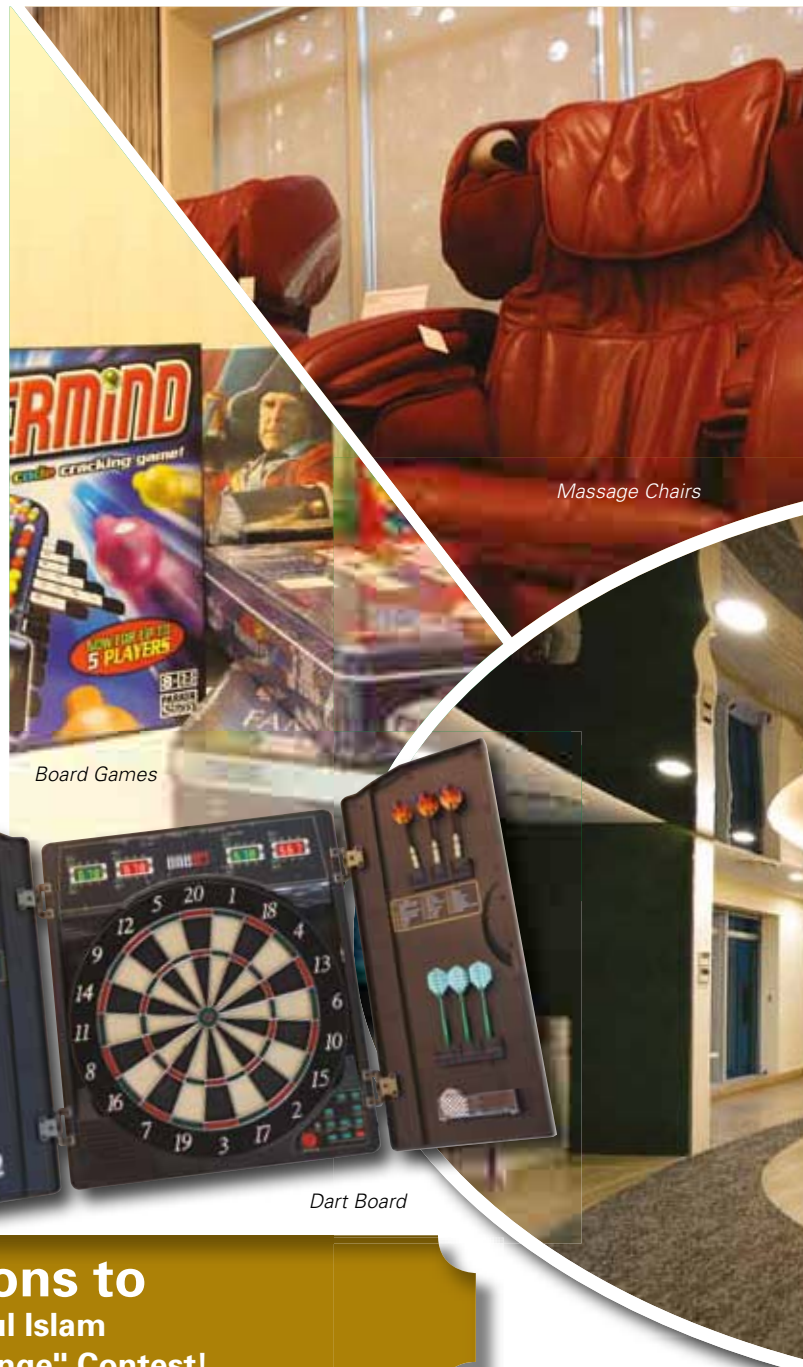
SMOU President Capt Robin Foo and Young SMOU Chairman Terence Tan went to the home of cadet Omar Bin Mohamed Said on 11 September to check on his well-being, after hearing that he was injured while at sea.

Despite the injury, the Tripartite Nautical Training Award (TNTA) cadet from Cohort 4 maintains a positive outlook and is looking forward to returning to sea. During his two-month recovery period, he plans to revise his studies and work on his assignments.

SMOU wishes Omar a speedy recovery so that he may resume sailing soon.

# A MEMBERS EXCLUSIVE MARINERS' LOUNGE

The long awaited members' lounge is finally ready! Situated at Level 2 of the Wavelink Building, the spanking new **Mariners' Lounge @ SMOU** offers a wide range of facilities – electronic dart board, pool table, massage chairs, board games, Xbox, mini library, computer area and a meeting room, for members to relax, bond and have a great time together. Drop by for a “lounge” visit.



Massage Chairs

Board Games

Dart Board

**Congratulations to**  
**Mohammad Jakirul Islam**  
**Winner of "Name the Lounge" Contest!**

## MEMBERS' IMPRESSIONS...

*"I find the lounge refreshing and different. I haven't had the chance to try out the rest of the facilities, but it looks great. The massage chair is pretty good too."*

- Mr Lim Hong Kwang,  
 SMOU member for  
 26 years



*"The new lounge is very well-designed and has a cosy and peaceful ambience. It is also a very thoughtful 'gift' to members."*

- Mr James Ng, SMOU member for 36 years



Pool Table



Heritage Wall



**THE MARINERS' LOUNGE @ SMOU**



Mini Library



Computer Area



Meeting Room



XBox

# REVALIDATE YOUR CERTIFICATE OF COMPETENCY

## MPA CIRCULAR NO 10 OF 2014

The following circular dated 25 June 2014 is applicable to holders of certificates of competency issued by Singapore.

1. This circular is to advise holders of Singapore issued certificates of competency (CoCs) of the requirements to revalidate their CoCs meeting the requirements of 2010 Manila amendments to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW).
2. Currently, CoCs have been issued by Singapore in compliance with 1995 amendments to the STCW Convention and are validated up to 31 December 2016. Holders of existing CoCs would be required to attend additional courses to comply with competency requirements of the 2010 Manila amendments to STCW. The details of the additional trainings required for Deck Officers and Marine Engineer Officers are in Annexes A and B\* respectively.
3. Holders of CoC are advised to take notice of Shipping Circular 13 of 2013 for the medical examination and certifications. Seagoing service requirements and

additional conditions to be fulfilled to revalidate CoCs issued under earlier regimes are in Annex C\*. MPA would commence revalidating existing CoCs to be valid beyond 31 December 2016 from 1 September 2014.

4. Revalidate your CoC soon to avoid the expected rush of applications before 1 January 2017.
5. This circular supersedes Shipping Circular No. 3 of 2001.
6. Any queries regarding this circular should be emailed to coc@mpa.gov.sg or addressed to Capt I G Sangameswar at Tel no. (65) 6375 6205 or Mr. Zulfiqur Husain (*Marine Engineer Officers*) at Tel: (65) 375 6218.

\*For more details, please visit MPA's website – [www.mpa.gov.sg](http://www.mpa.gov.sg)

For SMOU members who are not sponsored by their employers, you can sign up for course subsidies supported under UTAP (Union Training Assistance Programme). Please visit [www.smou.org.sg](http://www.smou.org.sg) for UTAP funding information.

## RENEWAL OF YOUR MEMBERSHIP FEES FOR 2015

Renew your SMOU membership today and receive an  
SMOU Power Bank Charger OR ENDO Thermal Magic Cooker.



Photos are for illustration purposes only.  
SMOU reserves the right to substitute any item without prior notice.

**New 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)

Collection period starts  
**6 December 2014**

Renewal Gift Collection point:  
**SMOU One Stop Service Centre**

# OUR VISION

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



## Subsidiary Companies and Business Divisions



# HAVE YOU COLLECTED YOUR SPF?

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

With effect from 1 October 2012, the SPF is now governed by the Scheme of Administration to provide a clear and transparent mechanism for the dissolution and distribution of the SPF funds.

No. of Members' Claims	Amount Paid (\$\$)
5,190	\$8,934,800

## Salient Points on SPF Balance Withdrawals

### Submission Period

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

### Submission Requirements

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

1. Duly completed Withdrawal Form (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 the Bank Book or Statement, clearly showing the name of the bank, member's name and member's bank account number.
5. Indicate mode of payment as:
  - Telegraphic Transfer** for members who are based overseas. It is compulsory to provide the Swift Code of the overseas (beneficiary) bank account.
  - OR
  - Direct Funds Transfer** to a Local (Singapore-based) Bank Account. It is compulsory to provide the "Branch Code" of the Local Bank Account.
6. Provide additional documents like Birth/Death/ Marriage Certificate if payout is to be made in the name of the nominee/beneficiary.

### Additional Information

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



Collecting SPF has never been easier!

### Submission channels

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

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

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

### Contact Details

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

# TRAINING CALENDAR

December - February 2015							
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 Courses</b>							
Maritime Resource Management (MRM)**	8 - 10 Dec 12 - 14 Jan 9 - 11 Feb	3 Days	\$909.50	IMO Model Course 1.27 - Operational Use of ECDIS**	2 - 6 Dec 5 - 9 Jan 2 - 6 Feb	5 Days	\$1,016.50
Bridge Teamwork Management (BTM)	9 - 11 Dec 13 - 15 Jan 10 - 12 Feb	3 Days	\$1,070.00	Type Specific ECDIS - TRANSAS	3 - 4 Dec 6 - 7 Jan 3 - 4 Feb	2 Days	\$770.40
Shiphandling (SH)	On Demand	3 Days	\$1,284.00	IMO Model Course 3.19 - Ship Security Officer (SSO)**	20 - 21 Jan	2 Days	\$642.00
Ship Safety Officer (SSaO)	On Demand	2 Days	\$642.00	IMO Model Course 3.20 - Company Security Officer (CSO)**	20 - 22 Jan	3 Days	\$963.00
Senior Officers Leadership Assessment Program (SOLAP)	10 - 12 Dec 14 - 16 Jan 11 - 13 Feb	3 Days	\$2,247.00	ISM & ISPS Internal Auditor**	24 - 26 Feb	3 Days	\$1,284.00
IMO Model Course 3.21 - Port Facility Security Officer (PFSO)**	8 - 10 Dec 23 - 25 Feb	3 Days	\$963.00	ISM Internal Auditor**	24 - 25 Feb	2 Days	\$695.50
				ISPS Internal Auditor**	25 - 26 Feb	2 Days	\$856.00
<b>Maritime Introductory Courses</b>							
Familiarisation on Operational Use of ECDIS	2 - 3 Dec 5 - 6 Jan 2 - 3 Feb	2 Days	\$535.00	Maritime Labour Convention, 2006 Awareness Program (MLC)**	On Demand	1 Day	\$321.00
Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85	Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85
Proficiency in Designated Security Duties (SDSD)**	19 Jan	1 Day	\$256.80	Introduction to Risk Management	On Demand	1 Day	\$272.85
Proficiency in Security Awareness Training (SAT)**	19 Jan	0.5 Day	\$160.50				

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

Course Fees inclusive of 7% GST

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

For registration or enquiries, please contact:

**Mr Anthony Loh / Ms Hasila Ghazali**

Tel: (65) 6796 9657 / 6796 9652 Fax: (65) 6569 3268

Email: [courses@wavelink.com.sg](mailto:courses@wavelink.com.sg)  
[anthony@wavelink.com.sg](mailto:anthony@wavelink.com.sg)

For MPA Mandatory Courses, please contact:

**Mr Kevin Loh**

Tel: (65) 6796 9651 / 6796 9651 Fax: (65) 6569 3268

Email: [courses@wavelink.com.sg](mailto:courses@wavelink.com.sg)  
[kevin@wavelink.com.sg](mailto:kevin@wavelink.com.sg)

## 1 Publicity



## 2 Industrial Briefings



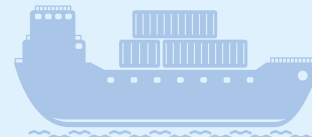
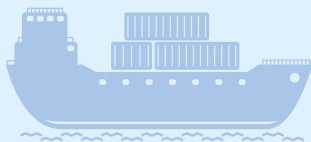
Guest speaker Maersk Line Ship Management, Global Cadet Administration, Assistant Manager Nathanael Leong.

**"We need TNTA cadets who have the determination and the drive to succeed in this new career. We hope that these cadets will prove their determination and ability to excel right from the start of the programme and persevere till the end."**

## 3 Executive Workshops



## 4 WMI Entrance and Psychometric Test



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 eighth recruitment in September 2014.

From recruitment to selection, the place-and-train programme enables Singaporeans/PRs to be trained for the Maritime industry as CoC (Class 3) certified Deck Officers.

### 1 Publicity

Advertisements were placed in several publications such as The Straits Times Classified, TODAY, Berita Harian and NTUC This Week to raise awareness about TNTA recruitment. They were also uploaded on SMOU's website, Young SMOU and WMI's Facebook pages to engage the online community. Attractive prizes were given away for the Facebook Post Sharing Contest. WMI's participation in the Maritime Career Fair at Suntec Convention Centre also raised awareness.

### 2 Industrial Briefings

Seven industrial briefings were held across Singapore, namely at e2i, Tampines North Community Centre, Toa Payoh Safra and Wavelink Maritime Institute. Through the briefing, participants understood more about the maritime industry and the TNTA programme as WMI representatives covered the programme outline in detail. Guest speakers from shipping companies were invited to deliver career talks and presentations. Each briefing session ended with a Q & A session as well as informal interaction between industry professionals and potential candidates.

## »» 5 WMI Interview



## »» 6 Family Engagement



A huge turnout for the family engagement session.

## »» 7 Job Fair



Interviews with shipping companies.

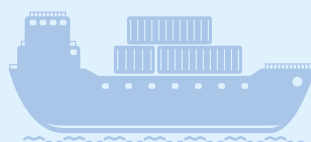


WMI Executive Director Capt Yeow Kok Kean (centre) answering questions from candidate Edward Koh and his father, Mr Koh Choon Hong.



Successful interviewees with their confirmation slips.

# JOURNEY THROUGH THE 8<sup>TH</sup> TNTA RECRUITMENT PROCESS



### 3 Executive Workshops

Two executive workshops gave the candidates a job interview 101 on communication and presentation skills.

### 4 WMI Entrance and Psychometric Test

In September, shortlisted candidates who have met the basic requirements of the TNTA programme underwent a comprehensive series of aptitude assessments covering Mathematics,

Science, Logic and Geography. They were also required to take psychometric assessments and personality test to ascertain their suitability for a seafaring career.

### 5 WMI Interview

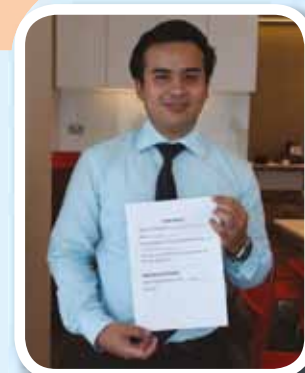
At the end of September, face-to-face interviews were conducted to select potential candidates. There was a mix of senior and junior interviewers to ensure a fairer assessment.

### 6 Family Engagement

In October, families of candidates were invited to a briefing session to learn more about the TNTA programme, its benefits and about a career and life at sea. Representatives from shipping companies also shared their experiences of fulfilling careers at sea and subsequently, ashore.

### 7 Job Fair

Candidates were interviewed by shipping companies who made the final hiring decision.



*"The job fair was well-organised, and I am relieved to secure a placement. I aim to work hard for my family's sake."*

- Candidate Rafie Bin Rasman

# GET MORE FOR LESS WITH NEW OFFICERSPLUS PROGRAMMES

Singapore Maritime Training Fund (SMTF) companies get to enjoy SMTF subsidies as well as WMI & Facility discount for two new programmes – Promotion in Ranks and Company Specific Courses. The launch of these programmes was a response to high demand for trainings and assessment for Promotion in Ranks programmes and courses specific to company requirements that was gathered from the results of the Maritime Manpower Development survey.

## OfficersPlus – Promotion in Ranks (PIR) Programme

The PIR programme is conducted in two levels - operational level for junior officers and engineers and management level for senior officers (also known as SOLAP programme), and senior engineers (also known as SELAP programme). Under OfficersPlus, the SOLAP course has trained and assessed 30 senior officers to date for promotion to a master role. The programme incorporates various principles of Maritime Resource Management (MRM) and officers will undergo assessments through Navigation bridges exercises, case studies, discussions, personal mastery and leadership. During the assessment process, the officers'



Company Specific Courses for POSH offshore.

various teamwork and leadership skills are constantly put into practice. This results in positive feedback whereby officers can identify their areas of improvement through a proactive teaching style and realistic simulations.

## Company Specific Courses

POSH offshore, Ocean Tankers and PACC Ship Managers are some of the companies that WMI has tailored training programmes for. The Safety Officers Course for POSH conducted in Manila and Jakarta incorporated the latest IMO Resolution on Entry of Enclosed Space. A SOLAP course for PACC Ship Managers and two rounds of Navigation Safety Courses for Ocean Tankers were conducted at Wavelink Maritime Simulation Centre (WMSC).

SMTF companies enjoy special rates and 50% facility discounts on WMSC's state-of-the-art simulators. A SMTF subsidy of S\$72 per person per day for a maximum of two days is also available.

Promotion in Ranks Programme for PACC Ship Managers.



# OFFICERSPLUS CALENDAR

	Dec 2014				Jan 2015					Feb 2015				Mar 2015				
	Week				Week					Week				Week				
Courses	49	50	51	52	1	2	3	4	5	6	7	8	9	10	11	12	13	14
SG OfficersPlus - ECDIS	■				■					■				■				
SG OfficersPlus - MRM/BTM/IMO 1.39/PIR/SHC/SSaO		■				■					■				■			
SG - SSO/SDSD/SAT							■									■		
Overseas OfficersPlus - ECDIS			■			■					■				■			
Overseas OfficersPlus - MRM/BTM/IMO 1.39/PIR/SHC/SSaO				■			■					■				■		

Courses	Officers-Plus Price	In WMSC*			Overseas		
		SMTF Subsidies (40%)	WMI & Facility Discounts (30%)	Nett Price	SMTF Subsidies (20%)	WMI & Facility Discounts (10%)	Nett Price
<b>STCW Courses</b>							
IMO Model Course 1.27 – Operational Use of ECDIS	\$1,100	\$440	\$330	\$330	\$220	\$110	\$770
ECDIS Refresher Course	\$720	\$288	\$216	\$216	\$144	\$72	\$504
ECDIS Type Specific Course	\$720	\$144	\$72	\$504	\$144	\$72	\$504
IMO Model Course 1.39 – Leadership and Teamwork (Management)	\$1,500	\$600	\$450	\$450	\$300	\$150	\$1,050
IMO Model Course 1.39 – Leadership and Teamwork (Operational)	\$850	\$340	\$255	\$255	\$170	\$85	\$595
Ship Security Officer (SSO)	\$600	\$240	\$180	\$180	\$120	\$60	\$420
Proficiency in Designated Security Duty (SDSD)	\$240	\$96	\$72	\$72	\$48	\$24	\$168
<b>Navigation/Engine Room Safety Enhancement Courses</b>							
Promotion in Ranks (PIR) (Supervisory Level)	\$2,100	\$630**	\$630	\$840	\$420	\$210	\$1,470
Promotion in Ranks (PIR) (Operational Level)	\$1,500	\$450**	\$450	\$600	\$300	\$150	\$1,050
Maritime Resource Management (MRM)	\$450	\$180	\$135	\$135	\$90	\$45	\$315
Bridge Team Management (BTM)	\$1,050	\$420	\$315	\$315	\$210	\$105	\$735
Ship Handling Course (SHC) / Navigation Safety Assessment	\$1,200	\$480	\$360	\$360	\$240	\$120	\$840
Ship Safety Officers Course (SSaO)	\$600	\$240	\$180	\$180	\$120	\$60	\$420
Proficiency in Security Awareness Training (SAT)	\$150	\$60	\$45	\$45	\$30	\$15	\$105
<b>Other Training Requirements</b>							
Company Specific Training	\$240	\$72	\$120	\$48	-	-	-

\*For courses conducted in Singapore, GST (7%) is applicable accordingly.

\*\*For PIR Courses, there will be 30% SMTF subsidies.

- ✓ As recognised by MPA and in compliance with IMO Model Course 1.39
- ✓ Part of COC revalidation requirement (MPA Shipping Circular No 10 of 2014)

**NEW COURSE**

## Bridge Resource Management - Leadership and Teamwork (Operational Level)

As specified in Section A-II/1 & A-II/2 of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) 1978, as amended in 1995 & 2010

Course	Officers-Plus Price	SMTF Subsidies	WMI & Facility Discounts	Nett Price (before GST)
Bridge Resource Management – Leadership and Teamwork (Operational Level) - <b>NEW</b>	\$850	\$340	\$255	\$255

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

# december

2014

## Grilled Turkey Breast Skewers

Celebrate this Christmas with our succulent turkey breast skewers grilled to juicy perfection by Lighthouse Bistro chefs! Our chefs marry these skewers with a bed of soft creamy mashed potatoes and plenty of fresh garden greens to create a symphony of unique flavours. Choose the festive cranberry sauce or spicy black pepper sauce for a savoury experience and hear your stomach go ho-ho-ho!



# january

2015

## Lighthouse Bistro Monthly Specials @ \$11.80+

### Malaysian Stir-fried Yaki Udon

Our Malaysian Stir-fried Yaki Udon, a Malaysian and Japanese fusion dish, promises to entice your taste buds at the first bite. Stir-fried with sweet soya sauce and chilli, the thick udon noodles, egg, carrots, spring onion and fresh seafood (prawns, mussels and squid) provide a mouthwatering and truly satisfying meal.



**SMOU members – 20% off ala carte menu; not applicable for monthly specials.  
NTUC members – 15% off ala carte menu; valid till 30 June 2015.**

*10% service charge applies*

**No GST charges!**