

# SV

SeavoiceS

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

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OCT  
NOV  
2015

# SMOU

# Celebrates

# SG50

# With You



LABOUR  
MPS WELL  
RECEIVED

11

MARITIME  
MANPOWER  
SINGAPORE  
2015

14

MCF NOW  
AVAILABLE  
FOR SMOU  
MEMBERS

32



# CONTENTS

OCTOBER - NOVEMBER 2015



## MakewAVES

- 03 Majulah Singapura
- 04 Let's Build the Singapore Brand of Trust and Assurance
- 05 Working Together For An Even Better SG100
- 06 Biggest Ever Tripartite National Day Observance Ceremony  
Transport and Logistics Cluster National Day Observance Ceremony
- 07 We Appreciate U!
- 08 Unforgettable SG50 SMOU Family Connection
- 09 SMOU SG50 Special – One Day Durian Trip
- 10 SMOU Wall of SG50 Well Wishes
- 11 GE 2015 Labour MPs Well Received

## IR

- 14 Manpower Development for Sustainable Shipping
- 20 Winding Down Over SMOU-SOS Cocktail
- 21 Thank You for Making the 8<sup>th</sup> MMS Possible
- 22 Singapore Hosts ITF AP Executive Board-Sector Chair Meeting  
Fostering A Stronger Collaboration with MTWTU
- 23 Unions Collaborate at ITF Asia Pacific Offshore Meeting
- 24 Visits to APL Savannah and APL Vancouver
- 25 Recognising our Seafarers on Day of the Seafarer

## YSMOU

- 26 SMOU GS Mary Liew Engages Youths on Tripartism
- 27 One Big Family  
Reaching Out to Special Limit Cadets
- 28 Tripartite Partners Show Their Best Strikes

## MembUZZ

- 30 December Action Awaits!
- 31 Helping Senior Members Become Tech-savvy
- 32 MCF Now Available for SMOU Members

## SHIPSHAPE

- 33 Dealing with Heart Matters

## WaveLINK

- 34 Spread the Word
- 35 Training Calendar
- 36 Time to Groom More Marine Engineers
- 37 Eye-opening Learning Journey Through WMSC
- 38 CadetsPlus Cadets Ready to Take On the World
- 39 Meet Head Chef Eddy
- 40 Lighthouse Bistro & Bar's Festive Christmas Offerings

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# MAJULAH SINGAPURA

**P**rime Minister Lee Hsien Loong delivered his National Day Message that addressed the various challenges that Singaporeans persevered and overcame together as one nation, one people, one Singapore. Here are some highlights of his speech.

### Problems that we faced together as a nation...

"Year after year, Singapore progressed. Along the way we overcame many problems – the British withdrawal in 1971, the Oil Crisis in 1973, SARS, the Asian Financial Crisis, and then the Global Financial Crisis. We grew our economy and created jobs, built homes, schools, hospitals and parks. We built a nation."

### Ample reasons to celebrate SG50...

"Let us celebrate 50 years of peace and security, underwritten by the blood and sweat of generations of NSmen.

Let us celebrate how we turned vulnerabilities into strengths. How a struggling economy with no domestic market made the world our market and created jobs for our people. How without any domestic hinterland, we made PSA and Changi Airport the best in the world. How from being utterly dependent on Johor for water, we turned the whole island into one catchment area, and developed NEWater. How while we had no natural resources, we educated every Singaporean and created opportunities for their talents to thrive. We have proven that together, we are greater than the sum of our parts.

Most of all let us celebrate how we journeyed from Third World to First, as one united people, leaving no one behind. Every citizen has benefitted from Singapore's progress. Life has improved for all – for Chinese, Malays, Indians and Eurasians; for blue collar

as well as white collar workers; for HDB as well as condominium dwellers. We are a nation of home owners. Everyone has opportunities to improve themselves. Everyone can look forward to a brighter future."

### Working together as one united people...

"We know that we will get there, because we will always be there for one another. We are stronger as one people. For example, we instinctively gather to lift a truck to save someone trapped underneath. Even if the music fails, we go on singing the National Anthem with gusto. We are proud of

our past and confident of our future. Together we believe in Singapore; together we belong to Singapore; together, we are Singapore."

### Singapore in the next 50 years...

"50 years on, on our Golden Jubilee, we will gather again at the Padang. We will sing "Majulah Singapura" proudly, and recite the National Pledge. We will rejoice in the success of our last five decades, and commit ourselves anew to work together as one united people, regardless of race, language or religion, to build Singapore, so as to achieve happiness, prosperity, and progress for our nation."



# Let's Build the **Singapore Brand** of Trust and Assurance

## NTUC Secretary-General Chan Chun Sing's National Day Message



**A**s we celebrate Singapore's 50<sup>th</sup> year of independence, our Labour Movement is proud that Singapore has a robust and capable workforce and enjoys strong tripartism and harmonious industrial relations. Our unemployment rate remains low and our workers continue to see real wage increases.

At a recent International Labour Conference held in Geneva, it was apparent to us that unionists from other countries were worried about many things that we often take for granted – good jobs, sustainable wage growth and harmonious industrial relations. Many could not build up a strong tripartite culture because of the lack of trust and continuity in their Government and its policies. Many of these policies were dictated by short-term political considerations rather than the long-term interests of the workers. In some countries, companies would actively avoid working with unions. Ultimately, it is the workers that suffer, as the economy stagnates and the number of quality, available jobs decline.

In Singapore, we have taken a different approach. The Labour Movement believes that cooperation and not confrontation is more beneficial to our workers. We understand that the best way to take care of our workers' interests is to build and sustain a successful economy with steady creation of good jobs with good pay for our workers. We achieve these through strong tripartism where the Labour Movement works closely with Government and companies to provide a conducive environment to attract quality investments, while ensuring that our workers are fairly rewarded. The improvements in our workers' wages



Credit: NTUC This Week

and standard of living over the last 50 years is living testament of tripartism as our winning advantage.

While our tripartism is strong today, we must never take this for granted. It is a relationship that needs to be continually strengthened. We must groom a new generation of tripartite leaders, and extend the national tripartite movement to the sectoral level so more workers in every sector and level can benefit. While Singapore may face ever tougher competition, tripartism can continue to be a significant advantage for us in charting a winning strategy for the next chapter of the Singapore story.

As our population ages and our workforce shrinks, we cannot compete by lowering our prices or increasing our manpower to expand the economy. Instead, we must compete on the quality of our products and services, our innovation and the trust that people have in our Singapore Brand. In many countries, low-skilled jobs are being

replaced by technology and other newly created high-skilled jobs. We must find new ways to improve our workers' capabilities so that they can take on these higher-skilled jobs and continue to enjoy real wage growth.

In order for our workforce to have a brighter future, we must not only be able to take on the better jobs of today. Our workers should continually upgrade themselves so that we can win the better jobs of

tomorrow as well. To this end, the Labour Movement will work closely with the Government and businesses to ensure that SkillsFuture becomes a central pillar of our workers' skills and professional upgrading throughout their working life. We will work with our tripartite partners to map out the Skills Ladder for each and every sector and strengthen investment in training, so our workers of today can acquire new skills for the needs of tomorrow.

As we celebrate SG50, let us build on the Singapore Brand of trust and assurance. That when others do business with Singapore, our workers and companies can be trusted to deliver on our promises.

Let us work together for a vibrant economy where our workers have opportunities to progress and enjoy a fair share of the fruits of success. Together, we can build a better life for our workers and their families for the next 50 years.

**Happy SG50!  
Happy National Day!**

# Working Together For An Even Better SG100

**A**t this year's National Day Rally held at Institute of Technical Education College central campus, Prime Minister Lee Hsien Loong spoke about the challenges that Singapore has faced over the last 50 years and the way Singapore overcame them by relying on a set of key principles involving multi-racialism, self-reliance and mutual support. He encouraged everyone to keep Singapore special for our children and grandchildren.

## What PM Lee said on tripartism...

Manpower Minister Lim Swee Say attended the International Labour Organization (ILO) Conference in June this year. At a dinner, many of the Labour Ministers conceded to facing similar problems – slow job growth, youth unemployment, stagnating wages, widening income gaps. Brother Swee Say turned the discussion towards a positive direction, focusing on solutions and not problems. He started by acknowledging that almost everyone faces the same 3

'D' challenges – Jobs Deficit, Skills Deficit, Quality Deficit. Everyone agreed. He then moved on to state everyone is looking for the same three F's opportunities – Jobs of the future, skills of the future, career of the future. To conclude, he proposed the solution was to strengthen the three 'P's – Partnership between the partners (Government, unions and employers). He also shared about Singapore's unique tripartite approach as well.

## What PM said on re-employment age...

From the workers' point of view, 65 may be too early to stop work. Workers want the government to raise the re-employment age and they want to keep working for as long as they are healthy. The tripartite partners have been discussing this and PM Lee was happy to share that they have reached an agreement. With the agreement, they will pass legislation to raise the re-employment age from 65 to 67. This will be done by 2017.

## What PM said on building a better Singapore...

50 years ago, our challenges seemed insurmountable. As a small country, we could easily have flickered and faded into the darkness of history. But our pioneers were made of stern stuff, they dug in their heels and built a nation together. 50 years on, our challenges are still formidable but they are far from insurmountable. Those people who feel daunted and think Singapore's best days are behind us, they are wrong. Our best days will always be ahead of us, provided we continue to have a strong team, a team of lions and the lion-hearted, leaders and the people.

In the last ten years, we built on what we inherited. We put brick on brick, we climbed step by step, we kept Singapore special, delivered results for Singaporeans. Singapore is at a turning point. We have just completed 50 successful years. Now we are starting out on our next 50 years of nationhood.



SMOU President Capt Robin Foo, who attended the rally, said, **"We have a forward-looking government who has done so many things for our people. I'm glad that the re-employment age has been raised, which allows workers to work longer, lead purposeful lives and contribute back to society. Truly, we have so much to appreciate and be thankful for."**

# 2015



# Biggest Ever Tripartite National Day Observance Ceremony

1 August



**S**MOU President Capt Robin Foo and ExCo members joined the Labour Movement in celebrating Singapore's 50<sup>th</sup> birthday at the Promontory at Marina Bay on 1 August. Hailed as one of the biggest National Day Observance Ceremony (NDOC) ever held, the event brought tripartite partners from NTUC, Singapore National Employers Federation (SNEF) and Ministry of Manpower together for the first time. NTUC Secretary-General (SG) Chan Chun Sing, NTUC President Diana Chia, then Senior Minister of State for Manpower Dr Amy Khor and SNEF President Dr Robert Yap were also



Photo credit: NTUC

present to mark the special occasion with over 5,000 unionists, pioneer generation union leaders, tripartite partners and their families. The event is

the first to kick-off a month-long series of events the Labour Movement has put in place to mark Singapore's Golden Jubilee. Majulah Singapura!

# Transport and Logistics Cluster National Day Observance Ceremony

12 August



**M**ore than 200 attended the Transport and Logistics Cluster National Day Observance Ceremony (NDOC) at PSA, Pasir Panjang Terminal Building with Guest-of-Honour NTUC SG Chan Chun Sing and President Diana Chia. Among those who attended the event were SMOU General Secretary Mary Liew who was also the Cluster Chairperson, SMOU President Capt Robin Foo, Young SMOU Chairman Terence Tan, Industrial Relations Senior Manager Gwee Guo Duan, National Division Manager Wilfred Thiang and Tripartite Nautical Training Award (TNTA) cadets. Singapore Shipping Association (SSA) President Esben Poulsson and SSA members, as well as representatives from SMEF and shipping companies also attended. Dressed in national colours red and white, the participants showed their pride and love for our little red dot by coming together to sing the National Anthem, recite the National Pledge and sing along to the medley of national day songs led by the PSA Choir. They also toured PSA's new Automated Crane Operations Centre (ACOC) and the developments at Pasir Panjang Terminal 5. Let's stand up for Singapore!





# We Appreciate U!

The NTUC Transport and Logistics Cluster U Appreciate 2015, brought a little surprise to TNTA cadets and SMOU members on two separate occasions. During a visit to the Wavelink Maritime Simulation Centre on 14 July, SMOU General Secretary (GS) Mary Liew and International Transport Workers' Federation (ITF) GS Stephen Cotton handed out the SG50 goodies in the form of drinks and snacks to the TNTA cadets. The surprise appreciation was brought to SMOU members on 20 July when they received the SG50 goodies from SMOU GS Mary Liew, Emeritus GS Thomas Tay and Young SMOU Chairman Terence Tan. Thank you for your hard work, we Appreciate U!



# Unforgettable SG50 SMOU Family Connection

For the first time, close to 230 SMOU members and their families celebrated Family Connection – National Day Celebration with a bumboat cruise along the Singapore River, where they enjoyed a multi-sensory fireworks display.



“ It was one of the most memorable days in my life. My birthday is in August so I was glad to be able to celebrate it together with my family and Singapore. The biggest surprise for me was the birthday cake that had an SG50 logo on it. It was also my very first time taking a bumboat so I enjoyed myself thoroughly.

◀ Capt Mohammed Masoom Iqbal (in stripes) with family, SMOU member for 6 years

“ I have taken the bumboat many times, but it was extra special this time. The bumboats were secured together so that we could see the fireworks lighting up the sky as one big family. It was a great show and an exciting build up to the Golden Jubilee weekend.

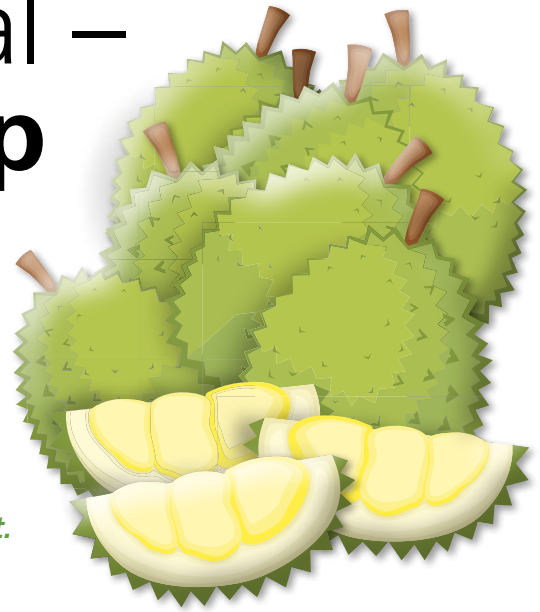
▲ Gary Heffron (in purple), SMOU member for 4 years



# SMOU SG50 Special – One Day Durian Trip

A true Singaporean eats durians! There could not have been a more apt way to celebrate SG50, as SMOU organised a One Day Durian Trip for 115 members and their families.

They went to Johor Bahru for a satisfying durian buffet and lunch. Before returning home, they headed for shopping and ended the night with a seafood dinner at a local restaurant. It was a “fruit-filling” trip for SMOU members.



Wah, this durian smells very shiok!



**“** I enjoyed my time at the durian farm the most. The buffet lunch at the farm was good and there were unlimited durians and other fruits. It was a great opportunity to meet other SMOU members and get to know them better. I hope that the durian trip can be organised every year so I can bring my wife and two sons along again. I wish all Singaporeans a happy Golden Jubilee and hope things will be smooth sailing for all seafarers and the union.

► Anthony Foo Sei Aik (in red), SMOU member of 36 years



# SMOU Wall of SG50 Well Wishes

Singapore just celebrated its 50<sup>th</sup> birthday, and Seavoices continues to run its SG50 wishes column for the whole year round to celebrate this special occasion with the rest of the nation. SMOU members and Executive Committee (ExCo) members are invited to pen their birthday wishes and share what they miss most about Singapore when they are out at sea.



## Happy 50<sup>th</sup> birthday, Singapore!

### On being a Singaporean...

I consider myself lucky to have been born in Singapore and live through three nationalities: first as a British in 1952 when Singapore was a British colony (singing "God save the Queen"), then as a Malaysian when we gained independence from the United Kingdom (singing "Negara-ku") and finally as a Singaporean after we were separated from Malaysia in 1965 (singing "Majulah Singapura").



**"I hope that we will remain a vibrant and forward-looking nation preserving our unique kind of multi-racial, multi-religious and harmonious social system. Majulah Singapura!"**

▼ Capt Don Philip N. Kannangara (left), SMOU member of 36 years, with Young SMOU Chairman Terence Tan

### On how far Singapore has grown...

We have made great progress since our independence – from a tiny island to where we are today. Singaporeans take on the world with all that we have and have accomplished many impressive achievements.

**"Wishing Singapore a happy 50<sup>th</sup> birthday and may our nation continue to prosper and be more successful in the future."**

▼ Ivy Yap (in grey) with family, SMOU member of 7 years

### What I look forward to for Singapore...

"I look forward to a much more gracious society. With the increasing number of foreigners in Singapore, it is important that we appreciate their contributions in nation building and cultivate mutual respect."

**"I wish for success and prosperity for our beautiful Singapore. This is a good time to reflect on how much we have done and what could have been done to make things better."**

▶ Ong Zi Heng, SMOU member of 11 years



# GE 2015

## Labour MPs Well Received

For the first time since Singapore's independence, all seats were contested in this year's Singapore General Election (GE) held on 11 September.

Out of 89 seats, the People's Action Party (PAP) won 83 seats with a landslide vote share of 69.86 per cent. This was an increase of 9.72 per cent from the previous election in 2011.

Prime Minister Lee Hsien Loong said that the results will "greatly bolster confidence in Singapore and is an endorsement of the People's Action Party Government's performance".

"I needed to ask for a fresh and clear mandate from Singaporeans," he said, adding that the outcome was a good result for the PAP, and "an excellent result for Singapore". He said that he

was deeply humbled by the confidence Singaporeans have shown in him and his team.

NTUC Assistant Secretary-General Yeoh Guat Kwang and NTUC Deputy Director (Field) Shamsul Kamar were part of the Aljunied GRC team that put up a good fight but lost narrowly to the opposition Workers' Party.

### SMOU congratulates all PAP Labour MP candidates!

Labour MP	Designation	Constituency
Chan Chun Sing	NTUC Secretary-General Minister, Prime Minister's Office	Tanjong Pagar GRC
Lim Swee Say	Former NTUC Secretary-General Minister for Manpower	East Coast GRC
Heng Chee How	NTUC Deputy Secretary-General Senior Minister of State, Prime Minister's Office	Jalan Besar GRC
Halimah Jacob	Former NTUC Deputy Secretary-General Speaker of Parliament	Marsiling-Yew Tee GRC
Ong Ye Kung	Former NTUC Deputy Secretary-General Acting Minister for Education and Senior Minister of State for Defence	Sembawang GRC
Josephine Teo	Former NTUC Assistant Secretary-General Senior Minister of State, Foreign Affairs and Transport	Bishan-Toa Payoh GRC
Ang Hin Kee	NTUC Assistant Secretary-General	Ang Mo Kio GRC
Patrick Tay	NTUC Assistant Secretary-General	West Coast GRC
Zainal Sapari	NTUC Assistant Secretary-General	Pasir Ris-Punggol GRC
Desmond Choo	NTUC Director of Youth Development Unit	Tampines GRC
Seah Kian Peng	NTUC Fairprice Chief Executive Officer	Marine Parade GRC
Chong Kee Hiong	NTUC Foodfare Chairman	Marine Parade GRC
Melvin Yong	NTUC Director of Industrial Relations fieldwork	Tanjong Pagar GRC
Alex Yam	Former Young NTUC Head (Strategies & Planning/Youth Lab)	Marsiling-Yew Tee GRC
Grace Fu	SMOU Advisor Minister for Culture, Community and Youth	Yuhua SMC
Gan Thiam Poh	SMOU Advisor	Ang Mo Kio GRC

SMOU volunteers went out in full force to support the candidates from the Labour Movement. Armed with banners, whistles, and hearts filled with anticipation, SMOU cheerleaders were seen shouting with joy when the polling results were announced.







# Manpower Development for Sustainable Shipping

## Maritime Manpower Singapore 2015



The 8th Maritime Manpower Singapore (MMS) conference held on 16 July attracted a record turnout of 360 participants from over 15 countries. Jointly organised by SMOU and Wavelink Maritime Institute (WMI), the conference highlighted timely and pertinent issues in the maritime industry.

Expounding on the theme “Manpower Development for Sustainable Shipping” were 15 local and international industry experts who took centre stage to speak about manning shipping fleet, managing shipping talent and empowering industrial harmony.

At the event which was held at Raffles City Convention Centre, Guest-of-Honour Mr Chan Chun Sing, Secretary-General of NTUC and Minister in Prime Minister’s Office, made known the upcoming launch of the first Tripartite Engineering Training Award (TETA) programme to build a strong Singaporean core of maritime professionals and address the acute shortage of marine engineers.

The place-and-train initiative, similar to the Tripartite Nautical Training Award (TNTA) programme, is a collaborative effort with the tripartite partners that aims to encourage more Singaporeans to pursue a rewarding career as marine engineer officers.

**“With immense support from the Singapore Government and our tripartite partners, this is the opportune time for those who have never considered taking up seafaring as a career to consider this exciting new path. Even for those considering a career change, this job will help to provide a better career, better pay and better lives,” said Ms Mary Liew, General Secretary of SMOU.**

“We aim to build a Singaporean core in the maritime engineering sector, similar to what we have done for the TNTA programme,” she added.



## Tripartism – The Key to Overcome New Challenges

Recognising the need to be aware of new challenges ahead, Guest-of-Honour Mr Chan Chun Sing urged government authorities, unions and company representatives to work together as a team to overcome maritime manpower challenges.

One of the challenges that the Singapore maritime industry faced is the difficulty in attracting young Singaporeans to join the sector. The solution lies in Singapore's unique model of tripartism, Mr Chan pointed out.

### Upstream, Midstream and Downstream

To ensure a steady supply of fresh blood in the industry, Mr Chan highlighted the significance of upstream recruitment. He cited the Tripartite Nautical Training Award (TNTA) programme as a tripartite initiative that seeks to attract more young people to the industry and empower them to take on greater responsibilities. More work can also be done in schools and in the Singapore Navy to identify people with interest and capability and groom them into local maritime talents.

For the midstream seafarers or those who are already in the industry, more initiatives should be rolled out to help them renew their vocational licenses and help them stay in the job. "We should also look at how we can help downstream seafarers to contribute to the industry by creating programmes for these experienced seafarers to select, guide, train and groom new and young seafarers."

"If we can do these well, then I'm sure that the **future will continue to be bright for the maritime industry in Singapore. It will not only benefit the current generation, but also give confidence to the next generation to join the industry;**" he said.



## MPA – Preparing Maritime Singapore to be Future-ready

The Maritime and Port Authority of Singapore (MPA) has recently ramped up its efforts by creating two tripartite taskforces aimed at boosting the development of maritime manpower.

The Tripartite Maritime Manpower Taskforce for Seafaring is looking

at initiatives to encourage more Singaporeans to take up seafaring careers, up-skill and chart their career progression, as well as reducing attrition for cadets undergoing training. Some \$65 million was added into the Maritime Cluster Fund-Manpower Development to attract and groom local

talent, signaling MPA's commitment to build a strong Singapore maritime core. The other tripartite taskforce will focus on critical jobs in key shore-based sectors.

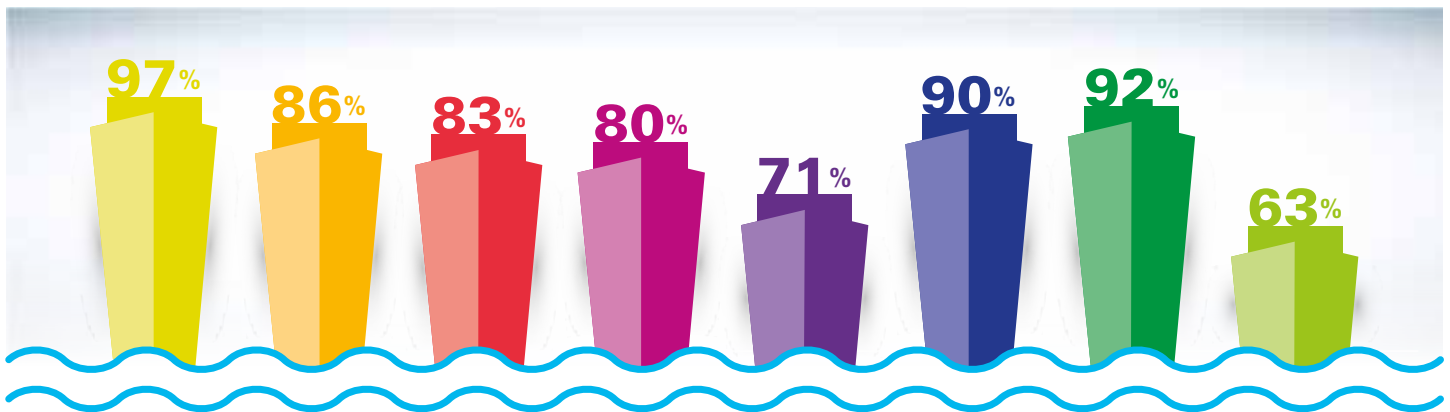
MPA Chief Executive Mr Andrew Tan said that these maritime manpower development efforts showed that the Government, unions and employers can and must work together to achieve the three key goals – raise the profile of the maritime sector, make maritime careers attractive, and provide Singaporeans access to multiple pathways to success.

"The spirit of tripartism is a strength that we should continue to harness to drive Maritime Singapore's future growth," Mr Tan concluded.



# MMS Polling Results

Participants were invited to give their opinions and feedback through live polling sessions at the MMS conference. The polling questions are developed to further address some of the issues brought up at the pre-conference surveys, where some 330 participants from seafarers and shore establishments shared their views. The polling questions covered topics such as maritime industry challenges, measures for manpower shortage, manpower training and tripartism. Guided by the feedback from a good mix of ship owners or managers, seafarers as well as union and government officials, the decision makers are able to make better aligned policy decisions for the benefit of the maritime industry. Here are some key findings:



The majority of the participants see “insufficient inflow of well job-matched Singaporeans to the maritime industry for future leadership” as the **biggest challenge for the Singapore maritime industry in the next 10–15 years.**

“Higher level of relevant applied learning for cadets to fast track promotion to officers, with follow through to higher ranks” & “rebranding and promotion of a sea career” were identified as the **top priorities for tripartite partners.**

- **97%** see Asia/developing countries continuing to be the main supply of seafarers in the next 20 years.
- **86%** of participants agreed that the shortage of marine engineers is more acute. Effective measures to address the shortage were identified as:
  1. More recruitment
  2. Enhanced competency management system to fast track promotion
  3. Better shore support maintenance
  4. Better shore leave

- **83%** of participants felt that at least 20% annual feed rate of cadets, with respect to their officer pool, is required for a sustainable officer pool.
- **80%** agreed that the quality of seafarers has deteriorated over the last 20 years mainly due to shorter sea time requirement for CoC and a larger assortment of skills required onboard ships.
- **71%** felt that “simulation & applied learning, teamwork & leadership” are the most important areas for the industry intervention to fill the gaps.
- **90%** agreed that maritime educators updated with the industry requirements and conversant with applied learning are limiting resources.
- **92%** are happy with the current state of industrial relations in the Singapore maritime industry.
- **63%** felt that there is a need for a stronger alignment in purpose and agenda in tripartism in our maritime industry.

## Sound Bites

**“ While technological advancement in vessel design is noteworthy, barring a very few owners/operators, the industry in general has not made sufficient investment in providing the right knowledge and developing the manpower that are responsible to operate such vessels with complex equipment and intricate capabilities.**

▼ Capt Rajesh Tandon, Managing Director of V Ships, Chairman of International Maritime Employers' Council (IMEC)



**“ There are a few things that we need to consider for our future progress. We should think about securing and protecting members, jobs, terms and conditions, competing global labour market and globalisation. Maritime unions have to be committed to strengthening partnership and creating mutually beneficial outcomes.**

■ Mr Mark Dickinson, General Secretary, Nautilus International



**“ The top three concerns of ship owners and managers include: supply and demand of maritime officers, technology advancing much faster than seafarer competency, and regulations compliances.**

◀ Capt Ken Yeow, Executive Director, WMI



**“ There are two main challenges in recruitment quality. First, there is a risk that incompetent seafarers will still be employed and promoted due to overall manpower shortage. The second is that it will be more challenging to recruit experienced officers given the growing global fleet size and shortage of officers.**

▲ Mr Santosh Khosla, Global Head of Manning Offices, Maersk Tankers

**“ Global competition is catching up and Singapore has to outperform others in order to protect its overall competitiveness and attractiveness as a global top maritime hub. We have to invest in strengthening tripartism in Singapore and boosting future pipeline talent. Pulling in the same direction is the key to our constant improvement and future success in Singapore.**

■ Capt Michael Elwert, Group Director, Group Strategy, HR & Support, Thome Group of Companies



# Sound Bites

**“ I have participated in the MMS many times. The level of professionalism and the joint initiative among the Government, employers and unions are the reasons why I keep coming back. I am very impressed with the speakers. There were many clever and innovative ideas shared during the presentations and panel discussions. If all the different parties – the Government, employers and unions can work together constructively and build trust, I think it is the best way to build a much better maritime industry.**

■ Mr Stephen Cotton, General Secretary, ITF



**“ It is my first time attending the MMS and I think it’s a nice conference with diverse attendance and a good mixture of people. One of my takeaways is on how to attract the younger generation into the industry. Many speakers gave ideas and ways to persuade and entice new people to make a difference to the industry.**

■ Mr Esben Poulsson, President, Singapore Shipping Association (SSA)



**“ One of the reasons why there are not many women in the industry is because it is difficult for women to travel, but I think women can do as well as men can. If companies want to attract women into the industry, they should have at least two women on the ship. Otherwise, it can get very lonely to be the only woman onboard. I would like to thank Mary Liew for her fantastic professionalism and contributions to the industry.**

■ Ms Jacqueline Smith, Maritime Coordinator, ITF



# Winding Down Over SMOU-SOS Cocktail

International Transport Workers' Federation (ITF) General Secretary Stephen Cotton graced the SMOU-SOS Cocktail Reception as the Guest-of-Honour. He welcomed guests and participants to the reception after an enriching day at the conference.



*Networking and cocktail reception with industry leaders.*





MARITIME MANPOWER  
SINGAPORE 2015

Manpower Development for Sustainable Shipping



*Thank you* 8<sup>th</sup>  
for Making the MMS Possible!





## Singapore Hosts ITF AP Executive Board-Sector Chair Meeting

**W**hile International Transport Workers' Federation (ITF) General Secretary (GS) Stephen Cotton and other Executive Board members from the Asia Pacific region visited Singapore for the 8<sup>th</sup> Maritime Manpower

Singapore conference, they also took the opportunity to attend the ITF Asia Pacific Executive Board-Sector Chair Meeting held at The Seacare Hotel on 15 July. SMOU GS Mary Liew joined ITF officials in reviewing the work of ITF in the Asia

Pacific region. Besides the discussion on ITF projects and campaigns, officials identified priorities of their workplans. The meeting concluded successfully with everyone contributing their views towards plans moving forward.

## Fostering A Stronger Collaboration with **MTWTU**

**A** bilateral arrangement was signed between SMOU and Maritime Transport Workers' Trade Union of Ukraine (MTWTU) on 16 July in Singapore. SMOU Emeritus General Secretary Thomas Tay and MTWTU First Vice Chairman Oleg Grygoriuk affirmed a mutual commitment to increase collaboration, communication and solidarity between the two unions to protect the interest and welfare of our members.

**“ This is really a milestone in the relationship between SMOU and MTWTU. This bilateral arrangement will enhance the correlation between the two Unions and work towards better welfare for our officers.**

■ MTWTU First Vice Chairman Oleg Grygoriuk (left)



# Unions Collaborate at ITF Asia Pacific Offshore Meeting



(L-R) Chairman of Offshore Taskforce Group Norrie McVicar, Industrial Relations Assistant Manager Terence Tan and Singapore Organisation of Seamen Senior Executive of External & Industrial Relations Chen Chuanyi.

The International Transport Workers' Federation (ITF) Asia Pacific Offshore Meeting convened in Batam, Indonesia from 29 to 30 June. Industrial Relations Senior Manager Gwee Guo Duan and Young SMOU Chairman Terence Tan and some 20 unionists and representatives from Australia, Philippines, Papua New Guinea and Indonesia met to discuss

about various collaborations among the unions in the region. After Kesatuan Pelaut Indonesia (KPI) Executive President Hanafi Rustandi gave an opening speech, Mr Mick Doleman, Regional Chair of Asia Pacific Task Force Group spoke about the history and background of the Asia Pacific Offshore environment. The different affiliates then began discussions about capacity

building, union membership, threats and decisions. A smaller task force was assigned to examine issues on company profile and trading patterns. Offshore Policy, Mexico City Policy, Special Agreement and the standard ITF offshore Collective Bargaining Agreement were also on the table for discussion. The participants felt positive about further collaboration plans in the future and took the opportunity to visit the KPI training centre.

**“ This is a great platform to follow up after the meeting at St Petersburg on the regional level, as we create new strategies on increasing the union membership in the offshore section. We also looked into how the different affiliated unions of ITF can help leverage on each other's strengths to help increase the outreach in the region's offshore sector.**

■ Mr Mick Doleman, Regional Chair, Asia Pacific Task Force Group



*SMOU Industrial Relations Officer Kelvin Lin with APL Savannah crew.*

# Visits to APL Savannah and APL Vancouver

The SMOU Industrial Relations (IR) team is grateful to have direct connection with crew members when conducting ship visits. On 3 July, SMOU IR Officer Kelvin Lin boarded two ships, APL Savannah and APL Vancouver. While onboard the two vessels, officials found the overall conditions positive where there was adequate food and living spaces. SMOU officials took time to touch base with the ship's crew and captain. They also took the opportunity to explain about SPF withdrawals and answered questions raised.

APL Savannah's Capt Alvin Gonsalves spoke to Kelvin before calling all available officers to the ship's office for a gathering. A goodwill gift pack consisting of SMOU power banks, 'Guide to Understanding Diabetes' booklets, SPF withdrawal forms, SMOU 60<sup>th</sup> Anniversary coffee table book and SMOU Seavoices newsletters were handed out to the ship's crew. He was also invited for a meal with the crew and had a chance to taste the Chief Cook's delicious dishes.

While on board APL Vancouver, Kelvin had a quick chat with Capt Zhang Hai Bing and Chief Officer Loo Wei Ming before presenting them with some gifts. Capt Zhang commented that the coffee table book was a welcome addition to the vessel's entertainment lounge. The visit included chats with a deck cadet and the Chief Engineer who shared about their work and living conditions.



*Presenting the SMOU 60<sup>th</sup> Anniversary coffee table book to APL Vancouver's Capt Zhang.*



*On board APL Savannah.*

# Recognising our Seafarers on Day of the Seafarer

The annual Day of the Seafarer on 25 June saw Maritime and Port Authority of Singapore (MPA), shipping representatives and unions coming together at SembMarine Integrated Yard in Tuas with Associate Professor Muhammad Faishal Ibrahim, Parliamentary Secretary for Health & Transport as the Guest-of-Honour.

The celebratory event, which honoured the contributions and sacrifices of more than 1.5 million seafarers worldwide, started with a tour of SembMarine Integrated Yard followed by a hamper and prize presentation ceremony. Professor Faishal presented gift hampers to 30 representatives from the shipping industry. MPA Assistant Chief Executive (Operations) Capt M Segar presented a financial grant of S\$100,000 to the Mission to Seafarers. The unions and MPA jointly distributed 600 hampers to ships that call at Singapore, reaching out to some 9,000 seafarers.

It was also a proud moment for the Tripartite Nautical Training Award (TNTA) cadets from Cohort 8 – Taaouicha Mujahid, Muhammad Huzaifah Mohamed Salim, Muhammad Ikmal Amsah, Kevin Martin Lim Xingjin, and Mohamed Taufiq Abu Hassan who

were awarded the MPA Book Prize in recognition for their outstanding performance during their course of study. Unfortunately, Taufiq has started his shipboard cadetship and was unable to attend. Well done, TNTA cadets!



Recipients of the MPA book award (L-R): Taaouicha Mujahid, Muhammad Huzaifah Mohamed Salim, Muhammad Ikmal Amsah, and Kevin Martin Lim Xingjin.

**“ I am delighted and surprised to receive the book award. I plan to buy a book called *Sailing in Grandfather's Wake* by Ian Tew or some camera accessories. Day of the Seafarer means a great deal to us because it shows that people recognise the importance of our contributions.**

■ Cadet Kevin Martin Lim Xingjin, TNTA Cohort 8



# SMOU GS Mary Liew Engages Youths on Tripartism

**D**id you know that tripartism, a collaboration among unions, employers and the Government, is a key competitive advantage for Singapore?

Thirty Tripartite Nautical Training Award (TNTA) cadets from Cohort 9 and Young SMOU members learnt about the importance of tripartism during a Fireside Chat with SMOU General Secretary Mary Liew at the Mariners' Lounge on 27 July.

With Ms Liew's experience in the local and international union work and public service scene, the TNTA cadets and Young SMOU members were in for a



wealth of wisdom. She shared on the importance of tripartism and delved deeper into how SMOU has worked closely with shipping employers and the Government to build a Singaporean Core and develop courses for the betterment of the maritime industry.

During the session, Ms Liew, SMOU Emeritus General Secretary Thomas Tay, Young SMOU committee members and the alumni of the TNTA programme shared about their life experiences. The TNTA cadets learnt about what to expect after the completion of the TNTA programme. Ms Liew also mentioned about her strong support for more women such as TNTA cadet Hairin 'Ain Jamil to take up a maritime career. She encouraged Hairin to keep going and pursue her dreams all the way. Ending the session on a positive note, Ms Liew spurred the youths on and encouraged them to persevere in order to obtain greater opportunities in their seafaring career.



**“ Ms Liew's sharing reassured me of the strong support from the union and that I can approach them if I encounter any difficulties in the future. The Fireside Chat also gave us a platform to raise questions and clear any doubts we may have.**

■ Cadet Yitno Isharno Ab Jamil, TNTA Cohort 9

**“ This Fireside Chat gave me insightful information about the industry that is normally not shared during my classes. This widened my perspective and encouraged me to work harder.**

■ Cadet Raj Kumar Mahendran, TNTA Cohort 9



**“ This chat session has given me much food for thought. Ms Liew shared great takeaways – the need to persist, work hard and be positive to achieve our goals and progress in this career. We also got to hear professional advices and information that were beneficial to us.**

■ Cadet Mark Dwayne Benedict, TNTA Cohort 9

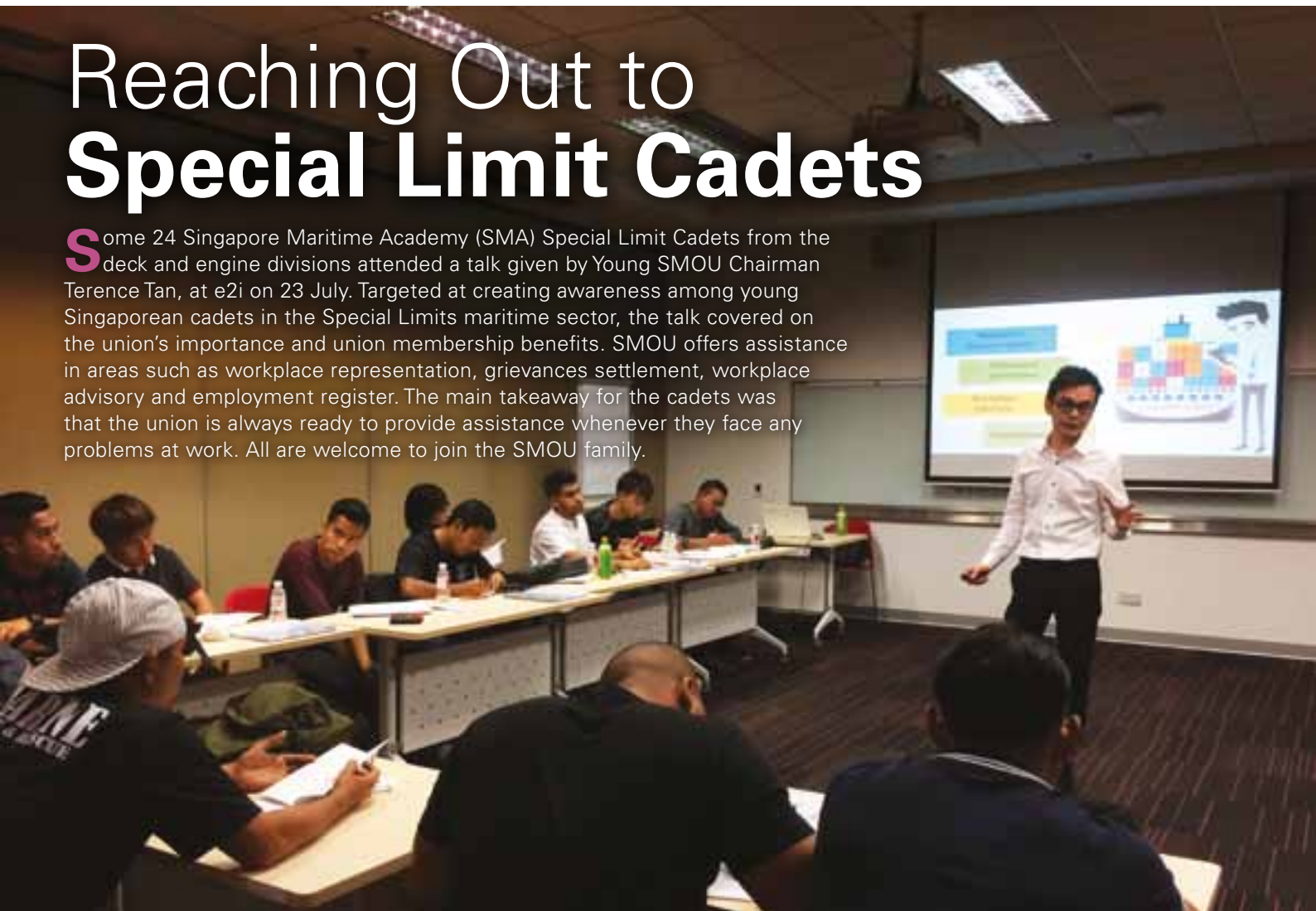
# One Big Family

The strength of relationships formed within the SMOU family is maintained through an active and vibrant alumni community. SMOU General Secretary Mary Liew, Emeritus General Secretary Thomas Tay, Young SMOU Chairman Terence Tan and National Division Manager Wilfred Thiang met with about 20 youth alumni from Singapore Maritime Academy (SMA) and Tripartite Maritime Scholarship Scheme (TMSS) for a lighthearted dialogue session over dinner at the Lighthouse Bistro & Bar. Held on 22 June, appetising food and drinks were served as the SMOU leaders had a light-hearted chat with the youths, finding out how they are faring in their jobs, and sharing on the ways that the union can help.



# Reaching Out to Special Limit Cadets

Some 24 Singapore Maritime Academy (SMA) Special Limit Cadets from the deck and engine divisions attended a talk given by Young SMOU Chairman Terence Tan, at e2i on 23 July. Targeted at creating awareness among young Singaporean cadets in the Special Limits maritime sector, the talk covered on the union's importance and union membership benefits. SMOU offers assistance in areas such as workplace representation, grievances settlement, workplace advisory and employment register. The main takeaway for the cadets was that the union is always ready to provide assistance whenever they face any problems at work. All are welcome to join the SMOU family.



# Tripartite Partners Show Their **Best**

# Strike!



## 10<sup>th</sup> SMOU Annual Bowling Challenge

**R**eady, get set, bowl! The 10<sup>th</sup> SMOU Annual Bowling Challenge, organised by Young SMOU, saw close to 120 participants and supporters from SMOU, Maritime and Port Authority of Singapore (MPA), Young NTUC, shipping companies and members strapping up their bowling shoes and showing their best strikes at Orchid Bowl, Orchid Country Club. Held on 22 August, Guest-of-Honour Brother Seah Keng Tia, Young NTUC Chairman gave an address and threw the first ball to officiate the start of the challenge. The participants had a faBALLous day competing and supporting each other at the bowling alley. Let the pictures roll!



**“** *Bowling is a very popular sport among youths, and I think this is a great event to engage them. What I enjoyed most about today's event is the team bonding and witnessing the continuous harmonious relationship between union and the shipping companies.*

▲ Mr Seah Keng Tia, Chairman, Young NTUC



**“** *It's great that SMOU arranges get-together events like this where we have the opportunity to know SMOU, her members and various shipping companies to build relationships with the shipping community. This event shows that SMOU cares for her people and members. I hope to join more events in the future.*

▲ Mr Edwin Rodrigues, HSE Manager, Epic Gas, SMOU member of 16 years

**“** *It's my 5<sup>th</sup> time participating and MPA is always supportive of SMOU's events and vice versa. It also provides a great opportunity to catch up with everyone in the shipping community.*

▼ Mr Cheong Meng Tak, Manager, Emergency Preparedness, MPA



# LES

► Congratulations to the tournament winners!



# DECEMBER ACTION AWAITS!

## SMOU Year End Movie Special

December 2015



**ROUND-UP** your year-end festivities with a special movie treat with your family and friends at a subsidised rate.

Join us for a fabulous end to an eventful SG50 year!

Look out for more details!

## Family Connection – Year End Celebration

12 December 2015  
6.30pm – 9.30pm  
NTUC Downtown East

Come join us in this celebration and find out what is in store for members next year when SMOU celebrates its 65<sup>th</sup> Anniversary!



- Programmes are 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 more information on the above events, please visit us closer to the date at [www.smou.org.sg](http://www.smou.org.sg)

## Renew your Membership for 2016

Renew your SMOU Membership today and get this limited edition 20g cupro-nickel coin (worth S\$28) issued by Monetary Authority of Singapore (MAS) to commemorate Singapore's 50 years of independence.

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

**Collection period starts now.**

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



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

Credit: Singapore Mint

# Helping Senior Members Become **Tech-savvy**

Close to 20 senior members filled the Mariners' Lounge on 3 July for the 'Familiarisation with Email using Smart Devices' workshop. Instructors from RSVP Singapore (The Organisation of Senior Volunteers) gave a step-by-step guide about email – how to create, read, send and attach pictures. It was definitely an eye-opening experience for the members who each went home with a certificate and feeling more tech-savvy.

“ *The familiarisation course was productive for me as I learnt more about having a Gmail account, which has bigger storage space than others. The hands-on training allowed me to remember the steps more clearly. It's the day and age where almost everyone owns a smartphone. Email makes communication faster and more efficient.* ”

▼ Lim Gek Liang Raymond (right), SMOU member of 21 years



# MCF Now Available for SMOU Members

There is good news for developing our quality Singaporean Maritime Manpower Core in the industry.

Singaporean SMOU members taking their Standards of Training, Certification and Watchkeeping (STCW) revalidation courses for seafarers to meet the requirements of the 2010 Manila amendments to the International Convention on STCW can now apply for 70% funding from the Maritime Cluster Fund (MCF). Previously, members who are not sponsored by any employer have to fork out the full training fees from their own pockets since the fund is only accessible to companies and company-supported individuals within the maritime sector.

**SMOU members who are applying for the MCF Training Grant through SMOU must meet the qualifying criteria:**

- Applicants must be Singapore citizens
- Not sponsored by any employer and must not be receiving any other form of financial assistance from any other government body for the same course
- Attain at least 75% attendance for the course
- Apply through SMOU's One Stop Service Centre not later than 2 months after course commencement

**“This is a giant step forward for SMOU members who want to comply with STCW requirements and continue their seafaring career. We thank MPA for responding favourably to the Union’s request to endorse SMOU as a surrogate employer for our members who want to tap on the MCF. This shows the Government’s strong commitment to maritime manpower development,” said General Secretary Mary Liew.**



Members attending the STCW Revalidation Courses approved under the MCF Training Grant, the Emergency, Occupational Safety and Survival Functions Training (EOSST).

# Dealing with Heart Matters

**D**ue to the nature of the work and long shipboard job duration, seafarers may face health risks involving diseases of the heart and arteries. It is the number one killer of seafarers while at sea.

Heart disease arises from the narrowing of the coronary arteries, causing reduced blood flow and thus oxygen supply to the heart muscle. Some risk factors of heart disease include high blood pressure, obesity,

diabetes, high stress level, inactive lifestyle, tobacco smoking and excessive alcohol consumption.

In this issue of Seavoice, we hope to raise awareness for heart disease so that our seafarers can identify the symptoms and prevent it. SMOU General Secretary Mary Liew urges all seafaring members to take their health seriously by staying alert to any warning symptoms and maintaining healthy

habits. **“Your family needs you, so always remember that your health and safety are of utmost importance. The health choices you make now dramatically affects the health that you enjoy in the years to come. Do your part by inculcating good health practices.”**

## Symptoms:

- Prolonged crushing, squeezing or burning pain in the center of the chest
- Pain that radiates from the chest area to the neck, arms, shoulders or the jaw
- Shortness of breath
- Dizziness
- Nausea
- Chills and sweating
- Weak pulse
- Cold, clammy skin and grey pallor

## Prevention methods:

- Avoid eating food that has high fat content
- Stay off fried, salty or sugary snacks
- Do sit-ups, press-ups and stretching in your cabin
- Exercise with a crewmate and set goals
- Quit smoking
- Lower your alcohol intake



### Sources:

Singapore Heart Foundation, Health Promotion Board and International Transport Workers' Federation Seafarers website.

# Spread the Word



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

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

### How To Collect Your SPF

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

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

### Note

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

## Upcoming SMOU-Wavelink Representative Office in Manila!

Calling all Filipino members. You can now submit your SPF enquiries and applications at our new office near you. Look out for it in the next issue!

No. of Member Claims	Amount Paid (S\$)
7,430	\$12,064,500

### Submission Channels

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

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

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

**Submission Period** : until 1 December 2019

# Training Calendar

## October 2015 - December 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>							
Bridge Resource Management - Leadership and Teamwork (Mgmt) <span style="float: right;">STCW</span>	12 - 16 Oct 09 - 13 Nov 14 - 18 Dec	5 Days	*\$1,605.00 <small>Promotional Price</small>	Promotion in Rank (Mgmt Level)/SOLAP <small>Suitable for Senior Officer</small>	19 - 21 Oct 16 - 18 Nov 21 - 23 Dec	3 Days	\$2,568.00
Engine Resource Management - Leadership and Teamwork (Mgmt) <span style="float: right;">STCW</span>	12 - 16 Oct 09 - 13 Nov 14 - 18 Dec	5 Days	*\$1,605.00 <small>Promotional Price</small>	Promotion in Rank (Mgmt Level)/SELAP <small>Suitable for Senior Engineer</small>	19 - 21 Oct 16 - 18 Nov 21 - 23 Dec	3 Days	\$2,568.00
Bridge Resource Management - Leadership and Teamwork (Ops) <span style="float: right;">STCW</span>	12 - 14 Oct 09 - 11 Nov 14 - 16 Dec	3 Days	*\$909.50 <small>Promotional Price</small>	Promotion in Rank (Ops Level) <small>Suitable for Junior Deck or Junior Engineer Officer</small>	12 - 16 Oct 09 - 13 Nov 14 - 18 Dec	5 Days	\$1,605.00 <small>Promotional Price</small>
Engine Resource Management - Leadership and Teamwork (Ops) <span style="float: right;">STCW</span>	12 - 14 Oct 09 - 11 Nov 14 - 16 Dec	3 Days	*\$909.50 <small>Promotional Price</small>	Ship Safety Officer	22 - 23 Oct	2 Days	*\$642.00
IMO Model Course 1.27 - Operational Use of ECDIS <span style="float: right;">STCW</span>	05 - 09 Oct 02 - 06 Nov 07 - 11 Dec	5 Days	*\$1,177.00	IMO Model Course 3.21 - Port Facility Security Officer	19 - 21 Oct 21 - 23 Dec	3 Days	*\$963.00
Type Specific ECDIS - TRANSAS <span style="float: right;">STCW</span>	08 - 09 Oct 05 - 06 Nov 10 - 11 Dec	2 Days	\$770.40	ISM & ISPS Internal Auditor	20 - 22 Oct 22 - 24 Dec	3 Days	*\$1,284.00
ECDIS Conversion <sup>1</sup> <span style="float: right;">STCW</span>	05 - 07 Oct 02 - 04 Nov 07 - 09 Dec	3 Days	\$706.20	ISM Internal Auditor	20 - 21 Oct 22 - 23 Dec	2 Days	*\$695.50
IMO Model Course 3.19 - Ship Security Officer <span style="float: right;">STCW</span>	17 - 18 Nov	2 Days	*\$642.00	ISPS Internal Auditor	21 - 22 Oct 23 - 24 Dec	2 Days	*\$856.00
IMO Model Course 3.20 - Company Security Officer	17 - 19 Nov	3 Days	*\$963.00	Shiphandling	On Demand	3 Days	*\$1,284.00
Bridge Team Management	12 - 14 Oct 09 - 11 Nov 14 - 16 Dec	3 Days	*\$1,123.50				
<b>Maritime Introductory Courses</b>							
Proficiency in Designated Security Duties <span style="float: right;">STCW</span>	16 Nov	1 Day	*\$256.80	Maritime Labour Convention, 2006 Awareness Program	On Demand	1 Day	*\$321.00
Proficiency in Security Awareness Training <span style="float: right;">STCW</span>	16 Nov	0.5 Day	*\$160.50	Familiarisation with Shipping Terms & Maritime Jargon	On Demand	1 Day	\$272.85
Familiarisation on Operational Use of ECDIS	05 - 06 Oct 02 - 03 Nov 07 - 08 Dec	2 Days	\$535.00	Introduction to Risk Management	On Demand	1 Day	\$272.85
				Safety Culture for Optimum Safety Performance	On Demand	1 Day	\$272.85

Course fees are inclusive of 7% GST.

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

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

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

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



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

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

**For Maritime Courses registration or enquiries, please contact:**

**Mr Anthony Loh / Ms Hasila Ghazali**

**Tel:** (65) 6796 9657 / 6796 9652 **Fax:** (65) 6569 3268  
**Email:** [anthony@wavelink.com.sg](mailto:anthony@wavelink.com.sg) / [hasila@wavelink.com.sg](mailto:hasila@wavelink.com.sg)  
[courses@wavelink.com.sg](mailto:courses@wavelink.com.sg)

**For MPA Mandatory Courses, please contact:**

**Mr Kevin Loh**

**Tel:** (65) 6796 9651 **Fax:** (65) 6569 3268  
**Email:** [kevin@wavelink.com.sg](mailto:kevin@wavelink.com.sg)  
[courses@wavelink.com.sg](mailto:courses@wavelink.com.sg)

# Time to Groom More Marine Engineers



**S**omething is brewing and making waves.

A brand new Tripartite Engineering Training Award (TETA) programme to train more marine engineers is set to be launched in the near future.

Another place-and-train initiative by SMOU and Wavelink Maritime Institute (WMI), the birth of the TETA programme is in response to the needs of the shipping community.

TETA aims to encourage more Singaporeans to pursue careers as Marine Engineering Officers. The 31 month Engineering Cadet training programme will lead to eligible Singaporeans achieving COC Class 5, allowing them to work as Marine Engineering Officers onboard commercial ships.

The aim of this Pre-sea Preparatory Course for CoC Class 5 is to provide a Singaporean Core of students with theoretical and practical knowledge to sail as Cadet Engineers on board a foreign going vessel for local shipping companies.

The 31-month TETA training will be conducted in 3 phases:

## Phase 1

Certificate in Marine Engineering | 9 Months

## Phase 2

Shipboard Learning Phase | 15 Months

## Phase 3

Engine Preparatory Course | 7 Months

### Phase 1

Phase 1 of the training will be conducted over 9 months to ensure the cadets are equipped with the fundamental knowledge to serve onboard foreign going merchant ships. Upon successful completion of the course, the cadet will be awarded with a Certificate in Marine Engineering by Wavelink Maritime Institute.

### Phase 2

The cadets will undergo a shipboard training programme onboard foreign going merchant vessels for a minimum sea-time of 15 months. During this phase, their training will be augmented by a structured training programme that consists of the Distance Learning Programme (DLP) as well as the completion of the tasks and assignments as set out in the Training & Assessment Record Book.

### Phase 3

Upon successful completion of the requisite sea-time and the DLP with the onboard training record book, the candidate would be required to submit the application for a Letter of Eligibility (LOE) to the Maritime and Port Authority of Singapore (MPA). When MPA issues the LOE, the candidate will be eligible to enroll into Phase 3 training in preparation for the CoC Class 5 Examinations.

Follow us at



Wavelink Maritime Institute

# Eye-opening Learning Journey Through WMSC

**S**MOU General Secretary Mary Liew, Young SMOU Chairman Terence Tan, Wavelink Maritime Institute (WMI) General Manager Wilfred Thiang and WMI Managing Director Capt Yeow Kok Kean warmly welcomed some 60 union leaders to the Wavelink Maritime Simulation Centre (WMSC) as part of the OTCi Alumni Study Trip on 7 July. The learning journey led them through the state-of-the-art navigational and engineering simulators, fundamental introduction into the shipping world, the workings of a commercial ship, seafaring initiatives and training programmes. To support the

maritime industry, diligent efforts are placed in training seafaring officers to be savvy in new technology on modern ships. The simulators are a useful tool in applied learning. The visitors learnt the importance of the maritime industry in Singapore and how the seafarers, who are the heartbeat of maritime labour, keep shipping and logistics moving round the clock worldwide.

Close to 20 NTUC Transport Logistic Cluster leaders and unionists also toured WMSC on 28 July. Chairperson Ms Liew and Wilfred gave an introduction of the Tripartite Nautical Training Award (TNTA) programme and the courses offered at WMI. The short tour ended with a visit to the engine room simulator and two bridge simulators.



OTCi Alumni Study Trip to Wavelink Maritime Simulation Centre on 7 July 2015.

Photo credit: OTCi



*Cadets from the CadetsPlus Indonesia programme.*



# CadetsPlus

## Cadets Ready to Take On the World

**T**his September, SMOU celebrated the graduation of cadets from CadetsPlus Indonesia and CadetsPlus China Summer Programme.

On 14 September, some 70 guests comprising of officials from Sekolah Tinggi Ilmu Pelayaran (STIP) and local representatives of shipping companies attended the graduation dinner for 42 cadets from the 5<sup>th</sup> batch of CadetsPlus Indonesia programme. Held at STIP for the first time, the CadetsPlus Indonesia Programme gave cadets a confidence boost and a renewed determination to make the best of their seafaring careers.

Over in Qingdao, China, a graduation ceremony on 26 September was organised for 31 cadets of the 2<sup>nd</sup> CadetsPlus China Summer Camp programme. The cadets were from four companies. Mr Sun Hong Qin, Secretary of Qingdao Harbour Vocational and Technical College (QHVTC) and some 20 other guests such as QHVTC officials, local representatives of shipping companies' and local manning agents congratulated the cadets on the successful completion of the programme and look forward to them joining the shipping companies next year.

Inaugurated in 2014, the summer camp is an initiative by SMTF and WMI that aims to bring the Chinese recruitment process further upstream before the October/November period leading up to the CadetsPlus Training Programme. The CadetsPlus Summer Camp provides a collective recruitment screening platform for the Collective Bargaining Agreement (CBA) companies. Candidates shortlisted from the top 30<sup>th</sup> percentile of various maritime colleges will go through a stringent selection process with WMI before the final interview by the various shipping companies. This is to enable the targeted selection to be more upstream for the Singapore CBA companies.

# Meet Head Chef Eddy

**S**eavoices goes behind the scenes to hear from Head Chef Eddy, the creative mind behind the culinary works of art at Lighthouse Bistro & Bar.



## **Tell us more about the Lighthouse Summer/Fall menus that were launched recently.**

The inspiration came from semi-fine dining French cuisine, especially in its hallmarks of delicate flavours and presentation style. Overall, our revamped menus gives the experience of semi-fine dining without the expensive price tag.

## **What are some of your thoughts while developing the Summer/Fall menus with Lighthouse Executive Director Isaac Tan?**

I worked with Isaac from the development to implementation stages of the new menu and I was impressed with his talent, opinions and ideas. Leveraging on our individual experiences, we worked together to create an exciting concept that enabled a unique dining experience for our members and guests.

## **In your years of working here, how do you think Lighthouse has grown?**

I have worked at Lighthouse for some seven years now. I've seen how Lighthouse has grown as a bistro. In the past year, competition has increased with lots of eating establishments sprouting up around this area. To keep up, the recent makeover at Lighthouse is aimed to give an inviting and fresh new look from the inside out. Similarly, the menu has undergone positive changes. As the Head Chef, the change has propelled me to improve my capabilities and skills.

## **Which part of your job do you enjoy the most?**

The most exciting part of my job is the menu creation process that takes place every season. The process is often uncertain as we will always push existing boundaries. There is a lot of tasting, training and optimising throughout the entire process. Our culinary team is united as one and we have fun while working during these busy and pressurising periods. We often laugh when mistakes happen, but we are also focused on the need to solve them and be better.

## **How do you want people to feel after having a meal at Lighthouse?**

I hope my guests feel a sense of enjoyment and a positive experience while dining at Lighthouse. We have guests that spread the word about our great value and that just speaks of the great overall experience that they had. When our guests feel that way, it shows that our culinary team has succeeded in our tasks.

# Lighthouse Bistro & Bar's

Festive Christmas Offerings



The most wonderful time of the year is coming soon!  
Have you decided on what to prepare for your Christmas feast?

Whatever you have planned, do not forget the roast turkey, the honey baked ham and the roast beef. These traditional Christmas dishes will take centre stage in every dining table during this season. Complete the Christmas feast with some wine and chocolate log cake.

For your convenience, you can now easily order all these and enjoy a fuss-free festive season in the comfort of your home. Come deck your dining halls with Christmas cheer!



*Photos are for illustration purposes only.*

## Turkey & Roast Meat

Smoked Honey Glazed Chicken Ham with Pineapple Sauce (2kg)	<b>\$70</b>
Roasted Beef with Herbs and Black Pepper Sauce (1kg before roasting)	<b>\$80</b>
Roasted Turkey and Mushroom Stuffing with Cranberry Sauce (4.5kg before roasting)	<b>\$130</b>
Christmas Chocolate Log Cake (1kg)	<b>\$70</b>

## Wines

(R) St-Nicolas-de-Bourgueil, Cabernet Franc	<b>\$56</b>
(R) Domaine Poulleau, Pinot Noir	<b>\$70</b>
(R) Château Mont-Redon, Grenache	<b>\$105</b>
(W) Domaine du Tariquet, Sauvignon Blanc	<b>\$52</b>
(W) Domaine Frey, Riesling	<b>\$62</b>
(W) Domaine Des Malandes, Chablis	<b>\$194</b>

To order, simply visit [www.lighthouse-sg.com/Christmas](http://www.lighthouse-sg.com/Christmas), then kindly head to Lighthouse Bistro & Bar to make payment.  
For further enquiries, please call **6390 1699**.

### Terms & Conditions:

- No further discount.
- Orders must be placed at least 5 working days in advance.
- Order period: 7 – 18 Dec 2015.
- Order(s) will only be confirmed upon payment. All payment must be received by 18 Dec 2015.
- Last day of collection: 24 Dec 2015 (before 5pm).
- Order(s) must be collected at Lighthouse Bistro & Bar (closed on Sundays and Public Holidays).