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SAMUDRA

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Medical Seminar Reviews
**Healthcare Benefits
for Filipino Seafarers**



SAMUDRA

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MR LEOW RECEIVES “FRIENDS OF MCCY AWARD”

It was truly a remarkable and memorable day for Seacare Co-operative Executive Chairman Leow Ching Chuan. Mr Leow received the prestigious “Friends of MCCY Award” from Mr Lawrence Wong, Minister for Ministry of Culture, Community and Youth (MCCY) and Second Minister for Ministry of Communications and Information at the MCCY Appreciation Dinner. The award honoured Mr Leow for his leadership, passion and dedication in championing the co-operative movement by leading Seacare and tackling challenges such as attracting young talents in the sector.

After the award presentation, the guests were treated to several compelling performances. They then networked with each other over dinner, discussing about strengthening the community bond and nurturing a value-based society. The event, held at Pan Pacific Hotel on 12 November 2014, was also attended by other esteemed guests from various co-operatives and organisations.



I am privileged to have been able to serve in the Co-operative Movement under the auspices of the Singapore National Co-operative Federation. The SNCF has inspiringly guided and organised the spread and growth of co-operative activities in Singapore and, in the process, helped to cultivate a spirit of mutual cooperation and self-dependence among Singaporeans. Hailing as I have from a National Trades Union Congress’ affiliated trade union, the co-operative culture of the SNCF has been a refreshing and enlightening experience and will benefit all unionised workers and others.

– Mr Leow Ching Chuan (right), Executive Chairman, Seacare Co-operative Limited

SOS MEDICAL SEMINAR IN MANILA A SUCCESS!



(From left) Dr Solomon E. Ching, Dr Cecilia A. Ching, Mr David Shoo, Mr Daniel Tan and Dr Chia Yih Woei



Participants receiving door gifts containing information booklets, health supplements, Vitamin C tablets and health brochures.



The Singapore Organisation of Seamen (SOS) organised its 4th seminar in Manila, Philippines which attracted a record 260 participants this year, registering its largest turnout to date since it first started. It was attended by SOS members and their spouses as well as representatives from shipping companies and manning agencies.

The seminar, titled 'Medical Care for Seafarers' held on 28 November 2014 at the Hyatt Regency Hotel & Casino Manila, consisted of a series of talks that centered around the medical well-being of Filipino seafarers.

The talks included 'Health and the Seafarers', presented by Dr Chia Yih Woei, Chief Executive Officer, Seacare Maritime Medical Centre Pte Ltd; and 'Medical Care for Seafarers' jointly presented by Dr Solomon E. Ching (Medical Director) and Dr Cecilia A. Ching (Admin and Operations Manager) from Micah Medical Clinic and Diagnostic Laboratory.

"The large turnout this year is a clear indication of the increasing interest in the areas of health and medical care among our Filipino members. They have responded very enthusiastically and positively during the seminar," said SOS Assistant Secretary David Shoo.

Mr Shoo, who updated the participants on the progress of the Seacare Medical Scheme (SMS), added that such seminar was timely, as the feedback received would enable SOS to improve on existing medical benefits to better suit the lifestyle needs of the members.

Since its commencement in 2005, SMS has seen growing participation by the Filipino members, their dependants and members of the shipping community. To date, more than 2,500 Filipino members and dependants have benefitted from the scheme, which included basic medical examinations and medicine reimbursement.



The Q&A session, held at the end of the seminar, was a lively forum where the participants eagerly suggested medical benefits that suit their lifestyle requirements. Many also took the opportunity to clarify their doubts about SMS. Through the interaction and valuable feedback gathered, SOS hopes to better assess and refine its existing health and medical benefits for its Filipino members.



A GLIMPSE OF THE PRESENTATIONS:

To promote a healthier lifestyle to the seafarers, Dr Chia Yih Woei highlighted the common medical conditions of seafarers and the preventive measures and treatments for each of these medical conditions:

- Hypertension
- Diabetes mellitus
- Gout
- Kidney stones
- Musculoskeletal injuries
- Eczema
- Ebola virus

Dr Solomon E. Ching and Dr Cecilia A. Ching presented statistical data that may influence the development of medical coverage for the seafarers and dependants in the Philippines:

- Population of seafarers
- Number of medical service providers
- The common medical needs of the seafarers, adults and children

- Type of additional benefits
- Hospital admission benefits

Mr David Shoo gave a brief introduction of SMS, covering its eligibility criteria, benefits, procedures and conditions, contact persons and outreach method. He also updated the progress of SMS over the past nine years:

- Increase in number of members enrolled in the scheme
- Additional clinics appointed
- Additional benefits provided
- Increase in utilisation rate
- Suggestion on type of additional benefits
- Increase in entitlement and hospitalisation benefit for consideration

WRAPPING UP THE YEAR WITH FILIPINO MEMBERS



It's the party of the year for Filipino SOS members. A Nicki Minaj lookalike and a comedy show brought much laughter to 480 seafarers, their families, manning agents and business associates who attended the SOS Year End Dinner in Manila on 28 November 2014. The Year End Dinner was an avenue for SOS to reach out to Filipino members and promote ties with manning agencies and employers in Manila. Into its



eighth run, it was the largest turnout ever in the nine years since this event was organised.

As guests entered Hyatt Regency Hotel & Casino Manila ballroom, adult guests were presented with thermos flask while children received notepads and pens. A range of exciting activities such as balloon twisting, caricature artist and instant photo booth with props kept the guests entertained before the start of the event. The festive mood went a notch higher when Santa and Santarina appeared with chocolates in hand and mingled with the guests. A drum performance and a choir performance was put up by 17 children from Asilo de San Vicente de Paul Welfare Home.

Mr Daniel Tan, Executive Secretary of SOS, then gave a welcome address and expressed SOS's appreciation for the Filipino members' support. Following the welcome note, the gates threw open for a night of sumptuous meal, live music and entertainment. The night of great fun and bonding ended with a lucky draw where the first prize winner walked away with a pair of return air tickets to Singapore and a three-nights



Asilo de San Vicente de Paul Welfare Home representative presenting a certificate of appreciation to SOS Assistant Secretary David Shoo, in recognition of the Union's donation to the orphanage.

stay at The Seacare Hotel Singapore. The top 10 prizes were presented by Mr Kamis Hussain, SOS ExCo member. The SOS Year End Dinner was filled with so much good food and company. A great wrap up for the year for Filipino members.



SOS CONGRATULATES ITF'S STEPHEN COTTON

Mr Stephen Cotton, General Secretary of the International Transport Workers' Federation (ITF) was one of the three award recipients for The 2014 Admiral of the Ocean Sea Awards (AOTOS). The awards were presented at a gala dinner and dance held at The Sheraton New York Times Square Hotel in New York on 7 November 2014. During the ceremony, American seafarers were also honoured for their specific acts of bravery and heroism while at sea. Vice President Mohamad Abu Bakar attended the event on behalf of SOS.

As ITF General Secretary, Mr Cotton works with more than 700 transportation-related unions from 150 countries. Under his leadership, he expanded the ITF Inspectorate from 35 to a total of 124 inspectors and 26 other contacts, with a total of 9,503 vessel inspections across 52 countries in 2013, and USD38,429,647 of owed wages recovered for seafarers. The number of collective agreements covering seafarers on board vessels had also increased from less than 2,000 to more than 12,000. He initiated a new direction for the Seafarers Section through the International Bargaining Forum (IBF) which offered a place for discussion between ITF and its member unions, and Joint Negotiating Group (JNG) maritime



employers. As a result, seafarers saw improvements in their pay and working conditions. Mr Cotton was also credited for his work in the creation, ratification and implementation of the Maritime Labour Convention 2006 (MLC) – the “seafarers’ bill of rights.”

Accepting the honour, Mr Cotton said, **“This award goes to everyone in the worldwide community that is the ITF. Every one of us defends the rights and safety of seafarers. That is our priority, bolstered by the international solidarity of trade unions and their members worldwide, by cooperation with all who recognise that aim, and now by the opportunities offered by the MLC 2006.”**

SOS congratulates Mr Cotton for receiving the prestigious award.



WORKING TOGETHER AHEAD OF ITF SOUTH EAST ASIA FOC WEEK OF ACTION

The International Transport Workers' Federation (ITF) South East Asia Flag of Convenience Week of Action Planning Seminar took place in Singapore from 30 to 31 October 2014 at Seacare Building's Maritime Hall.

Facilitated by Mr Sangam Tripathy, Assistant Secretary, Asia Pacific (ITF), the seminar was participated by union representatives from the Singapore Organisation of Seamen, Singapore Maritime Officers' Union and Singapore Port Workers Union as well as ITF affiliates from Indonesia, Thailand and the Philippines.

The local union representatives kicked off the seminar with an overview and history of the annual campaign while reiterating its objective – to send a strong

signal to ships that undermine the working and living conditions of seafarers.

For two days, the ITF affiliates, comprising ITF Inspectors and Contacts, banded together to fine-tune their campaign strategies and framework of actions based on feedback they had received from previous campaigns.

They also spoke about their experiences in handling complicated grievance cases and discussed constructive ways to remediate such incidents. The enriching and fruitful session allowed the participants to tap on one another's knowledge and experience and fortified the solidarity among South East Asia's maritime unions.

NTUC IR SECTOR SEMINAR IN HO CHI MINH CITY



SOS IR Senior Executive Chen Chuanyi sharing his group's ideas in a short presentation

NTUC Industrial Relations Sector Seminar was held in Ho Chi Minh City, Vietnam from 1 to 4 November 2014. The participants for the seminar included NTUC Central Committee members and staff, union leaders, representatives from the Ministry of Manpower and Employment and Employability Institute. Representatives from SOS - Executive Secretary Daniel Tan and IR Senior Executive Chen Chuanyi also attended the seminar to learn about manpower and workplace issues.

The seminar kick-started with an address by NTUC Secretary-General Lim Swee Say. This was followed by a presentation by NTUC Assistant Secretary-General Cham Hui Fong, who updated participants on the

Industrial Relation Act Amendments, Amendment to Retirement and Re-employment Act, as well as Industrial Relations Trends and Future Challenges. After the presentation, participants were put into smaller groups for discussions. There was a good mix of participants from various industries in each group and they expressed their views and actively contributed ideas on topics such as future collective bargaining agreement for PMEs, retaining and attracting union leaders, keeping the unions abreast with the changing face of Singapore workforce, and strengthening Tripartism through Company, Sectoral and National level. The two-day seminar in Ho Chi Minh City ended with an insightful dialogue session with the panellists.



LEARNING EXPERIENCE WITH SSEU-SEMBAWANG

SOS President Mohamed Idris Mohamed Ibrahim (left) presenting a commemorative trophy to SSEU-Sembawang President M. Ramasamy as a symbol of solidarity between the two unions

A group of SOS members visited the Sembawang Shipyard Employees' Union (SSEU-Sembawang) on 4 November 2014 to study its exemplary operations, productivity and labour relations achieved over the past years.

The learning visit, organised by the Training & Skills and Leadership Development (TSLD) Committee to strengthen SOS's contact and co-operation with unions from the Marine and Engineering Cluster, also comprised a tour ride around Sembawang Shipyard.

The 27 visiting unionists received a warm reception by the host and engaged in fruitful in-depth discussions with SSEU-Sembawang President M. Ramasamy, General Secretary Chew Tee Tank, General Treasurer Betty Chew, and members of its Executive Committee.

During the dialogue, Mr Ramasamy gave a clear presentation of Sembawang Shipyard's core business, current



projects and the technologies that it is using to boost work efficiency. Through a lively dialogue, both unions gained deeper insights into the different approaches and perspectives to Collective Bargaining, workers' representation and long-term membership benefits, among a list of union-relevant challenges.

Both SOS and SSEU-Sembawang members agreed that the learning visit was mutually beneficial and looked forward to organising more sharing sessions in the near future.

LIFELONG LEARNING FROM SCHOOL TO WORKPLACE



Photo courtesy of OTCi.

Executive Leadership Programmes on 9 October 2014

Education, one of Singapore's building blocks, was the theme at the Executive Leadership Programme held at NTUC Centre on 9 October 2014.

SOS representatives, Assistant Treasurer Loh Suan Hin and ExCo member Ho Yew Chun, with other participants gathered for a full-day programme that started with a talk on Becoming Singaporean: Education Policy and Practice in Singapore by Mr S Gopinathan, Adjunct Professor, Lee Kuan Yew School of Public Policy, National University of Singapore. Participants learned about the role and importance of education in different sectors from talks given by Ministry of Education's Director of Higher Education Division John Lim and Singapore Workforce Development Agency's Policy Group Deputy Director Angela Tan.

Mr Tan Khee Giap, Associate Professor & Co-Director, Asia Competitiveness Institute, Lee Kuan Yew School of Public Policy, National University of Singapore and Chairman, Singapore National Committee for Pacific Economic Cooperation spoke about productivity improvement and education for employees to maximise growth and stay ahead of the game. The programme came to an end with a dialogue session with panellists – NTUC President Diana Chia, NTUC Deputy Secretary-General Heng Chee How and Ms Sim Ann, Minister of State, Ministry of Education and Ministry of Communications and Information. The participants gained valuable insights on education policies and future challenges in workforce development.

The Executive Leadership Programme was useful in providing knowledge about the history, policies and challenges of the educational system in Singapore. It allowed me to understand how a strong education system can help meet the rising demands of the industry. I strongly recommend SOS union leaders to attend the programme.

– **Mr Loh Suan Hin**, SOS Assistant Treasurer



It was an excellent opportunity to learn from the education specialists how continuous education is essential for improving work quality and maximising productivity. I gained a lot out of this programme and recommend union leaders to attend it too.

– **Mr Ho Yew Chun**, SOS ExCo Member





NEW ADDITION TO THE SEACARE SAILORS' HOME SCHEME (SSS)



Superior room



Deluxe room



Premier room

In its continuous effort to enhance the accommodation benefits for seafarers, the Singapore Organisation of Seamen (SOS) has launched a five-night fully-subsidised hotel stay at the Citin Seacare Pudu Hotel, Kuala Lumpur, Malaysia.

The Citin Seacare Pudu Hotel, which is partly owned by Seacare Hospitality Pte Ltd, offers 99 guestrooms with three different room types, namely Superior, Deluxe and Premier rooms. It is perfectly located at the heart of Kuala Lumpur and situated right opposite the Pudu Sentral (formerly Puduraya Bus Terminal) which makes it extremely convenient for travellers. All rooms are well-appointed, presenting a lifestyle of comfort and convenience with standard in-room amenities including free Wi-Fi internet access.

Under the SSS, paid-up SOS members who are residing in Singapore are entitled to a five-night stay in Deluxe Room, inclusive of breakfast for two at the Citin Seacare Pudu Hotel. The benefit was launched on 1 December 2014. Members may proceed to make reservation for their stay at the hotel between the period from 15 December 2014 to 31 March 2015. The same entitlement of free stay in the hotel is also extended to the same group of members between the period 1 April 2015 to 31 March 2016.

Other benefits of the SSS include – fully-subsidised accommodation stay for SOS members at the Seacare Sailors' Home located in Mandaluyong City, Philippines; free services to International Seafarers at the Seacare Drop-In Centre

located in the Pasir Panjang Terminal Building in Singapore; and Gift Certificates to shipping companies/employers who are participating in the scheme, and to seafarers to stay at The Seacare Hotel, Singapore.

With this latest addition, SOS members have another accommodation option to choose from, be it for leisure or business purpose.

Eligibility

The benefits are offered to all paid-up SOS Members who are residing in Singapore.

Benefits

Each member is entitled to five-night stay in Deluxe Room, inclusive of breakfast for two at the Citin Seacare Pudu Hotel between the period from 15 December 2014 to 31 March 2015 and an additional five-night stay between the period 1 April 2015 to 31 March 2016.

Benefit Period

15 December 2014 to 31 March 2015 and 1 April 2015 to 31 March 2016

Reservation

Please approach our staff at Level 5, Seacare Building during office hours to make reservation.

Reservation shall be made at least two weeks in advance from intended check-in date.

SPOTLIGHT ON SOS PG UNION LEADERS

Our Pioneer Generation (PG) union leaders have contributed significantly to the economic stability and industrial peace that Singapore has enjoyed over the past decades. They played pivotal roles in tackling fractious labour issues such as massive unemployment, confrontational trade unionism and deprived working conditions in the post-war years, to shape Singapore into the modern metropolis it is today.

As the nation honours its PG, the Labour Movement dedicated its annual UNITE Leadership Summit to them. Four SOS ExCo members were among 130 PG union leaders who were stars for the evening. Mr Raja Mohamed Said Raja Mohamed Shafik, Mr Nazarudin Nandok, Mr Tang Teng Lung and Mr Ow Kee Heng were nominated by Singapore Organisation of Seamen (SOS) for their leadership and dedication to the work of guarding the interest and welfare of seamen.

The UNITE Leadership Summit hosted by NTUC President Diana Chia and NTUC Secretary-General Lim Swee Say provided an opportunity for different generations of union leaders to mingle with each other and share stories of camaraderie. In his address, NTUC SG Lim thanked the pioneers for their contribution and service in shaping Singapore and the Labour Movement.



The four SOS Pioneer Generation Package (PGP) union leaders, joined by their family members and fellow ExCo members.



UNITE Leadership Summit



Started in 2007, UNITE is an annual gathering of Union ExCo leaders, a platform for the Labour Movement to show its appreciation for the stewards of NTUC's affiliated unions and associations, and for these leaders to fraternalise and deepen their bonds within the Labour Movement.

In 2010, UNITE was elevated to a Leadership Summit, to take stock of the leadership agenda and priorities. The event is hosted by the NTUC President and Secretary-General.



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1. Mr Narazudin began as an ExCo Member in 1991 and is currently holding several positions such as Trustee, Chair of SOS' Schemes Administration & Organising Committee and Alternate Member of Training & Skills and Leadership Development.

2. Mr Raja has served in SOS since 1994. He started serving as an Alternate ExCo Member before becoming an Ordinary ExCo Member in various committees such as External and Industrial Relations, Membership & Welfare Services and Training & Skills and Leadership Development. He is an SOS' Internal Auditor since 2011.

3. Mr Tang has been SOS' Internal Auditor since 2006 and a member of the Welfare & Community Services Committee since 2004.

4. Mr Ow Kee Heng (group picture: standing seventh from left) has been SOS' Trustee since November 1986.



Mr Chen Chuanyi (second from right) behind Mr Steve Tan, Executive Secretary of Young NTUC, in a game of Tug-of-War with fellow committee members



YOUNG NTUC GEARS UP FOR WORK, LIVE AND PLAY



SOS Manager Priscilla Han and Senior Executive Chen Chuanyi joined 36 youth representatives and Team Young NTUC Activities at Tioman Island, located off east coast of Peninsular Malaysia, for the Annual Workplan Seminar from 16 to 18 October 2014. The three-day seminar aimed to build and sustain the relationship within the Young NTUC family and align all participants to Young NTUC's vision by reviewing and reflecting on Young NTUC 2014's Workplan and discussing 2015's Workplan. On the first day, participants played teambuilding games that promoted teamwork and facilitated interaction within the groups formed with a mixture of youth reps from different sectors and activists from Team Young NTUC.

After building stronger teamwork from the first day, participants rolled up their sleeves and went into business on the second day, discussing national level programmes and programmes focused on Work, Live and Play. The scope of 2015's Workplan discussion was further defined with the past year's activities as the guiding block. Young NTUC members made headway as they identified new opportunities and ways to create awareness for the three pillars – Work (work as inspiration); Live (family as foundation); and Play (environment as benefaction).



Ms Priscilla Han (first row, fifth from left) and Mr Chen Chuanyi (top row, seventh from left) with fellow members from the Young NTUC committee



TRAINEES LEARN TOOLS OF THE TRADE

Miscommunication is a common problem faced by many non-English speaking seafarers today. Coming from different nationalities and cultures, they would need a broader and deeper ability to communicate effectively with their co-workers, in addition to the technical terms that they already understand.

To overcome such challenges, 32 pre-seafaring trainees attended courses conducted by Singapore (Nantong) International Maritime Institute (SNIMI) from 3 November 2014 to 28 November 2014. Seventeen of them completed the Seacare Quality Ratings Training (SQRT) programme while the other 15 completed the Seacare Quality Cooks Training (SQCT) programme. Both programmes included mandatory lessons on personal grooming, interview tips and general vocabulary used in Maritime English.

During their month-long training, they achieved competency in fire fighting and emergency response and were required to identify notices and signs on board. They also learned about International Regulations such as Maritime Labour Convention (MLC) 2006 that provides comprehensive rights and protection at work for seafarers. Those in the SQCT training increased their English vocabulary of food items and tableware through the use of the Provision Order which had a pronunciation guide for self-practice. Throughout the course, multiple rounds of assessments including weekly and final assessments were conducted to evaluate their performance and understanding.

The trainers were impressed with the trainees' learning ability and commended them on their willingness to practise and improve their communication skills through role-play and repetitive exercises.



After the training, the trainees have become more familiar with life onboard and they are clear about their roles while on board a vessel. Now equipped with the necessary skills required to work onboard, I am sure that they will do a good job in time to come.

– Ms Annie Lu Yang, course trainer

Initially, some of the trainees had no confidence and could not even introduce themselves in English. After a month of training, they are able to speak with confidence and ease. I believe that they are capable of becoming qualified seamen.

– Ms Lilith, course trainer

NTUC CARE & SHARE COMMITTEE LOOKS AHEAD



On 17 October 2014, new and existing NTUC Care & Share Committee members arrived at Furama Bukit Bintang in Kuala Lumpur, beaming with enthusiasm and raring to go. They were all looking forward to having fun at the Workplace Seminar 2015 that was facilitated by Ong Teng Cheong Labour Leadership Institute (OTCLLI). SOS President Mohamed Idris Mohamed Ibrahim and Ms Halimahtul Saa'diah Mohamed attended the seminar as the Main Member and Alternate Member of NTUC Care & Share Committee 2011-2015, along with other union leaders, representatives from NTUC Membership Department and staff from the Care & Share Secretariat.

A cordial atmosphere could be felt at the three-day seminar as the participants played a series of icebreakers and teambuilding activities to foster camaraderie. The 'Planners, Communicators & Builders' activity was especially meaningful as it helped the participants realise that different members

of the team have different ideas and approach a particular situation differently, despite having the same goal. It perfectly encapsulated the challenges members face when mapping and carrying out various U Care programmes.

Participants then got down to business and discussed the formulation of the 2015 Workplan and a Care & Share vision as well as future disbursement criteria for the U Care Education Co-funding Scheme. Through analysing and role-playing case studies, they acquired a better understanding of U Care Programmes like U Stretch Vouchers, Back To School Vouchers and NTUC Gift (Death & Total Permanent Disability). A short written quiz was administered to ensure that all participants were in line with U Care objectives and programmes. The seminar, which saw members displaying U Care Core Values, ended on a light-hearted note as they celebrated the birthdays of those born in the month of October.



SOS officers lighting the Kuthuvilakku (from left): Treasurer David Sim, General Secretary Kam Soon Huat, ExCo Member Raj Moham, President Mohamed Idris Mohamed Ibrahim and Vice President Mohamad Abu Bakar

LIGHTING UP SOS MEMBERS' LIVES



With a canopy of glittering lights and decorations brightening up its ceiling, walls and table tops, Club@52 was transformed into a mystical world of fiery bright colours, spicy fragrance and Diwali drum beats on the night of the SOS Deepavali Celebration on 31 October 2014.

SOS Deepavali Celebration kicked off with an adrenaline-pumping opening performance by mesmerising Hindi dancers, followed by the symbolic lighting of the Kuthuvilakku, a traditional brass lamp lighted to signify knowledge and spirituality.

Welcoming a total of 150 fellow SOS members and ITF regional affiliate delegates who were in Singapore to attend the ITF South East Asia FOC Week of Action Planning Seminar, SOS President Mohamed Idris Mohamed Ibrahim described Deepavali as a symbolic new start of life that focuses on togetherness and an important composition of Singapore's unique culture and heritage. "In fact, the values that Hindus affirm when they commemorate Deepavali, are also very much relevant to the rest of us. Beyond the boundary of cultural and

religious formalities, we all embrace the common principles of righteousness over evil, compassion over tyranny and light over dark, which is promoted by all faiths," he said.

It has always been an SOS tradition to celebrate the festival of all races with its members, and Deepavali is no exception. A new touch was added to spice up the family fiesta this year. Guests were treated to a buffet feast of spicy Southern and Northern Indian cuisines, they were also serenaded by live musicians with classical Indian dances and popular Bollywood hits.

Other highlights of the night were a palm reading station, kacang puteh stall, a thosai live station and the all-time favourite instant photo print booth. The guests had their fortunes read, took candid shots at the photo booth, and immersed in scintillating party games that heightened the vibe of the night-long celebration. The night ended with a lucky draw session where 20 lucky winners walked away with attractive prizes.



HAVE YOU COLLECTED YOUR YEAR END GIFT 2014?

SOS paid-up members can now collect their Year End Gift 2014 – a customised leather passport holder and luggage tag with TSA lock from **Seacare Building, Level 5**. A family member may be authorised to collect the gift on member's behalf by producing a valid identification card upon collection. While stocks last.

Collection period:

9.00 am to 5.30 pm (Mon - Fri) or 9.00 am to 12.30 pm (Sat)

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SNIMI CELEBRATES 3RD BIRTHDAY WITH A BANG



Guests from Singapore, Hong Kong and various cities in China at SNIMI's 3rd Anniversary Celebration on 11 November 2014

SNIMI debuts high tech simulators to raise crew competencies and opens a new spectrum of technical and operational training.



The Singapore (Nantong) International Maritime Institute (SNIMI) unveiled a set of advanced ship simulators during its anniversary on 11 November 2014, three years after it was instituted as a maritime training centre at the Nantong Shipping College (NSC) in Nantong, a coastal city in Jiangsu, China.

The industry-acclaimed Bridge Resource Management (BRM) and Electronic Chart Display & Information System (ECDIS) Desktop Simulator Stations were among the training methodologies showcased to guests from the regional maritime community.

During their tour around SNIMI, the guests from Singapore, Hong Kong and various cities in China also tried their hands on the new 240 Degrees Full Mission Shiphandling Simulator, which generates simulated operational conditions, including dangerous or critical circumstances.

"Our trainees have benefitted tremendously from these sophisticated training systems," said SOS General Secretary Kam Soon Huat, who is also a director at SNIMI. "I believe these facilities, together with our refined training syllabus and our group of passionate trainers put SNIMI in a different league, in terms of maritime training."



Distinguished guests (from left): SNIMI Chairman and NSC President Yang Ze Yu, SNIMI Managing Director Terrance Zhao, Jiangsu MSA Deputy Director Wang Xiu Feng, NSC Secretary of the Party Committee Yuan Wei Guo, SOS General Secretary and SNIMI Director Kam Soon Huat and MNOG (Hong Kong) General Secretary Capt Chung Tung Tong



Forefront of Maritime Training

Having passed a recent audit conducted by the Jiangsu Maritime Safety Administration (MSA), SNIMI's successful management and training of its BRM and ECDIS courses is widely touted as the 'first ever course recognition of its kind in China' – which places Jiangsu at the forefront of China's maritime education and training expedition.

SNIMI, which is now the leading institute in China to use IMO Model courses for ECDIS and BRM training, said the strong technical and operational competencies demonstrated by its trainees who have undergone both the programme would raise the standard of Chinese seafarers.





The bridge simulators boast realistic water conditions and ports of call with their 240 and 120 degrees views

“We are confident that these advanced facilities and learning platforms will raise the core competencies of our trainees and meet the strong demands of the international maritime market,” said SNIMI Deputy General Manager Mike Kee. He also added that SNIMI’s trainers would continue to innovate training approaches to add value to the trainees.

Training Manager Capt Sunny Shen agreed: “The addition of 20 ECDIS stations will accelerate the trainees’ navigational proficiency and help them acquire the specialised skills and knowledge required onboard vessels. These simulators and software will train our students to better validate navigational data and enhance their nautical route planning and monitoring, while at the same time fulfilling the competencies and regulatory requirements set forth by the STCW and the International Maritime Organisation.”



SNIMI’s ECDIS Simulators are used as a training tool for familiarisation and specific operational training

Deepening the Reform of Chinese Maritime Training System

In a dialogue, themed ‘International Maritime Education and Training’, held in conjunction with the anniversary celebration, Mr Wang Xiu Feng, Deputy Director of Jiangsu MSA, said that SNIMI is a ‘win-win’ college-enterprise cooperation and a move by NSC that “deepens the reform of the maritime training system involving the government, shipping companies and shipping industry as a whole.”

Speaking to guests and industry partners from the region, Mr Wang added that SNIMI should concentrate not only on the approved training programmes for its growth, but also on continuous maritime training to strengthen the core competencies and competitiveness of Chinese seafarers - and in doing so, contribute to the development of the international shipping community.

The dialogue, graced by NSC Secretary of the Party Committee Yuan Wei Guo, centred on the outlook and potential of maritime training and education in Chinese and international markets. Some of the topics raised are the effectiveness of current training methodologies; language and cross-cultural competency; and the professionalism and productivity of seafarers.



Among the delegates who attended the dialogue included Chief Executive Officer of NTUC's Employment and Employability Institute Gilbert Tan, General Secretary of Merchant Navy Officers' Guild - Hong Kong (MNOG) Capt Chung Tung Tong, Chairman of Seacare Thrift Shankar Alan, as well as representatives from Swire Pacific Offshore Operations, Posh Fleet Services and Neptune Shipmanagement Services.

Mr Kam's entourage from SOS included Executive Secretary Daniel Tan, Assistant Director Sharon Li, as well as Assistant Managers Jullienne Low, Maximillian Theodore and George Foo.



Trainees' Culinary Skills

As the anniversary celebration kicked off with a bang, the Training Galley in SNIMI was likewise teeming with non-stop culinary action. A team of cook trainees from SNIMI, led by Mr Maximillian, a former executive chef, has been churning out mouth-watering buffet spreads since the morning of the event.

Dishing out a fusion of Western and Asian delights to serve some 100 specially invited guests at the anniversary luncheon, the trainees fully demonstrated their culinary skills, which dazzled the sights, smell and palates of the excited diners.

"They are very hardworking and they put in tremendous effort to come up with so many dishes. These twenty different dishes required a lot of time and effort to prepare... but the smiles and expressions of the guests said it all, they are the best compliments for the boys," said Mr Maximillian.

"In terms of their culinary skills and knowledge, these trainees evidently grasped a solid foundation in the subject matter, which requires professionalism and a lot of practice. I am very proud of them and I believe they will do well onboard."



Mr Maximillian Theodore (centre) with his chef trainees at SNIMI's training gallery



A view from the 大明神 mountain top of about half the Rongcheng district

WATERTECH – GROWING IN LEAPS AND BOUNDS



Samudra speaks to Mr Lau Wah Ming, Group CEO of WaterTech to learn about the company's rapid expansion plans in China.

Samudra: *Since WaterTech's last feature in Samudra in 2012, what progress has WaterTech made?*

Mr Lau Wah Ming (LWM) : WaterTech has expanded its business in China's water sector during the past three years. Starting from Inner Mongolia, where we operate and maintain three plants (owning two of them), we are now established in Shandong. We have firm plans to extend our reach to other provinces like Hebei, Henan, and Shaanxi, i.e. westwards in line with China's development needs. Elsewhere in Asia, we are developing water projects in Indonesia and looking at venturing into another country where economic development is taking place.



This view shows part of the Shidao port in the middle ground reaching out into the sea in the background, the other parts of the port are blocked by the mountain

Samudra: *Tell us more about your plants in Shandong. Why did you choose to go there?*

LWM: After establishing our track record in Northern China, we decided to expand to more second-tier and third-tier cities in other provinces where there are plenty of opportunities for fast growth and the local governments are familiar with the sight or practices of foreign companies investing in their areas. We chose Shandong after conducting some studies. Soon we were able to establish a good relationship with the Provincial or Prefectural authorities as well as local governments in some cities. We chose Rongcheng which is a city under the jurisdiction of the Weihai authority. We now have two plants in a district in Rongcheng, treating industrial waste water under a Public Private Partnership arrangement. We upgraded an existing plant to enable waste water to be treated to 1A standard as required by the Environmental Authority. We also designed, built and commissioned a second plant in the same district to treat water from the expanding industries and commercial/domestic units. The two plants are capable of treating water up to a combined capacity of 40 thousand cubic metres per day. Both are operating and generating revenue for the Group under a 30 year concession agreement. We are exclusively

catering to the needs of waste water treatment services for industrial and residential use in the district covered by the arrangement. We will also be looking at expansion and building a third plant when further developments take place.

Samudra: *Rongcheng sounds interesting. Tell us more about it.*

LWM: Rongcheng which is one hour and a half from Weihai by road, is a good base from which WaterTech can expand and seek additional projects in other cities in Shandong. We have a team which is actively developing new business there.

Rongcheng is a historic and scenic city located by the coast on the eastern-most part of Shandong. From a tourist site on a hill at the eastern-most part of Rongcheng, you can see as far as South Korea on a clear day. That is one of the places where you can see the first sun rays at sunrise in China. Our plants are actually located in a district called Shidao. Let me show you a view of the Shidao District in summer; and also a picture of the Shidao Harbour. Shidao is famous for its abundance of seafood and it is one of the largest seafood industrial zones in China. The sea view is spectacular.

Samudra : *What are the prospects for WaterTech's water projects in China? What are your plans?*

LWM : Water is a scarce resource globally. It is more so in China where the shortage of fresh water is compounded by inequitable distribution of fresh water sources. There is more water resource in the southern parts and a shortage of fresh water supply in the north. Demand for fresh water for consumption and for clean water continues to rise with urbanisation and development. There is also a need to treat waste water produced by increasing industrial, commercial and domestic activities. In its 12th Five Year Plan, China declared that it will spend some US\$11 billion on waste water treatment alone. New plants must be built. Older and existing plants have to be upgraded to meet higher standard. So, the prospects for business in the water sector in very good. In recent months, the market in China has seen many success stories of medium to large companies expanding quickly in the water sector. This trend is likely to continue this year. There is a window that WaterTech must catch to ride on the tide. We plan to seize the opportunity. We are building the Group's business to a size that can reap greater benefits from the growth in this sector. We will share more stories in the future.

Samudra: *Where else besides China are you developing your business?*

LWM: We are developing additional divisions in Indonesia and potentially India in the near future. Indonesia is the largest country in Southeast Asia in population and area. 70% of 237 million people have little or no access to proper clean water. The Government is actively promoting Public Private Partnership to seek solutions to the problems arising from scarcity of water. It is a great opportunity for WaterTech.

Samudra: *What is your plan for the next few years?*

LWM: We aim to be a regional player in the water sector. We are fast building our asset base of good long-term revenue generating assets starting with water plants in China and other parts of Asia. We aim to achieve a significantly large turnover in revenue giving a steady cash flow in the next 30 years via Concession Agreements signed with reputable

governments and authorities. We plan to design and build plants in the medium range capacity, e.g. in the range 30 to 60 thousand cubic metre per day per plant.



Samudra: *What strengths do WaterTech offer in light of greater competition as the water sector heats up?*

LWM: We have the capability to offer integrated solutions to our clients vertically and horizontally. We are a system integrator. We propose and implement the whole chain of functions from Design, Master Planning, Engineering and Construction, Project Management to Testing and Commissioning, Operations and Maintenance; and we arrange investment and financing and take ownership under BOOT arrangements. This has worked very well with the local governments and authorities that appoint WaterTech to undertake these public-private partnership (PPP) projects. We have built a good track record and reputation in China, and are growing successfully in Indonesia.

And most important of all, we have a team that shares and practices a set of core values that permeates what we do and guides our Company's corporate governance. We stand firmly on our core values of "Zhong Yi Neng Xin; 忠, 义, 能, 信". These four words are also inscribed on the walls of our plants as a constant reminder.

Samudra: *Would you like to sum up in one sentence WaterTech's future prospects?*

LWM: To everything there is a season, and a time to every purpose under the heaven: A time to get, and a time to lose (Ecclesiastes)

WaterTech's time has come. We are ready. Carpe diem.



View from Rongchen showing part of the coastal line and part of the sea to the right of the photo

WRITING EFFECTIVE EMAILS



Constantly providing staff with opportunities for acquiring professional skill set to boost their work productivity, Seacare Manpower held a free communication-based workshop, called “Effective Email is Easy (EEE)” on 17 November 2014.

The recruitment company specially invited renowned business consultant and public speaking coach, Mr Ernest Chan as the course trainer to share his knowledge with over 50 contractual staff that work in various schools and private organisations.

Mr Chan, who has authored several public speaking books and trains working professionals in speech writing, leadership and management, shared that effective emails require more than clear, succinct and impactful messages.

At the full-day workshop, Mr Chan gave examples of excellent email etiquettes and formats, and guided participants to tailor their writing styles and messages to fit the recipients’

needs. He also created practice sessions for the participants through numerous simulations, which offered them valuable learning opportunities to perfect their message.

With continuous guidance and feedback from Mr Chan, the participants successfully mastered the technicalities of email and letter writing, and most importantly, the ability of expressing their messages effectively and concisely.

The workshop’s content included:

- Writing effective emails, consisting of clear and concise format
- Organising thoughts and tailoring writing style to fit readers’ needs
- Learning the technicalities of email and letter writing
- Understanding the proper etiquette and format in emails and letters
- Improving the readability of email messages and letters
- Expressing emails effectively and concisely

We have learned about managing emails professionally, and writing emails with clarity and proper structures to avoid misinterpretations and miscommunication among staff and clients. The training session went very well and the trainer delivered the session in a very effective way.

– **Ms Desiree Chan**
Group Business Development Manager, Seacare Co-operative

The workshop is engaging as there is active sharing between all participants. I gained valuable pointers from fellow colleagues in writing succinct emails.

– **Ms Khairunnisa**
Admin Executive, Seacare Manpower

Workshop Title: **Effective Email Is Easy (EEE)**

Date: **17 November 2014**

Participants who have completed the workshop:

Admiralty Sec Sch	Ong Ray Koon
Beatty Sec Sch	Tan May Lee Rohayah Bte Mohamed
Bedok Green Pri Sch	Xu Cibaio Wong Xin Hui
Bedok North Sec Sch	Magespare D/O Palianey
Blangah Rise Pri Sch	Lissy Kozhikottu
Canberra Pri Sch	Goh Tong Wah
Changkat Pri Sch	Razida Bte Soleyman
Chij Pri (Toa Payoh)	Teo Beng Suan Jenny
Chij St Nicholas Girls' Sch (Sec)	Law Kia Lan
Commonwealth Sec Sch	Laila Beevi Bte Mohamed Hussain Mohaniswari D/O Nanda Gopal
Compassvale Pri Sch	Kwek Quat Heong
Dunearn Sec Sch	Asliyah Binte Jumadi Koh Nei Lee
Dunman High Sch	Goh Leng Leng Huang Yin Koh Swee Ying Christina Latizah Binte Mohammad Regis Victoria
Dunman High Sch Hostel	Maurice Sng Kok Hoe
Endeavour Pri Sch	Sa'adah Binte Mohamed Amin
Fuchun Primary Sch	Quek Chay Huang
Kong Hwa Sch	Neo Yam Hoon
Methodist Girls' Sch (Pri)	Kaliyamurthy Ambika Subaidah Bte Motea
Millennia Institute	Salmah Binte Saat

Montfort Junior Sch	Lalitha D/O Thangavellu Tan Tai Tiang
Naval Base Sec Sch	Sim Guik Moy
Paya Lebar Methodist Girls' School (Pri)	Lee Geok Ching
Peiying Pri Sch	Goh Peng Lin
River Valley Pri Sch	Rabia Saif @ Kuruvachiammal D/O Rajoo Siti Maslimah Binte Maswan Teo Siew Yin
Seng Kang Pri Sch	Sam Kwai Kheng Cecilia
Springfield Sec Sch	Locanas Francis Gutierrez
St Andrew's Junior Sch	Evelyn Tan Puay Fong Lim Sieow Cheng
Swiss Cottage Sec Sch	Jamila Binte Saim
Tampines Sec Sch	Mohamad Bin Syed Ali Sum Kwai Ling
Tanglin Sec Sch	Lamra Binte Lamri
West Grove Pri Sch	Amirtham D/O Kandasamy
Woodlands Ring Sec Sch	Umamageswari D/O Arumugam
Yew Tee Pri Sch	Aishamal D/O Abdul Razak
Yusof Ishak Sec Sch	Lim Sieow Leng Lum Chui Yoke Lee Bee Geok
Seacare Manpower Services Pte Ltd	Claudia Toh Connie Low Desiree Chan Khairunnisa Phua Sze Lu





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