

Aug + Sept 2005

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**SINGAPORE ORGANISATION OF SEAMEN
STUDY GRANT PRESENTATION CEREMONY 2005**

SPECIAL GUEST : BO LIM HENG

CHIEF EXECUTIVE, MARITIME PORT AUTHORITY OF SINGAPORE

SEACARE MALL

SATURDAY, 2005



Aug + Sept 2005

samudra

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Every Reason to Rejoice



Photos: Courtesy of NTUC News

On 9 August 1965, Singapore became an independent and sovereign nation. Prime Minister Lee Hsien Loong declared in his National Day Message: "In 40 years, we have succeeded beyond all expectations."

- a. Our economy has developed and prospered. After each downturn we have bounced back to create more jobs and a better life for all.
- b. Our society is harmonious and cohesive. We have built mutual trust between different communities, and drawn all Singaporeans closer to one another.
- c. We are attracting investments and talent from around the world, to live in a safe, clean and dynamic city.
- d. The SAF and our Home Team are strong and tested. Because of them, we can sleep peacefully at night.
- e. We are deepening our sense of shared destiny, and maturing as a nation.

Economic growth, he said, is the best social welfare programme. Prosperity provides us the resources to tackle many difficult challenges. PM Lee went on to list three major challenges:

Challenge #1: Widening income gap.

"We cannot reverse this worldwide trend, but we can help lower income Singaporeans to keep up and find new opportunities. We are training them in useful skills, redesigning their jobs to pay better, educating their children well, and helping them with their utilities and transport bills. And we have the ComCare fund, which helps the needy to get back quickly on their feet again."

Challenge #2: Aging population.

"Singaporeans must keep active, stay healthy and work for as long as possible, so that as they age they can enjoy financial security, afford good medical care, and live more fulfilling lives. Senior citizens are valued members of our society, and we must tap their collective experience and wisdom."

Challenge #3: Health of all Singaporeans.

"I know many of you worry about your medical expenses. But our healthcare system delivers a high standard of care for all. We will strive to make healthcare services more affordable for all income groups. But you must do your part too, to look after yourself and keep fit and healthy, because staying well is the best way to keep medical costs down."

"These are hard issues with no quick and easy solutions. But we will learn from the experience of other countries and avoid their mistakes, and I believe that we can manage these challenges," he optimistically concluded.

"I see myself in the faces of these young people," says MPA CE



Presenting the SOS Study Awards to the students, all children of SOS members, brought back fond memories for Maritime and Port Authority of Singapore (MPA) Chief Executive BG Tay Lim Heng.

"I see myself in the faces of these young people receiving the award," he told Samudra.

BG Tay shared that he received bursary awards when he was in secondary school and later, a SAF scholarship for his studies in the university. "I am, till today, very grateful for the good head start and good education I received."

SOS held their annual Study Grant Presentation in not one but over two Sundays. The number of recipients and their family members who came along to cheer them on fully occupied the Seacare Multi-Purpose Hall on 4 and 11 September 2005.

Close to \$40,000 were presented to the 175 students from primary to university level. Eleven of whom received the Best Awards, a reward for doing well in their studies. The Union went the extra mile for the little ones. The recipients received a Seacare lecture pad and \$50 public transport voucher. A tulip stalk was also given to each Primary School recipient.

"I'm very impressed and touched to see so many students receiving the study grants. I heard that it is SOS's 25-year tradition. I can see that the Union recognises that in a meritocratic society, children who are not from privileged homes can break out of the poverty trap and progress through education," BG Tay said after presenting the awards on 11 September 2005.

MPA CE SAYS....

“The relationship between MPA and SOS is excellent. SOS GS Mr Leow sits on the MPA Board and he is fully aware of the challenges Singapore faces in the maritime sector. Because of the strong foundation we enjoy, we are confident to take on whatever challenges that come our way. One challenge is to have the Unions play a very important role in the development of maritime manpower requirements.”

The Unions and the MPA have a common goal. We all want to make sure that we have a conducive environment for maritime business to grow. We all want to make Singapore the choice port of call. After all, the maritime sector has a great multiplier effect in Singapore's economy. Every dollar spent will create another \$6 worth of economic activity.”

"I'm overjoyed that my daughter has done well enough to qualify and receive this award. It is an encouragement to her, to spur her on."

- Mrs Annuar, mother of recipient, Wan Khadiyanti Wan Annuar, Primary 1, East Spring Primary School



"I'm certainly glad that I don't have to ask my parents for money now. This can certainly ease their burden a little. I want to return to ITE as a teacher one day, and be an inspiration to the students."

- Nur Aishah Md Said, ITE



"I'm definitely proud that Jiahui received the award. She works so hard and pushes herself just so that we parents don't have to worry."

- Madam Tan Ah Moi, mother of Pang Jiahui, a Second-Year NTU Engineering Undergraduate. She is also a recipient of the Best Award.



"I'm definitely thrilled! This means so much to me because the money will come in handy for my Melbourne study trip next year!"

- He Ming Hui (in white), Third-Year SIM Business Administrative Undergraduate



"I will use this money for my transportation costs, which is rather substantial. And with this, it means that my parents will have a little more spare cash for themselves."

- Han Jun Guang, Second-Year NTU Business Undergraduate



"I'm proud of you, but you must continue to study hard and give your best every year. I hope to see you go on stage to collect this award every year from now on!"

- Mr Selamat Kuntum's words to his son, Muhammad Rizal Selamat, who's in Primary Three.



Congratulations to all recipients for achieving the award, SOS hopes that they will continue to excel in their studies.



World Mariti

World Maritime Day
- You're Appreciated



Maritime Day

– You're Appreciated!

This year's World Maritime Day was celebrated amidst much joy and cheer. As with previous years, the Maritime and Port Authority of Singapore (MPA) and SOS has been presenting gift hampers to seafarers that call at the Singapore Port on World Maritime Day. The hampers are a small token of appreciation for the contributions of seafarers who make international shipping one of the most efficient and important means of cargo transportation.

The hamper presentation was conducted on 3 October 2005 at Tanjong Pagar Terminal. The hampers, jointly sponsored by the MPA and the SOS, were personally given out by Mr Leow Ching Chuan, SOS General Secretary and Captain Muhammad Segar, Director (Port) of the MPA, to Captain Siegfried Schmerer, Master of Rotterdam Express. This initiative, together with other welfare schemes introduced by MPA, maritime unions and seafarers' missions, demonstrates Singapore's strong commitment in promoting and furthering the interests and the welfare of the seafarers.

The hampers have always been well-received by seafarers and the shipping community. Each year, the hampers are distributed to some 600 ships in the port. On a conservative estimate of about 20 crew members per vessel, the initiative reaches out to more than 12,000 seafarers every year!

This year's hampers were in the form of a "goodie bag" containing foodstuff, magazines and VCDs. And adding a dash of local flavour, there were local specialties too such as chicken barbecued meat, also known as "bak kwah", as well as "kueh lapis", a type of layered cake.

SOS would like to wish the shipping community and all seafarers a Happy World Maritime Day!





SOS Attends ITF Worldwide Inspectors' Seminar, St. Petersburg

The ITF Worldwide Inspectors' Seminar was concluded on 9 September 2005 in St. Petersburg, Russia. The five-day seminar included presentations, seminars and training designed to support and enhance the work of the organisation's 129 inspectors, who are based in 43 countries. Gathering its force of inspectors from around the world, the event was jointly hosted by the Seafarers' Union of Russia (SUR). SOS, an affiliate of ITF, was represented by Vice-President, Mr Mohamed Idris.

ITF inspectors are a worldwide trade union team dedicated to the protection of seafarers. Based in 110 ports, they visit ships to check that decent working standards and conditions are maintained. They are also in the frontline of the struggle against bad and substandard shipping.

The ITF represents transport workers at world level and promotes their interests through global campaigning and solidarity. Dedicated to the advancement of independent and democratic trade unionism and to the defence of fundamental human and trade union rights, it is opposed to any form of totalitarianism, aggression and discrimination. The global organisation supports its member trade unions and finds ways of defending the interests of more than 4.5 million transport workers in ships, ports, railways, road freight and passenger transport, inland waterways, fisheries, tourism and civil aviation.

Making Things Better – ITF Asia/Pacific Regional Conference

From 26 to 29 September 2005, the 6th International Transport Workers Federation Asia/Pacific Regional Conference saw unionists from the various sections such as the seafaring, dockers, rail and road transport around the Asia/Pacific region gather in New Delhi, India. SOS Executive Secretary Mr Kam Soon Huat represented SOS at the conference.

Over four days, the unionists attended the individual sections' meetings and discussed issues concerning transport workers' welfare and well-being. Top on the agenda included issues such as educational programmes like HIV Campaigns, Ports of Convenience Campaigns and the adoption of the Working Plan for the next four years.

The ITF Secretariat Report on Activities for the years September 2001 to August 2005 was also presented during the Conference. In it, Regional Secretary for the ITF Asia/Pacific Region Mr Shigeru Wada summarised the events that impacted the region during the said period of time, the field visits undertaken by the unionists, as well as the numerous meetings and seminars that had taken place.

Another key highlight was the election of the Asia/Pacific Regional Committee (APRC) Members, including the APRC Chair and the Vice-Chairs, as well as the election of the Regional Section Chairs and Vice-Chairs.



Masterbulk Renews CA

Masterbulk Pte Ltd renewed its Collective Agreement with SOS on 4 October 2005. The CA, which comes into effect from 1 January 2005 to 31 December 2006, covers 20 Singapore Flag Vessels.

In the renewed CA, the Company pledged to contribute to the Training Fund at US\$10 per crew per month with effect from 1 January 2006. The Company also agreed to contribute to the Seafarers Provident Fund pegging its contribution at 10 per cent of the basic wage.

Extending Our Assistance Personally

SOS Executive Secretary Mr Kam Soon Huat personally conveyed the Union's deep condolences to the family of Filipino seafarer Mr Crispin Dela Cruz Sarmiento. On 5 October 2005, the Union leader presented two cheques to the deceased member's wife, Madam Soledad Sanchez Sarmiento, in the presence of Mr Marianito Z. Aguisanda, Director of Seacare International Phils. Inc. at the Seacare Branch Office in Manila.

Mdm Sarmiento received the cheques with a heart of gratitude and thanked the Union and Seacare for expediting the payout. Her husband, a former employee with A P Moller Singapore Pte Ltd and a Participating Member (Foreign) with SOS, passed away on 14 May 2005 after a bout of illness. One of the cheques she received amounted to S\$4,500 under the SLF Gift Plus Policy. The other payout came from the Seafarers Provident Fund Scheme. The gesture from the heart touched an appreciative Mdm Sarmiento.

"We hope that the payment will be of help to the family. It is a small gesture on our part," said Mr Kam.



Mr Hassan Ramaran, an SOS member for more than 22 years, passed away on 3 September 2005 at 44 years of age. His family received a cheque payout of S\$5,500 under the SLF Gift Plus Policy. SOS would like to extend its deepest sympathy and condolences to the family of late Mr Hassan.

Fusion of East Meets West:

Celebrating **Mid-Autumn Festival** at Club@52!

Congregating at the newly renovated Club@52 on 16 September 2005 were more than 200 staff, members, associates and friends of Seacare, who had the pleasure of being amongst the first to enjoy the fresh ambience of Club@52. The occasion was to celebrate Mid-Autumn festival hosted by SOS and Seacare.

Made over for the greater enjoyment of its patrons, the new décor of the club boosts a chic yet cosy feel – ideal for the Mid-Autumn celebration. While some guests preferred to relax on the couches indoor, other chose to mill around the open terrace generously decorated with red lanterns. Whiffs of aroma wafted deliciously from the choicest spread of East-meets-West buffet. From delectable seafood like prawns and clams to Japanese cuisine like fresh sashimi, and local foodfare such as "Muah Chee" and "Soto Ayam", the menu promised a gratifying time for all guests.

The historical origin of the moon cake festival that is synonymous with the Mid-Autumn Gathering exemplified the spirit of the Gathering – one of homecoming and at the same time, a new beginning. What a joyous celebration indeed!



"Though in Singapore, we do not have seasonal changes of weather, we can appreciate the need to take a break now and then from our workday routine and relax and enjoy ourselves in the company of familiar faces. The SOS/Seacare Mid-Autumn Gathering is held precisely for the purpose of providing our staff, members and associates with an opportunity to come together and mingle and enjoy themselves in the pleasant environment of the revamped Club@52."

- Mr Leow Ching Chuan, SOS General Secretary and Seacare Co-operative Ltd Chairman



SOS Branch Officials Recognised for Their Efforts

"You don't get extra pay, there's no career advancement in the labour movement but you do it because you believe that we can make a difference to the life of the workers."

Presenting the NTUC Branch Officials Recognition Awards 2005 on 8 August 2005, NTUC Deputy Secretary-General Mr Lim Swee Say commended the award recipients and other veteran unionists as "a pool of dedicated union leaders" who ensure that the interests of the workers are protected and enhanced.

Mr Lim urged more branch officials to follow in these recipients' footsteps, and dedicate themselves to continuing to serve the labour movement. "In time to come, we can make sure that Singapore will be a better home and a better future for all our fellow Singaporeans," he added.

Among the 64 recipients this year were two SOS leaders, Mr Lim Thizi Chee and Mr Muhammad B Kodrasono, both of whom are Exco members of SOS.

Together with the other branch officials, they went on a sponsored four-day learning trip to Bangkok, where they learnt how their Thai counterparts conduct themselves on industrial relations matters. Spanning from 1 to 4 September, they followed a packed itinerary that included both work and relaxation. They met up with the International Labour Organisation (ILO) Regional Office for Asia and the Pacific officials for a fruitful dialogue session. Another highlight of the four-day trip included a visit to the Toyota Factory followed by a dialogue session with its Management and Union Representatives.

Said Mr Lim Thizi Chee: "This has been an excellent opportunity for members from different unions to interact and share our experiences. More importantly, the dialogue session with the Toyota Management and Union Representatives was really insightful. Not only did we discuss prevailing difficulties faced, we also learnt about the ways they undertake to tackle these problems."

The other award recipient, Mr Mohammad added: "Receiving the award is already an honour for us, and I think this trip is not only beneficial to everyone, it also serves as a reminder to both Management and Union that communication between both parties is very important. And of course, it is definitely possible for both Management and Union to complement each other's roles."



FOC Aware & Beware

The Flag of Convenience (FOC) Seminar, held on 18 August 2005, created an increased awareness of ITF's stand against the FOC system.

The talk, which was conducted by Mr Simon des Baux, an ITF Asia Pacific FOC Regional Coordinator, focused on why ship owners use FOC and the negative impact of FOC, which includes poor health and safety, long working hours and exploitation. The seminar also highlighted the role, objectives and the firm stand of ITF and the FOC campaign.

SOS IR Executives Mr Michael Tham and Mr Daniel Tan attended the seminar which was held at the Wavelink Building. Amongst those invited were nautical students from Singapore Maritime Academy. This talk was especially beneficial to the SMA cadets as they will be looking forward to employment at sea once they have completed their studies. It will make them aware of malpractices adopted by unscrupulous ship owners who make use of FOC for their own gain without regard for the seafarers.



Cheers to Progress on World Maritime Day

The who's who in the maritime industry in Singapore came together on 30 September 2005 at Swissotel The Stamford to celebrate the World Maritime Day and to say a rousing 'Cheers!' to the progress and achievements of the shipping industry in Singapore.

At the reception hosted by Maritime and Port Authority of Singapore (MPA), SMOU and SOS, BG Tay Lim Heng, Chief Executive, MPA, cited reasons for the celebration.

"We have repeatedly achieved records for vessel calls, bunker volumes sold and containers handled. We have the world's fifth largest merchant fleet, with more than 3,000 vessels and over 30 million gross tons registered. We are a leading player in the world's ship repair business, commanding about 20 per cent of the total repair market for ocean-going vessels," said BG Tay.

"These are very positive achievements and the outlook for the maritime industry remains good with abundant business opportunities in this region."

This year, the International Maritime Organisation (IMO) selected 'International Shipping – Carrier of World Trade' as the World Maritime Day Theme. The IMO Secretary-General's message drew attention to the vital role that shipping plays in underpinning international commerce and the world economy as the most efficient, safe and environmentally friendly method of transporting goods around the globe.

BG Tay aptly concluded: "On this World Maritime Day, we celebrate the maritime industry and the many contributions that it has made to mankind, from the exploration of new lands to carrying the resources that we need for our very survival. Let us share our passion and optimism for the industry with everyone else out there."



Constructing a Reservoir of Knowledge

Mr Akbar Abdul Kader, a sailor for more than 20 years, does not look a day older than his real age of 48 years. He sees himself young and able, and definitely not too late to go for upgrading.

"Skills become obsolete. And it's no use mopping around lamenting how age makes it difficult for you to upgrade and go for training. The world goes on and if you don't help yourself, no one is going to be responsible for you. I can't surrender and say it's the end of the world."

He has completed the 'Building Construction Safety Supervisors Course' and is currently studying the "Oil/Petrochemical Industry Safety Course" offered by the Ministry of Manpower. He believes that both experience and new knowledge is the right combination in order to get ahead, never mind the competition. Said the optimistic Mr Akbar: "Contrary to what people assume, being older does not mean the end of the road. Whether a liability or asset, we trust organisations to pick the best man for the job. If a company chooses to focus on



youth and cost, preferring to engage young or cheap labour with low calibre, then I guess it's only the short term cost they are saving on. In the long run, only the capable people matter. On our part, we must not be choosy."

Mr Akbar has never been more realistic. He practices what he preaches, and that is going for regular upgrading. And you can bet that he has no plans to stop as yet. In fact, he urges everyone to brace themselves by riding the waves of globalisation by going for skill upgrading.

Keen to learn more about what Mr Akbar is pursuing and what building and construction related courses SOS promotes? To find out more, call Training Division at 6379 5671 today!

Course

Occupational Safety & Health Training

Oil/Petrochemical Industry Safety Course for Supervisors

- Fee \$ 305 - 31 Hours

Building Construction Safety Supervisors Course

- Fee \$ 285 - 29 Hours

Basic Industrial Safety & Health Course for Supervisors

- Fee \$ 265 - 32 Hours

Shipyard Supervisors Safety Course

- Fee \$ 305 - 31 Hours

Lifting Supervisors Safety Course

- Fee \$ 285 - 24 Hours

Industrial First Aid Course

- Fee \$ 185 - 24 Hours

Industrial First Aid Course (Refresher)

- Fee \$ 155 - 18 Hours

Confined Space Safety Assessor Course

- Fee \$ 350 - 28 Hours

Safety Co-ordinator Training Course

- Fee \$ 380 - 30 Hours

Safety Management Course

- Fee \$ 345 - 30 Hours

Shipyard Safety Instruction Course For Workers

- General Trade Fee \$ 40

- How-Work / Painters Trade Fee \$ 25

Construction Safety Orientation Course for Workers

- General Trade / Oil Petrochemical / Metalworking Fee \$ 40

- Manhole Fee \$ 25

- Tunnelling Fee \$ 25

Safety Instruction Course (Manhole) for Supervisors

- Fee \$ 75 - 6 Hours

Power Press Safety Course for Supervisor

- Fee \$ 75 - 6 Hours

Shipyard Safety Assistant

- Fee \$ 180 - 14 Hours

Offered by: Ministry of Manpower (MOM-OSH)

Course

MOM Approved Safety Course

Building Construction Safety Supervisors (Tunnelling)

- Fee \$ 260 - 19 Hours

Offered by:

Singapore Contractors Association Ltd (SCAL) /SC2

Course

Certificate Courses

Construction Trade Foreman Certificate

- Fee \$ 800 - 102 Hours

Supervision of Metal Scaffold Erection

- Fee \$ 700 - 75 Hours

Formwork Safety Course for Supervisors

- Fee \$ 416 - 30 Hours (10 evenings or 4 full days)

Plant & Related Trades

Crawler Crane Operation

- Fee \$ 1,800 - 97.5 Hours

Refresher Course in Crawler Crane

- Fee \$ 400 - 26.5 Hours

Saddle Jib Tower Crane Operation

- Fee \$ 2,000 - 82.5 Hours

Luffing Jib Tower Crane Operation

- Fee \$ 500 - 27.5 Hours

Mobile Crane (Truck Mounted) Operation

- Fee \$ 950 - 82.5 Hours

Refresher Course in Mobile Crane (Truck Mounted)

- Fee \$ 400 - 26.5 Hours

Signalling for Lifting Operation & Rigging Course

- Fee \$ 350 - 22.5 Hours

Rigging Operation

- Fee \$ 230 - 15 Hours

Metal Scaffold Erection

- Fee \$ 370 - 37.5 Hours

Offered by: CITI Tel: 62489862

Revised Schedules

With much emphasis placed on training and upgrading, SOS has always urged and supported members in their quest for knowledge. This is why we have never let up in our efforts to update and revise the courses available to our members. Courses under Schedule 2 are seafaring-related while Schedule 3 encompasses non-seafaring related courses. Our members certainly have a wide range of choices.

SCHEDULE 2 – SEAFARING RELATED COURSE

There is no addition or deletion of the courses.

SCHEDULE 3 – NON-SEAFARING RELATED COURSE

A) DELETION

1) Course Provider – NTUC Learning Hub Pte Ltd

Beginner IT Course

1. IT Power Basic (21hrs)
2. IT Power21 (21hrs)

IC3-Internet and Computing Core Certification

1. Computing Fundamentals
2. Key Applications
3. Living Online

Desktop Application

1. Using Microsoft Office (IT Power 48)
2. Using Windows XP (7hrs)
3. Microsoft Office Application (15hrs per software)
MS Word/Excel/Access/Powerpoint

Web Design & Development

1. Introduction to HTML
2. Web Application Development using ASP
3. CIW Foundations
4. CIW Professional Site Designer
5. CIW Professional E-commerce Designer
6. Macromedia Dreamweaver (Level 1/2)
7. Macromedia Flash (Level 1/2)
8. Adobe Photoshop (Elementary/Advanced)

Multimedia Production

1. Creative Applications
2. Multimedia CD Production

Networking

1. Fundamentals in Unix

Desktop Application – Open Source (15hrs each)

1. Word Processor with OpenOffice.org
2. Spreadsheet with OpenOffice.org
3. Presentation with OpenOffice.org

2) Course Provider – Institute of Technical Education (ITE)
Part-time Skills Training

Higher NITEC

1. E-Commerce

NITEC

1. Air-Conditioning & Refrigeration

B) ADDITION

1) Course Provider – NTUC Learning Hub Pte Ltd

All courses conducted by NTUC Learning Hub are given upfront funding through SEP & N-ETF. Course fee differs for employed and unemployed union members.

Beginner IT Course

1. NCETF ESS Basic ICT Skills (Operations)
2. NCETF ESS Basic ICT Skills (Supervisory)
3. NCETF ESS Workplace ICT Applications (Operations)
4. NCETF ESS Workplace ICT Applications (Supervisory)
5. National PCDT-ICDL Certificate in Using the computer & Managing files

Office Application

1. National PCDT-ICDL Certificate in Word Processing (MS Word)
2. National PCDT-ICDL Certificate in Spreadsheet (MS Excel)
3. National PCDT-ICDL Certificate in Database (Ms Access)
4. National PCDT-ICDL Certificate in Presentation (Ms Powerpoint)

Multimedia Production and Web Design & Development

1. Basic Webpage Design using Macromedia Dreamweaver

Design/Graphics

1. Basic Website Animation using Macromedia Flash
2. Basic Image Editing using Adobe Photoshop
3. Advanced Image Editing using Adobe Photoshop

System Administration

1. Microsoft Certified Desktop Support Technician (MCDST)

Accounting

1. LCCI Level 2 Cert. in English for Business
2. LCCI Level 2 Cert. in BookKeeping & Accounts
3. LCCI Level 2 Cert. in Computerised Accounting

2) Course Provider – Institute of Technical Education (ITE)
Part-time Skills Training

Higher NITEC

1. Business-Information Technology

NITEC

1. Communications Technology
2. Digital Media Design
3. Mechanical-Electrical Drafting

Short Course (under continuing education)

1. Business
2. Logistics
3. Mathematics
4. Personal development

Hungry For More?

A SEP Presentation was held on 20 August 2005 for all SOS members and staff at Seacare Building. Many turned up for the briefing to learn more about what the Surrogate Employer Programme is, and how they can take advantage of this scheme. There were some who even signed up for training under the SEP that very day.

WHAT IS THE NTUC SURROGATE EMPLOYER PROGRAMME (NTUC-SEP)?

The NTUC Surrogate Employer Programme (NTUC-SEP) is a funding mechanism under the Skills Redevelopment Programme that aims to assist employed union members to undergo selected part-time SRP-approved courses by acting as their surrogate employer and obtaining Skills Development Funding (SDF) to reduce their training cost.

Who qualifies?

The NTUC-SEP is open only to employed union members who are Singaporeans and Singapore PRs from the ages of 21 to 60 years (as at course start date) for approved part-time SRP courses. All applicants must have a minimum of 6 months physical length of uninterrupted union membership prior to application and must maintain their union membership throughout the duration of the course to qualify for any claim.

Participants paying rapt attention during the SEP briefing.



An NTUC Officer giving a presentation on SEP.



What are the funding rates?

For union members aged 40 years and above, with qualifications of GCE 'A' Levels (or its equivalent) and below – 100% of approved course fee or \$20 per course hour (exclude exemption), whichever is lower.

For union members below 40 years old, with qualifications above GCE 'A' Levels (or its equivalent) – 90% of approved course fee or \$10 per course hour (exclude exemption) whichever is lower.

For more information, you may contact Ms Mariana Angel at 6379 5671 or angel_mariana@seacare.com.sg.

Samudra talks to Mr Tan Kay Joo, who has wisely underwent further training under the SEP.



This man has a way with his work! Or rather, his wok... Fifty year old Mr Tan Kay Joo has taken the not-so-conventional route of being a chef...and he loves it!

He explains how his passion for

whipping up some mean dishes has never waned, and how he has never given up on improving his skills at every possible opportunity.

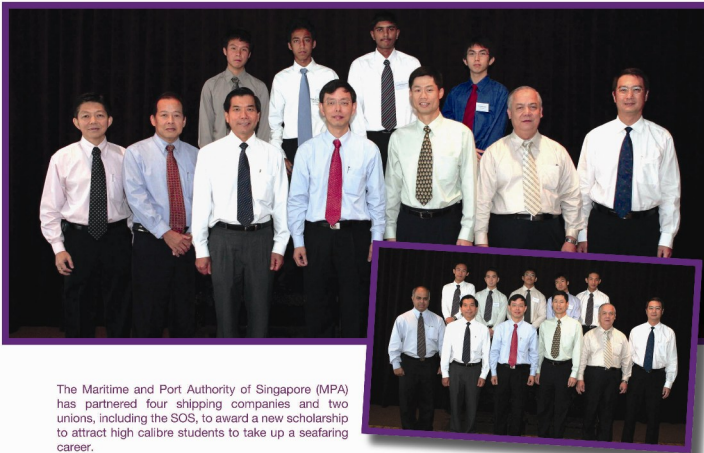
This explains his readiness to sign up for courses to widen his knowledge about his pet topic and in the process, upgrades himself. He signed up for and completed the Food Hygiene Officers Course organised by the Singapore Environment Institute on 30 September 2005 under the SEP Funding Scheme.

"This is my area of interest, so naturally I want to outdo myself. Work is more than being able to apply your knowledge and knowing how to do it. In my opinion, it is being able to do a better job each time, rather than just doing it."

Indeed, Mr Tan reckons that this Food Hygiene Officers Course allows him to better understand the various hygiene conditions before, during and after food preparation, for example. With his boss' support and wife's understanding, he overcame his own reservations about his age, and applied for training grant under the NTUC Surrogate Employer Programme (SEP). "With such a useful scheme, what better opportunity than now?"

Maritime Sector Awards

First SAIL Scholarships



The Maritime and Port Authority of Singapore (MPA) has partnered four shipping companies and two unions, including the SOS, to award a new scholarship to attract high calibre students to take up a seafaring career.

The scholarship, which is named SAIL (Seafaring Alternative...An Investment for Life) is offered to four bright 'O' level students who will be pursuing either Nautical Studies or Marine Engineering at the Singapore Maritime Academy, Singapore Polytechnic. The scholarships were presented by Mr Peter Ong, Chairman of MPA, at an award ceremony held at the Amara Hotel on 27 July 2005.

Launched in February this year, the SAIL scholarship targets bright students and is designed to attract and groom a pool of students from an early age. The scholarship will allow them to embark on a seafaring career, gain useful shipping experience, and with the knowledge and expertise gained, move on to equally challenging and attractive shore-based careers.

A unique feature of this scholarship is the SAIL Account, which will be created for each scholar and maintained throughout his seafaring years. Each SAIL scholar can expect a monthly contribution which will be deposited into the SAIL Account. Additionally, a bonus payout

will be credited into each student's account when he achieves higher competency levels at different points of his seafaring career. The scholar will be entitled to an amount from the SAIL account pegged to his level of qualification and years of seafaring experience.

Besides MPA, the other scholarship programme partners are Neptune Shipmanagement Services Pte Ltd, PACC Ship Managers Pte Ltd, Pacific International Lines Pte Ltd (PIL), Petroships Pte Ltd, Singapore Maritime Officers' Union and SOS.

Mr Ong also presented other maritime scholarships, including five Tripartite Maritime Scholarships for study at the Singapore Maritime Academy, Singapore Polytechnic and three MPA undergraduate scholarships for study at overseas and local universities.

Right On Track!

Be it a short sprint or long distance running, or pitting their strength against the other strongmen, our heroes from SOS and Seacare have proven that they can do all these and more.

The International Sportsweek for Seafarers 2005 concluded successfully on 23 July 2005. A total of 1,407 competitors from six nationalities vied for the top spot in soccer, basketball, telematch, tug-of-war and various track and field events. Tough fights and close calls were the norm during the five-day event as most were evenly matched. This year, Seacare Co-operative



Ltd also sponsored trophies for the category of Soccer in which the team from Singapore Polytechnic was crowned champion.

SOS and Seacare participants have done us proud by clinching the top three positioning in seven different categories. Despite the strong competition, our sportsmen kept their wits about them and managed to emerge victorious. Dressed in their iconic Seacare T-shirt while holding the SOS and Seacare flag high, our sportsmen conquered the odds.

Event	Winner	Placing
60m Dash (Class III & IV)	Hazman Madon	First
	Hamid Saleh	Second
100m Dash (Class II)	Abdul Hamid Md Salleh	Third
800m Race (All Classes)	Musa Sias	Second
	Jamaluddin Abu Bakar	Third
1500m Race (All Classes)	Musa Sias	First
	Jamaluddin Abu Bakar	Third
4 X 100m Relay (All Classes)	Izzat Hamzah	
	Hazman Madon	Third
	Yusof Abdul Rahman	
	Onn Hashim	
Tug-of-War	SOS	Champion
	Seacare	First Runners-up



A celebratory dinner was held on 16 August 2005 at the Multi-Purpose Hall of Seacare Building, in recognition of our sportsmen's efforts during the Sports week. Some 27 sportsmen, who had done SOS/Seacare proud, turned up for the delectable spread of food fare, and spirits ran high. SOS General Secretary Mr Leow Ching Chuan, Vice-President Mr Mohamed Idris and IR Executive Mr Michael Tham also turned up to congratulate and thank the sportsmen for their sterling performance.

Let's get the ball rolling!

Never mind that there were some 130 participants craning their necks over each other's shoulders to catch a better view at the screen while scribbling furiously at the paper in their hands.

No, they were not sitting for an examination. In fact, they were seated in the ballroom at the Swissotel Merchant Court Hotel, celebrating a night of Tombola! Members turned up with their spouse during the event on 19 August 2005, and the atmosphere was thick with anticipation as everyone hoped to be one of the lucky winners during the five-line and full house games.

The night ended after 20 prizes of NTUC FairPrice vouchers were given away during the lucky draw.



Celebrating World Maritime Day!

When: 18 September 2005

Where: Club@52, Seacare Building



Join in the Fun!

Some 150 members had a night of fun and joyous merry-making on 24 September 2005 at the newly refurbished Club@52. They had some serious catching up to do while others sang the night away. Twenty members were rewarded with \$100 FairPrice vouchers in the lucky draw.

We have lined up some colourful events for you between November and December 2005. Mark it down in your calendar!

Deepavali Gathering – 4 November 2005
Hari Raya Gathering – 17 November 2005
Visit to Welfare Home – 21 December 2005



I Finally Found Someone...

Our best wishes to Mr Mohamad Osman and Ms Maimunah Abdul Manat, who wedded on 2 September 2005!

Such a doll...

Congratulations to Mr and Mrs Shaharuddin Yusef, whose baby girl was born on 29 August 2005; and



Congratulations to Mr and Mrs Shafie Sham, whose baby girl was born on 11 September 2005.



Condolences

SOS shares the grief of the families of our fellow members:

Mr Phua Gee Siew, who passed away on 17 August 2005;

Mr Imran Yahya, who passed away on 26 August 2005;

Mr Foo Kok Kwee, who passed away on 2 September 2005;

and Mr Hassan Ramaran, who passed away on 3 September 2005.



Mission Minded; Miss

The staff strength of Seacare hit a 10-year high, creating 1,114 jobs in the period under review. "The increase," said Chairman Mr Leow Ching Chuan, "goes to the very heart of Seacare's new mission statement, which encompasses job creation as one of the ways of benefiting seamen without prejudicing Seacare's viability."

Also recording an all time high is Seacare's revenue which chalked up \$23.3million for the year under review. For four years in a row, profit before tax is more than \$1million.

"The year under review showed we have performed as well as can be expected," reported Seacare Chairman Mr Leow Ching Chuan at the Seacare Annual General Meeting on 18 September 2005.



The first 10 years of Seacare have been a period of quiet but sustained growth, despite the minor hiccups that were experienced from time to time by the co-operative enterprise.

Mr Leow Ching Chuan



sion Accomplished

Not one to rest on laurels, Seacare continued to actively scour for new and promising businesses to invest in. "To maintain our momentum of future growth, we need to be alert to changes in business environment," the Seacare leader said.

At the watershed Seacare management workshop in December 2004, two new core businesses, Medical and Health and Education Services, were identified and added to the existing two core businesses of Maritime Services and Human Resources.

As part of the new emphasis on medical and health services, the Seacare Maritime Medical Centre shifted into new and bigger premises and the Seacare Medical Scheme (SMS) was launched. Elaborating on the SMS, Mr Leow



commented that the Scheme "succinctly illustrates Seacare's determination to carry out the primary objective of Seacare as enshrined in its new mission statement".

The Scheme, according to Mr Leow, will continue to contain benefits for the local members. For the SOS Filipino members, two overseas clinics in Manila, Philippines have been appointed to execute the SMS. There are plans in the pipeline for one more clinic in Cebu, Philippines. Two other clinics appointed are in Jakarta, Indonesia and Port Klang, Malaysia, and Seacare is eyeing on Shanghai and Ho Chi Minh next. "We want to serve as many of our foreign members in different parts of the world as possible," Mr Leow said.

During the period under review, Seacare Properties (Philippines) Pte Ltd was established for the purpose of developing a 7-storey residential condominium project in the Philippines capital.

Venturing into foreign territories involves taking a calculated decision as much as venturing into new fields of business. "Both endeavours can be equally risky but, with sound preparation and good management, can be just as rewarding," commented Mr Leow. The other brand new enterprise is the setting up of Seacare Education Pte Ltd.

Seacare also invested through Seacare Foundation in Connect Centre Pte Ltd, in a joint venture with PH1 Innovax Callcentre Pte Ltd and RE Holdings Pte Ltd to provide telecommunications services. During the period under review, the memorandum of understanding was signed with Koperasi Pelaut Jasa Segara, the co-operative arm of the Indonesian Seafarers' Union (KPI).



On the Seacare team, Seacare Chairman is confident that its management and staff can be relied upon to continue to perform as well as they have done in the period under review. To further augment the Seacare team, four new directors were appointed. They are Ms Jessie Yeo, Director of Seacare Co-operative Ltd, Mr Shankar Alan, Director of Seacare Holdings Pte Ltd, Dr Vasoo Sushilan, Director of Seacare Education Pte Ltd, and Mr Chan Tee Seng, Director, Seacare Holdings Pte Ltd.

"We look very much forward to a future full of promise. We will do our utmost to make that promise come true," Mr Leow concluded.

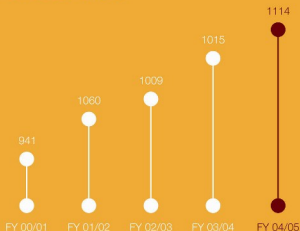
How Seacare Fared



Revenue (\$S)



Profit Before Tax (\$S)



Number of Employees

Mr Kong Mun Kwong Receives National Day Honour



The Singapore National Day Awards are a means of recognising various forms of merit and service to Singapore. This year, a total of 3,348 individuals in 17 award categories received the National Day Honours.

Amongst the recipients was Mr Kong Mun Kwong, Chairman of Seacare Holdings Pte Ltd who was conferred the Public Service Star (Bar) Award by the Government of the Republic of Singapore on its 40th National Day.

We would like to convey our heartiest congratulations to Mr Kong as well as the rest of the recipients for receiving the honour.

Seacare Welcomes New Director



Meet 39 year old Mr Chan Tee Seng, who's the General Manager of NTUC Income. On 1 August 2005, Mr Chan was welcomed on board as a new director of Seacare Holdings Pte Ltd. Mr Chan boasts an impressive list of credentials and with his vast array of skills and experiences, he is set to make further waves.

Prior to his appointment as Director of Seacare Holdings, Mr Chan had assumed a string of responsibilities. He had served in the Administrative Service of the Ministry of National Development, assisting the Secretary-General of NTUC to oversee the businesses within the NTUC Group, and various other directorship and managerial positions with NTUC Membership Department, NTUC Healthcare and NTUC Skills Development Department.

Said the newly appointed director wearing many other hats, "I see it is an honour to be invited to join the Board. I've known colleagues in Seacare for a number of years, working on several projects. I certainly hope that I can be of some value in helping Seacare achieve its mission."

In his opinion, Seacare is a good example of how a union has reinvented itself, always with new initiatives to find new ways to take care of both ex-seafarers' and seafarers' needs. And it has proven itself beyond a doubt, having helped create employment for many ex-seafarers.

Commented Mr Chan, "Seacare has done very well over the last number of years. I think they've done our cooperative movement proud by staying focused on their social mission, and doing so with a professional approach."

Seacare Leader Serves in SNCF Exco



Seacare Chairman Mr Leow Ching Chuan was re-elected member of the Seacare National Co-operative Federation Executive Council at the SNCF 9th Triennial General Assembly.

Held on 27 August 2005 at the Fullerton Hotel, the Triennial General Assembly saw the appointment of Mr Othman Haron Eusofe, Member of Parliament, Marine Parade GRC, as Chairperson of the Board of Trustees

and the re-election of Mr Seah Kian Peng as the Chairman of the Exco.

Mr Othman takes over from Mrs Yu-Foo Yee Shoon, Minister of State, Ministry of Community Development, Youth and Sports. Mrs Yu-Foo is stepping down after serving her term of office for three years.

This year's General Assembly was held in conjunction with the annual Co-operative Leaders Conference. Commenting on the Conference theme, Strengthening Co-operatives in the Open Market Economy, Mr Seah said that Singapore's open market economy concept places co-operatives on the same playing field as other private organizations.

"As we pursue to get our fair share of the same economic pie, we must constantly remind ourselves that we must be viable so as to be able to do good for our members and the community," he highlighted.

"To churn out surpluses, we need to constantly review our

strategies and operations in order to keep pace with the private enterprises."

The conference also featured Mr Chandra Das, Chairman, Central Co-operative Fund Committee, who was keynote speaker, Mr Thomas Thomas, Honorary Secretary, Singapore Compact for Corporate Social Responsibility and Mr Steve Tan, Assistant Director, NTUC Membership Department, as workshop speakers. Entrepreneur Mr Kenny Yap also took the stage to share some tips on cultivating the entrepreneurial spirit.

SNCF Board of Trustees (2005 – 2008)

Chairman:	Mr Othman Haron Eusofe
Deputy Chairman:	Mr John De Payva
Members:	Mr Tan Kin Lian
	Mr G Anthony Samy
	Mr Victor Pang
	Ms Chan Jer Luang

SNCF Executive Council (2005 – 2008)

Chairman:	Mr Seah Kian Peng
1st Deputy Chairman:	Mr Chan Tee Seng
2nd Deputy Chairman:	Mr S Krishnan
Members:	A/P Poo Gee Swee
	Mr Leow Ching Chuan
	Mr Ryan Cheong
	Ms Goh Ming Huay
	Mr Saraj Din
	Mr C V Nathan
	Mr Pun Shyh-Gang
	Mr K Rajaram

SMMC Looking To Indonesia for Fourth Clinic



Another piece of groundwork has been laid in the foundation of Seacare Maritime Medical Centre (SMMC) extensive work. In its bid to offer the Seacare Medical Scheme (SMS) to as many Singapore Organisation of Seamen (SOS) members as possible, whether they are overseas or in Singapore, SMMC are seeking to establish firm ties with reputable clinics abroad.

After relocating to a larger premise in Singapore, SMMC has also set up affiliated clinics in Manila, Philippines and Port Klang, Malaysia, and recently appointed the fourth clinic in Jakarta, Indonesia.

On 10 September 2005, SMMC formally appointed Klinik Baruna as its affiliate to promote their medical services including medical consultation and basic medical examination. The Agreement was signed by Dr Chia Yih Woel, CEO of SMMC, and Dr Priska Luciana, CEO of Klinik Baruna at the Hotel Menara Peninsula in Jakarta Indonesia.

The signing of the Agreement signified both parties' determination to work together for the benefit of our seamen as well as the commercial expansion of SMMC.

Think and Act

Making the decisions and putting them into action very often determine both the short and long run performance of any organisation. This includes environmental scanning, strategy formulation and implementation, and evaluation and control.

And that is Strategic Management.

Managers from the Seacare Group sat through a session of understanding the "Importance of Strategic Management" during the Seacare Breakfast Talk on 25 August 2005, which in this dynamic economic climate is definitely applicable and enlightening.

Being managers of their various business entities, they could certainly identify with the challenges as well as benefits of exercising Strategic Management. By establishing its mission and goals, companies would be able to formulate and execute a set of strategies to achieve these. In all, the focusing of the importance and objective of building on their knowledge of the business and corporate world will enable managers to recognise the advantages of employing as many of the guidelines as possible.



Securing C

Fifty-five year old Mr Ahmad Haji Repahi and Mr Goh Mai Kiang, and sixty-two year old Mr Khoo Eng Wah, certainly share a lot of similarities. Besides being security officers, they have also jumped on the upgrading wagon and went for training together! They completed the "Enhanced Basic Security Course" sponsored by Seacare Properties Pte Ltd.

During the five-day course, apart from receiving pointers on patrolling and preparing work activities, they were also instructed on the guidelines of handling security incidents and services. This included knowing how to handle threats incidents, searching, apprehending and detaining suspects.



t Strategically



Our Future



Said Mr Leow Ching Chuan, CEO, Seacare Holdings Pte Ltd,

“We are confident that our security officers would be better positioned now to provide a safer and more conducive environment for members, associates and staff of both SOS and Seacare, who work in or visit the Seacare Building.”

Clubbing to a N

Members, friends and supporters of Club@52 have every reason to celebrate.

Closed for the past two months, Club@52 had an extreme 'makeover'. When it revealed its new look on Much of the attention was over the design features of the club's furnishings, finishes and fittings.

Among some of the new highlights:

- ✓ A special feature wall at the entrance.
- ✓ The new spacious layout allows for a higher seating and standing capacity.
- ✓ The bar area is with a 'view' – to admire the mixing skill of the bartender.
- ✓ Clubbers can relax on ergonomically designed bar stools and plush furniture.
- ✓ The club is fitted with two new 50" plasma and four LCD television sets for better viewing pleasure.

The club space overflows to the open terrace. Its pebble wash floor and feature wall gives the feeling of a tropical interior and exterior space brings the natural outdoors indoors while allowing for the flexibility of being dist

Overall, the well-thought out concept is modern and sleek yet inviting and relaxing. The colour scheme of bl open, relaxed, vibrant and friendly atmosphere matches well with the design theme. Further complemented by meets nature. It's a place to hang out and chill out. It's a clubber's paradise!



New Beat

5 September 2005, it drew rave reviews.

ical resort. The visual connection between
inctive by virtue of its uniqueness.

ack, orange and grey which expresses an
y the tropical resort terrace, it's where man



WHICHEVER way you look at it... WHATEVER way you want it... WHENEVER you want it...

MEETING • DINNER • TRAINING • SEMINAR • WEDDING • CONFERENCE • REUNION • BIRTHDAY • CONVENTION • ASSEMBLY • SERVICE • COMPETITION • TALK • GATHERING • CAMPAIGN • MASS • COUNCIL • RENDEZVOUS • CONSULTATION • CONVERSATION • PERFORMANCE • RECEPTION • AUDITION • ENGAGEMENT • SESSION • BUZZ TALK • SYMPOSIUM • FORUM • ROUND TABLE • CEREMONY • FESTIVAL • CELEBRATION • BASH • COMMENDATION • GALA • ANNIVERSARY • TRIBUTE • CONVOCATION • EXHIBITION • SHOW • PAGEANT • ENTERTAINMENT • BARBEQUE • FEAST • REFRESHMENT • PARTY • COUNTDOWN • KARAOKE • DANCE • OPENING • LAUNCH • RECREATION • DISPLAY • BAZAAR • RITUAL • FAIR • EXTRAVAGANZA • LUNCHEON • FETE • BANQUET • REGALE • EXPOSITION • WORKSHOP

Looking for an exclusive place to party with your friends and family? Or a chic club to relax and mingle with your guests? Club@52 is the newest hot spot that boasts of an upgraded karaoke system and a wide variety of cocktails whipped up by our experienced bartenders. Come and see for yourself because nothing beats the unlimited possibilities that Club@52 can offer you!

Club@52 offers...

Mon to Sat (9am to 5pm)

\$40 per hour; minimum 3 hours

Mon to Sat (5pm to 1am)

\$360, minimum guaranteed booking of 50 pax for exclusive usage

Multi-Purpose Hall offers...

Boardroom – 60 Pax

U-Shape – 60 Pax

Classroom – 60 Pax

Banquet – 150 Pax

Theatre – 180 Pax

Cocktail – 200 Pax

Mon to Sat (9am to 11pm)

\$40 per hour, minimum 3 hours

Rental Rate includes the use of the following facilities:

- PA System
- Rostrum
- Microphones (4 wired, 2 cordless)
- Air-conditioning
- VCD Player Cum Recorder
- Ceiling Mounted Projector
- Motorised Wide Screen
- GS Table and Banquet Chairs
- Reserved Parking Lots for VIP

Check out our

- Latest sound system
- Complete AV equipment
- Configurable furniture
- F&B services

*Refreshment and meal requirements can be arranged through our appointed caterers who provide a good choice of menus.

*All prices exclude 1% Cess & 5% GST

club@52

For enquiries and bookings, please
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