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SAMUDRA

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GOING BEYOND

GOING FORWARD



SAMUDRA

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GOING BEYOND, GOING FORWARD

SOS 40th & Seacare 17th Anniversaries



The Singapore Organisation of Seamen (SOS) traced 40 years of union hood and Seacare Co-operative Ltd's 17-year growth on 9 December 2011 at the Shangri-La Hotel.

Guest-of-Honour NTUC Secretary-General Lim Swee Say and SOS President Mohamed Idris B Mohamed Ibrahim in their speeches alluded to how SOS and Seacare have exemplified the 3Fs of Flow-In, Flow-Up, and Flow-On and the 4Ds of Doing Well, Doing Good, Doing Together, and Doing More over the years.



Flow-In, Flow-Up, Flow-On

NTUC Secretary-General Lim Swee Say commended SOS' and Seacare's leaders for being excellent examples of the type of leaders who keep the Labour Movement strong. Presenting his contributions, SG Lim singled out SOS Executive Advisor Mr Leow Ching Chuan as a shining example of strong and selfless leadership.

Mr Leow joined SOS in 1974 as an Industrial Relations Officer and eventually flowed up to become Executive Secretary and subsequently General Secretary (GS) of SOS. Instrumental in growing the union's membership base from a few hundred in 1974 to 21,000 today, Mr Leow also played a leading role in the setting up of Seacare Co-operative Limited in 1994. In 2010, he relinquished his role as GS and was succeeded by Mr Kam Soon Huat.

SOS 40th & Seacare 17th Anniversaries

The example set by Mr Leow has led to the adoption of a policy of orderly and voluntary leadership renewal which calls for a programme of succession to all union posts. This was exemplified by SOS' recent election of new Exco members at their 13th quadrennial general meeting and their acknowledgement of seven flow-on union officials who were presented with tokens of appreciation for their selfless service.



SOS President Mohamed Idris explained that SOS had greatly benefitted from its mutual partnership with Seacare: "The importance of having many CBA ships and a big membership is that we have more funds to do more for our members. In the 70's we had only one Membership Benefit Scheme. To cater to the many SOS members and their dependents domiciled abroad, it would have been very difficult for SOS to operate as a trade



Doing Well & Doing Good

SOS has done well based on the steady growth registered since its inception in 30 October 1971. Identified as two key criteria for ensuring successful growth, the number of ships covered under their CBA co-relates to the size of their membership as reported by SOS President Mohamed Idris. Today, SOS has CBAs signed with 94 companies and a total of 923 ships covered under these CBAs.

By extending its membership to other nationalities, SOS has also been able to enlarge its footprint of doing good by taking care of members and their families in Singapore and abroad.

Doing Together & Doing More

Through doing together and working closely with management partners and the shipping industry at large, SOS has also been able to do more for members with the establishment of Seacare Co-operative.

union abroad for this purpose. Today we have five schemes to benefit our members. The four additional schemes are the Seafarers' Provident Fund, Seacare Medical Scheme, Seacare Maritime Training Scheme and the Seacare Sailors' Scheme. As the names of the schemes clearly show, a wide range of benefits are provided for our members and their dependents, whether domiciled locally or abroad."

Citing examples of medical, hotel and other value-added services, Mr Mohamed Idris elucidated how Seacare and its group of companies provide the necessary technical and management skill and expertise to members. Through Seacare, SOS is enabled to project its presence and extend its membership benefits beyond Singapore.



SOS 40th & Seacare 17th Anniversaries

"Congratulations to all my brothers and sisters particularly Brother Idris, Brother Kam, Brother Leow that we have been involved for many years in the long fight to protect seafarers' rights and defend our industry. You have been very good friends of mine both as a Chairman to the dockworkers in the Fair Practices Committee and also in the lead up to me being elected ITF President. I look forward to many more years of the wonderful work of SOS not only in preserving the maritime traditions in the interest of seafarers here in Singapore but I know together with your leadership, preserving the interests of the international seafarers no matter what ship they are on, what flag they carry and where they go. Congratulations on the 40th Anniversary of the mighty SOS."



- Mr Paddy Crumlin, President, International Transport Workers' Federation

"I would like to thank the SOS and the Singapore Shipowners' Association (SSA) for providing the Filipino seafarers employment and for the welfare benefits that SOS has accorded to our Filipino seafarers. They have many welfare facilities including medical and dental facilities."



- Mr German N Pascua Jr, Vice President, Philippine Seafarers' Union

"On behalf of the National Chinese Seamen's Union and its members, I congratulate SOS and Seacare on their 40th & 17th anniversaries. Our union has many dealings with SOS and we are all witnesses to SOS/Seacare's fast-growing development and rapid growth. Thus we regard them as a good example to follow."

- Mr Sun Jer-in, Jerry, President, National Chinese Seamen's Union

"My personal experience with both Leow and Kam has been one of great support and they have done many good things not just for Singaporean seafarers but for seafarers over the world. So I just want to express on behalf of all the ITF - a heartfelt thanks for all their good work and here's to another successful 40 years."



- Mr Stephen Cotton, Maritime Coordinator, International Transport Workers' Federation

"When I started working with the Hong Kong Seafarer's Union since the early 70's, I heard of SOS being one of the best players in the industry - helping non-domiciled seafarers, and playing instrumental roles in the Asian Seafarers' Summit. I am glad to see our friendship grow stronger ever since and sincerely wish SOS a prosperous and successful future."



- Mr Ting Kam Yuen, Head, Hong Kong ITF (FOC) Campaign Office



SOS 40th & Seacare 17th Anniversaries

"We have been working with SOS closely for many years in protecting seafarers' rights and interests as well as seafarer training and the substantial development of this industry. There was an instance when we tried to locate a Hong Kong seafarer who had settled in Singapore. With SOS' assistance, we found him in a matter of days. I wish SOS a very bright future under the excellent leadership of their Executive Committee and the support of its members."



- Capt Chung Tung Tong, General Secretary, Merchant Navy Officers' Guild, Hong Kong

"We have known SOS for more than 35 years. Our relations grow stronger over the years with greater communication and better welfare for Indonesian seafarers working on ships covered by SOS Collective Bargaining Agreements."



We are also seeing a new generation of young people in SOS coming to the fore and are optimistic of greater developments in the future."

- Mr Hanafi Rustandi, President, Kesatuan Pelaut Indonesia



"SOS has made its mark in national and international forums like the ITF and the ILO. The National Union of Seafarers of India (NUSI) has been very proud to be associated over these years with the SOS. I recall my predecessor Dr Barnes and others from the Japanese Seamen's

Union got together with Brother R A Hamid (Former President of SOS) and Brother Leow Ching Chuan on issues concerning Asian seafarers and started the Asian Seafarers' Summit in the late 1970s to carve out an identity for Asian Seafarers. The Summit has grown from strength to strength, our membership has increased, and we recently celebrated our silver jubilee with over 25 years of that association."

- Mr Abdulgani Serang, General Secretary National Union of Seafarers' of India

"In the beginning, there weren't any unions to protect seafarers' rights. SOS took the initiative to form a union. They grew from a small union to a formidable one after 40 years of hard achievement. In Hong Kong, we have three brother unions working together with the SOS and I am sure our co-operation and relationship will be strengthened further particularly in our tackling of piracy and the implementation of MLC2006."



- Mr Lee Kwok Keong, General Secretary, Amalgamated Union of Seafarers, Hong Kong

UNION STALWARTS RECEIVE APPRECIATION AWARDS

In line with the Labour Movement's 3-Flow policy, SOS' leadership renewal theme calls for a programme of succession to all union posts. It is a continuous process that begins with a 'Flow-In' of members joining SOS, a 'Flow-Up' of getting them actively involved in union work and eventually being elected or appointed to a union post, and a 'Flow-On' of retiring office-bearers who impart their experience and make way for younger leaders.

SOS honoured seven union officials at their 40th Anniversary Dinner who have Flowed-On and presented them with tokens of appreciation for their selfless service over the years.

PLAQUE OF APPRECIATION (STAR)

Brother Major (Ret) Abbas B Abu Amin

Major (Ret) Abbas B Abu Amin, a former Member of Parliament was a Trustee of SOS for 29 years from October 1982 to October 2011. Having served SOS with distinction, he played a key role in safe-guarding the assets of the SOS and thereby contributed to the well-being of both the Union and its members.

[Note: Maj (Ret) Abbas was unable to attend the Anniversary Celebration. The award was later presented to him by Mr Kam Soon Huat.]



PLAQUE OF APPRECIATION (MERIT)

Brother Nazarudin B Nandok

Brother Nazarudin B Nandok joined SOS in 1973 and became a union activist onboard the various ships he worked on. He was elected to the Executive Committee of SOS in August 1991 and later served as an Assistant Secretary from February 1998 to October 2011.

Having played an important role in promoting the SOS among ship crews all over the world, he has garnered the support of seamen and goodwill for the Union through his tireless efforts. In recognition of his contributions to SOS, Brother Nazarudin was conferred the Comrade of Labour Award by the National Trades Union Congress (NTUC) in 2006.



Brother Raja Mohd Said B Raja Mohd Shafik

A SOS member since 1978, Brother Raja Mohd Said B Raja Mohd Shafik made significant contributions by actively promoting the welfare of both local and foreign members in his role as SOS Executive Committee member from September 1994 to October 2011.



Brother Ahmad B Hj Repahi

Brother Ahmad B Hj Repahi joined SOS in 1972 and was SOS' Internal Auditor from March 2004 to October 2011 – conscientiously and diligently carrying out the duties and responsibilities as an Internal Auditor throughout during his tenure.



Brother Woo Kum Leong

An Executive Committee Member from August 1991 to November 2007 and Member of SOS' Standing Committees from September 1994 to October 2011, Brother Woo Kum Leong who joined SOS in 1979 contributed significantly in promoting good industrial relations during his tenure as a Member of the SOS Industrial Relations Committee.



PLAQUE OF APPRECIATION

Brother Alex Woon Tian Song

Having joined SOS in 1987, Brother Alex Woon Tian Song actively helped and significantly contributed to promoting the growth of the SOS' membership strength as a Member of the SOS Membership & Organising Committee.



Brother Lim Fung Jung

Brother Lim Fung Jung joined SOS in 1973. As Member of the SOS Welfare and Community Services Standing Committee from September 1994 to October 2011, Brother Lim made dedicated efforts towards improving the welfare benefits for members of SOS, in particular the Associates for Life.

[Note: Brother Fung Jung was unable to attend the Anniversary Celebration. The award was accepted on his behalf.]

FLOWING UP LEADERS

SOS 13TH QGM

“SOS has come a long way since its founding in 1971 with considerable success and some show of finesse - testament to the quality of its leadership and membership,” said SOS General Secretary Mr Kam Soon Huat at the SOS 13th Quadrennial General Meeting held on 15 October 2011 at Furama City Centre.



Leadership and Renewal

While crediting former General Secretary Mr Leow Ching Chuan for his brave and selfless decision to flow on to Executive Advisor after 34 years of incumbency and pave the way for himself and Daniel Tan's respective appointments as General Secretary and Executive Secretary, Mr Kam also explained the challenges of flowing up leaders.

“We fully subscribe to the second part of the NTUC's 3-F Model, that is, the “Flow-Up” portion and its process which requires spotting and grooming leadership talent from the level of general membership upwards. However, the challenge lies in adapting its application to suit the set of circumstances peculiar to SOS.”

SOS membership has kept growing in numbers during the past three years from 19,099 to 20,831 (9%). However, the numbers of members domiciled here form too small a pool for selecting leaders. The Union has constitutionally restructured its membership classification to enlarge the pool of ordinary members for a wider base of leadership selection but it is still not large enough.

For this reason, SOS has been proactively recruiting suitably qualified persons to work in SOS with a view to grooming them eventually to assume leadership positions.

“We have every confidence that persons with no seamen experience are able and competent to hold leadership positions in a seamen's trade union. Our judgement has been vindicated by the performance of our senior non-seamen staff in the dispensing of various services to our members.”

To orientate non-seafaring staffs on the ins and outs of seafaring in order to better serve seafaring members, several staff members were sent on a 2-week immersive Ship Familiarisation Programme.

In addition, SOS held a workshop on the issue of, among other things, leadership renewal in January 2010 in line with NTUC's 3-Flow Model for systemising organisational and leadership renewal.

Better Welfare for Members

To help members perform better in their jobs on board ships, a number of training courses were conducted in their respective countries of domicile.

Some \$1,361,045 was also spent on membership benefits and social activities and about \$36,653 on training grant claims by members during the review period. To help members prepare for eventual retirement, the Seafarers' Provident Fund which has been in operation for a number of years has nearly \$20 million in funds and more than 26,000 accounts. Now, members can also conveniently access their accounts through the internet. The Seacare Sailors' Home was also opened in December 2009 to cater for seafarers in transit and Seacare Drop-in Centre has been well utilised by seafarers while their ships were in port in Singapore.

Collective Agreements

There has also been an increase in the number of ships covered under SOS CBAs. SOS has witnessed a 15.3% increase from 745 to 859 during the period under review compared to the 742 ships recorded at the last review period ending 31 July 2009. This increase is attributed to fleet expansion by existing shipping companies and the incorporation of new shipping companies in Singapore largely attracted by the promotion by the Maritime and Port Authority of Singapore as a Maritime Hub.

Strengthening Ties

On strengthening tripartite and international ties, Mr Kam pointed out: "We have always been happy to work as a partner of ITF and a team under the leadership of NTUC in collaboration with the Government and employers - exemplified by the tripartite effort which secured Singapore's ratification of MLC2006 this year. We can justifiably state that, in the review period, we have conducted our external relations in a positive and mutually satisfactory manner."

Outgoing ExCo members

"I first encountered SOS and joined them in 1973. I became a union activist on board the various ships I served on, got elected to the Executive Committee in 1991 and have been its Assistant Secretary for the past 14 years. It's been a privilege serving the union thus far. We're always looking to improve ourselves and I thank the members for their faith, support and trust."

– Former Assistant Secretary and current Trustee, Nazarudin B Nandok



"I played a supervisory role on my ship - mediating between the Captain and crew; represented members as one of the delegates; and advised the ship's Captain on how to resolve issues. I started from there, joined the committee and assisted in the ExCo for close to 15 years. I've learnt many things along the way. I feel privileged to be able to continue working alongside the ExCo as an Internal Auditor and like to thank Mr Leow Ching Chuan for his support. I wish the newly elected members of ExCo all the best and would be glad to render help and advice whichever way possible."

– Former ExCo Member and current Internal Auditor Raja Mohd Said B Raja Md Shafik



Incoming ExCo members

"I appreciate the trust and mandate from the members in having been re-elected, and hope to work together with the whole ExCo to further identify younger members and bring SOS to a new level."

– Executive Secretary Daniel Tan



"It was a great honour to be appointed as the Assistant Secretary, and a fantastic opportunity to play a more active role in the Union. Such an appointment further enhances my passion and motivates me to continue serving the Union and its diversified profile of members."

– Assistant Secretary David Shoo



"I was with a shipping company which signed a CBA with SOS. That was when I had my first contact with a union. Fifteen years ago I joined SOS and the experience has been rewarding. I have learnt many things, witnessed many improvements and been given numerous opportunities which have allowed me to mature and gain greater insight working with members. Being exposed to multiple roles in SOS has also shaped my perspectives and provided me with enriching experiences to see situations from different points of view. I'm glad to see that our welfare schemes have improved and expanded; and that there are more ships covered under the CBA. I hope to aid in efforts to improve and enlarge general branch and youth membership as well as expansion plans."

– SOS' 1st Woman ExCo Member Shena Foo



SOS Executive Committee and Standing Committees for the Term 2011-2015

Advisors	:	Lim Boon Heng Grace Fu Hai Yien Arthur Fong Jen Zulkifli B Mohammed
Executive Advisor	:	Leow Ching Chuan
President	:	Mohamed Idris B Mohamed Ibrahim
Vice Presidents	:	Bon Sheun Ping Mohamad B Abu Bakar
General Secretary	:	Kam Soon Huat
Executive Secretary	:	Daniel Tan Keng Hui
Assistant Secretaries	:	See Boon Kwang Shoo Weng Leong, David
Treasurer	:	Lee Van Chong
Assistant Treasurer	:	Sim Hor Pheng
Ordinary Committee Members	:	Raj Moham Lim Thizi Chee Loh Suan Hin Norani B Md Rais Michael Tham Siang Hock Foo Jee Hwee, Shena
Alternate Committee Members	:	Mohammad B Kodrasono Kamis B Hussain Tan Beng Kiat Lim Eng Seng Ho Yew Chun Chung Keng Meng
Trustees	:	Leow Peng Kui Nazarudin B Nandok Ow Kee Heng
Internal Auditors	:	Tang Teng Lung Raja Mohd Said B Raja Mohd Shafik



1 EXTERNAL AND INDUSTRIAL RELATIONS COMMITTEE

Ex-officio	Leow Ching Chuan
Chair	Kam Soon Huat
Secretary	Daniel Tan Keng Hui
Ordinary Members	Mohamed Idris B Mohamed Ibrahim
	Mohammad B Kodrasono
	Raj Moham
	See Boon Kwang
	Kamis B Hussain
	Norani B Md Rais
	Abdul Rahim B Mohamed
	Michael Tham Siang Hock
	Lim Thizi Chee
Alternate Members	Hong Sian Beng
	Woo Suay Long
	Izzat B Hamzah
	Tan Jit Wei
	Mohammad B Pakki
	Eddy Lee Chay Choo
	Yusof B Abdul Rahman
	Lee You Lock
	Mohd Hisham B Hassan
	Hamzah B Paradi
	Hazman B Madon
Admin Secretary	Koh Soo Lee
Deputy Admin Secretary	Tan Kok Heng

2 MEMBERSHIP & WELFARE SERVICES COMMITTEE

Ex-officio	Mohamed Idris B Mohamed Ibrahim
Chair	Bon Sheun Ping
Vice-Chairs	Sim Hor Pheng
	Norani B Md Rais
Secretary	Shoo Weng Leong, David
Ordinary Members	Daniel Tan Keng Hui
	Ho Yew Chun
	Mohammad B Kodrasono
	Lim Eng Seng
	Abdul Rahim B Mohamed
	Tang Teng Lung
	See Boon Kwang
Alternate Members	Raja Mohd Said B Raja Mohd Shafik
	Hong Sian Beng
	Zakaria B Zahit
	Chen Soh Har
	Ramjeet Jadoh s/o Dadhibal
	Hamzah B Paradi
	Jagan Mohan s/o Velo
	Yusof B Abdul Rahman
	Rahmat B Abu Bakar
	Phua Bak Khin
	Onn B Hashim
Admin Secretary	Halimahtul Saa'diah Bte Mohamed Sadon
Staff in Attendance	Mariana Bte Amad
	Lim Cui-Ling Clarissa
	Chia Hui Xiang, Colin



3 FINANCE & INVESTMENT COMMITTEE

Ex-officio	Leow Ching Chuan
	Kam Soon Huat
Chair	Lee Van Chong
Secretary	Sim Hor Pheng
Members	Raj Moham
	Raja Mohd Said B Raja Mohd Shafik
	See Boon Kwang
	Tan Beng Kiat
	Tang Teng Lung
Admin Secretary	Tan Siew Hui
Staff in Attendance	Sia Ai Nghoh

4 TRAINING & SKILLS AND LEADERSHIP DEVELOPMENT COMMITTEE

Ex-officio	Mohamed Idris B Mohamed Ibrahim
Chair	Loh Suan Hin
Vice-Chairs	Lim Thizi Chee
	Mohamad B Abu Bakar
Secretary	Norani B Md Rais
Ordinary Members	Ho Yew Chun
	Foo Jee Hwee, Shena
	Kamis B Hussain
	Lim Eng Seng
	Seow Siow Kiat
	Abdullah B Hj Ahmad
	Chew Sian Hai
Alternate Members	Michael Tham Siang Hock
	Ishak B Ahmad Rosdi
	Raj Moham
	Raja Mohd Said B Raja Mohd Shafik
	Shoo Weng Leong, David
	Mariana Bte Amad
	Koh Soo Lee
	Abdul Rahman B Ahmad
	Nazarudin B Nandok
	Chung Keng Meng
	Kiam Long Jong
Admin Secretary	Jullienne Low Choon Yean
Staff in Attendance	Sharon Li Yingying

5 SCHEMES ADMINISTRATION & ORGANISING COMMITTEE

Ex-officio	Kam Soon Huat
	Mohamed Idris B Mohamed Ibrahim
Chair	Nazarudin B Nandok
Vice-Chairs	See Boon Kwang
	Raj Moham
Secretary	Daniel Tan Keng Hui
Ordinary Members	Kamis B Hussain
	Chung Keng Meng
	Lim Thizi Chee
	Loh Suan Hin
	Shoo Weng Leong, David
	Ishak B Ahmad Rosdi
	Harun B Salleh
Alternate Members	Chew Sian Hai
	Jamaluddin B Abu Bakar
	Koban B Shaik Hussain
	Loh Kia Fok
	Loh Koy Hoo
	Yeng Yin Leong
	Mohammad B Pakki
	Phua Bak Khin
	Ahmad B Hj Repahi
	Khoo Kai Meng
	Chew Thiam Chye, Jeffrey
Admin Secretary	Sharon Li Yingying

6 WOMEN & YOUTH COMMITTEE

Ex-officio	Daniel Tan Keng Hui
Chair	Abdul Rahim B Mohamed
Vice-Chair	Foo Jee Hwee, Shena
Secretary	Lim Thizi Chee
Members	Harun B Salleh
	Hamzah B Paradi
	Mariana Bte Amad
	Lam Sze Lin, Jacquelyn
Admin Secretary	Lim Cui-Ling Clarissa
Staff in Attendance	Sharon Li Yingying
	Tan Kok Heng
	Halimahtul Saa'diah Bte Mohamed Sadon

8 HUMAN RESOURCE & REMUNERATION COMMITTEE

Chair	Leow Ching Chuan
Secretary	Kam Soon Huat
Members	Lee Van Chong
	Bon Sheun Ping
	Raj Moham
	Nazarudin B Nandok
	Raja Mohd Said B Raja Mohd Shafik
Admin Secretary	Foo Jee Hwee, Shena
Staff in Attendance	Tan Siew Hui
	Sia Ai Ngoh
	Julie Koh

7 CORPORATE COMMUNICATIONS COMMITTEE

Ex-officio	Leow Ching Chuan
Chair	Kam Soon Huat
Vice-Chair	Foo Jee Hwee, Shena
Secretary	Daniel Tan Keng Hui
Members	Sim Hor Pheng, David
	Mohamed Idris B Mohamed Ibrahim
	Mohamad B Abu Bakar
	Lim Thizi Chee
	Chung Keng Meng
	Abdul Rahim B Mohamed
	Kamis B Hussain
	Shoo Weng Leong, David
Admin Secretary	Lam Sze Lin, Jacquelyn
Deputy Admin Secretary	Chia Hui Xiang, Colin
SOS/Seacare Representatives in Attendance	Julie Koh
	Lim Chye Teen
	Ong Zhiwei
	Chan Si Ying, Desiree
	Ang Soh Eng, Kathryn

ALL SYSTEMS GO FOR MARITIME INSTITUTE



中新(南通)国际海事培训中心
Singapore (Nantong) International Maritime Institute

Experienced seafarers looking to refresh their skills; new seafarers who want to be 'sea-ready' and shipping companies who are scouring for quality bilingual training programmes can now rest easy as the Singapore (Nantong) International Maritime Institute (SNIMI) gets into full swing.



Its three stakeholders - the Singapore Organisation of Seamen (SOS) represented by Seacare Thrift Pte Ltd, Nantong Shipping College (NTSC) and Singhai Marine Services (SMS) joined Guest-of-Honour Mr Arthur Fong, local and foreign delegates and 200 guests in a touch screen ball light up on 11 November 2011 in Nantong Shipping College, China.

The maritime institute aims to be a world-class maritime academy providing high quality, cost effective maritime education and training to the shipping industry.

Expressing his delight of SNIMI being a Singapore-China joint venture between the SOS, NTSC and SMS, Mr Fong praised Nantong's strategic location, its reputation for being one of China's ten busiest harbour-ports, and key role in global trade – citing nine out of a 26 percent growth in China's exports to depend on maritime logistics to move these exports.

"More than ever, this maritime activity is important not only to China but also to the world's free trade,"
said Mr Arthur Fong.

"To support the smooth growth of free trade amongst countries, the quality of the maritime industry cannot be left to chance. You need good people to provide reliable services. To do that, the people involved in the maritime industry need to be properly and adequately trained. SNIMI's strategic location in Nantong would go far to help realise your ambition of becoming the preferred choice for international maritime players to send their personnel here for training and upgrading purposes,"
he added.



World Class Teaching Facilities

SNIMI sits on a 70-hectare land within the premises of Nantong Shipping College. Embarking on a tour of its facilities, guests were orientated on the full scale of equipped capabilities and functions within the training institute.

It has three classrooms which can accommodate up to 120 trainees, one computer-based training room equipped with 20 computers, a library, rest area, and training facilities which include a stadium, simulators, workshops as well as fire-fighting facilities.

There is also a teaching hall, practical training classrooms, students' dormitory and dining hall, recreational facilities, multimedia courseware and quality operational hardware.



Industrial Experts & Professional Teaching Staff

A pool of bilingual training experts ensures the integrity of training standards. They include highly qualified training professionals such as Master Mariners, Marine Engineers and more.

Well geared to meet the ever changing needs of the global maritime industry, the industrial experts help boost the on-going training, development and growth needs of seafarers through a wide range of training programmes on offer.

About Singapore Organisation of Seamen

Established since 1971, the Singapore Organisation of Seamen is a trade union representing seafarers. Its objective is to look after the welfare of members by ensuring that they remain viable in a competitive employment market in the shipping industry - equipped with adequate skills.

About Nantong Shipping College

Established since 1960, Nantong Shipping College is recognised as one of the model vocational colleges of transport in China and a key national vocational college in construction. Its vision is to extend and expand its scope of training activities beyond China to training seafarers for the international maritime market.

About Singhai Marine Services

Established since 2004, the objective of Singhai Marine Services is to supply quality Chinese seafarers to international ship owners and ship managers. Awarded as one of the top 10 best manning companies for the past 5 years, the company seeks to ensure premium training of seafarers and to manage both clients and seafarer needs.



Stakeholders and industry professionals share their thoughts on the newly opened Singapore Nantong International Maritime Institute (SNIMI).



“With more than 80 percent of global trade shipped across the ocean, the maritime industry is critical to free trade. Countries all over the world, especially coastal countries, are keen to develop their ports. Therefore the establishment of the Singapore Nantong International Maritime Institute could not have been timelier.”

- Guest-of-Honour and Member of Parliament, Mr Arthur Fong



“The establishment of the training institute is a response by Nantong Shipping College to the National Tertiary Education Construction Initiative and also the brainchild of a collaboration between the Singapore Organisation of Seamen and Singhai Marine Services. Today, we stand on the forefront of a joint resource of enterprises and the centre of insight.”

“We are strengthening our ties with various industries - promoting tripartism and course set-up, professional construction, and re-evaluation of academic systems, thus achieving the result of resource-sharing and fusion of international concepts and advanced educational development. From there, we hope to accelerate regional economic growth and harmonious development within our community.”

- Nantong Shipping College President, Mr Yang Ze Yu



“SNIMI provides various maritime training courses with English as its instructional language. It has the capacity to attract advanced foreign management and training philosophies, better allocate educational resources, and improve teaching efficiency through shared practices, personnel training, and innovative practices in order to achieve win-win results and mutual benefits for all.”

- Jiangsu Provincial Office of Education, Mr Xu Zi Min



“After landing ashore, I have been greatly involved in cadet training tie ups with the Dalian Maritime University (DMU) and done numerous deliveries of New Building Vessels from the Dalian Heavy Industry and Nantong Shipyard in recent years. So I am proud to note a few of my DMU cadets sitting here today at this launch of SNIMI in executive levels and can vouch as well for the vast pool of educated and talented youngsters in China who can be groomed to pursue shipping careers and become future maritime leaders. I urge you to keep improving on your communication skills in English, learn to understand and respect cross cultures and work amicably with one another, and remember well the best practices and safety culture at sea.”

- Chairman, Singapore Maritime Employers Federation,
Capt Francis Joseph addresses the Cadets of SNIMI



Stakeholders and industry partners at the opening of the SNIMI

BACK TO SCHOOL



Many unions (SOS included) are experiencing the impact of neo-liberal policies through privatisation, permanent restructuring, casualisation, subcontracting and outsourcing with young workers in particular becoming increasingly vulnerable to these new employment practices.

The first of its kind to be aimed at young workers aged 35 and below, the International Transport Workers' Federation (ITF) organised a youth summer school programme from 9 to 15 October in Madrid to strengthen the international perspective of union leaders and activists.

SOS Manager and Member of ITF Young Transport Workers' Committee Ms Sharon Li joined 42 other young union activists from 28 countries in the summer camp.

Running for 12 years now, the summer school builds union organisation, encourages the active participation of young workers; helping them strengthen their unions' responses to neo-liberal policies through discussing issues related to transport restructuring and changes in employment including 'the growth of precarious work', 'Organising', 'Strategic campaigning', and 'Networking'. Participants also performed preparatory work, made presentations and organised activities in their unions after the event.



YOUNG NTUC WORKPLAN SEMINAR USHERS IN NEW VISION



SOS IRO Mr Tan Kok Heng was one of several union participants at the Young NTUC Workplan Seminar which took place in Malaysia from 16 to 19 November 2011.

Apart from reviewing past events, participants discussed membership recruitment methods, leadership renewal, and formulated a vision to be a movement of young workers striving for 'Fair and Just Opportunities' and 'Sustainable Progress' for all. Under these two broad categories, youth leaders actively discussed and presented how they could help the young workers in Singapore achieve the two aspects of the vision in addition to penning down three commitments to bring back to their workplaces in order to realise this new vision.



IRO Kok Heng presents his group's findings

Youth leaders also participated in an exchange programme with the Genting Malaysia Workers Union, where participants had the privilege to hear General Secretary Mr Robert Vijendran Heny share his experience as a union leader.

ASIA/PACIFIC REGIONAL COMMITTEE MEETING

SOS General Secretary Mr Kam Soon Huat and IRO Tan Kok Heng attended the Asia Pacific Regional Committee Meeting from 22 to 23 September 2011 in Colombo Sri Lanka.

Apart from the usual updates and reports, delegates touched upon Regional Developments, Regional Review, the Mexico Congress, Global Economic Crisis, Climate Change, Women, HIV/AIDS, Young Transport Workers, and Educational Activities among other matters.

LIGHTED LAMPS & GLOWING HEARTS

SOS Deepavali
Celebration 2011



The festival of lights, traditionally celebrated between the months of mid October and mid December was observed by SOS on 4 November this year at the Novotel Singapore in Clarke Quay amidst a wide range of customary sweets and snacks.

Lighting a row of oiled filled lamps which signify the triumph of good over evil, General Secretary Mr Kam Soon Huat opened the evening which saw the attendance of about

150 participants comprising SOS members and their spouses.

The annual Deepavali celebration was not only organised to celebrate the Festival of Lights, but also to further foster harmony and existing friendships amongst members of different races and religions. It also served as an opportune time to introduce new SOS Executive and Standing committee members to members.





SEACAREFOCUS



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SEACARE PROPERTIES ACQUIRES HOTEL IN KL

Seacare Properties Pte Ltd has through its joint-venture subsidiary recently acquired a hotel in Kuala Lumpur as part of its plans to grow from building operations and maintenance to active involvement in hotel management and property development within the region.

Currently still in the midst of processing the sale, Seacare Properties General Manager, Mr Lim Chye Teen has earmarked the Kuala Lumpur hotel as an astute investment in a convenient and strategic location:



“ We are still in the midst of finalising the purchase. As soon as the takeover is complete, we have plans to renovate the premises and develop a simple and economic hotel above budget standards situated in the heart of KL. ”



Featuring 102 rooms, with 13 storeys and an F&B Café, the hotel is situated within minutes from Chinatown, Pudu Raya Station, and Jalan Bukit Bintang, with services and amenities only a stone's throw away.

Bursting into life at night with plenty of dining options available, Changkat Bukit Bintang is regarded as one of the hippest and most entertaining venues in Kuala Lumpur. With a wide selection of international offerings, its colourful restaurant scene will delight individuals looking for a gastronomic adventure.

Stay tuned for more details on the development.

SEACARE HOLDINGS CHAIRMAN CONFERRED VOLUNTEER OF THE YEAR AWARD



Chairman of Seacare Holdings Pte Ltd Mr Kong Mun Kwong was named Volunteer of the Year for his 35 years of service to the community.

Launched by Former President S R Nathan in 2004 to honour individuals and organisations who have set excellent benchmarks in encouraging the spirit of giving in Singapore, Mr Kong received his award from Guest-of-Honour and Acting Minister for Community Development, Youth and Sports Mr Chan Chun Sing at the 2011 National Volunteerism & Philanthropy Awards ceremony held on 4 November 2011 at the National University of Singapore Cultural Centre.

Chairman of the Singapore Corporation of Rehabilitative Enterprises, Mr Kong, who co-founded the Community Action for the Rehabilitation of Ex-offenders network, was one of the founders of the Yellow Ribbon Project for former prisoners, who also helped start the Tampines Town Council and North East Community Development Council.

“I always like to be different and to start new things,” he said with a laugh.

The 68-year-old firmly believes that charity and voluntary work are everyone’s responsibility: “I’m very against the idea of giving back to society only once you’ve succeeded,” he said. “Rich or poor, young or old – we take from society every day. Why don’t we give back every day?”

CITATION FOR MR KONG MUN KWONG, JP, PBM, BBM, BBM(L) VOLUNTEER OF THE YEAR AWARD

Mr Kong Mun Kwong has volunteered his services to the community for more than 35 years. His first involvement in volunteerism started before 1970. As a student leader, he helped to form the local Chartered Institute of Building Branch in order to seek the accreditation and to support the creation of the then University of Singapore's new degree courses in Building and Estate Management.

From 1979 to 1983, Mr Kong was the Chairman of the School Advisory Committee in Rosyth Primary School. He then served as Chairman of the Changkat Citizen Consultative Committee (1985-2004) and the founding Secretary of North East Community Development Council (1998-2006). He also helped start the Tampines Town Council and had served since its formation in 1990 until 2010. He served long periods on the Boards of Home Nursing Foundation, National Trade Union Congress (NTUC) Cooperatives, and the Strata Titles Board.

Mr Kong was appointed a Justice of the Peace (2000).

As Chairman of Raffles Junior College, he led in the conversion of RJC to become an independent school in 2005.

Impacting the community through leadership

Mr Kong was appointed board member of the Singapore Corporation of Rehabilitative Enterprises (SCORE) in 1991 and took over as Chairman five years later. SCORE is a social service statutory board. It receives no direct subvention from the Government for its mission.

As Chairman, Mr Kong had upgraded SCORE's industrial division and provides offenders in the workshops more up-to-date industrial skills. He ensures that all SCORE's industrial activities and training programmes are relevant to the prevailing Singapore economy. In 2008, a new linen leasing service to hospitals was pioneered by SCORE which helped to maintain her lead position in the laundry business. Today, SCORE manages one of the largest laundries in Singapore, serving 95% of the country's hospitals.

SCORE's inmate training strategy was also re-aligned with the National Training Framework of the Workforce Development Agency in 2008. This ensures that all inmates

undergo the same type and quality of training as any other local job-seekers.

Mr Kong was instrumental in providing the vision and direction to help SCORE overcome the financial crises of 1998, 2001, 2008 and the SARS outbreak in 2003. Prisons had managed to maintain high employment rates for inmates throughout the crises.

As a management organisation, SCORE received the "Singapore Quality Class" Award from SPRING Singapore in 2010.

Multiplier effect through volunteerism, capacity building

With the belief that the involvement of the community is crucial for offender rehabilitation and reintegration, Mr Kong co-founded the Community Action for the Rehabilitation of Ex-offenders (CARE) Network with his counterparts from Singapore Prison Service in 2000. The CARE Network is the first formal structure to coordinate and integrate Government and local VWOs' efforts for offenders, ex-offenders and their families.

As Co-Chairman for CARE Network, Mr Kong helped build the overall concept for the Yellow Ribbon Project (YRP), which seeks to create public awareness and action by giving second chances to ex-offenders.

The Care Network launched the Yellow Ribbon Project (YRP) and the Yellow Ribbon Fund (YRF) in 2004. Yearly, the YRP and YRF raised about \$1 million to support 12 agencies in running various rehabilitation programmes and provide financial assistance to offenders and their families.

Inspiration and role model

For his contributions to the community, Mr Kong received three National Day Awards in 1988, 1994 and 2005, the "Friend of Labour" Award from NTUC in 2003, the National Council Against Drug Abuse Star Award in 2006, and Education Service Awards in 2000, 2002 and 2005. The Distinguished Service Award from the Ministry of Home Affairs was awarded in 2005. In 2011, he received the NUS Distinguished Alumni Service Award.

Mr Kong is a practical visionary, an individual from the private sector who has dedicated much time and energy consistently for more than several decades to help others and in particular, to give all ex-offenders a second chance in society.

RISING TO NEW HEIGHTS

WATERTech IN HEILONGJIANG

In Issue 6 of Samudra in April 2011, WaterTech Group CEO Mr Lau Wah Ming spoke about WaterTech's role as a strategic partner, Manager and pathfinder. Several months on, WaterTech has practised what was purposed - forming new strategic partnerships and new projects in Heilongjiang, as well as working with several partners to break new grounds in North-eastern China.

In this issue, Mr Lau provides an in depth explanation on recent developments in Heilongjiang:

"We have consolidated our base in Inner Mongolia, successfully operating and managing three water treatment plants that are generating steady streams of income on a sustained basis, for over 20 to 30 years. We have plans to develop a Phase 2 for at least one of these plants. From that firm base we have expanded and penetrated into neighbouring provinces including Heilongjiang."



▼ Venturing into New Grounds

Samudra: What strategic direction is WaterTech taking on this project?

Mr Lau:

In Heilongjiang, we strike new territory. Besides strengthening our gains in the water industry, WaterTech is partnering a number of Singapore agencies and GLCs to help a local government there to enhance and develop an existing industrial estate. This requires a range of new skills. Our strategic intent is to add value to that brown field project, launch new projects in related technical fields that expand the capabilities of WaterTech so that WaterTech group could become an integrated environmental engineering company, and use this industrial park project as a catalyst to break more virgin ground in that part of the vast country. We are seeing progress and reaping the harvest from the first seeds that we have sown in North and North-east China.

▼ Leveraging on Strategic Partnership

Samudra: How did WaterTech manage these changes?

Mr Lau:

We stayed faithful to our core engineering skills. We produce results and maintain our good reputation and Singapore branding with our clients and the local governments. We forged partnerships. Hence our recent tie-up with main board-listed Lee Kim Tah Holdings Limited. This new partner brings to WaterTech more than just investment. We now work very closely with our new Partner to embark on complex projects that involve and include land use planning and master planning, state-of-art architectural design, facilities planning and infrastructural construction. Lee Kim Tah brings to WaterTech additional professional expertise, long years of construction experience and track record in large development projects locally and overseas.

The strategic and technical cooperation in our latest China projects increases WaterTech's confidence in projects-pioneering and strengthens both parties in delivering results and meeting business targets. There is **synergy**. There is **systems integration**. There is a **value sum** created, which is new to the two separate entities before the joint undertaking. The momentum that has been generated in the last few months has shown that the decision taken by the boards is a correct one."

▼ Expanding Our Horizons

That, in essence, is the significance of Lee Kim Tah's recent substantial investment in WaterTech. There are other potential areas of cooperation in joint ventures.

▼ Going Forward

Samudra: Will WaterTech repeat this strategy?

Mr Lau:

WaterTech is indeed looking at other suitors. But we will be careful, and selective. If a proposal makes business sense, gives strategic depth, and brings new potential growth; we will consider.

WaterTech will continue to seek and secure new engineering projects, and to acquire technical facilities and assets that are revenue generating over long sustained periods. We will achieve these business goals by working with existing and new partners, strengthening our Technology and Engineering Division, and developing a wider range of eco-engineering design and management expertise. We will build upon our track record.

We hope to share more of our projects in China as these mature in the months ahead.





SMMC APPOINTED IN ALLIANCE HEALTHCARE MEDICAL PANEL

The Seacare Maritime Medical Centre (SMMC) has recently been named in Alliance Healthcare's medical panel. It joins 15 full-time physicians, and more than 500 affiliated general practitioners (GPs), medical specialists (100), physiotherapists (4) and Traditional Chinese Medicine (15) clinics in offering a comprehensive range of medical services.

With SMMC's recent addition, its full range of services at The Amara, which include digital imaging facilities like X-ray and ultrasounds; vaccination and travel advisories; dental services; and medical specialist services may be fully exploited as it shares Alliance Healthcare's designated role of being medical administrators for AXA Insurance, Great Eastern Life Assurance in addition to managing employee medical benefits and claims for corporate clients including multinationals, SMEs and government agencies.

A Singapore healthcare company specialising in providing cutting-edge and evidence based solutions, Alliance Healthcare leverages on its proprietary e-health system, proven medical programmes, and Alliance Integrated Medical Solution (AIMs) to provide a unique methodology that empowers companies to maximise the benefits of their healthcare expenditure as well as translate recurring healthcare spending into concrete and measurable health outcomes i.e. better employees' and organisational health.

As part of Seacare Co-operative Limited, the aims of SMMC in Seacare Medical Holdings parallel those of Alliance Healthcare's in that it seeks to provide quality medical services and cost effective healthcare solutions for better organisational health.

Said Seacare Medical Holdings Pte Ltd Chief Executive Officer Dr Chia Yih Woei: "We are excited by this prospect as it not only broadens our scope of medical coverage to include corporate clients, multinationals, SMEs and government agencies, but this also allows us to work synergistically with a reputed medical organisation like Alliance Healthcare.

Founded in 1994 by a group of physicians who shared a common passion for family medicine, Alliance Healthcare has since transformed itself from a single clinic into a full-fledged healthcare company catering to the needs of some 200,000 families, 600 corporations and manages close to 500,000 out-patient visits a year.

NEW LOCATION, SAME GREAT SERVICE

We've moved, but our service to you remains unchanged.

As of January 2012, Magnum Marine Services Pte Ltd (**MMSPL**) and Seacare Maritime Medical Centre Pte Ltd (**SMMC**) have relocated their premises. With transfer services located in Seacare Building and advanced medical amenities situated within the vicinity of Tanjong Pagar, customised solutions and first-rate medical care are only a stone's throw away!

CHOOSE FROM OUR RANGE OF VALUE-ADDED SERVICES:

- Immigration and customs clearances at the seaport
- Efficient, fuss-free handling of port formalities and embassy visa applications
- Hotel bookings and meal arrangements
- Transport arrangements to ship owners' or agents' offices
- Out of pocket expenses
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MARITIME HEALTHCARE SERVICES INCLUDE:

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- Pre-employment Medical Examination for Seamen
- Vaccination and Travel Advisories
- Medical evacuation of sick crew from ship to shore
- Medical repatriation of crew to home country
- Dental services
- Medical specialist services



For all operational matters, call our 24-hour hotline at **(65) 9663 5159**

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With an expert team of highly qualified training professionals such as the Master Mariners and Marine Engineers at SNIMI, the academy can confidently serve to boost the on-going training, development and growth needs of all seafarers. Our whole range of relevant training programs are available below:

Maritime Officers Courses:

- > Maritime Enhancement Training Program for Officers
- > Maritime Enhancement Training Program for Cadets
- > Maritime English Training for Officers
- > Competencies Training for Deck Officers at Management Level
- > Competencies Training for Marine Engineers at Management Level
- > Competencies Training for Deck Officers at Operational Level
- > Competencies Training for Marine Engineers at Operational Level
- > Bridge Resource Management (BRM) course
- > Combined Bridge Resource Management (BRM) & Bridge Team Management (BTM) course
- > Engine Room Team Management (ETM) course
- > Combined Engine Room Resource Management (ERM) & Engine Room Team Management (ETM) course
- > Command Assessment Program (CAP)
- > Electronic Chart Display Information System (ECDIS) course
- > Specialized Training for Liquefied Gas Tankers
- > International Maritime Dangerous Goods (MDG) Code Course
- > Shiphandling Training Course
- > Maritime Security Course
- > Maritime Security Train-of-Training Course
- > Company Security Officers (CSO) Course
- > Ship Security Officers (SSO) Course
- > Maritime Labour Convention (MLC) 2006 Awareness Training Programme
- > Training Course for preparation and internal inspection on the application of MLC 2006
- > Training of Trainer Course for Maritime Labour Convention (MLC) 2006

Maritime Ratings Courses:

- > Seacare Quality Rating Training
- > Seacare Quality Cook Training
- > Maritime Enhancement Training program for Ratings
- > Maritime English Training for Ratings
- > Competencies Training for Ratings forming part of a Navigation watch at Support Level
- > Competencies Training for Able Seaman Deck at Support Level
- > Competencies Training for Marine Engineer at Support Level
- > Management Training for Bosun - Leadership and Management
- > Management Training for Ratings - Motivation
- > Management Training for Ratings - Conflict Management
- > Management Training for Ratings - Team Work
- > Engine Ratings Workshop Training - Hand and Power Tools
- > Engine Ratings Workshop Training - Machine and Lathe Work
- > Engine Ratings Workshop Training - Arc and Gas Welding
- > Engine Ratings Workshop Training - Understanding and Overhauling Auxiliary Machinery
- > Engine Ratings Workshop Training - Understanding and Overhauling Engine
- > Engine Ratings Workshop Training - Electrical Training



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