

Dec 2007 + Jan 2008

samudra

A Bi-Monthly Publication of the Singapore Organisation of Seamen and Seacare Co-operative Limited

Mica (P) No. 285/03/2007



**SOS CBAs -
Sealed In Good Faith**



Dec 2007 + Jan 2008

samudra

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SOS WORKSHOP 2008 – A YEAR OF DOING MORE



This year is going to be a year of Doing More. Mr Loy York Juin, NTUC Acting Director of Corporate Development, highlighted that since LM 2011 started in 2006, the labour movement has done well in 2007. "We will do more in 2008 to work towards one inclusive workforce, one inclusive membership and one inclusive leadership," he said.

Mr Loy was one of the two invited guest speakers at the SOS Workshop held on 10 to 13 January in Hong Kong. He was joined by Mr Mah Cheong Fatt, NTUC Head of Unit for Contract & Casual Workers, who spoke on 'Atypical Workers'.

One Inclusive Workforce

The key purpose underlining the building of an inclusive workforce is to increase employment rate, reduce unemployment and under-employment rate. In his presentation, Mr Loy touched on the importance of strengthening the core capability in Industrial Relations and IR networks to better support workers in the labour movement. The target is to have 600 companies committed



SOS President Mr Tan Jing Bock contributing his thoughts on the LM2011 discussion.



Guest speaker Mr Loy York Juin, NTUC Acting Director of Corporate Development, presenting on One Inclusive Workforce, Membership and Leadership.



The panel discussion in action at the SOS Workshop 2008.

referring to employees on term contracts i.e. those on fixed-term of employment as well as those on casual employment. There has been a surge in contract employment, from 59,400 in 2001 to 183,700 in 2007, constituting 12.1% of the working population. The concerns of the atypical workers are low pay, income insecurity, statutory benefits, savings for medical needs, retirement saving, career stagnation, job insecurity and on where to get help. In his presentation, Mr Mah spoke about what NTUC is doing to reach out to this group of no collar workers.

"We invited Mr Loy and Mr Mah to share with our leaders the aspirations and action plans for this year and more. We are enthused by what we have seen and heard. NTUC can count on SOS to do our part to do more, do good and do together," said Mr Leow Ching Chuan, SOS General Secretary.

This year's SOS workshop brought together 66 participants comprising of the Union's newly elected Exco and standing committees and staff. "For the new team, it is important to start on the right footing. The workshop gave us an opportunity to review the work we have done so far and how we can progress further as a team for the common good of seafarers worldwide and the labour movement locally and internationally," the SOS Chief highlighted.

The SOS Workshop featured Mr Kam Soon Huat, Chairman, External & Industrial Relations, speaking on "The New Look of SOS External & Industrial Relations" and Mr David Sim, Chairman, Membership & Organising, on "The Restructuring of SOS Membership". At the Workshop, Ms Jacquelyn Lam, Admin Secretary, Corporate Communications, presented a paper on "NTUC Membership Benefits" while Mr Daniel Tan, Secretary, Membership & Organising, spoke on Seacare Maritime Training Fund. Both Ms Mariana Amad, Manager, SMS, and Mr David Shoo Manager, SSS, touched on the Seacare Medial Scheme and Seacare Sailor Home Scheme

and 70% of retired workers re-employed; reach 12,000 casual and contract workers; get 2,000 women back to work; outreach to 10,000 women; upgrade, re-skill and place 20,000 low wage workers.

One Inclusive Membership

To build an Inclusive Membership, Mr Loy disclosed at the SOS Workshop that the strategy is to focus on 3 Rs – Recruitment, Retention and Relationships. The aim is to hit the 560,000 membership mark in order to be one step closer to fulfilling the 1 million membership target by 2015. Under Care and Share, the labour movement will offer \$7 million financial assistance to 30,000 members and their families and 25,000 school-going children.

One Inclusive Leadership

The 3 R strategy also applies to building an inclusive leadership - Refresh (bonding, motivating, training); Renew (maintain, leadership, renewal rate); and Representative (increase representation of female and young leaders).

While Mr Loy focused on the overall theme of LM 2011 which is Labour Movement for All; All for the Labour Movement, Mr Mah zeroed in on the topic of "Atypical Workers". He was



SOS representatives fully engaged in the presentation given by Mr Loy.

respectively. Ms Nur Adila Juman, Admin Secretary, Welfare & Skills Development, took the opportunity to update the leaders and get their feedback on the SOS Membership Benefit Scheme and Social Activities.

The workshop has proved to be a successful and productive one which saw a healthy exchange of ideas, opinions, and interactive discussion with learning opportunities for the new team to begin their journey in leading the union.



SOS General Secretary Mr Leow Ching Chuan praising NTUC for their plans, "We are enthused by what we have seen and heard. NTUC can count on SOS to do our part to do more, do good and do together."



Mr Mah Cheong Fatt, NTUC Head of Unit for Contract & Casual Workers, sharing his view on the 'Atypical Workers'.



SOS Committee members giving their input during the interactive discussions.



EXCHANGING OPINIONS AND GAINING ADVICE OVER LUNCH



The Minister of State for National Development, Ms Grace Fu, was present at a lunch gathering attended by the SOS leaders.

Held at Club@52 on 4 January 2008, the lunch gathering was a platform for the newly elected Exco members as well as the fresh batch of appointed standing committee members for the term 2007-2011 to touch base with the adviser of SOS.

The informal lunch gathering, which was initiated by Ms Fu, was a timely and meaningful one. It was an opportunity for the SOS Adviser to get to know the new team better and to bridge a lasting bond between one another. It is reflective of the healthy partnership.

Exchanges like this mean a lot to SOS as they provide the union with the chance to brainstorm on ways to serve and reach out more to its members through various channels. Having Ms Fu's expert perspectives and guidance will move the union further to higher levels of achievements.

We thank Ms Grace Fu for her time and advice shared during the lunch gathering at the Seacare Building and SOS Exco, as well as the standing committee members, look forward to more exchanges with our adviser, in our pursuit to provide the best for our members.



SOS GENERAL BRANCH SEES POTENTIAL GROWTH

SOS Membership and Organising Committee had their massive plan in place. The ongoing recruitment of more SOS General Branch Membership (GB) has shown a healthy potential for growth.

Since its launch in July 2007, more and more members are joining the union for the array of benefits that they can reap through the GB membership. The collaboration between NTUC and SOS has brought about many advantages for new and current members. This is evident from the growing potential of 800 more new members just from Seacare Group of Companies alone joining the union under the GB Membership in addition to the current pool. So far, 200 have joined the fold.

Besides enjoying the NTUC Core Benefits - the cashback rebates from NTUC FairPrice in addition to more discounts given with purchases from the NTUC Linkcard, new members will also get to reap special benefits from the Union. Sign-up gifts and a \$15 NTUC FairPrice voucher will be given to each new member in addition to the free first three months subscription fully sponsored by the Seacare Manpower Services Pte Ltd. A year-end gift will also be presented out to new members who join SOS under the GB Membership.

These benefits do not stop short at that. As a GB member who is a contract worker also entitles one to subsidized rates for health checks. Managed by NTUC Healthcare, these medical benefits are applicable for duration of one year where consultation fee could start at as low as \$8.60 whereas medication cost would be around \$2.15 to \$4.30.

With these perks drawn up, SOS and NTUC is positive that a higher recruitment volume can be reached in the upcoming months.



NEW CBAs

SIGNED AND RENEWED COVERING 34 VESSELS

SOS and five shipping companies signed and renewed their Collective Bargaining Agreement (CBA) with improved wages on welfare benefits for the sea-going members onboard 32 Singapore and 2 foreign-flagged vessels. Reflective of the stronger ties, the signing and renewal of CBAs are a much lauded affair, giving both Union and ship owners a better understanding on the need to constantly enhance the well being of seafarers onboard and ashore.

Two new agreements were made with Clipper Bulk (S) Pte Ltd and M.T.M. Ship Management Pte Ltd in January 2008. The CBAs will be in place for a period of two years and encompass better terms and conditions.

Managing Director of Clipper Bulk (S) Pte Ltd, Mr Holte Jenson and Senior Operations Manager, Mr Alec Petersen were present to sign the agreement at the Seacare Building. Representing SOS at the signing were Mr Kam Soon Huat, SOS Executive Secretary and Mr Daniel Tan, IR Manager. Clipper Bulk is one of the largest global bulkcarrier owners and operators and three of their vessels are now covered by the new CBA with SOS.

Clipper Bulk's participation in the Seafarers' Provident Fund (SPF) and Seacare Medical Scheme (SMS) has opened many doors for its seafarers who can now look forward to a myriad of benefits that SOS has to offer.

Another new CBA was signed by the M.T.M. Ship Management Pte Ltd. The company said yes to participating in the SPF and SMS with effect from 1 January 2008.



The signing of CBA between SOS and Clipper Bulk (S) Pte Ltd

Being responsible employers, continuing with the agreed terms for their own seafarers is a natural progression towards a just treatment on the welfare of their staff. Ocean Tankers (Pte) Ltd renewed its two-year CBA with SOS for a total of 18 Singapore-flagged vessels.

The foreign-flagged vessels are not left out. For shipping companies such as Raffles Shipmanagement Services Pte Ltd and Orchid Shipmanagement Pte Ltd, having a new set of terms and agreements with the union is a fine example of the trust and cooperation that both parties have established. Both shipping companies have signed new CBAs with SOS and SMOU in December 2007.

Latest CBA Signed and Renewed

New CBA	Renewed CBA
Clipper Bulk (Singapore) Pte Ltd	Ocean Tankers (Pte) Ltd
M.T.M. Ship Management Pte Ltd	
Orchid Shipmanagement Pte Ltd	
Raffles Shipmanagement Services Pte Ltd	

A LOOK AT THE INTERNATIONAL FISHERIES INDUSTRY

SOS, represented by IR Executive Officer Ms Julia San, was one of the 10 unions which participated in the two day International Transport Workers' Federation Seminar on ILO Fishing Convention 2007 held in Taiwan from 16 December 2007.

One of the main focus of the Convention was the welfare of those in the fisheries industry – their working conditions, threats at sea as well as wages and protection. The concern with the number of working hours and minimum age for employees working onboard fisher boats and vessels were also brought to light.

The meeting has allowed the sharing of information and concerns amongst unions within the Asia-Pacific region. It has also created a sense of awareness on the conditions and issues faced by the workers in the fisheries industry.

Also present at the Convention were the Japan Seamen's Union, Korea Seamen's Union, Singapore Maritime Officers' Union, Indonesia Seamen's Union, Hong Kong Seamen's Union, Macao Federation of Trade Unions, Chinese Seamen's Union, National Chinese Seamen's Union (Taiwan) and the Taiwan Fisheries Agency.





22 VESSELS VISITED IN 2 MONTHS

The months of December and January was a busy time for both SOS IR Manager Mr Mohamed Idris Bin Mohamed Ibrahim and IR Executive, Mr Mohamad Bin Abu Bakar. Both of them went onboard 22 vessels to personally touch base with the crew.

The IR officers set out on their meet and greet mission to look into the welfare and working conditions of SOS members who work on vessels of various shipping companies such as, Wallenius, NSSPL as well as PIL.

As 2007 drew to a close, they took the opportunity to extend the festive mood by bringing log cakes and other souvenirs for the crew working onboard our Singapore-flagged vessels. Items such as towels, log cakes and bags were distributed on the union's behalf. In December alone, both Mr Mohamed Idris and Mr Mohamad managed to meet 130 seafarers who took some time off to celebrate the festive occasion with the IR officers.

In January 2008, the SOS IR officers continued to usher in the new year with those onboard, spending quality time with some 111 seafarers from different countries, catching up on their well-being and progress at work.

10 Vessels Visited in the month of December 2007:

APL Iolite	Kota Wisata
Kota Wijaya	APL Pusan
Kota Harmuni	APL Coral
Kota Berlian	APL Topaz
Kota Wirawan	Kota Berani

12 Vessels Visited in the month of January 2008:

Kota Hasil	APL Cairo
Kota Wajar	APL Lilac
APL Ruby	APL England
APL Zircon	Kota Waruna
Kota Wangi	APL Jeddah
Kota Latif	Pacific Breeze



HEROES OF THE SEA – SOS ME BREEZE HELP STRANDED SEAF

SOS members who were working onboard the Pacific Breeze extended their help to nine stranded seafarers who were on their way to the Suez Canal. Believed to be Algerians, these stranded seafarers were at their lowest ebb when the engine of their small boat malfunctioned, leaving them out at sea for days.

The rescue operation occurred from 8 to 9 January 2008, at about 8.45pm. While on its way to Port Said, the Pacific Breeze came to notice the helpless seafarers when they were in the Alboran waters. An alert was given to the Spanish Maritime Safety Agency, informing them of the situation which later led to the crew of Pacific Breeze giving aid to the Algerian seafarers. A proper execution began as the Captain notified all crew members to assist in the rescue mission. A rescue boat from the Pacific Breeze was let out to sea. Thereafter, food, water and blankets were issued to the nine distressed seafarers.

The Pacific Breeze, which is covered by the SOS CBA, is a Singapore-registered vessel under the Wallenius Marine Singapore Pte Ltd. There were around 24 crew members onboard the Pacific Breeze during the execution of the rescue. Safety measures and careful coordination between the safety agency and the vessel were taken to ensure a smooth and orderly rescue operation.

Signs of pride and happiness were seen all over their faces as they recall their tale and adventure from the rescue operation to SOS IR officers Mr Mohamed Idris and Mr Mohamad. The



MEMBERS ONBOARD PACIFIC SEAFARERS



Pacific Breeze came back to Singapore waters after its journey to Port Said. The SOS IR officers had taken their time off to meet the heroes who have gone beyond their normal call of duty, while they were here. Both IR officers brought along cakes and shirt bag for the crew as a token of appreciation for their kind and thoughtful deed.

SOS is proud of the heroic act that was exemplified by the captain and crew of the Pacific Breeze. A brave, prompt and noble act that proved the level of training that the crew have received to be able to execute fast actions in order to save their fellow seafarers.



TURNING TO NTUC FOR INSIGHTS



With the aim to learn more on the intricate proceedings that entail smooth, quality operations when it comes to Human Resources (HR) and Administration, SOS turned to the NTUC for insights.

Three guest speakers from NTUC were invited over to the Seacare Multi-purpose Hall on 8 January 2008 for a staff workshop attended by Seacare management representatives and SOS staff. The speakers presented various human resources practices and administrative processes from which SOS can tap on to bring the level of HR and administrative practices to higher standards.

The SOS Staff Workshop – Part 1, opened with a sharing session by Ms Linda Yeo, Assistant Director for Administration, NTUC. Ms Yeo touched on the key organizational structure in NTUC. Learning on the functions of various departments within the organisation also helps in creating deeper understanding and clearer picture of how these different departments coordinate and work together.



Ms Grace Chan, Assistant Director, Organisation and Human Capital, NTUC, explored salary policy, wellness programs, performance management system and various strategies to manage people and bring in new talents. Topics such as Capability Development, Enabling Staff to Shine and Talent Attraction were issues which were delved into during the presentation.

Principal Executive for Administration, NTUC, Ms Amy Quek, also enlightened the attendees on the various management ways in administration – the E-registry system as well as the registry policies and practices which are beneficial and relevant to SOS.

The Workshop provided the participants with a learning journey from which they could adopt and apply within their structure of work.

ANNIVERSARY CELEBRATION – A DOMESTIC AFFAIR

For the first time, the joint SOS and Seacare anniversary dinner was a domestic affair that was organised exclusively for members and their spouses.

Held on 18 December 2007 at the Meritus Mandarin Hotel, the party celebrated SOS's 36th year in action while Seacare turned 13.

In his speech, SOS General Secretary Mr Leow Ching Chuan, highlighted on the many years both SOS and Seacare have been dedicated in working together and made a special mention on the potential for future plans in which both parties will partake in. "The commitment and dedication from both the union and Seacare have been at its peak since we began. We must uphold this tradition and continue to work hand in hand towards our goals," said Mr Leow.

Highlights of the night included an adrenaline pumping stunt by the Drumatics, who hailed all the way from Argentina. The unique dance routine using ropes with metallic ends got everyone watching in rapt attention. Another crowd pleaser was the hilarious audience participation games.

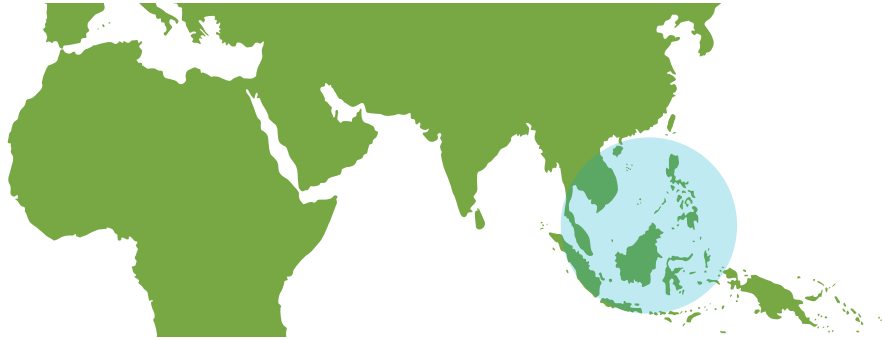
Fifty lucky draw prizes were given out. The first prize was a Samsung 32-inch LCD Colour Television while an Akira 22-inch LCD Colour Television was given to the lucky person who bagged the second prize.

The anniversary dinner is a special event for one and all to enjoy the fruits of their labour for the year 2007. In view of the coming year ahead, SOS and Seacare hope that further cooperation and stronger ties will help propel the union and the group of companies forward, towards the same vision and a more productive 2008.

SOS member Mr Phoa Khia Seng sums it up: "I wish SOS and Seacare live forever! The union has been helpful in times of need, especially in terms of looking after our welfare."



SOS IS THERE



Be it in Indonesia or the Philippines, SOS is always there for its members.

SOS members in Indonesia and the Philippines celebrated the advent of a brand new year in their home countries. On 28 December 2007, more than 170 SOS members and their spouses gathered at the Grand Cempaka Hotel in Jakarta to cheer the Union on for more good years ahead.

The year-end celebration was a bilateral event as associates from the shipping companies such as the PACC Ship Managers Pte Ltd, GBLT Ship Management Pte Ltd and Pacific International Lines Pte Ltd, among many others, joined in the fun. As early as 6 pm, members, some whom had travelled for hours by bus, started strolling into the ballroom, collecting their door gifts and eagerly waiting for the night to begin.

SOS Vice-President Mr Mohamed Idris, together with a team of Union leaders and staff, warmly greeted our Indonesian comrades face-to-face. Together, they tucked into the hearty dinner spread and enjoyed the entertainment of live band, the 'Cool Shivas' who performed the latest English and Indonesian songs and DeeJay Sophia, a familiar voice from the local radio station.

Fifty lucky draw prizes were presented to the winners, the first prize being a free accommodation at the Night Royal Suite room at the Grand Cempaka Hotel. Second lucky draw winner won a LG 2-door refrigerator whereas the second runner-up received a Sanyo 21-inch coloured television.



SOS members patiently waiting for what is in store for them at the dinner reception in Jakarta

REGARDLESS OF BOUNDARIES

For the second year running, SOS / Seacare's presence was felt in the Philippines. A year-end dinner celebration was also extended to the Filipino members, their spouse, shipping manning agents based in Manila and close associates of Seacare.

Held at the Hyatt Hotel and Casino in Manila, Philippines, on 14 December 2007, the event attracted some 200 strong guests including the surprise VIP turnout by Director of Komaya Shipping (Japan), Mr Katusya Higaki and Mr Victor Lim of Komaya, Singapore office.

It was a pleasant evening for SOS and Seacare to spend with the company of many friends from the maritime industry. The night was also filled with highly entertaining live performances that kept the guests truly glued to their seats, enjoying every bit of the lineup including the 30 lucky draw winners who went home with fabulous prizes.

SOS is delighted to be able to reach out to our members residing in the regional countries. Seeing the happy faces and jubilant energy from each of the guests who were present that night, the Union hopes that this tradition can be upheld to keep up with each and every seafarer, regardless of boundaries.



Happy, gleaming faces filled the night at the year-end reception in Manila



SAFE USE, SAVE LIVES

The safe use of lifting vehicles when carrying out any operation is an important part of work safety habits which should be ingrained into every worker. The Lift Supervisors Safety Course, organised by the NTUC Learning Hub, is beneficial to Lifting Supervisors, Safety Supervisors, Line Managers, Foremen, Riggers, Signalmen and Operators.

Encompassing key areas that are primarily centred on safety and preventive measures at work, the course delves into the roles and responsibilities all workers should have to ensure safety measures and precautions are in place at all sites.

The Lifting Supervisors Safety Course which is accredited by the Ministry of Manpower also includes a two hour examination. It explores subjects that include the safe use of mobile cranes, tower cranes, co-ordination and safe use of lifting machines and rigging equipments. It also covered investigations into crane accidents which highlighted case studies to provide participants with scenario-based questions. The course is conducted in both English and Mandarin.

Members interested in taking up the course can contact SOS Training Division at 6379 5671



SOS Member Acquired New Safety Skills

SOS member Mr Roslan Bin Rahman attended the SOS-sponsored Lifting Supervisors Safety Course and picked up the set of skills needed to carry out any lifting operations. The 40-year-old states: "It is good that the union actually sponsors this course. It is after all related to my job. The thing I learnt most about the whole course is on safety and the necessary measures that I should take to prevent any mishap." The course undertaken by Mr Roslan was fully sponsored by SOS.

SERVE WITH A CAUSE

21 December 2007 was a special day for SOS members and standing committee officials who helped to serve the residents at the Asian Women's Welfare Association (AWWA). The visit to AWWA proved to be beneficial not just to the residents but for the unionists as well, as it provided them the chance to mingle and understand more of the life at the welfare home.

SOS members, who arrived at the home to serve the buffet lunch to the residents, also brought along some grocery items with them. Post lunch activity included a fun and lively karaoke session which set in well with each resident there. As the residents crooned to their selection of songs on the karaoke set, they also indulged in little conversations with the SOS members. The exchange proved to be a meaningful one for each of the SOS representatives, who went back with a new set of experience from their outreach event.

AWWA has been actively serving the elderly, physically challenged individuals, caregivers as well as in educating the public on healthcare and management. SOS is grateful for the opportunity given to visit their adopted welfare home and to be part of this social cause.



SOCIAL CALENDAR

FY 08/09

Apr '08

• Housewives Gathering Session

• Visit to Welfare Homes

May '08



Jun '08

- Overseas Family Outing
- SOS/Seacare Members' Night

Jul '08

• Durian Trip to West Malaysia

• Tombola Night

Aug '08

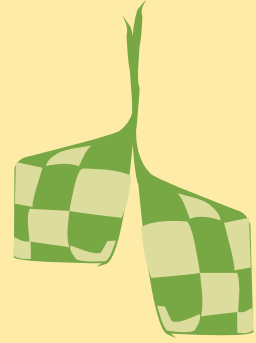
Sept '08

- Study Grants Presentation
- World Maritime Day
- SOS/Seacare Members' Night



Oct '08

- Children's Day Party
- Hari Raya Celebration



- Deepavali Celebration

Nov '08

Dec '08

- Visit to Welfare Homes
 - SOS 37th/Seacare 14th Anniversary
- Year End Reception for SOS Filipino Members
 - Year End Reception for SOS Indonesian Members



Jan '09

- Youth Activity

Feb '09

- SOS/Seacare Hong Bao Presentation & Lunar New Year Celebration



Mar '09

- Dialogue Session with General Secretary
- SOS/Seacare Members' Night

KNOWING & APPRECIATING SOS WELFARE BENEFITS

The Union's Welfare Benefits Scheme, which is exclusively offered to SOS members, was given the limelight on 23 January 2008 at the In-House Talk. The two hour talk attracted some 45 members to the Seacare Building.

"We did not want any of our member to miss out on the wonderful benefits SOS offers. Thus we organised this talk to ensure that our members fully understand and utilize the scheme which they are entitled to," said Mr David Sim, Chairman, SOS Membership and Organising Committee, who presented the talk.

The talk encompasses explanations on the various categories of membership such as the Founder Membership, Cadre Membership, Ordinary Membership, Participating Membership and Associateship for Life. The current benefits were revisited to remind members of their entitlements as well as the various areas that the membership welfare benefits scheme covers.

Ms Nur Adila Juman, Admin Secretary, SOS Welfare and Community Services Committee, also highlighted the general qualifying conditions, procedures and general rules in claiming their benefits.

The in-house talk provided the platform for members to voice out any question and clear any uncertainty that they have about the Scheme. The workshop participants left the hall with a clearer picture of the benefits scheme that they are eligible for and they were grateful for their entitlements as SOS members.





Seacare Focus



SEACARE (SHANGHAI) SEEKS HEALTHCARE



It started with the aim to meet the medical needs of seafarers. That need birthed a clinic – Seacare Maritime Medical Centre (SMMC) which grew into an international entity with affiliates in Indonesia, Philippines and Vietnam. The first step into the foreign soils opened a brand new world of possibilities and opportunities and there was no turning back after that.

The next step of growth – the setting up of Seacare Medical Holdings Pte Ltd (SMH) as an investment vehicle with a strong sense of purpose to be a regional healthcare provider.

“Each progressive move we make gives us more exposure and enables us to make a deeper impact in the healthcare world. We hope to continuously build on the international brand name of Seacare wherever we go,” said Dr Chia Yih Woei, SMMC CEO.

The Seacare (Shanghai) Investment Services Co Ltd (SSISCL), established on 17 October

SUCC

INVESTMENT SERVICES VENTURES IN CHINA

2007, became the offshoot of SMH as its first wholly owned foreign entity.

Commenting on the role of SSISCL, Dr Chia pointed out: "SSISCL serves as a platform for Seacare to expand its healthcare reach in China. We are on the look out for strategic partners who can grow with us and extent our reach together. We are actively looking for healthcare projects and propositions in Shanghai and the rest of China. Our potential partners would have to appreciate our roots and complement our goals and vision."

One such partner is the reputable Shanghai Jingan District Central Hospital. SSISCL is working closely with the hospital to provide medical services to serve the maritime industry especially international seafarers who require medical attention in Shanghai.

As a satellite office, SSISCL "serves to expand SMMC's regional footprint giving it a greater competitive edge due to larger marketing network". For SMMC's customers, this means another city to choose from and peace of mind for a consistently satisfying customer experience with SMMC, which is wholly owned by SMH.

While SMH is an umbrella of medical companies and services with far wider reach and an operation streamlined for efficiency and profitability, SSISCL, as its name suggests, is its investment arm in China that seeks investments to augment growth.



cess

SEACARE LANDSCAPE WINS PRESTIGIOUS STAMFORD GREEN PROJECT



Seacare Landscape Pte Ltd moves in fast and furious with the undertaking of its landscape projects. The National Parks Board has appointed Seacare Landscape as its sub-contractor for softscape works to be done at an area located within the Fort Canning Park. The Stamford Green Project – as what it is called, will be completed by 23 May 2008, although the exact date when the public can access the area has yet to be announced.

The Landscape team has since expanded to staff strength of 22. The new project deals with the formation of an open air escalator in a park, the first of its kind in Singapore, to link the path from the new museum to the park which is across the road, on top of the newly constructed Fort Canning Tunnel. A unique concept which integrates technology within nature, Seacare Landscape's role in this park's revamp revolves around the softscape works that will add that extra glimmer to the creation of the whole ambience of the area.

"The main concept for our part is to contribute to and create a lush semi-jungle environment," said Mr Gordon Lam, Senior Project Manager who has been actively sourcing new projects for Seacare Landscape since his arrival.

The creation of a lush semi-jungle requires the careful selection of specific species of trees that can match the requirement needed to suit the theme and concept of the design. The zones that require the planting of these trees cover an area of approximately 2500

meters square. These jungle trees are about 2 meters in height with characteristic columniform trunks. Different species of trees are also used in the project, to add variety.

The Right Mix

The \$316,000 Stamford Green Project contract places the responsibility on Seacare Landscape to sculpt its softscape. The whole project involves various levels of coordination and communication between different parties as it deals with the mechanical engineering works and other services. This, according to Mr Lam, is one of the most challenging aspects of the job, as there are stages in the whole construction works, which will determine when landscaping works can commence. For example, the cabling and insertion of underground electrical wires need to be fixed beforehand to allow easier and more efficient softscaping work. The landscape scene is therefore, more complex than what it seems to be. The right people as well as proper communication have to be put in place to ensure a successful execution and cooperation from all parties involved.

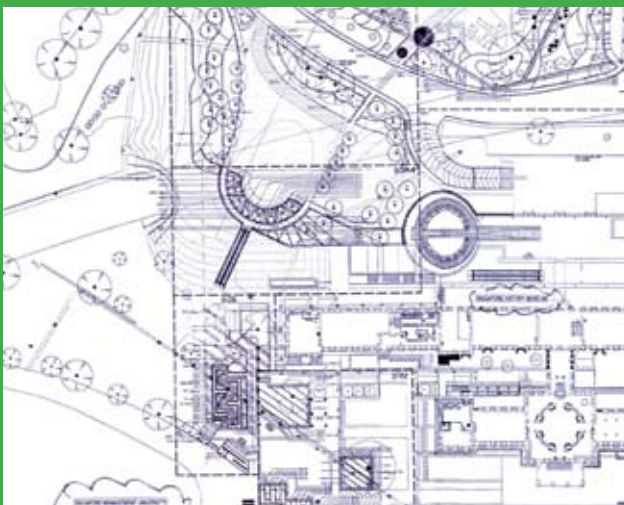
The technicalities of the landscape business are intricate in nature. For instance, a soil mix sample will have to be sent to the Agri-food and Veterinary Authority of Singapore (AVA) for testing. Level of acidity will have to be measured according to the basic composition of the soil used to ensure suitability and sustenance.

As of current, sourcing out for these jungle trees are already in progress. The project, which started on 1 February 2008, has got the Landscape team out and about. These landscape experts are more than happy to be able to start on a variety of projects right in the beginning of the year.

General Manager of Seacare Landscape, Mr Firos Angullia said, "My intention to expand the team is so that we can work on bigger scale projects that account for more sizeable revenue by channelling the defect liability period works to the existing landscape maintenance team. By having Gordon and Christin with us, it completes the package of what Seacare Landscape Pte Ltd is going for." Ms Christin Hamdani is the Quantity Surveyor / Designer for the team.

Having various projects already under its belt, the team is keeping abuzz with all that are needed to jumpstart the landscape business.

"With the new projects that we have secured and a few more projects which are already in the pipeline, I personally feel that Seacare Landscape will proceed to handle more landscape businesses in the future," added the GM.



DEEPER UNDERSTANDING ON SINGAPORE'S LABOUR POLICY

The Seacare Group of Companies are continuously expanding and their varied business wings, such as in environmental, manpower, landscape, medical, maritime and educational aspects, reflect the extension of employment opportunities to workers of different nationalities who are keen to join them.

As such, the forum on the Foreign Manpower Policy presented by Mr Lim Shyang Zheng, Manager, Policy, Ministry of Manpower (MOM), was a productive one where the management staff of Seacare found a deeper understanding on Singapore's manpower policy and trends.

The forum, which was held on 28 January 2008 at the Seafarers Room of Seacare Building, had Mr Lim presenting on topics such as the work pass framework, foreign worker entitlement for the construction, marine, manufacturing and services sectors as well as the policy changes for the year 2007 and 2008. Also in attendance was Mr Yeo See Meng, Director, Processing, MOM. Both Mr Lee and Mr Yeo answered questions that came from the staff and garnered feedback from both SOS and Seacare on their views and opinions of the Foreign Manpower Policy.

As a platform for a healthy exchange of views and perspectives, the forum has enabled the management staff of both SOS and Seacare to have a clearer view of what the policy entails and the path to take to provide fair and beneficial work agreements and relationship.





SEACARE MEDICAL SCHEME – BETTER, WIDER, MORE

The Seacare Medical Scheme (SMS) offers wider coverage and more benefits to qualified SOS local members and local shipping management staff.

From 1 April 2008, for the first time, an SOS member's adult dependent can enjoy complimentary Basic Health Screening at the Seacare Maritime Medical Centre (SMMC) and Comprehensive Eye Examination at the New Optometry and Ocular Care Centre (NOOCC).

The good news does not end there. The SMS now offers the qualified SOS local member and his adult dependent not one but two free health screenings and two free eye examinations per term of office of four years; from 1 April 2008 to 16 November 2011.

Also for the very first time, shipping companies that participate in SMS can also nominate their management staffs to experience the Comprehensive Eye Examination at NOOCC on top of the Executive Health Screening at SMMC.

The aim of both the health screening and eye examination is to provide opportunities for the beneficiaries to maintain good health through prevention and early intervention. Pro-active health and eye checks enable the detection of any health-related problems early to prevent from advancing to a serious stage.

Benefits under the SMS – Who Gets What

All paid up local members are considered qualified SOS local members. They, together with one adult dependent, are entitled to two free basic health screenings and two free comprehensive eye examinations during the current Exco term of office ending 16 November 2011, subject to review by Exco. One free benefit each must be utilised from 1 April 2008 to 31 December 2009; while the other from 1 January 2010 to 16 November 2011. This will allow members and their adult dependants to optimize the free benefits within the four year period.

For the local shipping companies that participate in SMS, the executive health screening and comprehensive eye examinations are extended to nominated management staffs. The complimentary benefits are valid from 1 April 2008 till 31 March 2009.



Health Screening

The health screening is offered at the Seacare Maritime Medical Centre (SMMC) situated at The Amara and covers the following:

Consultation and Complete Physical Examination		
Biophysical Measurement		
Office tests	Imaging Studies	Lipid Profile
Liver Profile	Hepatitis Profile	Kidney Profile
Endocrine Profile	Bone & Joint Profile	Veneral Profile
Urinalysis	Full Blood Count	Medical Review

After every health screening, beneficiaries are entitled to a \$15 voucher for purchases at all Unity Pharmacy outlets island-wide.

Comprehensive Eye Examination (CEE)

The CEE is offered at the New Optometry and Ocular Care Centre (NOOCC) situated at Margaret Drive and covers the following:

Visual acuity assessment	Refractive status
Colour vision	Fundus photograph
Intra-ocular pressure	Pupil assessment
Ophthalmoscope	Keratometry
Binocular vision	Slit lamp biomicroscopy
Central visual field screen	Summary report

After every CEE, beneficiaries are entitled to discounted prices at the NOOCC in-house dispensary unit for making and purchase of frames and lenses.

Booking of Appointment

Qualified local members can book appointments for themselves and their dependents by calling the SOS Welfare Division at 6379 5666.

Nominated management staff of shipping companies may obtain the nomination forms for the benefits from their employers. Appointment has to be booked directly by calling SMMC at 6222 7728 and NOOCC at 6471 1771.

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- Medical repatriation of crew to home country
- Medical evacuation of sick crew from ship to shore



Seacare Maritime Medical Centre Pte Ltd
165 Tanjong Pagar Road, #04-19 The Amara, Singapore 088539
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For Appointment / Enquiry:



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