

# SAMUDRA

A bi-monthly Publication of the Singapore Organisation of Seamen and Seacare Co-operative Limited

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## SOS 2015

Key Notes by Mr Kam Soon Hiat, General Secretary

SOS Workshop, 29 March – 1 April 2012, Bangkok



# STRONGER UNION AND BETTER BENEFITS FOR ALL





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# SAMUDRA

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# SOS 2015: STRONGER UNION AND BETTER BENEFITS FOR ALL

SOS Workshop 2012

To be a stronger union offering better benefits for all – this is what SOS aims to work towards in the next three years.

With this in mind, the 73 SOS workshop participants, comprising 52 Executive Committee and Standing Committee members and 21 SOS staff, left no stones unturned when they discussed what needed to be done to meet the target. The workshop which was held over two days from 30 to 31 March, served as a forum for members of its Executive Committee, Standing Committees and staff to talk shop. Lively general and working group discussions ensued as participants actively contributed throughout the presentations.



Reiterating the workshop's two objectives, SOS General Secretary, Mr Kam Soon Huat in his address listed the challenges which faced the global shipping industry – citing the Eurozone debt crisis and uncertainties over an unstable US economy as two factors which could potentially affect the number of ships in Collective Bargaining Agreements (CBAs). Other challenges include the volatility in shipping's global nature, inherent ups and downs, and consolidation and reposition.

Apart from giving a summarised account of the union's activities carried out by its various divisions, together with SOS' involvement at the national and international forums and in Seacare activities, Mr Kam highlighted several key focus areas which would require greater attention in the union's push for SOS 2015. These include ITF's restructuring, MLC 2006 implementation, sustained growth of ships and income, and the strengthening of various committees in SOS.



*“SOS is also looking at attracting more people to work and serve in the Union to ensure a steady stream for leadership renewal. When we consider the ageing profile of both our seafaring and non-seafaring local members, it is important that we encourage and support the training of more Singaporeans to consider maritime careers; while doing what we can to ensure that our maritime wages continue to remain competitive.”*

- SOS General Secretary, Mr Kam Soon Huat





Work plan updates for FY2011-2012 included presentations from various standing committees in External and Industrial Relations, Membership Services, Training & Skills and Leadership Development, Human Resource and Admin, Corporate Communications, Information Technology, Finance & Investment, and Women & Youth.

Presentations by the officers in-charge of the four divisions provided fodder for the working group discussions namely in 'SOS HR Strategies – Towards 2015', 'Stretching Our Dollar in Uncertainty', 'Strategies for Maximising Corporate Communication Effectiveness', and 'Strengthening IT'.

In addition, updates were also presented on the four Seacare welfare schemes – the Seacare Provident Fund Scheme, Seacare Maritime Training Scheme, Seacare Medical Scheme, Seacare Sailors Home Scheme, as well as Seacare activities - Seacare 2015 and the Seacare Seafarers' Club.

## Working Group Discussions

Two working groups were organised for the purpose of focusing on three questions relating to the two aims. The working groups were chaired by senior members of the Executive Committee who came up with the following recommendations.





## Forging a Stronger Union

Discussions during the workshop suggested enhancing and providing more welfare benefits and schemes, for SOS to build rapport with other unions and government agencies. The action of growing wages was also suggested as one of the ways to forge a stronger union.



## Better Benefits for All

SOS will be re-visiting the possibility of training Singaporeans for jobs out on the seas.



## On Revamping the Welfare Benefit Schemes and Social Activities

SOS will review or improve existing welfare schemes and benefits



## Engaging Through Dialogue

The two days culminated in a dialogue session on 31 March 2012 headed by a panel of SOS President, Mr Mohamed Idris B Mohamed Ibrahim, SOS General Secretary, Mr Kam and SOS Treasurer, Mr Lee Van Chong. Questions raised ranged from ways to increase membership, training more locals for maritime jobs and membership benefits, schemes and social activities.

In closing, Mr Mohamed Idris reiterated that the respective divisions would devise work plans for the next financial year based on the collated recommendations which would be submitted to the SOS Executive Committee in its coming meeting before Mr Kam closed the workshop by thanking everyone for their active participation and contributions.





## Inspectorate Training on the MLC, 2006

A customised workshop for ITF Inspectors was held from 5 to 9 March 2012 at the International Labour Organisation's (ILO) International Training Centre in Turin, Italy.

As an ITF Inspector, SOS Executive Secretary, Mr Daniel Tan attended the five-day workshop, which covered objectives such as providing ITF Inspectors expert guidance to advise and educate seafarers on their rights and elements of the Maritime Labour Convention (MLC), 2006. Participants learnt to identify the various means available to representing seafarers under the MLC, 2006, and ascertain that the Convention is properly respected, to take action where necessary.

Overall, the workshop aimed at promoting a better understanding of MLC, 2006 and how it would support the work of ITF inspectors and seafarers' unions. ITF Inspectors who attended the training gained knowledge on how to better manage IR matters such as grievances and provide advice to seafarers on their rights under the Convention.



The workshop provided an opportunity for the ITF inspectors to gain valuable lessons from various countries regarding IR matters concerning seafarers. This was made possible through an interactive and participatory methodology of training, which saw the combination of knowledge on the provisions of the Convention and case studies. Participants were required to exercise professional judgment to work out resolutions, during which they gained theoretical and practical knowledge, and how to apply knowledge in various situations.

With this enriched knowledge, ITF Inspectors now have a more significant role to play to ensure that the provisions of the MLC, 2006 are effectively implemented and that seafarers' benefits are maximised.





# DELEGATION EXPLORES SMTS FEASIBILITY IN MYANMAR

As part of a feasibility study to explore the possibility of bringing the Seacare Maritime Training Scheme (SMTS) to Myanmar, seven officials from SOS, Seacare Thrift Pte Ltd, and Singhai Marine Services (S) Pte Ltd paid a four-day visit to Yangon from 13 to 16 February 2012.

Hosted by Uniteam Marine, the delegation visited the Department of Marine Administration – a local government agency, to learn about the current maritime situation in Myanmar before adjourning to Uniteam Marine’s Training Centre.

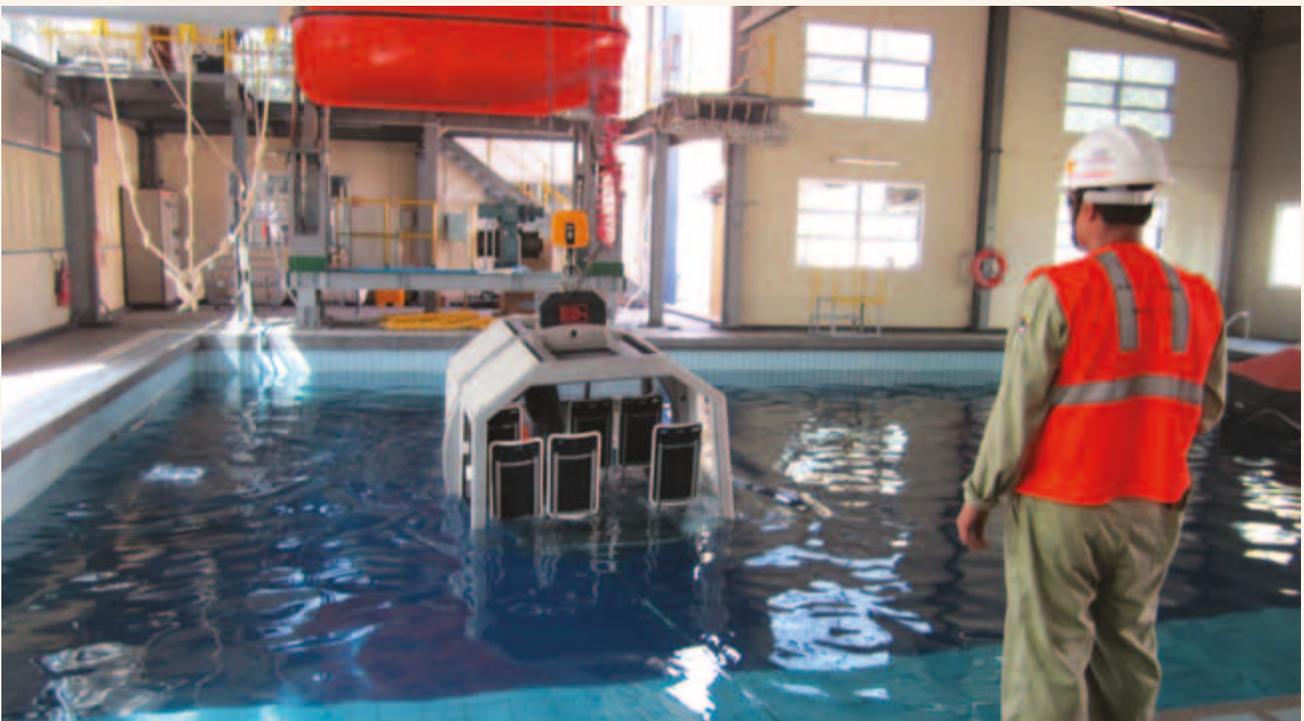




The seven-member delegation comprising SOS General Secretary, Mr Kam Soon Huat, Seacare Thrift Chairman, Mr Shankar Alan, Singhai Marine Services (S) Pte Ltd Managing Director, Mr Terence Zhao Wei, Chairman of the SOS Schemes Administration & Organising Committee, Mr Nazarudin B Nandok, Chairman of SOS Training & Skills and Leadership Development Committee, Mr Loh Suan Hin, SOS Assistant Secretary, Mr David Shoo, and SOS and Seacare Thrift Manager, Ms Sharon Li.

Representatives from the Myanmar Mercantile Marine College and Myanmar Maritime University extended their kind hospitality as the group was also oriented on the learning aids, teaching methodologies and training facilities at each institution.

A fortuitous visit to a local boys' orphanage capped off an eventful four days as SOS donated stationeries, books, and snacks as gifts for the boys.



# ENVISIONING A BRIGHTER FUTURE FOR ALL LM2015 WORKSHOP



Following through on the Labour Movement's LM2015 vision presented in December last year at the NTUC National Delegates Conference, SOS held a LM2015 half-day workshop with some 58 members on 24 March 2012 to enlighten them on the LM2015's three-pronged approach of creating 'Better Jobs for All', 'Labour Movement for All', and 'Tripartism for All' and its economic and political impact on Singapore.

The two-and-a-half-hour workshop sought to help members appreciate the importance of the LM2015 vision in building a better future for all, as well as understand the applications of its key thrusts and programmes.

Updating members of the Labour Movement's activities over the past five years, Mr Barry Chou from the Ong Teng Cheong Labour Leadership Institute (OTCi) utilised short video clips to drive home key points, while providing a salient and concise overview of efforts made by the Labour Movement over the past five years to alleviate the negative impact of long term challenges affecting Singapore and enhance the lives of Singapore workers.

In addition to the labour movement's employment of the three-pronged approach, Mr Chou explained that efforts of the labour movement over the next four years will be focused on raising productivity to raise wages, giving PMEs (Professionals, Managers, Engineers) a hand by reaching out to them, and resolving to be an independent and constructive voice for workers.

His inspiring presentation as attested by participants, awakened in them a heightened sense of responsibility for Singapore with the transference of valued insights on the nation's current political and economic climate.

LM2015 Workshop benefitted members and kept them well-informed

***“It is good that SOS provides such talks for us as it keeps us informed of the current economic situation.”***

- Mr Khoo Kai Meng



***“This talk is very useful as it helps us understand the labour movement better. Especially in Singapore, where the economy is expanding, it is important to keep ourselves well-informed on the sort of issues faced by our unions and country, so that we can learn to respond accordingly.”***

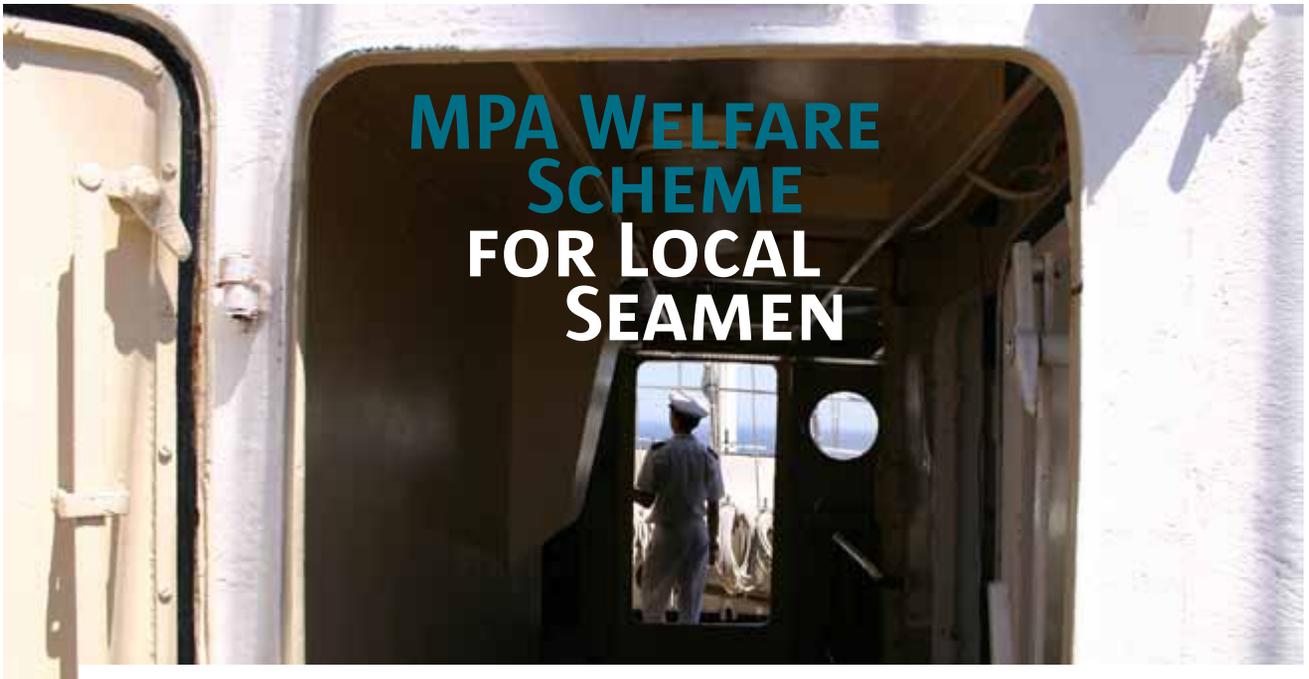
- Mr Suppiah Gopal



***“It was a very well-delivered talk that gives us useful feedback on what the NTUC is doing and how it impacts us. If there were more talks like this, I’d join every single one of them!”***

- Mr Abdul Kahar B Othman





The Maritime & Port Authority of Singapore (MPA) administers welfare scheme for local seafarers, to ensure that every registered seaman in Singapore will be better taken care of whether at land or sea. The welfare scheme is available to all local members of SOS.

### Conciliation Services

These services provided by MPA are to resolve disputes between seafarers and their employers. The dispute could be relating to articles of agreement onboard Singapore ships, claims for wages, dismissal, medical benefits and Workmen's Compensation.

### Educational Grants

This aspect of the scheme provides financial assistance to serving registered seamen to attend relevant courses, in a bid to upgrade their skills and gain better academic qualifications. The total amount of grant comprises the actual course fee, plus an additional allowance of \$300 per month on pro-rated basis for full-time courses.

### Long Service Retirement Award

Registered seamen who have sailed for at least 15 years and retired at the age of 60 and above will be offered cash awards according to their varying years of service.

Years of Service	Cash Award
15 to 19	\$1,000
20 to 24	\$2,000
25 to 29	\$3,000
30 or more	\$4,000



## Special Relief Fund for Seafarers

This fund is catered to the dependents of Singaporean seafarers who are missing at sea, to render them immediate financial assistance. Under common law, insurers adhere to a seven-year waiting period to meet the claims when a seafarer is missing. During this enduring waiting period, the dependents of these missing seafarers are left with a gaping hole in the household income.

A maximum of 12 monthly cash advances are worked out on the basis of the missing seafarer's earnings and disbursed to his dependents. If needed, an advanced disbursement of up to \$2,000 to the seafarer's family is granted to meet their urgent needs. Repayment from the seafarer's family is due to MPA after they have obtained compensation from the employer or insurer.

## Compassionate Payment

The welfare scheme also provides for compassionate payments of up to \$1,000 to the next-of-kin in the instance of death of a registered seaman. The payment is to help them with urgent and immediate financial needs. Compassionate payment is also provided to a registered seaman who meets with unforeseen hardships including natural calamities, fire, terminal or permanent sickness and serious accidents.

## Crew's Repatriation

MPA officiated the Merchant Shipping (Repatriation) (Amendment) Regulations in April 2002. Amendments to the regulations have been made to improve crew welfare. They include the empowerment of the Director of Marine to make arrangements for and to meet the cost of repatriation of the crew in advance, to ease the hardship of the crew should the employers fail to fulfil their responsibility due to unforeseen circumstances.

## Singapore Stranded Seafarers Fund (SSSF)

The fund was created in July 1999 with an initial sum of \$300,000 with the objective of ensuring that crew welfare onboard was well taken care of, in the event that employers' obligations are unfulfilled due to bankruptcy or insolvency. The fund could help to take care of the crew's necessities such as food, drinking water and fuel for the ship until the crew has been repatriated or the dispute resolved. In the event that a seafarer is unable to claim any compensation, a \$1,000 grant may be granted to his dependents.

SSSF is jointly funded and administered by MPA and two Singapore maritime unions – Singapore Organisation of Seamen (SOS) and the Singapore Maritime Officers' Union (SMOU).

For further enquiries on the Welfare Scheme

**Email:** [mmo\\_mpa@mpa.gov.sg](mailto:mmo_mpa@mpa.gov.sg)

**Contact:** +65 6375 6224

All information was gathered from: [http://www.mpa.gov.sg/sites/port\\_and\\_shipping/for\\_seafarers/welfare\\_schemes.page](http://www.mpa.gov.sg/sites/port_and_shipping/for_seafarers/welfare_schemes.page)

# WELCOME TO THE FOLD!

Recently confirmed staff - Senior Manager for SOS Human Resources & Office Administration, Ms Alison Ang and Assistant Manager for SOS Membership Benefit Scheme, Ms Shirley Lai were received as newly minted additions to the SOS family in April this year. Samudra speaks to the duo to elicit their newfound SOS experiences.



Ms Alison Ang



Ms Shirley Lai

## Samudra: How did you hear about SOS? What made you decide to join them?

**AA:** I came across an advertisement in The Straits Times. I have a strong desire to contribute back to society. So when I read on SOS' website about its role in offering assistance to seafarers, this confirmed my decision.

**SL:** I saw a recruitment advertisement on JobsCentral and read about SOS on their website. What got me interested was the fact that SOS is a seafarers' union and by joining them, I am able to help members in my scope of work.

## Samudra: How are your past experiences relevant to your current roles and responsibilities?

**AA:** I hope to contribute my 20 over years of Human Resources experience towards the strategic and operational decisions of the Union. And also look forward to taking on a proactive and consultative approach in key areas of HR strategies and initiatives to drive the delivery of operational support and processes.

**SL:** Ever since my studies in the university, I have always been keen in the finance related industry - starting off in insurance before moving on to the credit card field. With my knowledge in finances, I hope to contribute to the future development of SOS' Member Benefits Schemes such as the Seafarers' Provident Fund (SPF) and Seacare Maritime Training Scheme (SMTS). I wish to achieve higher monetary returns, and more comprehensive coverage and training programmes for the members.

## Samudra: Have you encountered any memorable moments so far?

**AA:** During my three-month probation, it was heartening to see my colleagues play out their individual roles in ensuring that every organised event is a success. I found it nice too that the union does its part to give back to society. This year, a Corporate Social Responsibility luncheon was organised for the elderly during Chinese New Year.

I would like to put on record that my colleagues have been extremely kind to allow me sufficient time to settle into my job and orientate myself with the culture of SOS.

**SL:** Working in the maritime industry and in a union office are both very new to me. I'm constantly surprised by the happenings in both areas and by the significance of SOS-organised events. I had the opportunity of attending some of these events upon my arrival.

From the care and share qualities, and assistance rendered to the elderly, I was touched by what I saw at the Lunar New Year Hong Bao luncheon at Suntec City and the Luncheon for the Kreta Ayer CC seniors and Jalan Kukoh residents at Red Star Restaurant.

A recent SMTS business trip to China was an eye opener in terms of the scale of development of colleges and training centres available for seafarers; while the Annual SOS Workshop to Bangkok was a good opportunity for members and staff bonding. I'm still observing, learning and absorbing from the people I meet and the company as a whole.

## Samudra: What are your professional aspirations?

**AA:** I hope to achieve a greater level of excellence in HR practices and service and maintain a dedicated focus on continuous improvement. I also look forward to developing strong working relationships with all my colleagues.

**SL:** In providing for myself and my loved ones, I aspire to also help care for others. And I see this in my role at SOS. I appreciate the "Thank You" notes received from our members as these motivate me in my daily work.

SEACARE FOCUS

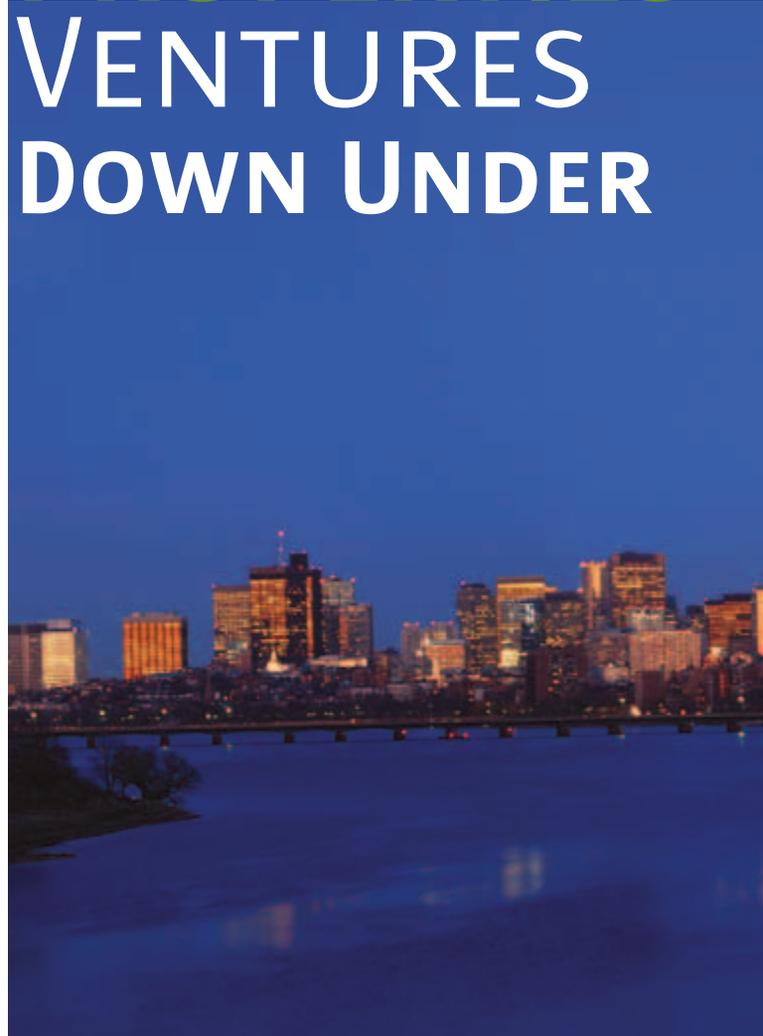


SEACARE FOCUS

SEACARE FOCUS



# SEACARE PROPERTIES VENTURES DOWN UNDER



Reputed as Australia's wine capital and most sustainable city with its array of green initiatives, Adelaide, Southern Australia has emerged as the latest in a series of prime locations earmarked for acquisition and development in recent years by Seacare Properties Pte Ltd.

Seacare Properties Pte Ltd and its partners have decided to enter the promising South Australian market with the potential of developing a 100 room hotel establishment complete with swimming pool, seminar and meeting rooms, gym facilities and F&B outlets in the heart of Adelaide.

Situated beside Adelaide's main dining and entertainment belt, and easily accessible by public transport, 23 - 29 Market Street is located within minutes of Chinatown, the Central Business District and South Australia's most visited attraction - Central Market; while iconic Kangaroo Island with its pristine beaches, unique wildlife, and awesome sunsets are positioned within a two hour drive and short ferry ride south of Adelaide.



*“With Hospitality being our focus for the upcoming years, Seacare Properties is keen to have greater exposure beyond the South East Asia region. This new project will be a great addition to our room inventory in the future and the Seacare 2015 vision of the Property and Environmental Cluster.”*

– Mr Lim Chye Teen, CEO, Seacare Properties Pte Ltd

# SEACARE CHAIRMAN REPRISES CCFC ROLE

Seacare Co-operative's Chairman, Mr Leow Ching Chuan has been reappointed by the Ministry of Community Development, Youth and Sports for a new 3-year term in the Central Co-operative Fund Committee (CCFC) commencing 1 March 2012.

The Executive Advisor of the Singapore Organisation of Seamen (SOS) is also a Council Member of the Singapore National Co-operative Federation Limited (SNCF) and the Chairman of the SNCF Service Sector Committee.

Mr Leow was appointed member of the Central Co-operative Fund Committee by the Minister for Community Development, Youth and Sports in March 2006 and had recently completed his second term of service earlier this year. He will continue to serve his third term from 1 March 2012 to 1 March 2015 and joins CCFC Chairman, Mr Chandra Das and members - Mr Chan Tee Seng, Chairman, NTUC First Campus Co-op Ltd; Mr Timothy Ng, Chairman, Singapore Shell Employees' Union Co-op Ltd; and Mr Low Puk Yeong, Senior Director, Registry of Co-operative Societies, Ministry of Community Development, Youth and Sports in reprising their roles in the committee.



## About the Central Co-operative Fund

In accordance with the Co-operative Societies Act 1979, the Central Co-operative Fund (CCF) is a Trust Fund contributed by every co-operative in Singapore and used for the development of the Co-operative Movement in Singapore. Its committee regulates the prudent use of the CCF which includes but is not limited to further co-operative education, training, research, audit and the operations of the Singapore National Co-operative Federation (SNCF) as an apex body to local co-operatives.

# SEACARE MANPOWER HOLDS JOB FAIRS WITH E2I AND WDS

▶ In a bid to cater to the growing numbers of jobs, Seacare Manpower Services Pte Ltd organised two job fairs held in April 2012. In collaboration with e2i (Employment and Employability Institute) and Workforce Development Secretariat (WDS), two sessions of recruitment attracted job seekers from all walks of life.



## Seacare Manpower Job Fair for Food & Beverage Industry

The exponential growth rate of the food and beverage industry (F&B) industry has resulted in the opening up of many more job vacancies. The job fair was held at e2i, located in Redhill Road, to present employment opportunities to job seekers with an avid interest in working in the F&B industry.

During the job fair on 5 April, job seekers were strongly encouraged to enrich their personal skills by signing up for training courses under the Singapore Workforce Skills Qualifications (WSQ) frameworks. Catering to the specified industry, attendees were encouraged to take on the WSQ Food Hygiene Course and the WSQ Interact with and Serve F&B Guests, which are fully subsidised. The job fair aimed to increase Seacare Manpower's pool of F&B employees and to cater to the market's demand for more F&B workers.



The job fair attracted fresh school leavers, housewives and retirees aged 21 to 78 years old. Even as the industry requires employees to stand for long hours and work on weekends and public holidays, many participants continued to express interest to work in the F&B industry. Many participants have commented that working in the F&B industry is demanding yet rewarding.

## Seacare Manpower Job Fair with NTUC Women's Development Secretariat (WDS)

Catered to finding employment opportunities for women, a job fair with WDS was held on 9 April 2012 at the NTUC Centre located at One Marina Boulevard. Seacare has been a long-standing partner with NTUC WDS since 2007, and provides administrative opportunities for female job seekers. The job fair taps on NTUC WDS Flexi-works! Funding to make flexible work arrangements possible.

This job fair opened up employment opportunities to participants in the fields of administration, laboratory support and operational support.





# SSC WORKSHOP 2012

It was all about improving facilities, benefits and membership to the Seacare Seafarers' Club (SSC). A total of 19 SSC advisers, management committee, trustees, honorary auditors and Seacare staff met in Bangkok, Thailand on 29 March 2012 for the SSC Workshop 2012.

At the workshop, participants were kept up to speed with SSC's membership strength, its jackpot room and its financial position.

As at March 2012, the membership strength was reported as follows:

Types of Membership	Membership Strength
Founder Member	1
Ordinary Members	818
Associate Members	18,946
Non SOS/Seacare Associate Member	163
Total	19,928



## SSC Jackpot Room

It was reported that the SSC jackpot room currently has five jackpot machines, managed by two staff, operating from Mondays to Saturdays, 12pm to 11pm. The Gold Mystery Jackpot will start with an initial amount of \$3,000 and one winner will get to win \$30 from the daily Silver Time Jackpot.



The workshop discussed methods of improving membership numbers, operations of the jackpot room, the SSC facilities and general benefits for members.

A number of suggestions were made such as to amend the constitution of SSC, allowing all members of the Singapore Organisation of Seamen (SOS) to be SSC ordinary members. This would increase membership numbers and allow more members to enjoy the facilities and benefits of joining SSC.

There was also a call for more focus to be placed on recruiting more Seacare staff who are neither Participating Staff (PS) and General Branch (GB) members. This slight change in focus would eventually contribute to a more inclusive SSC.

SSC will be applying to the Singapore Police Force's Police Licensing Division for permission to import more fruit machines. The new machines will give more variety to members who use the SSC jackpot room. Phase 1 of the SSC Membership Module is also set to be developed more comprehensively.

General benefits of SSC members will include enjoying SSC facilities such as the reading area, pool table, electronic game consoles and a discount at Club@52, having access to the jackpot room, Seacare hotels and its outfits.



# INTERPERSONAL COMMUNICATION WORKSHOP

Interpersonal communication is an essential ingredient in establishing good relationships, yet it's often not clearly understood nor easy to improve. Some 50 participants attended a workshop on 3 and 10 February 2012, to develop better interpersonal skills at their workplace. The participants who consisted of work care agents from Circle of Help, Seacare staff, and school staff from 42 Primary, Secondary and Tertiary schools, were trained by Mr Ernest Chen.



The workshop introduced the definition and elements of interpersonal communication to participants, as well as how to observe the various signs of verbal and non-verbal communication. Participants also had to answer individual quiz questions to evaluate their take-away from the workshop.



Besides the technical aspects of communication, participants were also taught complex ways of improving their listening skills to facilitate better understanding of the message another person is trying to communicate. Mr Chen also gave tips on how to carry on conversations and establish rapport with a person they meet for the first time.

Conflict management was another topic the workshop touched on and utilised various scenarios to illustrate a conflict and how to choose an effective resolution. Overall, participants gained knowledge on the various categories of communicators, their characteristics, and the variety of communication techniques for different communicators.



# LEADERSHIP DEVELOPMENT WORKSHOP

## EMPOWERING PEOPLE

“Anyone can steer the ship, but it takes a leader to chart the course”.

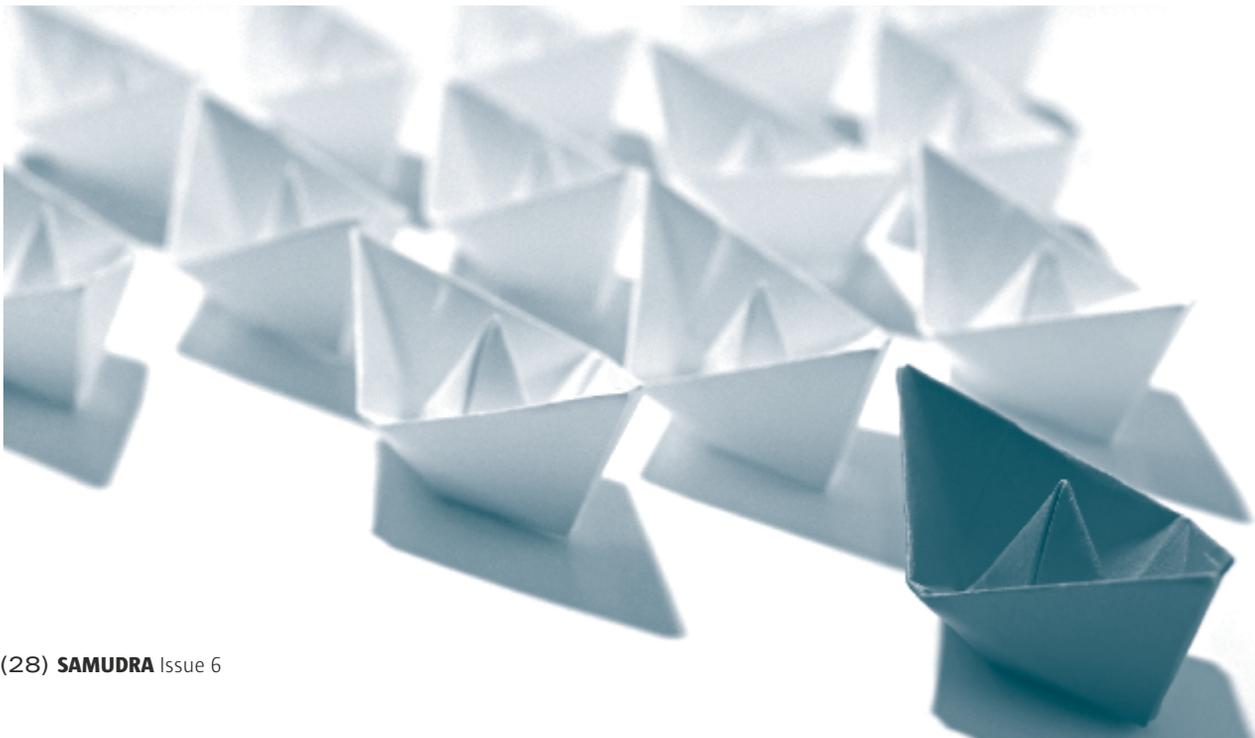
That’s the rule of navigation, according to one of the undisputed author of best-selling books on leadership, John Maxwell.

While times change and technology moves forward, the principles of leadership are constant and stand the test of time. Six Seacare staff were among a group of participants from seven co-operatives that took part in a leadership workshop, organised by the Singapore National Co-operative Federation (SNCF) and sponsored by Educare Co-operative Limited. Held from 26 to 29 February 2012, the four-day workshop onboard cruise liner Superstar Virgo explored “21 Irrefutable Laws of Leadership” by John Maxwell.

Representing Seacare was CEO of Seacare Properties Pte Ltd, Mr Lim Chye Teen, Group Business Development Manager of Seacare Co-operative Pte Ltd, Mr Ong Zhiwei, Assistant Manager of Seacare Holdings Pte Ltd, Ms Wong Ming Yee, Corporate & Business Development Manager of Seacare Manpower Pte Ltd, Ms Desiree Chan, and Assistant Managers of Seacare Manpower Services Pte Ltd, Ms Phua Sze Lu and Ms Joyce Yeo.

The workshop was aimed at imparting knowledge on leadership to employees of co-operatives. This was done by encouraging participants to share their leadership experiences, network with fellow colleagues from other co-operatives and to examine possible strategies that would add value to their co-operative. A total of 26 participants took part in the workshop jointly conducted by Mrs Jaya Das, Director of Professional Development (Teaching and Learning) of Educare, and Mr Mike Thiruman, CEO of Educare Co-operative and President of Singapore Teachers’ Union.

The workshop taught participants the ‘21 Irrefutable Laws of Leadership’ by John Maxwell. The session encouraged participants to share personal reflections of their work qualities and to learn how to apply the valuable knowledge to their line of work. The 10-hour workshop resonated well with participants as they re-examined their beliefs in the light of new perspectives and challenges in the 21st century.



*“The workshop offered a concise take on the hallmark of effective leadership. The speaker spoke with effervescence, which captured the participants’ attention with her delightful interlocutions and witty banters. Amidst the interesting role-playing sessions, the speaker managed to highlight the key characteristics of a good leader and the importance of holding effective leadership skills. This workshop has also given us a unique opportunity to interact with members from other co-operatives.*

*One thing that I took away from this workshop was that, what defines a good leader may take on different forms, but their roles are remarkably similar which is to unite, to inspire and motivate others to reach greater heights.”*

– Mr Ong Zhiwei



# SEACARE INDUCTION TOUCHES ON BY-LAWS AND CORPORATE GOVERNANCE

A two-hour Co-operative Induction Workshop conducted by the Singapore National Co-operative Federation (SNCF) was held at Club@52 in Seacare Building on 22 February 2012.

Enabling participants to gain and refresh their knowledge on Co-operative values and principles, the workshop touched on three topics: 'The Co-operative Movement', 'Good Corporate Governance', and 'Understanding Seacare Co-operative's By-laws'.

In 'The Co-operative Movement', participants learnt to appreciate Seacare's identity of a business enterprise with a strong social mission; and the importance of co-ownership and proactive decision-making in a co-operative set-up.

With the possession of a clear vision and mission statement, a well-defined written policy on conflicts of interest; definite and transparent HR policies; and a sound system of internal controls, participants were shown how these were positive ingredients for 'Good Corporate Governance'.

Finally, established by members for members, Seacare Co-operative Ltd's By-Laws serve as a guide for running the co-operative's operations and enterprises. SNCF trainers showed how these provide members, Board of Directors, Board of Supervisors, Managers, and employees with a standard reference point for solving problems and disputes among members.

Participants were then divided into groups and given questions in relation to co-operatives and how the social impact of Seacare and SOS may be achieved in the course of their work, before screening a video which showcased the seven principles of co-operatives using the example of the National Rural Electric Cooperative Association (NRECA) co-operative in the US. Through the video, participants observed how mutual and self help values were being put into action.



# Twice the Entertainment

Club  
@52

## FACILITIES

- Open Concept Computerised Karaoke System
- Wide Screen/32" LED TVs with Sound surround effect
- 8' Pool Table
- Electronic Games Console
- Full Bar
- Ceiling Mounted Projector/Audio Visual
- Jackpot Room\*

SEACARE  
SEAFARERS'  
CLUB

Club@52 Offers Exclusive Bookings for Private Day & Night Events at Affordable Rates

**Day Event:** Mon - Sat

9am - 5pm: \$450+ (includes free flow of soft drinks)

**Night Event:** Mon, Tues, Thurs & Sat

5pm - 2am: \$650+ (includes free flow of soft drinks)

## OPERATIONAL HOURS

• Club@52

Mondays to Saturdays: 5pm - 2am  
Sundays and Public Holidays: Closed

• Jackpot Room\*

Mondays to Saturdays: 12noon to 11pm  
Sundays and Public Holidays: Closed

\*For Members Only

## ENQUIRIES OR BOOKINGS

David Sim: 6379 5636 / 9734 1037  
david\_sim@seacare.com.sg

Seacare Seafarers' Club  
52 Chin Swee Road  
Level 2 and 3  
Seacare Building ( Off Jalan Kukoh )  
Singapore 169875  
Tel 6379 5643

# JOBBS

## EVERYTHING YOU NEED

## Minus the Hassle

*Are you an employer searching for job advertising opportunities or a jobseeker looking for work? Well, look no further! With Seacare Manpower's host of media platforms and job matching tools, accessing our range of services is only a finger swipe away!*



### WEBSITE

[www.seacaremanpower.com](http://www.seacaremanpower.com)

### EMPLOYERS ▼

- Find Out more about Our Services
- Make Job Requests
- Participate in our Satisfaction Survey
- Get Details on Trainings and Events
- Download Forms (Leave, Attendance, Appraisal Forms and more...)

### JOBSEEKERS ▼

- Deposit and Update your Resume
- View and Apply for Jobs
- Get Useful Interview Tips
- Get Details on Training and Events

### FACEBOOK & TWITTER

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