

Issue No. 1 (June 2009)

samudra

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

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SOS Welcomes New MPA CE

Issue No. 1 (June 2009)

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contents



Features

- 03 May Day Celebrations
- 05 ITF APSRC Face Challenges Together
- 06 SOS Workshop – Nurturing Leaders For the Next Generation
- 08 New MPA Chief Executive Visits SOS



Industrial Relations

- 12 iSPF Goes Paperless
- 14 Someone To Watch Over You



Membership

- 10 Dialogue with GS Centred on Membership



Welfare and Social Activities

- 13 David Shoo Takes on Welfare Manager Role
- 15 Dental Care is Now More Affordable
- 16 A Reason to Smile
- 18 Promoting Recruitment for Women by Women
- 19 Housewives Work It Out at Club@52
- 20 A Different Kind of Night
- 20 Upcoming Events



Seacare Focus

- 22 Bigger Crop, Wider Landscape
- 24 SMMC and MMSPL Host Appreciation Night
- 26 The New Man behind Seacare Manpower
- 27 SMMC's Participation in Sea Asia Draws a Crowd
- 28 ShipTek 2009
- 30 NTUC Foodfare Gets Singapore's OK





Tripartism Saves The Day

There is no better time for us to celebrate the spirit of tripartism, trust and commitment than at May Day, said NTUC President Mr John De Payva, at the May Day Dinner held on 29 April 2009 at Orchid Country Club.

So though this year's May Day celebrations took place when Singapore is in the midst of its deepest recession since independence, "we still have plenty of reasons to celebrate". One of the main reasons is the unique Singapore winning formula of strong tripartism. Instead of panic, there is "a strong determination from all parties – workers, unions and management – to weather the downturn together and emerge stronger."

Here we highlight quotable quotes on Tripartism, Singapore's key advantage in upturning the downturn, from the May Day Dinner.



TRIPARTISM ...

... A Cornerstone of Progress

"Even as we manage the recession in the short term, we should stay focused on our long term vision of building a globally competitive workforce so that we can seize new opportunities when the economy recovers. The spirit of tripartism we have here in Singapore has served us well and it will continue to be a cornerstone of our social and economic progress. The world may be very different when we emerge from the recession. We need to strengthen our economy's resilience, upgrade our workforce, improve our productivity, and reposition ourselves so that we do not just survive the downturn, but emerge stronger during the upturn."

– Mr Gan Kim Yong, Minister for Manpower

... Helps Singapore to Stand Out

"In Singapore, our response to the crisis has been rational and constructive. Unions, employers and government are working together to find practical solutions, to explain to Singaporeans what is happening, and what we must do to see through the downturn. This cooperation depends on the trust and confidence among the tripartite partners built up over many decades. In this moment of stress and uncertainty, it is helping Singapore to stand out from other countries, enhancing our reputation and bringing in more investment and jobs."

– Prime Minister Mr Lee Hsien Loong



...Our Asset and Advantage

"We have solid reasons to be confident. We are able to tackle this global downturn in our uniquely pro-business and pro-worker way without having to choose between the interests of businesses and workers, because we have built up two critical assets that many other countries do not yet have: our strong national reserve and our strength in tripartism."

– Mr Lim Swee Say, NTUC Secretary-General

... Requires Consistent Hard Work

"... strong tripartism is not the natural state of affairs. It requires consistent hard work. At times like these, it is even more important that we honour the relentless efforts of union leaders and management in promoting strong industrial relations, and taking sometimes tough but necessary measures for the long term good of business and workers. Therefore, we believe that there is no better time for us to celebrate this spirit of tripartism, trust and commitment than at May Day."

– Mr John De Payva, NTUC President

The Singapore Labour Movement Resolves, Commits and Supports

On this May Day 2009, we, in the Labour Movement, recognising that Singapore is in the midst of a severe global economic crisis, hereby **commit to**:

Work with employers to cut costs, save jobs and avoid massive retrenchment;

Support workers who are unemployed to adapt, acquire new skills, and find new jobs;

Collaborate with businesses to restructure and upgrade their capabilities, so that the economy can recover faster, and generate more jobs for Singaporeans.

We **resolve to**:

Be the most pro-business economy, so that businesses remain viable, emerge stronger from the downturn, and continue to provide good jobs;

Be the most pro-worker nation, by championing fair treatment at the workplace and improving skills and employability for all workers, including helping:

- Low-skilled workers to re-skill and up-skill for better jobs
- Women to return to the workforce through flexi-work arrangements
- Older workers to continue to be re-employed
- Contract and casual workers to benefit from better pay and benefits through best sourcing
- Professionals, Managers, Executives and Technicians to upgrade or acquire new skills to take advantage of new opportunities
- New job entrants to link up to opportunities to kick-start their careers;

Be the most caring Labour Movement, by rallying our affiliated unions and associations, social enterprises and corporate partners, to do more to help union members in financial difficulties and to stretch their hard-earned dollar;

Be the most united in tripartism, by achieving win-win outcomes for the benefit of the economy, businesses and workers, and further strengthening trust in the process.

We call upon:

Employers to continue to be socially responsible and lead by example;

Government to continue moderating business and living costs, investing in upgrading the workforce and creating jobs.

We further resolve to:

Re-affirm our solidarity with the international labour movement;

And **renew** our strong symbiotic relationship with the People's Action Party.

On this May Day, working closely with our tripartite partners, we pledge to Upturn the Downturn as one united economy, one united workforce, and one united people.



ITF APSRC FACE CHALLENGES TOGETHER

The annual event that brings together seafaring unions from the Asia Pacific region convened at the Gran Melia Hotel, Jakarta on 15–16 April 2009.

The International Transport Workers' Federation (ITF) Asia/Pacific Seafarers' Regional Committee (APSRC) gathered union representatives from 15 Asian countries for two days of discussions. SOS was represented by Executive Secretary, Mr Kam Soon Huat and Vice President, Mr Mohamad Abu Bakar.

The agenda included the review of the FOC Campaign, discussions on the Maritime Labour Convention, ILO Convention No 185, report on the impact of the global economic crisis on the maritime sector and the future of APSRC. A survey conducted in March 2009 on ITF affiliates revealed how the global economic crisis on the maritime sector has affected cargo volume, job vacancy and amount of wages.



Mr Yoji Fujisawa of All Japan Seafarers' Union (JSU) was re-elected as the chairman for another term at the meeting. Mr Yoji Fujisawa is the President of the Central Executive Board Committee of the JSU.



SOS WORKSHOP



Nurturing Leaders For the Next Generation

Leadership renewal was top most in the minds of SOS leaders at the SOS Workshop held in Phuket, Thailand.

The workshop revealed that SOS leaders are on the lookout – for new leaders to groom and nurture as the next cadre of leaders who will keep the Union rejuvenated and relevant.

“The continued success of SOS will depend on the leaders we develop. Grooming potential leaders is a conscious, deliberate decision not left to chance,” said Mr Leow Ching Chuan, SOS General Secretary,

“As the maritime industry is a dynamic industry, we are hoping to raise younger, energetic potential leaders with passion and commitment to serve our members.”



At the Workshop which was held from 28 to 31 May 2009, 58 SOS EXCO and standing committee members and staff took stock of SOS and Seacare's progress and achieved a consensus on leadership renewal endorsing the plan of a mid-term renewal and EXCO reshuffle.

The rationale was to lower the average age of SOS Cadre members and members of EXCO and standing committees as the Union continues to move forward with a larger membership base and more vessels under SOS collective bargaining agreements.

"Our intention is also to have more members of EXCO and standing committees take on leadership roles as we prepare them to meet future challenges," added Mr Leow.

Sharing on the topic of Organisational and Leadership Renewal at the Workshop, Mr K Thomas Mathew, Assistant Director of Ong Teng Cheong Labour Leadership Institute, highlighted the following leverage points for organisational renewal:

- I** Identity (achieving corporate integrity, visibility and credibility)
- M** Motivation (getting commitment from all)
- P** Performance (delivering the service and the product)
- A** Assessment (correcting performance variance)
- C** Change (moving the organisation to a new state of affairs)
- T** Tasks (targeting actions towards measurable, time-based goals).

The following are some of the actions recommended by the Workshop:

- * To appoint non-staff EXCO/Standing Committee members as Chairman of Standing Committees
- * To commence SOS EXCO Leadership Renewal in 2010
- * To continue to explore ways to enlarge the SOS ordinary membership base to vouchsafe future leadership.

In response to the recommendations, post workshop leadership changes took place immediately for the term ending 2011:

- * Mr Bon Sheun Ping is appointed Chairman of Welfare & Community Services Committee;
- * Mr Nazarudin Bin Nandok is named Chairman of Membership & Organising Committee;
- * Mr Loh Suan Hin is now the Chairman of Training & Skills Development Committee and
- * Mr Abdul Rahim Bin Mohamed is appointed Chairman of Youth Committee.

Participants of the Workshop included Mr Goh Yeow Tin, Chairman and Dr Chia Yih Woei, Chief Executive Officer of Seacare Medical Holdings Pte Ltd and Mr Hector Chia, Principal Architect of Archispace Designs.



NEW MPA CHIEF EXECUTIVE VISITS SOS

The new Chief Executive (CE) of the Maritime and Port Authority of Singapore (MPA), Mr Lam Li Young paid a visit to the Union's office on 20 May 2009, along with MPA Assistant CE Capt Khong Shen Ping and Director (Shipping), Mr Cheong Keng Soon.



The trip to Seacare Building was a welcoming one as both the Union and MPA has had a longstanding working relationship; and getting to know the new CE who helms the new direction for the maritime industry here in Singapore is significant to the Union.

One of the most apparent issues that arose in the discussion was the shared idea between the MPA and SOS – to build Singapore into an International Maritime Centre (IMC).

“One of the key challenges for us now is how to work together during this challenging economic time. In the shipping line we are all facing pressures. We need to work together to see how to battle this storm and in the process make Singapore even stronger so that as a port, we can emerge better and chart the growth ahead for Singapore,” said Mr Lam.

The SOS and Seacare representatives also took the opportunity to share with Mr Lam and the MPA team the various services and recent projects that the Union and Co-operative have been embarking on to help members, like the services provided by Seacare Manpower Services Pte Ltd.

The move to provide employment opportunities to help women return to the workforce is an example of how Seacare Manpower has gone all out to help union members remain relevant and employed during tougher times. This also includes the various campaigns and recruitment drives organised to bring to light the opportunities available for them to supplement their household income through flexible working hours.





In the current economic situation, SOS, according to Mr Lam, has put in place a comprehensive line of services to look into the welfare of its members.

“Based on the discussion and presentation, there are a number of services that SOS has in place in looking after the welfare of seafarers. So we definitely look forward to working with SOS,” said the MPA CE.

The discussion ensued on the Industrial Relations (IR) front as hot topics such as the FOC campaigns were discussed straightforwardly signifying a trusting, open working relationship.

“We had a good down-to-earth sharing session with Mr Lam who showed keen interest in the development and growth of the maritime sector and issues relating to the welfare of seafarers who are also our members. SOS and Seacare look forward to working collaboratively alongside Mr Lam and the MPA team,” said SOS General Secretary Mr Leow Ching Chuan.



DIALOGUE WITH GS CENTRED



Issues regarding membership trends and benefits were the focus of the dialogue with SOS General Secretary Mr Leow Ching Chuan on 8 April 2009.

The dialogue session, held at Club@52, is one of the highlights of the Union's calendar of events. It provides members with an opportunity to keep track of the latest happenings in the labour movement as well as the union and Seacare. It is in such sessions where members and leaders can speak from their heart and openly discuss issues that impact the lives of the members.

Mr Leow shared on various points that revolved around the financial year's (FY) key performance index. He explained on ways where SOS can strengthen its administrative system and highlighted the various areas where the present trend of the local SOS membership can reach its potential.

The consolidation of SOS/Seacare welfare schemes were also brought up along with discussion on how to make SOS members more employable through re-skilling and up-skilling. These ways include the subsidised courses available through SPUR as well as through the various campaigns and talks made available via the NTUC Women's Development Secretariat's Back-2-Work Women's programme, which can benefit the spouses of SOS members as well.

"It's important to keep one another updated with the current changing trends and needs of our members and also be constantly in contact with NTUC, to know how we can tap on the various schemes and benefits. Having training and upgrading as our priority is synonymous with the Labour Movement's aim to spur the members to continue to up-skill and re-skill themselves," said Mr Leow.

The Welfare division of SOS also presented the social activities planned out by the team, spanning across the FY 2009/2010.



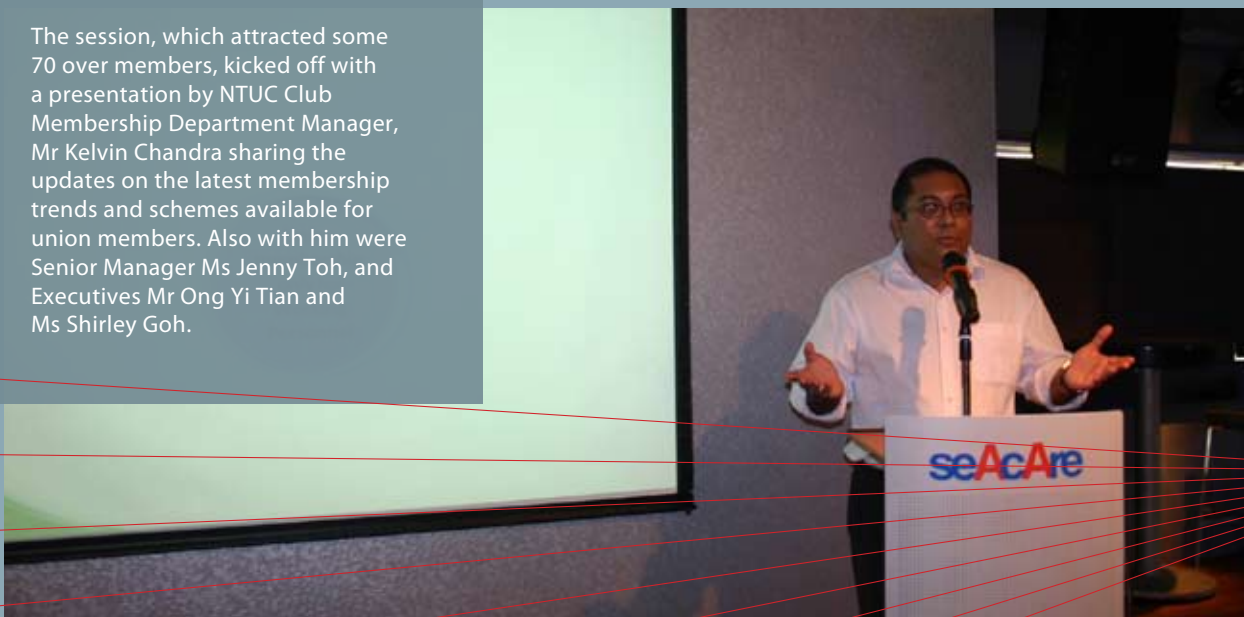
ON MEMBERSHIP



"The dialogue session is a good platform where ideas and opinions can be voiced out and questions, answered in order to meet our objectives of serving our members well," added Mr Leow.



The session, which attracted some 70 over members, kicked off with a presentation by NTUC Club Membership Department Manager, Mr Kelvin Chandra sharing the updates on the latest membership trends and schemes available for union members. Also with him were Senior Manager Ms Jenny Toh, and Executives Mr Ong Yi Tian and Ms Shirley Goh.



ISPF

The Internet Seafarers' Provident Fund (iSPF) system has reached its final stages of development and it's due to be unveiled shortly.

With unique login passwords, SPF account holders and shipping companies are able to access the system for up-to-date account status anytime anywhere. For SPF account holders who spend most of their time on

board, the iSPF would be of much convenience.

The iSPF enables SPF account holders to check their account balances, apply for withdrawals and make nominations for their account. This eliminates the hassle of having to obtain forms from SOS or their companies. SPF account holders would also enjoy savings, as no more international calls would be required when checking their account balances.

In addition, the iSPF automates some data input and simplifies the process of the SPF submissions by the shipping companies. Shipping companies can check the payment due using the system, giving them better control over the financial aspect.

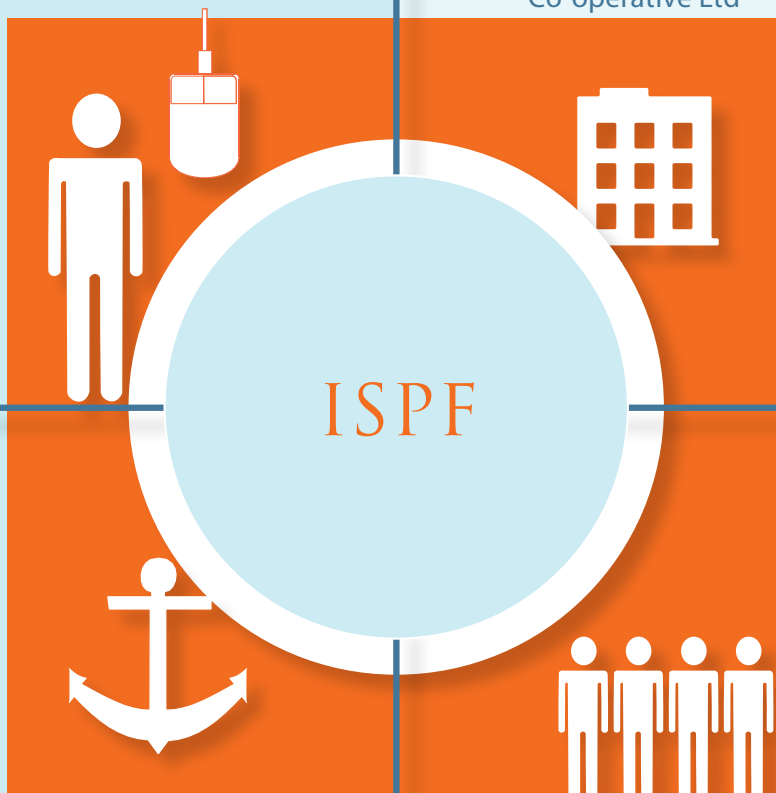
SPF account holders and shipping companies are also able to efficiently update their personal and company records respectively in the iSPF. This significantly reduces human error during the transfer of information.

With this paperless system, the iSPF provides real time information in an environmentally-friendly way.

Members can contact the staff at Seacare Thrift Pte Ltd if they are interested in knowing more.

NTUC Thrift & Loan
Co-operative Ltd

SPF Account Holder



Shipping Companies

Singapore Organisation
of Seamen





DAVID SHOO

Takes on Welfare Manager Role

Members' welfare is the main reason for the Union's existence. Therefore, having the right person to head the welfare division is crucial.

pertaining to seafarers' welfare. He is also the person to go to with regards to welfare schemes including the Seacare Sailors Home Scheme, for both local and foreign members.

"Most members would be concerned with fundamental issues such as employment and rising costs of living as there are limited opportunities for sea-going and non-sea related jobs during this economic downturn. Members, without jobs, have no income and this leads to financial and other problems," said Mr Shoo.

Among the aims and objectives the new Manager would like to bring to the team are more support and understanding towards members' changing needs.

"Our SOS Membership Benefit Scheme offers a wide spectrum of benefits that cater to not only our members, but to their dependents as well. Having said so, we are aware that our members' needs change over time and we must also pay extra attention to our group of ageing members. Therefore, we have to review and fine-tune our membership benefit scheme periodically," added the new manager.

SOS recently appointed Mr David Shoo as the Manager for the SOS Welfare Division with effect from 6 April 2009. And Mr Shoo has just what it takes to take on the role.

"A manager's most important and most difficult job is to manage people. He charts the direction of the team, lead, motivate and encourage the people within the team. He also has to be decisive in making decision and able to communicate with all the team members. So far, it has been a challenging yet enriching experience in leading the welfare team," said the Welfare Manager.

With a new leader comes new ideas and direction; but the execution of yearly work plans remains the same. SOS will continue to look into the welfare benefits for both local and foreign members.

And just a few months into his appointment, Mr Shoo is already a seasoned leader, giving his full attention to matters

Features of iSPF

Contribution Management	Withdrawal Management	Enquiry / Update Management
<ul style="list-style-type: none"> Shipping companies are able to do account submissions online. Contribution advices will be sent automatically to shipping companies. Shipping companies are able to update crew's information via iSPF. Auto-generation of reference numbers for contributions made through Telegraphic Transfer (TT) or Internet Banking. 	<ul style="list-style-type: none"> SPF account holders can complete SPF Withdrawal forms and submit relevant documents for withdrawal processing. Withdrawal eligibility validation by iSPF. Status of withdrawal can be check through the iSPF. 	<ul style="list-style-type: none"> SPF account holders and shipping companies are able to update and validate personal and company details respectively. SPF account holders can check their account balances, contribution and withdrawal history. SPF account holders and shipping companies are able to submit enquiries (if any) via iSPF.

SOMEONE TO WATCH OVER YOU

There's one thing SOS Industrial Relations (IR) Officer Mr Mohamad Abu Bakar speaks passionately about – the opportunity to connect and be of help to seafarers. Ship visits may seem to many as just routine work, but to Mr Mohamad each visit is important as it means a lot to crew members.

In the month of April alone, the IR Officer tirelessly reached out to 42 seafarers from five vessels. In his mission to stay in touch, Mr Mohamad continues in his quest to check on members' welfare, update them with home front news and union matters and always bringing greetings and many gifts from the union.



Nationality	Rating
Filipino	25
Indian	3
Indonesian	9
Chinese (PRC)	1
Singaporean	4
Total	42



As the Union's representative, Mr Mohamad works closely with the rest of the IR team as well as shipping companies to ensure that welfare and working rights of the crew are in check and that the seafarers are placed in a safe and conducive environment. It's a heartwarming thought for members to know that there's always someone watching over them.



ADDITIONAL VALUE TO YOUR SOS MEMBERSHIP

SOS members
get to enjoy 15%
discount on basic
dental treatment
at all Q & M Dental
Clinics islandwide



No more reasons for SOS members to avoid going to the dentists because dental care is much more affordable, with the recently approved 15% discount given to all SOS members.

The basic treatment includes scaling, polishing, filling and extractions and the discount is available all year round. The benefit will take effect from 1 May 2009 and thanks to the participating clinics under Q&M Dental Group (Singapore) Pte Ltd, SOS members can now look forward to healthier gums and teeth, at a lower price.

Currently, the benefit is extended to SOS members only. Members are required to bring along their SOS Membership Card when visiting the list dental clinics to enjoy the 15% discount.

For location and contact details of the Q & M Dental clinics, please visit www.qandm.com.sg/clinic.aspx.

For members who wish to make an appointment, please contact the clinic nearest to you.

For more information on the basic dental treatment discount, members can contact Ms Adila Juman at 6379 5666.

A REASON TO SMILE

Reaching out to members by way of a free dental screening at Seacare Building. FIRST for a union.



SOS members who dropped by the union office vicinity between 25 May and 27 May 2009 have every reason to be happy – they went home with bigger, shinier smiles, all thanks to the free dental screening held at the mobile dental clinic right at the doorstep of Seacare Building.

Offering free basic dental screening, the mobile dental clinic is a collaborative effort between SOS and Q & M Dental Group (Singapore). Members also enjoyed a subsidy of up to \$50 per member for scaling, polishing and filling.

"This is our pilot project where our partner the Q&M Dental Group set up a mobile clinic at the Seacare Building carpark so that our members can drop by to have their teeth examined and cleaned," said Ms Mariana Amad, Manager, Seacare Medical Scheme (SMS).

The mobile dental clinic – which is a container room big enough for two dental chairs as well as other necessities such as computers, basic dental hygiene supplies and equipments, is fully-equipped and provided the members with a comfortable dental experience.

"The purpose of this pilot project is to test the benefit and gather responses from our members. If the response is good, we can plan for more of such value-added services

for our members," added Ms Mariana.

When Samudra dropped by on the last day the free screening was offered, we were told that the response over the past two days had been overwhelming.

We also managed to meet up with five enthusiastic members who were keen to receive their basic treatment and dental screening.

Flashing his polished smile was 77-year-old Mr Lim Shoo Toon, whose healthy set of teeth can be the envy of many. To Mr Lim, proper dental care remains a top priority. And at his age, aside from having sensitive teeth, he is grateful that he has no other serious problems with his gum and teeth.

"This mobile clinic is good. I went to a hospital to get my teeth checked and the bill came up to quite a sum! I also had to wait in a long queue before my turn came. Here, the service is fast and it is good. I thank SOS for this benefit."





Giving his constructive input is Mr Kamar Bin Osman, 57, who feels that the quality service provided should be extended to members' spouses.

The response was indeed good with a total of 65 members who benefitted from the free dental screening over three days.



"I had a good experience, I did polishing and filling. I get my teeth checked at least once a year. This mobile dental clinic is good as it is nearer to my home."

Johan Han, 57-years-old



"Our teeth is important, I brush mine five times a day. The idea of a mobile dental clinic is good but it is a little far for me as I live in the east. I also hope that this benefit can be extended to my wife."

Kamar Bin Osman, 57-years-old



"This is the first time that SOS has the free screening so I took some time off work to be here and get my teeth cleaned."

Mohamed Bin Arsid, 32 years of membership with SOS



"When I got to know about it, I called up to register. It is a great benefit and hope that it will be a permanent one for all SOS members."

Saiful Bahri, 30 years of membership with SOS

PROMOTING RECRUITMENT FOR WOMEN BY WOMEN



The NTUC Women's Development Secretariat (WDS) has been actively visiting unions and management to promote and gain more support towards the many programmes and initiatives it has developed. One of it is to help women integrate back into the working world, which is one of the key programs of WDS.

Detailing the key thrusts of 2009 developed by the team at WDS was Senior Specialist, Ms Ang Bee Ping. Ms Ang made her presentation on 5 May 2009 at Club@52 in the presence of SOS Executive Committee members and staff. Among the highlights were the summary of outcomes achieved by the WDS in the previous year, the functions of WDS and upcoming activities. These are programmes and initiatives implemented for women, to assist them in clinching job opportunities, to enter and re-enter the workforce, the promotion of work-life balance and integration as well as training opportunities to up-skill and enhance employability.

Other key thrusts for 2009 are "Flexi-Works! Funding Programme", "Little Ones@Work", Workplace Health, Medishield campaign and Recruitment drives. "WeCare for U", a project targeted at providing help for single mothers, was also implemented by the WDS.

The sharing session by Ms Ang has certainly kept the staff and Exco members updated with all the various schemes and campaigns available. This would enable SOS to tap on the initiatives available to better reach out to its members. SOS will readily support WDS programs within our capability.



HOUSEWIVES WORK IT OUT

at Club@52



They cut some chillies, stirred coffee and more – all in a day's work. On top of that, some 43 home-makers and 23 children also worked it out with their "Para-Para" moves, right on the dance floor of Club@52.

What exactly happened to them at Club@52? Well, these were some of the games played by the participants who are dependants of SOS members, at an event organised specially for them – the SOS Housewives' Gathering.

Held on 25 April 2009, the three-hour gathering was an exciting one as the day's activities were packed with action – from stage games to interactive session with a performer, the participants were entertained with moves resembling the cutting of chillies, the actions imitating the traffic police, and more.

And as part of the perks of the day, SOS also issued out 20 attractive lucky draw prizes which were in the form of \$50 Robinsons shopping vouchers, \$100 Kenko Spa vouchers, an MP3 and an MP4 player. The first prize winner brought home with her a Fujifilm Finepix Digicam.



A DIFFERENT KIND OF NIGHT



What makes our Members' Night special this time round was the presence of Mr Mohamed Idris Bin Mohamed Ibrahim, SOS new President, along with members who dropped by to make the night a memorable one.

Welcoming him to the new position were some 152 SOS members, who were at the usual spot – the Club@52. Introducing the new SOS President was General Secretary Mr Leow Ching Chuan who called on members to show their cooperation towards Mr Mohamed Idris.

And customary to SOS Members' Night, there were songs and more songs – with four singers performing Chinese and Malay tunes to entertain those present while a buffet dinner followed suit. Twenty lucky draw prizes were presented to winners who brought home with them NTUC FairPrice vouchers.

UPCOMING EVENTS

September 2009



SOS Study Grant Presentation Ceremony

Date:
Saturday,
5 September 2009

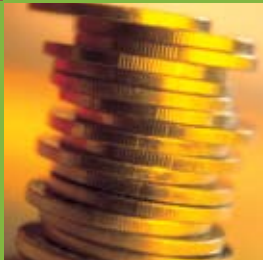
Venue:
NTUC Auditorium,
Level 7, NTUC Centre



World Maritime Day Celebration

Date:
Monday,
28 September 2009

Venue:
Club@52



Seacare Focus



BIGGER CROP, WIDER LANDSCAPE

Seacare Landscape adds its special touches in the new contracts it has managed to secure in the months of April and May this year.

“Offering advice and direction is also part of our value add to our customers, they need to know how the various softscape and hardscape features blend and other aspects of landscaping that will determine the outcome of the place,” said General Manager Mr Firos Angullia.

Expanding its landscape expertise in the areas of maintenance, outdoor landscaping as well as indoor grooming of offices or residential areas, Seacare Landscape knows just how to get the desired look and outcome.

Samudra highlights the breadth and depth of Seacare Landscape’s works and bring you through the various designs and arrays of styles to suit your needs, be it for indoors, outdoors and ways it could help to maintain your greens.

NEW MAINTENANCE CONTRACTS MINISTRY OF MANPOWER

Location: Havelock Road and Kim Seng Branch

Landscape Identity: The Havelock Road premises showcases various planting surrounding the office building whereas Kim Seng Branch featured both outdoor and indoor planting.

NATIONAL HERITAGE BOARD

Location 1: National Archives of Singapore

Location 2: Reflections at Bukit Chandu

Location 3: Memories of Old Ford Factories.

Landscape Identity: Delicate care were taken to ensure that the nostalgic touches were not lost with the landscape upgrading and makeover works of the three sites which are zoned under national historic sites and managed under the Heritage Board.





KOVAN MELODY CONDOMINIUM

Location: Opposite Heartland Mall, Hougang, managed by the Knight Frank Estate Management

Landscape Identity: A relatively new condominium, Kovan Melody exudes beauty of nature within a residential estate, with its interesting pool feature and deck design.



SUMMERDALE CONDOMINIUM

Location: Along Boon Lay Avenue, managed by Knight Frank Estate Management

Landscape Identity: Lush green surroundings are apparent around the estate, requiring the team to ensure that they are well maintained. A water feature is also embedded within the greens giving the area a cool ambience and a balanced character.

TRANSPLANTING OF TREES

Location: Along Bedok North Avenue and Bedok Reservoir Road

Landscape Identity: The tree transplanting project involves the transplanting of trees away from the site to clear the ground for the NeWater pipe laying works and the replanting of the trees back to their original locations after the pipe works are completed.

Phase 1: Approximately 80 trees were transplanted and 25 felled along the Park Connector that measures between 400 to 500 metres.

Phase 2: Work was done on another stretch adjacent to Upper Changi Road, parallel to Bedok Reservoir Road, connecting it to Phase 1.



LUSH GARDEN INDOORS- GARDEN APPEAL WITHIN AN OFFICE ENVIRONMENT

Location: PoMo

Landscape Identity:

A lush garden within an office was made possible as the Seacare Landscape team went up a notch with their creativity indoors. Using pebbles and green silhouettes along with the allocation of lights and potted plants, a fresh and serene ambience was created, integrating nature with work.





SMMC AND MMSPL HOST APPRECIATION NIGHT



An appreciation night was specially organised for the people who made it all possible – friends and business partners of both Seacare Maritime Medical Centre Pte Ltd (SMMC) and Magnum Marine Services Pte Ltd (MMSPL), who have given their full support.

Held on 24 April 2009 at Club@52, the get-together was also aimed at formally introducing MMSPL as a new addition to the Seacare family and to tap on the Seacare dynamic network to propel the brand name of MMSPL.



Joining in was Dr Chia Yih Woei, CEO of SMMC who also expressed his appreciation to the representatives of the shipping company who have been supporters of SMMC.

MMSPL came about with the merger of two seasoned players in the maritime field – Magnum Marine Services and Seacare Marineplus Pte Ltd.

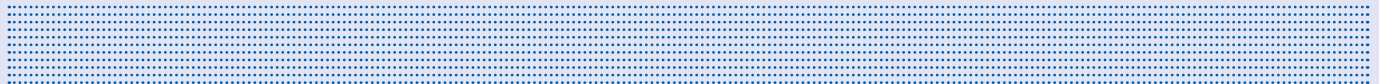
CEO of MMSPL, Mr R Chandra Segaran took the opportunity to thank the 250 guests who were present:



"We have a team of dedicated transport and boarding officers to ensure the need of the maritime community is met without fail. We also have capable managers and executives to ensure the customers' needs are taken care of.

We have taken into consideration the market situations and evolved ourselves to meet the up and downs in these trying economic times. I would like to take this opportunity to thank all MMSPL staff for biting the bullet during this economic crisis," said Mr Chandra.

"It is most fitting and appropriate that we host this evening's function to show our grateful acknowledgement and sincere appreciation for all the support the associates of the SMMC and the MMSPL have rendered to the two companies. We look forward to the continued strong support of these associates," said Seacare Chairman, Mr Leow Ching Chuan.



THE NEW MAN BEHIND SEACARE MANPOWER

Mr Goh Yeow Tin assumes chairmanship



He is no stranger to the Seacare family or the Union. He has been actively leading and charting the paths for several businesses involving the Seacare group of companies.

Meet Mr Goh Yeow Tin, the new Chairman of Seacare Manpower Services Pte Ltd.

Mr Goh takes over from Mr Chan Tee Seng effective 1 May 2009, as the latter stepped down to focus on NTUC First Campus Co-operative Ltd. Mr Chan has served as the Chairman of Seacare Manpower for over two years and Seacare would like to thank him for his wise advice and unstinting support in providing direction for the growth of the co-operative.

With a new leader comes new ways of leading the team. Samudra chats with the new Chairman to find out what he has in store.

Samudra: What do you aim to bring to Seacare Manpower?

Mr Goh: I believe my various experiences working in senior positions in statutory boards, government-linked, private and public companies will come in useful. Together with Seacare Manpower Managing Director Mr Lee Van Chong, we will explore new areas of businesses that are synergistic and are able to build on the strong foundation Seacare Manpower presently has; particularly as the industry is undergoing tremendous changes due to economic restructuring and the challenges of the new technological age.

Samudra: The business is doing pretty well despite the downturn. What do you think of the people behind these efforts?

Mr Goh: As the saying goes; "change is the only constant in life" and that goes very well with the manpower industry.

The fact that Seacare Manpower is doing well despite bad times shows clearly that it is able to exploit the changes that are taking place during the bad time and the credit must certainly be given to the people behind the business.

Seacare Manpower has the vision to tap on the government's incentives to keep the workers employed and equipped. Mr Lee and his senior staff must be congratulated for their positive response to the various Government initiatives.

Samudra: Any targets for the team?

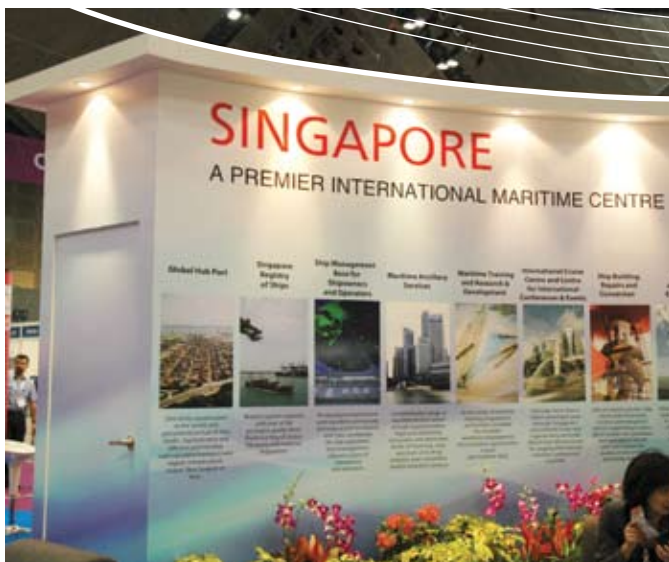
Mr Goh: I hope to work closely with them to bring new dimensions to the business either by reviewing how the existing business can be further developed or creating new opportunities in other areas which Seacare Manpower has not previously ventured into.

I am hopeful that by scanning the environment and weighing our strengths and weaknesses, we can create new opportunities. I always believe if we are prepared to look beyond us, we will be able to see a new horizon.

the industry and drew in a big crowd – all eager to view the latest products and services offered.

Singapore's Senior Minister and Co-ordinating Minister for National Security, Professor S Jayakumar was present as Guest-of-Honour for the three-day exhibition.

And right there in the heat of the action was Seacare Maritime Medical Centre Pte Ltd (SMMC) showcasing its range of medical



SMMC'S PARTICIPATION IN SEA ASIA DRAWS A CROWD

The Asian invasion, when it comes to sea trade and maritime services is growing strong. Focusing on the extensive network to further promote the industry was the Sea Asia Exhibition and Conference. Held at Suntec City Convention Hall from 21 April to 23 April 2009, the conference saw the attendance of key figures in



services catered to the maritime industry. SMMC attracted several potential clients who dropped by the booth to ask for more information on these services – which include pre-employment medical examination for seafarers, medical repatriation of crew to their home country, ship call consultations and vaccinations among many others.

Sea Asia was initiated in 2007 and is held once every two years. The theme this year was centred on "The Asian Voice in World Shipping – Clearer and Stronger" and is co-organised by the Singapore Maritime Foundation and Seatrade.

"The turnout is good and we are happy to be here again this year to promote our services and reach out to a wider maritime community," said SMMC CEO, Dr Chia Yih Woei.

A good platform for business leaders and maritime industry players like SMMC to come together, Sea Asia has created deeper insight into the services available for the industry to grow and to remain robust.





A maritime conference and exhibition organised by the BizTV Events, ShipTek 2009 delivered just what it promised – an interactive platform put up by the industry makers through sharing sessions and exhibitions to re-visit the vital role of technological changes within the maritime and offshore industry.

SHIPTeK 2009

ShipTek 2009 Explores Technological Role in Maritime and Offshore Industry

And that aim remained priority throughout the two-day event held at the Singapore Expo from 6 May to 7 May 2009. Exhibitors included those in the maritime services businesses, and familiar names like Magnum Marine Services Pte Ltd (MMSPL) as well as Seacare Maritime Medical Centre Pte Ltd (SMMC). Aside from the two-day international conference, the event was also packed with other activities which included the ShipTek Expo 2009, 3rd International Maritime Video and Excellence Awards and the launch of Marine BizTV in South East Asia.

MMSPL portrayed its array of services; from crew transport services to contingency requirements such as the repatriation of crew members, lost documents and many others. The booth, which is shared with SMMC drew in keen onlookers and managed to promote the services and highlight the aims and objectives of both organisations to those in the trade.

“The turn-up was good, we had a productive time mingling with the people in the industry, understand their needs and had a chance to tell them more about what we do and the services that we can provide for them,” said MMSPL CEO, Mr R Chandra Segaran

Maritime Experts Share Their Thoughts

Maritime experts contributed their share of perspectives on the impact of technological advancements in the productivity and efficiency of the global maritime industry.

Speaking on the second day of the conference and exhibition was Mr Teh Kong Leong, Chairman, Seacare MarinePlus Pte Ltd and MMSPL, who shared his views on the topic of: “Innovation in Human Resources Management – The Good, The Bad and Some Food for Thought”.



In his presentation, Mr Teh explored areas focusing on employees as an asset, developing talents and comparing the issues and challenges present today – which includes the changes in technology and presence of different innovative ways which are applicable in the seafaring business and maritime industry, as compared to years back.

“The Good, The Bad and Some Food for Thought” also touched on how maritime practitioners can continue to survey the ground and break new grounds – explored drivers of innovation such as cost reduction measures, on saving lives and the environment, create better value for products and services and focus on people power – to delve into motivation techniques, code of conduct, mentoring as well as other various ways to encourage learning.

“Seafaring has traditionally been seen as casual employment, with seafarers signing on and off ships, and going from company to company. There have, of course been exceptions, particularly among the more established and well-known companies, where seafarers tend to stay on a longer term basis. Unfortunately, the trend has been towards third-party ship and crew management, and fewer and fewer shipowners managing their own ships and recruiting and training their own seafarers,”

said Mr Teh during his presentation.



Attended by the industry’s movers and shakers, Mr Teh’s presentation also stressed the importance of motivation at the workplace.

“We should therefore be more focused on getting people to be motivated about, and to have pride in their work; about learning/ training in order to be able to do a better job,” he added.

The talk also spurred the interest in the participants who took the opportunity to post questions during the discussion segment. In all, ShipTek 2009 projected a true show of active learning and participation from those who were present and have given full support towards the success of the two-day event.

NTUC FOODFARE GETS SINGAPORE'S OK

Seacare Environmental also provides the following services:

Located close to Admiralty MRT station, the NTUC Foodcourt at Block 678A was certified "OK" by the National Environment Agency (NEA) for the Singapore's OK campaign in only three weeks – a mark of high achievement in cleanliness level. The premises were given the thumbs up for being the first food court to receive recognition for its high hygiene level and clean environment to not only project a healthy image of the food court, but also to provide a pleasant eating experience for the diners there.

The NTUC Foodcourt came under the care of Seacare Environmental since 1 May 2009. Exemplifying its dedication towards ensuring the premise is spick and span, Seacare Environmental mobilised a total of 17 employees to maintain the NTUC Foodcourt and washroom. Seacare Environmental General Manager, Mr Alan Toh explained, "We took over the cleaning responsibilities some three weeks before the Singapore's OK certificates were granted to NTUC Foodfare. We placed workers aged 20 to 77 years old, who were highly competent and took pride in their work and this gave Seacare Environmental the edge and value add to NTUC Foodcourt."

Congratulations to NTUC Foodcourt and Seacare Environmental Pte Ltd for being fine ambassadors of good public health!

- Cleaning and maintenance programmes for commercial buildings, hotels, country clubs, condominiums and residential premises
- Professional carpet/upholstery care and preventive maintenance
- Restoration of marble/granite floorings
- Pest control and fumigation services
- Grass-cutting
- External wall and mural cleaning



Mr Perry Ong (CEO, NTUC Foodfare) receiving Singapore Ok certificate from Dr Mohamad Maliki Bin Osman (Parliamentary Secretary, Ministry of National Development)



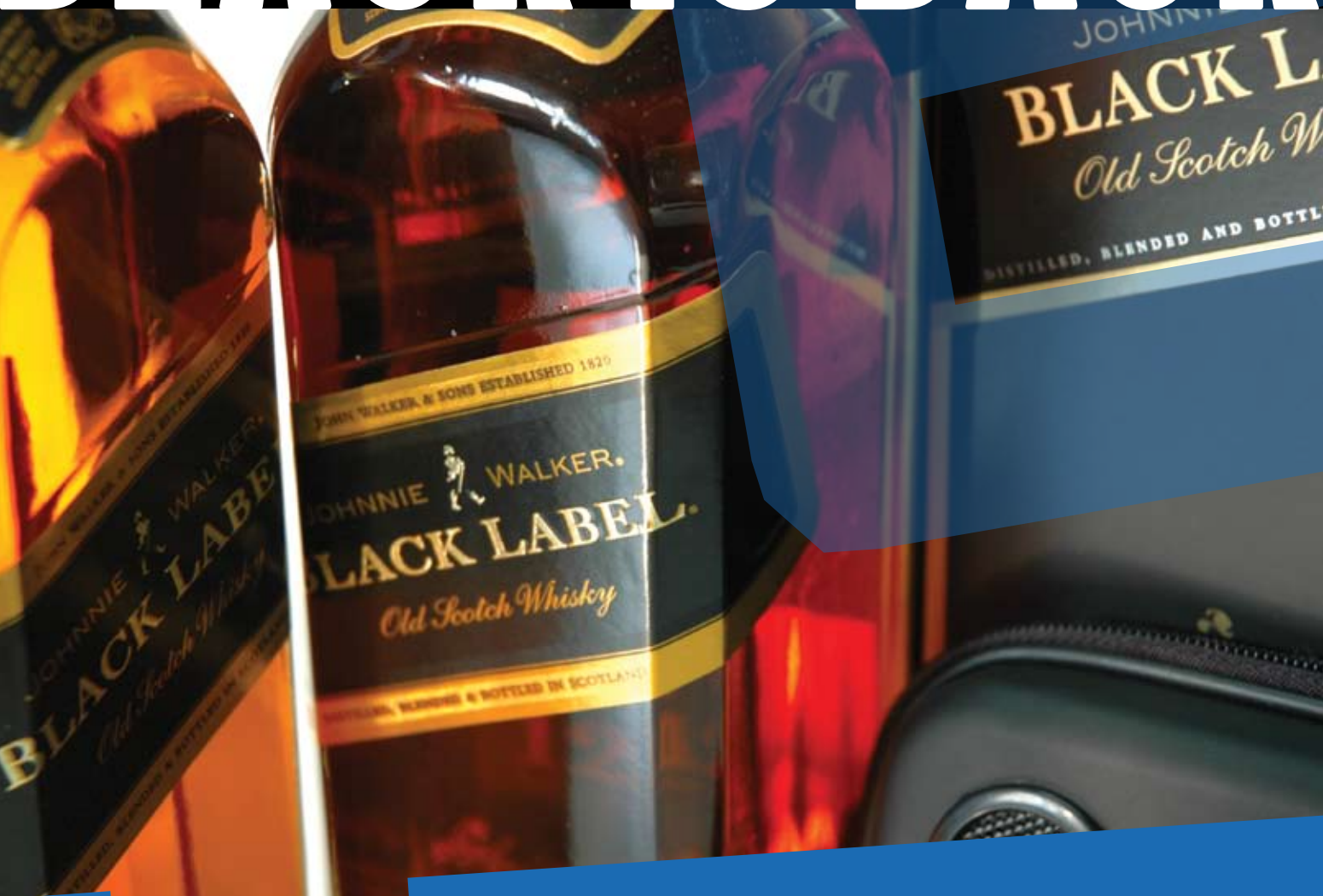
"It's a good sign for us to know that the premises are clean and well-maintained to be able to get that stamp of approval from NEA. This also means that we have to uphold the standard and do even better in our delivery of cleaning services," Mr Alan Toh, Seacare Environmental General Manager.

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