

Jun + Jul 2007

# samudra

STEPHEN COTTON SAYS:  
**"WE WANT TO  
HEAR FROM YOU"**

US\$77.6  
MILLION  
BACKPAY  
COLLECTED  
IN 4 YEARS

ITF FOC POLICIES:

**WHAT'S  
NEXT?**

**SOS**  
CONTRIBUTES  
TO CULTURE  
OF SOCIAL  
DIALOGUE



Jun + Jul 2007

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**seAcAre**

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# SOS ORGANISES SOCIAL DIALOGUE ON ITF FOC POLICIES



*SOS created a platform for Mr Stephen Cotton, Secretary, Special Seafarers' Department, International Transport Workers' Federation (ITF), to have a social dialogue with representatives from the shipping fraternity and unionists on the Flag Of Convenience (FOC) policies. The dialogue, which attracted the who's who in the shipping community, took place on 23 July 2007 at the Seacare Multi-Purpose Hall.*



*"The main aim of this informal social dialogue is to promote exchange of information, feedback and ideas," said SOS General Secretary Mr Leow Ching Chuan. "SOS wants to play the part in creating a culture of social dialogue and consensus building."*

ITF is looking into reviewing its policies and strategic directions towards its stand against the FOC system. "Just because the vessel is registered in Panama or Liberia does not mean that it is a substandard vessel," Mr Cotton was quoted as saying. ITF policies, he pointed out, have to be in line with the changing world. The heart of ITF services is the seamen, Mr Cotton stressed. Issues such as low wages, long hours and unsafe working conditions for seafarers employed on FOC ships are still a major cause for concern.

The review will include examining the current and possible future developments in shipping and how they could impact the campaign, including the specific problems of officers and ratings, and how to secure a fair distribution of maritime employment between beneficial ownership countries and labour supply countries. ITF will look into the changes needed to be made to the policy in light of the EU developments. Transparency in the operation of financial aspects of the campaign will also be a priority in the review process.

In the process of review, ITF, which is a federation of over 680 transport workers' unions, representing more than 4,500,000 workers in 148 countries, hopes to engage its affiliates, talk to the industry and analyse the future industry. "We want to hear from our affiliates and the industry. We want to be in partnership. It doesn't mean we will agree on everything. But co-operation through partnership and social dialogue creates a better environment for negotiation," said Mr Cotton.

Below we go back to the basics as well as highlight the main points of Mr Cotton's dialogue.

## **What's an FOC?**

For 50 years the ITF, through its affiliated seafarers' and dockers' unions, has been waging a vigorous campaign against shipowners who abandon the flag of their own country in search of the cheapest possible crews and the lowest possible training and safety standards for their ships.

In defining an FOC the ITF takes as its most important criterion whether the nationality of the shipowner is the same as the nationality of the flag. In 1974 the ITF defined an FOC as: *Where beneficial ownership and control of a vessel is found to lie elsewhere than in the country of the flag the vessel is flying, the vessel is considered as sailing under a flag of convenience.*





### What's the FOC Campaign

The ITF is unique amongst international trade union organisations in having a powerful influence on wages and conditions of one particular group of workers, seafarers working on ships flying FOCs.

FOCs provide a means of avoiding labour regulation in the country of ownership, and become a vehicle for paying low wages and forcing long hours of work and unsafe working conditions. Since FOC ships have no real nationality, they are beyond the reach of any single national seafarers' trade union.

The ITF campaign against FOCs, which was formally launched at the 1948 World Congress in Oslo in Norway, has two elements:

- A political campaign designed to establish international governmental agreement a genuine link between the flag a ship flies and the nationality or residence of its owners, managers and seafarers, and so eliminate the flag of convenience system entirely;
- An industrial campaign designed to ensure that seafarers who serve on

flag of convenience ships, whatever their nationality, are protected from exploitation by shipowners.

The ITF recognises that there are some ship registers which, though not designated as flags of convenience, share some of the characteristics of FOCs, for example lax enforcement of international safety and employment standards. That is why the ITF campaign is not restricted to flags of convenience and also targets substandard shipping in general.

### What are the FOC Campaign Objectives?

The four main objectives are:

- to eliminate FOC system and the establishment of a regulatory framework for the shipping industry;
- to attack sub-standard shipping and seek ITF acceptable standards on all ships irrespective of flag, using all the political, industrial and legal means at the ITF's disposal;
- to protect and enhance the conditions of employment of maritime workers and to ensure that all maritime workers, regardless of colour, nationality, sex, race or creed, are

protected from exploitation by their employers and those acting on their behalf;

- to individually strengthen affiliated unions, in all aspects, so as to ensure the provision and delivery of a greater degree of solidarity in the campaign.

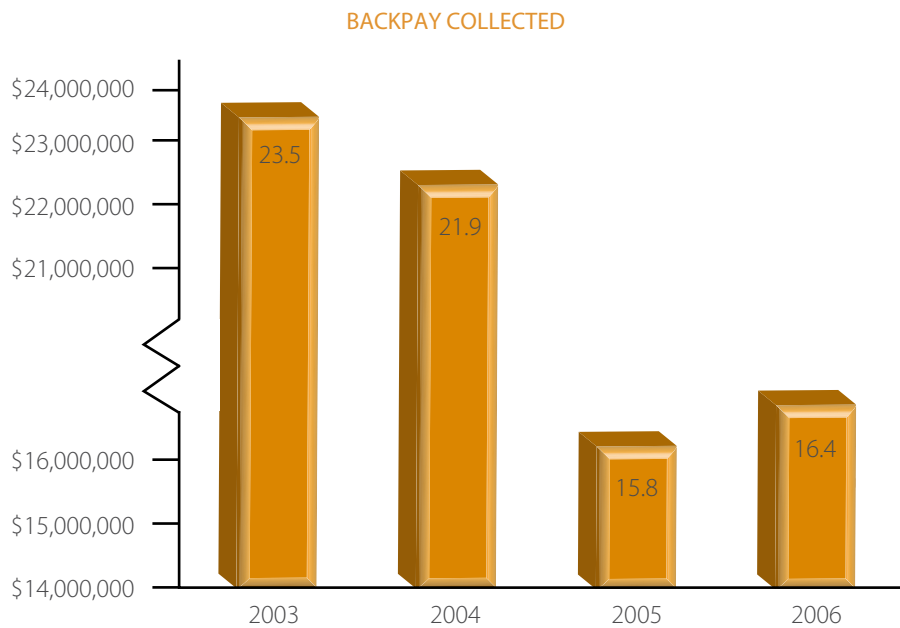
### The Inspectors – at the Right Place, Right Time

In partnership with dockers' and seafarers' union affiliates, the ITF maintains a network of Inspectors in major ports around the world. "We have more than 150 inspectors at present. We never had so many before. We need to ensure that the inspectors have the right training, be at the right place at the right time," Mr Cotton said. ITF Inspectors visit ships to ensure that vessels are seaworthy and that crews are covered by collective agreements. The Inspectorate works closely with the local port state control authorities and advises the maritime and port authorities of any deficiencies in ships which have been inspected.

US\$77.6 Million Backpay Collected in 4 Years

While the political campaign has not so far succeeded in preventing a constant growth in ships using FOC registers, the industrial campaign has succeeded in enforcing decent minimum wages and conditions on board 8,000 FOC ships.

In addition, the ITF has become the standard-bearer for exploited and mistreated seafarers, irrespective of nationality or trade union membership, throughout the world. Every year millions of dollars are recovered by the ITF and its affiliated unions in backpay and in compensation for death or injury on behalf of seafarers who have nowhere else to turn. Mr Cotton reported that backpay collected by ship inspectors or Secretariat between 2003 and 2006 came up to US\$77.6 million. "The lower backpay collected in recent years could be that more and more shipowners are paying their crew? Or is the market so good that shipowners realised that they can't be cheap? Or it could be because of the IBF process," he said.



### International Bargaining Forum

One noteworthy development has been the creation of the International Bargaining Forum as the single main forum for negotiations between the ITF and shipping employers on wages and conditions for the crews of flag of convenience ships. It has been particularly encouraging to see the IBF continues to expand its membership to include more of the world's shipowners and managers. Currently, over 4,100 ships are involved in sectors ranging from cargo, tankers, reefers, LNG/LPG and containers. More than 70,000 seafarers across 105 nationalities are covered. Negotiations through the IBF is another way that the ITF can give practical expression to its key aim of promoting the well-being and rights of the world's seafarers.

At the dialogue, Mr Cotton highlighted issues that are close to the ITF. Issues such as criminalisation of seafarers, developing a culture to create employment opportunities of well-skilled ratings and of training.

*"SOS plays an invaluable role in growing the maritime industry in Singapore. Industry interest is our interest as well. If we take care of industry, we are taking care of seafarers."*

*– Mr Stephen Cotton*

### About Stephen Cotton

Mr Cotton worked for the International Transport Workers' Federation (ITF) lawyers and began his relationship with the ITF in 1991 when working on a number of legal projects.

He joined the ITF in 1993 as Head of the Agreements Unit in the Special Seafarers' Department (SSD) in which his close relationship began with the maritime unions globally. During this time his major responsibility was labour contract negotiations.

In 1997, Mr Cotton was promoted to the position of Assistant Secretary of the SSD where, in addition to his continuing interest in union contracts, he took over responsibility for the ITF's Worldwide Inspectorate, which currently number 150.

In 2000, the ITF Executive Board recommended that Mr Cotton become the Secretary of the SSD with combined responsibilities for all industrial matters and overseeing the effective delivery of the Flag of Convenience (FOC) Campaign and increasing the number of FOC vessels covered, currently 8000.

Mr Cotton is a Trustee of the International Maritime Training Trust (IMTT), which enhances and promotes training facilities in the Philippines, Poland and Sri Lanka to improve overall seafarers' competencies in partnership with the industry.

He has worked towards enhancing the concept of joint negotiations, through the International Bargaining Forum (IBF), which sees unions and employers sitting down bi-annually to negotiate wages for officers and ratings.

With effect 1 March 2007, following the ITF's 41st Congress in Durban, Mr Cotton has been given the additional responsibility of Maritime Coordinator, with a sole focus on enhancing and developing joint initiatives with an integrated approach for the needs of the seafarers and dockers in both developed and developing countries.







## SIGNIFICANT ITF-OTFG MEETING IN JAKARTA

Mr Mohamed Idris B Mohamed Ibrahim, SOS Vice-President was among the more than 100 delegates representing the government, unions, shipowners and manning agents who attended the high profile International Transport Workers' Federation Offshore Task Force Group (ITF-OTFG) meeting in Jakarta, hosted by Kesatuan Pelaut Indonesia (KPI) from 12 to 14 June 2007. The meeting, which had in attendance the Indonesian Minister for Transport, Mr Jusman Djamal, Minister for Labour, Mr Erman Suparno and Minister for Energy, Mr Purnomo Yusgiantoro, was particularly relevant to Indonesia, known to be one of the largest suppliers of sea-going maritime personnel.

The ITF-OTFG meeting was given much media attention as Mr Hanafi Rustandi, Chairman KPI, Mr Alan Boulton, Director ILO Jakarta, Mr Norrie Mcvicar, Chairman ITF-OTFG and Mr Jusman Djamal, Minister for Transport, delivered messages on issues pertaining to supply and training, offshore industry challenges and tripartite relationships.

The meeting provided opportunities for the delegates to strengthen ties and to be united in addressing the challenges and changes of the maritime industry. Other issues on the agenda was the classification of Floating Production, Storage and Offloading vessel (FPSO) and Floating Storage and Offloading vessel (FSO) as a non-vessel by Australian government; challenges for the union in Timor Leste/East Timor due to funding cut back; Singapore joining the regional grouping with Australia, Indonesia and Timor Leste; offshore agreements versus the ITF International Bargaining Forum (IBF) and Total Crew Cost (TCC) agreements; ITF policy on Continental Shelf/North Sea policy and OTFG plan of action 2007/2008.

# SOS SCORES WITH HIGH WAGES FOR NSSPL RATINGS

*Walking the talk as being a responsible employer, NSSPL renewed the CBA with SOS, focusing on meeting the changing needs of staff, maintaining contribution towards the Seafarers' Provident Fund (SPF) Scheme and the Seacare Medical Scheme (SMS). It doesn't stop there – SOS and NSSPL continue to actively look into enhancing the welfare and needs of the seafarers further.*



SOS has successfully negotiated and renewed two Collective Bargaining Agreements (CBA) with Neptune Shipmanagement Services Pte Ltd (NSSPL). Against the backdrop of a good financial year, NSSPL recognised the loyalty and dedication of their sea-going staff. And there is definitely good news in store.

Eligible employees under the Singapore Flag/ Foreign Crew and Singapore Flag/Singapore Crew Agreement will see an average 4% increment on the basic wages for each calendar year of 2007 and 2008.

The former CBA covers 26 vessels, kicking into effect from 15 October 2006 and is effective till 31 December 2008. The latter covers 9 vessels and is effective for three years, from 1 January 2007 to 31 December 2009.

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NSSPL was represented by Mr Sim Hee Ping, Managing Director, Mr Chan Joo Huat, Director of Marine Personnel Department and Capt Lee Chee Seong, Director of Fleet Management Department. Mr Leow Ching Chuan, General Secretary of SOS and Mr Kam Soon Huat, Executive Secretary, sealed the CBA on behalf of the Union.





# CBA CONCLUDED!

SOS has also nailed down five other new Collective Bargaining Agreements. We are proud to announce our new partners:

Company	Covers	Duration
Vega Line Pte Ltd	Bulk Carrier	2 years; 11 June 2007 – 10 June 2009
KIST Engineering Pte Ltd	Chemical Tanker	2 years; 15 June 2007 – 14 June 2009
SIBAMAR Ship Management Pte Ltd	Bulk Carrier	2 years; 22 June 2007 – 21 June 2009
Hong Lam Marine Pte Ltd	Singapore Flag Vessels	2 years; 01 July 2007 – 30 June 2009
Orchid Shipmanagement Pte Ltd	Singapore Flag Vessel	3 years; 11 July 2007 – 10 July 2010
Tanker Pacific Management (S) Pte Ltd	Singapore Flag Vessels	2 years; 1 August 2006 - 1 December 2008

# WE ARE HERE



The months of June and July were busy months for Mr Mohamed Idris B Mohamed Ibrahim, SOS IR Officer.

A total of six vessels - Kota Waruna, Kota Wangi, APL Scotland, Kota Wajar, Kota Wangsa and APL Japan, consisting of more than 70 crew members covering 7 different nationalities, called at Keppel, Brani and Pasir Panjang Terminals during the two months. For many of these vessels, the turnaround is very short which means no rest and no time for crew members to go on shore. Understanding the situation, SOS makes it a point to plan ship visits around their schedules.



# RE FOR YOU



Mr Mohamed Idris took time off to touch base with the crew members. Even though he has made many such visits in his time, it has always been rewarding and beneficial. Besides hearing from the seamen, the visits afford time for the seamen to be updated with what the union has been doing. During the visits, checks were also conducted for the purpose of ensuring that proper and safety working conditions and the welfare of seamen are taken care.

The presence of SOS plays a crucial role in maintaining order and strengthening good relations with seamen, shipowners and agents. Never found empty handed, Mr Mohamed Idris presented SOS mementos to crew members, a simple gesture of saying,

*"We are here for you."*

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It was nothing short of an exciting trail, albeit intimidating. The venue of SOS/Seacare Golf 2007 was finally unveiled – the action would take place at the Singapore Island Country Club New Course. Participants must have begun doing their homework and practising their strokes before the big golf day on 20 July 2007!

More than 120 participants began streaming in shortly in the late morning, collecting their wares and preparing for the big tee-off. Guest-of-Honour Mr Lim Swee Say, NTUC Secretary-General, was given a warm welcome by SOS officials led by General Secretary Mr Leow Ching Chuan.

SOS/Seacare Golf 2007 was jointly organised to underline the shared roots and mutual aims of both organisations, serving parallel purpose while enabling members, friends and well-wishers to come together and enjoy themselves at the same time.

Golfers eagerly swung off to a great start, diligently trying to better their previous strokes. Nature offered a hurdle as thunderstorm loomed, threatening to be a wet blanket. After a one-hour hiatus where the golfers patiently waited out the



disagreeable weather conditions, the action came back on.

Perhaps it was a blessing in disguise, for the weather became less humid and more soothing for our golfers. After all, the golf course was no bed of roses. Surrounding water hazards, sandtraps, slopes of varying degrees...a real test of game strategy and stamina, the golfers huffed and puffed their way around the course, hoping to scratch up a good score.



This year's coveted prize – the hole-in-one, was four sleek and mean machines, the Jaguar X-Type, for which there were no



# OFF TO A

takers. In fact, SOS/Seacare has provided, for the first time, special hole-in-one prizes for four par three holes, instead of the usual two as in previous tournaments.

Following an intensive morning of competitive golf, the entourage adjourned to an evening of unwinding at the Club House Restaurant, hosted by the Union. The palatable buffet spread was a welcome relief as the guests tucked heartily into their meals. Amidst good food and chatter, they were also treated to a bout of solid laughter as the morning's proceedings and little candid shots were flashed on a video.

What took the cake this time was the suspense of awaiting the results of the competition, only to discover that our Guest-of-Honour, Mr Lim Swee Say, who was on stage to give out the prizes, was to congratulate himself! Mr Lim is the Second Runner-up for the 'B' Division. Some 70 other Lucky Draw prizes were also in the works. The top prize was a golf set.

To loud cheers and applause, General Secretary Mr Leow remarked, "We in SOS and Seacare believe what is worth doing is worth doing well. Whatever we can do within our means to enhance our golf tournament participants' enjoyment, we will do it. This year, we are at the Singapore



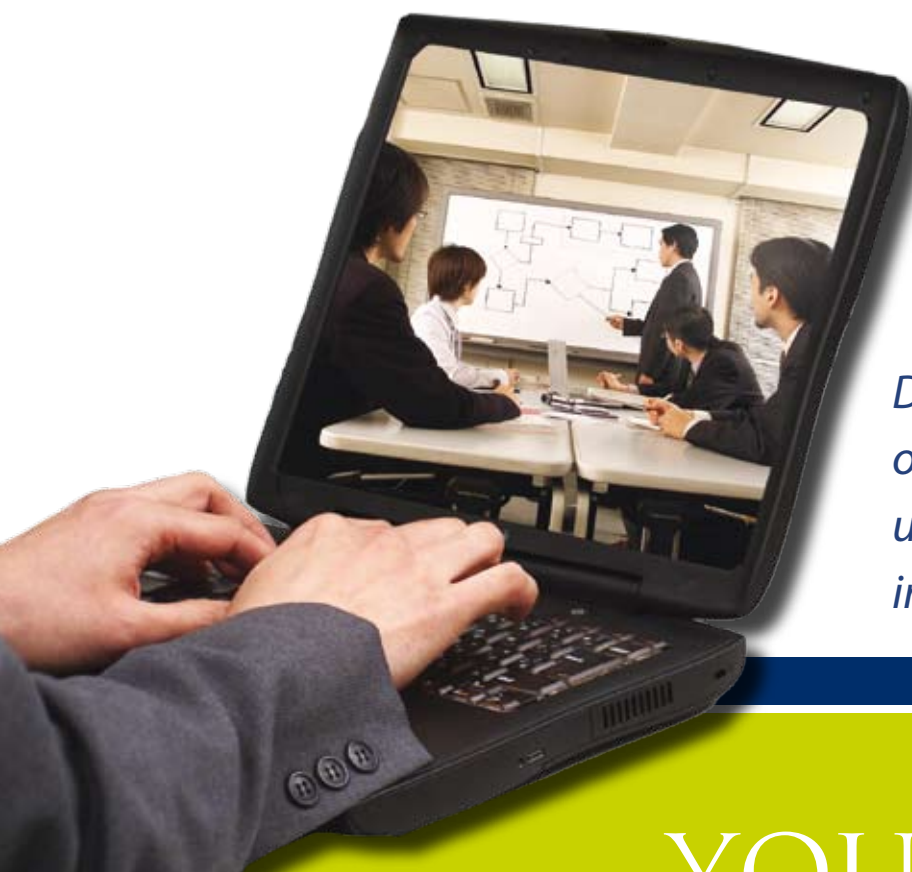
Island Country Club. This is to ensure that our regular golf tournament participants' enjoyment will not be lessened from playing on the same golf courses year after year. If we run out of suitable and available golf courses in Singapore, we will arrange for a foreign golf course."

First-rate sportsmanship by the golfers, excellent event put together by SOS/Seacare; well done everyone!

'A' Division	
Champion	Mr Chua Lian Ho
First Runner-Up	Mr Lawrence Tan
Second Runner-Up	Mr Victor Tang

'B' Division	
Champion	Mr V Vasu
First Runner-Up	Mr Tan Kian Chew
Second Runner-Up	Mr Lim Swee Say

# GREAT TEE!



*Do the success stories  
of SOS members  
undergoing training  
inspire you?*

# YOU TRAIN, WE PAY

Do the success stories of SOS members undergoing training inspire you? You would remember these members, whether young or old, challenging themselves with acquiring 'hard' or 'soft' skills. Motivate yourself and take the first step today!

SOS has in place the right tools to help you along in your quest for upgrading. The Training Grant Benefit lends a hand to members when they sign up for courses, taking care of your course fees\* and on top of that, rewarding you with a Training Allowance\*\* based on the hours you have attended. What's more, as a paid-up member, you are eligible to two Training Grants every year.

So we urge you not to hesitate or pass this on anymore. Talk to our Training Division Officer today at 6379 5671, or email [adila@seacare.com.sg](mailto:adila@seacare.com.sg) if you need more information.

\* Trainees can make a 100% claim on course fees and training allowance if they pass the course on the first attempt. Otherwise, they will be eligible for an 80% claim on course fees, with training allowance. In addition, they should ensure that they have more than 75% rate of attendance.

\*\* Training Allowance is capped at a maximum of \$200 per course.

For more information on the Benefit Scheme and the procedures for application and claim, contact the Training Division, or log on to [www.sosea.org.sg](http://www.sosea.org.sg) today.



# REVISION OF SCHEDULES II & III

## SCHEDULE II – SEAFARING RELATED COURSE

ADDITION	DELETION
-NONE-	-NONE-

## SCHEDULE III – NON-SEAFARING RELATED COURSE

ADDITION	DELETION
<p><b>1. TRAINING PROVIDER : CITI</b></p> <p><b>Course Title:</b></p> <p>a) Direct Assessment for Crane Operation (Tower, Crawler &amp; Mobile) Fee: S\$409.50 Duration: 1 day (8hrs)</p> <p>This course is eligible for locals only. Existing local operators with expired registration by MOM will need to attend the above assessment and be re-certified if registration has expired less than 3 years.</p>	<p><b>1. TRAINING PROVIDER : NTUC LEARNING HUB</b></p> <p><b>Course Titles:</b></p> <p><u>Digital Imaging</u></p> <p>a) Basic Image Editing using Adobe Photoshop b) Advanced Image Editing using Adobe Photoshop</p> <p><i>The above 2 courses have been replaced by using a different software (refer to Addition 2d &amp; 2e).</i></p> <p><u>Programming</u></p> <p>c) Linux Basics d) Java Basics e) Security Basics</p> <p><u>Accounting Software</u></p> <p>f) Basic Bookkeeping g) ACCPAC Simply Accounting (Elementary Level) h) ACCPAC Simply Accounting (Intermediate Level) i) LCCI Level 2 Certificate in English for Business j) LCCI Level 2 Certificate in Bookkeeping &amp; Accounts k) LCCI Level 2 Certificate in Computerised Accounting</p> <p><u>Chinese Software</u></p> <p>l) Hanyu Pinyin m) Using Chinese in Windows XP n) Hans Vision Basic (Mandarin only) o) Hans Vision Advanced (Mandarin only)</p> <p><i>NTUC Learning Hub has stopped the above courses due to low demand. Interested parties can check with S'pore Chinese Chamber Institute of Business (SCCIOB).</i></p>
<p><b>2. TRAINING PROVIDER : NTUC LEARNING HUB</b></p> <p><b>Course Titles:</b></p> <p><u>Web Design</u></p> <p>a) Website Authoring using Macromedia Dreamweaver b) Webpage Animation using Macromedia Flash c) Building Website for Retailing &amp; e-Shopping using Shopfactory</p> <p><u>Digital Imaging</u></p> <p>d) Digital Image Editing using Photoshop CS e) Advanced Digital Image Editing using Photoshop CS</p> <p><u>CAD Design</u></p> <p>f) AutoCAD 2006 Essential g) AutoCAD 2006 Intermediate</p>	

# SEACARE STAFF CAN BE SOS MEMBERS TOO!

As part of the drive to contribute towards NTUC Labour Movement 2011, to hit one million members by year 2011, SOS has one-upped its efforts to actively recruit members. This time, the Union has tapped on the potential pool from within its home ground.

Traditionally, SOS has higher percentage of foreign members, and to boost local membership, the Union has amended its constitution to take in General Branch (GB) Members. Open to all staff of Seacare Group of Companies, new sign-ups will receive the perks that normal NTUC GB members are entitled to. BUT, Seacare Manpower Services, which is driving this membership recruitment, has sweetened the deal further by offering **new SOS GB Members a three-month waiver of membership fee! They can also expect a \$15 NTUC FairPrice Gift Voucher as well as a year-end gift, both courtesy of SOS.**

The Union has also extended the Participating Staff (PS) Membership to senior Management staff of Seacare Group of Companies. Previously, only staff of SOS were eligible to participate in this PS Membership.

"We are encouraged by the positive response of our staff in taking an active interest to be Union members. I'm sure they need little persuasion to join the labour movement, having the opportunity to see for themselves how being a union member benefits them and gives them everyday savings. And I hope everyone will spread the message amongst their friends too – join the Union, you have all to gain!" remarked Mr Leow Ching Chuan, General Secretary of SOS.



And there's more! Being a Union Member, you also enjoy lifestyle benefits:

Cashback Rebates &  
LinkPoints from NTUC  
FairPrice

Discounts at more than  
250 LinkPoints Gold  
Dining Outlets

15% Rebates on Petrol &  
Motor Insurance, and 20%  
off Car Rentals

Shaw Movie Passs at up  
to 25% off

Up to \$15 off admission  
to Wild Wild Wet &  
Escape Theme Park

Up to 50% off Chalet  
Bookings

**Check out [www.ntuc.org.sg](http://www.ntuc.org.sg) for more!**

## As PS members, do you know what you are missing out?

The Union organises numerous events and activities, where you can bond with your family members and the Union family at the same time; boisterous celebrations during festivities such as Chinese New Year, Hari Raya, Deepavali and Christmas gatherings.

How about participating in our treats, such as the annual expedition to our neighbours for some tantalising durians during the Durian Trip; Members' Nite when you can enjoy delectable spread of good food, drinks, croon to your delight and take part in the lucky draw?

As paid-up PS member, the Union has Study Grants to reward your children for their exemplary performance in school; or you can pick up some really useful tips or knowledge at our In-House Talks.



# HOLIDAY AT BATAM BECKONS!



Some 190 members and their families were quick to recognise a real deal when they see one. The union-organised Overseas Family Outing was scheduled in June this year, taking the families to Batam for a three-day-two-night vacation.

The quick getaway from 15 to 17 June coincided with the school holidays, certainly a good time for families to spend some quality time together while socialising with other members. A tour guide showed the tourists around, providing nuggets of information about Batam and helpful tips on getting around.

The trip was a well planned holiday, balancing the shopping needs for the ladies while providing an easy, laid-back time for the gentlemen. The women took pleasure in two shopping sprees and the men wound down at a massage session.

Families also thronged the local product shop for goodies. Perhaps what thrilled the children was the delightful lunch at the famous seafood restaurant, Golden Prawn. The highlight was the 'kelong' concept at the eatery, which featured fishes and even tortoises swimming by underneath while patrons indulged in a delectable spread.

A Gala Dinner at the Planet Holiday Hotel hosted for the members and their families in the evening marked the end of the myriad of activities on day one. Participants could take it slower on the second day, taking the opportunity to explore the island.

The troop rounded up their holiday and headed back to Singapore on the third day, lugging along their newly acquired wares, tired but extremely pleased.





## A PRETTY PRICKY PROBLEM



What do you get when four-bus load full of food-loving Singaporeans congregate? They eat, shop and breathe food!

The once-a-year Durian Trip was organised on 14 July 2007, and 160 members and their spouses hopped on the chartered buses for the much-awaited-for treat. Making their first stopover at Taman Sentosa for their morning cuppa, they purchased dried food stuff first before heading to the highlight of the day.

Arriving at the Pekan Nenas Durian Plantation in Johor seemed to take forever for the participants who could hardly wait any longer... but the fruit of their "labour" made it all worthwhile, because housed under a red tentage were seemingly endless baskets of the prickly fruit. The fruit lovers also spotted fresh pickings from the plantation – rambutans, and they most certainly could not resist plucking the ripe fruit off the trees.

Everyone took their positions and waited with bated breath as a helper deftly opened the durians. Sighs and exclamations of appreciation for the thorny fruit rang through, as each husk revealed rows upon rows of yellow firm flesh. Members even had their fair share of advice to prevent heatiness or ending up with a sore throat after devouring the loads of durians – drinking water from the peeled husk!

Other stops on the trip included a three-hour shopping spree at Aeon Tebrau City, a shopping haven. Naturally, some members were reluctant to leave the mall, but all was well as they continued

on the last leg of their treat – seafood feast! Proceeding to Sennibong Seafood Restaurant, an eatery which offers a breezy view of the open sea, everyone tucked heartily into the welcome spread of crabs, prawns and other delicacies.

Entertaining and full of laughter, the trip surely counted as one where participants brought home more than just durians and seafood in their stomachs, but great memories to muse over till the next trip.



Whether you are there to chill out, unwind, loosen up or relax, veterans will know that Members' Nite at Club@52 is not to be missed out. And this time, some 120 members partook in the event held on 6 July 2007.

Totally free and easy, absolutely low cost, members were specially treated to free flow of drinks, a buffet dinner and entertainment such as karaoke and games of pool. And yes, not forgetting the lucky draw as well, where everyone had their fair chance of winning something for themselves!

# CHILL!



## COMING EVENTS (OCT-NOV 07)



DEEPAVALI  
CELEBRATION  
23 NOVEMBER



HARI RAYA  
CELEBRATION  
18 OCTOBER

## MEMBERS' CORNER WE SHARE YOUR GRIEF

SOS extends its deepest condolences to the families of Mr Choo Siew Pang and Mr Lee Tiam Meng on their demise. A cheque of \$900 was presented to each respective family. Mr Choo had passed away on 17 May and Mr Lee on 5 June.





# Seacare Focus





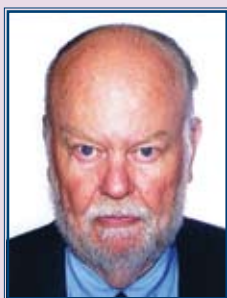
# SEACARE EXPANDS, EXTENDS AND EXCELS WITH SMH

It was the vision of seeing Seacare expand its presence regionally that provided the drive to set up a new venture. With the incorporation of Seacare Medical Holdings Pte Ltd (SMH) in May 2007, Seacare makes its mark as an esteemed healthcare provider.

Seacare Medical Holdings Pte Ltd will serve as the investment holding company with the aim of maintaining and expanding Seacare's regional presence as a healthcare provider, by exploring both organic initiatives and acquisitive ventures. Seacare Foundation Pte Ltd holds an 85% stake in SMH while Dr Chia Yih Woei holds the other 15%. Strategically, by creating an investment vehicle, SMH will be able to focus on providing a wider range of maritime medical services, expanding on the existing medical services provided by Seacare Maritime Medical Centre Pte Ltd (SMMC), through the acquisition of other related successful medical businesses.

In light of expanding the SMMC business and maritime medical services, SMH recognised the need to build up its expertise not just in the maritime medical, but also in corporate finance and business development aspects. The SMH Board that started out with Directors Mr Leow Ching Chuan (Chairman, Seacare Co-operative Limited), Dr Chia Yih Woei (CEO, SMH) and Capt Say Eng Sin (Chairman, SMMC) has expanded with three other new directors, who bring on board their skills, experience and insights to guide the corporate strategy and direction of SMH and its group. They will bring to the table strategic networking

relationships which will serve to further the interests of SMH and its group.



**Mr Ake Gunnar Selander** was a graduate in Economics and Business Studies. When he joined ITF, he rose through the ranks from Secretary (ITF Seafarers and Fishermen Sections) to ITF Assistant General Secretary and Executive Secretary for International Committee on Seafarers Welfare (ICSW). Other positions included Secretary to the Seafarers Group of the

# EXPANDS, EXT



ILO Joint Maritime Commission (JMC), Chairman of the ICSW, Member of the Board of Governors of the World Maritime University (WMU). He is currently a consultant business agent for the Officers Union of International Seamen (OUIS).

**Mr Goh Yeow Tin** started his career with Economic Development Board, heading the Local Industries Unit responsible for the growth and development of local enterprises in Singapore. Since then, Mr Goh has assumed senior appointments in various Government and non-Government organisations. He is an Independent Director of Juken Technology Limited, Oakwell Engineering Limited and ETLA Limited and has served in several committees under the then National Productivity Board, Ministry of Trade & Industry, Home Affairs and the Singapore Retailers Association.



**Mr Tan Gim Soo** has more than 30 years of experience in accounting, auditing and taxation work, and is the proprietor of his own public accounting firm, GS Tan & Co. He is an independent director of Enviro-Hub Holdings Ltd and Juken Technology Limited. He was involved as executive director of a group of companies and sat in many committees including ICPAS Practice Review Committee, Advisory Committee of Nanyang Business School and Asset Realisation Committee, Ministry of Law.

By leveraging on the rapid regional market growth (especially in China), the financial resources of SMH and an A-class team of Directors, the maritime medical business is in a prime position to achieve quantum growth as it moves into new areas of medical services. It's a winning formula for SMH.

*In light of expanding the SMMC business and maritime medical services, SMH recognised the need to build up its expertise not just in the maritime medical, but also in corporate finance and business development aspects.*

# ENDS › EXCELS



# FORGING CLOSER TIES

When like-minded people meet, it is a golden opportunity to touch base and share knowledge. And one such opportunity materialised in the form of the warm hospitality of fellow co-operators from Vietnam.

Dr Nguyen Tien Quan, President of Vietnam Co-operative Alliance (VCA), and fellow representatives of VCA, had extended an invitation to Seacare Co-operative Ltd to visit various Institutions in Hanoi, and explore possible working opportunities between the co-operatives. Dr Quan, also Minister of Vietnam, had spared no efforts in warmly welcoming their distinguished guests from Singapore – Mr Leow Ching Chuan, Chairman of Seacare Co-operative Ltd, Mr David Sim, Director and Ms Jacquelyn Lam, Group Project Manager.

The visit, which revealed the strong ties shared between both parties, took place from 13 to 16 June 2007. The Seacare Delegation also met with representatives of three other organisations – Dr Nguyen Dac Thang, Director of Vietnam Institute for Small Enterprise and





*"It was a fruitful meeting. We gained a better insight to the work they do. The visit also enabled us to exchange more ideas, such as implementing programmes for the best interests of the community. We certainly look forward to many such exchanges with our fellow compatriots."*

Cooperatives (VISEC), Dr Nguyen Viet Tien, Assistant President of Hai Phong Co-operative Alliance and Dr Pham Van Trung, Director of Binh An Collective Enterprise.

The Seacare Delegation was joined by representatives of the Singapore Teachers' Co-operative Society Ltd (STC) when they called on VCA.

Over the four days, the guests were also shown around the VISEC Training Schools and had the opportunity to visit the Hai Phong Seaport.

Of the successful visit, Mr Leow commented, "It was a fruitful meeting. We gained a better insight to the work they do. The visit also enabled us to exchange more ideas, such as implementing programmes for the best interests of the community. We certainly look forward to many such exchanges with our fellow compatriots."



# CHANGING THOUGHTS

Here's what: think about how you can make a difference amidst the changing environment. But well, simply by thinking about it will not make any difference, you have to act on it.

Some 30 participants took part in a workshop entitled "Different Thinking for Different Results", organised by Seacare Manpower Services Pte Ltd on 14 and 15 July 2007. Veteran trainer Mr Ernest Chen had a field day showing the ropes of making the most of change to these participants.

The two-day course entails challenging and adapting to change in our everyday lives, whether at the work or personal environment. But first of all, he shared on how change can affect everyone, and to ensure a 'positive' change, he imparted skills on "Rolf Smith's Seven Levels of Change" to the participants, coaching them on applying innovative tools that will make both their personal or business life more productive. The key word? Think creative!

Time to put on your thinking caps, because it's time to think about how you can do things differently and achieve your desired results!

	What	How
<b>Level 1</b>		
- Focus	Effectiveness: Doing the right things	- Set Priorities
- Doing what's important first		
<b>Level 2</b>		
- Follow Procedures	Efficiency: Doing things right	- Understand Standards
- Clearing unwanted		
<b>Level 3</b>		
- Find Ways to Improve	Improving: Doing Things Better	- Listen to Suggestions
- Help, Coach and Mentor Others		
<b>Level 4</b>		
- Stop Doing What Doesn't Count	Cutting: Doing Away with Things	- Ask "Why?"
- Refocus Continuously		
<b>Level 5</b>		
- Read about Best Practices	Copying: Doing Things Other People are Doing	- Notice and Observe More
- Think Before you Do		
<b>Level 6</b>		
- Combine New Technologies	Different: Doing Things No One Else is Doing	- Ask "Why Not?"
- Focus on Different, Not Similar		
<b>Level 7</b>		
- Break the Rules!	Impossible: Doing Things that Can't Be Done	- Question Assumptions
- What's Impossible Today is Possible Tomorrow		



# SEACARE MEDICAL SCHEME (SMS) EXPANDS



The Seacare Medical Scheme (SMS), an initiative presented by SOS was implemented on 1 March 2005. A first by a local Union, the scheme made free basic medical benefits available to all its members.

Recognising the need to make SMS accessible to more members, SOS and Seacare Maritime Medical Centre (SMMC) affiliated six additional clinics with effect from 1 August 2007. Prior to this expansion, SMMC has seven affiliated clinics in Philippines, Indonesia, Vietnam, Malaysia and Singapore.



On 24 July 2007 SMMC signed an agreement with Medicus (Iloilo City) Inc. to affiliate five of its Medicus Diagnostic Centre & Medical Clinics branches to provide SMS on the Panay Islands, Philippines. In another agreement signing, on 10 August 2007, Ilanos' Medical and Dental Clinic, located in Imus City was affiliated to provide SMS in Cavite and nearby provinces. Mr Kam Soon Huat, Executive Secretary, explains the need for additional clinics, "We have members residing in various provinces within Philippines and we want to ensure that no one is left out of the SMS. As at June 2007, 6,480 Filipino members and their dependents have been registered in the SMS and with this expansion to the list of SMS appointed clinics, we want to enable access to more Filipino members and their dependents even if they may reside in further provinces away from Manila."



**Appointment of Medicus Diagnostic Center & Medical Clinic**

L to R: Dr. Federico A. Arcenas, Vice President, Medicus (Iloilo City) Inc.; Dr. Chia Yih Woei, CEO, SMMC; Dr. Vicente E Villareal, President, Medicus (Iloilo City) Inc.; Mr Leow Ching Chuan, General Secretary, SOS.



**Appointment of Ilano's Medical and Dental Clinic**

L to R: Dr. Mateo T. Ilano, Medical Examiner, Ilano's Medical and Dental Clinic; Dr. Juanito A. Ilano, Medical Director; Ms Mariana Amad, Manager, SMS.

*"We have members residing in various provinces within Philippines and we want to ensure that no one is left out of the SMS. As at June 2007, 6,480 Filipino members and their dependents have been registered in the SMS and with this expansion to the list of SMS appointed clinics, we want to enable access to more Filipino members and their dependents even if they may reside in further provinces away from Manila."*

- Mr Kam Soon Huat, Executive Secretary, SOS

And there is more good news in store. SOS, recognising the need to enhance the value of SMS, added two basic examinations to the existing list of benefits. With effect from 1 August 2007, SOS Filipino members and dependents can now benefit from the Fasting Blood Sugar (FBS) check and Total Cholesterol check together with the medical consultations. The FBS check is purposeful in identifying the risk factors in diabetic condition while the Total Cholesterol check identifies risk factors in cardiac problems. As Mr Leow Ching Chuan, General Secretary, SOS explains, "We want to be as comprehensive as possible. These are commonly sought after medical examinations. Expanding the list of free basic medical benefits means taking another step closer to providing the opportunity to our members and their dependents to be more aware of their medical conditions and lead a quality life."



The full range of medical benefits available to SOS Filipino members & dependents at SMS appointed clinic is as tabled below.

- |                                                             |
|-------------------------------------------------------------|
| 1. Medical Consultation                                     |
| 2. Medical Consultation and Complete Blood Count (CBC)      |
| 3. Medical Consultation and Stool Examination               |
| 4. Medical Consultation and Urinalysis                      |
| 5. Medical Consultation and ECG                             |
| 6. Medical Consultation and Chest X-ray                     |
| 7. Medical Consultation and Fasting Blood Sugar (FBS) Check |
| 8. Medical Consultation and Total Cholesterol Check         |
| 9. Tooth Extraction without Surgery                         |

Mr Leow further sums up the expansions:

*"Appointing more clinics and providing more medical benefits and value-added services will remain relevant and that will be our focus for the next three years. At the same time we are mindful to continue to evaluate and review the existing scheme, in order to effectively identify any need for changes or improvement on a progressive basis."*



The expansion and improvements carried out to the SMS are made possible with the contributions and feedback received from employers, members and manning agents. A series of outreach programmes such as dialogue session and a seminar were organised to promote the SMS. Through such programmes, feedback and suggestions were gathered to identify the areas needed for improvement and enhancement while creating awareness among the employers, members and manning agents. On the co-operation shown by the manning agents, SOS truly appreciates their effort in carrying out the procedures required by disseminating and submitting the applications so that members and dependents can utilise the SMS benefits without delay.



Said Mr Leow, *"We value the feedback from our members because that is a good indication of how we can continue to refine our processes and review the benefits. After all, the SMS is in pursuit of the objectives of SOS and Seacare in providing better welfare benefits to all our members."*



The SMS has undergone many rounds of evaluation and assessment. SOS reiterated that this is an ongoing process as part of its continual efforts to improve and extend the SMS. Overall and collectively, members indicated that they were pleased with the range of benefits available and that SMS is also extended even to their dependents. They were keen to find out plans to expand the list of SMS appointed clinics as well as the list of medical benefits. Indeed, SOS has plans for more clinics and medical benefits. At the same time, SOS is currently carrying out research, findings and study to make SMS available in China and Malaysia as part of increasing its presence overseas while strengthening the SMS in Indonesia. This is all for the benefit and betterment of majority of its members.

For more information on Seacare Medical Scheme, please contact Mariana Amad at 6379 5673 or email [angel\\_mariana@seacare.com.sg](mailto:angel_mariana@seacare.com.sg).

# SMS APPOINTED CLINICS

## AS AT AUGUST 2007, SMS APPOINTED CLINICS ARE:



### Singapore

NEW Optometry & Ocular Care Centre (NOOCC)

### Philippines

Micah Medical Clinic and Diagnostic Laboratory (Manila)

Galenus Clinic Inc. (Manila)

Gillamacs Diagnostic & Medical Laboratories Inc. (Cebu City)

Medicus Diagnostic Center & Medical Clinics (5 branches in Iloilo City, Antique and Capiz)

Illano's Medical & Dental Clinic (Cavite)

### Malaysia

Klinik Sentosa (Klang)

### Vietnam

Australian Clinic & Pathology Diagnostics (Ho Chi Minh City)

### Indonesia

Klinik Baruna (Jakarta)





# FOR QUALIFIED SOS FILIPINO MEMBERS & DEPENDENTS

## BENEFITS AVAILABLE AT SMS APPOINTED CLINICS IN PHILIPPINES:

- Medical Consultation
- Medical Consultation and Complete Blood Count (CBC)
- Medical Consultation and Stool Examination
- Medical Consultation and Urinalysis
- Medical Consultation and ECG
- Medical Consultation and Chest X-ray
- Medical Consultation and Fasting Blood Sugar (FBS) Check
- Medical Consultation and Total Cholesterol Check
- Tooth Extraction without Surgery



**For more information on the SMS for SOS Filipino members,  
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Email: smsph@seacare.com.sg

### **SMS Appointed Clinics in Philippines**

- Micah Medical Clinic and Diagnostic Laboratory (Manila)
- Galenus Clinic Inc. (Manila)
- Gillamacs Diagnostic & Medical Laboratories Inc. (Cebu City)
- Medicus Diagnostic Center & Medical Clinics (5 branches in Iloilo City, Antique and Capiz)
- Ilano's Medical & Dental Clinic (Cavite)