

SAMUDRA

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SOS VALUES EVERY JOB, EVERY WORKER, EVERY MEMBER





SAMUDRA

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STRONGER LABOUR MOVEMENT FOR A BETTER SINGAPORE

- NTUC ORDINARY DELEGATES CONFERENCE



The Progressive Wage Model (PWM) in more sectors and more companies is the solution for sustainable growth; and PMEs (Professionals, Managers and Executives) outreach and engagement is the way to grow union membership and be a relevant Labour Movement (LM).

This conclusion was reached and adopted at the NTUC Ordinary Delegates Conference held from 29 to 31 October 2013. To achieve both wage and membership growth, three key thrusts for the next two years will be to focus on strengthening leadership development within the labour movement; enhancing communication with the management and human resource community; and broadening engagement with government agencies.

Over 650 delegates and observers who attended the conference also participated in workshops on “Better life through Progressive Wage Model and Making Work Easier, Safer and Smarter”; “Strengthening Leadership Development Deepening Tripartism”; “One and Only U” and “All CAN Membership for Stronger LM”.

Among the participants was the SOS contingent, namely, General Secretary Mr Kam Soon Huat, President Mr Mohamed Idris Mohamed Ibrahim, Vice Presidents Mr Bon Sheun Ping and Mr Mohamad Abu Bakar, Treasurer Mr David Sim, Vice Treasurer Mr Loh Suan Hin and Assistant Secretary Mr David Shoo.



PROACTIVE LM CALLS FOR ACTION

Singapore, as a nation, is at a turning point.

"We are going through a transition to become a better economy with quality growth, a better workforce that is more capable and more inclusive, and a better society that is more caring and more respectful of one another," NTUC Secretary-General Lim Swee Say said this.

"As an active force in nation building, the Labour Movement must continue to be proactive and help make our nation a better Singapore for all Singaporeans and workers."

The labour movement's challenge is to make every job a better job, and every worker a better worker.

THE LABOUR MOVEMENT DECLARES

WE WILL REACH OUT to serve and help more workers, grow our membership base towards one million by NDC 2015, and increase unionisation rate from one in four workers now, to one in three by NDC 2019.

WE WILL STRENGTHEN the competency, commitment and unity of our collective labour leadership; as well as be a voice that carries weight and is able to lead to more changes for the interests of the workers and members. We will also update the operation model of our unions so that we can do more good together.

WE WILL MAKE every job a better job, every worker a better worker, every union a good union, and every union leader a good leader.

TOGETHER WE STRIVE for better jobs, better pay and better lives for all workers of Singapore!

PROGRESSING WELL TOWARDS LM 2015

In 2011, the labour movement charted the direction to reach in 2015. Reviewing the past two years, NTUC Secretary-General Lim Swee Say reported "we have made good progress".

FIRST - our labour market remains tight today. Job creation is healthy, unemployment is low and employment rates are going up. Median wage has also improved in real terms. We have also strengthened the inclusiveness of our workforce.

SECOND, our inclusive membership base has grown from 650,000 at NDC 2011 to over 770,000 today. Unionisation rate of the resident workforce has also improved from one in five local workers in 2002, to one in four in 2012. Half of the unions have also embarked on lifelong membership, covering close to 90 per cent of eligible members.

THIRD, unions affiliated to NTUC continue to strengthen the leadership pipeline. By attracting more unionists to step forward to serve, the overall labour leadership pool has been expanded from 5,800 at the Ordinary Delegates' Conference (ODC) 2009 to 6,186 at ODC 2013. A majority of unions have formalised the adoption of the 3-Flow leadership framework. Together, they account for two third of unions affiliated to NTUC and 80 per cent of union leaders in the Labour Movement.

"These major achievements are the results of hard work and concerted efforts of Sisters and Brothers in the Labour Movement and our tripartite partners. To all of you, a big thank "U"," Mr Lim said.



DEVELOPING A CULTURE OF RESPONSIBILITY AND RESPECT

“We must remain an open society but with a strong Singapore core. That is not a contradiction. It is a virtuous cycle...At the end of the day, it is about culture: a culture of responsibility and respect. We have to respect workers in every vocation. We have to respect our older workers. As individuals, we must take the responsibility to upgrade ourselves and see that not as a chore but as something that makes the job meaningful. And starting from young, we have to encourage respect of children of different abilities and strengths. That’s important, because a spirit of fellowship starts from young.”



– *Deputy Prime Minister and Minister for Finance Mr Tharman Shanmugaratnam*



“In any economic transition, there will be pain. This is unavoidable. Why go through pain? Because the pain of not going through the transition will be a bigger and longer pain. The challenge is to go

through the pain and bring out the gain for both business and workers, provided we get it right.”

“As a Labour Movement, we have to grow stronger so that tripartism can be more effective, and Singapore can be a better place for all of us.”

– *NTUC Secretary-General Mr Lim Swee Say*

TRIPARTISM – MOST PRECIOUS COMPETITIVE ADVANTAGE



“To all our tripartite partners, we reaffirm that NTUC remains relentless in ensuring that our tripartite framework continues to grow in strength. It is our most precious competitive advantage, one that we must preserve,

foster and adapt so that we can continue to serve our workers amid more volatile and uncertain times.”

– *NTUC President Ms Diana Chia*

PIRACY – FOCUS OF ASSM AND NASCO MEETING

Piracy was one of the main issues tackled at the 30th Asian Seafarers Summit Meeting (ASSM) held in Vladivostok, Russia on 22 August 2013. Discussions on whether to arm the personnel on board merchant vessels combat the threat of being attacked or hijacked drew hot debate from the 57 delegates from 15 unions.

Other hot topics discussed at the meeting included education and training opportunities for seafarers and tax exemption for seafarers in different countries.



Also in Vladivostok, the Norwegian/Asian Seafarers Committee (NASCO) meeting was held where once again piracy was on the agenda. The discussions covered a wide range of topics including bilateral agreements and seafarers' charter; ITF Inspectorate; Maritime Round Table; the Maritime Safety Committee; the Status of the Flags of Convenience (FOC) Campaign; Compliance issues pertaining to MLC 2006 and possible wage increase. There were 94 delegates from 17 different countries that got together to address these demanding issues.

Front row, from the left: SOS General Secretary Mr Kam Soon Huat; Assistant Secretary Mr David Shoo; President Mr Mohamed Idris Mohamed Ibrahim and Vice President Mr Bon Sheun Ping, were among the delegates from 11 countries who attended the meeting.



GUIDELINES FOR SHIPS' COOKS ADOPTED AT ILO

The International Labour Organisation (ILO) has made it a point to acknowledge the unique set of working conditions that seafarers work under and the specificity of their jobs. As a result, the ILO held a three-day Meeting of Experts in Geneva, Switzerland and adopted guidelines on the training of ship's cooks on 27 September 2013.

The new guidelines aim to provide guidance to Member States to help them implement Regulation 3.2 and the respective provisions of the Code of the Maritime Labour Convention (MLC) 2006 concerning food and catering, and in particular the qualification and training standards for ships' cooks.

Under these provisions, States parties to the MLC, 2006 must ensure that seafarers on ships flying their flag are provided with food and drinking water of appropriate quality, nutritional value and adequate quantity that takes into account the differing cultural and religious backgrounds, while seafarers employed as ships' cooks must be appropriately trained and qualified.

The Guidelines, which will be submitted to the March 2014 session of the Governing Body of the ILO for its consideration, cover the multiple aspects of competence of ship's cooks, including cooking skills, galley administration, prevention of food-borne disease, food and personal hygiene, nutrition and menu planning, religious and cultural aspects, communication skills, first aid and firefighting in the galley, and waste management.

Mr Maximillian Theodore, Trainer for the Certified Cook's Training Course, was part of the ITF delegates that convened at the meeting, which was attended by nominated experts and observers from governmental and non-governmental organisations.

GETTING UP CLOSE AND PERSONAL WITH MLC 2006



that the MLC, widely known as the seafarers' bills of rights, plays an important role in promoting safe and healthy working conditions for all seafarers," he added.

Mr Mohamad Abu Bakar together with Assistant Manager Mr George Foo, took a group of 50 members and staff through the workings of the MLC at the two hour briefing on 28 September 2013 at the Maritime Hall.

SOS is going all out to help its members and staff understand the Maritime Labour Convention (MLC) 2006, appreciate its content, know their rights and what they must do to achieve compliance.

"Now that we are in the implementation and enforcement stage of MLC 2006, we need to further inform and educate our members about the changes and improvements that are taking place onboard vessels," said Mr Mohamad Abu Bakar, SOS Vice President.

"General knowledge of the MLC is important to our local members and especially for the active seafarers, considering





The Introduction to MLC topic is relevant to me. Although I have been informed by my company, the session serves as additional information to me.

– **Mr Muhd Husni Hashim**
Able-Bodied Seaman



With the MLC, the seafarers can raise their concerns freely with the masters during the monthly meeting sessions held on board. In recent years, I have seen improvements in the recreational facilities provided on board such as internet connection.

– **Mr Masrom Ersat**
Bosun

Through creative combination of notes, videos clips, photos and case studies, the participants learned about the regulations in MLC 2006, which cover every aspect of their work and life on board including hours of work or rest; payment of wages; and seafarers' complaint handling. Handbooks and materials were given to the participants, who also asked questions throughout the presentation to have their doubts clarified.

From the feedback, the briefing has enabled the participants to better appreciate how the MLC 2006, which replaces almost 70 existing conventions and regulations, provides protection at work for the world's seafarers.

COOKS GET UPDATED ON MLC REQUIREMENTS



SOS local members participating in their first locally held Certified Cook's Training Course in August 2013



Trainees paying full attention during the lesson conducted in Manila

Two sessions of the Certified Cook's Training Course for SOS local members were conducted right here in Singapore. The sessions were held on 23 and 24 August; and 6 and 7 September 2013, at the Maritime Hall in Seacare Building.

The trainees paid close attention to the trainer in class. Some felt it was a good refresher course while others thought that it provided them with updated information. The trainees were thankful to the Union for organising such a course as it serves to enhance and consolidate their knowledge and upgrade their skills in the galley.





The two-day theory programme is specially designed for existing Ship Cooks with at least six months of sea service. Critical topics covered include the provision of balanced, healthy and nutritious diets onboard; management of food storage and stock control onboard; food preparation; food and personal hygiene; waste management and pollution control; and fire and accident prevention in the galley, pantries and store areas.

Since May 2013, Seacare Thrift Ptd Ltd (STPL) has conducted its Maritime Labour Convention (MLC) compliant Certified Cook's Training Course for 22 groups of trainees.

The latest group that benefitted from the training was 16 experienced cooks who had their illuminating lesson in Manila on 17 and 18 September 2013. These trainees from Neptune Ship Management Services Pte Ltd (NSSPL) received a certificate after passing an assessment at the end of the course.

The Cooks Say

The course has given me a lot of knowledge and ideas of what I can do if I'm working onboard again.

– **Mr Ho Yip Hong**

I can perform my job better after the training.

– **Mr Elmer Berbulla Bela-ong**

I like the training as it gives me more knowledge about the MLC regulations and basic personal hygiene and food safety.

– **Mr Ferdinand Delina Sombero**

I enjoyed attending the course as the trainer made the lesson humorous and educational. I appreciate SOS for organising this.

– **Mr Amran Matsom**



BORA AWARD FOR TWO OF OUR FINEST



SOS leaders, Mr Rahmat Abu Bakar and Mr Chew Thiam Chye, Jeffrey, were among this year's Branch Official Recognition Award (BORA) recipients. They joined 74 other awardees from 46 unions to receive the BORA from NTUC Deputy Secretary-General Heng Chee How on 16 August 2013.



The BORA is presented to members who have proven themselves to be indispensable cogs in the wheels of their respective unions. They embody the ethos of hard work and service. These two have certainly done that and we recognise and congratulate them for their efforts!

At the award ceremony, Mr Heng urged the BORA recipients to continue the good work. "Do Good and better still multiply so that the good work that you are all responsible for can get better and better and the scale can grow bigger and bigger and more and more people can benefit," he said.

As part of the award, the BORA recipients had the chance to participate in an Overseas Learning Journey.

GUT HEALTH: A TRIP TO THE YAKULT FACTORY



I n t e s t i n a l health is the cornerstone of the Yakult drink product. Forty-six members got to learn and understand more about this part of the human digestive system during the visit to the Yakult factory on 24 October 2013.

Organised by the Training, Skills & Leadership Development (TSLD) Committee to promote lifelong learning for our members, the outing to the popular factory at 7 Senoko Avenue was an eye-opener for them.

As part of the learning visit, the members attended a highly educational talk on the role of good and harmful bacteria in the intestine. Through a fascinating scientific documentary, they were educated about the benefits of

probiotics, particularly the L.casei strain Shirota, in the maintenance of intestinal health and the prevention of intestinal related diseases.

The members also enjoyed a complimentary bottle of Yakult during the presentation as part of the educational programme before proceeding for a 1.5 hour factory tour.

Guided by Yakult's staff, the members were given an insightful tour around the plant where they were shown the high tech production process of the cultured milk drink behind a glass-walled viewing gallery, which was specially constructed to provide visitors with a safe and clear view of what goes into Yakult.

It was an informative and enjoyable experience for the members who left the factory with enriched knowledge of the digestive system and with a simple way to improve intestinal health.

COOKS FROM CHINA SHARPEN THEIR SKILLS

Cooks from China learned the basics of maritime English as well as the fundamentals of catering, food safety and hygiene on a course conducted by Singapore (Nantong) International Maritime Institute (SNIMI). Twenty five trainees completed the four week challenging course which took place from 26 August to 20 September 2013. As part of the training, the participants had to sit through several weekly assessments and a final evaluation to better evaluate their progress and performance.



The SNIMI Trainers Say

I have seen tremendous improvement in the trainees. They know more about the responsibilities of working onboard and are more confident in communicating in English after completing the course.

– **Ms Ma Meng Yun, Lilith**

Apart from English lessons, there were discussions on how to deal with the possible challenges one will encounter when working onboard. As a result, the trainees are now more confident to work onboard.

– **Mr Shen Ai Bing**

The Trainees Say

I have improved my English conversational skills through communicating in English with other trainees and I feel a great sense of achievement. I understand safe working practices and how to prevent accidents. Fire fighting and emergency response were covered in the course.



– **Mr Deng Yu Cheng, 19 years old**



I improved my general vocabulary and took part in an introduction to food handling. I learned the proper way to handle different kinds of food and improve food hygiene standards.

– **Mr Yuan De Hai, 34 years old**

MARITIME WORKERS IMPROVE THEIR ENGLISH

Concurrently, there was another training program, Maritime Technical Skill and Elementary English Course, being run by SNIMI from 26 August to 20 September 2013. The course to improve the English standard while working onboard a vessel attracted 25 participants.



The SNIMI Trainers Say

Trainees are more receptive towards training and willing to learn a new language and improve their knowledge after completing the course.

– Mr Lu Yang

Trainees have significantly improved their command of English and some trainees have expressed their interest in working on foreign flagged vessels.

– Mr Zhou Jian, Raymond

It was good to know more about importance of personal grooming, such as interview tips and behaviour and work attitude so as to present myself positively in an interview.



– Mr Shi Quan, 19 years old

It is fun way to learn English through watching an English movie with other trainees.



– Mr Wang Ming, 20 years old



SNIMI

Singapore (Nantong) International Maritime Institute

DOING MORE FOR SHIPPING COMMUNITY

SOS gathered its partners in the shipping industry for an evening of celebration and networking on the day of the Chinese Mid Autumn Festival. This auspicious time provided the perfect opportunity for the union to strengthen existing relationships.

In his speech, SOS General Secretary Mr Kam Soon Huat highlighted that while seafarers are the intended primary beneficiaries of the MLC 2006, ship owners and managers, port authorities and other maritime players also “benefit greatly from having their rights and obligation clearly defined under the Convention.”

“It will be in the interest of all concerned to see to it that MLC 2006 achieves its objective,” Mr Kam said.

He pointed out that SOS is playing its part by conducting the ‘Certified Cook’s Training’ course to help members comply with the ‘Food and Catering’ regulations under the MLC 2006. Twenty-two of such sessions have successfully been conducted in Singapore, the Philippines and China.





To help members with their accommodation, SOS contributes by offering fully subsidised accommodation and services at the Seacare Sailors' Home in Manila, Seacare Drop-In Centre for International Seafarers and The Seacare Hotel.

"I am happy to note that 90 shipping companies have a corporate account with The Seacare Hotel and have booked 2,500 nights of stay at the hotel for their seafarers up to date," Mr Kam said.

To better serve the shipping community, the booking procedures at Seacare Sailors' Home in Manila, will be simplified to make it even easier for members to book a stay there. The Seacare Drop-In Centre will also be refurbished to make it a more attractive place for use by all seafarers.

Mr Kam also spoke about the SOS Gift Certificates for companies that are participating in the Seacare Sailors' Home Scheme where almost 70% of the 600 Gift Certificates issued in November last year were utilised. The Union is in the midst of issuing the second batch of the SOS Gift Certificates.

Our effort to enhance the welfare and well-being for our members and international seafarers would not be possible without the co-operation and support from the shipping community. On this note, I would like to take this opportunity to thank all of you for extending your support to the SOS and Seacare throughout the years.

– **Mr Kam Soon Huat**
SOS General Secretary





CELEBRATING HARI RAYA



1 6 August 2013 was a night of excitement and fun-filled entertainment as the SOS family celebrated Hari Raya with traditional Malay dances, performances by Suria Channel celebrities, games and lucky draw prizes at Orchard Hotel Singapore.

Joining in the special occasion were beneficiaries from 4 welfare homes, Darul Ihsan Orphanage (Boys), Darul Ihsan Lilbanat (Girls), Ramakrishna Mission Boys'



Home and St Theresa's Home.

During the celebration, SOS Advisor Mr Zulkifli Mohammed and SOS General Secretary Mr Kam Soon Huat went to the beneficiaries tables and presented them with green packets in the spirit of giving and sharing.

Together with SOS members and their families, the beneficiaries tucked into the sumptuous feast which included *Ayam Masak Merah*, *Kambing Masak Dhalcha* and *Lembu Masak Rendang*.

SOS President Mr Mohamed Idris Mohamed Ibrahim and Vice President Mr Mohamad Abu Bakar presented prizes to the winners of the Grand Draw and Best Dressed competition respectively. It was a wonderful night with everyone who attended thoroughly enjoying themselves!



RISE IN GIFT CERTIFICATES FOR SEACARE SAILORS' HOME SCHEME

In its efforts to enhance the accommodation benefits for seafarers, SOS is continuing the “Gift Certificates” under the Seacare Sailors’ Home Scheme (SSS).

The Gift Certificates will be presented to Shipping Companies that have Collective Bargaining Agreement (CBA) with the Union and are participating in the SSS scheme. The holder of the Gift Certificate is entitled to a One-Night Stay in Superior Room, inclusive of breakfast for two, at The Seacare Hotel. These Shipping Companies are also entitled to a 10 per cent discount off the prevailing room rates at The Seacare Hotel.

The first batch of 600 gift certificates was issued and nearly 70% were fully utilised by shipping companies. Due to the overwhelming response, more gift certificates were issued in November 2013, totalling 750.

It is heartening to note that 90 shipping companies have a corporate account with The Seacare Hotel, Singapore’s first union/co-operative owned hotel, and have booked 2,500 nights of stay for their seafarers to date. The hotel, strategically built next to the union office, provides guests and seafarers with easy access to the Central Business District, tourist attractions and port area.

The other benefits of the SSS include the fully subsidised accommodation benefits for SOS Members at the Seacare Sailors’ Home which is conveniently located in Mandaluyong City, Philippines; and the free services provided to International Seafarers at the Seacare Drop-In Centre located in the Pasir Panjang Terminal Building in Singapore.



NTUC WOMEN'S COMMITTEE WORKPLAN SEMINAR IN VIETNAM

SOS EXCO Member Ms Shena Foo and Assistant Director Ms Sharon Li joined 61 women unionists who participated in the NTUC Women's Committee Workplan Seminar held in Ho Chi Minh, Vietnam.

From 19 to 22 September 2013, the delegation discussed women's issues and opportunities to lead and work in Singapore. With the overarching theme on 'Value Every Woman', the main points that were discussed were...

...Women's Leadership: The participants spoke about strengthening the 3F model, focusing on enlarging the women membership base, developing potential leaders with more targeted training programmes and exposure as well as tapping on the experiences of the experienced women leaders to be mentors to the younger women leaders.

...Advocacy: The issues include work-life balance, childcare facilities and workplace representation and promotion of more flexible work arrangement.

...Working Environment: Building a pro-family and women friendly workplace and the roles women can play towards supporting a happy working family. The discussion also included those who could not return to the workforce, how Womens' Development Secretariat (WDS) could help strengthen their social safety net.

Eye-opening learning trips to the Vietnam Women's Union and the hypermarket Co.opXtra Plus, a joint venture between NTUC FairPrice Co-operative Ltd and Saigon Union of Trading Co-operatives Ltd, were some of the event highlights.



MAPPING OUT WORKPLAN TO CARE AND SHARE



For three days, 68 members of the NTUC Care and Share Committee and one representative from the NTUC Membership Department participated in a seminar to deepen their bonds, develop a U Care Vision Statement and formulate the 2014 Workplan for the U Care Fund.

SOS President Mr Mohamed Idris Mohamed Ibrahim and Senior Executive Ms Halimahtul Saa'diah Mohamed Sadon were part of the delegation that looked for the best means to help others.

The seminar, held in Phuket, Thailand, on 3 to 6 October 2013, had members share accounts of how low income families struggle daily and offered inspiring ideas to help them. The members highlighted touching stories from recipients of the U Care programmes, which support low-income members and their families, champion for children and youth and care for the underprivileged community.

Through teambuilding and group activities, the participants learned to embrace U Care Core values of Caring, Integrity and Fairness as the basis for decision-making and in resolving dilemmas.

Programmes such as U Care Stretch Vouchers, Family Recreation and Fun Carnivals, Back to School Vouchers, U Care Education Co-Funding scheme and U Care CSR Co-Funding Scheme were also reviewed at the seminar.



SEACAREFOCUS

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SEACAREFOCUS



SEACARE THRIFT PTE LTD

IN ALL WAYS, ALWAYS ADDING VALUE

Playing the critical role of managing and administering the four major welfare schemes of the SOS – namely Seafarers’ Provident Fund (SPF), Seacare Medical Scheme (SMS), Seacare Maritime Training Scheme (SMTS) and Seacare Sailors’ Home Scheme (SSS) – Seacare Thrift Pte Ltd (STPL) ensures that these schemes add value to the lives of SOS’ members.

Since year 2000, STPL has been managing the SPF, a scheme set up to allow eligible SOS members to withdraw their provident funds upon reaching the age of fifty. The funds contributed by the members’ employers or shipping companies covered with SOS CBA would provide seafarers with financial support upon their retirement.

In 2012, STPL was tasked to commence the refunding process of the SPF under the supervision of the Administrative Committee. At present, STPL coordinates all operational matters of the funds repayment and processes related administrative matters and enquiries from members.

“With the termination of the SPF, STPL will continue to explore alternative scheme to enhance the interest, welfare and financial benefits of the SOS members,” said Mr Daniel Tan, General Manager of STPL.

STPL was also tasked to administer the Seacare Medical Scheme (SMS), a scheme established by SOS in 2005 to provide members with medical and dental-related benefits.

Today, this scheme can be utilised by members in affiliated clinics throughout Singapore, Malaysia, Indonesia and the Philippines. STPL continues to liaise with overseas representatives and affiliated clinics, and informs participating shipping companies of new clinical services and operations in the region, who would share information with eligible members.

In 2008, equipping and empowering SOS members to be competent seafarers transcending language and nationality, SOS tasked STPL to manage SMTS, a scheme which provides education and training of SOS members and other seafarers who would serve onboard vessels covered by SOS CBA. Since then STPL has been organising training in Singapore, the Philippines, China and Malaysia.

“Seacare Thrift’s driving force is to serve the members in all ways,” Mr Daniel Tan pointed out. “Thus we will always be on the forefront in conducting up-to-date training courses to ensure that SOS members stay competent and confident in the industry.”

In 2010, the SSS was set up to provide accommodation and services for SOS members, international seafarers and members of the shipping community.

STPL’s main responsibilities in running SSS include the management of the Drop-in Centre in Singapore at the Pasir Panjang Terminal; managing the Seacare Sailors’ Home in Manila, Philippines; and administrating the eligible benefits to participating shipping companies at the Seacare Hotel.

To better serve the SOS members, STPL engaged the help of its associates in the Philippines and Indonesia as a contact point for enquiries related to the SOS welfare schemes. With the same objective, STPL in 2010 set up a representative office in Wuhan, China.



The Certified Cook’s Training Course, one of the training programmes under the Seacare Maritime Training Scheme



The Seacare Sailors' Home in Manila, Philippines

According to Mr Daniel Tan, the increasing demand for quality ratings by SOS CBA companies have opened up the possibility of establishing training centres, outside of Singapore, to promote the seafaring career in the region as well as to provide seafarers with holistic training to upgrade their skills.

In 2011, STPL as part of a joint venture established the Singapore (Nantong) International Maritime Institute (SNIMI), a Maritime Training centre that offers training for all seafarers in Nantong, China.

In 2012, SNIMI celebrated its first anniversary with the official opening of SNIMI Training Centre Replica Galley and with encouraging statistics of seafarers who have successfully completed a series of Seacare Quality Rating Training and Seacare Quality Cooks Training courses.

These courses cover a wide range of fundamental maritime subjects such as elementary English; basic food and catering; safety onboard; fire fighting; and International regulations.

To prepare ships' cooks for the enforcement of the Maritime Labour Convention (MLC) 2006, STPL in 2012 also took the initiative to tailor-make a MLC compliant Certified Cooks Training Course for existing ships cooks. The two-day intensive course which is conducted onshore and onboard vessels, covers essential topics such as Personal Hygiene & Food Sanitation; Diet & Nutrition; and First Aid and Safety in the Galley. The programme complies with the regulations of the MLC 2006 and is recognised by the Maritime and Port Authority of Singapore.

"STPL looks to expand its operations in the near future to efficiently cater to the needs of our SOS members and serve the wider maritime industry," said Mr Daniel Tan.



The Seacare Maritime Medical Centre in Singapore

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SEACARE BLOSSOMING FORTH!



The Seacare Group has not only taken root but has truly blossomed forth for the past 19 years of its existence.

In the Seacare Co-operative Ltd 19th Annual General Meeting held on 27 September 2013, Seacare Group Chief Executive Officer Mr Leow Ching Chuan highlighted that the overall performance of Seacare Group during the review period of 1 April 2012 to 31 March 2013 has markedly improved over that of the previous Financial Year.

“The extent of improvement has been such as to give us a reassuring optimism for continued future growth,” he said.

The official opening of the 16-storey 103-room Seacare Hotel on 30 January 2013 was the ‘outstanding event’ of the Seacare Co-operative. Another noteworthy reason for Seacare to celebrate was the Singapore National Co-operative Federation conferring on Mr Leow the Co-operative Champion Awards in 2013.

In his heartening Chairman’s report, Mr Leow highlighted the activities of the companies in the Seacare Group that have “provided impetus for the continuing and blossoming growth of the Seacare Group all these years.”



HR and Lifestyle Cluster

In the HR and Lifestyle Cluster, with its corporate philosophy centred on staff training and development, Seacare Manpower Services Pte Ltd has been engaged in a program of leadership, communications and IT skill training. Personnel employed by Seacare Manpower for secondment to schools and other clients go through this programme.

Property and Environment Cluster

Also blossoming forth is the Property and Environmental Cluster with two substantial projects in the review year. Seacare Properties Pte Ltd’s joint venture project, LeGrand Developments Holdings Pte Ltd, completed the purchase of 23-29 Market Street in June 2012. Located on this property will be a 10-storey 108-room hotel which will begin construction in the last quarter of 2013.



Sharpening focus, harnessing strength in this year's Seacare Report underlines the crucial importance for our Seacare Group to be dynamically and seamlessly integrated as a Group for our future progress.

– **Mr Leow Ching Chuan**
Seacare Group Chief Executive Officer

The other project is the purchase of Citin Hotel (Kuala Lumpur) in August 2012 by Seacare Hospitality Pte Ltd, the majority owner of SP K2 Hospitality Sdn Bhd. The hotel will be refurbished, upgraded and marketed as The Citin Seacare Hotel.

Medical Cluster

The Medical Cluster achieved a breakthrough with the UK body according accreditation and authorizing Seacare Maritime Medical Centre Pte Ltd (SMMC) to conduct medical fitness examination for anyone of the Oil and Gas UK's 440,000 members working in any offshore facilities in the region.

Maritime Services Cluster

Registering another significant achievement is Maritime Services Cluster's Seacare Thrift Pte Ltd with the official opening of the Singapore (Nantong) International Maritime Institute (SNIMI) Training Centre Replica Galley during SNIMI's first anniversary celebration in November 2012. The Maritime and Port Authority of Singapore has given in-principle approval to Seacare Thrift to conduct MLC 2006 compliant Certified Cooks' Training Courses.

Investment Cluster

Watertech Pte Ltd's strategy to branch out from water industry into urban development is progressing well. The company, in the Investment Cluster, partnered Singapore companies to help the city government of Fujin in Heilongjiang to develop Heilongjiang (Fujin) International Safe Food Industrial park; a project which was showcased at the World Cities Summit in July at Marina Bay Sands.

In the review year, Connect Centre Pte Ltd, another component of the Investment Cluster, had its contract with the Singapore Prison Service renewed for a further two years and successfully secured a tender with NTUC Fairprice, a first non-government award.

Mr Leow also shared that the Seacare Seafares' Club, which epitomises the mission of the Group to look after the interest and well-being of seamen, had its constitution amended to enlarge its membership scope to enable all SOS members to join the Club. The Club's membership now numbers more than 22,000.

Board of Directors

New Board of Directors for a term of 3 years till the 2016 AGM

Chairman	Mr Leow Ching Chuan
Deputy Chairman	Mr Lee Van Chong
Secretary	Ms Shena Foo Jee Hwee
Treasurer	Mr Sim Hor Pheng
	Mr Kam Soon Huat
	Mr Goh Yeow Tin
	Capt Lee Chee Fong
	Ms Yip Moh Wah (NTUC)
	Mr Mohamed Idris Mohamed Ibrahim

Our appreciation and thanks to out-going members of the Board of Directors:

Mr Raja Mohd Said
Ms Toh Hwee Tin



MID-AUTUMN CELEBRATION FOR JALAN KUKOH SENIOR CITIZENS

Seacare Co-operative and Seacare Seafarers' Club (SSC) have cultivated a special, heartwarming relationship with the senior citizens in Jalan Kukoh, the housing estate next to the Seacare Building.

On 13 September 2013, some 120 senior folks living in the vicinity were invited to celebrate Mid Autumn Festival, an event specially organised for them at Club@52. Also at the celebration were special guest Mr Shanker Alan s/o Anant Kulkari, Chairman of Seacare Thrift Pte Ltd, and 80 staff and members of Seacare and SSC.

In her address, Ms Shena Foo, Seacare Assistant Group CEO welcomed the guests for their participation in the 'reunion' get-together (a full moon symbolises 'togetherness' in Chinese culture) before the commencement of the buffet dinner.

Seacare and SSC staff volunteered to serve the invited residents with food and drinks at their tables, which lined the club's al fresco dining area. Throughout the breezy evening, the enthusiastic guests clapped, cheered and sang heartily along with the performers who delivered their popular folk numbers.

Highlights for the night included special performance by celebrity DJ/singer Chen Jian Bin and attractive lucky draw prizes sponsored by Seacare Co-operative, SSC and Sheng Siong Supermarket.

At the end of the evening, Mr Shanker Alan shook hands with the smiling guests and presented them with bags of moon cakes as commemoration to end a night of joyous festive celebration.







SEACARE MANPOWER RECRUITERS TRIP TO HISTORICAL MALACCA



The beautiful and historic city of Malacca was the destination for a group of Seacare Manpower Recruiters who stayed in the Mahkota Hotel from 14 to 15 October 2013.

It was a welcome and well-deserved break for the recruiters who have been working tirelessly to promote union membership. Everyone who went on the trip enjoyed themselves touring the city's historical landmarks and savouring the famous Peranakan cuisine.

Some interesting sights that were explored were the Portal De Santiago, Stadthuys (Red House), Hang Li Poh's Well and the Portuguese Settlement which provided many opportunities for photo taking. Shopping at



Dataran Pahlawan Melaka Megamall and Mahkota Parade was met with great enthusiasm.

The group caught the coach ride home having eaten well and seen the sights that Malacca has to offer.



NTUC MEMBERSHIP SERVICE REPRESENTATIVES' MALACCA RETREAT

14 & 15 OCT 2013

Tour leader: John Ooi

Members

Sim Hor Pheng
Mrs Sim - Cheong Sou Kwin
Sulena Supaat
Koh Pia Cheng
Grace Lim
Lim Aik Choon George
Koh Kim Ho Nee
Han Soon Lian
Loh Teck Kim Clement
Teo Ah Kian Daniel
Cheang Chee Geok Herald
Chua Joo Beng Eddie
Kanagamani D/O K Subramanian

Certified Cook's Training Course

The Certified Cook's Training Course is designed for existing Ships' Cooks with at least six months of sea service.

We prepare trainees to be competent cooks for work onboard vessels or ashore by equipping them with specialised knowledge, skills and practices that also fulfill the requirements of the Maritime Labour Convention (MLC) 2006 and the International Maritime Organization's Standards of Training, Certification and Watchkeeping (IMO STCW)

Complying strictly with the MLC 2006, Regulation 3.2 and recognised by the Director of Marine, Maritime and Port Authority of Singapore (MPA), our programme covers the requisite special topics, namely, food with emphasis on basic

cooking techniques, food and personal hygiene, food sanitation, environmental protection and catering health and safety. It will equip the trainees with the competence to be a qualified Ships' Cook, a position much in demand in the global maritime industry.

Our two-day programme is currently operating on full scale in Singapore, Indonesia, Philippines and China (Nantong).

Modules	Day no.
Purpose of MLC and career as a Ship's Cook	1
Providing balanced, healthy and sufficient nutrition and diets on board	1
Managing food storage and stock control on board	1
Food preparation	1
Food & Personal Hygiene	2
Waste Management and Pollution Control	2
Fire and Accident Prevention in galley, pantries and store areas	2
First Aid Awareness	2
Written Assessment	2
Total Number of days	2

Contact us

For more information on our training package, accreditation and course reservation, please contact us at

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Email: thrift@seacare.com.sg

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