

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

SAMUDRA

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All Set for
OUR
JOURNEY

2020
2010

Contents

07



18



35

FRONTline

- **03** Future-Ready Ratings!
- **07** PAP Government Committed to Workers' Well-being and Future

IR Diaries

- **09** Settlement of MV Tina Crew Wages Totalling US\$354,000
- **10** Automation, Women and Communications
- **11** Meaningful Exchanges Between Hong Kong and Singapore
- **21** SOS Spread Bundles of Cheer

TrainUP SkillUP

- **12** Successful Completion of the 64th and 65th Batch of SQRT in Putian and Nantong

Empowering ALL

- **14** U Heart Project - SOS Bonding Session with AWWA
- **16** Supporting Education from Generation to Generation
- **18** More 'Bling' at SOS Deepavali Celebration
- **20** SOS Members' Night Celebrates a Mighty Harvest
- **22** Print and Digital, Samudra Has Both

What's UP

- **16** Supporting Education from Generation to Generation
- **18** More 'Bling' at SOS Deepavali Celebration
- **20** SOS Members' Night Celebrates a Mighty Harvest
- **22** Print and Digital, Samudra Has Both
- **24** Seacare - The Strongest We Have Ever Been, Says Chairman
- **27** Seacare Ordinary Members Get Seacare 25th Anniversary Gift Vouchers
- **28** SNIMI Celebrates 8th Anniversary
- **29** Seacare Group Gets Raymond Chia as Advisor
- **29** Lim Geok Hwee is New Chair of Seacare Properties
- **30** Spirit of Co-operative with Joint Venture Suites Hotel Holding Limited
- **31** Seacare Sales Executive Wins Silver NTUC Plus! Card Sales Challenge
- **32** Becoming a More Effective Communicator
- **33** Co-operatives Really Can Do 'Better Together'
- **34** Learning Journey to The Seacare Hotel Inspires Students
- **35** Sending Mooncakes with Love to the Community
- **36** The Maritime Hall and Club@52

SEACARE Focus

- **24** Seacare - The Strongest We Have Ever Been, Says Chairman
- **27** Seacare Ordinary Members Get Seacare 25th Anniversary Gift Vouchers
- **28** SNIMI Celebrates 8th Anniversary
- **29** Seacare Group Gets Raymond Chia as Advisor
- **29** Lim Geok Hwee is New Chair of Seacare Properties
- **30** Spirit of Co-operative with Joint Venture Suites Hotel Holding Limited
- **31** Seacare Sales Executive Wins Silver NTUC Plus! Card Sales Challenge
- **32** Becoming a More Effective Communicator
- **33** Co-operatives Really Can Do 'Better Together'
- **34** Learning Journey to The Seacare Hotel Inspires Students
- **35** Sending Mooncakes with Love to the Community
- **36** The Maritime Hall and Club@52



FUTURE-READY RATINGS!

The solid foundation built by our pioneer generation enables us to continue to stand tall and be ready for the future.

"SOS can be where we are today because of the strong support from all of you," said General Secretary Daniel Tan at the SOS 15th Quadrennial General Meeting (QGM).

To thank the members who have dedicated their time and given their allegiance to the Union, Brother Daniel announced at the meeting that the SOS Long Membership Award will be enhanced.

Members who hit the length of membership of 5, 10, 15, 20, 30, 40 and 50 years can look forward to receiving tokens of appreciation ranging from \$100 to \$1000. Presently, SOS Long Membership Award is presented to members who achieve 15 and 30 years of membership.

From next year's SOS and Seacare Hong Bao Presentation and Lunar New Year Celebration, eligible SOS members who have reached their respective highest tier will enjoy the revised long membership benefit.



Speaking at the QGM held on 1 October 2019 at Furama City Centre, Brother Daniel highlighted that the theme for the meeting was "Future-Ready Ratings!"

"The theme is chosen to remind all of us that although the future of work may appear intimidating, with increasing reliance on technology and artificial intelligence, our members can remain employable if we are to be equipped with the right skills and attitude for future jobs," Brother Daniel, explained.





Describing seafarers as hardy, tough and can thrive on any weather condition, Brother Daniel underscored that "the capacity to learn and adapt is inbuilt in the DNA of a seafarer" and SOS has many examples of its members picking up new skills and staying flexible and employable.

In the GS report which covered the period 2017-2019, Brother Daniel also highlighted that Seacare Co-operative celebrates its 25th Anniversary this year. The idea that was birthed by SOS has grown into "a global co-operative that we are all proud of".

"We can face the future with hope and determination. I believe that by staying united, the union and its members can be future-ready. We march towards our golden jubilee in 2021 with full confidence," he concluded.

"Our collective efforts and experience has brought us to where we are today; to be future-ready, with a pinch of adaptability and resilience. I am certain that with our unwavering commitment and effort, we will continue to develop and grow as a union representing the voices of future-ready seafarers!"

SOS General Secretary Daniel Tan

New Team for the New Term

A new team of SOS office bearers and executive committee was elected at the SOS 15th Quadrennial General Meeting for a term of four years from 2019-2023.

Weng Leong, Brother Mohamed Idris Bin Mohamed Ibrahim, Brother Kamis Bin Hussain and outgoing Trustee Brother Leow Peng Kui for their years of contribution to the Union.

SOS thanked the outgoing ExCo leaders, Sister Sharon Li Yingying, Brother David Shoo

“The number of vessels covered by SOS CBA has grown and so has membership. I look forward to working with the new team to better serve all our members' welfare. One of the priorities is also to recruit more members for the sustainability of the union in the long run.”

Brother Chen Chuanyi, SOS Executive Secretary



“It is encouraging to see the union progress over the years. With the work that we have done, SOS can only grow with the collaboration and support of SOS members and shipping companies. I hope that we can continue to strengthen the bonds among these parties as we work towards the betterment of SOS.”

Brother Abdul Rahim Bin Mohamed, SOS Treasurer

“I will work closely with my committee members to further improve SOS. I believe in teamwork and will cooperate with what the other committee members have planned for the union. I look forward to learning from the seniors and committee members who will teach and guide me along the way.”

Brother Harun Bin Salleh, SOS Alternate Committee Member



“I appreciate the work that is being done in upgrading the skills of SOS members. Courses are created even for members who are not seamen anymore. I hope that we continue helping our members to remain relevant in their careers and remain employable.”

Brother Muhammad Fadzly Bin Eusope, SOS Alternate Committee Member



“This union has helped me so much, shaping me into the person I am today. It is an honour to be an Executive Committee member for this union. I am motivated to uphold my responsibility to serve all members of SOS.”

Brother Abdul Aziz B Mohamad, SOS Alternate Committee Member



“When I was at sea, the union took good care of my family. My wife, not knowing much about Singapore, could call the union for help whenever she required, and they would assist her. I am very thankful for that and I wish to continue such support and create more ways that we can look after the seafarers.”

Brother Chow Seng Kok, SOS Alternate Committee Member



SOS OFFICE BEARERS AND EXECUTIVE COMMITTEE FOR THE TERM 2019 - 2023

Advisors	: Lim Boon Heng Grace Fu Hai Yien Arthur Fong Jen Zulkifli Bin Mohammed
Executive Advisor	: Leow Ching Chuan
President	: Kam Soon Huat
Vice Presidents	: Mohamad Bin Abu Bakar Raj Moham
General Secretary	: Daniel Tan Keng Hui
Executive Secretary	: Chen Chuanyi
Assistant Secretaries	: Foo Jee Hwee (Shena) Norani Bin Mohamad Rais
Treasurer	: Abdul Rahim Bin Mohamed
Assistant Treasurer	: Loh Suan Hin
Ordinary Committee Members	: Lee Van Chong Sim Hor Pheng (David) Lim Thizi Chee Mohammad Bin Kodrasono Ho Yew Chun Chung Keng Meng
Alternate Committee Members	: Bon Sheun Ping Hong Sian Beng Harun Bin Salleh Muhammad Fadzly Bin Eusope Chow Seng Kok Abdul Aziz B Mohamad
Trustees	: Kamis Bin Hussain See Boon Kwang Nazarudin Bin Nandok
Internal Auditors	: Tang Teng Lung Raja Mohamed Said Bin Raja Mohamed Shafik

Photo Credits:
NTUC

PAP GOVERNMENT COMMITTED TO WORKERS' WELL-BEING AND FUTURE

Because of the symbiotic relationship between the People's Action Party (PAP) and the NTUC, Singapore already has a government that represents the workers' interests – the PAP government.

"The PAP will always remain close to its roots in the Labour Movement. That is why many PAP Members of Parliament come from the NTUC.... The PAP's fundamental objective is to advance the well-being and the future of our workers," Prime Minister Lee Hsien Loong made this point at the start of the two day NTUC National Delegates Conference (NDC) which kicked off on 15 October 2019 at Orchid Country Club.

This is why the PAP government works to build affordable homes, and provide quality healthcare, education and public transport, as well as create jobs for workers, Mr Lee said.

"This is far better than having a populist government that gives vent to the frustrations of the population, or panders to short-term passions at the expense of long-term interests."

"On its part, the Labour Movement has participated as an equal and constructive partner to create prosperity and growth...That is how we have worked together and prospered ever since the Modernisation Seminar."

This year's NDC is special because it marked the 50th anniversary of the 1969 Modernization Seminar, a pivotal moment for both the NTUC and the PAP.



Photo Credits: Lee Hsien Loong's Facebook Post

PM Lee said that 50 years ago, the "pioneer leaders promised to keep Singaporean workers at the centre of our economic and social development efforts".

"Generations of PAP and union leaders have worked closely together to deliver on this objective. This promise remains as relevant and essential today, as it was 50 years ago," he highlighted.

"So today, the PAP Government renews our commitment to you. We will always stand with workers and ensure your well-being. We will always do our best to help you and your children progress with Singapore, and have a better life. We will ensure that no Singaporean, regardless of family background or life circumstances, will ever be shut out from opportunities, or left behind."



NTUC's 1.5 Million Membership Target

"1.5 million membership with an aspirational timeline of 2025! That's the goal we have set for ourselves at the NTUC National Delegates' Conference (NDC).

How will we get there? By pushing the envelope and innovating our union, membership and training models so that we can serve more workers and meet their evolving needs at different lifecycle stages. Digitalisation will be a key enabler."

NTUC Secretary-General Ng Chee Meng posted this on his facebook page on 16 October 2019 - the day when the Labour Movement elected a new 21-member NTUC Central Committee to lead the way forward for the workers. Brother Chee Meng and Sister Mary Liew retained their positions as NTUC Secretary-General and NTUC President. Among the some 400 leaders who attended the NDC was the delegation from SOS led by General Secretary Daniel Tan.

In his first address at the NDC, Brother Chee Meng also mooted the idea of setting up a job security taskforce to look into protecting workers at the pre-retrenchment stage to reduce anxieties on the ground.

This will create win-win not just for the workers with lesser anxieties and better job placements but also companies looking at reducing costs of hiring and perhaps also retrenchment costs, Brother Chee Meng said.

In his speech, he assured that "Every Worker Matters" is not intended to be just a slogan but it is at the "heart of all that we do."

"So, while we build strong tripartism, strengthen our Government and employer partnerships, these in themselves are not enough. Our Labour Movement, our NTUC, must also put value on the table so that we can be equal partners in our society and continue to be that pillar for workers to engender a Singapore that we want."

"Just as we have done so in the past, with unions at the core, I am confident that we can and will continue to evolve to meet the needs and concerns of all workers and help them stay relevant in the face of disruptions and changes."

Ms Mary Liew, NTUC President





SETTLEMENT OF MV TINA CREW WAGES TALLING US\$354,000

Wages totalling US\$354,000 was recovered from Athens-based Athenian Ship Management Inc, after 12 months since its vessel was arrested in Singapore.

On 11 September 2018, the Liberian flagged vessel Tina was arrested by the mortgagee bank over unpaid loans. The case was first brought to the union's attention by International Transport Workers' Federation (ITF) before the arrest. SOS and SMOU boarded the vessel on 24 September 2018, together with the port chaplains from The Mission to Seafarers and Sailor's Society, to find out about the crew situation. The Filipino crew members of MV Tina were relieved to see them but at that point of time, needed to discuss before taking further action against the owner for unpaid wages.

It was in October 2018, that the crew took action to seek legal representation to have the vessel arrested, after the owner failed to pay contractual wages.

12 out of the 22 seafarers on board MV Tina were successfully repatriated in December 2018, while the remaining 10 seafarers signed off in January 2019, the same day MV Tina was officially sold.

Following the judicial sale of the bulk carrier, through legal representation, the seafarers were able to settle contractual wages and other claims. The crew members finally recovered their unpaid wages in September 2019.





AUTOMATION, WOMEN AND COMMUNICATIONS

36TH ASSM & 28TH NASCO MEETING

SOS General Secretary Daniel Tan and Executive Secretary Chen Chuanyi participated in the 36th Asian Seafarers Summit Meeting (ASSM) and 28th Norwegian/Asian Seafarers Committee (NASCO) Meeting, which was held in Hanoi, Vietnam from 25 to 26 October 2019.

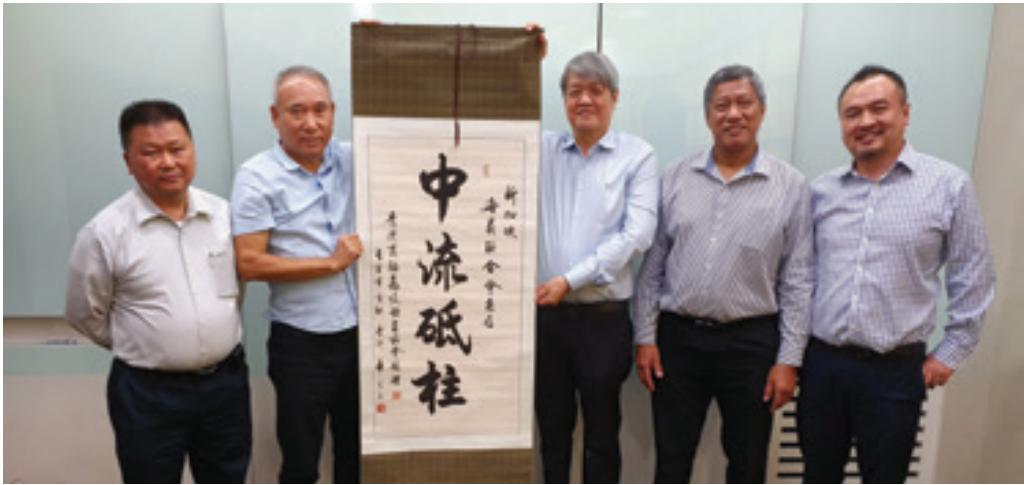
Attended by 81 leaders from 17 labour unions representing seamen in 12 Asian countries and territories, the meeting focused on issues related to seafarers in the Asian region such as automation, women seafarers and the maintenance of urgent communication channels in cases of maritime accidents or when ships / seamen are abandoned at sea. Each country representatives then reported on initiatives from their respective countries that help prepare seafarers to be future ready. The reports focused mainly on training and helping seafarers to be

adaptive in learning new skills. Other initiatives on how to attract women into seafaring career were presented. Sharing session on abandonment cases and how the unions helped in those cases shed light on the hard work of the unions across the Asian region.

The NASCO meeting was held a day later, where reports were presented with the objective of forging closer cooperation between the Norwegian and Asian ITF affiliated maritime unions.

An annual feature in the calendar of participating unions, both the ASSM and NASCO meetings have proven to provide the platform for active discussion and cooperation amongst union representatives who are all keen to promote better working conditions for all seafarers.





MEANINGFUL EXCHANGES BETWEEN HONG KONG AND SINGAPORE

In the spirit of camaraderie, our Hong Kong counterparts, the Merchant Navy Officers' Guild – Hong Kong (MNOG-HK) dropped by at the Seacare Building on 26 September 2019 to touch base with SOS, when they were in Singapore for their own union retreat.

The 23-member delegation, led by MNOG-HK General Secretary Capt Chung Tung and President Capt Tam Shing Chieh, comprised of office bearers, council members and staff of the union, several of whom were newly elected. Hence, it was an opportune time for the new leaders to establish ties with SOS and vice versa.

Brother Kam Soon Huat who was then SOS Emeritus General Secretary warmly welcomed the delegation together with then President Mohamad

Abu Bakar, General Secretary Daniel Tan, then Assistant Secretary Chen Chuanyi and External & Industrial Relations Manager Eugene Guo.

SOS shared with the delegation about the union's welfare schemes and members' benefits. A brief sharing of Seacare Co-operative, provided inspiration to the Hong Kong delegation on Seacare's unique group of businesses and its unique history that serves not just seafarers but a wider society.

Grateful for the meaningful exchanges and warm hospitality, MNOG-HK presented a calligraphy memento to SOS. With new leaders, comes fresh ideas and new impetus to strengthen ties. Both unions affirmed their solidarity to work together for the benefit of seafarers.



SUCCESSFUL COMPLETION OF THE 64TH AND 65TH BATCH OF SQRT IN PUTIAN AND NANTONG

How long does it take to pick up a valuable skill such as English, which will eventually increase one's value in the workplace.

Thanks to the Seacare Maritime Training Scheme (SMTS), a cohort of 35 maritime ratings have been trained and upskilled so that they can work proficiently, efficiently and safely onboard. And it takes just four weeks.

The 64th and 65th batch of maritime ratings underwent the Seacare Quality Rating Training (SQRT) which ran concurrently between 16 September to 11 October 2019, in Putian and Nantong respectively.

The 64th batch of SQRT is the third batch of students in which the SOS sponsored maritime training programme has been conducted in Putian, in the Fujian province. The training of 20 maritime ratings took place in Fujian Putian Maritime Vocational of Technical School; an institution known for its excellent pool of maritime expertise.

Besides learning the language, students were also taught fire fighting, safety onboard, discipline, team work, personal protective equipment, basic understanding of personal hygiene and fundamental international regulations. When asked about their course, ratings highlighted that their best moments were activities that involved teamwork.



◀ 64th batch of SQRT students proudly holding their certificate.

► One of the key topics of SQRT is the subject on English pronunciation.

▼ Students engaged in teamwork activities.





▲ Students paying close attention to the lectures.



▲ Students from the 65th SQRT in Nantong.

Conducted by Singapore (Nantong) International Maritime Institute (SNIMI), some 15 Chinese national ratings from the 65th batch also underwent the four week SQRT programme in Nantong.

Trainers from the institute were pleased with the students' good learning attitude. "Initially, they were shy and slow to respond to questions asked, but gradually they opened up and were more spontaneous during the class."

▼ Presentation by students in English.





U HEART PROJECT – SOS BONDING SESSION WITH AWWA

What is happiness? "It's when we get to interact with the elderly and see that they enjoy our presence," says Koh Soo Lee, SOS member, who was one of the volunteers participating in SOS U Heart project to bless the AWWA Senior Community Home (SCH).

As part of SOS ongoing initiative to contribute meaningfully to the community, the union adopted the AWWA SCH as one of its charity organisation. Over the past years, SOS and its volunteers have been organising various activities for the elderly beneficiaries and celebrated major festivals with them.

Supported by the Young NTUC U Heart initiative, SOS Youth organised a visit to AWWA SCH on 16 September 2019, where a half day bonding session was held for 84 senior residents. 20 volunteers comprising union members set aside time to interact with senior residents.

The event had the volunteers engage seniors in a group workout exercise, quizzes, games, singing competition and a do-it-yourself (DIY) popiah making session. During the group workout, volunteers demonstrated how to perform exercises while seated which was convenient and less strenuous for the elderly. The volunteers had a good time interacting and encouraging the seniors to do the exercise together. As expected, the singing competition elicited much excitement among the songbirds and a popiah making segment had the seniors laughing at each other's overstuffed popiah.

136 sets of goodie bags were prepared for attending residents as well as those who were not able to participate. To add the cherry on the top, 20 boxes of moocakes sponsored by Seacare Co-operative were delivered to AWWA SCH prior to mid-autumn festival.



“It was a meaningful experience at AWWA SCH. Besides bringing a smile to the residents, I learnt that the rewards of volunteering is a two way street. Never underestimate a stranger’s capacity to impact another’s life, because the effects can be tenfold.”

Rachel Chew, SOS Youth Member



SUPPORTING EDUCATION FROM GENERATION TO GENERATION

In support of members' children to chase their dreams, the SOS Study Grant Presentation Ceremony brought families and their children together to honour them for their hard work and to encourage them.

Held on 5 October 2019 at The Grassroots' Club, with Special Guest Goh Yeow Tin, Chairman of Seacare Foundation Pte Ltd, the SOS Study Grant Presentation Ceremony held its 41st run, awarding close to \$30,000 worth of study grants and best awards to hardworking students across all levels, from Primary to University. Best Award recipients also received a personalised (engraved) Sheaffer Ferrari pen in recognition of their excellence in each category of their studies.

Co-funded by the NTUC U Care Fund, the SOS Study Grant has been a constant benefit to SOS members. Aimed to help members' families, this initiative strives to grant aid to more members' children by covering some of their educational costs while rewarding them for their hard work in school.

In his welcome address, SOS Vice President Mohamad Abu Bakar urged students to be motivated to do well in their studies and encouraged the rest of the attendees to adopt lifelong learning.

"The quest for knowledge and upbringing does not end after leaving school. In fact, learning should take place across all stages in life... I hope that all of us here, regardless of the stage in life we are in, could cultivate a mindset to adopt lifelong learning approach and be open to new ideas", he advised.

The young recipients that day were bright-eyed and excited about their future, with a clear knowledge of what they wish to pursue.



One of them was Best Award recipient Quek Hong Kuen, a Year 2 Philosophy and Linguistics student at the National University of Singapore (NUS), who is keen on entering the public sector.

"The feeling is great to be recognised for hard work. I feel motivated to do well and to study hard. Last year, my brother received the Best Award. This year, it's my turn", Hong Kuen says happily.

His father, Quek Tiong Beng, has been an SOS member since he was 21 years old, when he first started sailing. He too is grateful for the union's care to their members by offering benefits such as the study awards, the year-end gifts and vouchers.



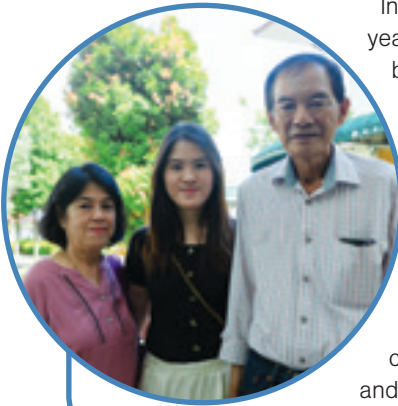
First-time Best Award recipient Yap Jia Yin, was also ecstatic to receive the award. She did not expect to receive it and was pleasantly surprised when she was informed of the good news.

"I feel proud of my achievement and plan to save the award money," she says.

Interested in pursuing hospitality and event management, the second-year Temasek Polytechnic student also has two elder siblings who have been past Study Award recipients.

Her father, Yap Mun Hong, has been an SOS member since 1980. "I am very proud of my daughter for receiving the Best Award. She was self-motivated, and did it all on her own without me pushing her to study," he says.

The Yap family also recounted their memories attending SOS events together, fondly remembering their experiences onboard cruise Superstar Virgo and overseas' members' trips to Siem Reap and Bali.



Nur A'liyah, the only child of Mr Razali, a 40-year-old SOS member, has also planned out her future at the young age of 16.

Passionate in nursing, she is looking to head to the Institute of Technical Education (ITE) and Polytechnic to chase her dreams.

Her father Razali also recalled receiving the Study Awards with his brother in the past.

"The union is great for running the SOS Study Grant for many years. I received the awards when I was taking my exams and upgrading my seafaring skills. They sponsored my education just as they sponsored many other things that members wished to upskill in or pursue. As a member, the benefit is there."



Supporting education from generation to generation, the approach of lifelong learning is sure to be developed in these youths in time to come, with the union's unwavering assistance for students to chase their dreams without worries.



MORE 'BLING' AT SOS DEEPAVALI CELEBRATION

The annual Hindu celebration of triumph of light over darkness, once again is upon SOS with the promise of bright colours and tantalising aromas during the Deepavali (festival of lights) season.

Here's how SOS got its members into the spirit of Deepavali on 1 November 2019, celebrated with 105 SOS members and staff.

It was a feast for the eyes, ears and mouth - glittering decorations, lighting of 'Kuthu Vilakku', festive spread, entertainment and lucky draw.



Club@52 was transformed into an Indian palace interior with dazzling bright decorations. Once members stepped in, they were transported into a different world. The opening act of Bhangra dance set the mood for the celebration.

The lighting of 'Kuthu Vilakku', a traditional ornamental lamp, by SOS President Kam Soon Huat, Vice President Raj Moham, General Secretary Daniel Tan and Committee Members Ram Jeet Jadoh Dadhibal and Jagan Mohan Velo, reminded all to keep the message of peace and light to man.

Buffet and live stations filled the street of lights in Club@52, featuring a spread of Indian



cuisine such as Indian rojak, mutton masala, chicken tandoori, prawn fritters, vadai, samosa, mango kheer and lassi. There were also a lineup of games, entertaining performances and lucky draw prizes up for grabs.

With so much celebration going on, it's hard not to 'light up' among SOS members. We say 'bling' it on!





SOS MEMBERS' NIGHT CELEBRATES A MIGHTY HARVEST

The night of celebrating the end of year season has come. SOS Members' Night was given the theme 'Season of Harvest' to reflect the abundance of great food and fun, among the company of friends. Some 150 SOS members gathered on 30 November 2019 at the Club@52. As they feasted on fare such as roast turkey and lamb, oven baked salmon fillet, pumpkin soup, baked apple lattice and dried cranberries bread and butter pudding, the members were revved up with games, and entertained with top hits. There was also a bit of mind reading, infused with comedy and mystery. Lucky Draw ended the night with winners going home with prizes such as iPad, wallet and gift vouchers.



SOS SPREAD BUNDLES OF CHEER

The year is coming to a close and everyone is in the holiday mood already. But for seafarers sailing thousands of miles from home and family, the holiday season can be challenging.

It has been the union's tradition to celebrate Christmas with seafarers every year, to bring them cheer and to show them that they are not forgotten. Carrying on the tradition, SOS brought Christmas cheer to seafarers calling at the Port of Singapore during the months of November and December 2019.

SOS Vice President Mohamad Abu Bakar and Industrial Relations Officer Alan Kor went on board vessels, bearing gifts from ashore. There were Christmas log cakes, swiss rolls, issues of Samudra magazines and a book entitled *Dreaming of a Better Life* by Stefan Lindberg and Lennart Johnsson, for members to enjoy. The ship visits reached out to members who were touched by the care and the glad tidings the SOS team brought onboard.



PRINT AND DIGITAL, SAMUDRA HAS BOTH

First, a new spin on the print Samudra magazine was launched this year. Now, we're right at the threshold where Samudra will also encompass a digital version.

In this era of connectivity and increasingly mobile lifestyle, people have a preference for reading news on the fly.

So this is where SOS is doing the better thing. We have a 'novel' way to connect with all our members of all ages, with both the Samudra print and an online version of Samudra.

"Since our very first issue of Samudra, the magazine has been the voice of seafarers and SOS. In this era of digital connectivity, we want to reach out to all readers, be it young or old, our foreign members and all who wish to be connected with more updated news."

SOS General Secretary Daniel Tan

With the online Samudra, SOS news can be released faster and in bite-sized content. More in-depth news and coverage will later be featured in Samudra print. We are catering to new connected lifestyle, yet not discarding the old entirely. Samudra on print will remain connected to members in a tangible way.

To cut through the sea of digital content, our physical print will maintain its presence and reach out to our members. We are staying connected to all our members more than ever.

"We are embracing digitalisation, and hope to engage all our members. Instead of having members feel digital disruption, we are not widening the gap of communication, but closing the loop!"

Vice Chair of SOS Corporate Communications Shena Foo

Let's look forward in anticipation to SOS' online Samudra, coming to everyone in **February 2020** at **samudra.sea.org.sg**





SEACAREFocus

SEACAREFocus



SEACARE - THE STRONGEST WE HAVE EVER BEEN, SAYS CHAIRMAN

Seacare is now the strongest we have ever been.

Mr Leow Ching Chuan, Seacare Executive Chairman, highlighted this in the Co-operative Annual Report.

Started as an answer to alleviate the plight of displaced seafarers, Seacare has now become a group of companies employing more than 1000 employees and expanding our footprint from Singapore to China, Malaysia, the Philippines and the United Kingdom.

"In year 2000, the group reached the \$10 million mark. This year, the group income hit \$53.66 million. The seeds we painstakingly sowed during the early years are bearing healthy, sustainable outcomes," said Mr Leow.

Celebrating Seacare's 25th Anniversary with 3 initiatives

The year's Annual General Meeting held on 27 September 2019 at Maritime Hall, Seacare Building, was special as it marked the 25th anniversary of the Co-operative. Instead of hosting a grand dinner celebration, Seacare chose three significant and meaningful initiatives to commemorate the milestone.

At the AGM, the motion on the awarding of gift vouchers to ordinary members of Seacare



was passed. Mr Leow announced that \$150,000 worth of gift vouchers will be distributed to all 716 ordinary members who are Seacare shareholders. This good news was received with loud applause from the appreciative members at the meeting.



▲ Fishop team serving fresh seafood onsite.

◀ Each member went home with a Seacare cooler bag filled with premium seafood from Fishop Food Concepts, a subsidiary of BLU Ventures Holdings Pte Ltd.



The Co-operative also celebrated the special year by presenting personalised mookcakes to all the shareholders, affiliates and supporters of Seacare with a thank you message. A special issue of Samudra that chronicled the birth and progress of Seacare was also published.



Seacare Sailors Home Scheme extended with 2 new hotels

Seacare members were pleased to know that the Seacare Sailors Home Scheme (SSS) has been extended for another year from 1 November 2019 to 31 October 2020.

During this extended period, eligible members continue to enjoy 8 nights of fully subsidised accommodation (Standard room + daily breakfast for 2) and 1 one-time stay of 4 days/3 nights in Suasana Suites, Johor Bahru, Malaysia.

On top of that, the number of participating hotels under SSS increased from 17 to 19 with the inclusion of Manhattan Hotel, Jakarta, Indonesia and The Suites Hotel, Liverpool, United Kingdom.

"Seacare is a positively unique group of businesses with our unique history - committed to delivering our very best to our stakeholders who included seafarers and our wider society...Our 25 year history is one of continuous development. Our growth is proof that we do have a robust and resilient Co-operative model even when adversity occurs. We will continue to adapt and embrace change, staying relevant to the people we serve," Mr Leow noted.

Seacare delivered a credible set of results in the financial year with income of \$53.66mil; up from \$44.7mil last year.

Despite the ebb and flow of the economy through the years, the future is viewed with a high degree of quiet confidence and optimism.

Election of Board of Directors and Committees

One of the highlights of this year's Seacare AGM was the election to the Board of Directors of Seacare to serve the new term of three years from 2019 to 2022.

"We thank our shareholders, members of SOS, business partners, advisors and bankers for their continued support and trust. We also thank the Board of Directors for their wise counsel and guidance, and staff for their dedicated service, efforts and commitment," Mr Leow said.



Representing Founder Member (SOS):

- Mr Leow Ching Chuan (Executive Chairman)
- Ms Shena Foo Jee Hwee (Deputy Chairman)
- Mr Lee Van Chong (Treasurer)
- Mr David Sim Hor Pheng (Secretary)
- Mr Kam Soon Huat
- Mr Goh Yeow Tin
- Capt Billy Lee Chee Fong

Representing Institutional Member (NTUC):

- Mr Steve Tan Peng Hoe, Director OTCi and Social Media

Representing Ordinary Members:

- Mr Mohamad Bin Abu Bakar

Members who are re-appointed/ appointed to serve in the Internal Audit Committee:

- Capt Billy Lee Chee Fong (Chairman)
- Mr Goh Yeow Tin
- Mr Mohamad Bin Abu Bakar

Members of the Remuneration Committee:

- Mr Goh Yeow Tin (Chairman)
- Mr Kam Soon Huat
- Capt Billy Lee Chee Fong

SEACARE ORDINARY MEMBERS GET SEACARE 25TH ANNIVERSARY GIFT VOUCHERS

It was a timely and practical gift for the festive seasons; a gift that was well-appreciated by the ordinary members of the Seacare Co-operative.

As part of the 25th Anniversary celebration, Seacare put aside \$150,000 to award gift vouchers to ordinary members of the Co-operative.

The \$1.75 worth of gift vouchers per share with the total value rounded up to the nearest \$5 worked out to 716 members receiving CapitaVoucher and/or NTUC Fairprice vouchers ranging from \$20 to \$790.

While some members received their vouchers by registered mail, the rest personally collected their vouchers from Seacare office from 1 November 2019.

Seacare member Mr Oh Wah Keng was touched by the sincerity of the gift. He said: "I applaud the effort of the Management and staff for building the co-operative and union to what they are today. I look forward to the next generation of leaders who will think of new ideas to serve members who are and were seafarers."

Another Seacare Member Mr Jamhar B Yacob echoed the sentiment. "I am very happy to receive the gift voucher. Thank you, Seacare and SOS, for the kind gesture."

To all the Seacare ordinary members, thank you for your support and loyalty to the Co-operative.





SNIMI CELEBRATES 8TH ANNIVERSARY

It's been eight years ago when three like-minded organisations, banded together because they had a common vision to provide more training for seafarers in China.

Singapore (Nantong) International Maritime Institute (SNIMI) was then birthed on 11 November 2011, as a partnership between Nantong Shipping College (now known as JiangSu Vocational & Technical Shipping College), Singhai Marine Services and SOS, represented by Seacare Thrift Pte Ltd (STPL).

It was thus a momentous occasion for SNIMI when they celebrated their 8th anniversary on the actual date 11 November, eight years later, in Nantong China. Representing Seacare Thrift Pte Ltd (STPL) was SOS General Secretary Daniel Tan, who celebrated together with guests consisting of stakeholders and friends from the shipping community.

Earlier that day, the stakeholders also held a board meeting to reflect the achievements over the eight years, to review the past year's performance, financials, staff organisation and discussed about SNIMI's plan for the next year.

Happy birthday SNIMI!



SEACARE GROUP GETS RAYMOND CHIA AS ADVISOR



Mr Raymond Chia has been appointed as Seacare Group Advisor on 1 September 2019.

Mr Chia served as Chairman of Seacare Properties Pte Ltd in October 2003 and subsequently as Director of Seacare Holdings Pte Ltd in September 2006. He has stepped down from these appointments on 1 October and 27 September 2019 respectively.

During his tenure, Mr Chia has, in spite of his hectic schedule, generously shared his experience and insights to the Seacare team, particularly in the fields of real estate and hospitality.

He played an instrumental role in guiding Seacare to be where it is today - a proud owner of 13 hotels chalking up a total 1,002 rooms in the portfolio

Mr Chia also came alongside SOS, Seacare and Chip Eng Seng Corporation to co-organise the annual Lunar New Year Celebration with senior citizens of Jalan Kukoh since 2017.

To continue to tap on Mr Chia's guidance, extensive network, wealth of experience and knowledge on real estate, Seacare is honoured to appoint him as its Advisor to the Co-operative and its group of companies.

LIM GEOK HWEE IS NEW CHAIR OF SEACARE PROPERTIES

Seamore Properties Pte Ltd has appointed Mr Lim Geok Hwee as the new Chairman with effect from 1 October 2019.

A real estate veteran with more than 20 years experience under his belt, Mr Lim's expertise cuts across a full spectrum of the property sector ranging from feasibility study and land acquisition; design development; financing and budgeting to project management; marketing and sales; construction management; and handing over of completed units to purchasers.



estate subsidiaries, Mr Lim served as the first CEO of NTUC Choice Homes Co-operative Ltd from 1996 to 2003.

He was responsible for developing more than 10 million square feet of residential Gross Floor Area (GFA) and more than 1 million square feet of commercial and retail GFA. Under his leadership, the co-operative and companies he worked made more than S\$450 million in profits. He is well versed in the real estate markets in Singapore, Malaysia and China, having been extensively involved in developing properties there.

Before joining listed companies, Chip Eng Seng Corporation Ltd and Tiong Seng Holdings Limited, as the Chief Operating Officer of their real

Seacare Properties looks forward to Mr Lim's strategic leadership in steering the board to add value to the growth of the company.



SPIRIT OF CO-OPERATIVE WITH JOINT VENTURE SUITES HOTEL HOLDING LIMITED

After having expanded to 10 properties with the acquisition of two hotels, namely the Ivy Bush Royal Hotel in Carmarthen, Wales and the Best Western Station Hotel in Dumfries, Scotland, Seacare Hospitality (UK) has gone a notch higher!

Come end December 2019, Seacare Hospitality (UK) Limited, under a joint venture company, Suites Hotel Holding Limited, would have acquired The Suites Hotel, an award-winning hotel with a state-of-the-art spa with its exclusive and signature range of luxury spa treatment. It is the first hotel spa on Merseyside to be continuously accorded with the "5 Bubble" rating by The Good Spa Guide, a leading independent SPA reviewer in UK.

"I look forward to the addition of The Suites Hotel in Liverpool into Seacare Hospitality (UK) portfolio of hotels, as the 11th acquisition in UK. We have now covered the span of northern UK from Liverpool at one end, Manchester in the middle and Scarborough at the other!"

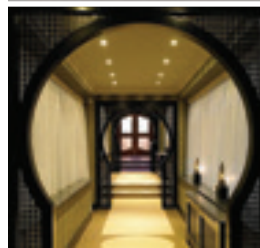
Mr Lim Chye Teen, Director, Seacare Hospitality (UK) Limited

The execution of a shareholders' agreement with regards to Suites Hotel Holding Limited, the joint venture company to carry out the acquisition

of the 96 room The Suites Hotel, took place on 13 September 2019 between Seacare Hospitality (UK) Limited, CH Holding Limited and SPCS Consultancy Pte Ltd represented by Mr Lim Chye Teen, Mr Harmil Singh and Mr Woon Sian Hai respectively.

"In the fine spirit of the co-operative movement, we are pleased to welcome the participation of SPCS Consultancy Pte Ltd, a subsidiary of The Singapore Police Co-operative Society Ltd, and also CH Holding Limited. Through the pooling of resources and expertise, we are able to expand our capacity and reach into hotel properties in the United Kingdom."

Ms Shena Foo, Chairperson of Suites Hotel Holding Limited



SEACARE SALES EXECUTIVE WINS SILVER NTUC PLUS! CARD SALES CHALLENGE

If you have been passing by your neighbourhood's NTUC Fairprice supermarkets, shopping centres or MRT stations, you may have seen Seacare Manpower Services' sales executives, actively promoting the Silver NTUC Plus! Card at the roadshows.

▼ Left to right - Herald Cheang and Matthias Chew.

► Left to right - Christopher Tan, George Lim and Jessie Koh.

▼ Seacare Sales Executive - Mr Joe Tiong, winner of Silver NTUC Plus! Card Sales Challenge.



Our sales executives are so good at their work that from October 2001 up till July 2019, they have managed to get as many as 279,040 new members to sign up for the Silver NTUC Plus! Card.

Currently, Seacare Manpower has a strong team of 11 sales executives.

In a recent Silver NTUC Plus! Card Sales Challenge that was run from May to July 2019, a total of 6 winners won cash prizes for achieving the top sales target. Among them was Seacare Manpower's very own Mr Joe Tiong. Grateful that his hard work was recognised, he said **"I have always believed that working hard is worth it! I'm so happy that I'm one of the top three winners of the Silver NTUC Plus! Card Sales Challenge."**

To celebrate the achievement, NTUC Membership Department hosted a celebration in Batam on 16 August 2019 at Golden Prawn 933 Restaurant for all the winners.

Congratulations Mr Tiong!



BECOMING A MORE EFFECTIVE COMMUNICATOR

The telephone is the key mode of communication with customers in most organisations. Therefore, it is vital to form a good impression especially if one is the first point of contact with a customer.

Some 17 Seacare Manpower staff from 16 schools and ministry, equipped themselves with the valuable skills and knowledge of building great customer experience through effective telephone techniques, when they attended an 'Effective Telephone Techniques & Follow Up Actions' course organised by Seacare Manpower Services Pte Ltd on 22 November 2019 at the Orchard Plaza.

The equipping session, conducted by Ms Nancy Yoong from Impact Management Seminars, was aimed at empowering Seacare Manpower staff with the relevant skills so that they could better serve their employers. Trainees who attended the course learned the skills necessary to handle telephone calls effectively, especially managing difficult situations and customers; understand the elements of effective communication; how to project a professional image to generate the confidence and respect of customers.



1	Law Kia Lan	CHIJ ST Nicholas Girls' School (Secondary)
2	Suzana Binte Sedek	Concord Primary School
3	Magdalyn Toh Meow Kheng	Employment & Employability Inst Pte Ltd
4	Fathin Nadhirah Binte Juraimi	Employment & Employability Inst Pte Ltd
5	Wong Yock Wah	Fernvale Primary School
6	Wong Woon Cheng	Fuchun Secondary School
7	Noraihan Binte Gausmiah	Hillgrove Secondary School
8	Goh Ru Chean	Nanyang Primary School
9	Salbiaya Binte Said	Ngee Ann Secondary School
10	Noraine Binti Md Amin	Northland Primary School
11	Lee Geok Ching	Paya Lebar Methodist Girls' School (Primary)
12	Tan Yam Yen (Florence)	Seacare Manpower Services
13	Lee Lay Lan	ST Anthony's Canossian Primary School
14	Sum Kwai Ling	Tampines Secondary School
15	Rohani Binte Aziz	Teck Ghee Primary School
16	Kamisah Binti Ahmad	Wellington Primary School
17	Chang Mee Ching Lily	Zhonghua Primary School

Co-operatives: Better Together

Guest-of-Honour:
President Halimah Yacob
18 October 2019



CO-OPERATIVES REALLY CAN DO 'BETTER TOGETHER'

"Better Together" has been the central theme of the Singapore National Co-operative Federation (SNCF), since it started its year-long campaign of art-themed pop-up events – "Coming Together As One Through Art", to raise awareness about the Co-operative Movement and their contributions to Singapore's nation-building efforts.

The SNCF pop-up art events which kicked-off with Credit Co-operatives, Service Co-operatives and then NTUC Co-operatives, culminated with a grand finale held at the front plaza of Plaza Singapura, comprising pop-up art installations from 26 September and climaxed with a three-day carnival held from 18 to 20 October 2019, graced by President of Singapore Halimah Yacob.

Joining in the event which was held in conjunction with Singapore's bicentennial celebration was Ms Shena Foo, Deputy Chief Executive Officer, Seacare Co-operative, and Chairperson, SNCF Service Sector.

In the spirit of togetherness, SNCF launched a book entitled – Singapore Co-operatives

Singapore Stories. Seacare Co-operative was one of the co-operatives featured in the book which captures the rich and long history of co-operatives in Singapore.

In her foreword to the book, President of Singapore Halimah Yacob said – "For over 90 years, co-operatives have been an integral part of the Singapore Story. Today, the co-operative movement touches the lives of more than 1.4 million members and many more Singaporeans. Exemplifying the spirit of "gotong royong", they served their communities. This year, we commemorate Singapore's Bicentennial. It is thus fitting that the Singapore National Co-operative Federation has put together this book on the origins of Singapore co-operatives and their contributions to society, as well as how they have exemplified the values of thrift, mutual-support and self-determination.

Let us build on the legacy of our pioneers, and make Singapore a more caring, compassionate and inclusive home for everyone."



LEARNING JOURNEY TO THE SEACARE HOTEL INSPIRES STUDENTS

The Seacare Hotel, under the Seacare Co-operative, was the chosen subject in a Learning Journey for students from the Bukit Batok Secondary School, organised by the Singapore National Co-operative Federation (SNCF).

A firm supporter of SNCF initiatives, Seacare opened up opportunity for the students to experience hotel operations on 23 October 2019. The learning journey first started with a presentation on what Co-operatives are followed by an overview of Seacare Co-operative, how it started and where they are today.

The students, accompanied by their teachers and SNCF representatives then made their way to The Seacare Hotel. The team from Seacare Hotel led the visitors around the hotel front of house as well as the back. Through the learning journey, students got to learn about the functions of the front office, other facilities and housekeeping operations. Some of them even had hands-on experience with housekeeping duties such as the changing of bedsheets. The tour ended with Q&A session and a tea reception. Fresh from the learning journey, students were inspired to consider a career in the hospitality industry and co-operative movement.





SENDING MOONCAKES WITH LOVE TO THE COMMUNITY

The residents at Jalan Kukoh look forward to the festival seasons because they have been recipients of kind acts and gifts from SOS and Seacare Co-operative.

It's no different this year during the Mid-Autumn festival season. Booths were set up at Club@52 at two timings 2-5pm on 9 September and 7-8pm on 10 September 2019, for walk-in mooncake collections. During both dates, some 280 boxes of mooncakes were handed out to residents. Adding a personal and compassionate touch to residents who were unable to pick up their gifts, employees of Seacare Hotel, with the help of 11 volunteers from the Resident's Committee, led by Assistant General Manager Vincent Ng personally delivered mooncakes and brought cheer to some 20 households on 10 September 2019. The thoughtful gesture was warmly welcomed by the residents.

This is the fourth year SOS and Seacare has started blessing the community through the gifting of mooncakes. SOS and Seacare believes strongly that the CSR project enhances team bonding and cultivates the joy of giving and volunteerism.



SEACARE BUILDING THE MARITIME HALL

Comfortable and well-equipped for meetings and seminars.

Capacity

Theatre Style Seating 120 Pax
Class Room / Seminar 50 Pax
Board Room 40 Pax

Operation Hours

9 am – 11pm
(Daily except Sunday and Public Holidays)

Rental

½ Day Usage **\$350++**
Full Day (8 hours) **\$600++**

Facilities

- Ceiling-Mounted Projector
- Wide Screen
- Enhanced Sound System
- Stage Rostrum
- Flip Chart



CLUB@52

Sing your favourite songs and enjoy the atmosphere in this fun and chic club.



Capacity

Indoor 150 pax
Open Terrace 150 pax
Sit-down Dining options - 10 tables (min); 22 tables (max)

Venue Availability

10am – 5pm; or
5pm – 2am
(Daily except Sundays and Public Holidays)

Rental

\$850++ (includes free flow of soft drinks)

Facilities

Stage Multiple Lighting Effect • Rostrum • Ceiling Mounted Projector • Wide Screen with Surround 32" LED TV
Computerised Karaoke Sytem • Sound Surround Speaker System • 8' Pool Table • Full Bar

Beverages

1 Barrel of Carlsberg Beer (20L) @ **\$490++**
2 Bottles of Chivas Regal 18 Yrs @ **\$300++**
2 Bottles of Martel VSOP @ **\$330++**
2 Bottles of Glenlivet 15 Yrs @ **\$330++**