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Singapore Organisation of Seamen and
Seacare Co-operative Limited

SAMUDRA

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20/21

**RIDING THE DIGITAL
TRANSFORMATION
WAVE**

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#MANYSTORIESONESOS

SOS will be commemorating its 50-year milestone in 2021.

For the first time, we will be hosting a virtual celebration throughout the year. A dedicated website will be created and launched.

We invite each of you to open the chest of treasured memories and share your personal SOS story with us.

GOING LIVE ON



FEB 2021

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@SOSSEACARE



IN SOLIDARITY,

SOS will be celebrating its 50-year milestone in 2021.

We were preparing to have a large-scale banquet and a host of activities to commemorate the occasion. The COVID-19 pandemic derailed our plans to commemorate the anniversary in a big way.

The celebration, however, goes on.

Even in the whirlwind of prolonged uncertainty, we have so much to be thankful for. We remember the unwavering support of each and every SOS member. SOS was set up for our members by our members. Through the years, our members have come alongside the leadership to grow the Union to where it is today. SOS stands tall in Singapore and internationally because the members have stood by us through thick and thin all these 50 years.

We are grateful too for the commitment of the tripartite partners to the welfare of seafarers. There were many occasions where we chose to collaborate and resolve conflicts by peaceful engagements to avert animosity for the benefit of the workforce. In the end, it is the win-win approach that works best for the seafarers, shipping companies and the nation.

SOS is well plugged into the regional and international labour movement. Together with our brothers and sisters worldwide, we fight passionately to be the voice of the seafarers, to stand for their rights and to secure justice. SOS progress has much to do with the encouragement from our comrades. We remain inspired by the good work of the many selfless unionists all around the world.

WE CELEBRATE

The celebration of SOS will not be complete without acknowledging the role and impact of Seacare Co-operative. When the number of Singapore seamen displaced from their sea jobs was growing at an alarming rate, Seacare's founding mission of helping and benefiting Singapore seamen and their families through more work opportunities and appropriate investment projects gave hope to our members.

In our anniversary, we also remember the past and present leaders in the SOS Exco and members of the staff team. You have made a difference and we celebrate your contributions. Many of you have spent more than half your life in building SOS to where it is today. Some of you have just joined us in this exciting journey of making a difference. More than colleagues and friends, you are all part of the SOS family.

As we count our blessing and reminisce during the year-long commemoration of SOS 50th Anniversary, we hope that our hearts will be strengthened. As we have pulled through some overwhelming and challenging times in the past, we are more than confident that we will overcome the current bleak environment brought on by the pandemic.

In solidarity, let's make the anniversary celebration a special and memorable one.

Keep safe and keep well.

Kam Soon Huat
President

Daniel Tan
General Secretary

SG-STAR FUND TASKFORCE DEVELOPS CREWSAFE AUDIT PROGRAMME

The Singapore Shipping Tripartite Alliance Resilience (SG-STAR) Fund, the first global ground-up tripartite initiative with international partners including the International Transport Workers' Federation (ITF), the International Maritime Employers' Council (IMEC) and the International Chamber of Shipping (ICS), are working with stakeholders in seafaring nations on concrete solutions for safe crew changes, starting with the Philippines.

A CrewSafe audit programme is in check to ensure that the processes and hygiene practices at quarantine/holding and medical/testing facilities shall be held to a standard to afford a certain level of assurance to all stakeholders.

Developed by the SG-STAR Fund Taskforce (SFTF), led by the Singapore Shipping Association (SSA), with members from the Maritime and Port Authority of Singapore (MPA), Singapore Maritime Officer's Union (SMOU) and SOS, the programme which is based on Singapore's crew change model, aims to establish safe and scalable 'corridors' for crew change amidst the pandemic.

The SFTF appointed auditors to conduct assessments at the recently inaugurated ITF/IMEC safe quarantine processes and facilities in Manila, Philippines, namely St Giles Hotel and Marriot Hotel, as well as the safe quarantine processes by the Norwegian Shipowners' Association (NSA)/ Norwegian Training Centre (NTC) at Marriot Hotel and the Associated Marine Officers and Seamen's Union of the Philippines (AMOSUP) Seamen's Hospital Molecular & Polymerase Chain Reaction (PCR) Laboratory.

Having audited these facilities, SFTF expressed satisfaction that these facilities fulfil the CrewSafe qualities, complying with Safe Management Measures, among other requirements. They are also looking into enhancing the CrewSafe audit programme, which could include the use of electronic tamper-proof smart wearable devices while the crew are in quarantine, as well as secure document processing for onboarding crew.

Speaking on behalf of the Taskforce, its Chair Nitin Mathur highlighted, "The SFTF aims to



have a gradual global recognition of the CrewSafe process that identifies the safe and secure facilities. Such acknowledgements by national governments and international organisations will ensure greater participation and bring a long-term solution to crew movement across national borders.”

With the endorsement given by the auditors and in-line with facilitating safe and responsible crew change, MPA will streamline sign-on crews’ application procedures from these accredited facilities boarding ships in Singapore.

“Singapore takes our responsibility to facilitate safe crew change seriously. We are pleased to work with our global tripartite partners to accelerate the development of practical solutions for crew change amid the pandemic. We look forward to welcoming more like-minded partners to join us in this global alliance,” said MPA CE Quah Ley Hoon.

Declared CrewSafe Facilities in Manila

These accredited facilities will be subjected to audit periodically to ensure they are maintained at the standards required under the CrewSafe audit programme

ITF/IMEC-St. Giles Makati Hotel

Makati Avenue, Corner Kalayaan Ave, Makati,
1209 Metro Manila, Philippines

ITF/IMEC-Manila Marriott Hotel

2 Resorts Drive, Manila,
1309 Metro Manila, Philippines

NSA/NTC-Manila Marriott Hotel

2 Resorts Drive, Manila,
1309 Metro Manila, Philippines

AMOSUP Seamen’s Hospital Molecular & PCR Laboratory

746 General Luna Street,
Intramuros Manila, Philippines

SG-STAR Fund is the first global ground-up tripartite initiative to bring like-minded international partners from the industry, unions and government to work with stakeholders in seafaring nations on concrete solutions for safe crew changes, such as initiatives on best practices for crew holding facilities and COVID-19 Polymerase Chain Reaction PCR Testing. It was first established by SSA, MPA, SMOU and SOS, and later joined by ITF, IMEC and ICS. The SFTF, led by SSA with members from SMOU, SOS and MPA will lead various initiatives to achieve the goals of the SG-STAR Fund. The fund, based in Singapore, will be disbursed for use upstream in seafaring crew nations.

ENHANCED CREW CHANGE REQUIREMENTS FOR CARGO SHIPS IN SINGAPORE

Singapore has been among the most responsive to the challenges of facilitating crew changes during the COVID-19.

In a maritime circular released by Maritime and Port Authority of Singapore (MPA) on 9 November 2020, requirements to crew change for cargo ships in Singapore have been reviewed and further enhanced.

The enhancements are detailed as follows:

Sign-on

- In general, all signing-on crew are required to serve 14-day Stay-Home-Notice (SHN) in the crew's originating country/region in the period immediately prior to his/her departure flight/ferry to Singapore. The crew should be completely isolated in a room with a dedicated toilet with strictly no interaction with others (including family members) at his/her place of residence, or serve the SHN in a dedicated facility/hotel.
- Crew from specific low risk countries/regions will either no longer be required to serve the SHN or serve a shorter SHN of 7 days in his/her originating country/region prior to departure for Singapore. Please refer to ICA's website (<https://safetravel.ica.gov.sg/files/SHN-and-swab-summary.pdf>) for the latest list of low risk countries/regions.
- The crew must have a negative result from a COVID-19 test (polymerase chain reaction (PCR) type) taken at a government-approved or ISO 15189-accredited testing facility at his/her originating country not more than 72 hours prior to departure for Singapore.
- The crew must be certified fit-to-travel by a doctor at his/her originating country not more than 24 hours prior to departure for Singapore.
- During the entire crew change process, including during the journey to Singapore, the crew should not be in a group of more than five (5) persons, and must remain in the same group. There must be no interactions between groups.
- The crew should only arrive Singapore to join his/her ship not more than two (2) days before the ship's departure from Singapore.
- Crew who have recovered from COVID-19 must submit documentary proof of his/her past diagnosis of COVID-19 based on the earliest positive PCR test result.
 - a. If the date of the positive PCR test result is 21 days or fewer before the date of arrival in Singapore, he/she will not be approved for crew change.
 - b. If the date of the positive PCR test result is between 22 to 90 days before the date of arrival in Singapore, the recovered crew need not serve the SHN at his/her originating country/region and take a COVID-19 PCR test within 72 hours before departure for Singapore.
 - c. If the date of the positive PCR test result is between 91 to 180 days before the date of arrival in Singapore, he/she must serve a 14-day SHN at his/her originating country/region. The recovered crew need not take a COVID-19 PCR test within 72 hours before departure for Singapore, but if he/she develops symptoms during the SHN period, he/she must be tested for COVID-19.
 - d. If the positive PCR test result is more than 180 days before the date of arrival in Singapore, he/she must serve a 14-day SHN at his/her originating country and take a COVID-19 PCR test within 72 hours before departure for Singapore.

Sign-off

- The crew must not have gone ashore in the last 14 days before disembarking the ship, must have remained well and not had contact with any known or suspect case of COVID-19 throughout that period.
- The crew must be certified fit-to-travel by a doctor in Singapore not more than 24 hours before disembarking the ship.
- MPA will facilitate COVID-19 pre-departure testing for sign-off crew in Singapore in accordance with the prevailing national policy. Ship owners/managers/agents will bear the cost of the COVID-19 tests of their crew, where applicable. Please refer to Information for COVID-19 Pre-Departure Testing for Sign-off Crew.

<https://bit.ly/2WSvbBq>

- Crew subjected to serology test shall remain onboard until production of a negative COVID-19 test result.

Stay at Holding Facilities

Sign-on and sign-off crew may stay at designated holding facilities for up to **72 hours**.

Designated holding facilities for sign-on crew	Designated holding facilities for sign-off crew
Floatels @ Tanjong Pagar Terminal Rooms: Air-conditioned with en suite bathroom Meals: Breakfast, lunch, dinner included. Meals will be delivered to the room.	The Seacare Hotel Rooms: Air-conditioned with en suite bathroom Meals: Breakfast, lunch, dinner included. Meals will be delivered to the room.
For reservations, please contact: +65 8939 7507 floatelsg@dracoventure.com	For reservations, please contact: Phang Jing Huei +65 6818 2680 reservations@theseacarehotel.com.sg

General

Ship owners/managers/agents must apply for crew change in Singapore by filling up the online form at www.mpa.gov.sg/web/portal/home/port-of-singapore/operations/crew-change.

MPA urges ship owners/managers/agents to submit applications at least 14 days before the planned crew change, especially if the application includes sign-on crew. For foreign-flagged ships, crew change will be considered if the ship meets all prevailing requirements, and is in Singapore for cargo operations, bunkering and/or other marine services.

For crew changes to take place safely, MPA continues to expect all owners, agents, ships and individuals to ensure that the COVID-19 preventive measures are followed strictly. Any breach will be taken seriously.

Any queries relating to the circular should be directed to **crew_change@mpa.gov.sg**.



AMOSUP HITS THE BIG 60

The Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP) marked its 60th anniversary on 11 November 2020. Through a Holy Mass attended by its officers and staff following required health and safety protocols, the commemoration service was live-streamed to maritime industry leaders and stakeholders, union members, nautical cadets, staff and friends of the union from Philippines and all over the world. In view of the COVID-19 pandemic situation, AMOSUP had in advance announced the postponement of their anniversary celebration to avoid any risk of COVID-19 transmission from a mass gathering.

Founded by the late Capt Gregorio S Oca in 1960, AMOSUP has a huge membership base of more than 100,000 which makes it one of the largest maritime unions in the International Transport Workers' Federation family. Since its inception, AMOSUP has implemented welfare programmes for Filipino seafarers and their families such as medical and dental plans, education and training, welfare and legal services, housing programmes, and Slop Chest store. During the pandemic, the union administered COVID-19 PCR testing to its members under different arrangements with employers and social partners, at no cost to the seafarers, through its government accredited healthcare facilities known as the Seamen's Hospitals. At the height of the pandemic, the union group-housed about 1,000 seafarers for

four months when their employment applications and deployment processes were put on hold due to lockdowns. Besides providing free lodging on its Sailors' Home and Mariners' Home facilities, the union also looked into the basic necessities, regular checkups and medicines of the seafarers.

With the theme "Pagkilala at Pasasalamat sa Bawat Pilipinong Mandaragat (Recognition and Gratitude to Every Filipino Seafarer)", AMOSUP paid tribute to its sea-based workers, who despite overwhelming challenges brought about by the global pandemic, continue to brave the high seas to provide for their families, develop the country's economy and to keep global trade moving.

Addressing union members, maritime community partners and staff, AMOSUP President, Dr Conrado Oca highlighted that the strong support all these years enabled the union to grow and serve thousands of Filipino seafarers. "As we reach our 60th year, we continue to uphold our mission to serve our seafarers and to champion their rights and welfare. There's so much uncertainty ahead of us, but with the resilience and unbreakable spirit of the Filipino, we will overcome. Above all, I hope and pray that everyone is holding up well and keeping safe during these pressing times."

A strong supporter and partner, SOS wishes its affiliate union greater capacity and capability to do more for Filipino seafarers all over the world.

A DIGITAL MULTILATERAL AGREEMENT WITH ITF AFFILIATES

In the spirit of solidarity, a multilateral agreement was signed between five ITF affiliated unions – Independent Federation of Myanmar Seafarers (IFOMS), Officers' Union of International Seamen (OUIS), Union of International Seamen (UIS), Singapore Maritime Officers' Union (SMOU), Singapore Organisation of Seamen (SOS) – and the International Transport Workers' Federation (ITF).

The agreement, signed concurrently in six locations on 28 October 2020, saw representatives from IFOMS General Secretary Aung Kyaw Linn, OUIS Executive Director Nick Bramley, UIS Secretary-Treasurer David Heindel, SMOU General Secretary Mary Liew, SOS General Secretary Daniel Tan, and ITF Head of Maritime Operations John Canais.

This two-year agreement, for a start, will see ITF-affiliated unions committing to work together in matters pertaining to seafarers around Southeast Asia.





A DAY TO HONOUR OUR SOS VETERANS

Former SOS Trustee Leow Peng Kui and current Trustee Kamis Hussain were among over 100 union leaders, workers, tripartite partners and members of the Labour Movement family, recognised for their outstanding contributions at May Day Awards 2020.

Back in May, NTUC Secretary-General Ng Chee Meng, on his social media, thanked both trustees—and all union leaders—for their dedication and commitment. “The work of union leaders often go unnoticed but this doesn’t stop our sisters and brothers from continuing to fight for and advance the interests of our workers.”

Although physical ceremonies for May Day Awards were absent due to social restrictions, NTUC made sure to acknowledge these union leaders via the news, social media, and its internal publication.

SOS did likewise for its union leaders. With social distancing measures in place, SOS held an in-house award presentation to congratulate both trustees—with the good company of ExCo members.

SQRT 75 & 76 MASTER THE ART OF ENGLISH

From 12 October to 6 November 2020, a total of 30 ratings underwent the Seacare Quality Rating Training (SQRT) at the Singapore (Nantong) International Maritime Institute (SNIMI).

Hungry for new knowledge, the eager students impressed their SNIMI trainers with their enthusiasm and diligence toward learning. To some of these ratings, English was a tough language to grasp. This is unsurprising since throughout their formal education, Mandarin—and sometimes, dialects—were mediums of communication and learning. You can only imagine how intrigued the ratings were when they realised how helpful English can be in their line of work; especially onboard ships with international seafarers.

The first step is always the hardest. One rating from SQRT 75 scored a low 45.7 score for the initial English assessment. However, he persevered and achieved a much improved 62.9 score after the conclusion of a four-week training. He, along with his peers, never looked back since.

It is worth mentioning that such improvements wouldn't have been possible without the trainers' constant encouragement that enabled them to learn the fundamentals of English. Like conversing with ratings in English, or guiding them through the International Phonetic Alphabet (IPA) syllabus.



Before the trainings ended, both classes of ratings shared how this experience has been invaluable to them in mastering the English Language. This will enable them to communicate with the English language hereafter.



F&B E-VOUCHERS UNDER SSS

SOS is always looking for ways to enhance its Seacare Sailors' Home Scheme (SSS) to meet the evolving needs of its members.

Eligible shipping companies under the enhancement can redeem the SSS vouchers to cater food and beverage—provided by Seacare I-Connec's approved caterer—for meetings and events held outside the Seacare Building. Shipping companies have the flexibility to organise events at any venue of their choice beyond SOS and Seacare's premises.

Participating shipping companies can select:

- Set Meal Package (5 pax)
Maximum of 6 Set Meal Packages per redemption
- Executive Bento Sets (20 /30/ 50 pax)
Maximum of 50 pax per redemption
- Redemption for additional beverages can only be made when ordered together with any Set Meal

Package or Executive Bento Set, capped to:

- 5 E-vouchers for Set Meal Package
- 15 E-vouchers for Executive Bento Set (20 pax)
- 20 E-vouchers for Executive Bento Set (30 pax)
- 35 E-vouchers for Executive Bento Set (50 pax)

For redemption, contact Deng Hui Hua at **6379 5643** or email at **hui_hua@seacare.com.sg**.



Redemptions must be made through Seacare I-Connec at least three working days in advance. Once order is confirmed, vouchers are deemed utilised. There will be no refunds for cancellation.

For more details, contact Leon Tan at **6379 5682** or email at **leon_tan@seacare.com.sg**.

NTUC CARE FUND (COVID-19) ENHANCED 2.0

NTUC has rolled out a second Care Fund (COVID-19) to further assist union members.

The first NTUC Care Fund—a payout worth approximately S\$8 million—had already supported some 30,000 members from March to September 2020. This time round, with a S\$17 million payout, an estimate of 65,000 union members can expect to benefit and receive cash relief of up to S\$300 each.

The enhanced NTUC Care Fund (COVID-19) has also expanded the eligibility criteria for its fund beneficiaries by increasing the original Gross Monthly Personal Income (GPI). The fund is applicable to union members whose last drawn salary did not exceed:

- [Those with dependants staying in the same household in Singapore] S\$4,500 GPI;
- [Those without dependants staying in the same household in Singapore] S\$1,600 GPI.

And those who find themselves in one of these following situations:

- Have lost their jobs due to COVID-19 related retrenchment or termination/non-renewal of employment contract;
- Are suffering from an income drop of at least 30 per cent due to COVID-19;
- Are self-employed persons whose earnings have been affected due to COVID-19 related job or event cancellations.

NTUC Care Fund (COVID-19) ENHANCED!

Refreshed criteria to help more members tide through tough times.

Successful applicants from the first exercise are also eligible!

Do you:

- Stay with dependants in the same household in Singapore?
- Have no dependants staying in the same household in Singapore?

And used to earn:

- Gross Monthly Personal Income of ~~S\$4,500~~ and below, and
- Gross Monthly Personal Income of ~~S\$1,600~~ and below, and

Due to COVID-19, you have:

- Suffered income drop of 30% or more,
- OR
- Lost your job due to retrenchment or termination/non-renewal of contract,
- OR
- Experienced at least two job or event cancellations (if you are self-employed)

You may be eligible to receive:

\$300 (existing member*)	\$100 (existing member*)
\$200 (new member**)	\$50 (new member**)

*Members should not be in any fees arrears
** Sign-ups after 1 October 2020, with minimum one-month paid-up membership fee before payout is made

Applications open from 23 November 2020 to 28 February 2021

If you received payout under the first NTUC Care Fund (COVID-19) exercise and are still a union member, you are eligible and will receive your next payout by early December 2020. Look out for an SMS from NTUC!

Apply and read more at ntuc.org.sg/carefundcovid

Terms and conditions apply

Supported by:

#everyworkermatters

Union members who previously did not qualify for the first round of NTUC Care Fund (COVID-19), but who fulfill the new qualifying criteria, can now apply for the enhanced NTUC Care Fund (COVID-19) at **www.ntuc.org.sg/carefundcovid** from **23 November 2020 to 28 February 2021**. All applications have to be submitted online.

SOS members who previously received the NTUC Care Fund (COVID-19) from the first exercise are eligible for a second payout (provided your union membership is still valid). Eligible members need not re-apply as their application have been pre-approved. You will be notified via SMS of your second round of payout by early December 2020.



FIRST VIRTUAL SOS/SEACARE STUDY GRANT PRESENTATION CEREMONY

For 42 years, the SOS Seacare Study Grant Presentation is a regular feature in the union's events calendar, organised to show support for the education of members' children as well as reward them for the hard work and dedication in their studies. This year, union wasn't letting a pandemic stop its tradition of giving.



SOS, for the first time, disbursed study awards, which is co-funded by NTUC U Care Fund, via online platform to its recipients. Members were happy to receive the financial assistance digitally out of convenience and necessity during COVID-19.

Eighty-one recipients pursuing their primary to tertiary education, were awarded with study grants amounting to a total of S\$29,450, on 16 October 2020.



SOS member Jamaluddin Abu Bakar, whose daughter Wani, is a recipient under the University category is grateful for the study grant. "At the end of the year, there's definitely a lot of books, uniforms, and other things that are related to school, that we need to buy and prepare for our children. This study grant will help SOS members who might be out of jobs or those who are struggling to make ends meet. With this contribution, it would really help in providing some financial support."



TRAINING GRANT (SMARTPHONE COURSE) FOR SOS MEMBERS

In today's world, the function of a smartphone has become more than just a device for making phone calls or messaging. Besides connecting us with friends, it allows us to browse, learn, navigate, transact and shop online, anywhere and anytime. In short, we can't live without it.

According to Statista, a provider of market and consumer data, in 2020, the number of smartphone users in Singapore is estimated to reach 4.65 million making up more than 90 per cent of our total population.

As smartphones continue to become an integral part of everyday life, we must recognise that we must not leave behind our vulnerable communities, particularly the older generation. To encourage SOS senior members to transition towards digitalisation, SOS is offering **Training Grant (Smartphone Course)**.

What you need to know

- Pick smartphone courses near you, conducted by training providers approved by the National Silver Academy (<http://www.nsa.org.sg>) and/or People's Association (<http://onepa.gov.sg>).
- Each paid-up member may apply up to three Training Grant (Smartphone Course).
- The courses must be completed within the period 1 November 2020 to 30 June 2021.
- Members must submit the SOS Training Grant (Smartphone Course) application form to SOS before the course starts.
- Members need to pay upfront for the course fees, before they can make any claims on the training grant. For the purpose of reimbursement, members are required to submit relevant documents within three months after completion of the smartphone course.
 - Original receipt or a certified true copy of proof of payment;
 - Copy of the certificate of course completion or assessment results (if any) from training provider;
 - Attendance sheet or letter from training provider confirming attendance.

For enquiries, please contact the Membership and Welfare Services Division at **6379 5666**.

Let's Be Smart with Your Smartphone

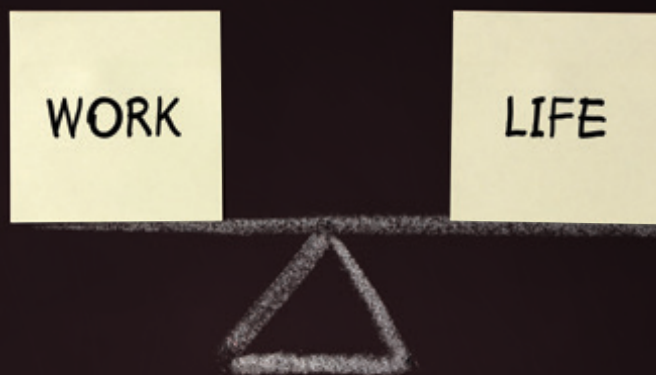
Pick up tips on how to operate your smartphone - from the basic functions of purchasing and downloading applications to customising your homepage. Learn how to use social and productivity applications as you explore the various functions and utilities of your smartphone. Master your phone in no time!

SOS members Chiam Tow Kang and John Ngu leveraged on the training grant offered to members to pickup skills in using smartphone. One of them took a course on 'Selling online through mobile phone' held at Teck Ghee Community Centre, while the other selected 'Understanding your android phone' at Boon Lay Community Centre.

Tap on the SOS Training Grant while it's still available for courses to be completed by 30 June 2021. Make the smart move.



WORK-LIFE HARMONY



Work-Life Ambassadors Scheme is an initiative that brings together business leaders, HR practitioners and everyday working individuals to raise awareness about the value of work-life harmony in Singapore workplaces. The scheme is among the recommendations that was devised as a response to Citizens' Panel on Work-life Harmony.

Having been nominated by NTUC Women's Committee to participate in the Citizen's Panel on Work-Life Harmony, SOS Representative Halimahtul Mohamed Sadon was honoured to be part of an endeavour that would see better work-life harmony among workers in Singapore.

Halimahtul shared her motivation for joining the Citizen's Panel saying, "The topic of work-life harmony appealed to me. Gone are the days of our parents and grandparents, where toiling in one's job and being consumed by work is seen as a badge of honour. The generation that are joining the workforce today values more than just money. With that in mind, I decided to participate in the Citizens' Panel, so that I could contribute my opinion and suggestions as well as relay views on behalf of others. I hope that by actively taking part, concerns can be addressed effectively and informed decisions can be made with varied inputs from the ground rather than ideas and viewpoints coming from within a closed group of policymakers."

What stood out most, during the panel discussions was the importance of employer-employee communication. Each party has their sets of expectations/demands and there has to be a middle point where these can be met.

Halimahtul also shared another takeaway on the over-reliance in conventional ways of working and meeting which can be inefficient. Instead, the time wasted on conventional means can be used to venture into other new projects or be spent on enriching one's life, thus achieving work-life harmony.

The Panel comprised 55 Singaporeans from all walks of life, who met over four full Saturdays – from 28 September to 9 November 2019 – deliberated on new ways to strengthen work-life harmony in Singapore. The Panel submitted a total of 17 recommendations to the Government, covering five broad themes: (i) shifting societal norms, (ii) supporting shifts in workplace culture, (iii) empowering individuals at the workplace, (iv) building organisational HR capability and (v) recognition of work-life harmony efforts.

To date, the Government and Tripartite partners have given their support to the recommendations and intensified efforts to spur the adoption of FWAs, by "making it easy" and "making it known".

More information can be found in the "Tripartite Response to Citizens' Panel Recommendations" (https://www.ideas.gov.sg/public/CitizensPanel_worklifeharmony)

The Citizens' Panel on Work-Life Harmony, was first announced by Deputy Prime Minister Heng Swee Keat in June 2019, and part of the SG Together movement where the Government partners Singaporeans to discuss and deliver solutions across a wide range of policy areas.

CORP COMMS HAS A NEW LOOK

George Foo is no stranger to SOS, having previously worked in Corp Comms. He rejoined the union as Senior Manager of Corporate Communications, Research and Policy on 1 September 2020. He spent the last two years pursuing part-time studies in Digital Marketing, travelling around India and working as an external relations advisor in Royal Dutch Shell.

The self-confessed optimist, creative and level-headed man shares what keeps him going. **“Knowing my little daily acts of kindness and its spillover effect, can change the world in a big way in time to come.”**



In July 2020, Lester Tan joined SOS as Corp Comms Executive. Prior to this, he was a writer for Augustman Singapore, a men's luxury lifestyle publication. Other than clicking on keyboards (here, there and elsewhere), he's currently on the way to completing his part-time studies in Communications at the Singapore University of Social Sciences (SUSS).

Being the creative youth as he is, Lester chose to share a random thought: **“I can eat chilli padi like I eat rice. I hope before my age catches up with me, I can take part in a hot sauce festival abroad.”**



OXYGEN LEVEL AND HEART RATE AT YOUR FINGERTIPS!

The season of giving is here as SOS members collect their year-end gift—the Sonosat Fingertip Pulse Oximeter. This is a medical device that measures oxygen levels in the blood as well as heart rate. The pulse oximeter is a useful tool to measure one's oxygen saturation which refers to the percentage of total blood that is carrying oxygen (normal oxygen saturation level is 97–100%), and calculates heart rate in beats per minute (BPM).



SOS members with valid membership/identification card may collect their year-end gift at:

Level 5 Seacare Building

9 am to 5.30 pm (Mondays to Fridays)

Excluding weekends and public holidays.

Last date of collection: **31 March 2021** or **while stocks last**.

For further enquiries, please contact Membership and Welfare Services Division at **6379 5666**.

ONLINE SAMUDRA IS ON!

It is all about staying connected. In the age of digitalisation, Samudra is closing the loop of communication with readers of all ages.



With the online Samudra, SOS and Seacare news can reach readers

- **Faster**
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SEACAREFocus

SEACAREFocus



SEACARE SHAREHOLDERS RECEIVE GIFT VOUCHERS

At the Seacare Co-operative Ltd first virtual 26th Annual General Meeting (AGM) on 30 November 2020, the motion on awarding Seacare Gift Vouchers (COVID-19) to provide some form of relief to Seacare Co-op Ordinary Members during this challenging year received full support.

Following the AGM, ordinary members received NTUC gift vouchers according to the amount of share they hold in the co-operative.

“As an organization with the purpose of making a difference, we will be none the better if we do not show care and compassion,” said Mr Leow Ching Chuan, Chairman, Seacare Co-operative.

In his report, Mr Leow pointed out for the financial year ended 31 March 2020, the Group’s financial performance was satisfactory with a 2.3% increase in revenue. “We are able to stand firm because of our commitment to build resilience,” he shared. “We made corporate decisions to ensure the right resource allocation and maximise the growth opportunities in every cluster of our business.



“It is in crisis that reveals the mettle of Seacare and how we operate in a very long-term business strategy; navigating an ever-changing environment—showcasing agility and adaptability. To be resilient, Seacare will need to build on these characteristics into our core operations and strategies.”

**Mr Leow Ching Chuan, Chairman,
Seacare Co-operative**





MEDICAL

Health Care
Doctor
Hospital
Pharmacist
Nurse
Dentist
First Aid
Surgeon
Emergency

SMMC EQUIPS ITSELF WITH TELE-MEDICINE SERVICE TO HELP SHIPPING COMPANIES

We've all been there. With whatever's happening around us, a visit to the doctor's office is no longer as simple, but a hassle, a dreadful experience. It's much worse, though, for shipping companies and its crew.

To improve this situation—as well as facilitate smooth and safe crew change processes—Seacare Maritime Medical Centre (SMMC), in collaboration with Impact Health, adds tele-medicine to its suite of medical care services to better contribute and serve the maritime community.

On 18 June 2020, MPA introduced tele-medicine service that maritime players could use as an alternative means for seafarers to obtain fit-to-travel (FTT) certificates issued by Singapore Medical Council (SMC) registered doctors, allowing a smooth and expedient crew sign-off.

Health Care
Doctor
Hospital
Pharmacist
Nurse
Dentist
First Aid
Surgeon
Emergency

MEDICAL



REMEMBERING KWEK KOK KWONG



Photo credit: SNCF

Kwek Kok Kwong, Chairman, Singapore National Co-operative Federation (SNCF), passed away on 14 November 2020 at the age of 53.

An unassuming leader, Mr Kwek, better known as KK, was the Chief Executive Officer of NTUC LearningHub since February 2013 and became SNCF Chairman in September 2016.

Said Ms Shena Foo, Deputy Group CEO of Seacare Co-operative and Member of SNCF Executive Council: **“KK was an inspiring, dedicated and committed Chairman. He led the SNCF Board with conviction and compassion. We will always remember him relentlessly calling on co-operatives to harness the power of collaboration and unity to serve the greater good. He was a visionary and very passionate about developing the co-operative movement in Singapore and beyond.”**

Mr Kwek's presence will no doubt be greatly missed. As a member of the International Co-operative Alliance (ICA), KK was highly respected for his foresight, humility and servant leadership.

In his role as the NTUC LearningHub CEO, he was dedicated in upskilling workers and helping them in their lifelong learning journeys.

Seacare Co-operative and SOS are greatly saddened by the news of his demise and send deepest condolences to his family.

Congratulations

**Singapore (Nantong) International
Maritime Institute**

on your

9th Anniversary



www.sosea.org.sg



www.seacare.com.sg

52 Chin Swee Road, Seacare Building #09-00, Singapore 169875

LOGGED-IN TO COMMUNICATE WITH CONFIDENCE

For the first time, Seacare Manpower Services organised an online training course 'Communicate with Confidence' on 30 November 2020.

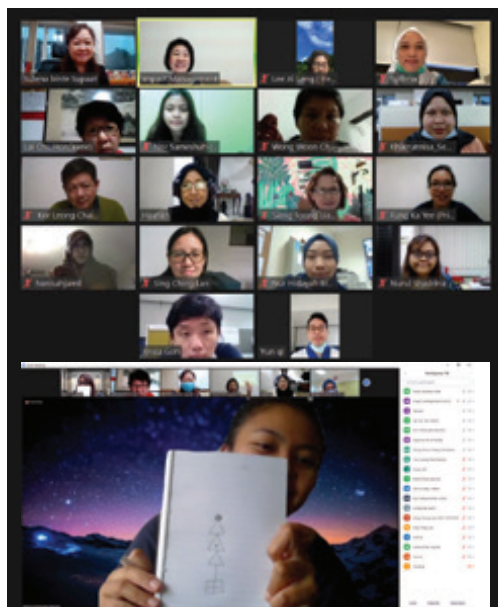
A total of 17 Seacare Manpower Services staff from 11 schools and ministries, logged in



via Zoom platform to equip themselves with the practical tools and techniques of interaction and engagement to achieve service excellence.

The SkillsFuture Singapore (SSG) programme was conducted by Ms Nancy Yoong from Impact Management Seminars.

Through presentations, guided discussions, role-play, and group breakout sessions, attendees learned the skills necessary to respond to information received; recognise different communication styles; understand the elements of effective communication; apply effective communication techniques; interpret information and develop summarising techniques; and demonstrate confidence when engaging with others.



1	Fung Ka Yee	Admiralty Primary School
2	Nurhanisah Binte Jamil	Bedok Green Secondary School
3	Sing Ching Lan (Xin Chenglan)	Fairfield Methodist School (Primary)
4	Wong Woon Cheng	Fuchun Secondary School
5	Hasnah Binte Mohd Said	Fuhua Primary School
6	Kor Leong Chai	Manjusri Secondary School
7	Sofirna Mustica Nirwana Binte Ismet Mahdi	Ministry of Communications & Information, Cyber Security Agency of Singapore
8	Goh Jin Sia (Wu Jinshe)	Ministry of Communications & Information, Cyber Security Agency of Singapore
9	Lim Yun Qi	Ministry of Communications & Information, Cyber Security Agency of Singapore
10	Lee Ai Leng (Li Ailing)	Naval Base Primary School
11	Lai Chu Yon	Rivervale Primary School
12	Sulena Binte Supaat	Seacare Manpower Services Pte Ltd
13	Nurul Shadrina Binte Jumain	Seacare Manpower Services Pte Ltd
14	Khairunnisa Binte Kamarusi	Seacare Manpower Services Pte Ltd
15	Nor Sameshah Bte Sapari	Seacare Manpower Services Pte Ltd
16	Nur Hidayah Binte Johari	ST Margaret's Primary School
17	Sieng Foong Lian	Swiss Cottage Secondary School

ON A MISSION TO HELP JOBSEEKERS FIND THE RIGHT JOBS

Seacare Manpower Services is always on a mission, recruiting jobseekers to be recommended to their clients.

The last job fair was held on 25 March 2020 in partnership with Mendaki Sense. Despite the COVID-19 crisis affecting public events, the company continued to find ways to engage job seekers, through virtual job fairs. During the circuit breaker period, they participated in Virtual Job Fairs. Jobs were posted on partners' platform, where job seekers could apply via respective platforms using Findjobs app. The company could then assess the job applications from the partners' platform and conduct video/phone interviews.



▲ Seacare Manpower Services resumed participating in physical job fair with the e2i Community JobFair @ Changi Simei Community Club on 15 October 2020.



▲ Project Success Walk-in Interview Pasir Ris Elias Community Club held on 24 November 2020, attracted some 119 job seekers.

Nurliyana Sabtu was successfully placed after two weeks from her registration with Seacare Manpower Services, through the last Job Fair participated in partnership with Mendaki Sense, on 25 March 2020. She found employment as temporary assistant executive in a primary education sector. Having not worked for the past two years, Nurliyana was glad to be back in the workforce.



Successful jobseekers found placement



Christina Yun has been out of a job for nine months. At the e2i Community JobFair @ Changi Simei Community Club, held on 15 October 2020, she registered with Seacare Manpower Services and was placed within six weeks with a government agency, for an admin position. She's thankful to have found placement in a relatively short period.



ATTENTION



seAcare
Seacare Thrift Pte Ltd

ALL SOS Seafarers' Provident Fund (SPF) Members!

With the termination of the SPF Scheme, all SOS SPF members can come forward to apply for withdrawal from their SPF account. Deadline for submission of Withdrawal Form and Supporting Documents are to reach SOS Singapore Office by:

31 AUGUST 2021

All applications received after the above date WILL NOT BE PROCESSED NOR ENTERTAINED.

Withdrawal Application Form is available at www.ispf.org.sg
You may also contact us at:

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**SPREAD THIS MESSAGE TO ALL YOUR SEAFARING
FRIENDS WHO HAVE SAILED ON SOS CBA VESSELS***

***NOTE: SPF IS NOT APPLICABLE FOR SAILING PERIOD AFTER 30 JUNE 2012**