

INFORM. EDUCATE. ENGAGE.

ISSUE  
N° 03  
2021

# samudra

## SEAVAX FOR FOREIGN SEA CREW



**Seafarers'  
wages and  
compensations  
to raise**

## Singapore launches Seavax for foreign sea crew

inside:

**SEACARE  
FOCUS**

Seacare UK hotels  
occupancy takes  
off on gradual  
re-opening

Seacare Maritime  
Medical Centre to  
offer Sinopharm  
shots from November



SCAN QR  
CODE FOR  
SAMUDRA  
DIGITAL  
COPY

# #MANYSTORIESONESOS

*SOS is commemorating its 50-year  
milestone in 2021.*

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

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

**FIND US AT**



**SOS50**

**FOLLOW US ON**



**@SOSSEACARE**





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## DID YOU KNOW?

How well do you know SOS?  
These fun facts may surprise you!

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SOS started in a  
**ONE-ROOM  
OFFICE**  
in the former NTUC  
Trade Union House



**Dr Wee Kim Wee**  
the **first President of  
Singapore** hosted by SOS

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# 1979

THE YEAR SOS KICKED  
OFF ITS **STUDY GRANT**



Seafarers from **30**  
**NATIONALITIES** visit our  
**Drop-in Centre** every year



**PASIR PANJANG  
TERMINAL**  
location of the **Seacare Drop-in  
Centre for International Seafarers**



Most local seamen  
who worked as **Cooks  
& Mess men** are of  
**HAINANESE  
DESCENT**



SOS used to organise  
**PROGRAMME FOR  
SINGLE MEMBERS**  
to help them improve  
their social skills



**1597**

No. of seafarer trainees  
who took the **SQRT &  
SQCT training**  
since 2011



**AUGUST  
1980**

the year of the 1st  
edition of *Samudra*



*Samudra* in  
Sanskrit means  
**THE OCEAN**

We facilitate an  
average of

**200**  
**GRIEVANCE  
CASES**  
a year

SOS is the  
**only union in  
Singapore**  
that  
**OWNS A  
HOTEL**



**38**

Nationalities under  
SOS membership

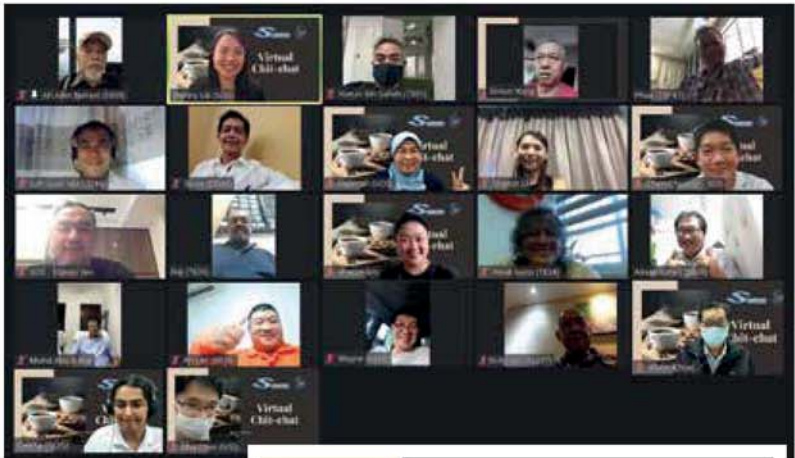


**TUG OF WAR**

our **most won event** at the MPA International  
**SOS would emerge first or second**, beating opponent teams **30 years their junior**

Sports Week.





# VIRTUAL CHIT CHAT

## A VIRTUAL CHIT CHAT THAT LINKED UP SOS

members took place on the evening of 27 September, in a hour-long discussion participated by 20 members and staff. The Zoom call gave members an opportunity to connect over coffee at the comfort of their homes, as physical congregations were disallowed due to safe measures. Members shared how they embraced their new routines and lifestyles and stay connected with friends and loved ones. They also encouraged one another to stay safe and resilient during the pandemic.



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# HAND DELIVERED WITH LOVE



**ON 8 SEPTEMBER, SOS WARMED THE HEARTS** of residents from AWWA Community Home for Senior Citizens by hand-delivering 150 boxes of mooncakes to their home abode, in celebration of the Mid-autumn Festival. The mooncakes packed and delivered by SOS staff and member volunteers brought smiles to the elderly beneficiaries and words of appreciation from staff.

“Your continuous support to our Home has enhanced our seniors’ sense of appreciation and

keeps them going through this tough period. We look forward to having more interactions with you soon,” said Centre Manager Nisha Abdul Kader.







## DIGITAL TRAINING FOR MEMBERS

**SOS ORGANISED  
A SMARTPHONE  
WORKSHOP** for members to equip them with basic digital knowledge and technology to lead a more fulfilling digital life amid Covid-19.

The full-day workshop on September 25 saw 19 participants with different levels of digital savviness mastering a variety of smartphone functions and video conferencing applications such as Zoom aimed to connect them to

friends and family members.

Participants also learned tips to improve cybersecurity and online



safety, such as keeping confidential and personal data offline and avoiding suspicious links and calls.

All the participants had a fruitful workshop and agreed that a better appreciation of cybersecurity goes hand in hand with better knowledge and mastery of smartphone usage.





# NTUC Pre-Ordinary Delegates' Conference



## ABOUT 1000 PARTICIPANTS

comprising union leaders, Labour Movement partners, and related organisations gathered for NTUC's Pre-Ordinary Delegates' Conference (ODC), a hybrid event held at the Singapore Expo, Resorts World Sentosa and virtually on September 1 and 2, 2021.



The conference themed "Dream. Dare. Do: Act Now to Transform Our Labour Movement" prepared the Labour Movement for the NTUC Ordinary Delegates' Conference later this year.

SOS Exco members attended the event in person and virtually. They participated in various workshop discussions

aimed at innovating membership, business and training models. Topics of discussion include leveraging technology to attract members and upskilling workers. **S**

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## Women's workplace engagement

**THE NTUC WOMEN'S COMMITTEE** Annual Seminar 2021 on September 6 saw participants discussing



NTUC Women's Committee Annual Seminar 2021

and brainstorming ideas to improve women's engagement in the workforce, including areas of leadership, networking and career progression. The event was attended by SOS Women and Youth representatives, Shirley Lai, Shena Foo and Sharon Li. **S**

## Empower, protect and uplift women

**SOS WOMEN AND YOUTH** committee members Chen Chuanyi and Shirley Lai attended the closing session of the Conversations on Singapore Women's Development on September 18, which wrapped up a series of engagements and conversations aimed at engaging Singaporeans on important issues for crafting national policies.

The virtual event, graced by PM Lee as the guest of honour, was attended by more than 270 participants who had contributed their feedback and recommendations to further empower, protect and uplift women in Singapore. These proposals will be presented in a White Paper in 2022. **S**





# Celebrating World Maritime Day 2021

Singapore Organisation of Seamen (SOS) supports the International Maritime Organization's (IMO) World Maritime Day 2021, marked as a year of action for seafarers, who faced unexampled hardship due to the Covid-19 pandemic, despite their vital role as key contributors of global supply chains.

**WITH THE THEME "SEAFARERS: AT THE CORE OF SHIPPING'S FUTURE"**, the world Maritime Theme for 2021 aims to extend the visibility of seafarers by highlighting the crucial roles they play now and in the near future.

## IMO live webinar

IMO hosted a live webinar exploring the theme "Seafarers: at the core of shipping's future" on September 30. Attendees heard from Secretary-General Kitack Lim and seafarers discussing diversity, safety, crew change and the environment.

"The Covid-19 pandemic has brought tremendous hardships for seafarers. We need seafarers and they need our support. IMO, in cooperation with all stakeholders, has been working hard to resolve issues such as crew change, access to medical care and vaccination for seafarers.

These issues are close to my heart - as a former seafarer myself - and I will continue to push for seafarers to be recognised as key workers; in the interests of global trade and the economy, said Lim.

UN Secretary-General António Guterres said: "I renew my appeal to Governments to address their plight by formally designating seafarers and other marine personnel as "key workers", ensuring safe crew changes, implementing established protocols, and

allowing stranded seafarers to be repatriated and others to join ships."

Guterres said seafarers must have access to national vaccination programmes, and provisions should be made to vaccinate international seafarers at designated ports. Guterres added that governments have to comply with relevant international treaty obligations to assist seafarers in distress, including medical assistance, ensuring the rights and needs of seafarers are respected.

## Sustainable Development Goals

The World Maritime theme for 2021 links to the UN Sustainable Development Goals (SDGs) - SDG 4 on education and training; SDG 8 related to decent work; SDG 9 on innovation and industry, which links to the promotion of a resilient maritime sector; and SDG 5 on gender equality, linked to efforts to promote seafaring as a career for all, including women. [S](#)





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# Almost 2 million people die from work each year

Nobody should get sick or die from doing their job. Yet every year, 1.9 million people die from exposure to risk factors in the workplace.

**THE 2030 SUSTAINABLE DEVELOPMENT GOALS (SDGs)** aim “to ensure healthy lives and promote well-being” and “decent work” for all people, whatever their economic or social status.

Achieving these goals requires the comprehensive, accurate and transparent monitoring of workers' health and safety. Quantifying the impact of each occupational risk factor is essential for mitigating it.

The World Health Organization (WHO) and the International Labour Organization

(ILO) have established the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury (WHO/ILO Joint Estimates) to outline the level of preventable premature deaths due to exposure to work-related health risks.

The study found that most work-related deaths were due to respiratory and cardiovascular disease. Many work-related deaths occurred in male workers aged over 54 in South-East Asia and the Western Pacific.



The study considers 19 occupational risk factors, including exposure to long working hours and workplace exposure to air pollution, carcinogens, ergonomic risk factors, and noise.

Non-communicable diseases accounted for 81 per cent of the deaths. The most significant causes of death are chronic obstructive pulmonary disease (450,000), stroke (400,000), and ischaemic heart disease (350,000). Occupational injuries caused 19 per cent of deaths (360,000).

The study considers 19 occupational risk factors, including exposure to long working hours and workplace exposure to air pollution, carcinogens, ergonomic risk factors, and noise. The key risk was exposure to long working hours – linked to approximately 750,000 deaths. Workplace exposure to air pollution (particulate matter, gases and fumes) was responsible for 450,000 deaths.

"It's shocking to see so many people being killed by their jobs," said Dr Tedros Adhanom Ghebreyesus, WHO Director-General. "Our report is a wake-up call to countries and businesses to improve and protect the health and safety of workers by honouring their commitments to provide universal coverage of occupational health and safety services."

Work-related diseases and injuries strain health systems, reduce

#### THE RISK FACTORS AT WORK WHICH CAUSE THE MOST DEATHS PER YEAR ARE



**Long working hours**  
**750,000**  
**deaths**



**Air pollution, gases and fumes**  
**450,000**  
**deaths**



**Injuries**  
**360,000**  
**deaths**

productivity, and have a catastrophic impact on household incomes, the report warns.

"These estimates provide important information on the work-related burden of disease, and this information can help to shape policies and practices to create healthier and safer workplaces," said Guy Ryder, ILO Director-General.

"Governments, employers and workers can all take actions to reduce exposure to risk factors at the workplace. Risk factors can also be reduced or eliminated through changes in work patterns and systems. As a last resort, personal protective equipment can also help to protect workers whose jobs mean they cannot avoid exposure."

The report notes that the work-related burden of disease is substantially larger, as health loss from other occupational risk factors must be quantified. The effects of the Covid-19 pandemic will add another dimension to this burden in future estimates. **S**

Many work-related deaths occurred in male workers aged over 54 in South-East Asia and the Western Pacific.

# Future-proofing the Maritime Labour Convention

The Maritime Labour Convention (MLC) must be amended in light of the challenges faced by seafarers during the pandemic, yet its status as a unique piece of international legislation protecting workers should not be forgotten, according to speakers at an event held by Seafarers' Rights International (SRI) during London International Shipping Week, reported Nautilus International.

## THE EVENT 'FUTURE PROOFING THE MARITIME LABOUR CONVENTION'

was held ahead of discussions on the amendments of the MLC next year, with possible areas of amendments including access to vaccination, medical care and crew change.


The high-profile speakers included IMO Secretary-General Kitack Lim and ITF General Secretary Stephen Cotton. The conference also received a message from Filipino President Rodrigo Duterte.

Attendees thanked seafarers for their contribution during the pandemic and regretted that the situation is not resolved. Many panellists stressed the need to address challenges, such as vaccination policies and the creation of crew change hubs. They also called on all countries to recognise seafarers as keyworkers.

"We cannot ignore the extreme hardships seafarers have faced during the 18 months since the Covid-19 pandemic," said Lim.

"Seafarers are still striving for leave ships – and to join ships due to travel restrictions... We hear of several harrowing cases of deceased seafarers whose remains have stayed on board ships, as the master desperately seeks a port where they can be repatriated back to their loved ones."

In 2022, further discussions will be held on amending the MLC, with possible amendments including:

- access to vaccination
- travel and crew change
- repatriation of remains
- access to medical care
- unfair treatment 

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Seafarers are still striving for leave ships – and to join ships due to travel restrictions. We hear of several harrowing cases of deceased seafarers whose remains have stayed on board ships, as the master desperately seeks a port where they can be repatriated back to their loved ones.

**Kitack Lim**  
IMO Secretary-General





# Countries that take the money and run

The ITF has added seven countries to its list of flags of convenience – Cameroon, Cook Islands, Palau, Sierra Leone, St Kitts and Nevis, Tanzania (Zanzibar) and Togo – which took registration fees but avoided responsibilities of flag states.

## THE ITF SAID MOST SHIP REGISTRATIONS

in the newly added states are taken from owners with no link to the country, exploiting a loophole in international law to employ cheap labour and avoid taxes.

"What flags of convenience countries do is morally irresponsible," said ITF Seafarers' Section Chair, David Heindel. "They all take the registration fees but do not have the will or the means to ensure the wellbeing of the seafarers who operate the vessels."

## Abandonment cases made worse

A prominent example is ship abandonment. If a shipping company goes bust, the seafarers may find

themselves trapped on board for months while legal wrangles continue.

ITF coordinators, inspectors, and union contacts assist seafarers in accessing basic amenities, unpaid wages and repatriation. Still, all too often, the flags of convenience scheme gets in the way.

The United Nations Convention on the Law of the Sea (UNCLOS) stressed the need for a genuine link between ship owners and the country they register their ships. ITF agreed and noted it is hard to get ship owners and flags of convenience to adopt the genuine link principle with the vested interests involved. **S**

## ITF 46th Ordinary Congress deferred to 2024

### DUE TO THE GLOBAL COVID-19 PANDEMIC,

the ITF Executive Board called for an Extraordinary 45th Congress on September 23 to vote on a rule amendment to defer

the next ITF Ordinary Congress to 2024.

The deferral aims to increase the likelihood of an equitable and global physical presence and voting strength at the 46th Congress. **S**



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# Seafarers' wages and compensations to raise starting 2022

The ITF and the Joint Negotiating Group (JNG) representing maritime employers successfully concluded negotiations for seafarers' wage increase in September.

## THE NEGOTIATIONS, PART OF THE INTERNATIONAL

Bargaining Forum (IBF) framework, were challenging due to profit variations and increased operational costs amid the pandemic. Both parties, however, acknowledged seafarers' sacrifices to keep global trade moving despite being unable to return home after their contracts expire and having no wage raise this year.

## What's been agreed

- Wages and compensations up 3% from 1 Jan 2022
- Wages and compensations up 1.5% from 1 Jan 2023
- JNG members' rebate from the ITF Welfare Fund up 20% to contribute to the IBF Seafarers Support Fund

ITF Seafarers' Section Chair David Heindel, who chaired the negotiation, said seafarers showed exceptional commitment in the past 18 months, despite facing setbacks such as the denial of emergency medical treatment and the crew change crisis.

"Therefore, we are proud we have managed to deliver increases to seafarers' income. Their daily sacrifices to keep supply chains moving, delivering the goods critical to our recovery to billions of consumers and businesses are recognised," Heindel added.

JNG spokesperson Captain Belal Ahmed echoed Heindel's view that the industry was thanking seafarers in very real terms.

"Employers in the maritime industry, the shipowners, the management agents: the difficult and stormy waters of this pandemic have brought us closer to the crew. We see the sacrifices they have made, and, where within our means as businesses committed to being around in the future: we have endeavoured to recognise the seafarers' efforts."

"This is an important outcome not only for seafarers but all maritime workers, as it shows commitment from reputable employers to the continued global collective bargaining process that is essential for the global supply chain," said ITF President Paddy Crumlin.

The IBF framework agreement sets the terms, conditions and wages for the world's international seafarers working aboard vessels flying the flag of an open register designated as flag of convenience by the ITF. 

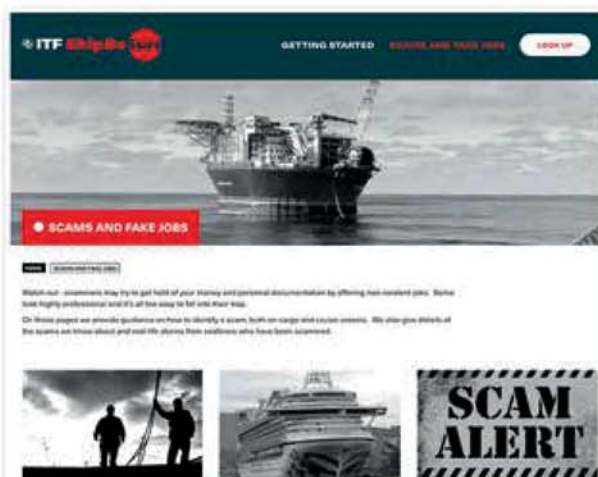


# ITF web tool helps seafarers avoid shady agents

A web tool to help seafarers looking for jobs through the maze of slippery manning agents and cunning scammers

**ITFSHIPBESURE.ORG ALLOWS THOSE LOOKING FOR WORK** on cargo or cruise ships the insight they need to negotiate sound contracts and avoid the perils of shady manning agents.

It features a directory of manning agents rated by the ITF as either green (good to go) or red (best avoided). The site initially covers four countries that are major crew suppliers but will be expanded and eventually include much of the world. The launch countries are India, Indonesia, Myanmar and the Philippines.




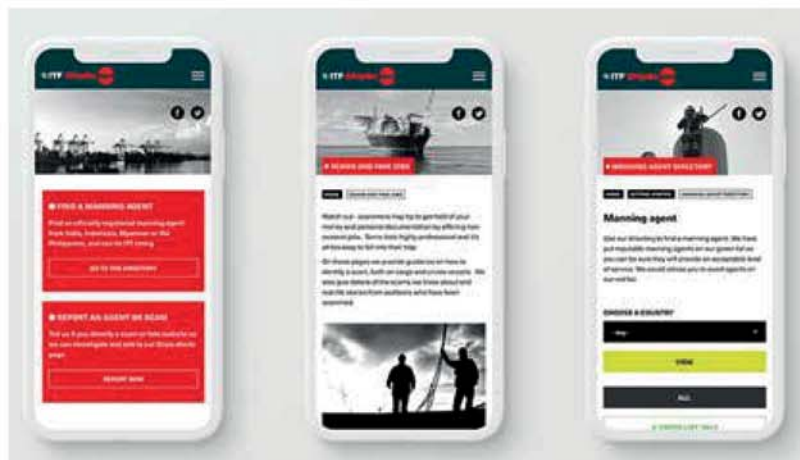
"Every year, hundreds of seafarers are scammed or defrauded by manning agents," said ITF Inspectorate Coordinator Steve Trowsdale.

"Our inspectors have long experience in identifying the illegal practices of dubious agents. We wanted to pass on that knowledge so seafarers can find good, reliable work."

The site helps seafarers understand what good manning agents can do for them. And what bad agents may try. It details what they should expect in a contract and how they can make sure they're getting a fair deal. It also includes links to the employment pages of cruise ship operators.

Scams to trick job seekers out of money or to steal their documentation are proliferating," said Trowsdale.

"ITFShipBeSure also includes a guide to spot these scams and a regularly updated section that highlights the scams we know about. The golden rule is: if a job looks too good to be true, it almost certainly is." 



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## Singapore launches Seavax for foreign sea crew

Singapore will launch the Sea Crew Vaccination Initiative or Seavax to vaccinate eligible, non-resident foreign sea crew to strengthen its resilience against Covid-19.



### THE INITIATIVE WAS ANNOUNCED BY

Senior Minister of State for Transport Chee Hong Tat at the International Safety@Sea Week in August.

Singapore, one of the first countries to vaccinate maritime workers and local seafarers, as early as January 2021, has vaccinated over 90 per cent of Singapore's maritime workers and seafarers.

About 90 per cent of the 7,500 resident seafarers working in Singapore's port waters have received at least one dose of the vaccine, while 82 per cent were fully vaccinated.

Starting August 30, Pfizer-BioNTech/Comirnaty or Moderna vaccines will be offered to the crew, including those staying more than 30 days or working onboard vessels that cover essential services and enter at least once a month.

Companies or individuals will shoulder the cost of the vaccine.

### Seavax centre to administer vaccines

Singapore has also set up a Seavax centre to administer vaccines to seafarers arriving in Singapore, starting with signing-on crew joining vessels on the same day of their vaccination.

The initiative, starting September 30, aims to scale up vaccination for the wider seafaring community and ensures crew change continues with minimum disruption.

Participation in the vaccination programme is voluntary.

Interested companies and seafarers must submit their applications seven days before the crew arrives in Singapore to ensure compliance with the prevailing crew change protocols and vaccine arrangements.

The initiative is funded by the Singapore Shipping Tripartite Resilience (SG-STAR) Fund, established by MPA and SSA alongside SOS and SMOU.




Singapore has also set up a Seavax centre to administer vaccines to seafarers arriving in Singapore, starting with signing-on crew joining vessels on the same day of their vaccination.

Stephen Cotton, General Secretary of ITF said, "This is a ground-breaking move by the Singaporean port authorities, seafarers' unions and local shipping industry. Singapore has worked out that for any country to succeed in a globalised economy, particularly as a transport hub, you've got to be part of global solutions, national approaches won't work. We need to see more countries look to Singapore's leadership for the way forward. Follow Singapore, and let's bring on the recovery we all need."

### Vaccination campaigns

According to the ITF, some countries have started vaccination campaigns for foreign seafarers for free in their ports; these countries include The United States, Canada, Belgium, the Netherlands, Germany, Cyprus and the UK.

The ITF also strongly recommends seafarers to get vaccinated and for companies to ensure that the seafarers that want to be vaccinated are allowed to do so when this is possible. 

# Overall Happiness up, Shore Leave experience drop: *Q3 Seafarers Happiness Index*

The latest Seafarers Happiness report showed an overall score of 6.59, up from 5.99 in the previous report.

**THERE WAS AN IMPROVEMENT IN SEAFARER HAPPINESS**, though the most fundamental issue persists: crew change and the inability to access shore leave, a major sticking point for seafarers.

The report said the maritime industry is at a tipping point that could spiral out of control if remedial actions are not taken, noting that without leave and certainty about crew changes, many seafarers are reluctant to come back to sea, which in turn leads to more difficulties with crew changes.

## Not coming back

The findings revealed that many seafarers, particularly those aged 35 and over, did not intend to return to sea once they eventually got home.

"The challenges of balancing home life with the uncertainties that the crew change crisis have led to many who were tentatively considering a move ashore accelerating their career change plans."

Some seafarers felt compelled to get maritime work ashore or move into different industries due to the changing landscape of technology and wanted to "get ahead of the curve when autonomous ships arrive."

A profession that is becoming more difficult, less enjoyable, less rewarding, and one which is talking about the death knell of unmanned ships, should not be surprised that it will become ever more difficult to attract and retain people, the report noted.

"Fun and happiness are taken out of sailing by most ship owners and managers for commercial gains," said a respondent.

Treated like outcasts by various port authorities at every port





## Seafarers not welcomed

The report also noted that seafarers were painted as pariahs when visiting nations, despite the essential goods they helped deliver.

"To read of seafarers stating that they feel unwelcome, that they are seen as 'bringers of disease' is as depressing as it is wrong."

"Treated like outcasts by various port authorities at every port," ran one response.

## Assisting seafarers

Between April 2020 and March 2021, SOS has assisted some 190 grievance cases filed by seafarers involving crew changes, repatriation and owed wages. The figure is a stark contrast to pre-pandemic days.

SOS IR officers said that while they received fewer complaints on the working conditions on board vessels, they were highlighted to seafarers' growing concerns on crew changes, ship abandonment and vaccination amid the pandemic.

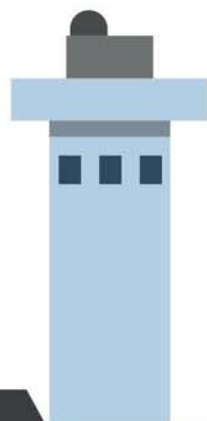
Seafarers are key workers who continue to move cargoes ranging from everyday essentials to medical supplies through unprecedented challenges – an infectious and deadly virus, border closures, port congestions and climate change.

World leaders need to recognise seafarers as key workers, allow for equitable access to vaccines, and restore their freedom of movement and access to healthcare.

We look forward to a report on an improvement in seafarers' happiness! **S**

## Lessons Learned

From the many responses and written messages, we can perhaps see some clear routes forward to make life better at sea. From the above reflections, we would distil these down to:



**1** Respectful, open and honest communication from employers to seafarers.

**2** Good quality internet provision for seafarers and an assessment of the associated costs.

**3** Help and support for seafarers to identify mental health issues and any changes they may be experiencing.

**4** Unequivocal reporting mechanisms for bullying, harassment, victimisation and intimidation on board. A zero-tolerance approach, but with a realistic and visible means of applying it.

**5** Assessment of the impact of multinational crews, especially where there may be issues of isolation or lack of interaction through language issues.

**6** Ensure common sense and pragmatism are applied when developing rules or systems on board, with seafarer input and feedback acted upon.

**7** Make seafarers feel respected, and apply further pressure on nations to define them as key/essential workers.

**8** Provide more vaccinations for seafarers at ports. A system of best practices and lessons learned should be shared globally.

**9** Recognise and understand the challenges of recruitment and retention. An honest assessment of why seafarers may not wish to return to sea, and action to counter it.

**10** Recalculation of seafarer remuneration, taking into account rising costs of living and the anticipated likelihood that market forces will see raised wages for a shrinking pool of experienced seafarers.


# Update of CrewSafe facilities



**THE SINGAPORE SHIPPING TRIPARTITE** Alliance Resilience (SG-STAR) Fund, set up to facilitate safe practices in crew change facilities and testing centres beyond Singapore, is the world's first tripartite initiative involving maritime partners, unions and governments.

The CrewSafe audit program, an initiative under the SG-STAR Fund helps

seafarers supply nations, such as India and the Philippines, administer quality control checks in crew change processes which include quarantine, medical and swabbing facilities.

Processes and facilities that meet these stringent requirements are verified as CrewSafe; those that fail the audit will be delisted. 

**THE PROCESSES AT THE FOLLOWING FACILITIES (UPDATED 2 SEPT 2021) HAVE BEEN VERIFIED AS CREWSAFE**

INDIA	
Holiday Inn Mumbai International Airport	Mumbai
Hyatt Regency Chennai	Chennai
Hotel Taj Coromandel	Chennai
Hotel Grand Chola	Chennai
Le Meridien	New Delhi
Sea Bird IHG Medical	Mumbai
Taj Connemara	Chennai

PHILIPPINES	
AMOSUP 'Seamen's Hospital Molecular & PCR Laboratory	Manila
Crowne Plaza Manila Galleria	Manila
Aventus Medical Centre	Manila
St. Giles Makati Hotel	Makati
Holiday Inn Makati	Makati
Manila Marriott Hotel	Manila
Bayleaf Hotel	Manila
Bellevue Hotel	Manila
Century Park Hotel	Manila
Crimson Hotel	Manila
Red Planet Hotels Manila Bay	Manila

Red Planet Manila Binondo	Manila
Red Planet Mabini	Manila
Dusit Thani	Manila
Herald Suites Solana	Manila
City Garden Grand Hotel	Manila
Red Planet Makati	Manila
Red Planet ASEANA	Manila

INDONESIA	
Crowne Vista	Batam
Hotel 89	Batam
Hotel Beverly	Batam
Hotel Trinit	Batam
The BCC Hotel & Residence	Batam
Vanilla Hotel	Batam

MALAYSIA	
Hong Lam-Nu Hotel	Kuala Lumpur

SINGAPORE	
Copthorne King's	
Hotel Re!	
The Seacare Hotel	



# Are you feeling aches, pains and tightness?

Most working adults sit long hours at their desks, contributing to aches and pains as their bodies get “locked-in” to one position. Try these simple stretching exercises to aid your posture and flexibility. Scan the QR code below to find out more!



MYOPIA, GLAUCOMA,  
PRESBYOPIA



HIGH BLOOD  
PRESSURE



GASTRITIS  
GERD



MIGRAINE  
HEADACHE



CHRONIC  
BACK PAIN



CARPAL TUNNEL  
SYNDROME

## Symptoms



NECK PAIN



BACK PAIN



SHOULDER PAIN



HEADACHE



OBESITY

## Stretching exercise



Scan here to  
kickstart your  
stretching and  
workout plan!



# Seafaring a rising trend among youth: SNIMI

## A RISING NUMBER OF YOUTHS ARE

fulfilling their aspirations to go to sea to explore the world, contrary to views that seafaring appeals only to older generations, observed SNIMI, which recently conducted SQRT 85 and 86.

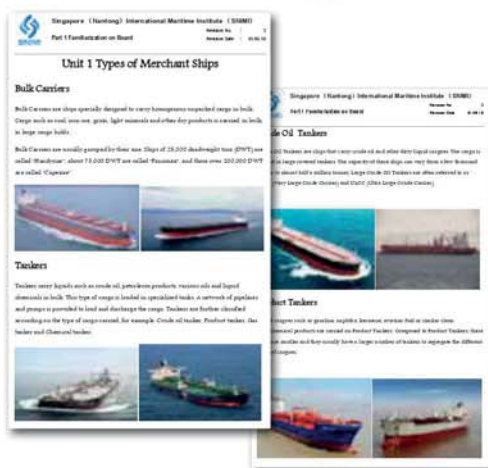
The trend was apparent in recent SQRT classes, with 17 out of 24 trainees in SQRT 85 under 21 years old, among whom three were 19 years old, though none were female, unlike previous cohorts.

The trainees initially struggled with the course as they spoke in their mother tongue and hardly had any chance to converse in English. Some were also reluctant to speak in English but overcame it with hard work and determination.

Feedback from the trainees of both cohorts revealed that SNIMI trainers went beyond teaching the modules to ensure that every trainee understood and benefited from the 4-week course.

The trainees graduated with a more robust knowledge of seafaring, including safe handling of seamanship tasks, which stressed working safely onboard vessels. Most said they would recommend SQRT to friends to pave a similar path into the marine industry.

A total of 49 trainees attended SQRT 85 and 86, conducted in Nantong China, from July to September. **S**



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## Welcome aboard



**"UNLESS YOU OPEN YOURSELF UP TO TRYING NEW THINGS, YOU CAN'T FIND WHAT YOU LOVE."**

- Unknown

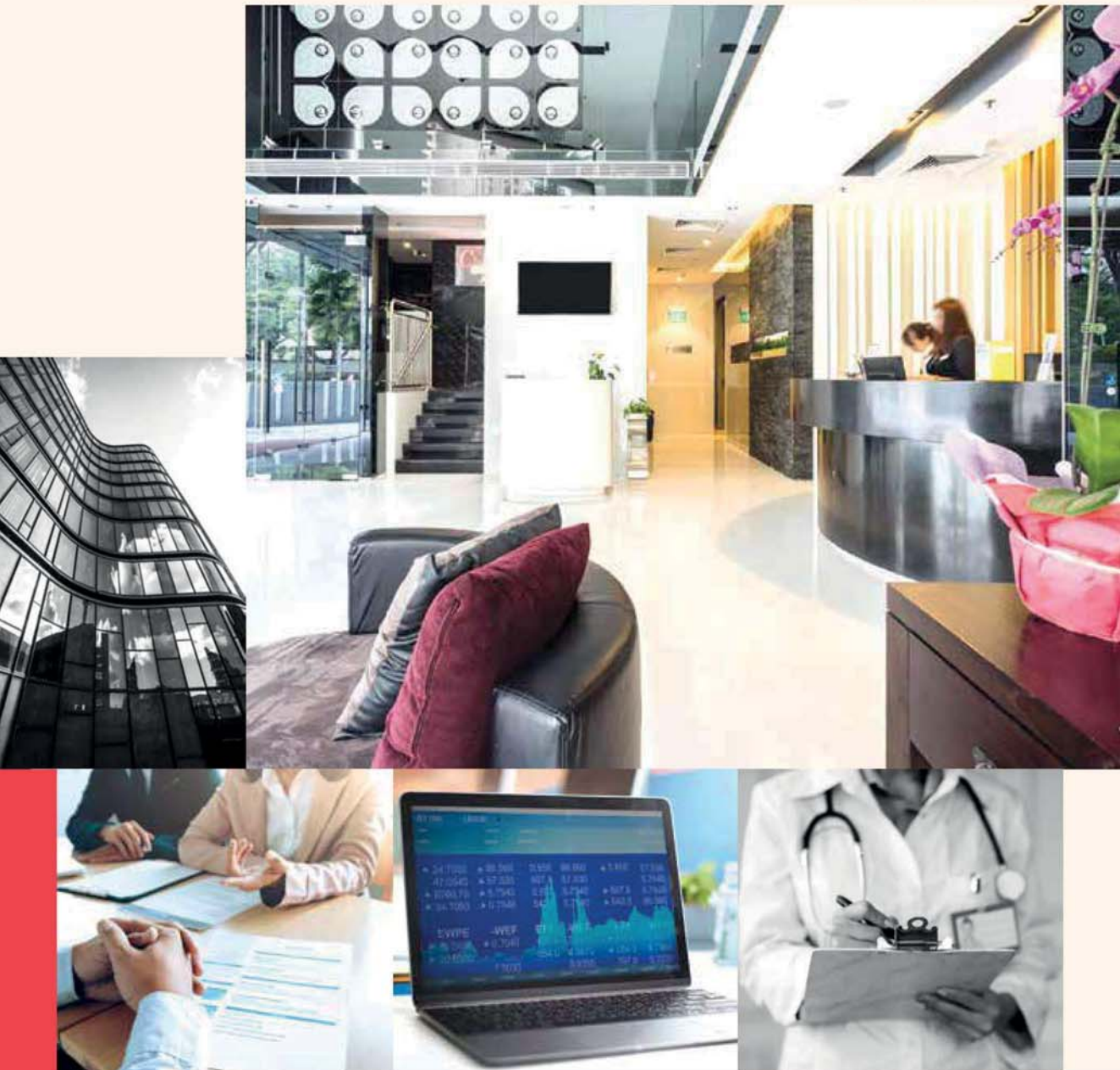
Having left SOS as an IRO in 2019, Eugene Guo joined Inchcape Singapore as a Human Resource Business Partner and IR lead, who implements HR and business transformation

strategies and aids union-management relationships.

Eugene re-joins SOS as Manager for Research, External & Industrial Relations, tapping on his knowledge in HR and transformation to better champion seafarers' rights; his love for the maritime industry eventually brought him back to SOS. **S**



# SEACARE FOCUS



## INSIDE:

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- 27** Celebrating Mid-Autumn with members and Jalan Kukoh senior residents



# Seacare UK hotels occupancy takes off on gradual re-opening

The UK hospitality scene took a hit from the pandemic in 2019, pushing hotels into the reds and placing staff on government furlough. The situation was exacerbated by frequent changes to Covid-19 measures in different counties.



**HOWEVER, THE RE-LIFTING OF BORDERS** for domestic tourism in the UK has spurred summer staycation bookings this year, driving hotel demands and room rates to pre-covid levels and well into Q3 and Q4.

In an interview with **Sean Brady**, UK vice president of Compass Hospitality, which manages



The Crown Spa Hotel, Scarborough and the Queens Hotel, Dundee, *Samudra* learns the outlook of these star-performing properties owned by Seacare.

**SAMUDRA: WHAT ARE POSSIBLE POST-PANDEMIC CHALLENGES?**

**SEAN BRADY:** "In an anticipated return to normalcy, it has been a challenge to manage guest expectations as certain restrictions were positively received but affected guest experiences. Nevertheless, our hotel managers are hands-on and proactively keeping guests engaged and improving their staycation experience."



SEACARE IS  
PLEASED TO  
ANNOUNCE  
the appointment of  
**Mr Kam Soon Huat as  
Chairman of Seacare  
Compass Dundee Limited and  
Mr Daniel Tan as Chairman of  
Seacare Compass Carmarthen  
Limited, from 1 September 2021.**



**Mr Kam Soon Huat**  
CHAIRMAN  
Seacare Compass Dundee Limited



**Mr Daniel Tan**  
CHAIRMAN  
Seacare Compass Carmarthen Limited

#### **WHY DO GUESTS KEEP RETURNING?**

"The Crown Spa's location and destination appeal to domestic tourists. It also enjoyed attractive media coverage being the only 4-star hotel offering prominent location and services. Market demand, therefore, increased the rate. With pre-covid experiences returning, guests are happy to pay for the premium service the hotel delivers."

#### **WHO ARE YOUR TYPICAL CUSTOMERS?**

"Our typical customers at the Crown Spa Hotel are high-spending retired couples, with disposable income looking for quality and service. We do also have in our business mix international and domestic media clients who like to regularly film programmes in the area, as well as some major corporate accounts including government contracts."

#### **WHAT ARE THE CHALLENGES YOU FACED DURING THE PANDEMIC, AND HOW DID YOU OVERCOME THEM FOLLOWING RESTRICTIONS?**

"I found it difficult to close the hotel and not have a work routine to focus on daily. To overcome this, I kept in constant touch with my guests, including brides and grooms who had weddings booked and all. I took great pleasure in updating our Facebook page with our 'Meet the Team' campaign, which received great feedback. It emphasised the importance of good communication with our guests, especially during a time when we couldn't welcome them to our hotel in person."

Upon re-opening, we initially found it extremely difficult due to the shortage of deliveries for

goods such as laundry and certain food items. However, as a team, we pulled together and overcame any problems, and gradually these issues appear to have been resolved."

#### **ARE THERE MORE CORPORATE OR LEISURE GUESTS?**

Typically, we host many corporate guests around mid-week who are travelling for work and then have a strong leisure guest base for the weekends as Dundee is becoming more of a staycation destination thanks to City investment in attractions such as the V&A Museum. We have noticed a change in corporate travel where our corporate guests now stay with us on a Sunday night and tend to be long-stay guests for around five nights. **S**



Capt Lim Swee Aun

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# Business and life philosophies to live by

*Samudra* spoke to **Capt Lim Swee Aun**, newly appointed Director of Seacare Thrift Pte Ltd, and **Mr Tommy Lim**, newly-appointed Director of Seacare i-Connec Pte Ltd to learn what they hold dear in both business and life.

Capt Lim is the Chairman of the Singapore Maritime Employers Federation and General Manager of Wallenius Marine Singapore Pte Ltd. Mr Tommy Lim is Executive Director of Henderson Assets Management Pte Ltd.

## **SAMUDRA: WHAT'S YOUR LIFE AND BUSINESS PHILOSOPHY?**

**CAPT LIM:** Always be truthful and honest in business as life is a simple process; thus no need to complicate the matter for yourself and those around you.

## **WHAT PRINCIPLES DO YOU LIVE BY?**

Life is simple, just be responsible and happy. God has a plan for all of us, just take it with grace.

## **WHAT ARE VALUES THAT SERVE YOU WELL OVER THE YEARS?**

Always help people in need and don't look down on them. You will never know when you need their help. What goes around comes around.

## **WHAT MAKES A BUSINESS SUSTAINABLE?**

Always be alert, be prepared, understand the need to make changes to make us easily adapt to new situations, new environments.

Preparedness to change and adapt will mitigate the negative impact and help maintain company sustainability.

## **WHAT TRAITS DO YOU VALUE MOST IN EMPLOYEES?**

Honesty and willingness to admit a mistake. A person who does not admit mistake will not improve.

The ability and willingness to admit one's mistakes is a very positive and strong character trait.

## **WHAT DO YOU WISH SOMEONE HAD TOLD YOU IN THE BEGINNING OF YOUR CAREER?**

Learn as much as possible and do not limit to progress only pertaining to your job scope. One



will require other knowledge, skill set or experience moving up the hierarchy at a later stage in life.


Learning is life-long journey as it will help improve multiple aspects of your life, career.

### **WITH RAPIDLY CHANGES AND DISRUPTIONS IN THE MARITIME INDUSTRY, WHAT'S YOUR ADVICE FOR SEAFARERS TO STAY EMPLOYABLE?**

Marine industry is an international business. Comparing seafarers' salary, Singaporean are paid higher therefore in order to ensure employability, Singaporean seafarers must be equipped with better experience and job skill.

Employability too has overcome its boundaries that were earlier defined just by skills. Now, it includes a bigger vertical, which consists of behaviour, attitude, aptitude and soft skill.

### **WHY ARE YOU OPTIMISTIC ABOUT THE FUTURE OF THE MARITIME INDUSTRY?**

Maritime shipping is the backbone of world trade. Seventy per cent of world trade logistics is transported by ship, Maritime industry is here to stay. No doubt the shipping trade frequently fluctuate with ups and downs but, in the end, it is still the cheapest logistic transportation internationally. 



Mr Tommy Lim

### **SAMUDRA: WHAT'S YOUR LIFE AND BUSINESS PHILOSOPHY?**

**TOMMY LIM:** My business philosophy is to respect your staff and clients by giving them due attention rather than paying lip service. In practising this consistently, you are building and moving towards trusted relationships in today's business and people model of complexity. My life philosophy is to overcome near and far challenges with much learning and re-learning of what life throws at you. There is a saying: 'that sweet ain't sweet without bitterness'.

### **WHAT PRINCIPLES DO YOU LIVE BY?**

Some of my guiding principles include Honesty, Integrity, Teamwork and above all, Love.

### **WHAT ARE VALUES YOU HOLD ONTO DEARLY?**

Values in life also translate to values towards business

in which the values intermingle and join in this matrix system. The trust that was built and is to come propels much gratitude. Another practising value is 'walking the talk' and adopting an 'open door' communication which successful leaders have testified in management styles.


### **WHAT ENSURES BUSINESS SUSTAINABILITY?**

Staff retention, clients excellence and adaptability to industry changes, with an aim to be an early adopter.

### **HOW SHOULD COMPANIES STAY AHEAD AMID RAPID DISRUPTIONS?**

For start-ups, one has to be willing to accept changes and stay humble, nimble and adaptable; never lose your cool. For companies that did well, my advice is to watch your ego. Inflation of ego is constant, silent and deadly. A lot of companies suffered losses by letting ego come first over their best interests.

### **WHAT GIVES YOU JOY AND OPTIMISM?**

To be with my loved ones, to know that God is with me. 

# Seacare Maritime Medical Centre to offer Sinopharm shots from November

Seacare Maritime Medical Centre (SMMC), approved by the Singapore Health Science Authority (HSA) to import Sinopharm, will start offering Sinopharm shots to seafarers in November.

## THE INITIATIVE WILL ALLOW SMMC DOCTORS

to administer Sinopharm to eligible foreign sea crew as part of their ship call services for seafarers on board. SMMC will progressively roll out the vaccine to the public but said vaccine priority goes to seafarers and maritime workers.

The initiative aligns with the national vaccination programme and the Sea Crew Vaccination Initiative (Seavax) to slow virus transmission and strengthen Singapore's maritime sector's resilience against Covid-19. It also plays a vital role in the global effort spearheaded by the ITF to keep all seafarers safe and protected during the pandemic.



Sinopharm, the sixth vaccine to be authorised by the World Health Organization (WHO) for its emergency use listing, has received WHO validation for its safety, efficacy and quality. Each of these approved vaccines is effective in helping to protect against severe Covid-19 disease, death and the need for hospitalisation. It requires two doses taken 3-4 weeks apart as the primary vaccination.

To date, about 90 per cent of the 7,500 resident seafarers working in Singapore's port waters have received at least one dose of the vaccine, while 82 per cent were fully vaccinated. **S**

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SMMC will progressively roll out the vaccine to the public but said vaccine priority goes to seafarers and maritime workers.





# Celebrating Mid-Autumn with members and Jalan Kukoh senior residents

Mid-Autumn Festival, one of the most important festivals on the lunar calendar, falls on the 15th day of the eighth lunar month. Chinese believe that the golden moon, at its roundest and most spectacular, symbolises the reunion of families, hence drawing together families and communities in a heartwarming reunion.

## THE LINE FROM A SONG DYNASTY

**POEM**, "May we live long and behold the beauty of the moon, despite thousands of miles apart" (但愿人长久, 千里共婵娟) perhaps best captures the spirit of Mid-Autumn Festival.

"Presenting mooncakes to friends and families symbolises blessings in the form of longevity and joy," said Kathryn Ang, organiser of Seacare's mooncake distribution activity for both Seacare Co-operative members and senior residents of Jalan Kukoh.

Mooncakes distribution to the community, organised in collaboration with the Jalan Kukoh Residents' Committee (JKRC), took place on 15 and 16 September with stringent safe distancing measures.







Glad that Seacare Co-operative has again sponsored lovely mooncakes to our low-income seniors in the current pandemic. Applauding the good heart of Seacare’s management in bringing so much joy to our seniors.

**Kang Han Poh**  
Treasurer of Jalan Kukoh Residents’ Committee

Volunteers at JKRC helped distribute 300 boxes of mooncakes to the elderly residents, who arrived in smiling faces. The residents showed their appreciation for the mooncakes with poses and approving nods.

“Glad that Seacare Co-operative has again sponsored lovely mooncakes to our low-income seniors in the current pandemic. It brings joy to our seniors during the traditional festival. Applauding the good heart of Seacare’s management in bringing so much joy to our seniors,” said JKRC Treasurer Kang Han Poh.

“Seacare upholds the belief for joyous family reunions, and we made it possible by gifting our recipients a

big set of mooncakes to celebrate with their families. With or without Covid-19, we keep our spirits high by showing our care for members and the community,” Kathryn added.

And yes, the distribution of mooncakes was not just confined to residents of Jalan Kukoh.

This year, The Seacare Hotel mooncakes were also given to Seacare members in a week-long distribution beginning early September. The members came at allocated times in adherence to safe distancing measures. They also collected the mooncakes in an orderly manner at a designated collection point managed by staff.

“It’s a very nice gesture by Seacare to think of members like us and share the festive joy together, even as my family and I celebrate Mid-autumn festival as Eurasians,” says member Maximillian Theodore. **S**





The image shows a tablet displaying the SAMUDRA website. The website has a dark blue header with the SAMUDRA logo and navigation links: HOME, ABOUT US, CONTACT, NEWS, and SERVICES. A search bar is located on the right side of the header. The main content area features a grid of news articles, each with a thumbnail image, a headline, a sub-headline, and a date. The articles are as follows:

- Top Left Article:**
  - Image:** A person in a blue hard hat and orange safety vest working on a ship's deck.
  - Headline:** Toshiba to aid crew changes and seafarers' rights
  - Sub-headline:** Toshiba to aid crew changes and seafarers' rights
  - Date:** 17 May 2019
- Top Right Article:**
  - Image:** A woman in a blue dress speaking at a podium.
  - Headline:** KHL Celebrates 50th Anniversary
  - Sub-headline:** KHL Celebrates 50th Anniversary
  - Date:** 17 May 2019
- Middle Left Article:**
  - Image:** A man in a white shirt standing in front of a ship.
  - Headline:** KHL Celebrates 50th Anniversary
  - Sub-headline:** KHL Celebrates 50th Anniversary
  - Date:** 17 May 2019
- Middle Right Article:**
  - Image:** A group of people in white uniforms standing in a line.
  - Headline:** Singapore Maritime Expo 2019
  - Sub-headline:** Singapore Maritime Expo 2019
  - Date:** 17 May 2019
- Bottom Left Article:**
  - Image:** A ship's deck with a person in a red safety vest.
  - Headline:** KHL Celebrates 50th Anniversary
  - Sub-headline:** KHL Celebrates 50th Anniversary
  - Date:** 17 May 2019
- Bottom Middle Article:**
  - Image:** A group of people in white uniforms standing in a line.
  - Headline:** Singapore Maritime Expo 2019
  - Sub-headline:** Singapore Maritime Expo 2019
  - Date:** 17 May 2019
- Bottom Right Article:**
  - Image:** A group of people in white uniforms standing in a line.
  - Headline:** Singapore Maritime Expo 2019
  - Sub-headline:** Singapore Maritime Expo 2019
  - Date:** 17 May 2019



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