REFLECT, RECOGNISE, RENEW
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SMOU – a Shining Example!

For the past 60 years, SMOU has remained true to its sole mission of doing the very best for the workers’ wellbeing as well as the industry.

SMOU has a good head and a good heart and has done a lot for its members, workers and the community.

Minister Lim Swee Say, NTUC Secretary-General, gave this glowing tribute in front of 1,700 strong crowd at the Union’s 60th Anniversary Gala Dinner at Resorts World Sentosa on 30 September 2011.

Taking time to “reflect, recognise and renew”, the theme of the commemorative dinner, the guest-of-honour cited that the reason why the labour movement in Singapore is able to grow from strength to strength is because of its supportive members, committed leaders, and more importantly, responsive and responsible unions.

“And SMOU, I’m proud to say, is a shining example of such a union,” Mr Lim said.

Among the Union’s “many victories” is its membership growth: SMOU grew from 50 in 1951 to 26,000 members representing more than 60 nationalities. SMOU’s reach, which is in line with the Labour Movement’s All Collars, Ages and Nationalities (All CAN) initiative, also extends to the members’ spouses, children and family members as well.

During the financial economic downturn of Singapore in the mid eighties, Mr Lim recalled that SMOU was among the first unions in Singapore to support the call for CPF cuts to save jobs.

“It is never easy for a union to support any CPF cut, but the SMOU under the leadership of Thomas Tay and with the support of its Exco, did the right thing by regaining our competitiveness and saving members’ jobs.”

Recognising that cutting costs was a short term measure, the Union also became “a champion for workers’ upgrading and training”. SMOU, through the Wavelink Maritime Institute (WMI), have trained more than 8,000 seafarers in the last four years.

Another achievement of SMOU over the years was its effort in attracting younger Singaporeans to the maritime industry. The most recent initiative is the Tripartite Nautical Training Award (TNTA) where the SMOU, NTUC e2i, WDA, supported by the Singapore Shipping Association came together to train Singaporeans for a career at sea.

“The most important breakthrough of SMOU over the years, is really forging a strong tripartite relationship here in Singapore,”
Minister Lim attested.
NTUC Sec-Gen Pays Tribute

Leadership, said NTUC Secretary-General Mr Lim Swee Say, is everything. Without strong leadership and trust among the tripartite partners, there will be no trust of our members in their union leaders. In the labour movement, we operate on the basis of trust.

“Thomas Tay is a great example of the calibre of leaders we have in the labour movement in Singapore,” Mr Lim paid tribute.

Mr Tay turned his back on his $4,000 a month job in the 1970s to take on a full time job with the union as General Secretary which paid him $700 a month. “This is the kind of sacrifice Thomas Tay has made. The series of breakthroughs over the years have been the result of his leadership, movement and passion.”

Mr Tay, who is NTUC Vice President, and ‘flowing on’ from the NTUC Central Committee to make way for the next generation of younger leaders, is also a great leader, said Mr Lim. This is because he is “able to do the right thing, garner ground support, and possesses the courage to say it’s time to move on” for future of the labour movement.

SMOU Exco Endorses Mary Liew

“To Thomas Tay, one of our great Labour Movement leaders, thank you very much! We look forward to having younger leaders like Mary join the central committee,” Mr Lim commented.

SMOU Executive Committee has endorsed Ms Mary Liew to stand in for the NTUC Central Committee in early December.

“I hope that you will give her the same support in the coming NTUC elections,” Mr Thomas Tay said in his speech.
SMOU General Secretary Mr Thomas Tay took the 1,700 strong crowd at the union 60th Anniversary Gala dinner through an exciting journey of Reflection, Recognition and Renewal.

At the end of the colourful journey, one message stood out – SMOU’s progress has been tremendous and the union is poised to flow in, flow up, flow on.

From the beginning, SMOU had a clear objective of fighting for the welfare of seafaring officers. The achievements spoke volumes of the union’s good work:

- From only two Collective Agreements in the late 70s, SMOU now has more than 150 Collective Agreements covering hundreds of ships, with many shipping employers.

- From a humble office with a leaking roof to having its very own Wavelink Building to which members can call a second home.

- In a matter of 60 years, SMOU has also established itself as an international union with more than 26,000 members all over the globe spreading across 60 nationalities. The aim is to reach 30,000 members by 2015.

- When tripartism was non-existent, SMOU organised the first maritime tripartite trip, involving the Maritime Department, shipping management, the NTUC and union, in 1981 onboard the MV Centaur. The trip laid the foundation of a new era of industrial relations.

- In the 1980s, many Singaporean members lost their jobs. SMOU invested in training and also provided the Alternative Career Scheme and the Committee Upgrading, Redeployment and Skills Enhancement (COURSE) so as to provide better skills, better jobs and better wages for members. SMOU ensures that members are able to pursue better opportunities for themselves and their families, so that unemployment in shipping will be a thing of the past.

“...SMOU was built around the values of teamwork, innovation, commitment and a caring heart. It is my wish to maintain the tradition of professionalism and quality standards in whatever we do and wherever we go in the road ahead, with our youth taking up new challenges and new responsibilities.”

- Mr Thomas Tay, SMOU General Secretary

Minister Lim Swee Say, together with SMOU Executive Committee thanking SMOU members and guests in celebration of the union’s 60th Anniversary.
$600,000 Raised for 60th Birthday

One of the most moving and meaningful segments of SMOU’s 60th Anniversary celebration was the declaration by Ms Mary Liew, SMOU Executive Secretary, that a generous sum of $600,000 was raised to meet the different organisations and groups needs.

“Apart from having a fun-filled and exciting year, we have not forgotten our community. Care and share has always been a culture at SMOU. SMOU’s social enterprise, Wavelink Co-operative has also contributed $200,000 for seniors, young SMOU members and the women’s groups. NTUC Secretary-General Brother Lim Swee Say has always exhorted us to be a union not only with a head but also a union with a heart,”
- Ms Liew emphasised.
Thank you members, for supporting us the past 60 years and for standing by us through thick and thin. You remain the heartbeat of the union which beats steadfastly. Also our SMOU Executive Committee, for their unwavering contributions through the years, you have certainly been part of moulding the union into what it is today. Last, but also not the least, I would like to thank the Young SMOU for organising this Gala Dinner.

– Ms Mary Liew
Josephine Teo,
Minister of State for Finance and Transport

“In an environment that is very challenging, in an industry whose fortunes are ebb and flow, I think it is remarkable that SMOU has remained relevant. That’s not something to be taken for granted. Even the effort of putting together this conference is one of the ways SMOU makes itself relevant. It signals to the maritime community that we are in touch, we know the problems and are willing to work with the government to see whether we can help make a positive difference.”

Stephen Cotton,
ITF Maritime Coordinator

“SMOU is a true reflection of the changing state of Singapore and the essence of the Singaporean attitude of improvement of not just the city, but the benefits for the citizens is reflected in the way SMOU has grown over the last 60 years. The union has constantly fought to improve the conditions historically for Singaporean and expat officers and is now providing a very strong level of support for seafarers from all over the world – not just Singaporeans. The establishment of training projects, welfare projects, insurance cover, medical cover are all very good initiatives to help protect seafarers and move the process forward. So on behalf of the ITF it is a real privilege to be here to celebrate the birthday party – the anniversary, but it is also important to view the union’s success alongside Singapore’s national development.”

Dr Cleopatra Doumbia-Henry,
Director for International Labour Standards Department, ILO

“Today SMOU is well known not only in Singapore but internationally. I have seen SMOU grow from strength to strength. One of the things that have always amazed me in looking at SMOU is how it has remained young, dynamic and attractive to young people joining the trade union movement. I think that is giving a lot of credibility to the national trade union movement as well.

Looking at how you can organise an event such as this and with the level of professionalism, it is almost like an art. It is impressive to see the number of people present here. It shows that SMOU invests in training its best, its team of youth, and how it excels. I can see it in the way how much they take to heart, the passion they have with the job they do. I’m really proud of SMOU.”

Jan N Lauridsen,
Regional Managing Director, TORM Singapore Pte Ltd

“We would like to extend our hearty congratulations on the 60th Anniversary of SMOU. You can be very proud of the growth you have achieved these years. You have built your organisation through hard work and service and have filled a critical need in the shipping industry. It has been a pleasure to be associated with you and we look forward to many more rewarding years. Congratulations from all of us at TORM and best wishes for your continued success.”
Patrick Phoon,
President of the Singapore Shipping Association
“I was once a member of the community. Sixty years is no mean feat, so Happy Birthday SMOU. I am very proud to be associated with them. Some of my best friends are still with the union.”

Terence Zhao Wei,
Managing Director, Singhai Marine Services
“For the past 16 years, we have witnessed SMOU’s progress especially with their work in China. They have helped a number of Chinese officers in terms of training them. Now in China, SMOU has a very good and reputable image. If Chinese officers have a chance to join Singapore flagged vessels covered by SMOU CBAs, they will join.”

Vijay Rangroo,
Managing Director, MTM Ship Management Pte Ltd
“MTM Ship Management and SMOU have a common goal to serve and advance the holistic development of the crew in terms of wages, benefits, working hours and conditions as well as their professional skills. We wish SMOU every success in the coming years and look forward to them being a model union to the world.”

Yoji Fujisawa,
President, All Japan Seamen’s Union
“Working in partnership, SMOU and JSU, being major unions, have cooperated over many issues. In commemoration and celebration of SMOU’s 60th anniversary, I believe JSU and SMOU will continue to cooperate and collaborate in the future.”

Zhu Lin Qing,
Vice President, Chinese Seamen’s Union
“Singapore Maritime Officer’s Union has been around for 60 years. This day is well worth celebrating. SMOU and Chinese Seamen’s Union have very close fraternal ties.”

Conrado Oca,
President, Associated Marine Officers’ and Seamen’s Union of the Philippines
“Happy birthday to SMOU, congratulations on your 60th anniversary! We look forward to working evermore closely with you. A big thank you to all our SMOU brothers and sisters in Singapore.”
For Maritime Singapore to continue growing, it is vital that we continue to sustain a pool of competent and talented manpower.

“We understand the challenges and are undertaking initiatives to address them. With the close tripartite partnership forged, I have every confidence that we will be able to rise up to this challenge,” affirmed Minister of State for Finance and Transport Mrs Josephine Teo.

Addressing delegates at the 6th Maritime Manpower Singapore (MMS) 2011 conference on 30 September 2011 at Resorts World Sentosa, Guest-of-Honour Mrs Teo lauded the strong backing of the maritime industry’s tripartite partners. Staunch tripartite support, she quipped, has been a hallmark of Singapore’s maritime industry.

Alluding to two points of Singapore being the first Asian country to ratify the Maritime Labour Convention (MLC) and the lack of seafaring officers, Mrs Teo in her opening speech highlighted tripartism’s crucial role in concretising MLC’s implementation while chipping in to tackle the perennial shortage of seafarers.

“Overcoming these manpower challenges requires the tripartite parties, namely, the Singapore Government, the unions and industry to work closely together. In this respect, the Maritime and Port Authority of Singapore (MPA) has been working with the unions and industry to put in place initiatives to attract and encourage Singaporeans to pursue maritime careers,” said Mrs Teo.
WHERE HAVE THE SENIOR OFFICERS FLED?

Echoing Mrs Teo’s point on the augmented shortage, Asia Liaison Officer for the Baltic and International Maritime Council (BIMCO) Mr Thomas Timlen recommended tangible solutions to arrest the dearth of seafarers. In 2010, BIMCO, and the International Shipping Federation (ISF) estimated the global shipping industry to be short of some 12,500 officers.

Are shore jobs threatening sea jobs?

Are shore jobs partly responsible for the lack of seafaring personnel? Citing companies which rotate shore-sea roles as examples, Mr Timlen said that this arrangement could be part of a solution which combines the best of both worlds - allowing seafarers more time with their families and friends on shore while being updated on issues at sea. This may be considered in addition to other work-life balance options such as shorter contracts, onboard internet access, access to professional technical support, allowing family members to join ships, family medical benefits, and improved medical terms for seafarers as well as shore staff.

What more can be done?

Although improving skills through training and recruitment is key, Mr Timlen acknowledged the frustration of ship owners who having invested significantly in training feel short-changed by crew members who leave to join other companies. Advocating a culture of work loyalty and sense of belonging as opposed to one which adopts a harsh disciplinarian approach, he suggested crew retention, morale boosting and loyalty inducing methods such as: maintaining a clean safety record; treating crew members with respect by complimenting them on jobs well done; showing appreciation in the form of bonuses and simple birthday treats; being culturally aware of the dietary needs of crew members in terms of food served; and fostering social interaction.

“I am very pleased to share with you that over 100 students have been awarded these scholarships,” she reported. Other initiatives include Certificate of Competency (Special Limits) Programme which prepares aspiring seafarers by involving shorter initial voyages which require less time spent away from families before allowing aspirants the chance of upgrading to ocean-going vessels after acquiring more experience,” said Mrs Teo.

By encouraging social interaction during breaks, we keep the old saying that a team that plays together, works better.

- Mr Thomas Timlen
Adapting to a Different Future - Gen X & Y Seafarers

“The world is moving east,” said Fleet Personnel Director for Wallem Shipmanagement Mr Simon Frank as he examined the evolving trend of seafarers.

With the bulk of seafarers coming from Asian countries like India, China, and the Philippines, the baby boomers being replaced by Generation X and the future of the seafaring industry resting on the shoulders of Generation Y, the world is experiencing a dramatic shift in the profile of today’s seafarers.

With increased globalisation, connectivity and the proliferation of social networking sites, the age of the internet and advancement of infocomm technology has clearly influenced the way seafarers communicate, learn and prioritise their needs. As such, it comes as little surprise that internet access; having a mix of nationalities; and a high degree of automation on board a vessel are key considerations for younger seafarers when it comes to deciding whether to accept an assignment. Other considerations include career advancement, increased wages, age of ship, length of contract, number of crew and type of ship.

Gen Y are different from Gen X in that they are largely realists rather than pragmatists, self-inventive rather than self-reliant, celebrate diversity beyond merely accepting it, assume technology beyond merely using it, and consider friends as family in contrast to Gen X’s clear distinction drawn between friends and family. There is also a greater emphasis placed on work-life balance.

Understanding and keeping up to date with the changing demographics of the world’s seafarers is critical to the sustainability of the maritime industry as it provides insights on how the industry’s work culture could be fine-tuned to incorporate the appropriate career options and framework for a fulfilling work-life balance, attracting more talent to the industry, and creating a high impact. Wallem Shipmanagement presently employs the use of interactive DVDs and CDs, advanced simulators, and the internet as teaching mediums for its new generations of seafarers.

China – a rich source for seafarers
China looks set to play a crucial role in the international seafaring market. With strong governmental backing and involvement, the country has set a target to supply 200,000 Chinese seafarers by 2020.

According to Singhai Marine Services Managing Director Mr Terence Zhao Wei, a survey conducted in Hong Kong and mainland China in 2003 and 2004 by Dr Bin WU, SRIC, Cardiff University on the sustainability of the supply of Chinese seafarers showed China’s shore-based economic growth to be a key influential factor in the supply of Chinese seafarers in the near future.

“The survey shows that seafaring is still seen as an attractive occupation in China. We have noted a trend of seafaring moving from urban to rural provinces, from east to west. Younger people especially those hailing from poorer family backgrounds still regard seafaring as one of the preferred careers. Younger seafarers were more interested in boarding western ships than older seafarers, while senior officers were more flexible than junior officers or ratings in this regard. In light of globalisation and the willingness of Chinese seafarers to embrace cultural diversity, more training is needed to further improve spoken English and the overall quality of Chinese seafarers.”

- Mr Terence Zhao Wei
Protecting Seafarers from the Piracy Scourge

Despite Somali pirates having to work harder to turn an attack into a successful hijacking - thanks not only to the deployment of foreign warships in the Gulf of Aden and the NW Indian Ocean, the mobilisation of regional navies and coastguards, and the adoption of Best Management Practices by merchant vessels - the threat they pose, according to Mr Michael G Frodl, Founder, C-LEVEL Maritime Risks, still continues to grow.

Today, Somali pirates threaten shipping not just in the waters immediately around the Horn, they are also found in the Red Sea, the Straits of Mozambique, off Oman, to the west of India, and everywhere in between. Working their way closer to the waters south of India and Sri Lanka, as well as the western approaches to the Straits of Malacca, piracy is developing into a lucrative business as pirates adapt and experiment with new tactics and weapons to expand their capabilities and range. What eventually started as a localised threat near Africa is now spreading to Asia where even Asian seafarers who do not approach the Gulf of Aden are not spared from danger. The average length of captivity for a ship and crew is easily six months; the average ransom for all merchant vessels combined is just over $5 million; and large tankers can easily fetch twice that amount.

Shipowners and shippers will need to adopt a five-layered defence strategy or Best Management Practices (BMP) 5; which is to “avoid, deter, repulse, deny, endure”. This multi-layered defense against pirates include:

1) Better intelligence to avoid pirates (real time tactical intelligence, and not just stale strategic intelligence);
2) Improved Best Management Practices and most importantly - maintaining speed in pirate-infested waters to deter unavoidable pirates;
3) Private armed guards to repulse pirates not deterred (and the need for not just vetting, but also performance-based compensation and better control of potential legal liability from use of lethal force);
4) Citadels to shelter crew and guards and deny the ship to pirates not repulsed (designed to afford at least three days protection for attacks on the high seas); and
5) Training for crew and guards to handle and survive captivity, if and when pirates breach the citadel and hijack the ship, despite earlier precautionary counters.

“Preparation is key. Putting private armed guards on ships or having a successful strategy alone cannot be seen as a magic bullet. We can’t be looking at a single solution. For example, growing an economy does not require us to look at just one industry. We have a variety of industries, people and multiple cultures, which means we have to have multiple and multifaceted solutions. The same analogy should apply to combating the disease of piracy,”

- Mr Frodl highlighted.
The Global Perspective
Touching on three issues: ‘Global Ratification & Implementation’, ‘Entry into Force’, and ‘Challenges’, Director for International Labour Standards Department, ILO, Dr Cleopatra Doumbia-Henry stressed that to achieve its objectives, with its provisions on ship inspection, certification and port State control, the MLC requires the ratification of the majority of countries with maritime interests as well as the implementation of the laws, regulations, collective agreements, and measures which enforce national provisions.

“I have noted that many other actors, particularly in the last two years – ROs, the insurance sector, private sector trainers and others - are beginning to embrace the Convention. They see that it is an important step forward for the sector and an opportunity for their areas of activity. They appear to be putting their support behind it, perhaps even ahead of some governments. This is a rather new phenomenon for an ILO Convention.”
- Dr Cleopatra Doumbia-Henry

Currently at 54% - surpassing the minimum target of 33% of the world’s gross tonnage, the Convention is on its way to full ratification with 19 out of 30 nations on board and in the final stages of their legislative process. However, challenges still exist. These include the slowed progress in the EU due to 2008’s economic recession; changes in governments in some cases; greater priority accorded to other matters; building capacity to implement - particularly in ship inspection and certification; and the lack of capacity to undertake the task of major legislative implementation for economically developing countries.

Solutions developed by the ILO include a training course which has trained over 300 people including ITF inspectors (in cooperation with ITF) who have in turn trained over 3,000 people in their home countries or organisations; workshops to build legislative capacity, and model national provisions to assist governments. These initiatives combined with gap analyses undertaken in over 40 countries were conducted to help willing nations take legal steps for ratification.

Singapore’s Perspective
“Shipping handles 90% of global trade. It enables today’s globalised economy. Seafarers are an essential component allowing the shipping industry to function. Taking care of our seafarers requires us to implement responsible practices and measures like the MLC. The better we care for seafarers, the stronger the resolution for sustainable crewing and the world. In Singapore, tripartite partners will continue with preparations to fully and effectively implement the MLC and help the labour convention come into force.”
- Mr Cheong Keng Soon, Shipping Division Director, Maritime and Port Authority of Singapore
Medical Certification
• Shipowners are to ensure seafarers are medically fit before deployment
• Legislation to include requirements for seafarers to hold valid medical certificates

Wage Payments
• Wages paid in accordance with employment agreements at no greater than monthly intervals
• Seafarers entitled to make allotments to families

Hours of work or rest
• To adopt hours of rest

Repatriation & Compensation
• Seafarers have a right to repatriation
• Seafarers to be compensated for unemployment in event of ship’s loss or foundering

Medical Care
• Seafarers are to be given access to timely and adequate medical care
• Shipowners responsible for the cost of seafarer’s sickness and injuries

Health & Safety
• Authorities to develop guidelines for occupational health and safety onboard

Currently formulating national determinations for Singapore-registered ships, the Tripartite Working Group is aligning them with national legislations and setting timelines for their implementation. With Singapore’s existing laws and regulations already covering many areas in the MLC, beyond national determinations, the majority of MLC can be implemented from MLC’s text.

A Shipowner’s Perspective
“You can have one set of rules but it can be interpreted differently by different people. That’s a fact of life.” President of the Singapore Shipping Association (SSA), Mr Patrick Phoon mentioned this from a shipowner’s perspective as he expressed his concern about the potential for varied interpretations of MLC standards by various flag states.

With a heightened complexity of implementation, Mr Phoon explained the need for shipowners and operators to develop and implement effective measures to ensure ongoing compliance with the convention in order to have their ships certified.

“Each country decides how to satisfy the standards of the MLC and turn certain standards into legislation peculiar to its own flag state. At this stage, little is known about the flag states’ choices and some revisions may be necessary when the choices are made.”

“It is however clear that most of the requirements will remain as in the MLC and I hope and believe that flag states will as far as reasonable, remain true to the wording of the convention - so that it will provide the universal coverage and level playing field that the convention’s developers intended.” Mr Phoon urged Singapore’s shipping industry to get a head start in understanding MLC’s requirements and to begin preparing for its implementation in earnest as quickly as possible.

New ITF National Flag Policy and IBF
ITF Maritime Coordinator, Mr Stephen Cotton updated that seafarer unions while seeking to realistically bridge the gap between Flag of Convenience (FOC) and National Flag (NF) wages, have reached a compromise on what the National Flag minimum would be. Agreeing on this policy as a first step, the new ILO minimum for Able Seaman (AB) will be implemented in three phases: $1,026 on 1 Jan 2012, $1,049 on 1 Jan 2013, and $1,078 on 31 Dec 2013.

Integral to the FOC Campaign, the International Bargaining Forum (IBF) would include embedded FOC policies, genuine bargaining, negotiated wages and conditions, as well as serve as a framework for other ITF minimums (TCC). Seafarers would be granted probation periods in line with MLC, cadets - training berths, and unions - increased agreement coverage. The IBF three year pay deal rises from 2% to be implemented in 1 January 2012, to 2.5% in 2013 and 3% in 2014. Mr Cotton explained that these aimed at facilitating stability and secure employment, greater partnerships, and quality shipping.

Explaining the national determinations in terms of 14 MLC areas, Mr Cheong illustrated the flexibility of implementing these regulations on the ground by citing several examples.
The Singapore Maritime Officers’ Union (SMOU) together with the Maritime and Port Authority of Singapore (MPA) and Singapore Organisation of Seamen (SOS) jointly distributed 600 hampers to ships that called at Singapore to mark World Maritime Day (WMD) 2011 which was celebrated on 29 September.

An annual celebration mooted by the International Maritime Organization (IMO), this initiative which started in 2003, recognises the important contributions of seafarers in the maritime industry, and demonstrates the strong cooperation between MPA and seafarer unions in promoting seafarer interests and welfare.

The hampers, which contained goodies like food, movie DVDs, and shoe bags amongst others, was distributed to some 12,000 seafarers.

Attended by NTUC trade union affiliates involved in transport-related industries, a National Day Observance Ceremony was organised by the Transport & Logistics Services Cluster and Aerospace & Aviation Cluster at Changi Airport T3, Crowne Plaza on 31 August 2011.

Guest-of-Honour NTUC Secretary-General and Minister in Prime Minister’s Office Mr Lim Swee Say presented certificates of appreciation to all contributing unions.

SMOU was represented by President Capt Robin Foo, Executive Secretary Ms Mary Liew, Corporate Communications Manager Mr Wilfred Thiang, and Industrial Relations Officer Mr Daylen Tan.
SMOU RECEIVES U SUMMIT AWARD

The U Achiever Award recognises unions which have attained more than five per cent growth in union membership. For its achievement of 15.17 percent net growth in membership, SMOU received the U Achiever Award at the U Summit Membership Awards Night on 14 September 2011 at Resorts World Sentosa’s Festive Grand Theatre.

Set in 2007, this was part of the Labour Movement’s LM2011 target of achieving 650,000 3-Gen members by the end of 2011.

“We are very happy that we are able to contribute to bring up the membership numbers, and we will continue to do so. We reached out to members through providing very good benefits for them... This award is definitely a motivation for the recruiters, and that’s why all my staff are very excited and are here in full force today.”
- SMOU President, Capt Robin Foo

BRANCH OFFICIALS RECOGNITION AWARD 2011

Branch officials play significant roles in bridging the gap between the union Exco and members. This is no different for SMOU as Exco members Mr Ismail Ahamad and Mr Tay Chin Joo were honoured at the 11th Branch Officials Recognition Award (BORA) Ceremony on 13 July 2011 at Orchid Country Club. Presenting the awards was Guest-of-Honour, NTUC Assistant Secretary-General Ms Cham Hui Fong. As a reward, the duo joined other BORA winners on a Learning Journey to Bangalore, India from 20 to 24 July.

Mr Ismail Bin Ahamad has been a SMOU member for 23 years since 1988. He was elected to SMOU’s Executive Committee in 1996 and remains till present. Since the commencement of his new term in 2008, Mr Ismail ‘flowed up’ by chairing, serving and organising social activities in the union’s various committees namely: the Young SMOU Committee, Upturn the Downturn Committee, and Welfare Committee. He helps the Union initiate, plan and review welfare benefits for members; introduces initiatives to help affected members; and reaches out to young mariners.

Mr Tay Chin Joo has been a member for 34 years since 1977. An ardent advocate of the union, he actively encouraged peers and colleagues in the maritime industry to join SMOU for its welfare benefits and protection against employer exploitation. Counselling retrenched members during the shipping recession in the mid 1980s, Mr Tay served as an Exco member since his election in 1992 and has been in SMOU’s Financial Committee for 17 years since 1993.
“Thank you for sailing with us!”
Thank you for your support
These were the views of unionists as they expressed the concerned sentiments of seafaring unions on the growing threat of piracy at the 28th Asian Seafarers’ Summit Meeting (ASSM) and 21st Norwegian–Asian Seafarers’ Committee (NASCO) held in Hong Kong.

There is an increasing number of seafarers refusing to work on merchant ships sailing through pirate-infested waters of the Indian Ocean and Gulf of Aden. Asian unionists commented about the stark reality of piracy.

Representing seamen’s unions from the Asia Pacific Region such as China, Hong Kong, India, Indonesia, Japan, the Philippines, Russia, Singapore, South Korea, Taiwan were some 70 delegates. Union representatives unanimously voted and approved that seafarers reserved the right to refuse to board merchant ships which sail in high-risk areas, regardless of whether armed guards had been deployed on board.

The ASSM was also an opportunity for unionists to explore the further strengthening of solidarity.
Representing the rights of seafarers employed onboard Singapore flag vessels regardless of their nationalities has always remained a priority for local seafarer unions.

On 30 September 2011, the Singapore Maritime Officers’ Union (SMOU) and Singapore Organisation of Seamen (SOS) reprised the signing of a Memorandum of Agreement (MOA) with the National Committee of Chinese Seamen’s Union (CSU).

CSU Vice President Mr Zhu Lin Qing, SMOU Executive Secretary Ms Mary Liew and SOS General Secretary Mr Kam Soon Huat placed pen to paper to ensure that officers and ratings from the People’s Republic of China (PRC) employed onboard Singapore’s flag vessels are covered by the Collective Agreements of SMOU and SOS.

With the expiration of the terms of its previous agreement in December 2010, the new memorandum would continue to ensure the rendering of proper assistance to signatories and that cohesive, coordinative and organisational efforts would prevail in the representation of PRC officers.

SMOU looks to take its bilateral ties to greater heights in working closely with CSU to protect the interests of seafarers.
The ITF Funding & Audit workshop was attended by some 25 national and international delegates featuring discussions from key unions which have funding elements within their International Transport Workers’ Federation (ITF) approved agreements. Apart from ITF updates, group discussions were conducted among union representatives.

Held on 28 September at Resorts World Sentosa, the workshop was led by Mr Tomas Abrahamson, Second Vice Chairman of the ITF Seafarers’ Section, while SMOU was represented by Industrial Relations (IR) Manager Mr Gwee Guo Duan, and IR Officers Mr Terence Tan, and Mr Daylen Tan.

Attended by 50 shipping employers from more than 30 CA shipping companies, the International Shipping Employers Group (ISEG) dialogue led by former Chairman of ISEG, Capt T Manji, was held on 29 September 2011 at Wavelink Building.

The dialogue focused on activities and operations done in the International Bargaining Forum (IBF). Organisations which have interesting IBF issues were also encouraged to attend the IBF as members of the Joint Negotiating Group (JNG). A panelled discussion was also conducted by Capt Manji and SMOU General Secretary Mr Thomas Tay to address issues pertaining to the industry.
SCHOLARSHIPS FOR THE FUTURE
MARITIMEONE SCHOLARSHIP AWARDS 2011

Estimated at close to $1 million in total, 34 bright and talented young people were recipients of the prestigious MaritimeONE Scholarships Awards Ceremony 2011 - an industry supported event held on 12 August at the Singapore Flyer.

Of the 34, seven were scholarships under the Tripartite Maritime Scholarship Scheme (TMSS) and the Seafaring Alternative...An Investment For Life (SAIL) scholarship scheme. These seven scholarships are jointly sponsored by the Maritime and Port Authority of Singapore (MPA), seafarer unions and shipping companies, among which, SMOU is one of the sponsors of the two schemes.

SeaVoices speaks to a few TMSS/SAIL Scholarship recipients to elicit their views on the scholarships:

"Apart from paying my school fees, I’m secured with a good company for the future, and the training is catered for cadets like me. I have always wanted to get my CoC 2. When I attended the Diploma in Nautical Studies (DNS) interview, I thought the scholarship offered a good opportunity, so I went for it. My career progression path is planned ahead and mapped out. Despite the expected separation anxieties of being away from family, my parents have also been incredibly supportive.”
- Mathan s/o Sivakumar, 17, Diploma in Nautical Studies, Year 1

"The SAIL scholarship has given me the opportunity to pursue my career. It has helped me in many ways. For some of us poly students, we work part-time to pay for our tuition fees. With the scholarship, I don’t have to work and am able to concentrate fully on my studies. I’m also financially independent. I am extremely thankful to all the sponsors for recognising my hard work and granting me this opportunity.”
- Moe Khaine Hiun Naung, 19, Diploma in Nautical Studies, Year 1

"The scholarship has motivated me to excel in my studies and apart from paying for my tuition fees, secured me a job after national service. I felt an affinity to shipping – which was why I applied for the TMSS. My goal is to do well, complete my bond and get my CoC 2.”
- Kennedy Roberts Ding Ming, 18, Diploma in Nautical Studies, Year 1

<table>
<thead>
<tr>
<th>S/N</th>
<th>Name</th>
<th>Course</th>
<th>Company</th>
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<tbody>
<tr>
<td>1</td>
<td>Mathan s/o Sivakumar</td>
<td>Diploma in Nautical Studies (1st Year)</td>
<td>APL Co Pte Ltd</td>
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<tr>
<td>2</td>
<td>Abdullah Salam Bin Muhammad Huzaini</td>
<td>Diploma in Marine Engineering (3rd Year)</td>
<td>APL Co Pte Ltd</td>
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<tr>
<td>3</td>
<td>Razif Bin Abdullah</td>
<td>Diploma in Marine Engineering (3rd Year)</td>
<td>Pacific International Lines (Pte) Ltd</td>
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<tr>
<td>4</td>
<td>Dean Ong Xin Hao</td>
<td>Diploma in Marine Engineering (3rd Year)</td>
<td>Pacific International Lines (Pte) Ltd</td>
</tr>
<tr>
<td>5</td>
<td>Kee Dun Hua</td>
<td>Diploma in Marine Engineering (1st Year)</td>
<td>PACC Ship Managers Pte Ltd</td>
</tr>
<tr>
<td>6</td>
<td>Kennedy Roberts Ding Ming</td>
<td>Diploma in Nautical Studies (1st Year)</td>
<td>PACC Ship Managers Pte Ltd</td>
</tr>
</tbody>
</table>

Seafaring Alternative...An Investment For Life (SAIL) 2011

1 Moe Khaine Hiun Naung Diploma in Nautical Studies (1st Year) Pacific International Lines (Pte) Ltd
One hundred and fifty SMOU members, families and guests attended SMOU’s Bursary and Scholarship Awards 2011 Presentation at NTUC Centre on One Marina Boulevard on 3 September 2011.

Member of Parliament for Nee Soon GRC Mr Patrick Tay who was Guest-of-Honour presented a total of S$39,000 to 57 recipients.

Bursaries and textbook vouchers were awarded to six recipients from primary schools, 16 from secondary schools, six from ITE, eight from polytechnics, six from universities and one from a special programme; while nine students – three PSLE, three O Level, and three A level each received scholarship awards. The textbook vouchers ($100 Popular Book Store vouchers) were generously contributed by NTUC U Care to help lower-income members cope with the rising costs of their children’s education.

In addition to these, Wavelink Co-operative sponsored 22 book awards to SMOU member’s children in conjunction with the union’s 60th Anniversary.

An ongoing tradition since 1982, SMOU has presented S$1,350,000 to more than 3,100 recipients over the years in the form of bursaries and scholarships in support of lifelong education and self improvement.

“SMOU encourages education and training. In addition to the bursary and scholarships awarded to help our young pursue their academic dreams, SMOU also encourages those already working in the industry, through the Singapore Maritime Training Fund (SMTF), to continually train and upgrade themselves to remain employable, competitive and aspire to greater achievements in their career,” said Mr Tay in his address.

Driving home SMOU’s support of education, SMOU Executive Secretary Ms Mary Liew quoted former South African President Nelson Mandela: “Education is the most powerful weapon which you can use to change the world.”

“Indeed, our youths should continue to be given the opportunity to good education, and given a good foundation whilst young, so that they can pursue their dreams in the future. It is our greatest wish to see all of you contributing back to the society and community in the near future,” she added.
“This is my first time achieving this award. I didn’t expect it; I just studied hard and did my best. I am currently in my second year at ITE studying electronics. I hope to do well so that I can progress to the polytechnic and use the book award to offset against my studies.”

-Say Yu Liang Benedict, 2nd year ITE, Son of Mr Say Chin Tong, SMOU member of 33 years; Recipient of Bursary and Wavelink Book Award

“My brother and I love reading and we will use what we received today to buy books.”

-Regan Lim Jing Tat, Primary 3, Son of Mr Ralph Lim, SMOU Member of 28 years; Recipient of Bursary and Wavelink Book Award

“I am currently doing Digital Precision Engineering; and hope to go on to pursue Material Science in NTU. The bursary will be useful in topping up any shortfall for my studies in future.”

-Muhammad Faris Bin Noordin, 3rd year Polytechnic, Son of Mr Noordin Bin Abdul, SMOU member of 31 years; Recipient of Bursary and Wavelink Book Award

“I’m studying Project and Facilities Management with the School of Design and Environment in NUS. It’s my biggest ambition to be an entrepreneur and own a business one day. I am fortunate to be receiving this award for many years now - since primary school. I would like to thank SMOU for recognising us, and for stressing the importance of education.”

-Nur Syamimi Liyana Binte Abd Lateb, 1st year University, Daughter of Mr Abd Lateb Bin Ahmad, SMOU member of 33 years; Recipient of Bursary and Wavelink Book Award

“This is my second time receiving this scholarship. The only difference between a genius and a normal person is ‘determination’. I’m extremely satisfied and happy because this is proof that if I put in effort I will be able to get good grades. My aspiration is to be a physicist or an engineer because I believe I can contribute significantly to the scientific community and the rest of the world.”

-Goh Siak Wei, received 9 points for his O Levels, Son of Mr Henry Goh, SMOU member of 29 years; Recipient of Scholarship and Wavelink Book Award

“I would like to thank SMOU for recognising us, and for stressing the importance of education.”

-Nur Syamimi Liyana Binte Abd Lateb, 1st year University, Daughter of Mr Abd Lateb Bin Ahmad, SMOU member of 33 years; Recipient of Bursary and Wavelink Book Award
Some 100 members and guests from SMOU and shipping companies pitted their skills against each other at Orchid Bowl, E!Hub in NTUC Downtown East on 13 August 2011.

Aimed at building stronger and lasting tripartite relationships among invited representatives from the government, shipping employers, union members, families and friends within the maritime community, the annual bowling challenge organised by Young SMOU had players competing in categories such as Team, Individual High Series (men’s/ladies’), High Game (Union/Company), and YSMOU Overall High Game.

Knocking over the first pin was Guest-of-Honour, Member of Parliament for Chua Chu Kang GRC and Young NTUC Head (Strategies & Planning/Youth Lab) Mr Alex Yam.

Players came decked out in their SMOU 60th Anniversary polo t-shirts and racked up serious pin-falls as the Guest-of-Honour rounded off the event by presenting tournament and lucky draw prizes to the lucky winners.
“This is my first time participating in SMOU’s Bowling Challenge. My teammates and I are here to have fun, and at the same time meet with other members, and bond with them.”
- Mr Reji Joseph (Thome Ship Management)

“Though I have never participated in SMOU’s bowling challenge prior to this, I am a bowler myself, so my colleagues called me along. It was a chance for my colleagues and I to enjoy a competitive game of bowling while forging stronger ties.”
- Ms Jasmine Chio (AP Moller)

“My teammates and I love bowling and so we would like to thank SMOU for inviting us all these years. We really appreciate it. It’s a good way to get to know more shipping companies and SMOU better to facilitate working relationships. This event adds greater vibrancy to the maritime industry. I wish SMOU all the best and many more good years to come!”
- Mr Christopher Wang (MPA)

“It was nice meeting up with old friends from other shipping companies and catching up with them. This was made even more memorable by the fact that I enjoy bowling. Happy Birthday, SMOU!”
- Mr Andy Lai, SMOU Member for two years

“We are privileged to have participants from the Government sector, Employers and the Unions. I hope everyone had fun and took the opportunity to build lasting relationships and precious memories.”
- Mr Terence Tan, Young SMOU Chairman
A member for 50 years now, Mr Jaafar Bin Mohd Bapu first joined the union on 7 July 1961, when he was 23. In recent years, the father of five children (one son and four daughters) and a grandfather of 12 (five girls; seven boys) removed his gall bladder and underwent an eye surgery.

Now 73 years old, the pioneering member is blind in one eye, suffers from knee problems, an ailing memory, and tires easily. Although decrepit with age, he shares with SMOU Executive Secretary Ms Mary Liew the days when SMOU leaders took sampans to collect membership subscription from members, and old photos and memories of his earlier years with the union. SMOU paid him a home visit on 22 August 2011 to thank him for his unwavering support these last 50 years.

Mr Jamaludin had been having trouble with his eyesight for some time now. The SMOU member of 32 years (since 2 March 1979) has blurred vision in his left eye and cataract in his right. His ailing eyesight hampered his spatial judgment as he fell from a flight of stairs several times and also ruptured his eye on another occasion.

Having undergone a cornea transplant, Mr Jamaludin now applies eye-drops each day and has eye checks twice a month. His brother helps with the costs of his medical fees and helps him remain active by escorting him downstairs to exercise.

“I could not fast during Ramadhan because of the insulin. I might fall into a coma if I fast and take insulin at the same time because of my low blood sugar,” shared the 58-year-old.

SMOU has come alongside to offer assistance in the form of a hardship grant to Mr Jamaludin.
SMOU FAMILY CONNECTION
(HIGH TEA)

Calling all SMOU members! Bring your families and join us at the Lighthouse Bistro for a tea buffet – complete with instant lucky dips and activity stations!

Date: 10 Dec 2011 (Saturday)
Time: 2.30pm to 5.30pm
Venue: Lighthouse Bistro

For bookings, call 6396 0123 or email booking@smou.org.sg

RENEW YOUR MEMBERSHIPS FOR 2012!

Renew your SMOU memberships today and receive one of many renewal gifts including Sheaffer Ball pens, reversible windbreakers and more!

- Collection period and availability of gifts from December 2011 to March 2012 or while stocks last.

- Collection point for Renewal Gifts is at SMOU’s ONE Stop Service Centre.

- SMOU reserves the right to substitute an item without prior notice.
Training Calendar  (November 2011 - January 2012)

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Date</th>
<th>Duration</th>
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<tbody>
<tr>
<td><strong>MPA Mandatory Courses</strong></td>
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<tr>
<td>Pilotage Exemption (Large Vessel) Course &amp; Assessment</td>
<td>On Demand</td>
<td>5 hrs</td>
<td>$2,675.00</td>
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<td>Pilotage Exemption (Small Vessel) New**</td>
<td>On Demand</td>
<td>1 Day</td>
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<td>Pilotage Exemption (Small Vessel) Refresher</td>
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<td>3 hrs</td>
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<tr>
<td>Port Limit Tanker Master (New)**</td>
<td>On Demand</td>
<td>1.5 Days</td>
<td>$591.70</td>
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<tr>
<td>Port Limit Tanker Master (Refresher)</td>
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<td>4 hrs</td>
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<tr>
<td>Tug Master (New)</td>
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<td><strong>Maritime Courses</strong></td>
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<tr>
<td>Maritime Resource Management Course (MRM)</td>
<td>14 - 16 Nov 9 - 11 Jan</td>
<td>3 Days</td>
<td>$909.50</td>
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<tr>
<td>Maritime Resource &amp; Bridge Team Management Course</td>
<td>14 - 18 Nov 9 - 13 Jan</td>
<td>5 Days</td>
<td>$1,805.00</td>
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<tr>
<td>IMO Model Course 1.27 (Operational Use of ECDIS)</td>
<td>5 - 9 Dec</td>
<td>5 Days</td>
<td>$1,284.00</td>
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<tr>
<td>MO Model Course 1.22 (Ship Simulator and Bridge Teamwork)</td>
<td>16 - 18 Nov 11 - 13 Jan</td>
<td>3 Days</td>
<td>$1,070.00</td>
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<tr>
<td>Shiphandling Course</td>
<td>16 - 18 Nov 11 - 13 Jan</td>
<td>3 Days</td>
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<tr>
<td>Bunker Cargo Officer Course</td>
<td>On Demand</td>
<td>Full Time Part Time</td>
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<tr>
<td><strong>Maritime Introductory Courses</strong></td>
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<tr>
<td>Familiarisation of IMO Convention</td>
<td>20 - 21 Dec</td>
<td>2 Days</td>
<td>$749.00</td>
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<tr>
<td>Familiarisation on Operational Use of ECDIS</td>
<td>5 - 6 Dec</td>
<td>2 Days</td>
<td>$535.00</td>
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<tr>
<td>Safety Culture for Optimum Safety Performance</td>
<td>On Demand</td>
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<td>Ship Security Awareness Course</td>
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<td>$171.20</td>
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Course Fees inclusive of 7% GST

Visit us at: www.wavelink.com.sg/wmi

For registration or enquiries, please contact:
Ms Christina Tey
Tel: (65) 6390 1648
Fax: (65) 6295 1121
Email: wmi@wavelink.com.sg

For MPA Mandatory Courses, please contact
Mr Kevin Loh
Tel: (65) 6874 7782
Fax: (65) 6874 7686
Email: kevin@wavelink.com.sg
OUR VISION
The Number One Professional, Dynamic and Growing Organisation For The Maritime Community And Beyond.

Subsidiary Companies and Business Divisions

http://www.wavelink.com.sg/
The Maritime Cluster Fund (MCF) is available for the development of manpower, training initiatives and capabilities within the maritime industry. Accessible to companies within the maritime sector, the fund focuses on developing and enhancing the pertinent skills of employees.

The following Wavelink Maritime Institute (WMI) courses have been approved under external training for the Maritime Cluster Fund. Training grants (50%) are also available for Singaporeans and Singapore Permanent Residents.

- Maritime Resource Management Course
- Bridge Team Management Course
- Shiphandling Course
- ISM & ISPS Internal Auditors
- IMO Model 1.27 – Operational use of Electronic Chart Display & Information Systems (ECDIS)
- IMO Model 3.19 – Ship Security Officer
- IMO Model 3.20 – Company Security Officer
- IMO Model 3.21 – Port Facility Security Officer

For more information, please call (65) 6390 1648 or email wmi@wavelink.com.sg

CADETS PLUS MAKES ITS FIRST FORAY INTO INDONESIA

CadetsPlus is a customised training programme aimed at preparing cadets for their shipboard services. The one-month training reinforces the theoretical knowledge, skills and attitudes which cadets have acquired from their maritime studies at the university/academy.

As they begin their journeys in completely new environments, the lessons facilitate a smoother integration and transition to working onboard ships. Since its inception in 2007, Wavelink Maritime Institute has been conducting CadetsPlus trainings in China and the Philippines. For the first time, CadetsPlus will be making its foray into Indonesia in November this year.

**CURRICULUM**

**MODULE 1:** Maritime English

**MODULE 2:** Maritime Legislation and Regulations

**MODULE 3:** Maritime Occupational Safety, Health and Environmental Protection

**MODULE 4:** Shipboard Organisational Behaviour, Leadership & Management.

**VENUE:**
BP2IP Mauk Tangerang, Jakarta, Indonesia

**DATE:**
7 November – 2 December 2011
SeaVoices (SV): How have you adapted to life at sea since the Tripartite Nautical Training Programme?

Ben: I have been to Shanghai, Nebo, and Kaohsiung and adapted well despite the cultural differences with my comrades. The crew was made up of Koreans, Chinese, and Filipinos. As I was the only Singaporean onboard, I took the initiative to speak to them and share about Singapore. Although communication was a challenge, it was a good experience as we spoke in simple English. I returned home on 30 August, and was glad to finally spend some time with my family. We had lots of catching up to do within this one year.

SV: What was your most exciting or harrowing experience?

Ben: Most times, we are trying to avoid typhoons. The most harrowing was in Japan when the earthquake happened. Although we weren’t affected by the tsunamis, we were actually quite a distance from the Tokyo bay. We witnessed an explosion at the nuclear plant while we were in anchorage and suspected it to have been caused by cracks in the factory’s pipelines due to the earthquake. The risk of radiation was still there and expected to spread within two hours. We were stranded there for two days and adjourned to Korea after that. The incident affected part of our voyage. However, through it all we were always updated and in good hands. Being governed by the MPA, we were with fed with news, instructions and regular updates on the situation.

SV: What sparked your interest in a seafaring career?

Ben: Previously, e2i offered some steersman course, where we were trained to steer small supply boats. I didn’t manage to get into that, but that was one course which sparked off my interest in seafaring. Coincidentally, I learnt about the TNTA course and enrolled for it. It has been a very fulfilling and enriching year ever since.

SV: How has TNTA helped you?

Ben: I would like to thank Mr Kong Wah Beng, WMI Trainer who taught seamanship, as it was a topic relevant to my voyages. One may think that learning to tie a nautical rope is an understated technique, but it really is one of the most fundamental procedures one needs to grasp, despite being an officer. If one is unable to tie a simple knot, you may not earn the respect from your fellow comrades. Knowledge on bridge work was essential as well and I would like to thank TNTA and SMOU for equipping me with the skills to pursue my dreams at sea. I’m glad I didn’t go on board clueless.

At my age (32), it’s not as easy pursuing a career at sea. I’m grateful for the training that they’ve given me and the strong support from SMOU. There were times where I didn’t bring my maritime books onboard ship, so I’m very happy that the union sent soft copies to me for reference. Capt Menon from WMI has also been actively supporting us. Whenever I faced difficulties in my academic work, all I needed to do was ask and he’ll be there to guide me along patiently.
SMOU Mariners’ Night

Calling all *Members! Bring a friend or two and join us every 1st Friday of the month for a night of fun interaction and entertainment.

When : Every first Friday of the month
Where : The Lighthouse Bistro
What Time : 7.00pm

*SMOU members are entitled to a free jug of beer and a complimentary side as well.
Mendoza Wines

Tilia Chardonnay

Featuring a distinct straw-yellow colour with light shades of green, the Tilia Chardonnay presents a ripe tropical fruit aroma with citrus and floral notes. Concentrated pear and fig fruit flavours with layers of vanilla and sweet spice from light oak ageing, gives it a full and rich texture with a clean finish and bright, crisp acidity.

Tilia Malbec

Sourced from sustainably farmed family vineyards in Eastern and Southern Mendoza, the Tilia Malbec shows black current fruit flavours and aromas with a touch of roasted espresso and finishes with light violet notes of dark chocolate and sweet spice from light oak ageing.

$39.00+ per bottle
(UP $45.00)

$7.50+ per glass
SMOU 60th Anniversary Gala Dinner

Reflect ☞ Recognise ☞ Renew

Thank You!

The Organising Committee would like to thank all sponsors and organisations for their invaluable support and contributions towards the success of SMOU’s 60th Anniversary Gala Dinner.

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Neptune Shipmanagement Services (Pte) Ltd
NTUC Club
NYK Shipmanagement Pte Ltd
OCBC Bank
Orchid Country Club
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Posh Fleet Services Pte Ltd
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Singa Star Pte Ltd
Tai Chong Cheang Steamship Co. (S) Pte Ltd
The Write Stuff Pte Ltd
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Celeste Holding Pte Ltd

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And to all those who have helped in one way or another in making the event a resounding success.