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GOLDEN OPPORTUNITIES. MARITIME

Interested or already working in the industry? Then you may want to look inside this issue to see what's waiting for you.

CHARTING THE WAY FORWARD

Fresh initiatives are being rolled out to help create a strong Singaporean core in the maritime industry.

By **Fawwaz Baktee**

The Sectoral Tripartite Committee for Transport (Sea) has come up with new measures to attract Singaporeans and help them deepen skills and advance their careers in the seafaring and shore-based sector, announced Deputy Prime Minister Teo Chee Hean at the Singapore Shipping Association's (SSA) 30th anniversary gala dinner on 25 September 2015.

He reiterated the importance of maritime in Singapore's economy, stating the industry accounts for 7 per cent of GDP and 170,000 employees. He also stressed that "human capital is a key enabler for the future" of Singapore's maritime industry.

STRONG SINGAPOREAN CORE

Focused on strengthening the Singaporean core in the maritime industry, the initiatives include various SkillsFuture Earn and Learn programmes, and national-level jobs portal Maritime Singapore Connect (MSC) that will give Singaporeans access to maritime job openings and information on maritime education and training options.

Funding for the initiatives will be drawn from the $115 million Maritime Cluster Fund – Manpower Development and the National SkillsFuture Budget. The committee, which consists of Taskforce Sea and Taskforce Shore and include NTUC-affiliated unions, government agencies and employers, is looking to attract more than 1,200 Singaporeans to join the maritime sector as seafarers and port operations officers with the new initiatives.

"We see great opportunities within the maritime sector for Singapore to grow its core, and also to expand the number of opportunities for Singaporeans taking on seafaring as well as shore-based jobs. Through the tripartite taskforces, we have identified several measures.

"As part of SkillsFuture Earn and Learn, we are developing on-the-job training for port operations, for seafarers to leverage on the incentives for them to reach the top of their professions," said Maritime Port Authority of Singapore Chief Executive Andrew Tan, who is also Chairman of the tripartite committee.

The New Initiatives

The maritime industry is opening up with new and exciting opportunities for those looking for a career or others who are already in it. Here are the offerings to help you make your mark.

SkillsFuture Earn and Learn Programme

FOR FRESH POLYTECHNIC GRADUATES

- The programme will be rolled out for the maritime sector by the second quarter of 2016.
- Targeted at fresh polytechnic graduates, the programme features a year-long structured work-study arrangement, leading to industry-recognised certification.
- Potential candidates may apply to be Port Operations Officers, Seafaring Deck Officers, or Seafaring Marine Engineers.
- Singaporeans will receive a sign-on incentive of $5,000 upon successful completion of the programme.
- Employers who sign up for the programme will be eligible for a grant of up to $15,000 per trainee.

> "We are working with Singapore Polytechnic to launch a Specialist Diploma in Port Management and Operations in 2016. This Earn-and-Learn programme will enable PSA to train fresh talent and upskill our current employees with advanced skills to manage our more intelligent and automated terminals."
>
> *PSA Singapore Terminals Head of Human Resource Kevin Lim*

Singaporeans currently employed in the maritime sector can look forward to more skills upgrading.

FOR SINGAPOREANS CURRENTLY IN THE MARITIME SECTOR

- MPA will adopt the SkillsFuture Study Awards, which will open for application in the fourth quarter of 2015.
- Each award recipient will receive $5,000 to help defray the cost of attending work-related training.
- Current employees may also use the SkillsFuture Credit, which will be rolled out in the first quarter of 2016, providing $500 to each Singaporean above 25 with the initial credit to cover fees for work-skills related courses.

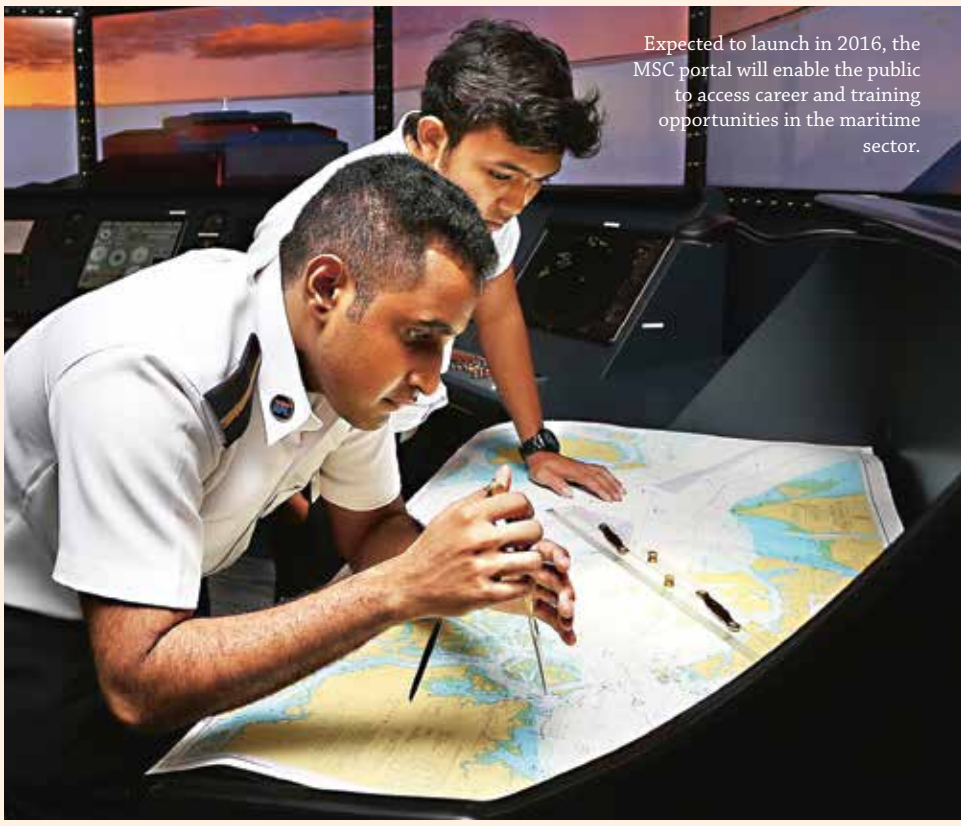
Tripartite Partners are also working together to extend similar Continuing Education and Training (CET) support to all other Singaporeans and shipping companies employing them, so as to offer all Singaporeans the same opportunity to deepen their competencies in the maritime sector.

> "While the extension of the SkillsFuture Earn and Learn programme is presently extended to polytechnic graduates, we are happy that the maritime tripartite partners are also working together on an equivocal parallel scheme with similar funding, to be extended to seafaring officers graduating from the Continuing Education and Training (CET) pathways like the Tripartite Nautical Training Award (TNTA) initiative, so that there is an equal opportunity for all Singaporeans doing the same job and pursuing the same career."
>
> *Singapore Maritime Officers' Union General Secretary Mary Liew*

Maritime Singapore Connect (MSC)

- The MSC Office will be formed under the Singapore Maritime Foundation (SMF) to allow maritime employers, schools, government agencies and industry associations to profile and promote the maritime industry.
- The Maritime Port Authority of Singapore will invest $4 million to support the setting-up of the MSC over a period of four years.
- The MSC Office will run a jobs portal (MSC portal) that will allow members of the public to access maritime career opportunities and training-related information. This is expected to be launched in 2016.

> "The MSC portal is one key initiative that we would be working on to give Singaporeans easy access to maritime job openings, and information on maritime education and training options. We would also be working with drawing on our connections with the private sector and the Government as well as the schools to identify and drive other initiatives to profile and promote maritime careers."
>
> *Singapore Maritime Foundation Chairman Michael Chia*



Expected to launch in 2016, the MSC portal will enable the public to access career and training opportunities in the maritime sector.

Singaporeans interested to join the maritime sector can look forward to the slew of initiatives as it builds its Singaporean core.

Added Measures to Strengthen Core of Singaporean Seafarers

CADET ALLOWANCE REIMBURSEMENT

- Employers can expect to receive up to $400 reimbursement of the $800 allowance given to Singaporean cadets who are pursuing their certificate of competencies (CoCs) under the Diploma in Nautical Studies (DNS) and the Diploma in Marine Engineering at the Singapore Maritime Academy.

ACHIEVEMENT AWARD

- An award of up to $2,000 will be given to candidates for obtaining their first COCs to become Junior Deck and Engineering Officers.
- Further achievement awards will be given to encourage Singaporeans to pursue more training to attain higher class CoCs and progress in their seafaring careers. A Singaporean Seafaring Officer will receive an award of up to $3,000 for attaining a CoC Class 2 and Class 1.

UPSKILL ALLOWANCE SCHEME

- This scheme encourages employers to provide an upskill allowance to their local Junior Seafaring Officers to pursue full-time CoC Class 2 and Class 1 programmes.
- Employers will be reimbursed with up to $500 and Junior Seafaring Officers will get a training allowance of up to $1,000 a month while pursing the programme.

More Than Ships And Cargo

Singaporean workers lie at the heart of the growing maritime industry. We go to the ground to meet a couple of off-shore and on-shore workers to find out what they think about the latest initiatives.

By **Fawwaz Baktee**

Kenneth Koh, 32, Manager, APL Limited

After graduating from Singapore Polytechnic with a Diploma in Marine Engineering in 2007, Mr Koh joined APL as an Engine Cadet. He steadily rose through the ranks over the years, and obtained his Class 1 Certificate of Competency (CoC) before becoming the Chief Engineer of a vessel.

Speaking in support of the announcements, Mr Koh said: "The incentives can ease the financial burden of both the companies and potential cadets. Previously, I had to pay the full course fee of about $9,000 for CoC 1 and 2. I also took eight months of unpaid leave when I was pursuing the programmes. If the incentives were available then, they would have definitely helped to ease my financial commitments."

In 2014, Kenneth switched to a shore-based career. He now implements dry docking and procurement processes to meet the operational needs of APL's global fleet.

"I was initially worried that I might not be able to perform up to expectations as a shore-based staff after sailing for many years. With encouraging and supportive colleagues, I was able to pick up fast and excel in my role. I am planning to take up procurement related programmes that would be relevant to my current role at APL," said Mr Koh.

Mr Kenneth Koh says that the new initiatives will definitely help ease financial commitments of both the company and potential cadets.

Nurfaezah Ithnin, 24, Maritime Officer Cadet, Pacific International Lines

Before embarking on a new career by enrolling in the Tripartite Nautical Training Awards (TNTA) programme, Ms Nurfaezah worked as a bartender. After two years, she decided to try something new.

After coming across a newspaper advertisement on the TNTA programme, she started reading up on the maritime industry as she had "little to no idea of what it was" all about. Doing so ignited her interest and passion to become a Maritime Seafaring Officer.

Ms Nurfaezah is one of a handful of women who has taken on a seafaring career as a Maritime Officer.

Touching on the Achievement Award Programme announced as part of the maritime SkillsFuture initiative, Ms Nurfaezah said: "With an award as big as this, it will help me to improve myself by gaining the knowledge and skills I lack to become a better officer.

"Achieving the award will also remind me of the hard work I have put in to get to where I am, and what I'm capable of accomplishing. Also, to be getting an allowance to study is a privilege."

Ms Nurfaezah is just one of a handful of women who has ventured into the maritime sector.

Some 40 union leaders take a Learning Journey into the Sembcorp Marine Tuas Boulevard Yard to learn how the company increases productivity.

Learning Journey: Sembcorp Marine

Union leaders head out to Tuas to find out how one company continues to improve processes and equipment to achieve higher productivity.

By **Shukry Rashid**

The Shipbuilding and Marine Engineering Employees' Union (SMEEU), Sembcorp Marine and the Ong Teng Cheong Labour Leadership Institute (OTCi) co-organised an NTUC Learning Journey to Sembcorp Marine Tuas Boulevard Yard on 29 September 2015.

More than 40 union leaders, including NTUC Secretary-General Chan Chun Sing, President Diana Chia and Deputy Secretary-General Heng Chee How, learned how the new facility leverages on modern production processes to increase output and how layout optimisation improves productivity.

The facility houses electrical and mechanical workshops, a dry dock – the biggest in Asia – and a dormitory with its 'In-Yard Living' concept.

ADDED PRODUCTIVITY

Sembcorp Marine has been investing over the years to innovate its processes and upgrade its equipment in a bid to increase productivity amid the labour crunch and tightened foreign manpower policies.

Its electrical workshop, for example, is teeming with advanced equipment such as the two new Baking Ovens with an incorporated timer. Compared to the old oven which took three hours to heat up to 130°C and had limited capacity, the new ovens now only need half the time to heat up and have a bigger capacity for drying components. In addition, the incorporated timer allows the operator to carry out other duties as manual intervention is now minimal.

The Sembcorp Marine Tuas Boulevard Yard will consolidate all of Sembcorp Marine's other yards in Singapore into a single 206-hectare facility by 2024 to boost productivity. Currently in its first of three phases, the present 73.3-hectare yard sits on reclaimed land.

EMPLOYEES BENEFIT MOST

One employee who is seeing the benefits of the productivity improvements is 61-year-old Machinery Technical Engineer Nalappan Mariappan who supervises a team of 25 workers that perform a wide variety of tasks.

"For example, the removal of a propeller was previously performed manually by a team of eight to 10 men, and it took them eight to 10 hours. With the implementation of automated machinery and hydraulic tools, the same task now only requires four men and four to six hours."

Mr Mariappan, who is also SMEEU's Vice-President, started working in 1975 as a trainee and rose through the ranks with the help of skills upgrading opportunities provided by the company.

The 'In-Yard Living' Concept

The facility, with its 'In-Yard Living' concept, is equipped with dormitories that can accommodate more than 9,000 foreign workers and has an array of amenities like an Automated Teller Machine, a centralised kitchen that prepares meals at a subsidised rate, and even laundry services for uniforms to free up workers' time.

While the facilities seem commendable, SMEEU is constantly trying to deliver the best to the workers. The union is still working on one such request from workers – the possibility of having remittance services within the dormitory.

Having an in-house remittance service would mean the workers will save on their free time as they will not have to travel a long way to Boon Lay, which is the nearest remittance service available.

The centralised kitchen

Automated Teller Machine

Laundry services for uniforms

From The LM Family

Two from the Labour Movement family will be part of the new Cabinet line-up to help chart Singapore's future.

By **Marcus Lin**

Chan Chun Sing

Heng Chee How

Prime Minister Lee Hsien Loong revealed a blend of tried and tested hands still in Cabinet, strengthened by new capable ones with proven track records, to take Singapore forward when he announced the new Cabinet line-up on 28 September 2015.

FROM THE LABOUR MOVEMENT

NTUC Secretary-General Chan Chun Sing will remain Minister in the Prime Minister's Office in the new line-up and take over from re-appointed Manpower Minister Lim Swee Say as Deputy Chairman of People's Association and also be the Party Whip.

NTUC Deputy Secretary-General Heng Chee How will remain Senior Minister of State in the Prime Minister's Office.

They will form part of the 37 office holders to make up the new Singapore Government.

PM Lee said: "This is my Cabinet at the beginning of this term of Government, as we enter our new phase beyond SG50. It is a transition team, so it is bigger than usual. More Ministries will see a change of Ministers and the Coordinating Ministers will coordinate their work, and will guide the new Ministers in their responsibilities. I will do a mid-term review and make further changes."

Former DSG And e2i Chairman

Former NTUC e2i (Employment and Employability Institute) Chairman and former NTUC Deputy Secretary-General (DSG) Ong Ye Kung was named one of two Acting Ministers for Education.

Coming To A Spot Near You

NTUC's Infocomm and Media Cluster Outreach enjoys success on its first outing, reaching out to more than 450 working professionals.

By **Ryan Chan**

> "The future of the entire workforce will see PMEs making the majority, so this is a good way of reaching out to them to share more about how we can help them."
>
> *President of the Creative Media and Publishing Union (CMPU) David Teo*

The NTUC PME Unit and Membership Department's Organising Resource Centre jointly organised the Infocomm and Media Cluster outreach on 22 and 23 September 2015 at Fusionopolis, which houses many media companies in the One-North area.

The roadshow (pictured above) was at its busiest during lunchtime, with PMEs thronging the booths as they learned how unions help PMEs advance their interests through representation and its 4Ps: Protection, Progression, Placement and Privileges. The booths showcased success stories from various members of how the unions had helped them through their difficult times at the workplace.

SHARING ABOUT CARING

Present at the roadshow was 56-year-old Mr Siau Hai Jin, one of the members whose story was showcased. Mr Siau was there as a volunteer to share how the Singapore Union of Broadcasting Employees (SUBE) helped him as he underwent retrenchment in April this year.

"One of the misconceptions people have is that the unions mostly help the rank-and-file workers. I too was initially quite sceptical about how unions can help PMEs (Professionals, Managers and Executives) like myself.

I was retrenched in April this year and the union helped to negotiate the best possible package for those who were laid off. (NTUC Assistant Secretary-General) Patrick Tay also came to speak to us, which is where I learned about the Industrial Relations Act and how NTUC helps PMEs," said Mr Siau.

Several union leaders also took time off to lend a helping hand throughout the two-day event.

President of the Creative Media and Publishing Union (CMPU) David Teo said: "The future of the entire workforce will see PMEs making the majority, so this is a good way of reaching out to them to share more about how we can help them."

Fewer Fatalities And Injuries

Joint efforts by the Government and the industry are paying off, with improvements showing in workplace safety.

By **Shukry Rashid**

There were 29 fatalities and 5,950 injuries for the first half of 2015, down from 34 fatalities and 6,563 injuries for the same period last year. This is a decline by 15 per cent and 9.3 per cent respectively.

This is according to the latest Workplace Safety and Health (WSH) Statistics Report released by the WSH Institute on 17 September 2015.

WSH Institute Executive Director Dr Gan Siok Lin said: "The better WSH performance in the first six months is a reflection of the joint efforts put in by the Government and industry. The industry can tap on the report to identify key areas for further improvement and implement measures to mitigate risks at the workplace. We must remain vigilant and continue to make these improvements, and believe that every injury and ill-health at work is preventable."

PREVENTIVE MEASURES

The Labour Movement's WSH Secretariat Director Yeo Guat Kwang said that he is glad to see the improvements in the number of workplace fatalities and injuries.

"I hope the WSH Council would step up its outreach to and support SMEs workplaces," said Mr Yeo, who is also NTUC's Small and Medium Enterprises (SME) Secretariat Director.

GOOD TO KNOW

For the full Workplace Safety and Health Statistics Report, visit **www.wsh-institute.sg**.

Law At Work

A series of legal primers under the LawWorks Partnership has been helping workers become more aware of labour and employment-related laws.

By **Ryan Chan**

In the latest legal primer on 29 September 2015 under the LawWorks Partnership, more than 100 attendees had the opportunity to find out a little bit more about their rights under the Personal Data and Protection Act (PDPA).

The session also saw the launch of a PDPA pocket guide titled 'Up Close and Personal With Data – Is my personal data safe with my employer?'

ABOUT LAWWORKS PARTNERSHIP

LawWorks Partnership is a collaboration between NTUC and The Law Society of Singapore. Under this partnership, the two partners aim to educate workers on their legal rights and heighten their knowledge on various aspects of labour and employment-related laws.

NTUC and The Law Society of Singapore plan to organise four legal primers each year. So far, over 10 legal primers have taken place since its launch in January 2013, engaging over 1000 participants.

Participants who are union members were able to attend these workshops on a complimentary basis, as one of the perks enjoyed by union members.

For those who are keen, the next legal primer will take place sometime in November 2015, focusing on workplace bullying and harassment at the workplace and the latest Protection from Harassment Act.

QUICK LOOK

Download and Upcoming Legal Primers

This pocket guide is the second in a series launched by NTUC under the LawWorks Partnership. The latest pocket guide 'Up Close and Personal With Data – Is my personal data safe with my employer?' is available for download from The Law Society of Singapore portal (**www.lawsociety.org.sg**) or from the NTUC U Portal (**www.ntuc.org.sg/pme**).

For more information on upcoming legal primers, visit **www.ntuc.org.sg/pme** or check out the NTUC PME Facebook page at **www.facebook.com/UPforPMEs**.

Foodfare Turns 20!

With its first serve back in May 1995, NTUC Foodfare has come a long way and plans to stay the course.

By **Shukry Rashid**

It was birthday time for the social enterprise that has been serving up affordable, nutritious and tasty food across the island for 20 years.

In celebration of that, NTUC Foodfare held its 20th anniversary dinner on 25 September 2015 at the Mandarin Orchard Hotel for more than 600 staff, with NTUC Secretary-General (SG) Chan Chun Sing as guest-of-honour and Manpower Minister Lim Swee Say as special guest.

In his opening speech, Foodfare Chairman Chong Kee Hiong said that 20 years is a significant milestone and an occasion to be celebrated.

He added that Foodfare's 20-year journey was not without its challenges, citing turbulent business environments and stressful financial periods.

"Remember, no organisation has a divine right to exist. We still have a lot to do," he added, as he ended his speech while thanking Foodfare's previous generation of founders, pioneers and staff.

MAINTAINING PRICES FOR ALL

SG Chan also took to Facebook after the event to pen his thoughts.

"From the ever-popular $1.40 breakfast sets, to $2 meals at Rice Garden, to affordable local food at Wang Cafe and to setting up shop in the heart of Raffles Place to serve the PMETs [Professionals, Managers, Executives and Technicians], NTUC Foodfare is ever evolving to help Singaporeans meet the challenge of rising costs," he wrote.

The LM family rallies to celebrate Foodfare's 20th birthday.

FACT FILE

Foodfare

Here are some quick facts about the 20-year-old social enterprise.

Date Of Establishment: May 1995 by the Labour Movement

Purpose: To serve working people and their families by stabilising cooked food prices and helping them improve their quality of life.

Social Mission: To provide value, quality cooked food in Singapore by providing a pricing benchmark for the industry to follow.

Number Of Food Courts And Coffee Shops: 19 islandwide.

ONGOING PROMOTIONS:

- **Pioneers Monday:** 12% storewide when pioneers present the Pioneer Generation Card.
- **Senior Citizen's Discount:** 10% every Tuesday for NTUC members aged 55 and above.
- **NTUC Value Meals:** NTUC members enjoy savings of between 5% to 15% discount on selected items.

For more information, visit **www.foodfare.com.sg**.

Making Languages Fun

Two from NTUC First Campus receive recognition for their efforts in getting kids interested in learning the mother tongue language.

By **Ryan Chan**

A total of 13 teachers were recognised at the recent Outstanding Pre-School Mother Tongue Language (MTL) Teacher Award 2015 in two categories – the Outstanding Award and Merit Award.

Of the 13 awardees, two were from the NTUC First Campus umbrella for their out-of-the-box approach to cultivating a curiosity for learning among the pre-school students.

Ms Li Li keeps the kids inquisitive and always willing to learn.

MS LI LI (RIGHT), LITTLE SKOOL HOUSE – MERIT AWARD

With 22 years of teaching experience, Ms Li Li, 45, knows how to bring out the best in a child.

"One of the most important things in a child's education is good communication. It is then they will enjoy the lessons," she said.

"A lot of families now speak English at home, so we familiarise them with Chinese through singing and games while learning good everyday habits such as the washing of hands and queuing up in an orderly manner."

Prior to joining Little Skool House, she held the position of Head Teacher at other kindergartens and pre-school institutes. Her experience in making learning interesting keeps the kids inquisitive and always willing to learn.

MS WANG YANLI (BELOW), MY FIRST SKOOL – OUTSTANDING AWARD

With an interest in teaching from a young age, Ms Wang Yanli, 29, is living her dream job as a teacher. Her passion comes through clearly when she explains how her approach has led to students expressing a sincere curiosity in learning Mandarin.

Ms Wang takes learning outside the classroom, often bringing students for walks and teaching them the Mandarin names for everyday objects. These walks become mini thought-provoking adventures, with the kids asking about anything that catch their eye.

"Instead of a fixed system where the teacher teaches and the kids listen, it becomes a conversation. It is through their questions that I can learn where their interests lie," shared Ms Wang.

Ms Wang Yanli often brings the kids outside of the classroom to have thought-provoking adventures while learning.

STRIKING A BALANCE

Both Ms Wang and Ms Li Li feel that having a balance of speaking English and MTL is important. The dual income structure of society does not often leave parents with time to continue their child's MTL development at home.

But incorporating learning into family time goes a long way. For example, a family trip to the zoo is an opportunity for children to find out the Chinese words for the animals they see and learn how to write it out together at home.

"Mandarin isn't as widely used as English, but having this development allows a child to be proficient in both languages. Learning MTL is like studying culture and it is something that should be passed down the generations," said Ms Wang.

GOOD TO KNOW

My First Skool

- Did you know that My First Skool (MFS) is the **pioneer childcare arm of NTUC First Campus Co-operative Limited** that has been providing quality and affordable early childhood education for 38 years.
- It will be **making fee adjustments that will only come into effect in April 2016**. Despite this, its childcare fees at a majority of its pre-schools will be at $634 for K1 and K2, which is significantly lower than the national median of $900, and well below the anchor operator fee cap of $720.
- To **assist low-income families**, The Bright Horizons Fund administered by NTUC First Campus will continue to render assistance to those who require financial assistance.
- Currently, the **123 My First Skool centres boasts about 2,000 highly qualified early childhood educators** who are supported by a centralised team of education development specialists.
- These specialists who have extensive practical experience in pre-school education practice develop programmes, conduct curriculum training and help maintain the quality of teaching in the classroom. Many of them hold **advanced degrees up to PhD in early childhood education**.
- Over the years, **My First School has also been recipients of numerous awards**. For instance, over 60 per cent of its centres have received the prestigious Singapore Pre-school Accreditation Framework (SPARK) Award. SPARK is a quality assurance framework administered by The Early Childhood Development Agency (ECDA) to raise the quality of pre-schools, and it supports pre-school education centres in their efforts to enhance their teaching, learning, administration and management processes.
- **Other awards** include the ECDA Award for Excellence in Early Childhood Development, Championing Efforts Resulting in Improved School Health (CHERISH), and the Healthy Eating in Child Care Centres Programme (HECCP).
- ***Don't forget to read the story about how Ms Li Li and Ms Wang Yanli (on this page) have been making learning the mother tongue language fun!***

Taking Control

Retired and feel you have fallen out of the regular stream of life? We catch up with Mr Eugene Tan whose perspective has taken a 180-degree turn, thanks to a U Live Symposium.

By **Ryan Chan**

After retiring in December 2010, 67-year-old Mr Eugene Tan almost fell into depression. Instead of the feeling of fulfilment after a long career, he felt he had no purpose and could no longer contribute to society.

"I had a lot of time on my hands, while everyone else was busy. When I had lunch outside, I looked at all the business people and felt dejected and lost," he recounted.

Mr Tan's bleak outlook changed completely after he attended the recent U Live Symposium, where the four core areas of 'Happy, Healthy, Productive and Purposeful' (H2P2) helped him realise that his happiness and productivity were in his own hands.

"The modules helped me to realise what I had to work on and showed me what I could do in my twilight years.

"We learned to open our minds and understand we still have a purpose in life. Our personal health and happiness are also our responsibility, and it is up to us to take control and ensure we are still useful to society," he shared.

EVERY BIT COUNTS

The symposium has enabled many people around Mr Tan's age group to meet through common interests. This has helped them feel comfortable learning new things together and taking up new skills.

"Through this event, we found new friends and having a group helps us to stay motivated to continue learning. Any new skills we pick up – even something as basic as training dogs – can go towards contributing to society, regardless of how small it may be," said Mr Tan.

Taking up new courses, he added, will also keep one's brain active.

EVERYTHING IS AN OPPORTUNITY

One of the ways Mr Tan is taking control of his happiness is by changing his perspective on not just how he can contribute to society, but also his everyday life. He is becoming more appreciative of the things around him.

"I used to view certain things I did as chores. But I've also learned that instead of viewing it as something that I have to do, I can see it as something that I get to do," he said.

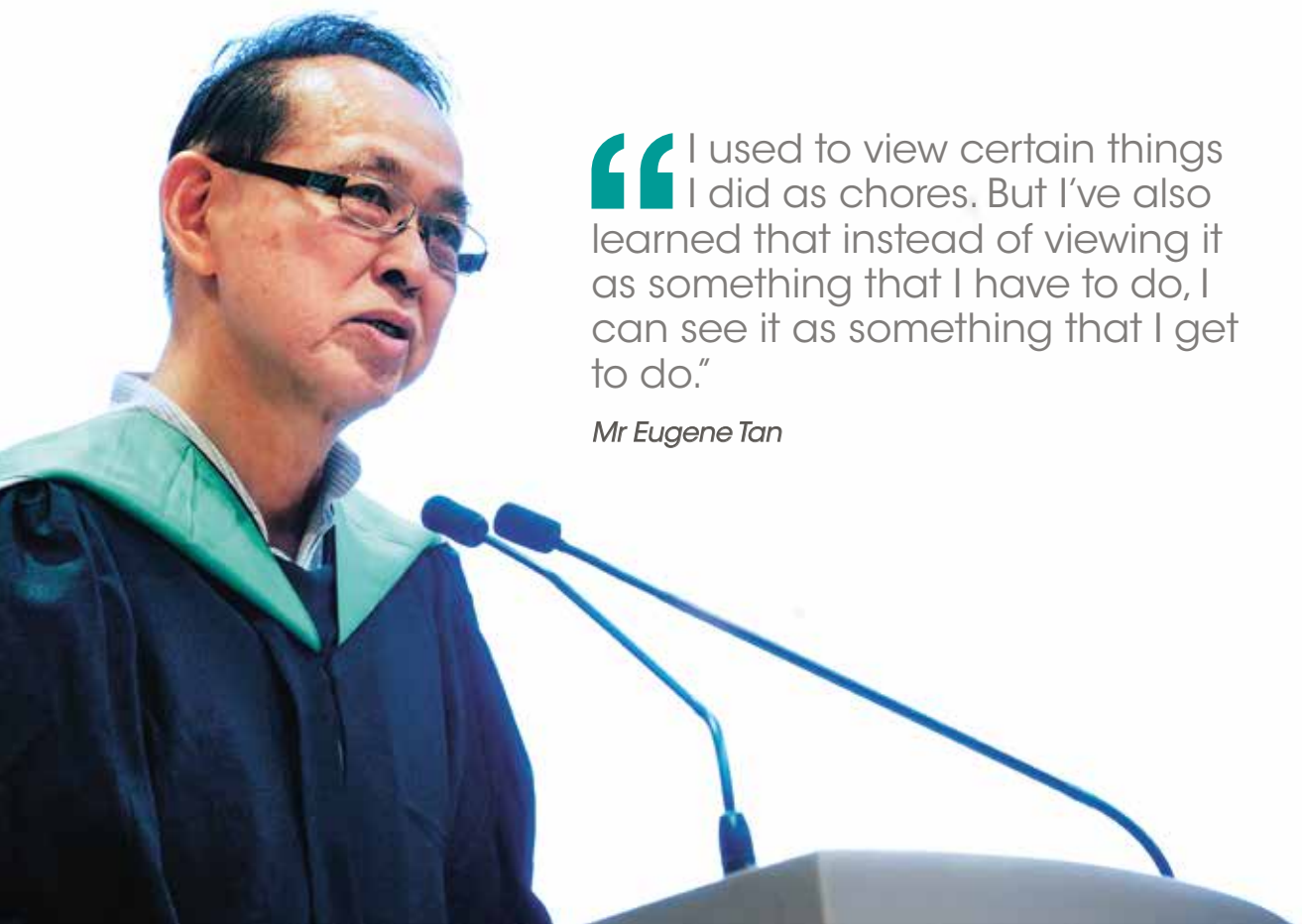
A simple example, Mr Tan shared, is when he picks up his granddaughter from school. Instead of something merely on the to-do list, he now sees it as an opportunity to spend time with her and ask about her day.

The change has been apparent thus far, with Mr Tan's family noticing how much happier he has become.

"Support is key. Be it an organisation or a social gathering, the family nucleus is present and that matters. It helps you to always do things with a purpose and motivate you to never stop learning," he said.

GOOD TO KNOW

Visit **www.ulive.com.sg** to find out more about U Live and its activities and programmes.



> "I used to view certain things I did as chores. But I've also learned that instead of viewing it as something that I have to do, I can see it as something that I get to do."
>
> *Mr Eugene Tan*

FACT FILE

U Live

Who They Are: U Live is the Labour Movement's dedicated platform for its mature members aged 55 and above. Established in 2009, they organise age-specific courses to engage these mature members.

What They Do: The U Live community goes by the motto of H2P2: living life Happily, Healthily, Productively and Purposefully. Members also stand to enjoy a slew of privileges and benefits, ranging from special prices for healthcare services to entertainment and wellness discounts. For the full range of benefits, visit **www.powerofu.sg**.

Why They Are Doing This: U Live is part of the Labour Movement's drive to be all-inclusive. Their aim is to ensure these mature members can age gracefully and lead a well-balanced life across different aspects like social, intellectual, physical and emotional. Currently, the U Live community has 178,888 members, 280 of whom are U Live Ambassadors.

When And Where They Have Activities: Members can pick up new skills like photography and getting on social media. They also have their annual U Live Symposium where members can learn more about adopting the H2P2 lifestyle. Interest group activities like gardening and baking are frequent, while those looking for a change in scenery can join local tours to explore the not-so-urban parts of Singapore. For more information on events and how to participate, call **6582 3605** or email **events@ulive.com.sg**.

Interested to join? Existing NTUC members automatically join the U Live community with no additional cost once they turn 55. For more information on how to join, visit **www.ulive.sg/joinus.php**.

For more information on U Live, visit **www.ulive.sg**. Email **yourview@ulive.com.sg** to subscribe to monthly newsletters on the latest updates and upcoming events.

All Systems Go!

Both Scoot Staff Union and Tigerair Staff Union of Singapore are taking off to a good start with a focus on engaging and helping members while balancing the needs of management.

By **Fawwaz Baktee**

Scoot Staff Union (SCSU) was registered as a union in May 2012 and became affiliated with NTUC in August of the same year. Tigerair Staff Union of Singapore (TSU) on the other hand was formed in late 2014 and became part of NTUC in February 2015.

Scoot and Tigerair are subsidiaries of Singapore Airlines (SIA). Their house unions have been working to make a positive mark on the lives of its members.

The two unions also came together for a joint networking lunch and training back in July this year. The event also helped to create synergy and sharing between the two unions from the aviation industry.

SCOOT STAFF UNION

SCSU has been going all out to engage and communicate with its members in the past three years. Currently, the union has around 80 per cent of Scoot's employees as members.

The union has formed three branches comprising more than 20 delegates each which has allowed it to resolve and respond to operational issues more efficiently as well as expose more young members to industrial relations (IR) work.

To reach out and engage more members, SCSU launched a quarterly e-newsletter to keep members updated on what the branches are doing. It also organised two annual gatherings, with the most recent held in September where all members were presented with an SG50 ezlink card.

Additionally, the union is leaving no stones unturned in its efforts to improve members' welfare. It is currently working on improving the benefits of its pilot members as well as implementing flexible work benefits and reviewing its medical benefits scheme for all members.

Going forward, SCSU is likely to form sub-committees to focus on various areas such as membership, youth and women as its membership numbers soar.

TIGERAIR STAFF UNION OF SINGAPORE

TSU on the other hand has been focusing on increasing membership, as it approaches its first year anniversary as a union.

TSU pro-tem General Secretary Larry Tan said: "We started out as a pilot's union. But as we started to unionise the other staff, our union in a sense has become a lot more holistic. The number of staff joining the union has so far been encouraging.

> "I think it is due to the personal touch of our union. Instead of connecting with them through email, we meet with the pilots, cabin crew and the ground workers to speak to them face-to-face. So this might be the reason why the uptake of membership has been increasing. We are almost achieving the 80 percent mark at the moment."
>
> *TSU pro-tem General Secretary Larry Tan*

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Although the welfare of its members remain a priority of the union, TSU is being careful in trying to balance the interests of its members with the management, said Mr Tan.

"At this point in time, we are trying to negotiate with the management to improve the lives of the employees, one step at a time. Tigerair has been in operation for around 10 years, and we are in the midst of enhancing the employment terms for our members," he added.

The two unions come together for a networking lunch to learn and share.

> "...every time I attend a meeting or perform any union duty, it is ultimately to help improve workers' lives."

FACE 2 FACE WITH WILSON LOW

By **Marcus Lin**

Sitting in the Executive Committee of the Chemical Industries Employees' Union (CIEU) as a member has given Mr Wilson Low, 36, more opportunities to help members and colleagues at Singapore Oxygen Air Liquide Pte Ltd (SOXAL) where he works as a Technician.

NTUC This Week: How did you get interested in union work?

Mr Wilson Low: It was a combination of my curiosity and the persistence of the Chairman of the SOXAL Branch of CIEU. When I joined the company in 2006, the union Branch Chairman Mohd Zin approached me to join a few times but I initially rejected his offer. However, I was curious about matters like how the annual increments were negotiated and other work-related issues. I also wondered whether there were one-sided decisions and workers had to accept whatever the management offered, and was told that the union would know.

So, when Mr Zin asked me again, I readily joined the union. Now it is I who would ask colleagues whether they have joined the union. I also gather feedback from them, whether positive or negative, and advise them on how the union can help improve their lives.

I also sit in as a union representative during negotiations for annual increments and Collective Agreements with management. I was a bit nervous the first time but it was a good experience and I slowly learnt from Mr Zin. It is very helpful that the union and SOXAL management have a very good working relationship. The union value adds to the company as productive union members help the company to grow so that it can share its profits with workers.

You will soon be the SOXAL Branch Chairman. What are your plans?

I am taking over from Mr Zin as Branch Chairman because he is retiring this year. I am fortunate because I have learnt a lot from him. Of course, there will be more responsibilities but I look forward to it. I am excited about the Progressive Wage Model (PWM) that we are embarking on to help our workers and we are going to have negotiations with management soon on starting this. Some of the workers are uncertain about their career paths. The PWM will help in this aspect.

Because SOXAL is spread across several locations in Singapore, I need to spend more time engaging workers to raise awareness that the union is always there to help them. And this applies to the executives as well as they need to know that they too can join the union.

Do you feel that union work takes up a lot of your time?

Not at all, as every time I attend a meeting or perform any union duty it is ultimately to help improve workers' lives. Everything we do is to see how to understand and improve situations. SOXAL management is very supportive about the work of union leaders.

You never know when the union can make a big difference. For example, Mr Tan Whee Boon who recently lost his hands and legs because of severe complications after eating *yusheng*, a raw fish dish, is my Branch Committee member. CIEU was able to help him in his predicament.

Snapshots

A quick round up of what went on in and around the Labour Movement recently.

By ***NTUC This Week*** **Team**

World Ready Youths

As part of its World Ready initiatives to give more exposure to youth leaders, nEbO partnered Hostelling International Singapore to give nEbO Champions Ms Loraine Ng and Ms Jolyn Moh the exclusive opportunity to attend the Hostelling For Peace and International Understanding Programme at Kuala Lumpur from 18 to 23 September 2015.

The event presented a great opportunity for Loraine and Jolyn to exhibit their leadership skills as they networked with overseas youth delegates and gained leadership and capability development skills to handle global challenges better. The youths also did a presentation on Singapore to the other delegates and got to understand more about cultural tolerance through attending workshops and visiting places of interest in Kuala Lumpur.

Loraine and Jolyn will also be sharing their reflections and learning points from the programme to the community as well as apply them to the youth initiated project at the upcoming World Learner Student Exchange Programme 2015 on 31 October.

International News

Pakistani women who face discrimination at work can look forward to assistance from the newly launched Gender Sensitive Labour Inspection System by the International Labour Organisation.

The system is aimed at checking the disparities faced by working women in Pakistan and will ensure equality and non-discrimination. ILO country director Francesco d' Ovidio added that the system is also meant to provide measurable indicators for gauging progress against gender-inclusive targets.

This could potentially impact a total of 12.51 million Pakistani females who are currently in employment of some sort.

MEMBERS' CORNER

Holiday Inn Express Singapore Clarke Quay

$150++ Superior Room Weekend Staycation with FREE Breakfast and WiFi (Friday, Saturday and Sunday, subject to availability)
20% OFF Total Bill at The Great Room.

To book, please email **info.sincq@ihg.com** with your Name, Stay Dates, NTUC Membership Number, Mobile Number and Email Subject (NTUC Members Exclusive Deals).

Valid till 31 Dec 2015. Present NTUC Card to enjoy the privileges. Staycation promo is only available via online booking and quoting "NTX". Blackout dates apply: 25 Dec 2015 and 1 Jan 2016. Not valid with other promotions, discounts or privileges. For enquiries, call **6589 8000**.

Outback Steakhouse Kiddie Workshop

Think MasterChef for kids – minus the judges. Everyone's favourite Australian steakhouse will put your little ones to the test at this fun-filled workshop where they get to create their own flatbread and fizz up a bubblegum drink to go along with it. **Special Package Price @ $25 nett**.

Date: 31 Oct 2015, Time: 3pm-4.30pm, Venue: Millenia Walk #04-01 OR Orchard Gateway #04-01
For enquiry/registration, contact **meghana.usel@outback-sea.com** or **9383 1509** by 29 Oct 2015.

Berrylite

FREE Hook on it Yogurt (U.P. $5.10) with purchase of Hook on it with 1 topping (U.P. $6).

Valid till 31 Dec 2015 at all outlets. Present NTUC Card before ordering to enjoy the privilege. Limited to 3 redemptions per bill. Not valid with any other promotions, vouchers or discounts. Happiness stamp will not be awarded. The management reserves the rights to change the promotion without prior notice. For enquiries, log on to **http://www.berrylite.com/**.

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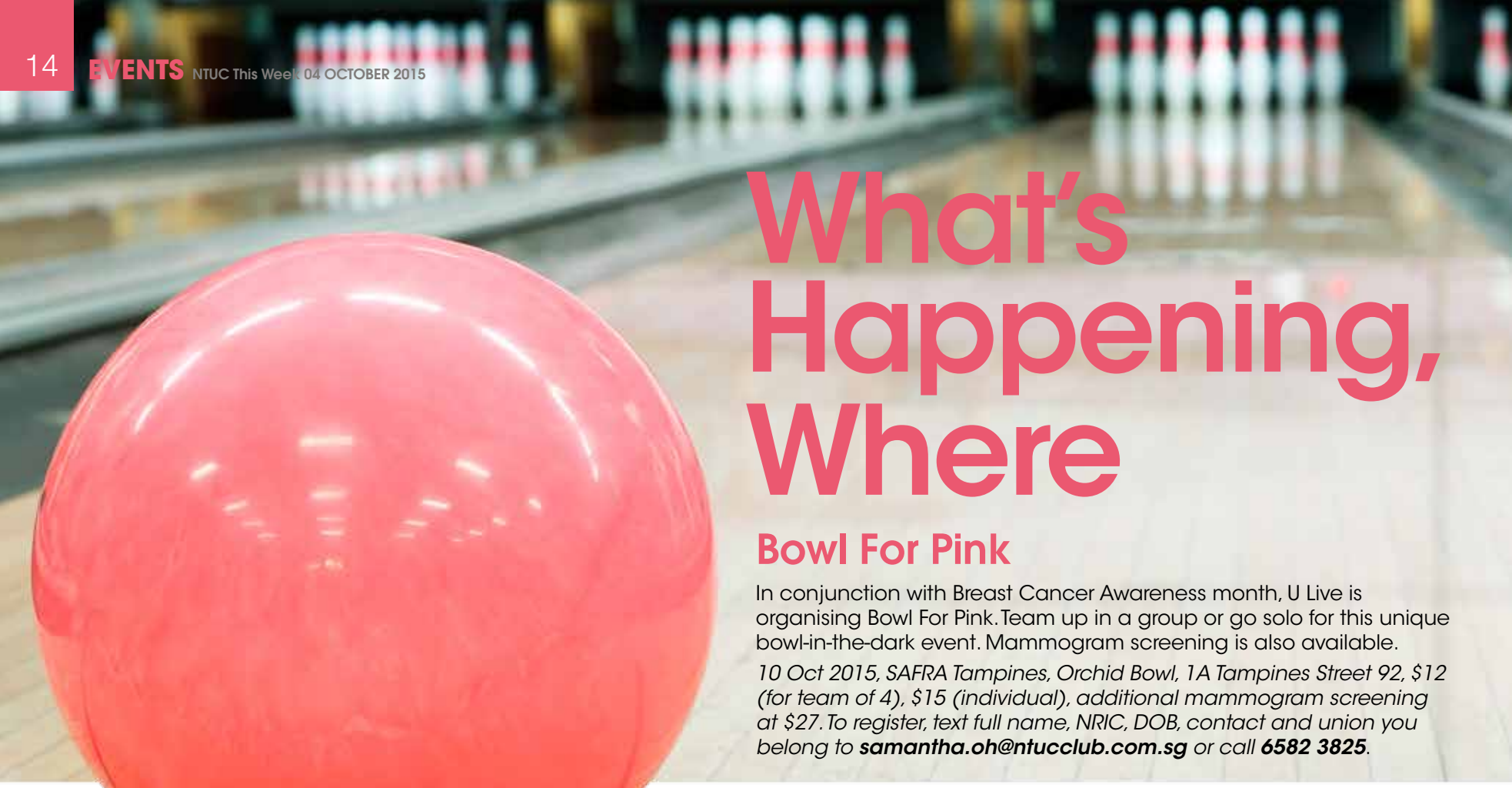
Scan here for mobile app My NTUC featuring exclusive content: get the latest news, special offers, merchants listing and a lot more!

ANDROID



What's Happening, Where

Bowl For Pink

In conjunction with Breast Cancer Awareness month, U Live is organising Bowl For Pink. Team up in a group or go solo for this unique bowl-in-the-dark event. Mammogram screening is also available.

10 Oct 2015, SAFRA Tampines, Orchid Bowl, 1A Tampines Street 92, $12 (for team of 4), $15 (individual), additional mammogram screening at $27. To register, text full name, NRIC, DOB, contact and union you belong to ***samantha.oh@ntucclub.com.sg*** *or call* ***6582 3825****.*

The Amazing Photography Challenge

Looking for something fun that will help bridge the gap between generations? You're in the right place. U Live and nEbO have come together to give you the Amazing Photography Challenge! Teams will race around the Marina Bay to work together solving clues and completing photo-related challenges. Assisted by professional photographer Alex Siew, the workshop is open to individuals aged 12 onwards. Hurry, only 80 spaces available!

8 Nov 2015, 2 – 6pm, NTUC Centre, One Marina Boulevard, $10 (for U Live and nEbO members), $20 (for non-U Live and nEbO members). To register, text full name, NRIC, DOB, contact and union you belong to ***syafiqah@ntucclub.com.sg*** *or call* ***6582 3610.***

Thank Your Intern Day

Calling all students and the yo ones, come on down to the 'Th Your Intern Day' roadshow whic aims to show you how to make most out of your internship! Organised by the Thank Your Intern Day (TYID) movement by nEbO, participants can learn what makes a quality internship in an interesting way through the fun and engaging games in an office setting. nEb youth volunteers will also be present to share what they did during their internship stints an how that made their internship meaningful and fruitful.

10 Oct 2015, 12 – 7pm, Bugis+ atrium, 201 Victoria Street. For more information and enquiries, visit ***www.nebo.sg/community/others/2015/8/thank-your-intern-day-2015*** *or call nEbO TYID youth mentor Lim Liang Yi at* ***6582 3801****.*

In-Tune

They say experience is the best teacher but if you haven't been through them all in the area of business and life, you may want to drop by NTUC e2i's (Institute of Employment and Employability) In-Tune. Listen in as Acting Minister for Education (Higher Education and Skills) Ong Ye Kung (1), Nanyang Inc CEO Don Ho (2) and Owner-Chef of The Fabulous Baker Boy Juwanda Hassim (3) take the stage to speak about the lessons they picked up throughout their endeavours. The session promises to have something for both aspiring entrepreneurs and SME leaders.

20 Oct 2015, Devan Nair Institute for Employment and Employability, 80 Jurong East Street 21, free. To register, visit ***etms.sg/e2i/in-tune15****.*

人物 面对面

文详斌

“今天，我们为工友争取利益，也调整现行的合约条款。我们之所以能取得这些成果，原因是什么？是因为我们坚持劳资政协作。这是新加坡独具特色的劳资政关系。”

负责统筹安全与业务的新加坡海员联合会副会长文详斌（65岁）自1976年当选执行委员会委员并受委为代表之后，便积极投入工会的事务。

您是怎么投身工会的？

文详斌：那得从70年代谈起。当时海事工业的岸基和海基工作对大多数本地工友来说并没有什么吸引力，所以，在那时，要进入这个行业的门槛比较低。我是在1973年中四毕业后加入这行，也接受了培训，并且在同一年加入工会。1976年我入选执行委员会，当起了工会代表。他们信任我，而我也很健谈。

当时的情况和现在有什么不同？

那个时候，工会代表必须热衷和代表船主的船长沟通。我们的教育水平不算高，自我提升也不算足够，但不像当时的许多工会，我们仍然坚持通过协商，为工友争取他们当时需要的厕纸、食物等一些基本生活必需品，以及为他们争取加薪和改善工作条件。通过协商，我们实现了愿望，也避免了罢工。阻碍船只航行不仅会拖慢公司的业务，工友本身也将受拖累。今天，我们为工友争取利益，也调整现行的合约条款。我们之所以能取得这些成果，原因是什么？是因为我们坚持劳资政协作。这是新加坡独具特色的劳资政关系。

最让您印象深刻的事情和协商成果是什么？

70年代末，如果海员在约满之前辞职，必须自付回家的费用。这在当时是一笔很大的数目。有鉴于此，我们便和船长们协商调整相关的合约条款。这对整个海事工业及其海员算是一次大跃进。

身为副会长，您的职责是什么？

情况经常有变化，哪里需要补强我便去哪里，而一旦有事需要解决，我们执委便召集会议，集体探讨应对方案。以我个人来说，我所做的仅仅是集中精神做好当时须要完成的事，不管那是提高工友参加工会的意识或者是调整集体合约条款的事我都去做。我一直有好的领导，他们就是这么教导我。现在我也一样要指点年轻的工会干事，做事别太计较，这样别人才会更加愿意协助你。

他们来自工运家庭

在新一届政府内阁中，有两名阁员来自工运家庭。他们将和其他部长一道为新加坡的未来而奋斗。

李显龙总理在9月28日公布的新内阁名单中，融合了久经考验的干将和一批证明能干的新人，他们将带领新加坡向前发展。

工运人才

在新内阁名单中，全国职工总会秘书长陈振声继续是总理公署部长，但将接替重新受委为人力部长的林瑞生，出任人民协会副主席，并在来届国会中担任执政党党督的工作。

职总副秘书长王志豪的总理公署高级政务部长职位保留不变；这两名工运人才将与其他部长组成37名成员的新内阁。

职工总会秘书 陈振声

职总副秘书 王志豪

总理表示：

“这是我们步入下一个金禧年的首批政府内阁名单。由于他们是过渡性质的团队，所以阵容比平时来得大。这一届有更多的政府部门更换了部长，而统筹部长将协调各部门的工作，指导新部长履行职务。我将在中期审查的时候做进一步的人事调整。”

前职总就业与职能培训中心主席及前职总副秘书长

前职总就业与职能培训中心主席及前职总副秘书长王乙康受委为代教育部长之一。

王乙康

“职总周报
2015年10月04日
售价 60c
MCI (P) 044/12/2014

开拓广阔前程

海事业当局推出颇具吸引力和令人兴奋的计划，力图争取本地觅职者，以及协助在岗的海事业工友更上一层楼。

我国副总理张志贤于2015年9月25日在新加坡船务公会庆祝成立30周年的晚宴上宣布，交通业（海）劳资政委员会推出新措施吸引国人加入海事业，并协助他们提升技能，以便在航海和岸基部门进一步发展事业。

以下列出各项措施的要点供作参考：

未来技能在职培训计划

适合理工学院毕业生申请：

- 此项计划预定在2016年第二季推出。
- 此项计划的实施对象是理工学院应届毕业生，培训期为时一年，培训内容结构化，包含半工半读，学成后可考取受业界认可的证书。
- 完成课程的学员可申请港口操作员、海员或海事工程师的工作。
- 完成课程的新加坡籍学员可获得一笔5000元的报读奖励金。
- 为雇员报名的雇主，可获得顶限为1万5000元的补助金（每名学员）。

适合现在从事海事业的新加坡人：

- 新加坡海事及港务管理局订在今年第四季开始受理未来技能进修奖的申请。
- 每一份未来技能进修奖的奖金是5000元，可供得奖人用来支付他们参加与工作相关的培训所需的费用。
- 从2016年第一季开始，年满25岁及以上又在海事业任职的新加坡人，凡是报名参加与工作相关的技能培训，都可使用500元的未来技能补助金支付培训费。

劳资政伙伴也携手合作，开办内容相似的延续教育与培训课程，以便全体国人和船务公司的职员获得同等的进修机会，从而增强他们从事海事业的能力。

“我们正在和新加坡理工学院合作，于2016年开办港口管理与操作专业文凭课程。新推出的在职培训计划可以为新加坡港务集团培训新人，也能够提升现有雇员的技能，让他们掌握先进的技术，以便管理好更加智能化和自动化的码头。”

— 新加坡港务集团人力资源总监林启文

“在未来技能在职培训计划造福理工学院毕业生的同时，我们很高兴见到海事业劳资政伙伴也携手合作，利用同样的资金开办同类的延续教育与培训课程，如同劳资政航海培训奖计划一样，造福那些海员科目的毕业学员。如此，全体新加坡人便能享有同等的机会从事同样的工作，并在同一个行业里发展事业。”

— 新加坡高级海员联合会秘书长雷家英

新加坡海事联系署

- 新加坡海事联系署将在新加坡海事基金名下成立，以便海事业雇主、学校、政府机构和行业协会介绍与推广海事业。
- 新加坡海事及港务管理局将在4年内投资400万元用以支持设立新加坡海事联系署。
- 海事联系署预定在2016年开设一个就业入门网站，好让公众从中寻找有关海事业的工作和培训信息。

“设立新加坡海事联系署入门网站是一个重要的举措。网站设立之后国人便可以轻易地从中寻找海事业的职位空缺，以及海事业的教育与培训信息。我们也将与私人企业、政府机构和学校联系，识别和推动其他计划，以便介绍和推广海事职业。”

—新加坡海事基金会主席谢福才

推出额外措施，加强新加坡海员核心

学员津贴报销

- 在新加坡海事学院修读航海学和海事工程学文凭课程，以便取得海员适认证的新加坡学员，每个月可获得800元学员津贴，而其雇主可报销当中的400元。

成就奖

- 初次考获海员适认证后成为初级海员或海事工程师的学员，可获得最高2000元的奖励金。
- 为了鼓励继续参加培训，以考取高级海员适认证从而进一步发展航海事业，当局将颁发最高3000元的成就奖给考取第二级和第一级海员适认证的新加坡籍海员。

技能提升津贴

- 推出技能提升津贴旨在鼓励雇主提供津贴给全时修读第二级和第一级海员适认证课程的本地初级海员。
- 按计划，修读课程的初级海员可获得每月最高1000元的津贴，其雇主最高可报销其中的500元。