



M P A
SINGAPORE

MARITIME AND PORT AUTHORITY OF SINGAPORE
SHIPPING CIRCULAR TO SHIPOWNERS
NO. 26 OF 2015

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Applicable to: This circular should be brought to the attention to all Singapore shipowners, ship-managers and the shipping community.

NEW INITIATIVES TO PROMOTE SEAFARING CAREERS

1. The Maritime and Port Authority (MPA) is pleased to announce new initiatives created to support Singaporeans' career in seafaring. These new initiatives serve to alleviate training costs for employers and offer study awards to Singaporean seafarers. They aim to encourage more Singaporeans to take up seafaring careers, facilitate their up-skilling and improve seafaring talent retention. This set of seafaring manpower initiatives is part of the industry-wide measures of the Sectoral Tripartite Committee for Transport (Sea) that was announced by Mr Teo Chee Hean, Deputy Prime Minister, Coordinating Minister for National Security and Minister for Home Affairs at the Singapore Shipping Association's (SSA) 30th Anniversary Gala Dinner on 25 Sep 2015. **Annex A** contains the new release of industry-wide measures.

2. These new efforts have been drawn up by the Tripartite Maritime Manpower Taskforce for Seafarers (TF-Sea), chaired by MPA with various industry members (see **Annex B** for constituents of TF-Sea). The seafaring taskforce was formed to develop manpower initiatives under the Sectoral Manpower Plan for the seafaring segment of the Singapore maritime sector. These strategies are part of the nation-wide SkillsFuture framework targeting to build an integrated system of education, training and progression based on skills mastery. It is hoped that this local core will take up key positions in seafaring and eventually progressed to office-based jobs that values seafaring experience. This will support the growth of Singapore not only as a premier global hub port, but also a leading international maritime centre.

3. The new initiatives aim to build a sustainable manpower pipeline of Singaporean-core within the seafaring sector to support shipping and port activities in Singapore. The target groups encompasses candidates from various stages of the pipeline from cadets, existing seafaring officers looking to upgrade themselves to mid-careerists looking to switch to an enriching and challenging career in the

maritime sector. Employers of these target groups are encouraged to tap on the various schemes available.

4. The following paragraphs lay out the details of the first set of measures for seafaring manpower that is ready to be tapped upon.

Alleviating Training Costs: Cadet Allowance Reimbursement

5. The Cadet Allowance Reimbursement Scheme encourages employers to train Singaporean cadets who are not already placed with any employers under the Tripartite Maritime Scholarship (TMSS) or Tripartite Nautical Training Award (TNTA) scheme. This scheme reimburses part of the employer's training cost: 50% of the cadet's monthly allowance, up to a maximum of \$400 per month for each cadet.

6. Singapore-based employers who train Singaporean cadets pursuing their certificate of competencies (CoCs) under the Diploma in Nautical Studies (DNS) or Diploma in Marine Engineering (DMR) in the Singapore Maritime Academy (SMA) are eligible for the reimbursement. Cadets under the TMSS scheme are not eligible for this scheme. To qualify, cadet sea service contracts must commence on or after 1 Jan 2015.

7. **Annex C** provides the claim form for the scheme.

Incentivising Skills-deepening: Achievement Award

8. This scheme aims to encourage candidates to continue sailing and progress in their seafaring careers. The achievement award is a jointly funded monetary award given to trainees (including DNS and DMR cadets and cadets from the Wavelink Maritime Institute) who obtain their first CoCs. Singaporean seafaring officers who upgrade themselves to higher CoCs will also be eligible for higher achievement awards. The tripartite partners comprising of MPA, Employment & Employability Institute (e2i), Singapore Maritime Officers' Union (SMOU) and Singapore Organisation of Seamen (SOS) will fund these Achievement Awards jointly with the employers. The employers will only need to bear 40% of the Achievement Awards that is given to the trainee or employee engaged with them.

9. Achievement awards of up \$2,000 will be offered to cadets who complete their shipboard training and pass the examinations to become qualified junior deck and engineering officers holding CoC 3 and CoC 5 respectively. There will also be further achievement awards of up to \$3,000 to Singaporean seafaring officers who attain higher classes of CoCs, namely CoC Class 2 and 1.

10. Candidates who are enrolled in CoC courses commencing on or after 1 Oct 2015 are eligible for this award. Employers must submit an application for their candidates at least 30 days before the commencement of their course. Candidates who have commenced phase 3 of the CoC 3 or 5 courses on or after 1 Apr 2015 are also eligible for this award; the application should be submitted as soon as possible.

Annex D provides the application form for this award and a schematic depiction of the application and disbursement process.

Facilitating Upgrading: Up-skill Allowance Scheme

11. The Up-skill Allowance Scheme encourages employers to provide an up-skill allowance to local junior seafaring officers pursuing the full-time CoC 2/1 preparatory course. Candidates attending this course will normally have to take sabbatical leave and may be without income during this upgrade course and examinations. Under this scheme, employers are encouraged to offer candidates an allowance of \$1,000 per month. MPA and e2i will be co-sponsoring the allowance. Employers will be reimbursed up to \$500 per month for the 6 month long course.

12. This scheme will help to encourage more Singaporeans to attend the upgrade course that will qualify them for senior shipboard positions. Candidates with these qualifications and command experience are highly valued to fill critical managerial and professional roles in shipping-related companies.

13. **Annex E** provides the application form for this award a schematic depiction of the application and disbursement process.

14. Considering that a candidate who qualifies for the Up-skill Allowance Scheme also qualifies for the Achievement Award, employers may wish to offer both to the candidate. **Annex F** provides the combined application form to facilitate the process.

15. The above schemes will run till the end of 2018, subject to renewal.

Other related schemes to promote seafaring careers

16. MPA will also be providing funding support for local seafarers to revalidate their CoCs so as to meet the requirements of the 2010 Manila amendments to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW2010). Please refer to [Shipping Circular No. 24 of 2015](#) for more information.

17. The recently announced SkillsFuture Study Award for Maritime Sector aims to encourage individuals to undertake training and further education to deepen their specialist skills in the maritime sector. The CoC 2/1 upgrade programme for Deck Officer and Marine Engineer are courses supported under the SkillsFuture Study Award. Please refer to the national SkillsFuture website at the following URL – <http://www.skillsfuture.sg/studyawards/maritime.html> for more information.

18. Any queries regarding this circular should be directed to the Seafarers Management Department (Email mmd_mpa@mpa.gov.sg; Tel: +65 6375 6224). The contact details of the rest of the officers in the Seafarers Management Department are as follows:

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