



The Public Employee

NATIONAL DAY SPECIAL ISSUE 2019

MCI (P) 033/03/2019

AUPE 60TH



ANNIVERSARY ISSUE





GENERAL SECRETARY'S MESSAGE

Dear Members,

The Amalgamated Union of Public Employees (AUPE) celebrates our 60th Anniversary this year. It is made even more special, as 2019 also marks Singapore's bicentennial year.

AUPE's role in the public service since the early days has been instrumental in shaping policies and ensuring reasonable terms and conditions of employment for our officers. The journey to date is testimony to our contributions.

As we relish our achievements since 1959, we must keep sight of the needs of the future and be equally committed in seeing them through, while representing our members' interests in the process. We must ensure that our members are able to adapt to the changes within the service and remain employable.

Exploring future possibilities

Public service, like any other sector, is in the midst of technological disruptions. The future is awash with uncertainties, both locally and globally. While uncertainties bring about anxiety, there are silver linings that we can seek for ourselves.

We can do so by having a positive mindset towards learning new skills and new tools, using new technologies and working in new environments. On that note, AUPE will be signing a Memorandum of Understanding with the Public Service Division (PSD) and Civil Service College (CSC), forming the Public Sector Cluster Training Committee (CTC).

The CTC will work together to raise the employability and skills of Public Officers. We aim to improve digital literacy among all public officers and work towards enabling officers to re-skill and up-skill. Both Public Service and NTUC have developed online learning apps, for bite-sized, on-the-go learning. We strongly

encourage the use of the LEARN app and the NTUC ULEAP app to learn something new every day.

Going digital to enhance members' experience

As part of on-going transformations, AUPE too has digitalised some of our services to serve our members better. AUPE members can now make payments at their convenience for activities easily through PayNow. We also have online applications for members to check their savings and loan accounts with the AUPE Credit Co-operative. It has become easier for members to get updated on the latest news, exclusive promotions or upcoming events through our AUPE app.

AUPE will continue to transform the way we engage our members to better fit the changing needs. We will review our processes and strive to make our members' experience as seamless and convenient as possible.

Members at the heart of what we do

Without the support from our members and our leaders' commitment to serve, it would have been impossible for AUPE to achieve many of our goals.

At the recent AUPE Quadrennial Delegates Conference in March this year, we welcomed new leaders who have agreed to step up and continue the spirit of our predecessors in serving the members with passion.

I would also like to take the opportunity to thank our former Executive Council members for having contributed selflessly over the years and making AUPE what it is today. Their vast knowledge and wisdom will guide the new Council as we embark on the first step to AUPE's next 60 years.

We have lined up an array of activities and promotions this year as we celebrate AUPE's 60th anniversary. In our small ways, we want to appreciate and thank all our members for their long years of membership and support.

We look forward to many more good years together.

Wishing all of you a Happy National Day!

Mr Sanjeev Tiwari
General Secretary





NATIONAL DAY MESSAGE 2019

My fellow Singaporeans,

This year, we are commemorating our Bicentennial. Our schools, community groups, religious institutions, clan associations and even businesses have all organised events to tell their own histories. Many of us have been moved by the Bicentennial Experience at Fort Canning. It vividly depicts Singapore's rich and eventful history down the centuries.

These activities remind us that our history stretches back well before 1965 when we became independent, and even before 1819 when the British arrived. Singapore has drawn from many cultures and traditions, in our journey towards nationhood. We have gone through many ups and downs.

This year, our economy has slowed down. Global demand and international trade have weakened. This has affected our manufacturing sector and trade-related services. In particular, we are feeling the worldwide cyclical downswing for electronics – which performed strongly last year. But other parts of our economy are still doing well. We have experienced such slowdowns before,

and we will take this one in our stride. Should it become necessary to stimulate the economy, we will do so.

More fundamentally, the world is entering a more troubled period. We face grave challenges. One – economic uncertainties, with trade and globalisation under pressure. Two – strategic risks, with growing frictions between the major powers. And three – existential threats, with global warming and rising sea levels.

Singapore will not be immune to these global problems. On the economic front, they will disrupt supply chains, alter trade patterns and shift investment flows. We must get ourselves ready for a very different future.

But our past gives us confidence. Throughout our history, when trials and tribulations have beset us, we picked ourselves up, and worked together to overcome them. Each time the world changed, we were able to survive. Each time, we re-invented and renewed our economy, our people and our city, and we thrived again. And this is what we must keep on doing.

For the economy, we are making good progress transforming our industries. We are servicing advanced jet turbines, researching new cures for diseases, and pushing boundaries in FinTech services. Our seaport and airport are expanding to meet the growing demands of a dynamic Asia. The two integrated resorts, or IRs, are being enhanced to attract more tourists. Our tech and startup scenes are flourishing. Agencies like Enterprise Singapore are helping entrepreneurs and companies to strengthen, scale up and expand into the international market.



Mr Lee Hsien Loong
Prime Minister

*Image courtesy of
Ministry of Communications and Information.*

We are also making good progress re-skilling and upgrading our workforce to be future ready. SkillsFuture is building up the skills of tens of thousands of Singaporeans, helping them be more productive and employable, and preparing them for the new jobs being created. All these structural measures will not only address our longer term challenges, but also help see us through a more immediate downturn.

By continuing to invest heavily in our people, we enable each one of us to take advantage of new opportunities at every stage of life. This is a joint endeavour. The Government will keep on helping every citizen to achieve your potential and contribute your best to Singapore. Each one of us must strive to improve ourselves, do our best, and chase our dreams. And I know parents are making the effort to bring up children well, with the right character and values.

We intend to make preschool and tertiary education even more affordable, especially for lower and middle-income families. To help older Singaporeans, we have protected them for their healthcare and retirement needs. For those who wish to work longer, we will be raising the retirement and the re-employment ages. I will say more about these matters at the National Day Rally.

Finally, we must continue to renew our city. Recently a foreign leader, visiting us for the first time, told me that as his airplane flew over the island, he knew at once that he was over Singapore. Because, looking out of the window, he could see that every corner of the island had been meticulously thought through and lovingly tended – every housing precinct, every landmark, every patch of park and greenery. The island was a sparkling diamond, with brilliant facets catching the eye. Just like Jewel, at Changi Airport, where I am today.

Many of you have already visited Jewel, to explore its lush gardens, soak in the sight of the spectacular waterfall, and enjoy the unique ambience under the glass dome. Some of you may also work in the many new jobs created here. The Changi team conceived the concept of Jewel nine years ago, when Changi Airport was facing intense competition. Since its opening, Jewel has captured the imagination of both Singaporeans and visitors, and rightly so.

We are very proud of our new gateway to the world. It reminds us what makes this country special. It shows that Singaporeans not only have the creativity and daring to re-invent ourselves, but also the passion and the competence to turn dreams into reality. As you might expect, other cities and airports are already planning to emulate Jewel, and perhaps even do it bigger and better. But we dared to attempt the new, and we did it first.

Jewel is just one of many things we are doing to remake our city. Changi Terminal 5, Tuas Megaport, the Jurong Lake District, the redevelopment of Paya Lebar Airbase, and the Greater Southern Waterfront – all these projects will keep us busy, and create new opportunities for Singaporeans for decades to come.

To stay in front of the pack, we must constantly come up with fresh ideas, always be ready to break new ground. What limits our possibilities is not the physical size of our island, but the ingenuity of our people and the boldness of our spirit.

Our island-story has many more bright chapters to unfold. Let us – today's Singaporeans – be as intrepid as our ancestors who came from distant lands and made this their home; and be as tough as our parents and grandparents who endured war and occupation and rebuilt their lives. Let us be as resolute as the Pioneer Generation who fought for independence and founded our nation; and be as united as the Merdeka Generation who took up the baton and brought Singapore from Third World to First. Let us continue to work together as one united people to thrive in an uncertain world, challenge ourselves to explore new horizons, and commit our hearts and souls to Singapore and its future.

Happy National Day!

NATIONAL DAY MESSAGE 2019

Dear Sisters and Brothers,

National Day 2019 is extra special. We not only celebrate 54 years of independence; we also commemorate Singapore's Bicentennial. In addition, we mark 50 years since NTUC's Modernization Seminar, when we moved away from a confrontational approach to a cooperative one. This paved the way for our unique model of tripartism, which underpins Singapore's economic and social progress, with our Labour Movement playing a key role in nation-building.

Global uncertainties and technologies are disrupting and transforming businesses and jobs. I understand your anxieties and concerns. While strong tripartite cooperation and fundamentals have put us in good stead, all of us must play our part to overcome challenges and seize new opportunities. We must not leave things to chance.

Employers must transform and adapt to changes in the global and regional environment to pursue Industry 4.0 standards for their businesses. At the same time, employers must invest in their workforce and their training so that businesses can transform most expeditiously to seize the competitive edge. When businesses do well, ensure that gains are shared with our workers.

Workers, on our part, must embrace change and lifelong learning. Instead of viewing technological changes with fear, you must take the first step to be prepared for new jobs, stay relevant with new skills and be resilient by adapting to new ways of working and learning. As we say, "Train up to keep up, skill up to move up". For a start, you can utilise SkillsFuture credits to learn more about the digital economy.

Additionally, if you are an NTUC union member, you can tap on your \$250 UTAP (Union Training Assistance Programme) yearly credits to defray the cost of training.

The Government will continue to partner the Labour Movement in our efforts to support workers. But crucially, it is our workers who must be at the heart of policy-making so that when Singapore succeeds, Singaporeans can share in that success.

Looking ahead, while there will always be challenges, the Labour Movement will stand shoulder-to-shoulder with our workers and tripartite partners. We will have to reinvent ourselves in our core capabilities, our membership base, and our social enterprises to stay representative and relevant to our workers. Together, we will stay resilient and build an even better Singapore in the years to come.

The Labour Movement stands ready to help our workers tackle the challenges that lie ahead. Just as we have weathered the crises in 1997, 2001, and 2008 – we will do so again if the economy takes a downturn. Workers have put their trust in us, and we will continue to put them at the heart of everything we do because every worker matters.

Wishing all a happy and meaningful National Day!

Mr Ng Chee Meng
Secretary-General



AUPE partners agencies to increase digital literacy of public officers



Division, Civil Service College and AUPE banded together to organise a digital literacy workshop for Operations Support Officers during the **MOE Learning Event - Executive & Administrative Staff (EAS) Learning Day**, held on 19 March 2019.

During the workshop, about 10 union leaders from MOE and AUPE volunteered to guide more than 40 Operations Support Officers (OSOs) through various phone apps and functions.

It was heartening to see the OSOs participating actively and excitedly asking questions on how to download apps, log into their SingPass accounts and even setting up PayLah to pay friends!



Volunteers from AUPE with CSC & PSD Officers

Although most of us hold a smart phone, not all of us know how to navigate through the many functions and applications of one.

Understanding the need for all officers to be digitally literate, MOE Academy of Singapore Teachers, along with the Public Service

Up-close with AUPE's Worker 4.0: Mr Yap Chu Yong

Having had provided mainly technical support for electronic/electrical engineering in Nanyang Polytechnic (NYP) since 1986, Mr Yap was in two minds when offered a chance to be seconded to the School of Interactive & Digital Media (SIDM) in 2018.

He had been in School of Engineering (SEG) for many years and knew his way around the school's machines and equipment. Technical support in SIDM was different – there were many Windows PC & Apple iMac systems which he would need to support and he had very little IT knowledge.

The secondment would be a steep learning curve and Mr Yap feared he wouldn't perform. "If this was a transfer, I may lose my job in 2 years when I reach 62."

What were some of the biggest challenges you faced after the change?

6 Y: The most challenging part was adapting to the working culture. The

team communicated mainly through mobile phones or laptops. I learnt new software tools and applications required for work to communicate with them. It was overwhelming, but I have nice colleagues and a reporting officer who were willing to guide me.

What are some words of advice you can share with fellow members who are worried about switching to other jobs?

Y: In life, there will be many disruptions. We are all scared of disruptions because of the uncertainty they bring. But if we don't take the first step forward in this new path, we will never know what is at the end of that journey. **We may fall along the way, but we can also get up and continue learning and growing from experience.**

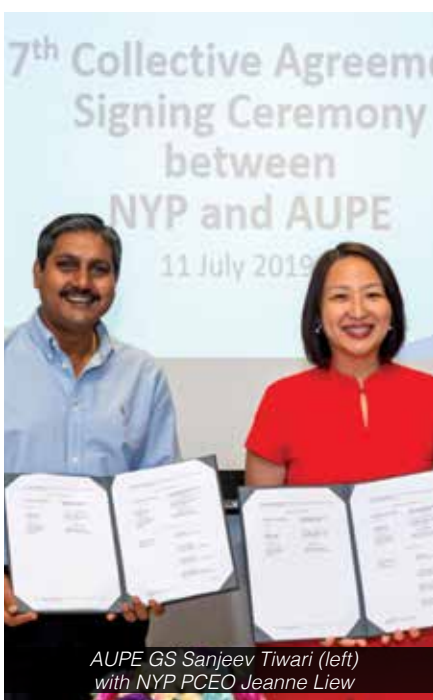
Let me share one of my favourite quotes by Winston Churchill: Success is not final, failure is not fatal: it is the courage to continue that counts.



Despite his initial fears, Mr Yap is now in his second year of secondment and looks forward to officially transferring to SIDM. He is a role model to many staff of NYP and is happy learning new things every day.

Closer ties between AUPE & NYP

with new collective agreement & yearly union-management event



AUPE GS Sanjeev Tiwari (left)
with NYP PCEO Jeanne Liew

AUPE and Nanyang Polytechnic renewed the collective agreement (CA) on 11 July 2019, in the presence of fellow union officials and management staff. During the friendly discussions, concerns on preparing employees for the future and maintaining their employability were raised.

Ensuring staff are provided the right training to acquire the right skills for future jobs is important to the union and the management. That is why the CA documented the commitment by both parties to discuss during union-management meetings about the skills required for staff to take on roles among job growth areas and how we could help these members progress in their career.

Prior to the signing ceremony, AUPE union officials and NYP HR and management colleagues formed a band, learning how to play two songs in just two hours! Through team-work and perseverance, the band managed to serenade the special guests, including AUPE General Secretary Sanjeev Tiwari and NYP Principal/CEO Jeanne Liew.



The NYP-AUPE band in action



New collective agreement signed between AUPE & CPF B

The new collective agreement (CA) was successfully signed by AUPE and the Central Provident Fund Board (CPF B) on 25 June 2019, witnessed by the CPF B Staff Branch Committee, Human Resource partners as well as Group Directors.

With the new CA, staff would be allowed to utilise the Compassionate Leave within one month from the demise of the relative, instead of a week. This would give staff



flexibility in taking such leave for related issues.

In line with the Public Sector Transformation plans, it was agreed that Central Provident Fund Board would work closely with AUPE on helping members transit into higher value jobs. The role both union and management could play in this transformation was reiterated by the addresses by CPF B CEO Augustin Lee and AUPE GS Sanjeev Tiwari.



Friendly handshake shared by CPF B CEO Augustin Lee and AUPE GS Sanjeev Tiwari



Public Sector Union-Management Gathering (PSUMG) 2019



Held at Orchid Country Club, the PSUMG on 3 July 2019 saw close to 400 union and management leaders attending, including about 70 AUPE leaders.

As SG Ng Chee Meng accurately put it during his speech, for Singapore to continue to flourish, we must safeguard this strong public service which we painstakingly built. One of the ways is for the public service to innovate and transform, and for public officers to be Public Officer 4.0.

He also announced that AUPE, PSD and the Civil Service College will form a Training Committee in partnership with NTUC. The Committee will look into jobs at risk, job growth areas and skills required for public officers to be better equipped for higher value work.

Union and management can work side by side in identifying growth areas, and managing the challenges public officers may face in adopting new technologies and adapting to new ways of working. This was

further emphasised by the joint sharing of AUPE, MOE and PSD on their transformation journey together in the past year. The sharing illustrated how AUPE's role as a union goes beyond grievance handling to encouraging workers to upskill, reskill and consider alternative work that they can excel in with their new skills.

The table discussions between management and union leaders during the Gathering further encouraged both parties to highlight ways they could work with each other in this journey moving forward.



Table discussions between union and management



Enabling Village, a Community and Space in one

On 27 June 2019, the HR team from the Ministry of Social and Family Development together with officers from SG Enable invited AUPE to a tour around Enabling Village, Singapore's first inclusive community space dedicated to integrating people with disabilities into society.

The area is an adaptive reuse of the former Bukit Merah Vocational Institute taken over by MSF and currently the home of SG Enable since December 2015.



AUPE officials were brought on a tour to see various establishments such as a restaurant staffed by people with disabilities, an art faculty by artists under the Pathlight Development Programme and DIY craft workshops. The village has a career centre, gym and childcare centre for both the public and children with disabilities.

The village also boasts a fully disabled-friendly and elderly-friendly NTUC FairPrice. Wheelchair users can use special trolleys attached to their wheelchairs.



The outlet has wider check-out lanes and customised refrigerators, which are more accessible. Staff at the outlet have also been specially trained to recognise seniors with dementia and other ailments.

Experiencing the Enabling Village was an eye-opener and shed greater appreciation of the efforts in place to integrate individuals with disabilities. The Village will provide them with skills which they can use in future to do greater things.



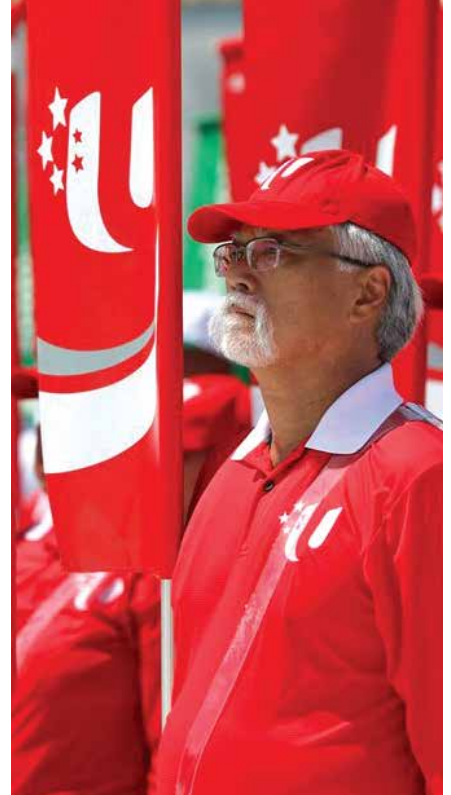
Celebrating 200 years of the Singapore Journey

by Ng Hee Seng
President, AUPE

Oh-oh-oh-oh-oh-oh-oh
Our home, our heart, our Singapore.....

Oh-oh-oh-oh-oh-oh-oh
Our home, our heart, our dream.....

That's the chorus to "Our Singapore", the theme song for this year's National Day Parade (NDP) which was held at the historic Padang on 9 August 2019. "Our Singapore" commemorates Singapore's bicentennial – from its humble beginnings as a trading post to a diverse melting pot of cultures and races. "Our" also emphasises the collective ownership of the "Little Red Dot" we called "Home".



In conjunction with Singapore's 54th National Day, our Singapore story unfolded at NDP 2019 in 5 Acts. Joining in the Parade and Ceremony segment under "Act 1 – Our People" were 2000 participants from different walks of life. There were 38 contingents in this segment and NTUC was one of the 16 social and economic contingents representing the 6 pillars of Total Defence: Military, Civil, Economic, Social, Digital and Psychological Defence.

Leading the 47-strong NTUC Marching Contingent was Sister K Thanalethimi, NTUC Central Committee member and President of HSEU. The contingent was made up of members from 21 affiliated unions who had gone through intense trainings since April 2019.

For their sacrifices and contributions in making NDP 2019 a memorial occasion, AUPE would like to express its appreciation to the following members:

Name	Organisation
1) Manoharan Kalimuthu	General Branch
2) Ng Hee Seng	Immigration & Checkpoints Authority
3) Sadatinah Binte Ashiraff	Immigration & Checkpoints Authority

Thank you for your support



Thank you for your support



Visit by CUEPACS Sabah

AUPE warmly welcomed our brothers and sisters from the Congress of Unions of Employees in the Public and Civil Services (Malaysia) (CUEPACS) Sabah on 26 July.

During the visit, CUEPACS Sabah shared the various initiatives the unions had embarked on in the recent years. In return, AUPE was delighted to shed light on the offerings of AUPE and the AUPE Credit Co-operative, and how they have helped members in living better lives over the many decades since their formation.



AUPE President Ng Hee Seng receiving a token of appreciation from CUEPACS Sabah

Good food, exciting games & lucky draw at AUPE Club's Hari Raya Night



Around 60 AUPE Club members and AUPE staff gathered for the annual Hari Raya get-together on 28 June, organised by the Ministry of Education Junior Staff Branch and supported by the AUPE Club.

Mr Ng Hee Seng, President of AUPE, gave the opening address. Emcee for the night was Ms Noorfarahin bte Ahmad, Vice-President of AUPE. With her witty lines and good humour, she livened up the audience and captured their attention throughout the celebration.



After enjoying the satisfying buffet dinner, many attendees joyously participated in the fun games. The highlight of the night was the exciting Top 20 Lucky Draw. Congratulations to the winners and we look forward to seeing all of you again next year!



Celebrating AUPE Club's 32nd Anniversary with beer, good food & music

Around 200 staff, AUPE Club members and loyal customers partied the night away at the high-spirited AUPE Club's 32nd Anniversary celebration on 5 July 2019.

Greeting them at the entrance of the Lee Kong Chian hall was a scrumptious buffet feast. A party isn't complete without good music and good beer. Our party-goers were serenaded by the 5-piece live Band, G.L.O.W. as they belted out popular song after song from past to present.



The celebrations ended with an exciting lucky draw and everyone left the hall with big smiles on their faces.



Fun is never enough!

'Like' AUPE Club (www.facebook.com/aupeclub) today to receive updates on our latest activities and promotions!

AUPE ranked 7th in U Games 2018/2019



140 committed and fit athletes participated in this year's U Games 2018/19, the biggest annual sporting competition for the unions. AUPE came in 7th among 44 participating unions.

Quite a few of our athletes were crowned Champions in their respective tournaments, bringing glory to AUPE! Some of the achievements include:



The Games concluded with the Community Awards Night on 25 July 2019 at D'Marquee, Downtown East. 31 AUPE Sportspeople and Club Management Council members turned up for this awards night. Thank you to all the sports convenors and sportsmen for making this happen! We look forward to your continuous support in the next season of U Games.

If you are interested to participate in U Games 2019/2020, please contact Norliana at norliana@aupe.org.sg or 6380 0831.

<p>U Grand Masters Bowling Championship (7 Oct 2018)</p> <ul style="list-style-type: none"> - Perfect Game Plaque to Mr Shahrim Bin Roslan for the Championship's first perfect game in 23 years
<p>U Golf (30 & 31 Oct 2018)</p> <ul style="list-style-type: none"> - Overall Champion for U Golf 27-hole Championship
<p>Sepak Takraw Tournament (3 Mar 2019)</p> <ul style="list-style-type: none"> - Champion in the Men's Open category - 2nd Runner up in Men's Veteran category
<p>U Run (Income Eco Run 2019) (28 Apr 2019)</p> <ul style="list-style-type: none"> - Mr Giebert Foo, Champion in 21km Men's Open category - Ms Huang Xiufang, 3rd Runner up in 10km Women's Veteran category





Oktoberfest

4 OCT 2019, 6.30PM - 1AM

PRICE INCLUDES FOOD, FREE FLOW OF TIGER BEER (6.30PM - 8.30PM) & LUCKY DRAW

EARLY BIRD [BY 15 SEP]

AUPE & AUPE CO-OP	\$15
AUPE CLUB PRIVILEGE & NTUC MEMBERS	\$20
PUBLIC	\$30

PRICE FROM 16 SEP

AUPE & AUPE CO-OP	\$20
AUPE CLUB PRIVILEGE & NTUC MEMBERS	\$25
PUBLIC	\$35

Scan this QR Code to buy your tickets online OR through the Pub/Lounge Staff
OR Liana (6380 0831 / norliana@aupe.org.sg)



AUPE Credit Co-operative (ACC) 53rd Annual General Meeting

The ACC Board will recommend a 1.35% dividend for FY 2019 (1 Apr 2018 to 31 Mar 2019) at the upcoming Annual General Meeting.

Members whose bank account details are in our records will receive the dividend in their bank accounts a week after the Meeting which will be held on 12 Sep 2019. For all other members, the dividend will be credited to your ACC Subscription Account.

Dividend is calculated based on members' Subscription and Share balances as at 31 March 2019.

Want a copy of the Annual Report?
Send a request to coop@aupe.org.sg.

