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The Public Employee

NATIONAL DAY ISSUE 2020

Dear AUPE Member,
Thank You For Stepping Up & Happy National Day!

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TOGETHER
A STRONGER SINGAPORE
NDP 2020

GENERAL SECRETARY'S MESSAGE

Dear Members,

2020 is a year unlike before. Singapore has been battling the COVID-19 pandemic since February. During such a trying period for our nation, many of you, as public officers, have stepped up into new roles, took on extra duties and swiftly adapted to new ways of doing things to help fight COVID-19 and to maintain the provision of essential services to Singaporeans. I would like to thank you for your contributions and commitment.

Overcoming the Crisis Together

We are in an unprecedented crisis. According to Ministry of Manpower's preliminary estimates, in 2nd quarter 2020, total employment saw a record quarterly decline. Retrenchments had doubled from last quarter, surpassing the peak experienced during the 2003 SARS crisis. Ministry of Trade and Industry had also reported that our economy had contracted 41.2% in Q2, the worst quarterly performance on record.

With restricted travel, safe distancing measures, uncertain global economic outlook as countries worldwide battle with COVID-19 and geopolitical changes, the recovery will take time. Collective efforts are needed across sectors to adapt, innovate, transform, save and create jobs.

Public service plays a huge role in supporting businesses and citizens through this. And we recognise the hard work that all of you will need to put in. It will not be an easy journey but we will overcome it together as one public service.

Supporting Members' Upskilling Journey and Enhancing Employability

This crisis had also accelerated the speed of digital transformation and the shift to new ways of working, new ways of stakeholders' engagement and service delivery to citizens. A positive and growth mindset towards upskilling, using new technology and working in new environments is ever so important for public officers.

The Public Service Cluster Training Committee (PS CTC), comprising of AUPE, the Public Service Division (PSD) and the Civil Service College (CSC), was set up last year to promote skills upgrading and maintain the employability of public officers. The PS CTC has identified foundational programmes such as Growth Suite and Foundational Lifework to equip officers with knowledge and skills to navigate the future workplaces. I urge all members to kickstart their upskilling journey by attending these programmes.

Members can also register for career advisory/coaching services offered by AUPE or PSD to manage their career planning.

To complement and support your upskilling efforts, NTUC has also doubled the funding support for union members aged 40 and above to \$500 per year through the Union Assistance Training Programme (UTAP). There are more than 3000 courses available under UTAP.

Through the Public Service Cluster Training Committee, AUPE will continue to work closely with the Public Service Division and Public Service Agencies' managements to support our members in this transformation journey.

Serving and Engaging Members' Online

AUPE continues to transform the way we serve and engage our members.

We have launched online services for AUPE Credit Cooperative (ACC) for members. Hospitalisation benefits claim process had also been simplified, with claims being processed and paid to members expeditiously via FAST transfers. We will be reviewing and moving more services online to make it hassle free for you. At the same time, we will continue to support our members who prefer over-the-counter services.

Most of our physical members' events and activities had to be cancelled due to COVID-19. We had thus shifted our engagement activities with members to our Facebook page, the AUPE app and webinars. Such activities will continue and we look forward to connecting with you virtually.

Together we will overcome this crisis. Stay safe!
Happy 55th National Day!



Mr Sanjeev Tiwari
General Secretary, AUPE



TOGETHER
A STRONGER SINGAPORE
NDP 2020

NATIONAL DAY MESSAGE 2020

My fellow Singaporeans,

Every year, rain or shine, Singaporeans come together on the 9th of August for the National Day Parade, to celebrate the making of our nation, and renew our commitment to Singapore.

National Day Parade

I have been privileged to attend almost every NDP since the first in 1966. One of the Parades I took part in was in 1968 at the Padang. The rain poured down, but the contingents stood steady, and marched past proudly, drenched, yet undaunted. We showed ourselves and the world that Singaporeans were rugged people, and had the steel in us to stand firm in adversity. Five years ago, SG50 was another memorable Parade. We celebrated our Golden Jubilee, and what we had achieved in Singapore. We also paid tribute to our founding Prime Minister, Mr Lee Kuan Yew. We mourned his passing that year, but also affirmed what he and the pioneer leaders stood for.

In good years, our parades rejoice in our progress, and look forward to a better future together.

In difficult years, we still hold National Day Parades, to renew our resolve to weather the storm and take Singapore through to better days.

This year, National Day falls amidst COVID-19. We are not able to celebrate in our usual way, but we are determined still to hold the Parade as a symbol of our unity as a nation, like we have done every year since independence. We will have a smaller Parade at the Padang, and also ceremonies at seven other locations around the island this morning. Each location will symbolise one aspect of our response to COVID-19 – Providing medical care for Singaporeans at NCID; supporting our workforce with skills and jobs at the Lifelong Learning Institute; keeping learning going for our students at North Vista Secondary School; or sustaining our community spirit at Kampung Admiralty. We look forward to Singaporeans across the island, and also in far-flung lands, joining the Parade virtually and celebrating with one another. We will all share special moments like when the Red Lions land, the mobile column reaches our town, or the State Flag is flown past. We will all recite the Pledge and sing Majulah Singapura in our hearts together.

Stories of everyday heroes

This NDP is also an opportunity for us to salute those on our frontline, fighting COVID-19.

Many of them have gone way beyond the call of duty, and shown great generosity of spirit. Retired doctors and nurses volunteered to come back, donning PPE to serve on the front lines, in hospitals and migrant worker dormitories. Full-time national servicemen extended their terms to continue supporting COVID-19 operations. Public officers volunteered to be redeployed to organise and look after the migrant workers. Many Singaporeans stepped up to help others in need. Some went door to door distributing meals and groceries to the elderly and low-income households. Others refurbished donated laptops for needy students, for home-based learning. Thousands of public-spirited Singaporeans volunteered to be trained for swab operations. They served in the hot zones, including the dormitories and community care facilities. Migrant workers too played their part to support these operations. Their help was deeply appreciated by our SAF, Home Team and public officers.

These selfless acts have made all the difference to our response to COVID-19.

Mr Lee Hsien Loong
Prime Minister

*Image courtesy of
Ministry of Communications and Information.*



Bracing for economic difficulties ahead

We will need this unity and resilience more than ever. The crisis is far from over. Many countries brought COVID-19 under control and eased restrictions, only to see their cases rise sharply again. This can happen to us too, despite all our precautions. It will most likely take a year or two before a vaccine is widely available, and the threat of the virus is blunted. Until then, we have to maintain our vigilance and resolve, to keep ourselves, our loved ones and our neighbours all safe.

We also need to be resilient in the face of the severe economic downturn. Singaporeans are understandably anxious and worried. Business closures, retrenchments and unemployment are all likely to go up in the coming months.

But this is not the first economic crisis we have experienced. Just in the last quarter century, we have seen the Asian Financial Crisis (1997-1998), the aftermath of the 9/11 terrorist attacks (2001), and the Global Financial Crisis (2007-2009). Each time the outlook was ominous, and we feared the worst, but each time we worked hard to secure our position, gritted our teeth, and came through together.

I am confident we will get through this current crisis too, though it may take longer. All of us must do our part, but none of us will be alone. The government is actively helping people find new jobs and acquire new skills. We also have the Jobs Support Scheme (JSS) and Self-employed person Income Relief Scheme (SIRS) to ease the burden on employers and individuals. The Labour Movement is working with employers to create job training programmes and career pathways. It will also ensure that every worker is treated fairly and with dignity, especially when job losses cannot be avoided. Employers too must make every effort to keep their workers, and not drop them at the first sign of trouble. This will build loyalty, and encourage the employees to help their employers rebuild when conditions improve.

Our experience fighting COVID-19, grim and hard as it has been, has brought us closer together. The shared ordeal will toughen a whole population, and bond us together as one united people. Just like how the Pioneer and Merdeka Generations were tempered by Separation and Independence, and economic crises in our early years as a nation.

Let us brace ourselves for the trials ahead, so that many years from now, when our grandchildren celebrate National Day, they will look back on these times and say yes, this generation stood together, sacrificed for one another, and built Singapore for us.

NS Square

Every National Day, we remind ourselves that Singapore is a nation whose story is worth celebrating, whose history is worth cherishing, and whose future is worth building.

When we hold the National Day Parade at the Padang, or at the Float@Marina Bay, the audience can see the Marina Bay skyline in the background. Marina Bay used to be open sea, but we reclaimed the land around it, turned the ocean into a reservoir, and progressively built on the new land, to create an outstanding and vibrant downtown. Looking out across the Bay, you can immediately see how far Singapore has come, and imagine the possibility and promise that Singapore holds.

Today, when National Service recruits complete their Basic Military Training (BMT), they gather their families and friends at the Float and hold their passing out parade there. It helps them to understand what they are defending, and why generations of national servicemen have been willing to serve and sacrifice, to defend this metropolis that we have built together, and also the society that created all this: Our families. Our friends. Our lives. Our future.

Three years ago, I announced that we would rebuild the Float into a permanent space to commemorate National Service, and the central role that NS plays in Singapore, and that we would name this space, NS Square. The design contract has been awarded. This is how it will look like. The development will be aligned on a central axis, with The Promontory on the opposite side of the Bay. The platform will become a red dot, shining bright in our city. NS Square will be the central focus of our new downtown. We will build a gallery there to showcase our National Service story, and honour the contributions of national servicemen past and present. NS Square will also be a community space for everyone, young and old, to enjoy. And of course, we will continue to hold our National Day Parades there.

Conclusion

This National Day, as we celebrate across the island, we will be saying the Pledge and singing Majulah Singapura in unison – not aloud as usual because of COVID-19, but in our hearts, with more feeling than ever.

We have dreams to realise, and goals to reach for. Let us show the world that whatever the challenges, Singaporeans will stay united, and prevail once more.

I wish everyone a very Happy National Day!

NATIONAL DAY MESSAGE 2020

Dear Sisters and Brothers,

This year has been a year like no other. We are amidst great change and upheaval. The COVID-19 pandemic has disrupted Singapore and many countries economically and socially. The health risks are still at our doorstep. During these difficult times, our frontline workers have stepped up to protect our communities and kept us going – I would like to thank them deeply for their selfless dedication.

In my National Day Message last year, I wrote that the Labour Movement stood ready to help our workers tackle challenges and weather a potential downturn. We are now in a deep recession, deeper than anyone could have anticipated. Although the government's substantial financial aid has shielded us from the very worst economic effects at the onset of the pandemic, we must be prepared for retrenchments, cutbacks, and more difficult days ahead.

None of this changes the fact that NTUC remains prepared to **Protect every worker, Preserve jobs for all**, while continuing to **Provide care and support for those in need**.

We are working with companies to preserve jobs by first exploring all cost-cutting options to save jobs. I trust that both unions and employers will approach these exercises with transparency and in mutual good faith. Besides cost cutting measures, we want to push for workers' upskilling in industries that can still do so. In some others, there are shortages of labour and we urge employers to consider seconding workers to hiring sectors so as to preserve their own capability and also keep workers in jobs. We will partner employers by extending more training support to workers, such as the enhanced Union Training Assistance Programme (UTAP) and the NETF (NTUC-Education and Training Fund) Collaborative Fund.

Where retrenchment is unavoidable, our top priority is to ensure that companies treat their workers fairly and with dignity according to the NTUC Fair Retrenchment Framework. The unions, NTUC Job Security Council and NTUC's e2i will work closely together to assist workers with job matching to the best of our ability.

Where additional training is needed to take on these new jobs, we will ensure workers get trained. Concurrently, we are mobilising our Labour Movement network to support the government in creating new jobs and traineeships for Singaporeans for both young and old. **Every worker matters, and every job counts.**

Through all this, NTUC continues to keep an eye on our future. One day, the pandemic will come to pass and so will the economic crisis. We must be ready for that post-COVID world. The pandemic has magnified global uncertainties and accelerated the shift towards new ways of working and doing business. We will press on with digital transformation and innovations to our union model, membership model and training model. Only then can we represent our workers well and be relevant to them.

The tripartite partners have had a long history of mutual trust and cooperation. I call on our partners today to continue working with us, in the spirit of shared responsibility and common understanding, to ensure that we pull through this crisis together. Now, more than ever, Singaporeans must unite. NTUC promises to work together with you to emerge stronger and build a Singapore that we can be proud to call home.

Happy National Day!

Ng Chee Meng
NTUC Secretary-General



Embarking on a New Journey



Mr Tamzin Bin Talib, 57 years old, knows the roads of Singapore like the back of his hands. He was a postman for 15 years, delivering letters and parcels to residences. Then he became a taxi driver and subsequently, a driver with the Agri-Food and Veterinary Authority of Singapore (AVA) for the last 15 years. When he was in AVA, he drove AVA officers to many areas within the island to respond to animal-related issues.

After being in a similar occupation for 30 years, can one learn new skills and have a 360-degree change in career? For Mr Tamzin, that was a resounding YES!

In April 2019, AVA was restructured to form the Singapore Food Agency (SFA) and the Animal & Veterinary Service (AVS) under the National Parks Board (NParks). Mr Tamzin was given the opportunity to make a career switch to landscape technician. Even though Mr Tamzin had zero knowledge and experience in horticulture, he was up for the challenge!

To become a landscape technician, he underwent a 10-modules course to obtain a WSQ Certificate in Landscape Operations. It was not easy as there was many new terms and knowledge that he needed to pick up. But he persevered because he wanted to learn more, to expand his skills and to try new things.

He successfully completed his course in December last year and was deployed to the Jurong Lake Gardens in mid-February. Instead of road names and direction signs, Mr Tamzin now have to remember the names of the many plants in the garden, the different types of soil for different plants and more! He supervises the contractors' work daily and at the same time, learn from them as they work together in a team.



"It was not easy making the transition but I am proud that I persevered and did it. Whatever job I am given, I take pride in it and do the best I can. Support from my managers and family was also vital in helping me with this transition. As a landscape technician, I now have the opportunity to upskill further by taking the advanced certificates if I want to and progress further in my career," shared Mr Tamzin.

He further shared that, "We all have to be prepared and ready for change. Just like driving. When you need to go to a destination, you need to think of at least 2 routes. So that when there is an unexpected situation in the first route, you will not be taken aback and are ready to change!"

What are some of his tips in handling the changes and transitions? Here are his top tips:

- ◆ Tell yourself that you can do it and then put in your best efforts!
- ◆ Be humble and willing to ask questions and learn. You can learn from many people, for example your peers or contractors. Some may not have the qualifications but they have a wealth of experience and practical tips that you can learn!
- ◆ Take every job seriously and acquire all the needed skills to help yourself perform better.

After completing the course and embarking on his new role, Mr Tamzin is not resting on his laurels. He is still upgrading himself by taking computer courses offered by Mendaki. "You are never too old to learn. As you gain new knowledge, you also make new friends!" said Mr Tamzin.



We all have to be prepared and ready for change. Just like driving. When you need to go to a destination, you need to think of at least 2 routes. So that when there is an unexpected situation in the first route, you are ready to change!"

Five Skills That Will Propel Careers to Greater Heights

Source: NTUC LearningHub

From the advent of 5G to the proliferation of Artificial Intelligence (AI), our world is changing more rapidly than ever and the next decade will call for a whole new set of skills. Here's a list of our top predictions and how you can start preparing for them!

1. Data Analytics Skills

The data analytics industry plays a key role in Singapore's economy. Studies by the Singapore Economic Development Board indicate that it contributes at least \$1 billion each year, and the value of regional business analytics services is estimated to SGD\$37 billion by 2022! While the "big data" buzzword of this era may seem daunting, data analytics simply allows businesses to parse through the massive amounts of information generated to extract meaningful and actionable insights.

The uses for these insights are endless - from improving marketing, to providing better customer service and streamlining decision making. As Singapore remains committed to becoming a digital nation, more and more companies are beginning to overhaul operations to incorporate data analytics. Skillswise, that means global need for talented analysts will only continue to grow in the coming decade.

2. Customer Experience (UX) Skills

As 4G gained traction in the 2010s, so did UX to ensure that digital products offer a pleasant experience for their users. But just as we are beginning to understand how UX works, things are about to be shaken up with the advent of 5G. Expected to cover at least half of Singapore by the end of 2022, 5G will offer speeds of up to 100 gigabits per second (that's up to 100 times faster than its predecessor!).

The effects of 5G are far-reaching. On one hand, slow websites and low quality videos will no longer be acceptable. On the other hand, designers will be able to utilise high definition media and animated texts, fonts and graphics to engage users. Customers are interacting with businesses via digital touchpoints over physical channels more than ever, making it all the more important to create holistic and memorable

experiences throughout the journey. With UX sitting at the heart of every business' digital presence, there will be a growing demand for experts who can examine an organisation's digital performance and ensure that it conforms to the latest industry standards and trends. As such, experienced UX practitioners will become indispensable to businesses in the decade to come.

3. Programming & Automation Skills

Humans are not designed to engage in menial or repetitive tasks. It stifles creativity and increases the occurrence of human error. Robotic Process Automation (RPA) however, offers workers the potential to free up time spent on daily repetitive tasks by creating their very own robot to do the work instead.

The worldwide market for RPA services is expected to reach \$7.7 billion in 2020 and grow to \$12 billion in 2023. While RPA robots can read and understand simple documents, machine learning and AI algorithms will enable them to draw data from multiple sources and deal with more complex processes. In saying that, RPA wasn't designed to displace workers. Rather, they are only as effective and efficient as the person configuring them, so skilled practitioners will be more important than ever to programme robots as an additional help at the workplace.

4. Cybersecurity Skills

As the world continues to rapidly increase its level of connectivity through 5G and IoT, so too will we see an increase in the occurrence and sophistication of cyberthreats. And while AI will help to identify and respond to new threats, the number of data breaches is expected to rise as hackers use these same methods to break into well-protected systems.

The bright side is that the pressures of cybersecurity will force organisations to make it a priority and give birth to a whole suite of new career opportunities. Research has shown that 53% of IT workers report that their company is short on cybersecurity skills. Recruitment agency Michael Page also surfaced cybersecurity as one of the key hiring trends in the technology, media and telecommunications sector. Technical and non-technical professionals alike will greatly benefit from an in-depth understanding of cybersecurity threats, opportunities and solutions.

5. Project Management Skills

Good project management involves more than just keeping to timelines and ensuring expenditures are in check. It unites teams, facilitates effective communication and creates a clear vision for success. In the age of digital transformation, fundamental business processes are changing, and project management must adapt to keep up with the times.

Project management is also at the forefront of the budding DevOps trend. A combination of philosophies, practices and tools, DevOps enables organisations to deliver new and updated products more rapidly and frequently than traditional approaches.

While the velocity of delivery has traditionally been favoured as a metric of success, business value will become just as important and require talents who possess not only technical but business skills. Being proficient in project management will be an invaluable skill for a multitude of careers in 2020 and beyond.

GET UP TO 50% FUNDING SUPPORT WITH THE UNION TRAINING ASSISTANCE PROGRAMME (UTAP)

Union members can claim up to \$250 training subsidies per year for courses supported under UTAP.

Union members aged 40 and above will enjoy higher funding support up to \$500 each year, capped at 50% of the unfunded course fees, for courses attended between 1 July 2020 to 31 December 2022.

For selected courses at NTUC LearningHub, members can claim the training subsidies upfront, instead of after the course completion.

Plus, you can also combine SkillsFuture Credits with UTAP for even more savings!

Visit <http://skillupgrade.ntuc.org.sg/> for details.

OUR CORE COMPETENCIES

EVERY OFFICER MATTERS

Developing all-round officers to serve Singapore and Singaporeans

WHAT ARE OUR CORE COMPETENCIES?

Our Core Competencies articulate new expectations and behaviours required for officers to deliver well today and build a Public Service ready for tomorrow. It will replace the AIM model from January 2021, and continue to underpin key HR processes.

Before Jan 2021

AIM Model

Jan 2021 onwards

6 refreshed Core Competencies

For all officers regardless of substantive grade

+2 Additional Competencies

For Supervisors & Leaders

6 CORE COMPETENCIES:

HEAD: MAKES THE CALL

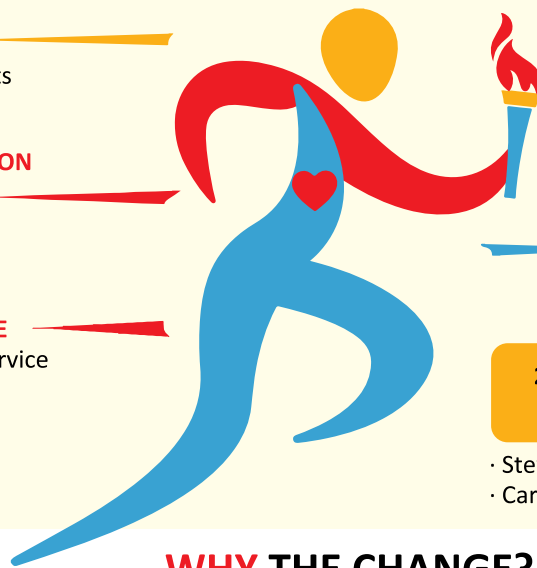
- Thinking Clearly and Making Sound Judgements

HEART: PURPOSE & PASSION

- Serving with Heart, Commitment and Purpose

HANDS: GET THINGS DONE

- Working as One Public Service
- Working Effectively with Citizens and Stakeholders



TORCH: THE PUBLIC SERVICE VALUES

- Integrity, Service, Excellence.

LEGS: PROPEL US FORWARD

- Improving and Innovating Continuously
- Keep Learning and Putting Skills into Action

2 Additional Competencies
For Supervisors & Leaders

- Stewarding Systems for Today and Tomorrow
- Caring for, Developing and Inspiring Staff

WHY THE CHANGE?



OUR WORK IS EVOLVING

With new technologies and diversity of views, our work is increasingly more complex and multi-faceted.



WE NEED TO ADAPT

A wider portfolio of core competencies such as in innovation, engagement and agility will help us serve the public better.



EVERY OFFICER COUNTS

We will be a stronger workforce when we are aligned on performance expectations and development roadmaps.

5 THINGS YOU SHOULD KNOW ABOUT OUR CORE COMPETENCIES

- 1 It will be used from Jan 2021 for appraisal and development.
- 2 Has 6 core competencies for all officers + 2 additional competencies for supervisors and leaders.
- 3 Officers and supervisors should complete the OCC Learn modules by end 2020.
- 4 Reflect on how Our Core Competencies can be demonstrated in your work.
- 5 Chat with your supervisor on how you can better demonstrate and develop Our Core Competencies.

Appreciating U, Our Essential Workers

During this COVID-19 pandemic, essential workers have braved themselves to be at the frontline. They worked tirelessly and took up additional responsibilities to help make our workplaces and our country safe.

To show our little appreciation for their courage and selfless commitment, AUPE and our union leaders reached out to members at their workplaces to show our appreciation and solidarity.



Words seem so inadequate to thank all of our members from **Executive and Administrative Support (EAS) of Ministry of Education**, who are working tirelessly during these challenging times to make sure that students and staffs in school are safe.

Thank you for your commitment and dedication; thank you for your compassion, collaboration, and courage; thank you for providing exceptional care to the students and, perhaps, most importantly, thank you for being ever ready to take on additional responsibilities and whenever activated during these times of uncertainty and fear.

You are the true heroes and we appreciate you and your sacrifices more than words can say.

The AUPE-MOM Staff Branch Union would like to thank our **Ministry of Manpower's** front-liners for their time and support and their sacrifice for this COVID-19 period. Their dedication and skills are making a difference. They have shown us that we are all in this together. Making a commitment to serve every day. Words are not enough to thank them for their strength, courage and dedication. Their selfless service to the greater community is helping us all get through these tough times. Thank you so much for what you are doing for our country.



Thank U to our members from **Immigration and Checkpoints Authority (ICA)** for "Securing our Borders, Safeguarding our Home".



Our cleaner, security guards and colleagues doing temperature screening are dedicated to keep AUPE safe for staff, members and visitors!



The G Kandasamy Scholarship Award aims to inspire union members of the Amalgamated Union of Public Employees (AUPE) towards lifelong learning and to support them in pursuing their aspirations and academic education at recognised universities/polytechnics/institutes of higher learning. This award is funded by the G Kandasamy Endowment Fund that was established for the education advancement of union leaders and members.



The 2020 G Kandasamy Scholarship had been awarded to Mdm Vandana Khanna from Ministry of Education (MOE) branch for her pursuit in a Post-Graduate Diploma in Expressive Art Therapy. Mdm Vandana is a School Counsellor in Woodlands Ring Secondary School and has been a union member since 2016.

We speak to her to find out more about her vision and her thoughts on being awarded the scholarship.

Why a post-graduate diploma in Expressive Art Therapy?

I aspire to make a difference in people's lives by being a competent counsellor in the allied health field. I have had opportunity to work in different context, such as prison children's home, counselling centre

G Kandasamy Scholarship Award Recipient: Vandana Khanna

and schools. I realised that counselling alone may not be effective to address multiple mental health issues. So, I want to widen and deepen my knowledge in art-based interventions. I aspire to design counselling tools integrated with different forms of Expressive Arts. I believe this will be a more effective and holistic way to contribute to the mental health arena in Singapore.

Are your counselling interventions applicable to workplaces?

Definitely. My counselling interventions can help to reduce employees' stress and in turn lead to better productivity for the companies. As companies transforms to stay relevant and profitable, employees' stress level may go up as they need adapt to changes and learn new skills quickly. This may lead to mental health issues like depression. With more awareness on the importance of mental well-being at workplaces and the necessary support in place, I believe the Singapore workforce will be become more resilient, positive and productive.

How do you feel about receiving the G Kandasamy Scholarship award?

I get a great sense of achievement! It helped me to gain more confidence in my journey of continued learning as I have plans to further my studies and do a Masters in Expressive Art Therapy.

This award endorsed my efforts in my studies. I am very glad that AUPE provides such benefit to support union members in our upskilling journey.

Working and juggling studies is no easy feat. What motivates you?

It is certainly not easy but not impossible. Studying while having a full-time job requires discipline, self-care and family support. I manage to complete these studies because of my husband's and my school leader's support and understanding.



Any tips or advice for other working adults who are also thinking of going for part time studies while working?

My suggestion for those who are planning to take up part time studies will be to think about their passion and help their families and bosses to understand why they want to upgrade. Personally, my motivation is my passion for counselling, and acknowledgment and affirmations by my loved ones.

Back to Better Normal for Public Sector Workers – a PSI Webinar

Countries in Southeast Asia had not been spared by the COVID-19 pandemic. Measures such as quarantine, social distancing, lockdowns and movement restrictions had been implemented to mitigate the spread of the virus.

PSI Southeast Asia held a webinar for PSI affiliates to share updates on current COVID-19 situations in their respective countries, the impact and challenges on workers and the different governments' and unions' responses to this pandemic. Union officials from Singapore, Malaysia Indonesia, Philippines and Thailand

gave insights to the challenges faced by healthcare workers and public sector workers and the responses undertaken by the governments and unions.



Co-Chair of PSI Sub-regional Advisory Committee for South-East Asia (SEASRAC) and General

Secretary of AUPE, Mr Sanjeev Tiwari, shared on the Singapore's experience in managing this crisis and how it will change the way of work. There will be acceleration in the use of technology, potential loss in jobs and functions and the need to help workers upskill and reskill into new roles.

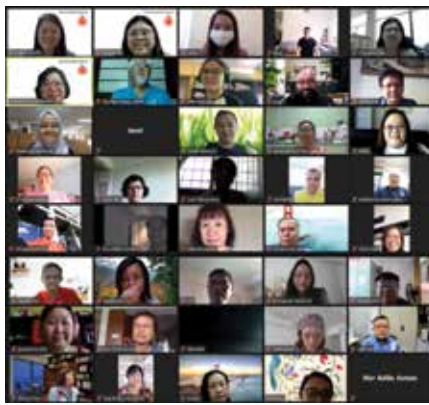
Participants also had the opportunity to hear from International Labour Organisation (ILO) on the means of getting to a better normal, namely stimulating the economy and employment; supporting enterprises, jobs and incomes; protecting workers in the workplace and relying on social dialogues for solutions.

For the full webinar, please visit PSI Southeast Asia Facebook page.

Participants Learnt Simple Stretches to Relieve WFH Aches & Pains

Over 60 AUPE union members and Credit Co-operative members attended the complimentary lunch hour "Tackling WFH Aches & Pains" webinar for them on 17 July 2020. The speaker, Physician Khor Tze Hsin from Kin Teck Tong cautioned participants to seek professional medical advice before attempting any exercises should they be experiencing any discomfort or pain.

Participants learnt about the causes of WFH pains and what constitutes a "good chair". Physician Khor demonstrated simple stretches that



could relieve aches and pains caused by long hours of sitting at desk. He also suggested participants

to try full body workouts. The Q&A segment was active with participants seeking further advice on managing specific pains and ailments they were experiencing. Besides gaining tips on how to self-manage WFH aches, participants also received the exclusive promo code for discounts to Kin Teck Tong's TCM courses and Immunity Package!

If you have any suggestions on the topic of our next webinar, we love to hear from you! Email your topic suggestions to admin@aupe.org.sg Until then, stay tuned for our next webinar and stay healthy!



Physician Khor demonstrating (left) a neck stretch and (right) a chest stretch



TRANSACT WITH US ONLINE!



HASSLE-FREE E-PAYMENT

Enjoy hassle-free payments by FAST service for withdrawals, loan disbursements and claims!

In line with the national movement towards e-payment, AUPE Credit Co-operative has ceased the issuance of cash cheques. Update your bank details with us by emailing us a screenshot of your bank account with your name reflected.



ONLINE LOAN APPLICATION

Apply for a loan from the comfort of your home!

Simply email the completed application form to us with your latest payslip, credit bureau report, moneylender report, copy of NRIC and bank details for FAST payment.

Visit bit.ly/acc-loans for the types of loans available and the application form.



24/7 ACCESS TO YOUR ACCOUNT

You can view your account balances, monthly transactions and submit withdrawal requests through the portal.

Visit www.aupe.org.sg/myapp/mop/Login.php to register for an account today!

EMAIL US AT COOP@AUPE.ORG.SG OR CALL US AT 6280 8033!

AUPE MEMBERSHIP GUIDE

BENEFITS

You can find the latest privileges at:

- AUPE benefits booklet – bit.ly/aupebooklet
- AUPE website – aupe.org.sg
- Facebook – facebook.com/aupe.sg
- Download the AUPE App



TRAINING

Union Training Assistance Programme (UTAP)

- Up to \$250/year training subsidy
- List of courses, details and application guide available on bit.ly/utapfunding

G Kanda Scholarship Award

- Up to \$15,000 award for diploma or degree courses in recognised institutions
- Open to all AUPE union members



WELFARE SCHEMES

Hospitalisation Benefit

- \$30/day for 1st 10 days and \$40 for 11th day onwards
- Additional subscription of \$2/month applies.

Demise of parent / child from 1 to 17 years old

- \$150 / \$75 respectively

Forms available at bit.ly/aupe-mutual-aid.

NTUC Gift Insurance

- Coverage up to \$40,000 for permanent disability/death
- Details & claim forms available at bit.ly/ntuc-gift

Completed forms to be emailed to membership@aupe.org.sg.



FINANCIAL ASSISTANCE

Study Grants ranging from \$100 – \$350 (for primary – tertiary levels). Application opens April annually

Up to \$100 NTUC Care Fund vouchers for members

Additional \$100 NTUC Care Fund vouchers per school-going children



COVID-19

Up to \$300 one-off cash assistance for members whose income has dropped by at least 30%. More info at bit.ly/carefund-covid19.

One-off \$50 NTUC Fairprice vouchers for members tested positive for COVID-19.



AUPE CREDIT COOPERATIVE (ACC)

Savings at attractive interest rates & wide range of loans available. For details, visit aupe.org.sg/acc or email coop@aupe.org.sg

Access account details and online withdrawals via aupe.org.sg/myapp/mop/Login.php

Hospitalisation benefit of \$20/day. Details & forms at bit.ly/acc-hosp



AUPE CLUB

Cafe, KTV, darts & lounge facilities available

Complimentary use of KTV during member's birthday month

Events and overseas trips at subsidized rates; Sports events and competitions

Visit aupe.org.sg/aupeclub for details.



FOR RETIREES ABOVE 65 YEARS OLD

Up to 6 months' rebates on union membership fees

Coverage under NTUC Gift extended till 74 years old



SIGN UP!

Online – bit.ly/joinaupe

Post completed form to AUPE – bit.ly/mshipform

For transfer from another union, email us the form (bit.ly/conversion-aupe)

