

The Public Employee

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Announcement

As part of AUPE's efforts to go green, we **will not** be sending hardcopy of this newsletter, *The Public Employee*, from January 2021 onwards. Electronic copy will be sent via email and will also be available on AUPE's website and AUPE app.

To update your email address, please contact us at membership@aupe.org.sg.



Scan the QR code to download AUPE app.

AUPE 61 CELEBRATED DIFFERENTLY

Every year, AUPE's union officials, management partners and members gather at the AUPE's Annual Dinner to celebrate the founding of AUPE on 26 September.

We cannot do the same in 2020 BUT this did not stop us from celebrating this meaningful day in a DIFFERENT way! Our branches sent in heart-warming and creative messages, videos and poems to wish us Happy Birthday, to commemorate 61 years of union work!

CHEERS TO
61
YEARS



Photos shown were taken pre-COVID-19



Photos shown were taken pre-COVID-19

To share the happiness of this meaningful day with our members and to thank them for their support over the years, a crossword puzzle quiz was held via AUPE's Facebook.

5 lucky winners walked away with \$61 in cash each!

Congratulations to the lucky winners and we thanked all the members for their overwhelming participation in our AUPE 61 Quiz!

600 Officers Flexed their Learning Muscles with AUPE at the PSW Learning Festival

For the first time, PSW Learning Festival was held virtually on 12 to 30 October. AUPE was excited to partner the Public Service Division to put together more than 100 bite-sized learning sessions to help officers to level up skills and capabilities. These sessions, hosted by public agencies and training partners, covers a wide range of skills such as job specific competencies, digital literacy, change agility, financial literacy, managing life transition and more. More than 11,000 officers participated in the festival.



600 officers joined in the 7 programmes hosted by AUPE. And these programmes obtained an average rating of 4.2 out of 5 for overall satisfaction!

Mini Learning Series for OSOs

Complementing the Virtual Learning Festival, a mini-learning series was also specially curated for the Office Support Officers (OSOs) from the Supreme Court and Family Justice Court. AUPE, PSD together with their HR, identified and



OSOs participating in the Virtual Mini Learning Series in small group

Programmes by AUPE

Re-employment Preparedness Programme	This session touched on the concept of re-employment and the relevant policy guidelines in the public sector and how officers can remain relevant.
Importance of Growth Mindset in a VUCA Environment	Our world is becoming increasingly Volatile, Uncertain, Complex and Ambiguous (VUCA). This session shared how public sector has been transforming and how do we cultivate a growth mindset to help us navigate the changes.
Maintaining Positive Mental Health in the New Normal	COVID-19 brought about challenges on our mental wellness such as burnout, blurred line between work and family; and others. Participants gained tips to tackle these challenges and how to turn negative thoughts into something beautiful.
Understanding Behavioural Insights to Nudge Habits	Have you been nudged before? Participants gained an understanding on what is behavioural insights (BI), examples of nudges around us and frameworks to start applying BI in their work.
Creativity & Innovation	Creativity is related to "imagination" while innovation is about "implementation". How do one turn a creative idea into reality? This session shared on tools and techniques on the innovation process - from understanding to ideating to testing.
Robotic Process Automation (RPA)	RPA bots can be used both in your work and personal life! Participants learned about the benefits of RPA, common applications and how can they get started to build their first bot.
Arrival of 5G Network	Singapore is expected to be the first country in South-east Asia to launch 5G services. Our speaker gave an insightful sharing on how 5G has the potential to address some fundamental issues plaguing the world, driving it towards becoming a better place for our future.



Officer doing a quiz to understand her interests and aspirations

customised relevant bite-sized programmes such as Keeping Up with Changes Around Us, Basic Communication, Introduction to Tech Tools and others. The session adopted a hybrid mode of learning through zoom and peer learning in small groups not more than 5.

Transiting to New Careers through MOE's Work Attachment Programme

"Discover your passion. Pursue your passion. Then your passion can enrich your life and the lives of others."
- Donna Satchell.

This quote aptly describes Ms Sumathi D/O Rajandran and Mr Mohamad Sofian Bin Jakaria. Both Sumathi and Sofian were Allied Educators in Teaching & Learning (AED(T&L)) for 8.5 years and 10 years respectively in the Ministry of Education (MOE). When the opportunity for them to pursue their passion presented itself about 2 years ago, they seized it! We are glad to speak to them about how they embraced changes and made a career switch.

Tell us more about your new jobs!

Sumathi: I am a Special Education Teacher in MINDS Fernvale Gardens School. I work with students with special needs, plan individual education programmes, customise lesson plans according to students' abilities as well as engage with parents and the school community to help each child reach his/her maximum potential.

Sofian: I am a Child Protection Associate with the Investigation Team in Child Protective Service under the Ministry of Social and Family Development (MSF). I do investigative work on suspected cases of child abuse or neglect. At times, the job may involve placing children in alternative care such as a relative's home, foster care or children's home when they cannot remain safe at home.

Wow, although both your jobs are still related to working with children, the job scopes are very different from being an AED(T&L). How do you know which career to go for?

Sumathi: As cliché as it may sound, teaching has always been and is still my passion. In my many years as an AED(T&L), I have seen and worked with students of various backgrounds and needs, and I realised I wanted to do more for these kids. I came across the degree

in special education offered by Social Service Institute (SSI) and decided to take it up while working full-time in MOE. While pursuing the course, I also applied for a job with MINDS through the MOE's Work Attachment Programme (WAP).

Sofian: I have always wanted to work in social service, especially in areas related to working with children. I had been in the same school for more than 12 years and when the social service job opportunity was shared with us as part of the MOE's WAP, I felt that it was timely to seize the opportunity to expand my career progression.

Switching career after so many years is not easy. How was the transition process?

Sumathi: Transiting to a new role in an entirely new environment can be intimidating. I was glad that I was able to tap on the MOE WAP to try out the job first. I was able to experience first-hand how the job was and if I liked it. It was an opportunity for both the organisation and I to assess if I am suitable for the role. The WAP lasted for 6 months and I officially joined MINDS in January 2020.



Ms Sumathi D/O Rajandran

Also, the support of my husband, family, friends, principal and superior in MINDS has been invaluable. Juggling full-time work and part-time studies was no easy feat. They have been supportive and motivated me throughout.

Sofian: I'm in my 40s and switching job after more than a decade is not a walk in the park. The WAP is a good opportunity for us to try out the new job before committing to a job transfer. My team at MSF was also a great help in easing my transition into MSF.

What's the biggest challenge you faced in this career switch? How did you overcome it?

Sumathi: In this new job, I have new roles and responsibilities. I have become busier and had to manage it with my part-time studies initially. Then, I realised it

was all about time management. I made a timetable for myself on a weekly basis and became more efficient as I knew what to do and I also gave up procrastinating (I used to procrastinate a lot!). At work, I am always on the move and did whatever I had to do without wasting any time or having the "can be done at home or tomorrow" mentality. Things got better eventually!

Instead of saying I've totally settled into this new job, I would say I believe there will be more challenges along the way but, with the right mindset and the support of the people around me, I believe I can overcome all challenges.



Mr Mohamad Sofian Bin Jakaria

Sofian: I have no training or experience in social work before this stint, so there was a lot of learning for me. During the attachment, it was mainly on-the-job training where I will shadow my colleagues and quickly learn on the spot, from reacting to situations to processes and paperwork. I also have to be "thick-skinned" to ask questions.

The other challenge was learning to work with officers who are much younger than me. They have very different working styles and I was worried that I would not be accepted by them. However, it turned out to be a non-issue at all. While I do not have the social work knowledge and qualifications like my younger colleagues, my experience as an AED(T&L) and my age were of great help when it comes to engagement and handling of parents. I was able to defuse tension and facilitate situations like reunion of parents and child. My younger colleagues sought my advice and assistance in this area and gradually, I took on a brotherly role in the team.

How do you feel now after making this career switch?

Sumathi: I can gladly say I have no regrets making this career switch. Each day is a new challenge and I like how this job keeps me on my toes all the time. It is a very

enriching and fulfilling job which makes me happy and thankful.

Sofian: I feel that the society is moving too fast, there are many people who are lagging behind and they need someone to point them in the right direction. When I was an AED(T&L), I supported children in one aspect of their lives - learning. As a Child Protection Associate, I can help the children and the entire family in a more in-depth level. Like how a friend of mine puts it, "A life changes every time you work".

In addition, I felt that this career switch has opened more doors for

me. I see that there are many other areas in MSF that I can venture into in the future.

With digital transformation, evolving demographics and economic landscape, jobs are changing. Do you have any advice for others who are facing changes in their job functions or careers?

Sumathi: Change is scary but at the same time, inevitable. Trust in yourself and your abilities, do what you feel is right and always ask when in doubt. Also, never give up on your passion because I believe when passion becomes your job, it is a great feeling!

Sofian: Keep an open mind to learn and embrace opportunities. Sometimes, the initial step to embrace change seems daunting but we should look at the long-term potential and be brave. That one step might bring about more opportunities! If you are an AED(T&L) like me, you could tap on the MOE's WAP to facilitate the transition. As AED(T&L), we encourage our students to learn and to expand their horizons. We should do the same too!

Thank you Sumathi and Sofian for sharing their journey with us and for the meaningful work that you are doing for our community!

New CTC Focuses on Skills Relevance, Workforce Agility and Lifelong Learning

AUPE, together with UITS (Union of ITE Training Staff), has inked an agreement with Institute of Technical Education (ITE), Singapore to set up an ITE-Union Company Training Committee (CTC) on 13 October 2020. The ITE-Union CTC will provide a platform for ITE and its staff union to keep abreast of emerging skills and technology as well as identify developmental needs and learning opportunities for staff. Complementing ITE's Staff Capability Development Framework, the CTC consists of competency programmes specific to ITE staff. The CTC will focus on three priorities – skills relevance, workforce agility and lifelong learning. More than 2500 staff will benefit from this CTC.



Signatories & Witnesses for the AUPE-ITE CTC

ITE

The formation of a CTC creates good synergy between our management and unions, as we align our staff development plans with their aspirational goals and organisational needs. This will definitely expedite transformation within ITE, as we build new capabilities and develop new programmes in response to Singapore's changing economy, jobs and skills landscape."

~ Ms Low Khah Gek, CEO, ITE

AUPE

The COVID-19 pandemic has proven that there is a need to constantly upgrade oneself to keep up with the rapid changes. The timely establishment of this CTC will enable AUPE to hear the concerns and feedback from workers on the ground and surface it to ITE, so that together, we will be able to come up with comprehensive training that targets the pain points of our workers. With both sides working in close partnership, our workers will be able to benefit from the resources of the partnerships.

~ Mr Sanjeev Tiwari, General Secretary, AUPE

UITS

The CTC is a timely platform that UITS can use to engage and review the learning needs of our members. The pandemic has led to career switches and thrown a spotlight on retraining and re-skilling. We encourage all members to adopt a growth mindset which embraces lifelong learning, especially in new Industry 4.0 and digital skills that can combat technological disruptions.

~ Mr Paul Sim Sian Khoo, President, UITS

Public Sector Transformation in the MOF Family

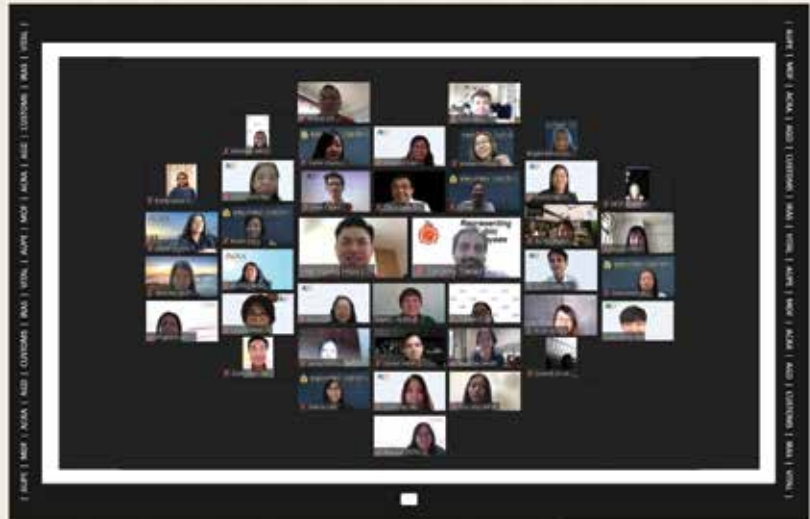
Design Thinking, Data, Digitalisation – these are buzz words at the 19th Annual Ministry of Finance (MOF) Family Union Management Steering Committee (UMSC) held on 24 September 2020.

Technological disruptions, changing social trends and demographic shifts are disrupting the way we work, the way services are delivered. 6 agencies from the MOF family – MOF-HQ, ACRA, AGD, Customs, IRAS and VITAL – shared with AUPE on their ongoing transformation efforts to stay relevant with changing times and the exciting plans that are in the pipeline.

A cornerstone in a successful transformation journey is building capabilities in the people. And this was a key focus area in every agency's plan – to upskill their officers, equipping them with future-ready skillsets to take on future jobs! This was also in line

with AUPE's focus to enhance the employability of public officers, to prepare them for jobs of the future. And AUPE will be exploring further with individual agencies on possible collaborations to support our officers in this public sector transformation journey!

19th Union-Management Steering Committee Meeting



Over 360 Students Benefited from AUPE Group Study Grants

Over 360 students received their study grants from AUPE and AUPE Credit Co-operative this year. A total of \$68,800, funded by AUPE, AUPE Credit Co-operative and NTUC U-Care Fund, were disbursed to the various levels:

Primary	68 recipients
Secondary	132 recipients
ITE / Pre-U / JC	49 recipients
Polytechnic	68 recipients
University	44 recipients

Amidst the current COVID-19 situation, the annual AUPE Group Study Grants Ceremony was unable to be held physically. A virtual seminar titled Grow and Excel was held on 24th November for parents and the recipients. During the seminar, AUPE Deputy General Secretary, Ms Katherine Loh, shared about the importance of having a growth mindset and how to effectively apply such a mindset.

We also spoke to two members, Ms Juleeana Bte Idris and Ms Bong Yan Ling, and their children on their thoughts about receiving the grants.

"This study grant motivates my daughters to study even harder and aim for better grades," shared Ms Juleeana, an executive with MSF. She is thankful to receive the study grant. As a single mother, this meaningful grant helps to reduce some financial expenses and ease her mind about purchasing adequate school necessities for her 4 schooling daughters aged 9, 13, 14 and 18 this year.



Ms Juleeana Binte Idris with her daughters

Her children have diverse interests and aspirations ranging from fashion designer, pre-school teacher, travel vlogger to policewoman. She hopes that they can achieve their dreams and turn their aspirations into reality. "The struggle is real. I hope that they can show the world that they too can succeed like anybody else even though they came from a single family," she added.



Ms Bong Yan Ling with her children

Ms Bong Yan Ling, a Customs Officer at Changi Airport, echoes Ms Juleeana's sentiments that the study grant is both a valuable financial aid and a rewarding factor to inspire and motivate her daughter to perform better in school. Ms Bong's daughter, Eunice, is a Secondary 4 student who enjoys drawing and painting in her free time, as it allows her to be creative.

"Knowledge is infinite and I hope my daughter will continue to work hard in her studies," said Ms Bong when asked about her hopes for her daughter. "I also hope for her to live as a better person each day and be a good role model in her generation," she added. Eunice also shares her aspiration with us, "I love to travel around the world. I hope to be an aeronautical or aerospace engineer in the future, to improve traveling for all!"

Congratulations to all our recipients and we wish all of them success in their journeys to achieve their aspirations. "If you can dream it, you can do it!" – Walt Disney

Easing Burden for 194 AUPE Members During COVID-19

“See you tomorrow” after a day at work seems normal until tomorrow at work never came. Everyone was given a short time to adjust to the new normal which was working from home. But for some, their jobs were at stake because work could never be brought home.



Mr Terence Yeong, an AUPE union member, is a self-employed coach whose livelihood has been affected by the COVID-19 pandemic. He relies solely on conducting swimming classes for his income and it dropped to zero when the news came out that all swimming pools will be closed till further notice. His number of students had started to decline since January 2020 and the worst came when circuit breaker was implemented.

“I was very worried for my family as I am the sole breadwinner,” Terence recalled. “It took me some time to regain positivity as I realised that I needed to be strong for them. It was also a chance to spend some time with them.”

Terence came to know about the NTUC Care Fund (COVID-19) through the news when it came out and he went online to find out more on how to apply. Being a union member, he looked through other schemes which he could be eligible for and from there, he got to know about the CAP+URE Fund as well.

The NTUC Care Fund (COVID-19) aims to help eligible members facing hardships due to COVID-19 to tide over their daily necessities

by providing a one-off cash relief of up to \$300. The CAP+Ure Fund targets to reach out union members (with children) who are impacted by total and sudden loss of income to provide a one-time interim financial support for the children’s schooling and nutritional needs. Each child will receive a one-time disbursement of \$250 worth of FairPrice vouchers.

Terence promptly applied for both funds and was a successful applicant for both. “The funds helped to ease my household burdens and brought down my worries during this difficult time,” shares Terence. “My whole family and I really appreciate the help from the union. AUPE’s staff assisted me closely and followed up with my applications since the start to ensure that it would achieve the best possible outcome. I could not imagine the worst it could have been if not for the help that I had received. Thank you.”

To date, 194 AUPE members had benefited from the NTUC Care Fund (COVID-19). As the Singapore’s economy and labour market



continue to be impacted by challenges brought on by COVID-19, NTUC and its affiliated unions are re-opening applications for the NTUC Care Fund (COVID-19) with expanded eligibility criteria. Successful applicants from the first exercise are eligible for a second payout provided their union membership is still valid. They will be notified via SMS and will receive their second round of payouts by early December 2020. For application and more information, please visit <https://bit.ly/covid-19carefund>.

NTUC Care Fund (COVID-19)
ENHANCED!

Refreshed criteria to help more members tide through tough times.

Successful applicants from the first exercise are also eligible!

“ My whole family and I really appreciate the help from the union. AUPE’s staff assisted me closely and followed up with my applications since the start to ensure that it would achieve the best possible outcome. I could not imagine the worst it could have been if not for the help that I had received. Thank you. ”

APPLY FOR AUPE CREDIT CO-OPERATIVE CONSOLIDATION LOAN!

Eligibility is up to 6 times of salary or \$50,000 whichever lower for salary check off deduction and 4 times of salary or \$30,000 whichever lower for non-salary check off deduction.

You can download our loan application form at our website at www.aupe.org.sg/acc and email us your documents at coop@aupe.org.sg or apply personally at our office.

Loans are subject to credit assessment and approval.

For more details, please contact us at 6280 8033 or email us at coop@aupe.org.sg.

Combine your debts with financial institutions into one single loan with our consolidation loan. At competitive interest rates, the loan amount will be paid directly to the financial institutions. Simply provide us with your latest payslip, credit bureau report, moneylender report and your latest financial statements to apply for our consolidation loan.



YEAR END MEMBERSHIP PROMOTION!

Receive a
FREE OTO Back Massager
worth \$238 for new sign-ups for AUPE union membership
from 15 December 2020 to 31 January 2021.



Refer your friend to enjoy this special promotion and receive \$10 from us for every successful referral!

Check out <https://bit.ly/AUPEYearEndPromo> or scan QR code for more information!



Terms and conditions:

Application for the AUPE union membership can be via online or hardcopy and completed GIRO forms (one for union membership fee and another for Mutual Aid Welfare fund) have to be submitted to qualify for this promotion. This promotion is applicable to new sign-ups and union members who are transferred to AUPE from 15 December 2020 to 31 January 2021. Members will be notified on the collection of the OTO Back Massager after the first GIRO deduction. Members must maintain and continue to pay at least 6 months of membership via GIRO, from the date they join AUPE. Otherwise, the member will be liable to make payment for the full cost of the item (i.e. \$238) to AUPE.